

**STATE OF ALASKA**  
**Alaska Police Standards Council**  
**Minutes of the 138th Regular Meeting**  
**August 26, 2020**  
**Statewide Teleconference**

**1. CALL TO ORDER**

Chair Doll called the 138<sup>th</sup> Regular Meeting of the Alaska Police Standards Council to order on August 26, 2020, at 12:00 p.m. A roll call was conducted as follows:

**APSC Members Present**

Chair Justin Doll, Chief, Anchorage PD  
Vice-Chair Kelly Goode, Deputy Commissioner, DOC  
Michael Craig, Public Member  
Steve Dutra, Chief, North Pole PD  
David Knapp, Sergeant, Correctional Officer IV DOC  
Ed Mercer, Chief, Juneau PD  
Leon Morgan, Deputy Commissioner, DPS  
Wendi Shackelford, Public Member  
Joe White, Chief, Ketchikan PD  
Jen Winkelman, Director of Probation/Parole, DOC

**APSC Members Absent**

Rebecca Hamon, Public Member  
Shane Nicholson, Sergeant, Kodiak AWT  
Dan Weatherly, Public Member

**APSC Administrative Staff Present**

Robert Griffiths, Executive Director  
Wendy Menze, Administrative Assistant  
Sarah Hieb, Administrative Investigator  
Rob Heide, Training Coordinator

**Department of Law Representatives Present**

Jack McKenna, Department of Law  
Stephanie Galbraith, Department of Law  
John Skidmore, Department of Law  
Kaci Schroeder, Department of Law

## **2. AUDIENCE INTRODUCTIONS**

Greg Russell, Retired Chief  
Joshua Wilson, ACOA  
Randi Breager, DPS  
April Wilkerson, DOC  
Tabitha Timmerman, DOC  
Tim Putney, Chief, Kodiak  
Megan Stencil  
Kimberly Clark

## **3. APPROVAL OF AGENDA**

Executive Director Griffiths asked that the agenda be amended to include consideration of a regulation change dealing with U.S. nationals under Agenda Item 9, New Business.

It was moved by Winkelman and seconded by Shackelford to approve the amended agenda. The motion passed with unanimous consent.

## **4. APPROVAL OF PAST MINUTES – May 7, 2020**

It was moved by Shackelford and seconded by Morgan to approve the minutes of the 137<sup>th</sup> Regular Meeting held May 7, 2020. The motion passed with unanimous consent.

## **5. PERSONS TO BE HEARD**

There were no persons to be heard.

## **6. COUNCIL CHAIR'S REPORT**

Chair Doll noted there has been a lot of discussion this summer about the behavior of law enforcement officers, standards for law enforcement officers, and enforcement of those standards, which will be addressed in more detail under Agenda Item 9. Chair Doll expressed his appreciation for the fact that Alaska has a Police Standards Council that has the legal

authority to review officer conduct and make decisions regarding police certificates and encouraged his fellow Council members to join him in taking a more active role in educating the public on the Council's responsibility as an independent reviewer of officer conduct.

## **7. EXECUTIVE DIRECTOR'S REPORT**

The August 26, 2020, Executive Director's Report to Council was distributed to Council members prior to the meeting and is available online.

ED Griffiths began with reporting that Chief Nancy Reeder from Fairbanks has stepped down, so currently there is that vacancy. Unalaska Chief John Lucking recently lost his wife to cancer, and ED Griffiths noted APSC's thoughts and prayers go out to Chief Lucking and his family.

ED Griffiths reported there are three potential changes that APSC may wish to make in its regulations that will help address some of the concerns being seen on a national basis regarding police accountability, training, etc. These include: 1, adopting certificate suspension as an intermediate sanction for less egregious misconduct or failure to meet training requirements; 2, setting minimum in-service training requirements for all disciplines to retain certification, to include annually mandated APSC certified refresher training in high liability areas; and 3, establishing supervisory and management/executive level certification and associated training/education/experience standards to encourage career development.

Chair Doll noted that as Mr. Skidmore will be addressing these matters under Agenda Item 9, discussion will be postponed until after Mr. Skidmore's presentation.

## **8. OLD BUSINESS**

### **a. COVID-19 Pandemic Response Adjustment of Enforcement Deadlines**

ED Griffiths reported that at the last Council meeting, based upon the global COVID-19 pandemic and the Governor's emergency declaration, staff was authorized to relax enforcement of specific regulatory requirements by extending deadlines beyond those specified in regulation.

This choice was made rather than undertaking emergency regulatory changes. Deadlines for DOC's compliance with background check requirements and medical examinations have been temporarily extended from 90 to 180 days. In addition, pre-hire medical fitness-for-duty examination deadlines have been waived for all officers, provided that a medical exam should be done as soon as possible and required before attending a basic academy. ED Griffiths noted that DOC and other agencies have been able to adapt and by now most documents are being received well within the 90-day deadline in most cases.

This temporary extension to 180 days will expire in September, and unless DOC or other agencies feel the need to extend it further, ED Griffiths recommended it be allowed to expire. April Wilkerson from DOC noted the extension has greatly assisted them in getting some of their vacancies filled. They started the calendar year, right before COVID, with just over 90 correctional officer vacancies, and they are down to just 50 vacancies currently. She asked that DOC be given the opportunity to discuss internally whether the extension to 180 days needs to be continued, and they will get back with the Council on this. She reported that currently DOC is still having difficulty in getting some of the background investigations completed due to COVID closure issues.

Responding to questions, ED Griffiths noted it is within the Council's authority to adopt an emergency regulation and then subsequently file with the intent of turning it into a permanent regulation change, if the Council so desires. Following discussion, Chair Doll recommended the Council let the temporary extension expire in September and wait to hear back from DOC before taking any further action on this matter. The matter will remain under Old Business on the agenda for the next Council meeting, and ED Griffiths was directed to prepare a proposed regulation change for the Council's consideration that will provide the necessary flexibility for the Executive Director to make these kinds of situational decisions in the future.

## **9. NEW BUSINESS**

- a. John Skidmore, Deputy Attorney General, on national LE concerns regarding use of force, officer certification, and training.**

**b. Consideration of regulatory project supporting certificate suspensions, mandatory annual in-service training requirements, and adoption of supervisory/management level certification.**

Mr. Skidmore introduced himself and gave the Council a snapshot of his background, including his experience with law enforcement and his former advisory role to the Council. In particular, he noted that in his work with Special Prosecutions one of the changes made involved officer-involved shooting cases that resulted in a death or a serious physical injury. Previously these cases were handled by local DA's offices but are now all referred to the Office of Special Prosecutions so that they would have a consistent analysis and approach to avoid any conflicts that could occur with local offices.

Mr. Skidmore noted that there has been a great deal of national attention given to law enforcement agencies. While many of the recommendations that have been made in Congress or in the Lower 48 are for things that are actually already in place in Alaska, proposals for changes to Alaska's law enforcement agencies may be coming up in the next Legislative session, and Mr. Skidmore recommended APSC not be caught off guard but be proactive regarding some of these concerns.

One area of potential concern involves VPSOs, who currently are regulated by the Department of Public Safety, not by APSC. Thus, the minimum qualifications for police and law enforcement developed by APSC do not apply to VPSOs, and this is an area he encouraged APSC to look into.

Another area of potential concern involves officer certification. Currently APSC has the authority to decertify officers following adjudicatory proceedings, but other state POSTs can also choose to suspend officers' certifications, thereby allowing more immediate action to be taken when deemed necessary. Also, other states require new officers be reported by agencies within a short period of time after being hired, where Alaska allows up to 30 days, and Mr. Skidmore discussed how this could be potentially problematic.

Mr. Skidmore noted the Council has been provided extensive information on other states' rules and regulations regarding these issues and encouraged the Council to review it and consider possible regulation or statutory changes that could improve Alaska's law enforcement structure.

Mr. Skidmore next discussed the topic of officers' use of force, which has also been getting a great deal of national attention lately. While the FBI has certain reporting requirements nationally in place, he recommended that APSC consider developing reporting requirements on the use of force in Alaska to provide correct data and transparency to the public.

While in-service training is regularly performed in Alaska, it is not currently mandatory, and this is another area Mr. Skidmore recommended APSC investigate when considering proposed regulatory changes. Mandatory in-service training could also include training in high-liability areas, such as de-escalation and crisis intervention.

Mr. Skidmore noted that although all officer-involved shootings are now referred to the Office of Special Prosecutions, this is currently a policy decision and not in statute. He recommended APSC consider making this a regulatory change as it might be brought up in the next Legislative session.

Lastly, Mr. Skidmore requested APSC review the materials he provided regarding the makeup of other states' police regulatory bodies and consider whether or not APSC should increase demographic diversity in its Council composition.

Following extensive discussion it was decided that these matters should be thoroughly reviewed before the next Council meeting in December, with proposed action items to be included in the agenda. Areas of concern to be addressed include: 1, instituting a certificate suspension option; mandating in-service training requirements, to include training on de-escalation and crisis intervention; supervisory and management/executive level certification to encourage career development; and including VPSO standards and certification under APSC's authority; and 2, composition of the Council and mandated statewide use-of-force reporting.

Chair Doll asked if any Council members wished to volunteer to focus on these areas and bring their suggestions back to the Council at the December meeting. Mike Craig and Deputy Commissioner Morgan volunteered to address the issues included in No. 1 above, and Director Winkelman and Wendi Shackelford volunteered to address the issues included in No. 2 above.

Additionally, Chair Doll encouraged all Council members to thoroughly review the materials provided by both ED Griffiths and Mr. Skidmore and provide their thoughts, comments, and suggestions to ED Griffiths, who will then collate them and bring them to the next Council meeting.

**c. Issue involving U.S. Nationals**

ED Griffiths reported that while citizens of all other U.S. territories are considered U.S. citizens, citizens of American Samoa and Swains Island are still considered U.S. nationals. U.S. nationals can apply for U.S. citizenship, but this often takes time. This matter has come to APSC's attention as two recently-hired corrections officers have been having difficulty in receiving their citizenship due to COVID delays.

Chair Doll noted that ED Griffiths has provided the Council with draft language proposing an emergency regulation be adopted to allow the recognition of U.S. nationals as U.S. citizens, to be followed up with a permanent regulation change. The necessity for an emergency regulation at this time is to provide DOC the ability to retain the two U.S. nationals recently hired as their time to prove U.S. citizenship is about to expire, as well as allow other agencies to hire U.S. nationals during this time of COVID delays.

It was moved by White and seconded by Morgan to find an emergency exists regarding the hiring of U.S. nationals due to COVID delays and to adopt the draft emergency regulation language presented by ED Griffiths. A roll call vote was taken, and the motion passed unanimously.

**10. ADJOURN TO EXECUTIVE SESSION**

It was moved by Morgan and seconded by White to adjourn to Executive Session to address subjects that may tend to prejudice the reputation and character of individuals and for deliberations on adjudicatory proceedings in APSC cases: 2018-15, 2019-32, 2019-36, 2019-39, 2020-01, 2020-03, 2020-17, 2020-18, 2020-19, and 2020-20. The motion passed with unanimous consent.

## **11. CALL BACK TO ORDER – GENERAL SESSION**

Following deliberations during Executive Session, Chair Doll called the General Session back to order.

## **12. ROLL CALL**

A roll call vote was conducted, and all members present at the start of the meeting remained in attendance.

Chair Doll asked for a motion to extend the meeting time until 4:45.

It was moved by Shackelford and seconded by Mercer to extend the Council meeting until 4:45 or until the conclusion of business. The motion passed with unanimous consent.

## **13. BUSINESS ARISING FROM EXECUTIVE SESSION**

**2018-15 Rob Carlson:** It was moved by Dutra and seconded by Mercer that the Council affirm its prior decision and not accept the proposed settlement. A roll call vote was taken, and the motion passed unanimously with four recusals: Goode, Knapp, Shackelford, and Winkelman.

**2019-32 David Atteberry:** It was moved by Shackelford and seconded by White to adopt the Executive Director's finding of disqualification for certification as a police officer. A roll call vote was taken, and the motion passed unanimously with one recusal: Morgan.

**2019-36 James Lester:** It was moved by Knapp and seconded by Dutra to revoke the officer's police certification. A roll call vote was taken, and the motion passed unanimously.

**2020-01:** It was moved by Morgan and seconded by Mercer to accept the Executive Director's withdrawal of findings of disqualification for certification as a police officer. A roll call vote was taken, and the motion passed unanimously.



**2019-39 Lorena Williams:** It was moved by Mercer and seconded by Shackelford that the APSC has determined there is probable cause to move forward with revocation proceedings. A roll call vote was taken, and the motion passed unanimously.

**2020-03 Aaron Henderson:** It was moved by Morgan and seconded by Craig that the APSC revoke the officer's certification. A roll call vote was taken, and the motion passed unanimously with two recusals: Goode and Winkelman.

**2020-17 Kimberly Clark:** It was moved by Shackelford and seconded by Dutra to adopt the Executive Director's finding of disqualification for certification as a correctional officer. A roll call vote was taken, and the motion passed Yes votes: Doll, Dutra, Mercer, Morgan, Shackelford, White. No votes: Craig. Recusal votes: Goode, Knapp, and Winkelman<sup>[RG1]</sup>.

**2020-18:** It was moved by Shackelford and seconded by Morgan to adopt the Executive Director's finding of disqualification for certification as a correctional officer. A roll call vote was taken<sup>[RG2]</sup>, and the motion failed-Yes votes: Shackelford. No votes: Craig, Doll, Dutra, Knapp, Mercer, Morgan, White. Recusal votes: Goode and Winkelman.

**2020-19 Dakota Ashburn:** It was moved by Dutra and seconded by Mercer to adopt the Executive Director's finding of disqualification for certification as a correctional officer. A roll call vote was taken, and the motion passed unanimously with two recusals: Goode and Winkelman.

**2020-20:** It was moved by Shackelford and seconded by Morgan to adopt the Executive Director's finding of disqualification for certification as a correctional officer. A roll call vote was taken<sup>[RG3]</sup>, and the motion failed. Yes votes: Dutra, Knapp, Shackelford, White. No votes: Craig, Doll, Mercer, Morgan. Recusal votes: Goode and Winkelman.

#### **14. PERSONS TO BE HEARD AND COUNCIL COMMENTS**

There were no persons to be heard. Chair Doll requested Council comments be withheld due to the length of the meeting.

#### **15. SCHEDULING OF FUTURE MEETINGS**

Chair Doll requested ED Griffiths and his staff coordinate with Council members to determine the next scheduled meeting date in December.

## **16. ADJOURNMENT**

There being no further business to come before the Council, it was moved by Morgan and seconded by Winkelman to adjourn the meeting. The motion passed by unanimous consent, and the meeting was adjourned at 4:28 p.m.

Minutes approved on December 1, 2020, at the 139th Regular Meeting of the Alaska Police Standards Council.



Alaska Police Standards Council  
138<sup>th</sup> Regular Meeting Agenda  
August 26, 2020 1200  
Statewide Teleconference\*

GENERAL SESSION AGENDA

1. Call to Order & Roll Call
2. Audience Introductions – please announce yourself if you have called in.
3. Approval of agenda
4. Approval of past minutes – May 7, 2020
5. Persons to be heard:
6. Council Chair's Report: Justin Doll
7. Executive Director's Report: Bob Griffiths - Written
8. Old Business:
  - a. COVID-19 - adjustment of enforcement deadlines and on-line training enhancements
9. New Business:
  - a. John Skidmore, Deputy Attorney General, on national LE concerns regarding use of force, officer certification and training.
  - b. Consideration of regulatory project supporting certificate suspensions, mandatory annual in-service training requirements, and adoption of supervisory/management level certification.
10. Adjourn to Executive Session to address subjects that may tend to prejudice the reputation and character of individual(s) and for deliberations on adjudicatory proceedings in APSC Cases: 2018-15, 2019-32, 2019-36, 2019-39, 2020-01, 2020-03, 2020-1, 2020-18, 2020-19, and 2020-20.
11. Call back to order – General Session
12. Roll Call
13. Business arising from Executive Session (individual decisions voted in open session)
  - a) Action to accept surrendered certification(s) and findings of disqualification
  - b) Council consideration of probable cause to initiate revocation action
  - c) Certificate revocation actions
14. Persons to be heard and Council comments
15. Scheduling of future meetings
16. Adjournment:



## Executive Director's Report to Council

August 26, 2020

### Activities:

#### Since our May 2020 council meeting: (as of 8/13/2020)

- In response to the global COVID-19 pandemic APSC continues remote operations; our office is closed. Brief weekly coordinated trips to the office allow continued issuance of certifications, mail processing, and manual file updates.
- With the national narrative laser-focused on police use of force, allegations of misconduct and accountability, the Executive Director has been occupied in responding to countless media, public records, and legislative requests. Numerous news articles have been published, some using our publicly available information. Staff have engaged in constructive discussions with several municipal, state, and federal officials on the topic. Most agree there is a need for the Council and staff to fully engage in the impending process of "police reform" in Alaska. This led to the formation of several proposals regarding potential regulation changes for the council to consider. Deputy AG John Skidmore will be attending our meeting to discuss potential legislative changes that are likely to be introduced in the next legislative session. Many of these, should they become law, would impact the mission and authority of the Council; all would impact police and corrections operations across the state.
- APSC received and processed 104 formal records or public information requests. This does not include many routine agency background or officer training records requests, which are received and routinely handled daily.
- APSC staff evaluated 80 officers' training records to determine if they qualified for Alaska reciprocity or "lateral entry" for another Alaska agency.
- Office of Administrative Status Hearings (OAH) suspended all in-person hearings due to the Pandemic. Nine telephonic status and case planning conferences were held since our May meeting. All fact-finding hearings previously set before September were postponed; hearings currently set for October and November will most likely be continued until next calendar year.
- Sarah Hieb has been very busy working with several agencies, including clerks with DPS and DOC Training Academy staff, guiding and training them on entering officer training data into ACADIS. Any agency wishing to use the system for their departmental training records is encouraged to contact Sarah. Sarah is now engaged in the implementation of ACADIS "Person Portal," "Online Testing," and "Learning Management System" modules, and coordinating associated training.
- APSC received, processed, and responded to 21 new complaints from members of the public regarding perceived officer misconduct or allegations of misconduct by another criminal justice agency. Each of these were referred to the officer's employing agency to address, or to local officials to address. All complainants were notified or responded to in writing.
- Training Coordinator Rob Heide migrated the 40-hour classroom course to a remote delivery online course held for several hours, twice weekly, over nearly a month. This

allowed increased enrollment to up to 16 students. Course enrollment quickly filled and he successfully delivered the course in installments over several weeks. Unfortunately, the online delivery method appears not to have inspired the same level of student commitment, as only 11 students completed course requirements for graduation.

- APSC Staff continued with its ongoing misconduct investigations; in the time since our May meeting we opened nine new cases and closed five existing investigations (including those closed by final action taken at our last meeting).

**Statistics:**

Fiscal year 2020:

Training Events Sponsored	16	Except Academies (all held/planned FY20 – Reflects COVID-19 Cancellations)
Officers Attending Sponsored Courses	257	Non-academy sponsored and hosted courses held or planned for FY20
Sponsored Training Hours Delivered	5695	Excluding Academies
Academy Attendees	155	ALET 19-02 & 20-01, Reciprocity/Lateral, MCO, VPO and APD
Academy training hours	124,576	Reciprocity/Lateral, ALET 19-02 & 20-01, MCO, VPO, and APD
Certificates issued	490	All Certifications
Officer Certifications	297	Basic, Intermediate & Advanced
Instructor Certifications	81	Including Renewals
Course Certifications	112	Including Renewals and online courses
Reciprocity Evaluations	209	For training waivers and lateral hires
New Investigations Initiated	46	
Investigations Closed	40	
OAH Hearings Held	20	Includes status conferences.

Fiscal year 2021 (As of 8/14/2020, including currently enrolled academies):

Training Events Sponsored	2	Except Academies (all held/planned FY20 – Reflects COVID-19 Cancellations)
Officers Attending Sponsored Courses	3	Non-academy sponsored and hosted courses held or planned for FY20
Sponsored Training Hours Delivered	320	Excluding Academies
Academy Attendees	41	ALET 19-02 & 20-01, Reciprocity/Lateral, MCO, VPO and APD not including VPSOs
Academy training hours (projected)	42,722	Reciprocity/Lateral, ALET 19-02 & 20-01, MCO, VPO, and APD
Certificates issued	46	All Certifications
Officer Certifications	33	Basic, Intermediate & Advanced
Instructor Certifications	10	Including Renewals
Course Certifications	3	Including Renewals and online courses
Reciprocity Evaluations	49	For training waivers and lateral hires
New Investigations Initiated	3	
Investigations Closed	0	28 cases now open; 6 with OAH; 13 pending criminal prosecution
OAH Hearings Held	7	Includes status conferences.

### Administrative Hearings & Appeals:

#### Case Status:

- Valent Maxwell, Klawock; APSC #2015-12; OAH # 16-0134-POC; Alaska Court # 1KE-17-00069CI. Decision issued by court and previously distributed to council members. This case has now run its course and the Council's decision to revoke the officer's certification was overturned.
- Luis Nieves, AST; APSC Case 2018-10; OAH # 19-0140-POC; Case filed with OAH, hearing date set aside pending resolution of a civil suit.
- Kevin Nushart, DOC; APSC Case 2018-13; OAH # 19-0405-POC; Fact-finding hearing now re-set for October 2020 however this date will quite likely be continued.
- Robert Carlson, DOC Probation/Parole; APSC Case 2018-15; OAH # 18-1040-POC; fact-finding hearing postponed with no date currently set.
- David L Russell, AST; APSC Case 2019-16; OAH # 20-0182-POC; Telephonic hearing now set for the week of December 14, 2020.
- Charles D Jetton, AST; APSC Case 2019-35; OAH # 20-0160-POC; Hearing set for the week of January 11, 2021.
- James G Lester. AST; APSC Case 2019-36; OAH No. 20-0325-POC; OAH hearing cancelled at Lester's request. Council to take final action during this meeting.
- Aaron Henderson, DOC; APSC Case 2020-03; Officer was served with the accusation on August 3, no-response dictates the council will need to consider revocation in this meeting.
- Paul Secor, AST; APSC Case 2020-10; Accusation is being served on officer, required timelines place this on our next meeting agenda for decision.

### Council and Command Changes across the state:

- Cordova Police Chief Mike Hicks retired, and Nate Taylor has been named Interim Chief.
- Richard Simmons was appointed Police Chief in Bethel.
- Brent Nierman as named Interim Chief in Sand Point after Hal Henning moved to Sitka PD.
- Jay King has stepped in as the new Chief in Unalaska.

### Regulations:

As mentioned previously, the national cry for "Police Reform," is being heard across Alaska; thankfully, our protests have been largely peaceful and without the rancor and violence seen in some communities in the lower 48. We have also seen several pro-police "Back the Blue" events hosted in some areas. Recognizing that the Council will want to be proactive and help guide this discussion, I have several recommendations for areas of potential regulatory change that may help improve officer accountability and training. These include: a) adopting certificate suspension as an intermediate sanction for less egregious misconduct or failure to meet training requirements; b) setting minimum in-service training requirements for all disciplines to retain certification, to include annually mandated APSC certified refresher training in high liability areas; and, c) establishing supervisory and management/executive level certification and associated training/education/experience standards to encourage career development.

Deputy Attorney General John Skidmore will attend our upcoming meeting to introduce and discuss some likely reform proposals that exceed the scope of the Council's regulatory authority and would require legislative action. These are expected to include: a) the return of Village Public Safety Officer (VPSO) standards adoption and certification to APSC; b) legislated mandatory reporting requirements & deadlines for agencies (hiring, termination, promotion, misconduct, etc.); c) mandated statewide use-of-force reporting; d) mandatory training requirements for de-escalation

and use-of-force; e) officer and agency sanctions for failure to comply with statutory and regulatory requirements; and, f) granting legislative authority to the council to use suspension of officer certification (and police authority) as an enforcement tool.

### **Certificate Suspension:**

In several of APSC's cases before the Office of Administrative Hearings (OAH), Administrative Law Judges (ALJ) have opined that, while officer's misconduct did violate regulations, they felt permanent revocation of certification was a harsh treatment. Every ALJ suggests that APSC and the officer attempt to "mediate a resolution." Because APSC's only tool is revocation, no mediation is possible. It has been suggested that adopting regulatory language providing for certificate suspension may prove useful to APSC in negotiating settlements with officers accused of less egregious misconduct or temporary inability to meet fitness or performance standards.

Several other state Police Officer Standards and Training (POST) agencies have authority to suspend an officer's certification (and their police authority) for a period, or until a specific condition is met. At least one state (Missouri) grants the Executive Director with authority to immediately suspend an officer's certification following their "indictment for, is charged with, or has been convicted of the commission of any felony," or they "Present[s] a clear and present danger to the public health or safety if commissioned as a peace officer." Due process is then provided through a probable cause hearing within five days, if requested.

Several states, including Idaho and Nebraska, grant their POST the authority to suspend an officer's certification (and police authority) whenever they no longer meet the minimum requirements for an officer, provided that the officer and agency are given sufficient notice and "reasonable time" to correct the deficiency. Some also have authority to assess administrative penalties (fines) for non-compliance with regulations or statutes.

Arizona, Kansas, and Delaware report that they also have suspension authority but it is seldom used other than in specific cases where an officer didn't meet training requirements within required timeframes or occasionally when a minor offense was committed and the council mandated remedial training or treatment prior to returning to work. Most states replying to my request for information reported that they still revoke certificates in far more cases than they use suspensions. Arizona occasionally uses suspension as an intermediate sanction: they suspend an officer's certificate until it expires, thus allowing them to eventually return to the profession, should they desire, after starting over.

No responding state reported having any written guidelines or policies for their council in what cases may be appropriate for suspension vs revocation (other than those who only suspended for failure to meet training requirements). Each case is handled on a case by case basis. Please refer to the attached summary document detailing POST authority from those states who responded to our inquiries (*Other States' Suspension Rules.PDF*).

### **Mandatory Annual In-Service Training:**

Many, perhaps most, POST agencies mandate that officers obtain a minimum number of annual or bi-annual training hours to maintain their certification. Because of the expanse of Alaska and the exceptionally high cost to send officers to train, the Council has intentionally not required such

training. Instead, we have relied upon local departments to set their own standards and helped support their officers' in-service training, when requested, subject to budgetary constraints.

We believe that most Alaskan officers receive annual in-service training and regularly demonstrate firearms proficiency within their agencies; yet for many officers our records do not reflect this is the case. When reported to APSC, all in-service training hours are recorded in the officer's APSC File. However, there is no requirement to report training hours unless the event was directly funded by APSC. As a result, there is a wide disparity among agencies reporting in-service training and officers' APSC training records reflect this disparity.

With the national narrative now focused on de-escalation and use-of-force training for officers, and APSC's plans to provide online training programs, it may be time to reconsider our position of not requiring annual training documentation to maintain certification.

Other states vary greatly in the amount and nature of mandated training required:

- Arizona requires eight hours of "continuing training" each year; eight hours of "proficiency training" every three years in specific high liability topics taken from the basic academy curriculum; and, they must complete an annual firearms qualification course.
- Nevada, "to maintain a basic certificate or reserve certificate, the officer must annually satisfy the requirements of subsection 5 and complete 12 hours of additional agency in-service training prescribed by the administrator of the employing agency of the officer. Agency in-service training may include, without limitation, training related to legal issues, the policies and procedures of the employing agency of the officer, driving, first aid, cardiopulmonary resuscitation, blood-borne pathogens, sexual harassment or any other training prescribed by the administrator of the employing agency of the officer." The additional training listed includes demonstrating proficiency with a firearm biannually, less-lethal weapons annually, arrest and control tactics annually and an annual review of agency use of force policies. Notably, Nevada requires, "If the employing agency of the officer authorizes the use of a carotid restraint or lateral vascular neck restraint, demonstrate annually a minimum level of proficiency in those techniques."
- In Idaho, "To retain POST certification, a peace officer or county detention officer must complete a minimum of forty (40) hours of continuing law enforcement training related to law enforcement every two (2) calendar years beginning January 1 following the date the officer was certified."
- In Colorado; Every calendar year, in-service training is mandatory for certified peace officers who are currently employed in positions requiring a certified peace officer. All full-time, part-time and reserve peace officers must participate in 24 hours of annual in-service training. Of the 24 hours, a minimum of 12 of those hours must be in perishable skills training (Arrest Control, Driving, and Firearms) and all three of the skills areas must be covered each year. The other 12 hours is determined by each individual agency, as to the training topic. Additionally, "The annual in-service training programs shall include proper restraint and holds training, a two-hour anti-bias training program and, in alternating years, either a two-hour community policing and community partnerships training program or a two-hour situation de-escalation training program. The programs and curriculum shall be available by July 1, 2016, and may include interactive web-based training. Each certified peace officer shall satisfactorily complete the training by July 1, 2017, and shall satisfactorily complete the training at least once every five years thereafter."
- In neighboring Washington; "All peace officers certified in Washington before December 7, 2019, and lateral peace officers certified in Washington after December 7, 2019, must



complete a minimum of forty hours of continuing de-escalation and mental health training every three years after receiving their initial peace officer certification. Incumbent peace officers must complete their first cycle of continuing de-escalation and mental health training by January 1, 2028." There follows a very long list of specific topics that must be covered in this training curriculum. In addition to the forty hours, Washington officers must have two hours of Crisis Intervention training annually.

### **Supervisory/Management/Executive Level Certification:**

APSC has recognized police officers' education, training, and experience by establishing intermediate and advanced police certification levels; no similar certification levels exist for correctional or probation/parole officers. APSC has never adopted any supervisory, management or executive levels of certification, although for years the agency has supported this type of training.

Several other state POST agencies have established higher levels of professional certification. I have included documentation about several of these within your meeting packets; however, the highlights include:

- Idaho and Nevada both provide Supervisory, Management, and Executive levels of certification.
- Washington provides Supervisory and Middle Management Certification. They do not appear to have intermediate or advanced levels of officer certification.

Certification is designed to demonstrate professional competency and adherence to professional standards. Higher levels of certification encourage professional development and can inspire a sense of accomplishment and personal pride. They also demonstrate to others that an officer is committed, has sought career development, and may be suited for promotion or is otherwise qualified for an executive level position.

### **Issues:**

#### **COVID-19 & Training Delivery:**

Like most state agencies, APSC was forced to migrate staff to remote, "socially distanced," operations. We have found that we can still be quite productive operating this way with only occasional trips to the office to process mail and issue certifications. We anticipate these steps will be in place for the foreseeable future.

APSC continues its role as information disseminator for enforcement information, officer wellness, and other matters important to police operations and community health in the pandemic. Our apologies to those of you subjected to multiple APSC e-mails a week, but we want to make sure that important information is distributed as rapidly as possible.

APSC continues to seek ways we can accomplish our mission of supporting professionalism among public safety officers through training standards, sponsorship, and delivery. The COVID-19 pandemic has challenged us all and drastically impacted training opportunities. The consequence was the near elimination of more advanced and/or interagency training for officers. While officers were still able to take advantage of their local agency's in-service training, all interagency events were cancelled or indefinitely postponed.

Since our last council meeting, APSC staff have sought out ways to increasing our support for on-line training. Our goal was to provide a tool to continue delivering statewide quality training under current situations and well after the pandemic is over. We settled upon a Learning Management System, or LMS, that could be used by EVERY agency and officer to deliver and/or partake in online training delivery. This effort led to the recent expansion of online services (software as a service) APSC currently uses to manage all officers' training and certification information. The ACADIS system will now provide the following additional services:

- **Personal Portal:** Online access for every active officer in Alaska to view their training and certification records and inform APSC of changes in assignment or contact information. The Portal is also the officer's gateway into the training system.
- **Learning Management System:** The system will house online training courses and allow administrators to assign courses to individual officers or groups of officers. Officers then take the course when convenient to their schedule or work-shift and the results are recorded to their individual training records as well as reported to the assigning official. If the course is required to maintain a specific professional certification, such as their Alcohol Breath Operator certification, the completion of the course and associated test automatically renews their certification.
- **Online Testing:** To demonstrate knowledge & proficiency, officers frequently take exams. The system will allow for the creation and administration of various exams associated with training or professional certification. Any administrator can use the system to develop, assign, and administer brief tests or comprehensive exams to their officers.

The ACADIS LMS is a tool that can be used by any agency or supervisor at no direct expense (other than agency computer and network costs). It does not create courses or content but accepts courses that are separately created (or purchased) in industry standard formats. APSC is now using a separate system (sometime referred to as 'courseware' or 'authorware') to author/design/create training courses from existing content, such as power-point presentations and audio/video recordings. The Alaska State Crime Lab, DPS Advanced Training Unit, and DOC academy are learning how to use this system as well and will be rolling out specific courses soon. Course development takes some time and no small amount of skill. We can expect to see the courses become more polished and engaging as developers learn the system and hone their skills.

Our goal is to begin populating the LMS with a collection of courses that can be used by any agency or officer. APSC anticipates developing annual training to describe recent changes in law and/or court decisions that impact officers. Other agencies could do the same with their policies or procedures; use-of-force policies, for example. We are actively soliciting every interested agency to contribute their courses, and hopefully share appropriate courses with others. If your agency wishes to contribute, please contact us for additional information or to participate in upcoming training events.

### **Finances:**

APSC's budget for FY2020 was about \$1.3M and remained at that amount for FY2021. As a reminder, APSC can only spend funds it collects from its "Program Receipts," each year, not to exceed the budgeted spending authority granted by the legislature. These program receipts are principally court imposed (and collected) Police Training Surcharge Fees. The fees assessed were increased by the legislature, effective January 1, 2019, and APSC began to see increases in FY2020.

Not long after the Police Training Court Surcharge fee was implemented by the legislature, they also set a cap on how much of these funds could be carried forward from one year to the next. That is, unspent revenue from one year could be carried over to the next, but anything over that capped amount would revert to the state's general fund. For many years, this amount was set within legislative intent language at \$125K; unspent revenue beyond this amount would 'lapse' to the general fund. At the request of APSC, with support from the Governor's office, the Alaska legislature eliminated this carry over restriction beginning with the FY2021 budget, allowing all unspent revenues to be brought forward into the subsequent fiscal year and providing the Council more fiscal stability and the capability of long-term financial planning.

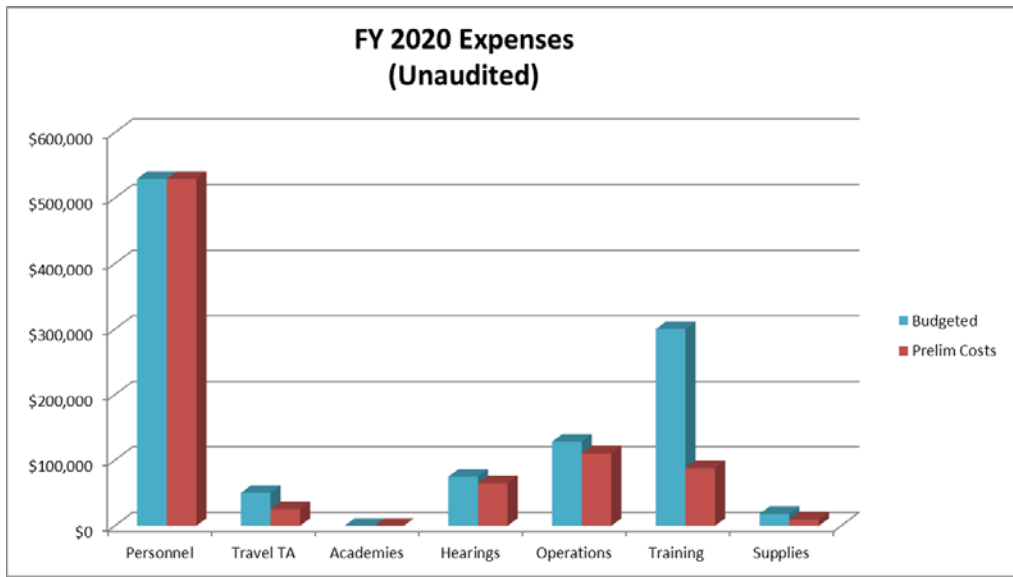
At the beginning of last fiscal year we adopted a spend plan based on more frugal projected revenues of only \$1.1M. Coupled with the cancelation of several significant APSC planned and sponsored training events, we spent nowhere near this amount. As a result, we have a substantial carry forward into FY2021. For this year we have adopted a more progressive budget to utilize all our appropriated funding to support increased and enhanced training development and delivery.

This increase revenue in FY2020 must be viewed cautiously in light of significant projected statewide shortfalls in future budget years.

Our anticipated grant award from the Alaska Mental Health Lands Trust was received and now reflected as a separate line item in our budget. This grant is to deliver Crisis Intervention Team training to rural areas of the state. We are planning for this training but have no firm dates set due to COVID-19 travel restrictions and communities discouraging travel there.

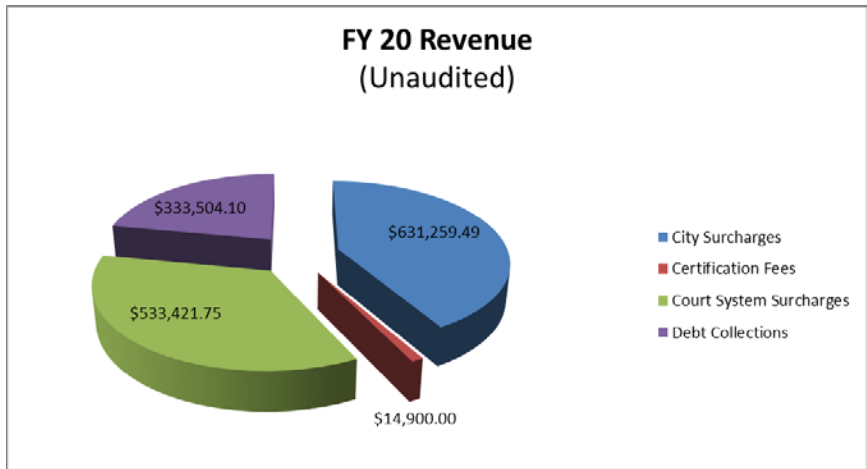
### FY2020 Expenses (unaudited)

2020 IRIS Budget Lines	Item	Budgeted	Prelim Costs	% Budget	Actual Costs	% Budget
125003000- <del>1000</del>	Authorized by Legislature	\$529,400				
Current Budget	Personnel	\$529,400	\$529,400	100%	\$529,216	100%
125003000- <del>2000</del>	Authorized by Legislature	\$101,800	\$25,357	25%		
Current Budget	Travel TA	\$50,000	\$25,357	51%	\$21,039	42%
125003000- <del>3000</del>	Services Authorized by Legislature	\$632,000				
Current Budget	Academies	\$0	\$0	0%	\$0	0%
Current Budget	Hearings	\$75,000	\$65,000	87%	\$51,456	69%
Current Budget	Operations	\$128,300	\$110,399	86%	\$110,399	86%
Current Budget	Training	\$300,000	\$87,982	29%	\$77,330	26%
Current Budget	Total "Services"	\$503,300	\$263,381	52%	\$239,185	48%
125003000- <del>4000</del>	Authorized by Legislature	\$37,500				
Current Budget	Supplies	\$18,000	\$9,238	51%	\$9,238	51%
Totals	Projected real budget	\$1,100,700	\$827,376	75%	\$798,679	73%
FY20 Authorized Budget	Legislative spending authority.	\$1,300,700				
Actual Revenue to date	Actual Rev. vs expenses	\$1,638,085	\$810,709		\$839,406	



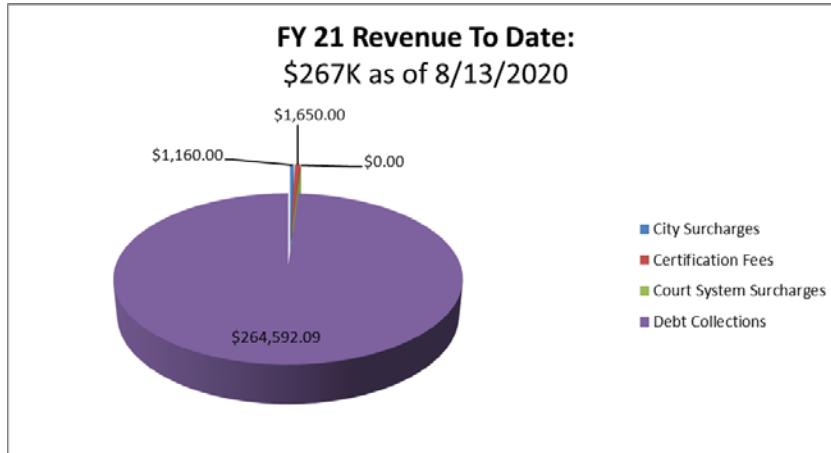
### FY2020 Revenue (Unaudited)

Revenue Sources	Revenue	%
City Surcharges	\$631,259.49	41.72%
Certification Fees	\$14,900.00	0.98%
Court System Surcharges	\$533,421.75	35.25%
Debt Collections	\$333,504.10	22.04%
Total Collected Revenue	\$1,513,085.34	
Final Carry over from FY19	\$125,000.00	
Grand Total of Available Revenue	\$1,638,085.34	
Projected (Estimated) Program Receipts	\$1,100,000.00	
Progress Actual vs projected YTD	138%	
Projected actual cash to spend	\$1,638,085.34	
Projected actual cash to spend (less \$125K carryforward to FY21)	\$1,513,085.34	

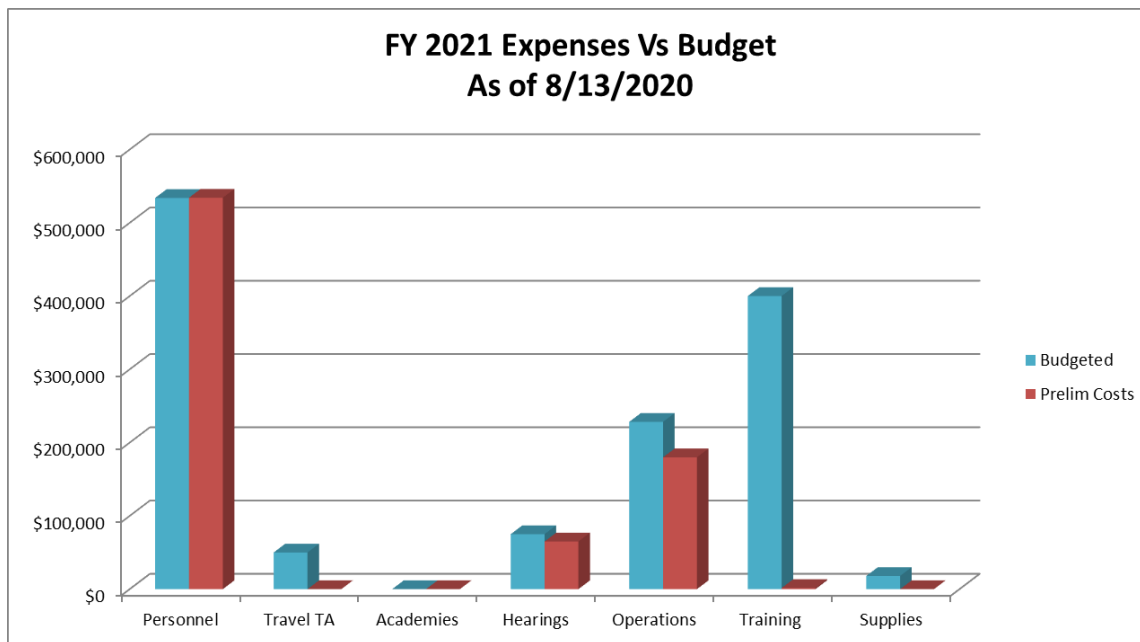


**FY2021 Actual & Projected Revenue & Budget**

Revenue Sources	Revenue	%
City Surcharges	\$1,160.00	0.43%
Certification Fees	\$1,650.00	0.62%
Court System Surcharges	\$0.00	0.00%
Debt Collections	\$264,592.09	98.95%
Total Collected Revenue	\$267,402.09	100.00%
Projected Carry over from FY20	\$839,406.42	
Grand Total of Currently Available Revenue	\$1,106,808.51	
Projected FY 21 Program Receipts	\$1,000,000.00	
Progress Actual vs projected YTD	27%	12%
Projected actual cash to spend (NTE annual budget)	\$1,839,406.42	



2021 IRIS Budget Lines	Item	Budgeted	Prelim Costs	% Budget	Actual Costs	% Budget
125003000- <b>1000</b>	Authorized by Legislature	\$533,900				
Current Budget	Personnel	\$533,900	\$534,200	100%	\$38,882	7%
125003000- <b>2000</b>	Authorized by Legislature	\$101,800	\$0	0%		
Current Budget	Travel TA	\$50,000	\$0	0%	\$0	0%
125003000- <b>3000</b>	Services Authorized by Legislature	\$632,000				
Current Budget	Academies	\$0	\$0	0%	\$0	0%
Current Budget	Hearings	\$75,000	\$65,000	87%	\$0	0%
Current Budget	Operations	\$228,300	\$179,948	79%	\$179,948	79%
Current Budget	Training	\$400,000	\$1,550	0%	\$1,550	0%
Current Budget	Total "Services"	\$703,300	\$246,498	35%	\$181,498	26%
125003000- <b>4000</b>	Authorized by Legislature	\$37,500				
Current Budget	Supplies	\$18,000	\$50	0%	\$50	0%
125003000- <b>7000</b>	Grant from MHTrust	\$80,000				
	CIT Training	\$80,000	\$2,375	3%	\$0	
Totals	Projected real budget	\$1,385,200	\$780,748	56%	\$220,430	16%
FY21 Authorized Budget	Legislative spending authority.	\$1,385,200				
Actual Revenue to date	Actual Rev. vs Prelim/Actual Expenses	\$1,106,909	\$326,161		\$886,479	



### Planned Activities:

Staff Travel Planned: All staff travel has been cancelled until further notice. The only planned travel for staff and council members is to attend two in-person council meetings this year and for the ED or Investigator to appear at scheduled OAH hearings.

### APSC Council Meeting Dates:

- APSC Council Meeting – The Annual Executive Development Conference is currently scheduled to be held from Tuesday December 1 through Friday December 4<sup>th</sup> in Anchorage. Tradition has the council meeting in person on the first morning of this event, to allow leaders the opportunity to participate in the conference. Council will make final determination at this coming meeting – please check your calendars for potential conflicts.



THE STATE  
of ALASKA  
GOVERNOR MIKE DUNLEAVY

**Alaska Police Standards Council**

Alaska Department of Public Safety

P. O. Box 111200  
Juneau, Alaska 99811-1200  
Main: 907.465.4378  
Fax: 907.465.3263

DATE: August 20, 2020  
TO: APSC Council Members  
FROM: Bob Griffiths, ED *RG*  
RE: COVID-19 Certification Deadline Extension Request

Alaska DOC hired Corrections Officer N. L. on 1/24/2019 and submitted his forms to APSC on 3/29/2019; Corrections Officer B. L. was hired on 2/28/2019 and his paperwork was submitted on 8/16/2019. Both officers were born in the US Territory of American Samoa and are US Nationals, NOT US Citizens [Additional information is included below about this situation]. Pursuant to 13 AAC 85.210(a)(1), neither was a US Citizen and both were 'unqualified' at the time they were hired. The fact that they were not qualified for hire did not arise until APSC received and examined their paperwork and supporting documentation; in B. L.'s case, six months after he was hired.

APSC changed their regulations in 2016 to require US Citizenship at the time officers are hired. Prior to that time legal US residents who intended to become US Citizens were eligible for hire and certification. I participated in those discussions with the council, and the topic of US Nationals never arose. Since the regulation change, we have had a few instances of US Nationals applying to be officers but not qualifying without first obtaining US citizenship. This is the first instance of US Nationals being mistakenly hired by an agency.

In March 2020, at the request of DOC who had already invested in the officer's training, APSC agreed to grant the officers a one-time training extension to complete the naturalization process and become US citizens before certification, pursuant to 13 AAC 85.220(c). That regulation reads:

*(c) The council will grant an extension for employment for longer than 14 months if the chief administrative officer of the correctional agency makes a written request for extension. Additionally, an extension will be granted to allow an officer to complete the necessary training if the written request for extension states that the officer is unable to do so in the first 14 months of employment because of illness, injury, or family emergency. An extension may not exceed six months. [Emphasis added]*

Both officers agreed that they would pursue naturalization so that they would qualify for APSC certification within the extended timeframe and retain their positions. We understand this is a six to seven-month process, from initial application. Unfortunately, COVID-19 shut down the federal naturalization process and neither officer has been able to schedule their interviews or take their examination to qualify. Their deadlines for complying with APSC certification standards are approaching in September and October; without resolution, the officers are facing non-retention.

DOC is now requesting an additional extension for another six months, which we believe is contraindicated by the regulation's language; "An extension may not exceed six months."

Note that the language in 13 AAC 85.220(c) differs slightly, but not insignificantly, from that in 13 AAC 85.020(c) governing police officer training extensions; that language states:

*The council may grant an extension for employment for longer than 13 months to allow a police officer to complete the necessary training based upon a written request for extension from the chief administrative officer of the participating police department. The council may grant an extension one time only, not to exceed six months. [Emphasis added]*

Our application of the language in 13 AAC 85.220(c) has been consistent with what we believed was the council's intent when adopting the regulation; that being to limit training extensions for corrections, probation, parole, and municipal corrections officer to one, one-time, extension of up to six months (similar to the language for police officers).

This matter is now being deferred to the Council to clarify the intent of 13 AAC 85.220(c) to potentially require/allow more than one six-month extension when requested by DOC, and/or to consider an emergency regulation change or emergency extension of the deadline.

COVID-19 prompted the emergency extension of APSC's reporting deadlines for officer's background investigations and medical examinations, which the Council sanctioned at our last meeting. Notably there has been no "relaxation" of minimum standards; hiring and training standards remain intact. Only agency deadlines for reporting that new officers meet our standards have been modified.

Several possible solutions appear:

1. The council considers and clarifies their intent of 13 AAC 85.220(c) and directs APSC staff to consider it should allow for more than one employment extension, not to exceed six months each time.
2. An emergency regulation change can be initiated that temporarily removes the language; "An extension may not exceed six months." This change would impact all positions, not just the two correctional officers. Note; emergency regulations only remain in effect for up to 120 days, unless made permanent by the council. The council should also consider whether they wish to address police officer employment/training extensions as well.
3. An emergency regulation change can be initiated, with the intent of making it permanent, that includes US Nationals as being qualified for hire.
4. A similar informal temporary relaxation of reporting deadlines could be considered, but this action may not be appropriate in this case because regulations are quite explicit on the topic.
5. The council agrees that the regulations' intent was a one-time six-month employment extension and chooses not to grant the DOC's extension request; the officers are non-retained and, most likely, re-hired upon obtaining their citizenship.



### **Additional Information about Naturalized Citizens vs. Citizenship:**

In 2017, following an application by another US National, APSC sought guidance from the US officials and received the following response which I include as a more thorough explanation of the situation:

*“Mr. [Applicant] is a U.S. National and citizen of American Samoa. He is not a U.S. citizen and I find no evidence that he has applied for U.S. citizenship. I also find no evidence either parent has naturalized, where he possibly would derive U.S. citizen status through the parent (a faster process than naturalizing). [He] would need to submit an Application for Naturalization (N-400 available at [www.uscis.gov](http://www.uscis.gov)), and he would likely naturalize in 6 to 7 months.*

#### *U.S. National Discussion:*

*A “national” is anyone owing permanent allegiance to a state. The Immigration and Nationality Act (INA) Sec. 101(a)(22) defines a U.S. national, as all U.S. citizens, and any non-U.S. citizens owing permanent allegiance to the U.S. (non-citizen nationals). All U.S. citizens are also U.S. nationals, but all U.S. nationals are not necessarily U.S. citizens. INA Sec. 101(a)(29) defines American Samoa and Swains Island as being “outlying possessions” of the U.S. INA Sec 308 confers U.S. national status on anyone born in an outlying U.S. possession, or born of non-U.S. citizen national parents who meet certain residence requirements. U.S. nationals owe allegiance to this country but are not granted full political rights as are U.S. citizens.*

*U.S. nationals became an issue following the Spanish American war when the U.S. acquired numerous foreign possessions. Citizens of the acquired territories (none were incorporated into the United States) were deemed to owe allegiance to the U.S., but were not granted full citizenship status. Initially, some non-U.S. citizen nationals were restricted entry to the U.S. (e.g. Filipinos) U.S. court decisions over time, specifically defined and extended rights to non-U.S. citizen nationals. I believe non-U.S. citizen nationals were allowed to submit immigrant petitions for immediate relatives only in the last 60 years (where the U.S. court permitted them to file for the same relatives as U.S. Permanent Residents are allowed). Congress eventually granted full citizenship to citizens of some territories (Puerto Rico) and independence to others (The Philippines).*

*Today, only the people who are citizens of Swains Island and American Samoa are non-U.S. citizen nationals. The U.S. nationals are eligible for U.S. passports (the passports you and I have do not say we are U.S. citizens, and only indicate we are U.S. nationals). U.S. nationals can enter the U.S. without restriction, and can work and reside in the U.S. without restrictions. A U.S. national is non-deportable, and can apply for U.S. citizen status at any time. The main difference is that a U.S. national is not allowed to vote (lawfully, anyway...many do because citizenship status is rarely checked for registration purposes), and may not hold some types of employment requiring U.S. citizen status (normally federal and state positions and some government contractors).*

**AS 44.62.250. Emergency regulations.**

(a) Except for a regulation adopted under AS 11.71.125<sup>1</sup>, a regulation or order of repeal may be adopted as an emergency regulation or order of repeal if a state agency makes a written finding, including a statement of the facts that constitute the emergency, that the adoption of the regulation or order of repeal is necessary for the immediate preservation of the public peace, health, safety, or general welfare. The requirements of AS 44.62.040(c), 44.62.060, and 44.62.190 — 44.62.215<sup>2</sup> do not apply to the initial adoption of emergency regulations; however, upon adoption of an emergency regulation, the adopting agency shall immediately submit a copy of it to the lieutenant governor for filing and for publication in the Alaska Administrative Register, and, within five days after filing by the lieutenant governor, the agency shall give notice of the adoption in accordance with AS 44.62.190(a). Failure to give the required notice by the end of the 10th day automatically repeals the regulation.

(b) A regulation or order of repeal may be adopted as an emergency regulation under AS 11.71.125 if the attorney general makes a written finding that the requirements of AS 11.71.125 are met. The requirements of AS 44.62.190 — 44.62.215 do not apply to the adoption or order of repeal by the attorney general of a regulation to schedule a substance by emergency regulation under AS 11.71.125.

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<sup>1</sup> Controlled Substances

<sup>2</sup> Describes pre-publication, public notice, and public comment processes.

## FINDING OF EMERGENCY

On March 11, 2020, Alaska Governor Mike Dunleavy issued a declaration of public health disaster emergency in response to the COVID-19 anticipated outbreak. The ongoing global, national, and state effects of the COVID 19 response impact school, business, and government shutdowns; as well as redirection of medical services away from routine, administrative, and preventative care services. This has created a hardship in the hiring process for certified public safety positions certified by the Alaska Police Standards Council. Public safety agencies struggle to attract and recruit qualified applicants in normal times; travel and other pandemic health restrictions have made this process even more difficult, resulting in serious staffing shortages within many public safety agencies.

Currently, Alaska Police Standards regulations require an applicant be a United States Citizen to be eligible to be hired in an APSC certifiable position. Recently, the Council learned this regulatory language precludes the hiring of United States Nationals (U.S. Nationals) born in certain Territories of the United States. The Council finds that was not its intent when adopting the regulatory change in 2016 to exclude US Nationals from hire or certification as officers. This exclusion unreasonably limits the applicant pool in times when more applicants are drastically needed. In the last year, APSC has learned of interested applicants who were found ineligible because of their status as a U.S. National.

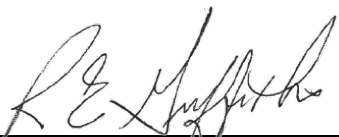
The Alaska Police Standards Council finds that, in an effort to immediately increase the pool of applicants, and quickly correct an unintended policy restriction, the regulations should be immediately updated to include United States Nationals as applicants eligible to be hired to APSC certifiable positions.

## ORDER CERTIFYING ADOPTION

I certify that the Alaska Police Standards Council under the authority of AS 18.65.220, adopted at its August 26, 2020 meeting the attached three pages of regulation changes as an emergency regulation to take effect immediately upon filing by the lieutenant governor, as provided in AS 44.62.180(3).

This action is not expected to require an increased appropriation.

Date: August 26, 2020

  
\_\_\_\_\_  
Robert Griffiths, Executive Director

EMERGENCY REGULATION

Register \_\_\_\_\_, \_\_\_\_\_ 20\_\_\_\_ ALASKA DEPARTMENT OF PUBLIC SAFETY

13 AAC 85.010(a)(1) is amended to read:

(a) A participating police department may not hire a person as a police officer unless the person meets the following minimum qualifications at the time of hire:

(1) is a citizen of the United States **or a United States National**; (Eff. 8/10/73, Register 47; am 8/10/80, Register 75; am 9/23/84, Register 91; am 3/16/89, Register 109; am 8/8/90, Register 115; am 10/24/92, Register 124; am 8/5/95, Register 135; am 7/15/98, Register 147; am 2/20/99, Register 149; am 8/16/2000, Register 155; am 3/25/2001, Register 157; am 8/8/2007, Register 183; am 2/13/2010, Register 193; am 9/24/2016, Register 219; am 9/1/2017, Register 223; am / / , Register )

Authority: AS 18.65.220 AS 18.65.240

13 AAC 85.210(a)(1) is amended to read:

(a) A person may not be hired as a probation, parole, or correctional officer unless the person meets the following minimum qualifications at the time of hire:

(1) is a citizen of the United States **or a United States National**; (Eff. 8/8/90, Register 115; am 10/24/92, Register 124; am 8/5/95, Register 135; am 7/15/98, Register 147; am 2/20/99, Register 149; am 8/16/2000, Register 155; am 3/25/2001, Register 157; am 4/12/2001, Register 158; am 8/8/2007, Register 183; am 2/13/2010, Register 193; am 9/24/2016, Register 219; am 9/1/2017, Register 223; am / / , Register )

Authority: AS 18.65.220 AS 18.65.242 AS 18.65.248

## EMERGENCY REGULATION

13 AAC 85.215(a)(1) is amended to read:

(a) A Person may not be hired as a municipal correctional officer unless the person meets the following minimum qualifications at the time of hire:

(1) is a citizen of the United States **or a United States National**; (Eff. 4/12/2001, Register 158; am 6/13/2002, Register 162; am 8/8/2007, Register 183; am 2/13/2010, Register 193; am 9/24/2016, Register 219; am / / , Register )

Authority:	AS 18.65.220	AS 18.65.248
	AS 18.65.242	AS 18.65.285

13 AAC 89.010(a) is amended to read:

(a) The basic standards for a village police officer are that the person

(1) is 19 years of age or older;

(2) is a citizen of the United States **or a United States National**;

(3) is of good moral character; in determining good moral character, the council may consider misdemeanor convictions, other than minor traffic offenses, during the 10 years before application;

(4) has never been convicted of a felony or been incarcerated, placed on probation, or placed on parole after conviction of a felony, by a court of the United States or of any state or territory; a felony conviction in another jurisdiction for an offense that is not a felony in this state does not necessarily bar certification unless the felony conviction was for a crime of dishonesty or a crime that resulted in serious physical injury or a threat of serious physical injury;

## EMERGENCY REGULATION

(5) has no physical or mental condition that would adversely affect the person's performance as a police officer;

(6) has never been convicted of

(A) a crime of domestic violence in this state or a similar law of another jurisdiction; or

(B) a crime that is a sex offense in this state as defined in AS 12.63.100 or a similar law of another jurisdiction; and

(7) during the 12 months preceding hire or appointment, has not illegally used controlled substances other than marijuana. (Eff: 10/18/81, Register 80; am 1/15/95, Register 133; am 6/17/2020, Register 234; am / / , Register )

Authority:

AS 18.65.220

AS 18.65.230

AS 18.65.240

IDAHO POST Certification levels:

**70. HIGHER LEVEL CERTIFICATION.**

In addition to basic certification, the Council may issue higher-level certifications in recognition of additional training and experience to full-time officers already possessing a basic POST certification. (6-30-19)T

**1. Types of Higher-Level Certification.** In addition to basic certification, the Council may issue the following: (6-30-19)T

**a.** Intermediate certification for peace officers, detention officers, juvenile probation officers, juvenile detention officers and emergency communications officers; (6-30-19)T

**b.** Advanced certification for peace officers, detention officers and emergency communications officers; (6-30-19)T

**c.** Supervisor certification for peace officers, detention officers and emergency communications officers; (6-30-19)T

**d.** Master certification for peace officers, detention officers and emergency communications officers; (6-30-19)T

**e.** Management certification for peace officers, detention officers and emergency communications officers; (6-30-19)T

**f.** Executive certification for peace officers. (6-30-19)T

**2. Requirements.** In addition to the requirements otherwise set forth in these rules, the following are required for higher level certification: (6-30-19)T

**a.** An applicant shall possess POST basic certification in the relevant discipline and be a full-time employee of an agency. (6-30-19)T

**b.** An applicant shall attach to his POST application all relevant transcripts, certificates, diplomas, degrees, course outlines, or other documents not listed on the applicant's POST training record, verifying his education and training. (6-30-19)T

**c.** The agency of an applicant for a Supervisor, Management, or Executive certification must submit a job description or other documentation verifying the applicant's duties. (6-30-19)T

**71. LAW ENFORCEMENT EXPERIENCE, MILITARY EXPERIENCE, AND COLLEGE CREDITS FOR PURPOSES OF HIGHER CERTIFICATION.**

For purposes of determining whether a person is eligible for higher level certifications based upon experience and education, the following shall apply. (6-30-19)T

**1. Law Enforcement Experience.** Law enforcement experience shall include actual time served with a law enforcement agency as a peace officer or county detention officer. POST Council determines the acceptability of time served in one of those positions in a jurisdiction other than Idaho, or one which does not comply with the minimum standards set forth in these rules. (6-30-19)T

**2. Juvenile Justice Experience.** Juvenile justice experience means actual time served as a full-time juvenile corrections, juvenile detention, or juvenile probation officer. (6-30-19)T

**3. Emergency Communications Officer Experience.** Emergency communications officer experience means actual time served as a full-time emergency communications officer with a duly constituted law enforcement or PSAP agency. (6-30-19)T

**4. Military Law Enforcement Service and Education.** An applicant who has served in the military as a full-time military law enforcement officer may be awarded partial credit toward law enforcement experience and training. The applicant shall have served as a full-time military law enforcement officer for the period of time for which credit is requested. Regular guard duty does not qualify. (6-30-19)T

**a.** Credit shall be awarded as follows: (6-30-19)T

**i.** One (1) year of accepted military law enforcement service shall equal three (3) months of law enforcement experience. (6-30-19)T

**ii.** Eight (8) hours of accepted military law enforcement training shall equal four (4) hours of law enforcement training. (6-30-19)T

**b.** No applicant shall be awarded more than two (2) years of law enforcement experience or more than one thousand (1,000) hours of law enforcement training. (6-30-19)T

**c.** Educational credit may be awarded for completion of military law enforcement schools. All certificates, course outlines, diplomas, DD-214's, and certificates of completion showing length of school shall be submitted to POST with the application for higher certification. (6-30-19)T

**5. College Credits.** POST may award credits for college education as follows: (6-30-19)T

**a.** One (1) college or university semester hour or unit shall equal one (1) college credit. (6-30-19)T

**b.** One (1) college or university quarter hour or unit shall equal two-thirds (2/3) of one (1) college credit. (6-30-19)T

**c.** College credits may be converted to POST training hours at the rate of twenty (20) POST training hours for one (1) college credit. (6-30-19)T

**d.** When college credit is awarded or purchased for POST approved training, it may be counted for either POST training hours or college credit, whichever is to the advantage of the applicant. (6-30-19)T

**e.** Applicants shall submit an official college transcript as verification of college credit. (6-30-19)T

## **72. INTERMEDIATE AND ADVANCED CERTIFICATION.**

POST Intermediate and Advanced certification recognizes the additional training and experience of patrol, detention, emergency communications officers, juvenile probation officers and juvenile detention officers already possessing a basic POST certification. In addition to the requirements otherwise set forth in these Rules, the following are required for an Intermediate or Advanced Certificate. (6-30-19)T

**1. Intermediate Certification.** An applicant shall hold a current POST basic certification, and have acquired either the combination of college credits and/or POST training hours, combined with the prescribed years of law enforcement experience, or an associate or baccalaureate degree from a college recognized by a regional accreditation agency, combined with the prescribed years of law enforcement experience, as set forth in



the following subsections:

**a. Peace officers.**

POST Training Hours Including POST Basic Patrol Academy	600 hours	800 hours	1,200 hours	1,600 hours	1,800 hours	POST Basic Patrol Academy	
One College Credit Equals Twenty (20) POST Training Hours	The above may be a combination of College Credits and POST Training Hours					Associate Degree	Baccalaureate Degree
Years of Law Enforcement Experience	8 or more	7	6	5	4	4	2

(6-30-19)T

**b. Detention officers.**

POST Training Hours Including POST Basic Detention Academy	600 hours	800 hours	1,200 hours	1,600 hours	1,800 hours	POST Basic Detention Academy	
One College Credit Equals Twenty (20) POST Training Hours	The above may be a combination of College Credits and POST Training Hours					Associate Degree	Baccalaureate Degree
Years of Law Enforcement Experience	8 or more	7	6	5	4	4	2

(6-30-19)T

**c. Emergency communications officers. The applicant shall:**

(6-30-19)T

i. Have completed a minimum of one hundred twenty (120) hours of POST certified training, which must include basic training. (6-30-19)T

ii. A minimum of three (3) years of emergency communications officer experience. (6-30-19)T

**d. Juvenile detention officers.**

POST Training Hours Including POST Basic Juvenile Detention Academy	200 hours	400 hours	600 hours	800 hours	1,000 hours	POST Basic Juvenile Detention Academy	
One College Credit Equals Twenty (20) POST Training Hours	The above may be a combination of College Credits and POST Training Hours					Associate Degree	Baccalaureate Degree

Years of Juvenile Justice Experience	8 or more	7	6	5	4	4	2
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(6-30-19)T

e. Juvenile probation officers.

POST Training Hours Including POST Basic Juvenile Probation Academy	200 hours	400 hours	600 hours	800 hours	1,000 hours	POST Basic Juvenile Probation Academy	
One College Credit Equals Twenty (20) POST Training Hours	The above may be a combination of College Credits and POST Training Hours					Associate Degree	Baccalaureate Degree
Years of Juvenile Justice Experience	8 or more	7	6	5	4	4	2

(6-30-19)T

2. **Advanced Certification.** An applicant shall hold a current POST basic certification, possess or be eligible to possess an intermediate certificate, and have acquired either the combination of college credits and POST training hours, combined with the prescribed years of law enforcement experience, or an associate, baccalaureate, master's or doctoral degree from a college recognized by a regional accreditation agency, combined with the prescribed years of law enforcement experience, as set forth in the following subsections: (6-30-19)T

a. Peace officers.

POST Training Hours Including POST Basic Patrol	500 hours	600 hours	700 hours	800 hours	900 hours	1,200 hours	POST Basic Patrol Academy		
College Credits	15	20	30	40	45	60	Associate Degree	Baccalaureate Degree	Master's Degree

Years of Law Enforcement Experience	13 or more	12	11	10	9	8	8	6	4
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Graduation from the Drug Enforcement Administration School in Washington, D.C., the Northwestern University Traffic Institute School of Police Staff and Command, the FBI National Academy or Southern Police Institute's Administrative Officers Course/Command Officers Development Course shall be accepted in lieu of the fifteen (15) college credits required for the Advanced Certificate with thirteen (13) years or more of experience. (6-30-19)T

b. Detention officers.

POST Training Hours Including POST Basic Detention Academy	500 hours	600 hours	700 hours	800 hours	900 hours	1,200 hours	POST Basic Detention Academy		
College Credits	15	20	30	40	45	60	Associate Degree	Baccalaureate Degree	Master's Degree
Years of Law Enforcement	13 or more	12	11	10	9	8	8	6	4

Graduation from the Drug Enforcement Administration School in Washington, D.C., the Northwestern University Traffic Institute School of Police Staff and Command, the FBI National Academy or Southern Police Institute's Administrative Officers Course/Command Officers Development Course shall be accepted in lieu of the fifteen (15) college credits required for the Advanced Certificate with thirteen (13) years or more of experience. (6-30-19)T

c. Emergency communications officers. (6-30-19)T

i. Have completed a minimum of five hundred (500) hours of POST certified training, which must include POST approved basic training. (6-30-19)T

ii. Have at least ten (10) years of communications specialist experience. (6-30-19)T

3. **Probationary Period.** An applicant shall have completed a probationary period of at least six (6) consecutive months with the employing agency prior to applying for intermediate or advanced certificates. Agencies may require a longer probationary period prior to application. (6-30-19)TC

**NAC 289.255 Supervisor certificate. (NRS 289.510)**

1. The Executive Director shall grant a supervisor certificate to an officer upon submission of proof satisfactory to the Executive Director that the officer:

- (a) Currently is employed as a peace officer by an agency;
- (b) Has a current basic certificate;
- (c) Is employed full-time as the direct supervisor of at least one other peace officer; and
- (d) Has successfully completed an 80-hour course of training described in subsection 2.

2. The 80-hour course of training required pursuant to this subsection must include, without limitation, instruction in:

- (a) Principles of leadership, including the ethical responsibilities of leadership;
- (b) Group dynamics, including, without limitation, working with persons of different ages and learning styles and the study of multiple intelligences;
- (c) Reviewing reports made by peace officers;
- (d) Staffing and scheduling;

- (e) Preparing performance evaluations;
- (f) Legal issues for supervisors, including, without limitation, personnel law;
- (g) Supervisory skills, including, without limitation, coaching, team-building, providing positive reinforcement, building trust and setting goals;
- (h) Carrying out progressive discipline;
- (i) Stress management;
- (j) Preventing suicide by peace officers;
- (k) Effective communication skills, including, without limitation, making public presentations and communicating with the media;
- (l) Writing, reviewing and implementing policies;
- (m) Managing conflict in the workplace; and
- (n) Any other topics required by the Executive Director.

(Added to NAC by Peace Officers' Standards & Training Comm'n by R118-09, eff. 1-28-2010)

**NAC 289.260 Management certificate. ([NRS 289.510](#)) The Executive Director shall grant a management certificate to an officer upon submission of proof satisfactory to the Executive Director that the officer meets the following minimum requirements:**

1. A current basic certificate.
2. A current intermediate certificate.
3. A current advanced certificate.
4. A current supervisor certificate.
5. Six years of experience as a peace officer, including at least 1 year of experience in a management level position and a current assignment in a management level position. The applicant must present proof that the current assignment meets the criteria for a management level position as set forth in [NAC 289.057](#) by submitting a letter with the application that is signed by the administrator of the agency. The letter must include an organizational chart which demonstrates the applicant's position within the agency and must describe the manner in which the applicant's current assignment meets the criteria for a management level position as set forth in [NAC 289.057](#).
6. Successful completion of 200 hours of training in a management training program certified by the Commission which includes, without limitation, courses in the following subjects:
  - (a) Introduction to management;
  - (b) Public administration;
  - (c) Financial administration;
  - (d) Personnel administration;
  - (e) Management and labor relations; and
  - (f) Policy formulation.

**NAC 289.270 Executive certificate. ([NRS 289.510](#))**

1. The Commission will grant an executive certificate to an officer upon submission of proof satisfactory to the Commission that the officer meets the following minimum requirements:

- (a) A current basic certificate.
- (b) A current intermediate certificate.
- (c) A current advanced certificate.
- (d) A current supervisor certificate.
- (e) A current management certificate.

(f) Six years of experience as a peace officer, including at least 1 year of experience in an executive level position and a current assignment in an executive level position.

(g) Two hundred hours of training in advanced management in addition to the training completed for the basic, intermediate, advanced, supervisor and management certificates.

(h) The applicant must present proof that the current assignment meets the criteria for an executive level position as set forth in [NAC 289.047](#) by submitting a letter of recommendation with the application which is signed by the administrator of the agency. The letter must include an organizational chart which demonstrates the applicant's position within the agency and must describe the manner in which the applicant's current assignment meets the criteria for an executive level position as set forth in [NAC 289.047](#).

2. In making a determination pursuant to subsection 1, the Commission will review and consider each applicant individually.

**PEACE OFFICERS' STANDARDS AND TRAINING (POST) PROFESSIONAL CERTIFICATE REQUIREMENTS**

Officers must ensure that the certificates for the required POST certified training have been given to their single-point-of-contact so that the required hours have been entered into the POST database. Once all requirements have been met, the appropriate professional application with the required accompanying documents may be made on behalf of an officer by his/her agency single-point-of-contact.

The following charts provide an overview of the requirements for each certificate. Refer to the NAC section sited next to each certificate for the exact requirements and details.

***Intermediate Certificate (NAC 289.240)***

1. Possess a current Nevada POST Basic Certificate, and
2. Currently employed as a peace officer by a Nevada agency, and meets one of the following:

<b>YEARS OF NEVADA LAW ENFORCEMENT EXPERIENCE</b>		<b>COLLEGE EDUCATION/DEGREE</b>		<b>POST CERTIFIED TRAINING HOURS</b>
2	<i>and</i>	4 year bachelors degree or higher	<i>and</i>	20
4	<i>and</i>	Two year associates degree	<i>and</i>	40
6	<i>and</i>	45 credits	<i>and</i>	80
8	<i>and</i>	30 credits	<i>and</i>	120
10	<i>and</i>	15 credits	<i>and</i>	160
12	<i>and</i>	None	<i>and</i>	200

***Advanced Certificate (NAC 289.250)***

1. Possess a current Nevada POST Basic Certificate, and
2. Possess a current Nevada POST Intermediate Certificate, and
3. Currently employed as a peace officer by a Nevada agency, and meets one of the following:

<b>YEARS OF NEVADA LAW ENFORCEMENT EXPERIENCE</b>		<b>COLLEGE EDUCATION/DEGREE</b>		<b>POST CERTIFIED TRAINING HOURS*</b>
4	<i>and</i>	4 year bachelors degree or higher	<i>and</i>	40
6	<i>and</i>	Two year associates degree	<i>and</i>	80
8	<i>and</i>	45 credits	<i>and</i>	160
10	<i>and</i>	30 credits	<i>and</i>	240
12	<i>and</i>	15 credits	<i>and</i>	320
14	<i>and</i>	None	<i>and</i>	400

*\*Training hours include the hours used for the Intermediate Certificate*

**PEACE OFFICERS' STANDARDS AND TRAINING (POST) PROFESSIONAL CERTIFICATE REQUIREMENTS**

**Supervisor Certificate (NAC 289.255)**

1. Possess a current Nevada POST Basic Certificate, and
2. Currently employed as a peace officer by a Nevada agency, and meets the following:

<b>SUPERVISE</b>		<b>POST CERTIFIED TRAINING</b>	
1 peace officer	<i>and</i>	POST 80 hour First-line Supervisor Course	

**Management Certificate (NAC289.260)**

1. Possess a current Nevada POST Basic Certificate, and
2. Possess a current Nevada POST Advanced and Supervisor Certificate, and
3. Letter of recommendation with the application; which must be signed by the administrator of the agency. The letter must include an organizational chart, and
4. Currently employed as a peace officer by a Nevada agency, and meets the following:

<b>YEARS OF NEVADA LAW ENFORCEMENT EXPERIENCE</b>		<b>SUPERVISE</b>		<b>POST CERTIFIED TRAINING</b>	
6 total with 1 in Management (current position)	<i>and</i>	2 First-line Supervisors	<i>and</i>	POST Management Program	

**Executive Certificate (NAC 289.270)**

1. Possess a current Nevada POST Basic Certificate, and
2. Possess a current Nevada POST Management Certificate, and
3. Letter of recommendation with the application; which must be signed by the administrator of the agency. The letter must include an organizational chart, and
4. Currently employed as a peace officer by a Nevada agency, and meets the following:

<b>YEARS OF NEVADA LAW ENFORCEMENT EXPERIENCE</b>		<b>SUPERVISE</b>		<b>POST CERTIFIED TRAINING</b>	
6 total with 1 as Executive (current position)	<i>and</i>	2 Managers in charge of an entire agency or a major division or bureau within an agency	<i>and</i>	200 hrs Advanced Management courses	

**WAC 139-25-110 Career-level certification for law enforcement and corrections personnel.** (1) For purposes herein:

(a) The term "first-level supervisory position" means a position above operational level for which commensurate pay is authorized and is occupied by an individual who, in the upward chain of command, principally is responsible for the direct supervision of nonsupervisory employees of an agency or is subject to assignment of such responsibilities;

(b) The term "middle-management position" means a position between a first-level supervisory position and an executive position and for which commensurate pay is authorized and is occupied by an individual who, in the upward chain of command, principally is responsible for the direct supervision of supervisory employees of an agency and/or command duties.

(2) Any law enforcement officer or corrections employee successfully completing the training requirements specified hereinafter shall be eligible to apply to the Washington state criminal justice training commission for issuance of the certification for which such requirements are prescribed. Such certification is intended to acknowledge the recipient's accomplishment of training and experience responsive to the specific functions and responsibilities of a first-level supervisory or middle management position. It is not intended to supplant an effective promotional or selection process or preclude consideration of a broad scope of qualifying factors within such process.

(3) The minimum requirements of supervisory certification are set forth as follows:

(a) Possession of a basic law enforcement or corrections certificate or basic equivalency certificate of the training commission or basic certificate of the Washington state patrol; and

(b) Satisfactory completion of twelve months of service as a first-level supervisor; and

(c) Successful completion of the first level supervision course provided by the training commission; and

(d) Successful completion of at least 40 additional elective training hours intended or approved for the first-level supervisory position.

(4) The minimum requirements for middle management certification are set forth as follows:

(a) Satisfactory completion of twelve months of service as a middle manager; and

(b) Possession of the supervisory certificate of the training commission; and

(c) Successful completion of a middle management course provided by the training commission; and

(d) Successful completion of at least 40 additional elective training hours intended or approved for the middle management position.

(5) Education and training programs successfully completed by the applicant and not sponsored or otherwise approved by the training commission may be considered in any determination of satisfaction of training requirements prescribed herein. Any such elective training must have been completed within four years of the date that application is made for certification. Such determinations and any other determinations relating to equivalent or alternative training shall be made by the executive director of the training commission or designee.

(6) Any requests for exception to or variance within any provision or requirements set forth herein may be submitted in writing by



the individual seeking certification to the executive director or designee, who shall have dispositive authority in the matter.

[Statutory Authority: RCW 43.101.080. WSR 07-07-082, § 139-25-110, filed 3/16/07, effective 4/16/07; WSR 00-17-017, § 139-25-110, filed 8/4/00, effective 9/4/00. Statutory Authority: RCW 43.101.080(2). WSR 88-20-023 (Order 21), § 139-25-110, filed 9/28/88.]

Arizona in-service training requirements:

R13-4-111. Certification Retention Requirements

A. Continuing training required.

1. The following continuing training standards apply for a peace officer to retain certification:

a. A full-authority peace officer shall complete eight hours of continuing training each year beginning January 1 following the date the officer is certified.

b. A specialty or limited-authority peace officer shall complete eight hours of continuing training every three years beginning January 1 following the date the officer is certified.

2. Continuing training course standards for peace officers. The provider of a continuing training course for peace officers shall ensure that:

a. The course curriculum consists of advanced or remedial instruction on one or more of the topic areas specified in R13-4-116(E)(1);

b. The instructor meets the requirements of R13-4- 114(A)(2)(a) or (b);

c. An attendance verification certificate, which includes a statement that the provider believes the course meets the requirements of this Section, is given to each attendee for audit purposes;

d. If the training provider is an agency, an attendance roster and lesson plan or other information sufficient to determine compliance with this Section is made available upon request by the Board for Board audit;

e. If the training provider is an outside provider that does not seek confirmation that the course meets the requirements under subsection (A)(3)(c), a copy of the lesson plan or other information sufficient to determine compliance with this Section is given to each attendee; and

f. If the training provider is an outside provider that seeks and receives confirmation under subsection (A)(3)(c), a copy of the Board's written confirmation is distributed to each attendee.

3. Training providers. Courses of continuing training may be conducted by the Board, an agency, or an outside provider.

a. All Board-provided continuing training courses meet the requirements of this Section.

b. Agency-provided continuing training courses meet the requirements of this Section if all the requirements of subsection (A)(2) are met.

c. Outside-provider continuing training courses meet the requirements of this Section if all the requirements of subsection (A)(2) are met. The Board shall inform an outside provider in writing whether a continuing training course meets these requirements if a course package is submitted to the Board, before the training is conducted, that includes:

i. A description of the training course that allows the Board to determine whether the course contains advanced or remedial instruction on one or more of the topic areas specified in R13-4- 116(E)(1);

ii. The name of the individual, or if applicable, the institution or organization, providing the training with sufficient information to allow the Board to determine whether the requirements of R13-4-114(A)(2)(a) or (b) are met;

iii. A course schedule listing the number of instructional hours; and

iv. An attestation that the outside provider shall, upon request by the Board, make the lesson plan or other information sufficient to determine compliance with this Section available for Board audit, and shall ensure that the requirement of subsection (A)(2)(b) is met.

d. The Board's confirmation that a continuing training course conducted by an outside provider meets the requirements of this Section is not an evaluation of the content of the course. Rather, confirmation indicates only that the topic of the course is consistent with R13-4-116(E)(1). Confirmation is effective as long as the information submitted to the Board under subsection (A)(3)(c) is unchanged.

e. The Board shall withdraw confirmation that a continuing training course conducted by an outside provider meets the requirements of this Section if the Board receives information that the course content conflicts with the basic peace officer course content and the Board finds that the conflict creates an issue of public safety, liability, or ethics.

4. Required records. A peace officer shall provide to the appointing agency a copy of all documents provided to the peace officer under subsection (A)(2)(c), (A)(2)(e), or (A)(2)(f). The appointing agency shall maintain the documents and make them available, upon request by the Board, for Board audit.

#### **B. Proficiency training required.**

1. To retain certification, a peace officer who is not in a supervisory position within the peace officer's appointing agency shall complete eight hours of proficiency training every three years beginning January 1, following the date the peace officer is certified.

2. Proficiency training course standards. The provider of a proficiency training course for peace officers shall ensure that:

a. The training requires physical demonstration of one or more performance objectives included in the 585-hour full-authority peace officer basic training course under R13-4-116 and demonstration of the use of judgment in the application of the physical act;

b. The curriculum consists of advanced or remedial instruction on one or more of the following topic areas:

i. Arrest and control tactics,

ii. Tactical firearms (not the annual firearms qualification required under this Section),

iii. Emergency vehicle operations,

iv. Pursuit operations,

v. First aid and emergency care,

vi. Physical conditioning, and

vii. High-risk stops;

c. The instructor meets the requirements of R13-4-114(A)(2)(c);

d. An attendance verification certificate, which includes a statement that the provider believes the course meets the requirements of this Section, is given to each attendee for audit purposes; and

e. If the training provider is an agency, an attendance roster and lesson plan or other information sufficient to determine compliance with this Section is made available upon request by the Board for Board audit

3. Training providers. Courses that qualify for proficiency training credit may be conducted by the Board or an agency.

a. All Board-provided proficiency training courses meet the requirements of this Section.

b. Agency-provided proficiency training courses meet the requirements of this Section if all the requirements of subsection (B)(2) are met.

4. Required records. A peace officer shall provide to the appointing agency a copy of the document provided to the peace officer under subsection (B)(2)(d). The appointing agency shall maintain and make the document available, upon request by the Board, for Board audit.

**C. Firearms qualification required.** A peace officer authorized to carry a firearm shall qualify to continue to be authorized to carry a firearm each year beginning January 1 following certification by completing a Board-prescribed firearms qualification course, using a service handgun and service ammunition, and a Board-prescribed target identification and judgment course.

1. Firearms qualification course standards.

a. A firearms qualification course is a course:

i. Prescribed under R13-4-116(E)(1), or

ii. Determined by the Board to measure firearms competency at least as accurately as courses prescribed under R13-4-116(E)(1).

b. The provider of a firearms qualification course shall ensure that the course includes:

i. A timed accuracy component;

ii. A type and style of target that is equal to, or more difficult than, targets used in a course prescribed under R13-4-116(E)(1); and

iii. A success criterion that is equal to, or more difficult than, criteria used in a course prescribed under R13-4-116(E)(1).

2. Firearms target identification and judgment course standards.

a. A firearms target identification and judgment course is a course:

i. Prescribed under R13-4-116(E)(1), or

ii. Determined by the Board to measure target identification and judgment competency at least as accurately as courses prescribed under R13-4-116(E)(1).

b. The provider of a firearms target identification and judgment course shall ensure that the course includes:

i. A timed accuracy component;

ii. A type and style of target discrimination test that is equal to, or more difficult than, those used in a course prescribed under R13-4-116(E)(1); and

iii. A success criterion that is equal to, or more difficult than, criteria used in a course prescribed under R13-4-116(E)(1).

3. The provider of a firearms qualification or firearms target identification and judgment course shall ensure that the course is taught by a firearms instructor who meets the requirements of R13-4-114(A)(2)(c).

D. This Section is effective six months after filing with the Secretary of State as required by A.R.S. § 41-1823(A).

Colorado POST in-service Training requirements:

24-31-315. Annual in-service training requirements

(1) The annual in-service training programs shall include proper restraint and holds training, a two-hour anti-bias training program and, in alternating years, either a two-hour community policing and community partnerships training program or a two-hour situation de-escalation training program. The programs and curriculum shall be available by July 1, 2016, and may include interactive webbased training. Each certified peace officer shall satisfactorily complete the training by July 1, 2017, and shall satisfactorily complete the training at least once every five years thereafter.

(2) (a) The P.O.S.T. board shall suspend a peace officer's certification if the peace officer fails to comply with the training requirements in subsection (1) of this section. The P.O.S.T. board shall reinstate a peace officer's certification that was suspended pursuant to this paragraph (a) upon completion of the training requirements in subsection (1) of this section.

(b) Notwithstanding the provisions of paragraph (a) of this subsection (2), the P.O.S.T. board shall not suspend a peace officer's certification if the peace officer has not complied with the training requirements of subsection (1) of this section because the officer is not serving as a full-time peace officer. When the officer returns to his or her full-time peace-officer duties, he or she shall have six months to complete the training required by subsection (1) of this section. A-73 Return to Table of Contents

(c) Prior to suspension of a peace officer's certification pursuant to paragraph (a) of this subsection (2), the peace officer must be afforded due process to the extent required by law. HISTORY: Source: L. 2015: Entire section added, (HB 15-1287), ch. 213, p. 778, § 3, effective May 20.

Idaho POST In-Service Training:

**130. IN-SERVICE TRAINING REQUIREMENTS.**

The Council may, as a condition of continuing certification, require law enforcement officers to attend in-service training meeting POST standards. (6-30-19)T

**131. IN-SERVICE TRAINING REQUIREMENTS FOR RETAINING BASIC CERTIFICATION.**

**1. Peace Officers and County Detention Officers.** To retain POST certification, a peace officer or county detention officer must complete a minimum of forty (40) hours of continuing law enforcement training related to law enforcement every two (2) calendar years beginning January 1 following the date the officer was certified. (6-30-19)T

**2. Emergency Communications Officers.** To retain POST certification, an emergency communications officer must complete a minimum of forty (40) hours of continuing training related to public safety emergency communications every two (2) calendar years beginning January 1 following the date the officer was certified. (6-30-19)T

**3. Tolling of Two-Year Period.** The two (2) year continuing training period shall be tolled while an officer is on active military duty, and recommence upon the officer's return to duty with his agency. The agency shall submit a Notice of Separation/Change in Status form upon the officer's departure from and return to the agency. (6-30-19)T

**132. DOCUMENTATION OF IN-SERVICE TRAINING.**

**1. Agency Responsibility to Ensure Accuracy of Training Records.** Agency heads are required to ensure POST records of agency personnel training are up to date and complete as of December 31 of each year. (6-30-19)T

**2. Agency Retention of Training Records.** Each agency shall maintain, and make available to POST, records of each in-service training course provided, including: (6-30-19)T

**a.** The name of the course provider and name and resume of the course instructor; (6-30-19)T

**b.** The course learning objectives, the number of instructional hours, the number of in-service training hours awarded and the attendance roster. (6-30-19)T

**c.** The names of the trainees completing the course and the date of completion. (6-30-19)T

**3. POST Training Credit.** No officer shall receive POST training credit for training which has not been certified or approved by POST. (6-30-19)T

**4. Notice of Non-Compliance.** POST shall give written notice to officers who are not in compliance with in-service training requirements, and their agency heads. If an officer is not in compliance by December 31 of a two-year training cycle, his certification shall be suspended beginning January 1 of the following calendar year, unless an extension of time, not to exceed six (6) months, is granted by POST. The Division Administrator, may grant an additional extension of time for good cause shown. (6-30-19)T

**5. College Courses.** An officer fulfilling continuing training requirements by successfully completing a college course must have the college provide the employing agency with a transcript. The agency shall make the transcript available to POST upon request. (6-30-19)T

**133. POST CREDIT FOR IN-SERVICE TRAINING.**

**1. Credit for POST In-Service Training Provided by a Post Certified Instructor in Idaho.** POST will grant training credit for in-service training according to the following criteria: (6-30-19)T

**a.** The training was provided by Idaho POST Certified Instructor(s). One (1) or more training instructors for any class must be POST certified. Instructors who are not POST certified will not be given credit for POST instructor hours. (6-30-19)T

**b.** The training was at least thirty (30) minutes in length. (6-30-19)T

**2. Credit for POST In-Service Training Provided by an Organization or Vendor who is not POST Certified.** All third-party in-service training must be pre-approved. The Council may maintain a list of organizations and vendors that will be exempt from this pre-approval process based on their reputation providing quality training, that are well established training organizations within the law enforcement training community, or that are offered through a regionally accredited college or university. Organizations and vendors who do not meet the criteria established through the Council, or its designee must meet the following criteria. (6-30-19)T

**a.** At least thirty (30) days prior to an in-service training session, the host agency will submit the following documents to a Regional Training Specialist: (6-30-19)T

i. A course outline; (6-30-19)T

ii. A description of the subject material and the time period to be devoted to each subject area; (6-30-19)T

iii. A description of the enforcement personnel to be instructed; (6-30-19)T

iv. A résumé on each instructor, unless the instructor is POST certified or approved; and (6-30-19)T

v. A lesson plan and all presentation and handout materials used in the course. (6-30-19)T

**b.** The course must be at least four (4) hours in length. (6-30-19)T

**c.** Any course which has been approved through this process, may be placed on the Council's designated pre-approved list after meeting the following criteria: (6-30-19)T

i. The course has been taught at least once in a calendar year, for at least three (3) consecutive years; or (6-30-19)T

ii. Is approved by the International Association of Directors of Law Enforcement Standards and Training (IADLEST) and placed on the IADLEST national course certification index. (6-30-19)T

**3. Course Attendance Roster.** A lead instructor or facilitator must submit an original or electronic POST course attendance roster no later than thirty (30) days following the completion of the training for POST training credit approval. (6-30-19)T

**4. Training Outside Idaho.** In-service training which is delivered outside of Idaho will be considered POST approved if the trainee provides any of the following: (6-30-19)T

**a.** The training was approved by the state's equivalent of POST, where the training occurred; or (6-30-19)T

**b.** The training course was approved by the International Association of Directors of Law Enforcement Standards and Training (IADLEST); or (6-30-19)T

**c.** The training course meets the criteria set forth above; and (6-30-19)T

**d.** Is submitted within thirty (30) days of the completion of the course; and (6-30-19)T

**e.** The trainee provides POST with the location, hours of the training, and a course syllabus or table of contents. (6-30-19)T

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Nevada POST annual training requirements:

NAC 289.230 Basic or reserve certificate: Requirements for maintaining certificate and resuming duties. (NRS 289.510, 289.590)

1. Except as otherwise provided in subsections 7 and 8, to maintain a basic certificate or reserve certificate, the officer must annually satisfy the requirements of subsection 5 and complete 12 hours of additional agency in-service training prescribed by the administrator of the employing agency of the officer. Agency in-service training may include, without limitation, training related to legal issues, the policies and procedures of the employing agency of the officer, driving, first aid, cardiopulmonary resuscitation, blood-borne pathogens, sexual harassment or any other training prescribed by the administrator of the employing agency of the officer.

2. The employing agency shall ensure that its officers comply with the requirements of subsection 1. The employing agency shall notify each officer of the requirements of this section and the penalties set forth in subsection 4 for failure to comply with this section. After an officer completes the requirements of subsection 1, the employing agency shall submit to the Executive Director by any means approved by the Executive Director verification that the officer has completed those requirements. Verification must be submitted on or before December 31 of the year in which the officer was required to complete the requirements of subsection 1.

3. If the Executive Director has not received verification that an officer has completed the requirements of subsection 1 on or before December 31 of the year in which the officer was required to complete those requirements, the Executive Director shall notify the administrator of the employing agency that he or she has not received the verification required by subsection 2 and that if the verification is not received on or before March 1 following the year in which the officer was required to complete the requirements, the Executive Director will place the administrator on the agenda for the next scheduled meeting of the Commission to explain the delay in the submission of the verification. If the Executive Director has not received verification that an officer has completed the requirements of subsection 1 on or before March 1 following the year in which training was required, the Executive Director shall place the administrator of the employing agency on the agenda for the next scheduled meeting of the Commission.

4. Upon the request of the Commission or its designee, the employing agency shall make available for inspection the records of all officers to verify that they have complied with the requirements of subsection 1. The Commission will notify each officer and his or her employing agency of any noncompliance. The Commission will suspend the certificate of any officer who does not complete the requirements of subsection 1 within 60 days after the date on which he or she received the notice of noncompliance. The Executive Director may temporarily reinstate the suspended certificate of an officer upon receiving documentation from the officer which demonstrates that he or she has complied with the requirements of subsection 1. The temporary reinstatement of the suspended certificate is effective upon the Executive Director's approval of the temporary reinstatement and expires on the date on which the Commission determines whether to reinstate the certificate. The Commission will reinstate the suspended certificate or temporarily reinstated certificate of an officer upon receiving documentation from the officer which demonstrates that he or she has complied with the requirements of subsection 1.

5. Except as otherwise provided in subsections 7 and 8, in addition to completing the agency in-service training required pursuant to subsection 1, an officer must:

(a) If the officer is authorized to use a firearm, at least biannually demonstrate a minimum level of proficiency in the use of each type of firearm he or she is authorized to use. An officer who does not demonstrate a minimum level of proficiency with the use of any type of firearm he or she is authorized to use may not carry or use that type of firearm until he or she participates in a remedial course established by the employing agency to ensure that the officer achieves and maintains a satisfactory level of proficiency.

(b) If the officer is authorized to use an impact weapon, chemical weapon, electronic incapacitating device or other less than lethal weapon, at least annually demonstrate a minimum level of proficiency in the use of each such weapon or device he or she is authorized to use. An officer who does not demonstrate a minimum level of proficiency with the use of any such weapon may not carry or use that weapon until the officer participates in a remedial course established by the employing agency to ensure that the officer achieves and maintains a satisfactory level of proficiency.

(c) If the duties of an officer require him or her to use arrest and control tactics, demonstrate annually a minimum level of proficiency in the use of arrest and control tactics, including, without limitation, techniques related to applying handcuffs, taking down suspects, self-defense and retention of weapons.

(d) If the employing agency of the officer authorizes the use of a carotid restraint or lateral vascular neck restraint, demonstrate annually a minimum level of proficiency in those techniques.

(e) Review annually each policy of the employing agency which addresses the use of force in any situation in which the agency or the officer may become involved.

6. Each employing agency shall establish and provide the courses set forth in subsection 5 to its officers and establish the minimum level of proficiency that an officer must demonstrate in each course.

7. An officer:

(a) Who voluntarily leaves his or her employment as a peace officer for at least 4 consecutive months but not more than 60 consecutive months;

(b) Whose employment as a peace officer is terminated for any reason for at least 4 consecutive months but not more than 60 consecutive months;

(c) Who, during a period of continuous employment as a peace officer, is absent from his or her duties as a peace officer because of medical leave, military leave or other approved leave for at least 4 consecutive months; or

(d) Who is hired, rehired or reinstated on or after July 1 of a reporting year, must satisfy the requirements of paragraphs (b) to (e), inclusive, of subsection 5 and demonstrate a minimum level of proficiency in the use of each type of firearm he or she is authorized to use before commencing or resuming his or her duties as a peace officer.

8. An officer who instructs a course pursuant to subsection 5 is not required to comply with the requirements of subsection 5 to which the instruction applies if the officer:

(a) Instructs a course in the subject for which the officer is qualified and approved by the administrator of the officer's agency during each calendar year;

(b) Participates at least once every 3 years in a course of training for instructors that is approved by the Executive Director; and

(c) Demonstrates to the Commission or its designee at least once every 3 years proficiency in the subject that he or she instructs.

9. Each agency shall maintain documentation of the courses provided pursuant to subsection 5. Such documentation must include, without limitation, the qualifications of each instructor who provides training, a description of the training provided and a list on a form that has been approved by the Executive Director of each officer who completes the training.

(Added to NAC by Peace Officers' Standards & Training Com., eff. 12-17-87; A 8-24-90; 4-28-94; R171-97, 1-30-98; A by Peace Officers' Standards & Training Comm'n by R102-99, 11-2-99; R127-04, 11-8-2004; R003-07, 4-17-2008; R118-09, 1-28-2010; R188-12, 12-23-2013; R121-13, 3-28-2014; R012-17, 12-19-2017)

Washington State in-service training requirements:

**WAC 139-11-020 Requirements of training for law enforcement.**

This rule implements parts of Initiative Measure No. 940, passed in November 2018, and chapter 4, Laws of 2019 (SHB 1064), signed into law in February 2019. As stated in section 2 of Initiative Measure No. 940, "The intent of the people in enacting this act is to make our communities safer. This is accomplished by requiring law enforcement officers to obtain violence de-escalation and mental health training, so that officers will have greater skills to resolve conflicts without the use of physical or deadly force." While it is understood that police culture is part of the larger culture, it is critical for law enforcement training to proactively address the issue of law enforcement and its intersection with marginalized communities and contribute to changing outcomes for the better.

(1) Beginning December 7, 2019, all new general authority peace officers must complete a minimum of two hundred hours of initial violence de-escalation and mental health training in the basic law enforcement academy (BLEA). Violence de-escalation and mental health training will include the following topics:

(a) Patrol tactics, actions and communication methods that de-escalate situations when appropriate to reduce the likelihood of injury to all parties involved, avoid unnecessarily escalating situations that may lead to violence, and avoid unnecessarily placing officers in situations that require or lead to deadly force by:

(i) Managing the distance between the officer and the persons involved;

(ii) Utilizing shielding to protect the officer and others from a threat;

(iii) Managing the pace of an interaction; and

(iv) Engaging in communication to increase options for resolving the incident and reduce the likelihood of injury to all parties involved.

(b) Recognizing and managing the impact of stress on the officer's perceptions and reactions;

(c) Understanding emotional intelligence and self-awareness;

(d) Understanding the psychology and foundational principles of procedural justice to build trust and rapport, including training on ethics;

(e) Recognizing and mitigating the impact of implicit and explicit bias on the officer's perceptions and reactions;

(f) Recognizing patterns of behavior in individuals that may be related to mental or behavioral health issue or other disability, per RCW 43.101.427(5);

(g) Use of techniques and communication strategies to calm persons who appear to be agitated or demonstrating unusual behavior related to a mental or behavioral health issue or other disability, per RCW 43.101.427(5);

(h) Proper use of nonlethal defensive tactics to gain physical control when necessary;

(i) Alternatives to the use of physical or deadly force so that de-escalation tactics and less lethal alternatives are part of the decision-making process leading up to the consideration of deadly force;

(j) Use of a decision-making simulator ("shoot don't shoot") and cognitive exercises to improve accurate recognition of threats and proper level of force response;

(k) Understand the "good faith" standard as stated in RCW 9A.16.040 (4) (a);

(l) Learning about the historical intersection of race and policing, the experience of Black Americans then and now, including: The institution of slavery through the Civil Rights Act of 1964, mass incarceration, the role and impacts of police in schools, the ongoing influence of race relations, strategies to reconcile past injustice, and the importance of fair and impartial policing. This training should be supplemented by current data and research;

(m) Understanding how culture and differences in experiences, histories, and social norms impacts community perceptions of law enforcement and employing cultural humility skills, with the goal of learning about respectful and effective approaches with communities of color including, but not limited to, Black Americans, African Immigrants, Latinxs, Native Americans, Asian Americans, Pacific Islanders, American Muslims, Sikhs, and Arabs;

(n) Learning to build more positive relationships with specific communities within areas officers serve by understanding how biases, stereotypes, and a lack of understanding about varying cultural norms negatively impacts police interactions with the public;

(o) Learning about the history of police interaction with the LGBTQ+ communities and learning about respectful and effective communication and interaction with these communities;

(p) Learning about effective communication and interaction with:

(i) Youth;

(ii) Individuals who have experienced domestic violence, sexual assault, or human trafficking;

(iii) Immigrant and refugee communities, and those with limited-English proficiency;

(iv) Persons who have barriers to hearing, understanding, or otherwise complying with law enforcement officers.

(q) Learning about the systemic challenges facing indigent populations, the nature of crimes and poverty, and the cycle of recidivism for those experiencing poverty;

(r) Examining alternatives to jail, booking, and arrest and the impacts on members of the community and public safety;

(s) Learning about the history of police interaction with Native American communities, including learning about tribal sovereignty, tribal culture and traditions, and how to meet the new state law requirements for notification of tribal governments when a tribal person is killed or injured;

(t) First-aid training on the new statewide policy, which states: "All law enforcement personnel must provide or facilitate first aid such that it is rendered at the earliest safe opportunity to injured persons at a scene controlled by law enforcement," focused on:

(i) Critical life-saving skills;

(ii) Understanding the need to balance the many essential duties of officers with "the solemn duty to preserve the life of a person with whom officers come into direct contact";

(iii) Understanding best practices for securing a scene to facilitate the safe, swift, and effective provisions for first aid to anyone injured at a scene controlled by law enforcement or as a result of law enforcement action.

(2) All peace officers certified in Washington before December 7, 2019, and lateral peace officers certified in Washington after December 7, 2019, must complete a minimum of forty hours of continuing de-escalation and mental health training every three years after receiving their initial peace officer certification. Incumbent peace officers must complete their first cycle of continuing de-escalation and

mental health training by January 1, 2028. Continuing mental health and violence de-escalation training must include the following topics:

(a) Patrol tactics, actions and communication methods that de-escalate situations when appropriate to reduce the likelihood of injury to all parties involved, avoid unnecessarily escalating situations that may lead to violence, and avoid unnecessarily placing officers in situations that require or lead to deadly force by:

(i) Managing the distance between the officer and the persons involved;

(ii) Utilizing shielding to protect the officer and others from a threat;

(iii) Managing the pace of an interaction; and

(iv) Engaging in communication to increase options for resolving the incident and reduce the likelihood of injury to all parties involved.

(b) Recognizing and managing the impact of stress on the officer's perceptions and reactions;

(c) Understanding emotional intelligence and self-awareness;

(d) Understanding the psychology and foundational principles of procedural justice to build trust and rapport, including training on ethics;

(e) Recognizing and mitigating the impact of implicit and explicit bias on the officer's perceptions and reactions;

(f) Recognizing patterns of behavior in individuals that may be related to mental or behavioral health issue or other disability, per RCW 43.101.427(5);

(g) Use of techniques and communication strategies to calm persons who appear to be agitated or demonstrating unusual behavior related to a mental or behavioral health issue or other disability, per RCW 43.101.427(5);

(h) Proper use of nonlethal defensive tactics to gain physical control when necessary;

(i) Alternatives to the use of physical or deadly force so that de-escalation tactics and less lethal alternatives are part of the decision-making process leading up to the consideration of deadly force;

(j) Use of a decision-making simulator ("shoot don't shoot") and cognitive exercises to improve accurate recognition of threats and proper level of force response;

(k) Understand the "good faith" standard as stated in RCW 9A.16.040 (4)(a);

(l) Learning about the historical intersection of race and policing, the experience of Black Americans then and now, including: The institution of slavery through the Civil Rights Act of 1964, mass incarceration, the role and impacts of police in schools, the ongoing influence of race relations, strategies to reconcile past injustice, and the importance of fair and impartial policing. This training should be supplemented by current data and research;

(m) Understanding how culture and differences in experiences, histories, and social norms impacts community perceptions of law enforcement and employing cultural humility skills, with the goal of learning about respectful and effective approaches with communities of color including, but not limited to, Black Americans, African Immigrants, Latinxs, Native Americans, Asian Americans, Pacific Islanders, American Muslims, Sikhs and Arabs;

(n) Learning to build more positive relationships with specific communities within areas officers serve by understanding how biases,

stereotypes, and a lack of understanding about varying cultural norms negatively impacts police interactions with the public;

(o) Learning about the history of police interaction with the LGBTQ+ communities and learning about respectful and effective communication and interaction with these communities;

(p) Learning about effective communication and interaction with:

(i) Youth;

(ii) Individuals who have experienced domestic violence, sexual assault, or human trafficking;

(iii) Immigrant and refugee communities, and those with limited-English proficiency; and

(iv) Persons who have barriers to hearing, understanding, or otherwise complying with law enforcement officers.

(q) Learning about the systemic challenges facing indigent populations, the nature of crimes and poverty, and the cycle of recidivism for those experiencing poverty;

(r) Examining alternatives to jail, booking, and arrest and the impacts on members of the community and public safety;

(s) Learning about the history of police interaction with Native American communities, including learning about tribal sovereignty, tribal culture and traditions, and how to meet the new state law requirements for notification of tribal governments when a tribal person is killed or injured;

(t) First-aid training on the new statewide policy, which states: "All law enforcement personnel must provide or facilitate first aid such that it is rendered at the earliest safe opportunity to injured persons as a scene controlled by law enforcement," focused on:

(i) Critical life-saving skills;

(ii) Understanding the need to balance the many essential duties of officers with "the solemn duty to preserve the life of a person with whom officers come into direct contact";

(iii) Understanding best practices for securing a scene to facilitate the safe, swift, and effective provisions for first aid to anyone injured at a scene controlled by law enforcement or as a result of law enforcement action.

[Statutory Authority: RCW 43.101.080. WSR 19-13-011, § 139-11-020, filed 6/7/19, effective 7/8/19.]

Also they must have two hours of Crisis Intervention training annually pursuant to RCW 43.101.427(2)

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## The Question Posed:

Alaska’s POST agency, Alaska Police Standards Council posed the following question to the nation’s other POST Directors. The following are excerpts and/or summaries from responses received:

*“The Alaska Police Standards Council (Alaska’s POST) has the statutory authority to revoke officer certification, but has never adopted any regulations allowing any other intermediate sanction, such as the temporary suspension of certification/license. This means that it is all or nothing regarding sanctions for misconduct in AK. The Council would like to explore establishing a framework of sanctions that includes temporary suspension of certification for less egregious misconduct and leads up to Revocation.*

*I was hoping that those of you who have suspension, or some other mid-level sanction in place, could share your enabling statutory/regulatory language and any policy or procedure associated with administering them.*

*You need not reply if you don’t have this authority, I’m just looking to borrow language from those of you who’ve already been there; any advice or lessons-learned would also be welcome.*



## ARKANSAS:

The Arkansas POST has the ability to temporarily suspend an officer's ability to act in law enforcement when the officer is in noncompliance with minimum standards. The authority is granted by Arkansas statute (Arkansas Code Annotated 12-9-108):

(a)(1) Actions taken by law enforcement officers who do not meet all of the standards and qualifications set forth in this subchapter or made by the Arkansas Commission on Law Enforcement Standards and Training shall not be held invalid merely because of the failure to meet the standards and qualifications.

(2)(A) The Director of Law Enforcement Standards and Training may temporarily suspend a law enforcement officer's ability to act as a law enforcement officer for failure to meet the standards or qualifications under this subchapter until the failure is corrected or pending review by the commission.

(B) Notification of a suspension under subdivision (a)(2)(A) of this section shall be made in a timely manner to the administrator of the law enforcement agency by which the law enforcement officer is employed.

The framework for suspending an officer is established by POST Rule, here:

<https://www.dps.arkansas.gov/wp-content/uploads/2020/05/1034.pdf>

In Arkansas, we have statutory authority to impose administrative penalties against a law enforcement agency or governmental entity for violations of commission rules.

Arkansas Code Annotated 12-9-120 provides the following framework for administrative penalties:

(a) When determining the amount of an administrative penalty assessed against a law enforcement agency or governmental entity under subsection (b) of this section for violation of a rule of the Arkansas Commission on Law Enforcement Standards and Training, the commission shall consider:

1. The seriousness of the violation;
2. The law enforcement agency's or governmental entity's history of violations;
3. The amount the commission believes is necessary to deter future similar violations;
4. Efforts made by the law enforcement agency or governmental entity to correct the violation, including the immediacy and degree of corrective action; and
5. Any other consideration that the commission believes important.

(b)(1) An administrative penalty may be assessed under this section in the following amounts:

- A. For appointing a person who does not meet minimum standards as a law enforcement officer, an administrative penalty of no more than one thousand dollars (\$1,000); and
- B. For failing to timely submit any required appointment or separation documents, an administrative penalty of no more than three hundred fifty dollars (\$350).

(2) The administrative penalties authorized under this subsection may be assessed on a per-day basis, with each day considered a separate violation.

(c) The presence of mitigating factors does not require the commission to dismiss a violation of commission rules.

(d)(1) The Director of Law Enforcement Standards and Training may enter into an agreed upon order concerning administrative penalties under this section with a law enforcement agency or governmental entity, subject to final approval of the commission.

(2) The agreed-upon order under subdivision (d)(1) of this section may be in an amount that differs from the amounts in subdivision (b)(1) of this section.

(e)(1) The commission shall provide written notice to a law enforcement agency or governmental entity of an alleged violation of a rule, and the law enforcement agency or governmental entity shall respond in writing within thirty (30) days of receipt of the written notice.

(2) A law enforcement agency's or governmental entity's failure to respond within thirty (30) days of the written notice under subdivision (e)(1) of this section may result in the entry of a default order of assessment of an administrative penalty.

(f) A law enforcement agency or governmental entity may request a hearing before the commission to contest the allegations set forth in the written notice under subsection (e) of this section within thirty (30) days of receipt of the written notice.

## WEST VIRGINIA:

West Virginia does have authority through below legislative rule, the full rule addresses training and certification of officers, this section addresses grounds to suspend, revoke or deny certification. That said while the rule allows my predecessor and POST equivalent body generally took the all or nothing route. Where I have been able to, I have tried to steer them more towards the suspension route in areas such as non-completion of required training and/or qualifications and some lower level misdemeanor related adjudications.

As to the trng/quals they usually now issue what we call a stop work order, suspension, which states what the officer must do to bring his or her certification back to an active status. Once the officer complies the stop work order/suspension is lifted. In a couple instances a similar action was taken on a lower level criminal offense where the officer had to get counseling and complete a prescribed action and show proof of it to regain certification.

The "negative" as you know with the term revoked, at least to us, means you can't get it back unless our action overturned by a court.

We do not however, have a listing of what actions would lead to suspension and actions required to get it back. It is a case by case review. We also have the authority to suspend an instructor's certification as an instructor.

### **§149-2-16. Certification Denial, Suspension or Decertification.**

16.1. The Subcommittee may suspend, decertify, or deny the certification of a law enforcement officer or, if applicable, deny admission to a basic entry-level training program for activities that may include, but not be limited to the following:

16.1.a. Willful falsification of any information submitted or relied upon to obtain certified status;

16.1.b. Having a physical or mental condition affecting the officer's ability to perform his or her duties as described in subsection 8.3 of this rule;

- 16.1.c. Addiction to or unlawful sale, possession, or use of narcotics, drugs, or drug paraphernalia;
- 16.1.d. Having admitted the commission of or been convicted of a felony or any crime involving dishonesty, unlawful sexual conduct, physical violence, or driving under the influence of alcohol or drugs, or having been placed in or participated in any pretrial diversion or equivalent program for the same;
- 16.1.e. Failure to complete required in-service training;
- 16.1.f. Failure to complete required firearms qualifications;
- 16.1.g. Legal prohibitions that prevent an officer from performing some or all of his or her required law enforcement duties. It is the responsibility of the officer to report any such legal prohibitions to the Committee within ten (10) days;
- 16.1.h. Failure to report legal prohibitions as required by 16.1.f of this rule;
- 16.1.i. His or her certification as a law enforcement officer has been suspended, denied or revoked by another state's Peace Officers Standards and Training Commission.
- 16.1.j. An inability to lawfully carry a firearm under state and/or federal statute.
- 16.1.k. Failure to have made or met court ordered child support obligations as set forth in W. Va. Code §48-15 et. set.
- 16.1.l. Any conduct or a pattern of conduct unbecoming to a law enforcement officer or law enforcement official or activities that would tend to disrupt, diminish, or otherwise jeopardize public trust and fidelity in law enforcement.
- 16.2. Employment by another agency or reinstatement of a law enforcement officer by his parent agency after termination, whether termination was voluntary or involuntary, does not preclude suspension, revocation or denial of law enforcement certification, if the law enforcement officer was terminated for any of the reasons contained in this section.
- 16.3. Termination of a law enforcement officer, whether voluntary or involuntary, does not preclude suspension, revocation or denial of law enforcement certification, if the officer was terminated for any of the reasons contained in this section.
- 16.4. An employing agency shall not seek de-certification of a law enforcement officer prior to or in lieu of termination.
- 16.5. Law enforcement officers whose certification has been suspended, revoked or if applicable an applicant who has been denied admission to a basic entry-level training academy may not exercise any authority as a law enforcement officer during the period for which their certification is suspended, revoked or denied.

## DELAWARE:

- 1.0 Objectives 1.1 The objectives of the Council on Police Training are:
  - 1.1.1 To encourage and increase the professional competency of police officers by:
    - 1.1.1.1 Establishing minimum pre-employment qualifications for police officer applicants and;
    - 1.1.1.2 Establishing minimum educational and training qualifications requisite to permanent appointment as a police officer, and;

1.1.1.3 Prescribing standards for in-service or continued training of police officers, and;

1.1.1.4 Suspending or revoking certification in the event an individual obtained certification through fraud or deceit, has been convicted of a felony or moral turpitude misdemeanor, or has failed to successfully complete an in-service or advanced training course required by Council.

22 DE Reg. 783 (03/01/19)

23 DE Reg. 939 (05/01/20)

## KANSAS:

In Kansas we can revoke, reprimand, suspend, censure, or condition and officer's suspension. Here a link to the statute:

[http://www.kslegislature.org/li/b2019\\_20/statute/074\\_000\\_0000\\_chapter/074\\_056\\_0000\\_article/074\\_056\\_0016\\_section/074\\_056\\_0016\\_k/](http://www.kslegislature.org/li/b2019_20/statute/074_000_0000_chapter/074_056_0000_article/074_056_0016_section/074_056_0016_k/)

Our full Kansas Law Enforcement Training Act and administrative regulations can be found on our website.

Some notes.

By far the most common disciplinary action has been revocation.

KSCPOST has reprimanded officers for failure to obtain the requisite hours of annual in-service training. The commission does not generally feel that we are responsible for progressive discipline and that is how reprimands might also be used.

KSCPOST has suspended officers primarily for failing to meet the psychological requirement when it is not a result of misconduct. KSCPOST hopes to reduce the stigma and not put a damper on the reporting of psychological issues. One reasoning is that if an officer is revoked, he must wait five years for the opportunity to make a case for reinstatement. When a suspension is used the officer can just pass a psych test and be reinstated without waiting five years.

KSCPOST has not conditioned an officer's certification.

KSCPOST has not censured an officer's certification.

## MISSOURI:

Here is our statutory language in Missouri related to immediate license suspensions.

<https://revisor.mo.gov/main/OneSection.aspx?section=590.090&bid=30327&hl=>

### **590.090. Suspension of a license, when, procedure. —**

1. The director shall have cause to suspend immediately the peace officer license of any licensee who:

- (1) Is under indictment for, is charged with, or has been convicted of the commission of any felony;
  - (2) Is subject to an order of another state, territory, the federal government, or any peace officer licensing authority suspending or revoking a peace officer license or certification; or
  - (3) Presents a clear and present danger to the public health or safety if commissioned as a peace officer.
2. At any time after the filing of a disciplinary complaint pursuant to section 590.080, if the director determines that probable cause exists to suspend immediately the peace officer license of the subject of the complaint, the director may, without notice or hearing, issue an emergency order suspending such license until final determination of the disciplinary complaint. Such order shall state the probable cause for the suspension and shall be served upon the licensee by certified mail at the licensee's address of record pursuant to subdivision (2) of subsection 3 of section 590.130. Proof of refusal of the licensee to accept delivery or the inability of postal authorities to deliver such certified mail shall be evidence that required notice has been given. The director shall also notify the chief executive officer of any law enforcement agency currently commissioning the officer. The director shall have authority to dissolve an emergency order of suspension at any time for any reason.
  3. A licensee subject to an emergency order of suspension may petition the administrative hearing commission for review of the director's determination of probable cause, in which case the administrative hearing commission shall within five business days conduct an emergency hearing, render its decision, and issue findings of fact and conclusions of law. Sworn affidavits or depositions shall be admissible on the issue of probable cause and may be held sufficient to establish probable cause. The administrative hearing commission shall have no authority to stay or terminate an emergency order of suspension without a hearing pursuant to this subsection. Findings and conclusions made in determining probable cause for an emergency suspension shall not be binding on any party in any proceeding pursuant to section 590.080.

Suspension or probation noted below can be for any length of time. A revocation is permanent.

<https://revisor.mo.gov/main/OneSection.aspx?section=590.080&bid=30326>

590.080. Discipline of peace officers, grounds — complaint filed, hearing. —

1. The director shall have cause to discipline any peace officer licensee who:
  - (1) Is unable to perform the functions of a peace officer with reasonable competency or reasonable safety as a result of a mental condition, including alcohol or substance abuse;
  - (2) Has committed any criminal offense, whether or not a criminal charge has been filed;

- (3) Has committed any act while on active duty or under color of law that involves moral turpitude or a reckless disregard for the safety of the public or any person;
- (4) Has caused a material fact to be misrepresented for the purpose of obtaining or retaining a peace officer commission or any license issued pursuant to this chapter;
- (5) Has violated a condition of any order of probation lawfully issued by the director; or
- (6) Has violated a provision of this chapter or a rule promulgated pursuant to this chapter.

....

5. Nothing contained in this section shall prevent a licensee from informally disposing of a cause for discipline with the consent of the director by voluntarily surrendering a license or by voluntarily submitting to discipline.

...

This is in our Administrative Rules. They essentially carry the same weight as state law.

<https://www.sos.mo.gov/cmsimages/adrules/csr/current/11csr/11c75-13.pdf>

(7) When the Director has knowledge of cause to discipline a peace officer license pursuant to section 590.080, RSMo, or this rule, the Director may in lieu of discipline issue a letter of reprimand to the officer and deliver a copy to the officer's agency or commissioning authority. A letter of reprimand shall not affect the status of a peace officer's license.

...

## WYOMING:

Here is Wyoming's Rule and WSS on the Denial, Suspension or Revocations.

### POST RULE

### CHAPTER 8

### GROUND FOR DENIAL, SUSPENSION OR REVOCATION OF

### CERTIFICATION

Section 1. Mandatory Grounds for the Denial, Suspension or Revocation of Peace Officer, Detention Officer, Dispatcher, or Correctional Officer Certification. The Commission shall deny, suspend or revoke a certification of a certified individual under any of the following circumstances:

- (a) The officer is convicted of a felony;
- (b) The Commission has received a certified copy of an order from a court to withhold, suspend, or otherwise restrict a certificate issued by the Commission;
- (c) The officer unlawfully uses, possesses, or distributes controlled substances or other drugs;

Section 2. Other Grounds for the Denial, Suspension, or Revocation of Peace Officer, Detention Officer, Dispatcher, or Correctional Officer Certification. The Commission may revoke a certified individual's certification if the certified individual:

- (a) Willfully falsified information to obtain or maintain certification;
- (b) Has a physical or mental condition which substantially limits the officer's ability to perform the essential duties of a peace officer, detention officer, dispatcher, or correctional officer or poses a direct threat to the health and safety of the public or fellow officers;
- (c) Partook in the unauthorized use of or being under the influence of alcoholic beverages while on duty, the excessive use of alcoholic beverages, or a conviction for driving while under the influence of alcohol;
- (d) Is found to have committed a criminal offense;
- (e) Substantially fails to comply with the Act or these rules;
- (f) Participates in other conduct or a pattern of conduct which tends to significantly undermine public confidence in the law enforcement profession, including, but not limited to, sexual harassment, discriminatory conduct, and falsifying reports;
- (g) Fails to meet the minimum standards for employment for peace officers, detention officers, correctional officers and dispatchers under Chapter 2; or Fails to meet the minimum training requirements ...

Wyoming Statute

9-1-702. Created; membership; removal; compensation; meetings; publication of procedures; standards for certified training; powers and duties. ...

(v) Grant, suspend or revoke certification of peace officers or dispatchers for substantial failure to comply with this act or the rules of the commission, subject to the contested case procedures of the Wyoming Administrative Procedure Act.

## ARIZONA:

I cut and pasted the section from the Arizona Administrative Code which gives the Board the ability to deny, suspend, or revoke a peace officer's certification. Denials refer to applicants / recruits who commit acts, prior to certification, which the Board decides should prevent them from ever being a peace officer. Revocations are for egregious acts and are permanent. Suspensions are given for less egregious acts. Our staff provides recommended suspension lengths, but the Board has the ability to impose whatever length they want.

To provide a bit of context, in Arizona when you separate employment (retire, resign, fired) your certification becomes inactive for a period of three years. In that three-year window you have the ability to go to another department and the only requirements are a full background

investigation and a medical evaluation. There is no test and no demonstration of proficiency skills except your firearm. In the case of a less egregious violation it is not uncommon for the Board to suspend their certification. I have seen them suspend a certification for as short as 30 hours (match the suspension given by the officer's agency) up to two years. In more egregious matters, when they do not believe revocation is warranted but the officer was fired, I have seen them suspend for the period of time it will take for their certification to lapse (3 years from the date they separate).

#### R13-4-109. Denial, Revocation, Suspension, or Cancellation of Peace Officer Certified Status

A. Causes for denial, suspension, or revocation. The Board may deny certified status or suspend or revoke the certified status of a peace officer for:

1. Failing to satisfy a minimum qualification for appointment listed in R13-4-105;
2. Willfully providing false information in connection with obtaining or reactivating certified status;
3. Having a medical, physical, or mental disability that substantially limits the individual's ability to perform the duties of a peace officer effectively, or that may create a reasonable probability of substantial harm to the individual or others, for which a reasonable accommodation cannot be made;
4. Violating a restriction or requirement for certified status imposed under R13-4-109.01, R13-4-103 (G), or R13-4-104;
5. Illegally possessing or using marijuana, a dangerous drug, or a narcotic;
6. Using or being under the influence of spirituous liquor on duty without authorization;
7. Committing a felony, an offense that would be a felony if committed in this state, or an offense involving dishonesty, unlawful sexual conduct, or physical violence;
8. Committing malfeasance, misfeasance, or nonfeasance in office;
9. Performing the duties or exercising the authority of a peace officer without having active certified status;
10. Making a false or misleading statement, written or oral, to the Board or its representative;
11. Failing to furnish information in a timely manner to the Board or its representative on request; or
12. Engaging in any conduct or pattern of conduct that tends to disrupt, diminish, or otherwise jeopardize public trust in the law enforcement profession.



B. Cause for cancellation. The Board shall cancel the certified status of a peace officer if the Board determines that the individual was not qualified when certified status was granted, and revocation is not warranted under subsection (A).

C. Cause for mandatory revocation. Upon the receipt of a certified copy of a judgment of a felony conviction of a peace officer, the Board shall revoke certified status of the peace officer.

...

## NEW MEXICO

### 10.29.1.11 GROUNDS FOR DENIAL, REVOCATION OR SUSPENSION OF POLICE OFFICER OR TELECOMMUNICATOR CERTIFICATION; REPORTING REQUIREMENTS:

A. Authority: In accordance with the provisions of the Law Enforcement Training Act, Section 29-7-13 NMSA 1978, (Repl. Pamph. 1994), the director may seek to deny, suspend or revoke a police officer's or telecommunicator's certification, if after investigation and consultation with the employing agency, it is determined that the individual has failed to comply with the provisions of the Law Enforcement Training Act or board regulations concerning qualifications for certification in the state of New Mexico.

B. Arrest or indictment on felony charges; summary suspension:

(1) The director upon being notified that a certified police officer or telecommunicator has been arrested or indicted on any felony charge(s) shall immediately notify the individual of the intent to suspend the certification. The procedures set forth in 10.29.1.12 NMAC shall not apply to the immediate suspension. Notice of the immediate suspension shall be served on the officer or telecommunicator. Upon service of the notice, the individual shall have 15 days to request to be heard at the next meeting of the board. At the meeting, the individual may present evidence, witnesses and argument as to why their certification should not be suspended. The board may deliberate and shall issue a decision on the suspension at the meeting.

(2) The director upon being notified that a police officer or telecommunicator has been convicted on any felony charge(s) shall initiate the disciplinary process pursuant to 10.29.1.12 NMAC.

C. Grounds for discipline of a police officer: The following conduct may constitute grounds for denial, suspension or revocation of certification of a police officer under this rule:

(1) subsequent conviction, entry of plea of guilty or entry of plea of nolo contendere to any felony charge;

(2) subsequent conviction, entry of plea of guilty or entry of plea of nolo contendere to any violation of any federal or state law or local ordinance relating to aggravated

assault, theft, driving while intoxicated, controlled substances, or other crime involving moral turpitude;

(3) making false statements or giving any false information to the academy in connection with an application for admission/certification;

(4) committing acts which indicate a lack of good moral character, or which constitute dishonesty or fraud, and which adversely affects an officers' ability to exercise the duties of a police officer;

(5) committing acts of violence or brutality which indicate that the officer has abused the authority granted to him or her as a commissioned police officer in the state of New Mexico; or

(6) having committed acts which would be grounds for denial of application for admission under 10.29.1.10 NMAC.

D. Grounds for discipline of a telecommunicator: The following conduct may constitute grounds for denial, suspension or revocation of certification of a certified telecommunicator under this rule:

(1) subsequent conviction, entry of plea of guilty or entry of plea of nolo contendere to any felony charge;

(2) subsequent conviction, entry of plea of guilty or entry of plea of nolo contendere to any violation of any federal or state law or local ordinance relating to aggravated assault, theft, driving while intoxicated, controlled substances or other crime involving moral turpitude;

(3) making false statements or giving any false information to the academy in connection with an application for admission/certification;

(4) committing acts which indicate a lack of good moral character, or which constitute dishonesty or fraud, and which adversely affects an telecommunicator's ability to exercise the duties of a certified telecommunicator;

(5) committing acts which indicate that the telecommunicator has abused the authority granted to a certified telecommunicator in the state of New Mexico; or

(6) having committed acts which would be grounds for denial of application for admission under 10.29.1.10 NMAC.

E. Agency reports of alleged misconduct: Any law enforcement agency employing a police officer or telecommunicator who has committed, or reasonably appears to have committed, any act in violation of these rules shall report such conduct to the director within 90 days after the agency initiates an internal affairs review or is otherwise made aware of the

alleged misconduct. A law enforcement agency shall immediately inform the director if an officer or telecommunicator employed by the agency is arrested or indicted on felony charges. Resignation or termination from employment does not relieve the agency from its duty to file a misconduct report with the academy director. Agencies should undertake a timely and thorough investigation to determine whether an allegation of misconduct is sustained. For the purposes of this subpart, "misconduct" is defined as any act listed or otherwise contemplated under 10.29.1.11 NMAC. Violations of agency policy that do not relate to grounds for discipline under board rules are not required to be reported to the director. The director will establish a reporting form to be used in reporting alleged misconduct. An agency's delay or failure to report alleged misconduct does not prevent the director from filing a separate report or divest the board of jurisdiction to take disciplinary action authorized under the Law Enforcement Training Act.

[10.29.1.11 NMAC - Rp, 10.29.1.11 NMAC, 11/15/16]

## MAINE:

Maine has broad authority in state statute to sanction law enforcement and corrections officer's certification. The authority of the Academy's Trustees rang from letters of guidance to full revocation for criminal convictions, conduct or actions listed that don't rise to the level of a crime but constitute gross deviations from standards. Some of the non-criminal conduct or convictions include failure to complete mandatory trainings set by the Academy, engaging in a sexual relationship with a D.V victim if the officer is the investigator, etc.

I attached a link to the Maine statutes and would be happy to give more details on the process and how this works in our state.

<http://legislature.maine.gov/statutes/25/title25sec2805-C.html>

<http://legislature.maine.gov/statutes/25/title25sec2806-A.html>

...

5. Grounds for action. The board may take action against any applicant for a certificate or certificate holder pursuant to this chapter or any rules adopted pursuant to this chapter, including, but not limited to, a decision to impose a civil penalty or to refuse to issue a certificate or to modify, suspend or revoke a certificate for any of the following reasons:

A. Failure to meet annual certification or recertification requirements. In enforcing this paragraph, the board shall, no later than March 31st of every year, review the certification of all law enforcement and corrections officers and decertify those individuals who do not meet certification or recertification requirements; [PL 2013, c. 147, §39 (NEW).]

B. Absent extenuating circumstances as determined by the board, working more than 1,040 hours in any one calendar year as a part-time law enforcement officer performing law enforcement duties and while possessing a part-time law enforcement certificate issued by the board pursuant to section 2803-A; [PL 2013, c. 147, §39 (NEW).]

C. Conviction of murder or any crime or attempted crime classified in state law as a Class A, Class B, Class C or Class D crime or a violation of any provision of Title 17-A, chapter 15, 19, 25, 29, 31, 35, 41 or 45. Notwithstanding any other provision of law, the board may summarily and without hearing suspend or revoke any certificate as a result of any criminal conviction identified by this paragraph pursuant to Title 5, section 10004, subsection 1; [PL 2013, c. 147, §39 (NEW).]

D. Juvenile adjudication of murder or any crime or attempted crime classified in state law as a Class A, Class B, Class C or Class D crime; [PL 2013, c. 147, §39 (NEW).]

E. Guilty plea pursuant to a deferred disposition of murder or any crime or attempted crime classified in state law as a Class A, Class B, Class C or Class D crime or a violation of any provision of Title 17-A, chapter 15, 19, 25, 29, 31, 35, 41 or 45; [PL 2013, c. 147, §39 (NEW).]

F. Engaging in conduct that is prohibited or penalized by state law as murder or a Class A, Class B, Class C or Class D crime or by any provision of Title 17-A, chapter 15, 19, 25, 29, 31, 35, 41 or 45; [PL 2013, c. 147, §39 (NEW).]

G. Conviction of or adjudication as a juvenile of a crime specified in paragraph D in another state or other jurisdiction, unless that crime is not punishable as a crime under the laws of that state or other jurisdiction in which it occurred. Notwithstanding any other provision of law, the board may summarily and without hearing suspend or revoke any certificate as a result of any criminal conviction identified by this paragraph pursuant to Title 5, section 10004, subsection 1; [PL 2013, c. 147, §39 (NEW).]

H. Engaging in conduct specified in paragraphs C and D in another state or other jurisdiction unless that conduct is not punishable as a crime under the laws of that state or other jurisdiction in which it occurred; [PL 2013, c. 147, §39 (NEW).]

I. Falsifying or misrepresenting material facts in obtaining or maintaining a certificate issued by the board pursuant to section 2803-A; [PL 2013, c. 147, §39 (NEW).]

J. Engaging in conduct that violates the standards established by the board and that when viewed in light of the nature and purpose of the person's conduct and circumstances known to the person, involves a gross deviation from the standard of conduct that a reasonable and prudent certificate holder would observe in the same or similar situation; [PL 2019, c. 438, §5 (AMD).]

K. Engaging in a sexual act, as defined in Title 17-A, section 251, subsection 1, paragraph C, or in sexual contact, as defined in Title 17-A, section 251, subsection 1, paragraph D, with another person, not the person's spouse, if at the time of the sexual act or sexual contact:

(1) The officer was engaged in an investigation or purported investigation involving an allegation of abuse, as defined in former Title 19, section 762, subsection 1 and in Title 19-A, section 4002, subsection 1;

(2) The other person was the alleged victim of that abuse;

(3) The parties did not have a preexisting and ongoing sexual relationship that included engaging in any sexual act or sexual contact; and

(4) Less than 60 days had elapsed since the officer initially became involved in the investigation or purported investigation; and [PL 2019, c. 438, §5 (AMD).]

L. Engaging in sexual contact, as defined in Title 17-A, section 251, subsection 1, paragraph D, with another person, not the person's spouse, if at the time of the sexual contact the applicant or certificate holder is acting in performance of official duties and the other person is under arrest, in custody or being interrogated or temporarily detained, including during a traffic stop or questioning pursuant to an investigation of a crime, except that it is not grounds for discipline that a certificate holder properly performs a search of a person for legitimate law enforcement purposes consistent with training standards approved by the board. [PL 2019, c. 438, §6 (NEW).]

6. Discipline. The board may impose the following forms of discipline upon a certificate holder or applicant for a certificate:

A. Denial of an application for a certificate, which may occur in conjunction with the imposition of other discipline; [PL 2013, c. 147, §39 (NEW).]

B. Issuance of warning, censure or reprimand. Each warning, censure or reprimand issued must be based upon violation of a single applicable law, rule or condition of certification or must be based upon a single instance of actionable conduct or activity; [PL 2013, c. 147, §39 (NEW).]

C. Suspension of a certificate for up to 3 years. Execution of all or any portion of a term of suspension may be stayed pending successful completion of conditions of probation, although the suspension remains part of the certificate holder's record; [PL 2013, c. 147, §39 (NEW).]

D. Revocation of a certificate; [PL 2013, c. 147, §39 (NEW).]

E. Imposition of civil penalties of up to \$1,500 for each violation of applicable laws, rules or conditions of certification or for each instance of actionable conduct or activity; or [PL 2013, c. 147, §39 (NEW).]

F. Imposition of conditions of probation. Probation may run for such time period as the board determines appropriate. Probation may include conditions such as: additional continuing education; medical, psychiatric or mental health consultations or evaluations; mandatory professional supervision of the applicant or certificate holder; restrictions; and other conditions as the board determines appropriate. Costs incurred in the performance of terms of probation are borne by the applicant or certificate holder. Failure to comply with the conditions of probation is a ground for disciplinary action against a certificate holder. [PL 2013, c. 147, §39 (NEW).] ...

<http://legislature.maine.gov/statutes/25/title25sec2807.html>

§2807. Reports of conviction or misconduct by certificate holder

Notwithstanding any other provision of law, in the event that a certificate holder is convicted of a crime or violation or engages in conduct that could result in suspension or revocation of the individual's certificate pursuant to section 2806-A and the chief administrative officer of the agency employing the certificate holder or considering the individual for employment has knowledge of the conviction or conduct, the chief administrative officer shall within 30 days notify the Director of the Maine Criminal Justice Academy with the name of the certificate holder and a brief description of the conviction or conduct. [PL 2013, c. 147, §40 (AMD).]

## NEBRASKA:

Nebraska can suspend for the following reasons:

1. failure to meet annual handgun qualification
2. failure to obtain 20 hours of Continuing Ed annually
3. medical/emotional incapacity.

An officer can be removed from suspension by obtaining the requisite training hours, qualifying and demonstrating that the condition for which the medical/emotional incapacity no longer exists.

Another condition is that the suspended officer must pay a re-instatement fee set by the POST board.

Other than the three situations listed above, Nebraska is either revoke or no action.

## INDIANA:

Indiana can suspend for a felony conviction or two misd convictions that show “distain for the law or a propensity for violence.” To my knowledge, we have only decertified for the felony conviction.

## IDAHO:

Idaho does not have suspension authority for misconduct. In that respect we are like Alaska and prefer it that way. We do have the authority to temporarily suspend certification for failing to comply with in-service training requirements (excerpted below from IDAPA 11.11.01:

### 131. IN-SERVICE TRAINING REQUIREMENTS FOR RETAINING BASIC CERTIFICATION.

01. Peace Officers and County Detention Officers. To retain POST certification, a peace officer or county detention officer must complete a minimum of forty (40) hours of continuing law enforcement training related to law enforcement every two (2) calendar years beginning January 1 following the date the officer was certified. (6-30-19)T

02. Emergency Communications Officers. To retain POST certification, an emergency communications officer must complete a minimum of forty (40) hours of continuing training related to public safety emergency communications every two (2) calendar years beginning January 1 following the date the officer was certified. (6-30-19)T ...

I have also attached our internal procedure that governs this process.

## NEVADA:

We can suspend and, though we are heavily tied to criminal convictions we are looking at two things that we may change. First the ability to suspend by the executive director while criminal charges are pending and the ability of the executive director to revoke for criminal convictions (which would then be approved or denied by the Commissions at the next available meeting).....

NAC 289.290 Denial, revocation, suspension and reinstatement of certificate. (NRS 289.510)

1. Each of the following constitutes cause for the Commission to revoke, refuse or suspend the certificate of a peace officer:

- (a) Willful falsification of any information provided to obtain the certificate.
- (b) A permanent or chronic physical or mental disability affecting the officer's ability to perform his or her full range of duties.
- (c) Chronic drinking or drunkenness on duty.
- (d) Addiction to or the unlawful use or possession of narcotics or other drugs.
- (e) Conviction of, or entry of a plea of guilty, guilty but mentally ill or nolo contendere to, a gross misdemeanor. Upon criminal indictment or filing of a criminal complaint, suspension may be imposed.
- (f) Failure to comply with the standards established in this chapter.
- (g) Conviction of, or entry of a plea of guilty, guilty but mentally ill or nolo contendere to, a felony. Upon criminal indictment or filing of a criminal complaint, suspension may be imposed. Upon conviction or entry of a plea of guilty, guilty but mentally ill or nolo contendere, the certificate will be revoked.
- (h) Conviction of a misdemeanor. If the employing agency recommends suspension or revocation following conviction of the employee for a misdemeanor, suspension or revocation may be imposed. In determining whether to suspend or revoke the certificate, the Commission will consider the type of conviction and other information provided by the agency indicating unprofessional conduct or similar undesirable activity by the officer that resulted in disciplinary action.

2. Denial, suspension or revocation procedures will not be considered by the Commission in cases where the employment of an officer is terminated for violations of the policies, general orders or similar guidelines of operation of the employing agency which do not constitute any of the causes for denial, suspension or revocation specified in subsection 1.

3. The employing agency shall notify the Commission any time that it becomes aware that one of its officers has been charged with a crime that could result in denial, suspension or revocation procedures. Upon receipt of information alleging any of the causes enumerated in subsection 1, the Commission will determine whether to pursue revocation or suspension of the certificate of the officer.

4. The Commission will notify the officer by certified mail at the officer's last known address of any pending revocation or suspension action and of the nature of the charges and the officer's

right to appear and answer the charges. The officer shall, within 15 days after the date on the certified mail receipt, respond in writing, notifying the Commission of his or her intended action with reference to the charges.

5. If the officer fails to notify the Commission within the specified time of his or her intention to appear in answer to the pending action, the Commission will:
  - (a) Consider the case on its own merits, using the statement from the head of the employing agency or the substantiated information derived from any independent investigation it deems necessary;
  - (b) Take no action pending the outcome of possible criminal action which may be filed against the officer; and
  - (c) Take no action pending the outcome of an appeal.

The Commission's decision will be determined by a majority vote of the members of the Commission present.

6. When an officer notifies the Commission of his or her intention to appear and answer the charges pending against him or her, the Commission will elect to sit as a whole at a hearing or designate an independent hearing officer to hear the matter and make recommendations in writing to the Commission. The Commission will review the recommendations of any such hearing officer and arrive at a decision by majority vote of the members present.
7. The Commission will notify the officer of its decision within 15 days after the hearing.
8. An applicant for a certificate who has not been previously certified, but who would be subject to revocation for any cause set out in subsection 1, will not be granted a certificate.
9. If, upon receiving a written allegation that a peace officer is in violation of any provision of subsection 1 and that the facts and circumstances indicate that suspension rather than revocation would be in the best interests of the agency and law enforcement in general, the Commission will suspend the officer's certificate.
10. The Commission will provide each peace officer whose certificate is suspended with written notice of the suspension by certified registered mail. The suspension becomes effective 24 hours after receipt of the certified notice. The notice will contain a statement advising the officer of the right to a hearing.
11. Suspension of a certificate is not a bar to future revocation of the certificate and any prior suspensions may be considered as a factor if revocation is being considered by the Commission.
12. Five years after the revocation of a certificate, an officer may submit a written request to the Commission to allow him or her to reinstate his or her certificate. The Commission will schedule a hearing to consider whether to reinstate the officer's certificate. The Commission will



notify the agency that requested the revocation of the date and time of the hearing. After the hearing, the Commission will determine whether to reinstate the certificate. If the certificate is reinstated, the Commission may establish a probationary period during which any misconduct by the officer would result in revocation.

## MONTANA:

Montana has statute 44-4-403. This link will open the law:

[https://leg.mt.gov/bills/mca/title\\_0440/chapter\\_0040/part\\_0040/section\\_0030/0440-0040-0040-0030.html](https://leg.mt.gov/bills/mca/title_0440/chapter_0040/part_0040/section_0030/0440-0040-0040-0030.html)

The statute states:

44-4-403. Council duties -- determinations -- appeals. (1) The council shall:

- (a) establish basic and advanced qualification and training standards for employment;
- (b) conduct and approve training; and
- (c) provide for the certification or recertification of public safety officers and for the suspension or revocation of certification of public safety officers.

This link will open the Administrative Rule that provides the definitions of suspension and revocation: <http://www.mtrules.org/gateway/RuleNo.asp?RN=23%2E13%2E102>

This link will open the Administrative Rule that contains the grounds for sanction of certification: <http://www.mtrules.org/gateway/RuleNo.asp?RN=23%2E13%2E702>

Every case is unique, but the process to resolve every allegation is the same. This link will open the administrative rule that contains the procedure:

<http://www.mtrules.org/gateway/RuleNo.asp?RN=23%2E13%2E703>

# IDAHO PEACE OFFICER STANDARDS & TRAINING PROCEDURE

## 12.28 CONTINUING CERTIFICATION THROUGH TRAINING

### A. General

IDAPA rule [11.11.01.131.01](#) requires all reserve level I, peace, and county detention officers to satisfactorily complete 40 hours of continued training related to law enforcement every 2 years in order to maintain certification. Peace Officer Standards and Training (POST)-certified training is not specifically required; however, training that is not POST-certified is not reflected on the officer's POST training record.

IDAPA rule [11.11.01.131.02](#) requires emergency communications officers appointed by a Public Safety Answering Point (PSAP) agency to satisfactorily complete 40 hours of continued training related to public safety emergency communications every 2 years in order to maintain certification. Peace Officer Standards and Training (POST)-certified training is not specifically required; however, training that is not POST-certified is not reflected on the officer's POST training record.

IDAPA rule [11.11.01.132.04](#) requires the POST Council (council) to notify officers and agencies of noncompliance.

IDAPA rule [11.11.01.131.03](#) provides that the 2-year mandatory training requirement is held in abeyance during an officer's active duty military service, recommencing upon the officer's return to active duty with his appointing agency.

### B. Definitions

"Continuing training cycle" means each 24-month period beginning January 1 and ending December 31, following the date the officer was initially certified.

"Mandatory Training Report System" (MTRS) means a web-based training reporting program maintained on the POST website. Authorized users enter information regarding any training received, which may be counted to meet the 40 hours in a 2-year period requirement. Curriculum, standards and certification (CSC) staff track officer compliance through MTRS reports.

"Officer", for the purposes of this procedure, means any Idaho certified reserve level I, peace, detention, or emergency communications officer.

"Training" means any POST-approved training reflected in an officer's POST training profile or approved agency training recorded in the officer's agency records and entered into the MTRS.

## IDAHO PEACE OFFICER STANDARDS & TRAINING PROCEDURE

### C. Curriculum, Standards and Certification Section Duties

1. The CSC section:
  - a. On September 1, runs officer compliance reports by region, listing officers currently non-compliant for the cycle ending December 31 of that year;
  - b. provides the reports to regional coordinators;
  - c. sends non-compliance letters, including notification of the appeal process and deadlines to appeal, to both non-compliant officers and their agency heads by September 15;
  - d. creates letters of non-compliance for officers in military deployment status;
  - e. scans copies of letters into the officers' electronic files; and
2. Additionally, the CSC section:
  - a. repeats the process (2.a.-c.) on December 1, including an additional copy of the letter to the non-compliant officer's county prosecuting attorney;
  - b. runs an officer compliance report on January 1 of the following year, with a suspension of certification letter sent by the end of the first week of January;
  - c. sends the letter to non-compliant officers and their agency heads by certified mail, and to the officers' county prosecuting attorneys.
3. The CSC section reinstates certification after compliance is documented:
  - a. prepares a letter for the Administrator's signature informing the officer of the reinstated certification, mailing it to the officer with copies to the employing agency head, and the officer's local prosecuting attorney; and
  - b. the officer's record continues to reflect the period of time during which certification was suspended.

### D. Regional Coordinator Duties:

1. Tracks noncompliant officers and any reasons for the noncompliance, in their respective regions.
2. Contacts officers' employing agency heads or training officers to verify the officer's training requirement compliance status.
3. May, prior to the November 30 extension request deadline, extend the time period for compliance for good cause (such as sickness or disability of the officer or an immediate family member, or natural disaster) when requested in writing by the employing agency.
4. When noncompliance is verified in January:
  - a. enters a note in the officer's MTRS training file documenting the reason for noncompliance and any proposed action plan;
  - b. adjusts the length of the affected training cycle in MTRS in accordance with proposed action plans; and
  - c. confirms compliance with the action plan through communication with the agency head or training officer.

## IDAHO PEACE OFFICER STANDARDS & TRAINING PROCEDURE

5. When compliance with the action plan is confirmed:
  - a. updates the notes in the officer's MTRS record; and
  - b. scans any supporting documents into the officer's permanent POST file.
6. When the officer's records within the MTRS indicate compliance, the regional coordinator notifies the CSC section to reinstate certifications and mail an official reinstatement letter to the officer/agency.
7. For officers noncompliant after either January 1 or the end date of any extended training cycle:
  - a. communicates with agency heads or training officers about the noncompliance; and
  - b. notifies the officer, and agency head or training officer that a letter of suspension of certification will be issued by the administrator.

### E. Separation and Rehire with Suspended Certification

1. If an officer separates with suspended certification and is rehired by an Idaho law enforcement agency, the officer will have to complete the challenge process to be reissued certification.

### F. Appeal to the Council

1. The first noncompliance letter informs the officer and the agency head of the process and November 30 deadline for appeal.
2. Three weeks prior to the December council meeting, the CSC runs a compliance report for inclusion on the council agenda.
3. The council management assistant (MA) schedules the Division Administrator (Administrator) on the December council meeting agenda for a briefing regarding non-compliant officers.

## Proposal for Updating Alaska's Governance of Police, Corrections, and Their Agencies

The Alaska Police Standards Council (APSC) is the body created by Alaska statutes to certify and decertify police in Alaska. APSC does not have authority over VPSOs and the standards for law enforcement (for VPO and VPSOs) have significant differences in the minimum qualifications related to convictions and to training. The APSC lacks enforcement authority for its reporting requirements and its funding mechanism has not kept pace with the needs for training and oversight.

The civil unrest in the country related to concerns about police use of force along and concerns of disparate treatment of different populations are also basis for evaluating if other changes should be made.

The following are five recommended changes and five areas to be considered.

- I. APSC certifies ALL law enforcement, except federal employees, who enforce state or local laws
- II. Standardize Minimum Qualifications
  - a. Require good moral character for all
  - b. No conviction for: AS 11.41 felony; sex felony; DV conv.; other felony within 10 years; misdemeanor within 5 years
  - c. No more than 2 prior DUIs
  - d. No conviction for distribution of alcohol in local option comm. or drugs unless under 21 and 10 years lapsed or emergency medical need
  - e. No possess drugs within 5 years unless under 21 or emergency medical need
- III. Allow suspension of certification in addition to revocation as sanction for officers
- IV. Create better reporting requirements
  - a. Faster report of new hires
  - b. Report on use of force (death, serious physical injury, or drawing of firearm)
  - c. Demotion, resignation, change in employment, and any discipline related to good moral character.
- V. Create enforcement mechanisms – options to consider include
  - a. Administrative fines
  - b. Injunctive relief against officer or agency
  - c. Criminal sanctions for most egregious violations

Concepts to consider:

- I. Should mandatory training include de-escalation and crisis intervention (see President Executive Order)?
- II. Should there be a duty to intervene when another officer fails to respect rights of others (definition of good moral character)?
- III. Should use of force of drawing a firearm or resulting in death or serious physical injury be required by law to be referred to Special Prosecutions?
- IV. Should funding mechanism be altered/increased?
- V. Should make up of the Council be altered to require certain representation of minority groups, women, or in any other way?

# APPENDIX 1

The charts in this appendix contain basic information on police certification in all 50 states. Each state has developed its own standards and practices over the past several decades; as a result, the statutory and regulatory frameworks vary widely between states.

## *Summary of governance structures*

States employ several different governance structures for their police officer standards and training council (POST).<sup>1</sup> Some states create a standalone POST organization, while other states house the POST within another state agency, most commonly the department of public safety, the department of justice, or other similar departments:

- **17 states** have established their POST as a **standalone entity**: Alabama, Arkansas, Arizona, Illinois, Indiana, Iowa, Kansas, Kentucky, Minnesota, Nevada, Oklahoma, South Carolina, Tennessee, Texas, Vermont, Virginia, Washington
- **25 states**, including Alaska, place their POST **under the auspices of another state agency**: Alaska (in the Department of Public Safety); California (in the Department of Justice); Colorado (in the Department of Law); Connecticut (in the Department of Emergency Services and Public Protection); Florida (in the Department of Law Enforcement); Idaho (in the Idaho State Police); Louisiana (in the

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<sup>1</sup> Like Alaska, not all states refer to their police standards council as a “POST.” In this appendix, POST is used generically to refer to the state organization tasked with overseeing the training and regulation of police officers, even for those states that have chosen to refer to their equivalent organization by another moniker, such as the APSC.

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- Louisiana Commission on Law Enforcement and Administration of Criminal Justice); Maine (in the Department of Public Safety); Massachusetts (in the executive office of public safety); Michigan (in the Department of State Police); Mississippi (in the Department of Public Safety); Missouri (in the Department of Public Safety); Nebraska (a standing committee of the Nebraska Commission on Law Enforcement and Criminal Justice); New Jersey (in the Division of Criminal Justice in the Department of Law and Public Safety); New Mexico (in the Department of Public Safety); New York (in the Division of Criminal Justice Services); North Carolina (in the Department of Justice); North Dakota (in the office of the attorney general); Ohio (in the office of the attorney general); Oregon (in the Department of Public Safety Standards and Training); South Dakota (in the Office of the Attorney General); Utah (in the Department of Public Safety); West Virginia (subcommittee of the Governor's Committee on Crime, Delinquency and Correction); Wisconsin (in the Department of Justice); Wyoming (in the office of the attorney general)
- **8 states** are a **hybrid**: Delaware (although not expressly placed within another agency, it receives legislative appropriations through the Department of Safety and Homeland Security); Georgia (assigned to the Department of Public Safety for administrative purposes only); Hawaii (assigned to the Department of the Attorney General for administrative purposes only); Maryland (an “independent commission that functions in the Department [of Public Safety and Correctional Services]”); Montana (an independent, quasi-judicial entity within the Department of Justice); New Hampshire (administratively attached to the community college system of New Hampshire); Pennsylvania (the commission is independent, but training programs are administered by the Pennsylvania State Police); Rhode Island (receives assistance and personnel from the attorney general)

In terms of membership, POST organizations range in number of members from as few as 5 to as many as 34. The majority of states have somewhere between 11 and 20 members, but a total of eleven states have 10

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or fewer members, and six states have more than 20 members, with Rhode Island and North Carolina as the outliers, with 5 members and 34 members, respectively. The Alaska Police Standards Council (APSC) currently has 13 members, tied with 11 members as the most common number nationwide.

States also vary in the composition of their POST organizations. The following breakdown describes the general categories of individuals included in POST organizations, although specific titles and qualifications within each category may differ between states:

- **45 states**, including Alaska, have one or more **police chief or sheriff** representative, or a representative of a police chief or sheriff association: Alaska, Arizona, Arkansas, California, Colorado, Connecticut, Delaware, Florida, Georgia, Hawaii, Idaho, Illinois, Indiana, Iowa, Kansas, Kentucky, Louisiana, Maine, Maryland, Massachusetts, Michigan, Minnesota, Mississippi, Missouri, Montana, Nebraska, New Hampshire, New Jersey, New Mexico, New York, North Carolina, Ohio, Oklahoma, Oregon, Pennsylvania, Rhode Island, South Carolina, South Dakota, Tennessee, Texas, Utah, Virginia, Washington, West Virginia, Wisconsin
- **42 states**, including Alaska, have one or more **peace officer** representative, other than a police chief or sheriff, or a representative of a fraternal police association or other peace officers association: Alabama, Alaska, Arizona, Arkansas, California, Colorado, Connecticut, Florida, Georgia, Hawaii, Illinois, Iowa, Kansas, Kentucky, Louisiana, Maine, Maryland, Massachusetts, Michigan, Minnesota, Mississippi, Missouri, Montana, Nebraska, Nevada, New Jersey, New Mexico, North Carolina, North Dakota, Ohio, Oklahoma, Oregon, Pennsylvania, South Dakota, Tennessee, Texas, Utah, Vermont, Virginia, Washington, West Virginia, Wyoming
- **12 states**, including Alaska, have one more **correctional officer or probation or parole officer** representative, or the head of the



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- state probation office or parole board: Alaska, Florida, Georgia, Maine, Massachusetts (in an advisory role), Montana, New Jersey, North Carolina, Oregon, South Carolina, Virginia, Washington
- **5 states**, including Alaska, have a representative of **correctional administration**: Alaska, Arizona, Florida, Montana, South Carolina
  - **6 states** have one or more representative of a **juvenile justice** division: Georgia, Idaho, Massachusetts (in an advisory role), New Jersey, North Carolina, Virginia
  - **2 states** have a representative of a **wardens association**: Georgia, New Jersey
  - **13 states** have a **certified law enforcement instructor**, or representative(s) of an academy or other police training center: California, Florida, Kansas, Kentucky, Maryland, Minnesota, New Jersey, North Carolina, North Dakota, Ohio, Oklahoma, Pennsylvania, Wyoming
  - **2 states** have a representative of a **police union or correctional officers union**: Michigan, Oregon
  - **27 states** have the **attorney general** as a member of the POST organization: Arizona, California, Delaware, Florida, Hawaii, Idaho, Illinois, Kentucky, Louisiana, Maine, Maryland, Massachusetts, Michigan, Mississippi, New Hampshire, New Jersey, New Mexico, North Carolina, Pennsylvania, South Carolina, Tennessee, Utah, Vermont, Virginia, Washington, Wisconsin, Wyoming
  - **23 states** have the **head of the state police**, highway patrol, or state bureau of investigation as a member of the POST organization: Delaware, Florida, Georgia, Idaho, Illinois, Indiana, Kansas, Kentucky, Louisiana, Maryland, Massachusetts, Michigan, Minnesota, New Hampshire, New Jersey, North Carolina, Oklahoma, Oregon, Pennsylvania, South Carolina, Utah, Virginia, Washington
  - **13 states**, including Alaska, have the **commissioner of public safety**, or similar position, as a member of the POST organization: Alaska, Arizona, Colorado, Connecticut, Georgia, Hawaii, Indiana, Louisiana, Maine, North Carolina, Oklahoma, South Carolina, Vermont
  - **13 states**, including Alaska, have the **commissioner of corrections**, or similar position, as a member of the POST organization: Alaska, Florida, Georgia, Idaho, Illinois,

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- Massachusetts (in an advisory role), New Hampshire, New Jersey, Oregon, South Carolina, Utah, Vermont, Virginia
- **5 states** have the **commissioner of the department of natural resources**, or similar position, as a member of the POST organization: Georgia, Hawaii, South Carolina, West Virginia, Wisconsin
  - **2 states** have the **commissioner of the department of transportation**, or similar position, as a member of the POST organization: Hawaii, Wisconsin
  - **1 state** has the **director of taxation** as a member of the POST organization: Hawaii
  - **1 state** has the **secretary of community and economic development** as a member of the POST organization: Pennsylvania
  - **1 state** has the **commissioner of motor vehicles** as a member of the POST organization: Vermont
  - **3 states** have the **commissioner of fish and game**, or similar position, as a member of the POST organization: Idaho, Maine, Vermont
  - **3 states** have the **secretary of education**, or chancellor of state community colleges, as a member of the POST organization: Delaware, Massachusetts (in an advisory role), New Hampshire, New Jersey, North Carolina
  - **15 states** have an **educator**, university faculty member, or other representative(s) of higher education: Arizona, Arkansas, California, Connecticut, Indiana, Kentucky, Maine, Minnesota, Mississippi, New Jersey, North Carolina, Oklahoma, Pennsylvania, South Dakota, Utah
  - **26 states** have a mayor, county commissioner, or other **representative(s) of local government**, or a municipal league: California, Connecticut, Delaware, Georgia, Idaho (in an advisory role), Illinois, Indiana, Kentucky, Maine, Maryland, Massachusetts (in an advisory role), Minnesota, Mississippi, New Jersey, North Carolina, North Dakota, Oklahoma, Oregon, Pennsylvania, Rhode Island, South Dakota, Utah, Virginia, Washington, West Virginia, Wisconsin
  - **17 states** have a **prosecuting attorney** representative: Connecticut, Idaho, Indiana, Kansas, Louisiana, Maine, Maryland, Massachusetts (in an advisory role), Michigan, Mississippi, New

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- Jersey, New Mexico, North Carolina, Oregon, Virginia, Washington, Wisconsin
- **3 states** have a **criminal defense attorney** representative: Massachusetts (in an advisory role), Michigan, Virginia
  - **3 states** have a representative of the **state bar association**: Kentucky, Massachusetts (in an advisory role), South Dakota
  - **6 states** have a **judicial representative**, most commonly a judge or clerk of court: Illinois, Indiana, Kentucky, Massachusetts (in an advisory role), New Hampshire, Virginia
  - **5 states** have one or more **legislator(s)**: Iowa (in an advisory role), Maryland (in an advisory role), Pennsylvania, Tennessee, Virginia (in an advisory role)
  - **12 states** have one or more representative of a **federal law enforcement** agency, most commonly the special agent in charge of the local FBI office: Colorado, Connecticut, Idaho, Kentucky (in an advisory role), Maine, Maryland, Massachusetts (in an advisory role), New Jersey, Ohio, Oregon (in an advisory role), Washington, Wisconsin (in an advisory role)
  - **6 states** have a **tribal law enforcement** representative: Maine, Montana, New Mexico, Oklahoma, South Dakota, Washington
  - **38 states**, including Alaska, have one or more representative of the **public** at large: Alabama, Alaska, Arizona, Arkansas, California, Colorado, Connecticut, Florida, Georgia, Hawaii, Iowa, Kansas, Kentucky, Maine, Maryland, Massachusetts, Michigan, Minnesota, Missouri, Montana, Nebraska, New Hampshire, New Jersey, New Mexico, New York, North Carolina, Ohio, Oregon, Pennsylvania, Tennessee, Texas, Utah, Vermont, Virginia, Washington, West Virginia, Wisconsin, Wyoming
  - Some states have representatives of other specific demographics, including:
    - o A representative of a women's law enforcement organization (Kentucky, North Carolina)
    - o A representative of the National Organization of Black Law Enforcement Executives (New Jersey)
    - o Tennessee statutes specify that at least one member of the commission must be a member of a racial minority
    - o A person over 60, representing the interests of the elderly (Arkansas)

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- An expert in bias, cultural competency, mental health, or vulnerable populations (California, Maryland)
- An expert in community policing (Maryland)
- An expert in policing standards (Maryland, Oklahoma)
- A representative of journalism (Indiana)
- A representative of the medical profession (Indiana)
- A representative of business and industry (Indiana)
- A representative of labor (Indiana)
- A personnel administrator (Massachusetts, in an advisory role)
- The state fire marshal and firefighter representatives (Oregon)
- A police telecommunications officer (Oregon)
- A representative of private security firms (Oregon, Virginia)
- A representative of crime victims (Virginia)
- A representative of the Human Rights Commission (Virginia)

*The extent to which other states include probation, parole, and correctional officers within POST oversight*

Alaska is in the minority of states that include probation, parole, and correctional officers within APSC/POST oversight:

- **9 states**, including Alaska, exercise POST oversight over probation, parole, and correctional officers, as well as other law enforcement officers: Alaska, Georgia (if they have the power to arrest), Idaho, Montana, Nevada, New Hampshire, New York, North Carolina, Oregon
- **16 states** include correctional officers, but not probation and parole officers: Alabama, Arizona, Florida, Illinois, Indiana, Iowa, Louisiana, Maine, Mississippi (if designated as law enforcement officers), New Jersey, Ohio, South Carolina, Virginia, Washington, Wisconsin, Wyoming
- **1 state** includes probation and parole officers, if they have the power to arrest, but not correctional officers: Maryland
- **24 states** do not include probation, parole, or correctional officers: Arkansas, California, Colorado, Connecticut, Delaware, Hawaii, Kansas, Kentucky, Massachusetts, Michigan, Minnesota, Missouri,

Nebraska, New Mexico, North Dakota, Oklahoma, Pennsylvania, Rhode Island, South Dakota, Tennessee, Texas, Utah, Vermont, West Virginia

*Summary of funding mechanisms*

In general, states rely on four categories of funding to support peace officer training: legislative appropriations, fees and tuition charged by the POST, surcharges on criminal convictions, and other surcharges. Some of the most common funding mechanisms include:<sup>2</sup>

- **37 states**, including Alaska, rely on **legislative appropriations**: Alabama, Alaska, Arkansas, Delaware, Florida, Georgia, Hawaii, Idaho, Illinois, Indiana, Iowa, Kentucky, Louisiana, Maine, Maryland, Massachusetts, Michigan, Minnesota, Mississippi, Missouri, Montana, Nebraska, Nevada, New Jersey, New Mexico, New York, North Carolina, Ohio, Oregon, Pennsylvania, South Dakota, Texas, Utah, Vermont, Virginia, Washington, Wisconsin
- **38 states**, including Alaska, specifically authorize the POST to accept **donations and grants**, including federal funding: Alabama, Alaska, Arizona, Arkansas, California, Delaware, Florida, Georgia, Hawaii, Illinois, Indiana, Iowa, Kansas, Kentucky, Louisiana, Maine, Maryland, Massachusetts, Michigan, Minnesota, Mississippi, Nevada, New Hampshire, New Jersey, New Mexico, North Carolina, Ohio, Oklahoma, Oregon, Pennsylvania, South Carolina, South Dakota, Tennessee, Texas, Utah, Washington, Wisconsin, Wyoming
- **29 states** rely on **fees and/or tuition charges** associated with POST services: Colorado, Connecticut, Florida, Georgia, Hawaii, Idaho, Iowa, Kansas, Kentucky, Maine, Michigan, Mississippi, Nebraska, New Hampshire, New Mexico, New York, North Carolina, North Dakota, Ohio, Oklahoma, Oregon, Pennsylvania, South

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<sup>2</sup> The following funding mechanisms are those contained in the statutes and regulations of each state. Some states may provide additional funding through means not expressly addressed in statute.

- Carolina, Texas, Utah, Vermont, Washington, West Virginia, Wyoming
- **2 states** require **funding support from agencies or municipalities**: Alabama, Massachusetts
  - **14 states**, including Alaska, assess **police training surcharges** on criminal convictions: Alaska, Arizona, California, Idaho, Illinois, Kansas, Mississippi, Missouri, New Hampshire, New Jersey, Oklahoma (as well as a surcharge on bail forfeitures), South Dakota, Virginia (as well as a surcharge on probation revocations), West Virginia (as well as a surcharge on all bail postings)
  - **7 states** assess a surcharge on certain **court costs** other than convictions, such as civil infractions or access to court records by someone other than a party to the case: Alabama, Florida, Idaho, Kansas, Maryland, Michigan, South Dakota
  - **2 states** assess a surcharge on **motor vehicle registrations**: Colorado, Kansas
  - **1 state** assesses a surcharge on **insurance policies**: Kentucky
  - **1 state** assesses a surcharge on **rental vehicles**: Massachusetts
  - **1 state** relies on proceeds from **marijuana regulation enforcement**: Massachusetts
  - **1 state** relies on proceeds from the **sale of forfeited property**: South Dakota

As an example of funding in a state that shares costs among the state and municipalities, Appendix 5 contains a cost-share summary for police training in the state of Washington. Washington charges different tuition rates for mandated agencies, *e.g.*, city or county agencies, and non-mandated agencies, *e.g.*, tribal law enforcement officers or arson investigators. The following 19 states provide funds to political subdivisions to defray training costs, either on an as-needed basis, or pro rata among all participating agencies: Arizona, California, Colorado, Idaho, Illinois, Kansas,

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Kentucky, Michigan, Minnesota, Mississippi, Missouri, New Jersey, North Carolina, Ohio, Oregon, Pennsylvania, South Dakota, Virginia, and Wisconsin. Fourteen states require reimbursement from officers who leave their employment within a certain period of time following the completion of training, either paid directly by the officer or by an agency that subsequently employs the officer: Arkansas, Connecticut, Delaware, Florida, Idaho, Kansas, Louisiana, Maine, Mississippi, New Jersey, Oklahoma, Pennsylvania, South Carolina, and West Virginia.

*Summary of duty to report new hires*

While most states impose a duty on law enforcement agencies to report new hires to the POST, the timeframe for making this report varies. Some states require notification before an officer begins employment or exercises any police powers, while other states allow agencies up to 30 days to report the hiring of a new officer. To break it down further:

- **17 states** require law enforcement agencies to report the hiring of a new officer “**immediately**,” or on or before the first day of employment: Alabama, Arizona, Arkansas, Florida, Maryland, Massachusetts, Minnesota, Nebraska, New York, North Carolina, Pennsylvania, Tennessee, Texas, Utah, Washington, West Virginia, and Wisconsin
- **1 state** requires notification within **3 days** of hiring an officer: South Carolina
- **2 states** require notification within **5 business days** of hiring an officer: Delaware and Kentucky

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- **9 states** require notification within **10 days** of hiring an officer: Connecticut, Iowa, Michigan (10 calendar days), Montana, Ohio, Oklahoma, Oregon, South Dakota, and Vermont (10 business days)
- **6 states** require notification within **15 days** of hiring an officer: Colorado, Georgia, Idaho, Nevada, New Hampshire, and Wyoming
- **9 states**, including Alaska, require notification within **30 days** of hiring an officer: Alaska, California, Kansas, Maine, Mississippi, Missouri, New Jersey, New Mexico, and North Dakota
- **6 states** do not appear to mandate notification within any specific timeframe: Hawaii, Illinois, Indiana, Louisiana, Rhode Island, and Virginia

### *Summary of duty to report misconduct*

The majority of states require agencies to report at least some forms of misconduct committed by certified peace officers, especially if the misconduct leads to termination or demotion, although the precise forms of misconduct triggering the reporting requirement vary by state:

- **36 states**, including Alaska, require law enforcement agencies to report a **demotion, termination, resignation, or other change in employment status**; these states also require a detailed explanation of the circumstances that led to the action, either as part of the agency's report (the majority position), or when requested by the POST entity: Alaska (for police officers; not required for VPOs), Arizona, Arkansas, California, Colorado, Connecticut, Delaware, Florida, Georgia, Idaho, Illinois, Iowa, Kansas, Kentucky, Louisiana, Maryland, Michigan, Mississippi, Missouri, Montana, Nebraska, Nevada, New Hampshire, New Mexico, New York, North Carolina, North Dakota, Ohio, Oklahoma, Oregon, Pennsylvania, Tennessee, Texas, Washington, West Virginia, Wisconsin
- **16 states**, including Alaska, require law enforcement agencies to report misconduct that may be **cause for revocation** of an officer's certification: Alaska (for police officers; not required for VPOs), Arizona, California, Illinois, Indiana, Kentucky (but no duty to report violations of department policy that does not implicate the



officer's certification status), Maine, Maryland, Mississippi, Missouri, Montana, Nebraska, North Carolina (if the misconduct involves a positive test for controlled substances), North Dakota, South Carolina, Utah

Some of the most robust statutory definitions of misconduct that would trigger the duty to report are attached as Appendix 6.

### *Summary of enforcement mechanisms*

Likewise, states employ a wide range of enforcement mechanisms against law enforcement agencies that fail to comply with POST requirements, most commonly: criminal penalties, administrative fines, injunctive relief, and loss of state aid or training resources. Some states provide multiple means of enforcement, while 18 states – Alaska included – do not appear to have any statutory or regulatory enforcement mechanisms against non-compliant law enforcement agencies:

- **9 states** make non-compliance a criminal offense:
  - o **Alabama**, Ala. Code § 36-21-50 (any person who knowingly appoints, or signs a paycheck for, an unqualified officer is guilty of a misdemeanor and is subject to a fine up to \$1,000)
  - o **Minnesota**, Minn. Stat. Ann. § 626.863(b) (a peace officer who authorizes or knowingly allows an unqualified person to exercise the duties of a peace officer is guilty of a misdemeanor)
  - o **Missouri**, Mo. Ann. Stat. § 590.195 (anyone who grants or continues the commission of a peace officer who is not validly licensed, is guilty of a class B misdemeanor)
  - o **Montana**, Mont. Code Ann. § 7-32-303(11) (anyone who appoints or employs an unqualified officer is guilty of a misdemeanor, punishable by up to 6 months' imprisonment, a fine up to \$500, or both)

- **North Dakota**, N.D. Cent. Code Ann. § 12-63-14 (a willful violation of POST requirements is a class B misdemeanor)
- **Pennsylvania**, 53 Pa. Stat. and Cons. Stat. Ann. § 2167(c) (any person who orders, authorizes, or pays a salary to an unqualified officer commits a summary offense, punishable by a fine of \$100 or up to 30 days imprisonment)
- **Tennessee**, Tenn. Code Ann. § 38-8-105(b); Tenn. Comp. R. & Regs. 1110-02-.02 (knowingly appointing an unqualified officer is a Class A misdemeanor, subject to a fine of up to \$1,000)
- **Texas**, Tex. Occ. Code Ann. § 1701.551 (appointing or retaining an unqualified officer is a misdemeanor punishable by a fine of not less than \$100 and not more than \$1,000); Tex. Occ. Code Ann. § 1701.553 (appointing or retaining an officer who has a felony conviction or a conviction for barratry is a state jail felony)
- **Virginia**, Va. Code Ann. § 9.1-115(D) (willful failure by the chief administrative officer of a law enforcement agency to abide by notice that an officer is unqualified, constitutes a Class 3 misdemeanor)
- **8 states** impose administrative penalties:
  - **Arkansas**, Ark. Code Ann. § 12-9-120(b)(1) (the POST may assess an administrative penalty of up to \$1,000 against a law enforcement agency or governmental entity which appoints a person who does not meet minimum standards as a law enforcement officer, and up to \$350 for failing to provide timely notice of an appointment or separation)
  - **Kansas**, Kan. Stat. Ann. § 74-5617(d) (violations punishable by a civil penalty of up to \$500 against the head of the agency)
  - **Maine**, Me. Rev. Stat. tit. 25, § 2803-C (violations punishable by a civil fine of up to \$500 against the offending agency)
  - **Nebraska**, Neb. Rev. Stat. Ann. § 81-1403(1) (violations punishable by a one-time fine of up to \$500, or a fine of \$100 per day, for non-compliance by an “individual, political subdivision, or agency”)
  - **Oklahoma**, Okla. Stat. Ann. tit. 70, § 3311(H)(1) (violations punishable by an administrative fine, amount unspecified)
  - **Oregon**, Or. Rev. Stat. Ann. § 181A.655(1); Or. Admin. R. 259-008-0200 (a public safety agency may be sanctioned by a civil penalty up to \$1,500 for any violations)

- **South Carolina**, S.C. Code Ann. § 23-23-100(B); S.C. Code Ann. Regs. 37-020(A) (violations by a law enforcement agency are subject to a civil penalty of up to \$1,500)
- **Texas**, 37 Tex. Admin. Code § 223.2 (violations punishable by administrative penalties, the amount of which varies based on the type of violation)
- **9 states** cut off state aid to an offending agency, or the agency's access to state training resources:
  - **California**, Cal. Code Regs. tit. 11, § 1010
  - **Delaware**, Del. Code Ann. tit. 11, § 8410(b)
  - **Kentucky**, Ky. Rev. Stat. Ann. § 15.396
  - **Missouri**, Mo. Ann. Stat. § 590.195(3)
  - **New Hampshire**, N.H. Code Admin. R. Pol. § 302.10
  - **New Mexico**, N.M. Admin. Code 10.29.9.10(A)(3)
  - **Oklahoma**, Okla. Stat. Ann. tit. 70, § 3311(H)(1)
  - **Pennsylvania**, 53 Pa. Stat. and Cons. Stat. Ann. § 2167(c)
  - **Tennessee**, Tenn. Code Ann. § 38-8-107(b)
- **1 state** imposes licensing sanctions (*i.e.*, the state could deprive an agency of its status as a law enforcement agency):
  - **Minnesota**, Minn. Stat. Ann. § 626.8459(b)
- **10 states** authorize injunctive relief against an unqualified officer or an agency employing an unqualified officer:
  - **Colorado**, Colo. Rev. Stat. Ann. § 24-31-307(1)
  - **Florida**, Fla. Stat. Ann. § 943.133(6)
  - **Georgia**, Ga. Code Ann. § 35-8-17
  - **Kansas**, Kan. Stat. Ann. § 74-5617(e)
  - **Michigan**, Mich. Comp. Laws Ann. § 28.610(5)
  - **Minnesota**, Minn. Stat. Ann. § 626.8459(b)
  - **New Hampshire**, N.H. Code Admin. R. Pol. § 302.10
  - **New York**, N.Y. Crim. Proc. Law § 2.30(4) (McKinney)
  - **North Carolina**, N.C. Gen. Stat. Ann. § 17C-11(c)
  - **Utah**, Utah Admin. Code r. R728-411-6
- **2 states** deem the hiring of an unqualified officer misconduct or malfeasance in office by the agency head or appointing authority:
  - **Kansas**, Kan. Stat. Ann. § 74-5617(d)
  - **Virginia**, Va. Code Ann. § 9.1-115(D)
- **1 state** prohibits agencies from paying the salary of an unqualified officer, and makes the head of an agency personally liable for any unauthorized payments:

- **Mississippi**, Miss. Code. Ann. § 45-6-17(2)
- **3 states** expressly deny an unqualified officer the authority to exercise police powers:
  - **Massachusetts**, Mass. Gen. Laws Ann. ch. 41, § 96B
  - **North Carolina**, N.C. Gen. Stat. Ann. § 17C-11
  - **West Virginia**, W. Va. Code R. § 149-2-16
- **1 state** limits the agency's ability to hire specific officers, either for a specified time period, or permanently, depending on whether it is a first or subsequent violation
  - **Illinois**, 50 Ill. Comp. Stat. Ann. 705/8.1(a)
- **18 states**, including Alaska, do not appear to have any statutory or regulatory enforcement mechanisms against law enforcement agencies: Alaska, Arizona, Connecticut, Hawaii, Idaho, Indiana, Iowa, Louisiana, Maryland, Nevada, New Jersey, Ohio, Rhode Island, South Dakota, Vermont, Washington, Wisconsin, Wyoming

The charts on the following pages provide additional information on each state's approach to police certification.

## Alabama

Title	Alabama Peace Officers Standards & Training Commission
Post website	<a href="https://www.apostc.alabama.gov/">https://www.apostc.alabama.gov/</a>
Authority	Ala. Code §§ 36-21-40 to 36-21-52 Ala. Admin. Code 650-X-1-.01 to 650-X-12-.03
Applicable to	“A policeman, deputy sheriff, deputy constable, and other official who has authority as such official to make arrests.” Ala. Code § 36-21-40(4)
Exemptions	Reserve law enforcement officers without arrest authority and who do not carry a firearm Ala. Admin. Code 650-X-10-.01(4)
Applicability to tribal police	Tribal police of the Mowa Band of Choctaw Indians and the Poarch Band of Creek Indians must comply with the same requirements. Ala. Code § 36-21-120; <i>see also</i> Ala. Code § 36-21-122 (authorizing appointment of tribal police officers); Ala. Code § 36-21-123 (describing powers of tribal police officers). Their jurisdiction is limited to reservations, unless in hot pursuit. Ala. Code § 36-21-124. No other tribal police force is recognized by statute. <i>See</i> Ala. Code § 41-9-708(b) (acknowledging several additional tribes, but containing no other statutory authorization for a police force).
Reporting new hires	“It shall be the responsibility of each law enforcement agency to submit an application to the Commission on the day the applicant is employed.” Ala. Admin. Code 650-X-1-.16(4)
Enforcement	Any person who shall appoint any applicant who, to the knowledge of the appointor, fails to meet the qualifications as a law enforcement officer provided in Section 36-21-46 or the standards, rules and regulations issued by the commission under this article and any person who signs the warrant or check for the payment of the salary of any person who, to the knowledge of the signer, fails to meet the qualifications as a law enforcement officer provided in Section 36-21-46 or any standard, rule or regulation issued pursuant to this article shall be guilty of a misdemeanor and, upon conviction, shall be subject to a fine not exceeding \$1,000.00. Ala. Code § 36-21-50
Governance structure	7-member commission, which is “an independent agency of the State of Alabama,” consisting of a member of the state

	<p>fraternal order of police, a member of the Alabama Peace Officers' Association, a member of the Law Enforcement Planning Association, and 4 people appointed by the governor. Ala. Code § 36-21-41; Ala. Admin. Code 650-X-1-.04</p>
Funding mechanisms	<ul style="list-style-type: none"> <li>- Legislative appropriations</li> <li>- Grants</li> <li>- Appropriations from agencies and municipalities</li> <li>- Court costs</li> </ul> <p>Ala. Code §§ 36-21-47, 36-21-47.1 Ala. Admin. Code 650-X-1-.04</p>
Reporting misconduct	<p>There is no statutory or regulatory requirement for agencies to report misconduct, although complaints alleging criminal conduct, or violations of commission rules “may be lodged by any person.” Ala. Admin. Code 650-X-5-.01</p>
Correctional or probation officers	<p>Oversight also includes correctional officers, but not probation or parole officers Ala. Admin. Code 650-X-11-.01</p>

## Alaska

Title	Alaska Police Standards Council
Post website	<a href="https://dps.alaska.gov/APSC/Home">https://dps.alaska.gov/APSC/Home</a>
Authority	AS 18.65.130 to 18.65.290; <i>see also</i> AS 18.65.270 to 18.65.280 13 AAC 85; 13 AAC 89; <i>see also</i> 13 AAC 96
Applicable to	Police officers, defined as “an employee of the state or a municipal police department with the authority to arrest and issue citations . . . and take other action consistent with exercise of these enumerated powers when necessary to maintain the public peace,” as well as airport and university police officers, AS 18.65.240(a); AS 18.65.290(8)
Exemptions	- Chief administrative officers who do not perform operational duties - Political subdivisions with an established police or VPO training program, which exclude themselves from APSC oversight by local ordinance AS 18.65.280; 13 AAC 89.140
Applicability to tribal police	No statutes or regulations address tribal police. The Metlakatla Indian Community, the tribe governing the only reservation in Alaska, has voluntarily submitted to APSC certification of its officers. <i>See</i> 1991 Alaska Op. Att’y Gen. 541, <i>available at</i> 1991 WL 542001. Other tribal police officers would not seem to fall within the categories of officers covered by AS 18.65.240(a); AS 18.65.290(8). <i>See Schwier v. Schwier</i> , 446 P.3d 354, 356 (Alaska 2019); <i>Daniels v. State</i> , No. A-11062, 2014 WL 1691609, at *1 (Alaska App. Apr. 23, 2014) (unpublished); <i>Aguchak v. State</i> , No. A-8310, 2004 WL 2020261, at *1 (Alaska App. Sept. 8, 2004) (unpublished) (all mentioning tribal police in passing, but not addressing their powers or authority).
Reporting new hires	An agency must notify the commission within 30 days of hiring an officer, unless notification would jeopardize the officer’s assignment. 13 AAC 85.090(a) (police officers); 13 AAC 89.080 (VPOs)
Enforcement	Deny or revoke an officer’s certification AS 18.65.240(c) (police officers); 13 AAC 89.070 (VPOs)  No statutory or regulatory enforcement mechanisms against law enforcement agencies

<p>Governance structure</p>	<p>13-member council within the Department of Public Safety, consisting of 4 police chiefs, the commissioner of public safety, the commissioner of corrections, 2 certified officers (one a police officer, and one a probation, parole, or correctional officer), one correctional administrative officer, and 4 members of the public (at least 2 from communities of 2,500 or less) AS 18.65.140; AS 18.65.150</p>
<p>Funding mechanisms</p>	<ul style="list-style-type: none"> <li>- Legislative appropriations</li> <li>- Police training surcharges for criminal convictions, violations, infractions, and motor vehicle offenses</li> <li>- Donations and grants</li> </ul> <p>AS 18.65.225; AS 18.65.260</p>
<p>Reporting misconduct</p>	<p>An agency must report terminations or resignations within 30 days, and must specify whether there were any findings or allegations of “dishonesty, misconduct, or lack of good moral character.”</p> <p>An agency must also report, within 30 days, any allegation of misconduct that has been sustained by administrative review, if the misconduct may be cause for revocation of the officer’s certification. 13 AAC 85.090(b), (d)*</p> <p>*These provisions do not appear to apply VPOs. The VPO regulations require reporting of the termination of a VPO, but do not mandate reporting of findings or allegations of misconduct. <i>See</i> 13 AAC 89.080</p>
<p>Corrections or probation officers</p>	<p>Oversight also includes probation officers, parole officers, and correctional officers AS 18.65.130</p>



## Arizona

Title	Arizona Peace Officer Standards and Training Board
Post website	<a href="https://post.az.gov/">https://post.az.gov/</a>
Authority	Ariz. Rev. Stat. Ann. §§ 41-1821 to 41-1828.01 Ariz. Admin. Code R13-4-101 to R13-4-208
Applicable to	“Peace officers,” including sheriffs, constables, marshals, policemen of cities and towns, correctional officers, officers appointed by a multicounty water conservation district, college or university police officers, airport police officers, and special agents. Ariz. Rev. Stat. Ann. § 1-215(27); Ariz. Rev. Stat. Ann. § 41-1823(B); Ariz. Admin. Code R13-4-101
Exemptions	Elected sheriffs, Ariz. Rev. Stat. Ann. § 41-1823(B); Ariz. Admin. Code R13-4-103(B)
Applicability to tribal police	<p>In order to enforce state laws, tribal police must meet the same standards as other officers: “While engaged in the conduct of his employment any Indian police officer who is appointed by the bureau of Indian affairs or the governing body of an Indian tribe as a law enforcement officer and who meets the qualifications and training standards adopted pursuant to § 41-1822 shall possess and exercise all law enforcement powers of peace officers in this state.” Ariz. Rev. Stat. Ann. § 13-3874(A)</p> <p>However, these standards do not apply to a tribal police officer whose jurisdiction is limited to enforcing tribal law on a reservation. <i>See State v. Burrola</i>, 669 P.2d 614, 615-16 &amp; n.1 (Ariz. App. 1983) (leaving open the question of whether a lack of certification would invalidate an arrest of a non-tribe member by tribal police for state law violations); <i>see also Bressi v. Ford</i>, 575 F.3d 891, 894 (9th Cir. 2009) (recognizing that a tribal officer’s authority to enforce Arizona state laws arises from POST certification).</p>
Reporting new hires	A law enforcement agency must submit an applicant’s name to the board before the applicant can perform peace officer duties. Ariz. Admin. Code R13-4-108(A)(1)
Enforcement	Deny, suspend, revoke, or cancel an officer’s certification Ariz. Rev. Stat. Ann. § 41-1822(D)(1); Ariz. Admin. Code R13-4-109  No apparent statutory or regulatory enforcement mechanisms against law enforcement agencies

<p>Governance structure</p>	<p>13-member board, consisting of 2 sheriffs (one from a county with a population of 200,000 or more, and one from a county of less than 200,000); 2 police chiefs (one from a city or federally recognized native American tribe with a population of 60,000 or more, and one from a city or tribe with a population of less than 60,000); a college faculty member in public administration or a related field; the attorney general; the director of the department of public safety; the director of the state department of corrections; a person employed in administering county or municipal correctional facilities; 2 certified law enforcement officers who have knowledge of and experience in representing peace officers in disciplinary cases (one from a county with a population of less than 500,000); and 2 public members          Ariz. Rev. Stat. Ann. § 41-1821(A)</p>
<p>Funding mechanisms</p>	<ul style="list-style-type: none"> <li>- Donations and grants</li> <li>- 18.97% of surcharges imposed on criminal convictions, traffic violations, motor vehicle violations, and game and fish violations (by statute, a 55% surcharge is imposed on every fine, penalty, and forfeiture collected by the courts)</li> </ul> <p>Ariz. Rev. Stat. Ann. §§ 12-116.01, 41-1821(G), 41-2401(D)(3)</p> <p>The board may reimburse eligible police departments, including tribal police, for up to half of the cost of training new officers. The board may refuse to reimburse non-compliant agencies.          Ariz. Rev. Stat. Ann. §§ 41-1825(A), 41-1828</p>
<p>Reporting misconduct</p>	<p>An agency <i>must</i> report misconduct that leads to an officer's termination, resignation, or separation from the agency.</p> <p>An agency <i>may</i> report any misconduct that would have rendered the officer ineligible for certification.          Ariz. Rev. Stat. Ann. § 41-1828.01</p>
<p>Corrections or probation officers</p>	<p>Oversight also includes correctional officers          Ariz. Rev. Stat. Ann. § 41-1822</p>

## Arkansas

Title	Arkansas Commission on Law Enforcement Standards & Training
Post website	<a href="https://www.clest.org/">https://www.clest.org/</a>
Authority	Ark. Code Ann. §§ 12-9-101 to 12-9-603 Code Ark. R. 132.00.1-1000 to 132.00.1-1034
Applicable to	Appointed law enforcement officers Ark. Code Ann. § 12-9-102(2); Code Ark. R. 132.00.1-1001(9)
Exemptions	Elected sheriffs <i>See</i> Ark. Code Ann. § 12-9-112 (allowing service as an elected sheriff to qualify as law enforcement experience for purposes of subsequent employment as an appointed officer with a political subdivision of the state)
Applicability to tribal police	The statutes and regulations do not address tribal police, nor does the definition of “employing agency” appear to apply to tribes. <i>See</i> Ark. Code Ann. § 12-9-601(2) (defining employing agency as “any state agency or any county, municipality, or other political subdivision of the state, or any agent thereof, which has constitutional or statutory authority to employ or appoint persons as law enforcement officers”). No Arkansas appellate court decision has discussed tribal police since 1890. <i>See Echols v. Tate</i> , 13 S.W. 253, 254 (Ark. 1890) (recognizing authority of tribal police to eject a non-tribal member from tribal lands).
Reporting new hires	An employing agency must “immediately” notify the commission of the employment or appointment of a law enforcement officer. Ark. Code Ann. § 12-9-602(a)(1)
Enforcement	The commission may assess an administrative penalty of up to \$1,000 against a law enforcement agency or governmental entity which appoints a person who does not meet minimum standards as a law enforcement officer, and up to \$350 for failing to timely submit any required appointment or separation documents. Ark. Code Ann. § 12-9-120(b)(1)
Governance structure	10-member commission, with members appointed by the governor and approved by the senate, consisting of 2 police chiefs; 2 county sheriffs; an officer of the Division of Arkansas State Police; 2 members of the public; an educator in the field of criminal justice; a member of the Arkansas Municipal Police Association, and person at least 60 years of age, who

	<p>represents the elderly, and is not active in or retired from law enforcement. Each congressional district must be represented. Ark. Code Ann. § 12-9-103</p>
Funding mechanisms	<ul style="list-style-type: none"> <li>- Legislative appropriations</li> <li>- Donations and grants</li> </ul> <p>Ark. Code Ann. §§ 12-9-105, 12-9-203</p> <p>Law enforcement agencies are required to pay an officer's salary and transportation costs during training, but the commission provides room and board at no cost. If an officer leaves one agency for another agency within 18 months of completing training, the new employer is responsible for reimbursing the first agency for some or all of the costs incurred during training. Ark. Code Ann. §§ 12-9-206, 12-9-209</p>
Reporting misconduct	<p>Agencies must report demotions, resignations, terminations, and separations within 10 days. Code Ark. R. 132.00.1-1007</p> <p>If the commission determines an officer is in noncompliance with minimum standards, it will notify the officer and employing agency in writing and allow a reasonable amount of time to remedy the deficiency before taking disciplinary action. Code Ark. R. 132.00.1-1034</p>
Corrections or probation officers	<p>Not included</p>

## California

Title	California Commission on Peace Officer Standards and Training
Post website	<a href="https://post.ca.gov/">https://post.ca.gov/</a>
Authority	Cal. Penal Code §§ 830 to 832.19; §§ 13500 to 13553 Cal. Code Regs. tit. 11, §§ 1001 to 1960
Applicable to	State-employed peace officers, as well as any sheriff, undersheriff, or deputy sheriff of a county, any police officer of a city, and any police officer of a district authorized by statute to maintain a police department Cal. Penal Code § 832.3(a); Cal. Penal Code § 13510.5
Exemptions	Deputy sheriffs of designated counties whose only duties relate to the care and custody of inmates Cal. Penal Code § 832.3(e)(1)
Applicability to tribal police	Washoe tribal police officers are not California peace officers, unless cross-deputized by a county sheriff, and their jurisdiction is limited to enforcing tribal laws against tribal members on tribal lands. Cal. Penal Code § 830.8(e)(1); <i>see</i> Cal. Penal Code § 830.6(b) (describing cross-deputizing).
Reporting new hires	The employing agency must submit notice of appointment within 30 days. Cal. Code Regs. tit. 11, § 1003
Enforcement	If an agency fails to comply with POST standards, the agency becomes ineligible for state aid. Cal. Code Regs. tit. 11, § 1010
Governance structure	18-member commission within the Department of Justice, with members appointed by the governor and approved by the senate, consisting of 2 sheriffs, police chiefs, or peace officers nominated by their respective sheriffs or chiefs of police; 3 sheriffs, police chiefs, or peace officers nominated by their respective sheriffs or chiefs of police; 4 peace officers of the rank of sergeant or below with a minimum of five years' experience; an elected officer or chief administrative officer of a county; an elected officer or chief administrative officer of a city; 2 members of the public who are not peace officers; an educator or trainer in the field of criminal justice; a peace officer of the rank of sergeant or below with a minimum of five years' experience who is also a presenter of POST-certified law enforcement training. The attorney general is an ex officio member of the commission, and the President pro Tempore of

	<p>the Senate and the Speaker of the Assembly each appoint one member who is not a peace officer and who has expertise in bias, cultural competency, mental health, or vulnerable populations. Cal. Penal Code § 13500</p>
Funding mechanisms	<ul style="list-style-type: none"> <li>- Fines, forfeitures, and penalties imposed for criminal convictions</li> <li>- Donations and grants</li> </ul> <p>Cal. Penal Code §§ 1464, 13520; Cal. Code Regs. tit. 11, § 1001</p> <p>According to their website, “No tax dollars are used to fund the POST Program.” <a href="https://post.ca.gov/About-Us">https://post.ca.gov/About-Us</a></p> <p>The commission allocates aid for training expenses of officers from eligible agencies. The commission may withhold aid from non-compliant agencies. Cal. Penal Code § 13523</p>
Reporting misconduct	<p>An agency must report terminations and demotions within 30 days. An agency must also report, within 30 days of a final disposition, whenever a peace officer or former peace officer is found guilty of a felony offense, or is otherwise disqualified from being employed as a peace officer. Cal. Code Regs. tit. 11, § 1003</p>
Corrections or probation officers	<p>Not included</p>

## Colorado

Title	Colorado Peace Officer Standards and Training
Post website	<a href="https://www.colorado.gov/post">https://www.colorado.gov/post</a>
Authority	Colo. Rev. Stat. Ann. §§ 16-2.5-101 to 16-2.5-403 Colo. Rev. Stat. Ann. §§ 24-31-301 to 24-31-315 4 Colo. Code Regs. §§ 901-1:1 to 901-1:29
Applicable to	Chiefs of police, police officers, sheriffs, undersheriffs, deputy sheriffs, Colorado state patrol officers, town marshals or deputy marshals, reserve officers, wildlife officers, parks and recreation officers, attorney general criminal investigators, community parole officers, public transit officers, municipal court marshals, and the department of corrections inspector general, Colo. Rev. Stat. Ann. § 16-2.5-102
Exemptions	Under the Colorado Constitution, Colorado home rule cities have the authority to set the qualifications of their municipal officers, and this constitutional authority supersedes state statutes as to the training and certification of deputy sheriffs. <i>Fraternal Order of Police v. City &amp; Cty. of Denver</i> , 926 P.2d 582, 592 (Colo. 1996).
Applicability to tribal police	Tribal police of the Southern Ute and Ute Mountain Ute tribes are designated as peace officers with authority to enforce Colorado state laws; POST certification appears to be optional. <i>See</i> Colo. Rev. Stat. Ann. §§ 16-2.5-106 and 16-2.5-107 (designating tribal officers as peace officers who “may” be certified by POST). Those are the only two federally recognized tribes in Colorado. <i>See</i> <a href="https://www.colorado.gov/pacific/ccia/tribes">https://www.colorado.gov/pacific/ccia/tribes</a>
Reporting new hires	A law enforcement agency must report an officer’s appointment within 15 days. 4 Colo. Code Regs. § 901-1:17(b)
Enforcement	The attorney general may seek injunctive or other appropriate relief against any unqualified individual attempting to undertake peace officer duties, or any agency permitting an individual to undertake peace officer duties. Colo. Rev. Stat. Ann. § 24-31-307(1)
Governance structure	24-member board within the Department of Law, consisting of the attorney general; the special agent in charge of the Denver division of the federal bureau of investigation; the executive director of the department of public safety; one local

	<p>government representative; 6 police chiefs; 6 sheriffs; 3 active peace officers with a rank of sergeant or below; and 5 non-law enforcement members.</p> <p>Colo. Rev. Stat. Ann. § 24-31-302</p>
Funding mechanisms	<ul style="list-style-type: none"> <li>- Fees for manuals and other materials published by the board, in an amount “not to exceed twenty dollars per publication”; and for the administration of certification and skills examinations, in “an amount not to exceed one hundred fifty dollars per examination per applicant”</li> <li>- Motor vehicle registration surcharges</li> </ul> <p>Colo. Rev. Stat. Ann. §§ 24-31-303(2), 42-3-304(24)</p> <p>“It is the intent of the general assembly that the fees collected shall cover all direct and indirect costs incurred pursuant to this section.” Colo. Rev. Stat. Ann. § 24-31-303(2)</p> <p>The board may make grants to local governments for the purpose of funding training.</p> <p>Colo. Rev. Stat. Ann. § 24-31-303(3)</p>
Reporting misconduct	<p>An agency must report terminations within 15 days.</p> <p>4 Colo. Code Regs. § 901-1:17(b)</p>
Corrections or probation officers	<p>Not included</p>



## Connecticut

Title	Connecticut State Police Officer Standards and Training Council
Post website	<a href="https://portal.ct.gov/post">https://portal.ct.gov/post</a>
Authority	Conn. Gen. Stat. Ann. §§ 7-294a to 7-294e Conn. Agencies Regs. 7-294e-1 to 7-294e-24
Applicable to	“[A]ny member of a law enforcement unit who performs police duties” Conn. Gen. Stat. Ann. § 7-294a(9)
Exemptions	<ul style="list-style-type: none"> <li>- any sworn member of the Division of State Police within the Department of Emergency Services and Public Protection</li> <li>- Connecticut National Guard security personnel, who have completed a military police training program</li> <li>- employees of the Judicial Department</li> <li>- municipal animal control officers</li> <li>- fire police</li> </ul> Conn. Gen. Stat. Ann. § 7-294d(f)
Applicability to tribal police	Tribal police departments of the Mashantucket Pequot Tribe or the Mohegan Tribe of Indians of Connecticut are designated as “law enforcement units,” if governed by a memorandum of agreement between the state and the tribe; officers must comply with POST standards in order to enforce state laws. Conn. Gen. Stat. Ann. § 7-294a(8). No other tribal police force is recognized by statute. <i>See</i> Conn. Gen. Stat. Ann. § 47-59a (acknowledging several additional tribes as “self-governing entities possessing powers and duties over tribal members and reservations”).
Reporting new hires	A law enforcement unit must report an officer’s appointment within 10 days. Conn. Agencies Regs. 7-294e-1(d)
Enforcement	No apparent statutory or regulatory enforcement mechanisms against law enforcement units
Governance structure	20-member council within the Department of Emergency Services and Public Protection, consisting of a chief administrative officer of a town or city; a chief elected official or chief executive officer of a town or city with a population under 12,000 which does not have an organized police department; a member of the faculty of The University of

	<p>Connecticut; 8 members of the Connecticut Police Chiefs Association who are holding office or employed as chief of police or the highest ranking professional police officer of an organized police department; the Chief State's Attorney; a sworn municipal police officer whose rank is sergeant or lower; 5 public members; the Commissioner of Emergency Services and Public Protection; and the Federal Bureau of Investigation special agent-in-charge in Connecticut. Conn. Gen. Stat. Ann. § 7-294b</p>
Funding mechanisms	<p>- Tuition and fees for training and education Conn. Gen. Stat. Ann. § 7-294p</p> <p>If an officer leaves one agency for another agency within 2 years of completing training, the new employer is responsible for reimbursing the first agency for 50% of training costs. Conn. Gen. Stat. Ann. § 7-294dd(b)</p>
Reporting misconduct	<p>Agencies must report all departures from the roster, as well as the reason for departure, within 10 days. Conn. Agencies Regs. 7-294e-1(d)</p> <p>“When the Council has reason to believe there has been a violation of the statute(s) or regulation(s) administered by the Council, the executive director shall issue a complaint by certified mail or personal service to the respondent.” Conn. Agencies Regs. 7-294e-19(b)</p>
Corrections or probation officers	<p>Not included</p>

## Delaware

Title	Delaware Council on Police Training
Post website	N/A
Authority	Del. Code Ann. tit. 11, §§ 8401 to 8410 1 Del. Admin. Code 801-1.0 to 802-3.7
Applicable to	A sworn member of a police force or other state, county, or municipal law-enforcement agency Del. Code Ann. tit. 11, § 8401(5)  The council has discretion to modify requirements for seasonal officers to avoid hardships to an employing agency. Del. Code Ann. tit. 11, § 8404(a)(15)
Exemptions	<ul style="list-style-type: none"> <li>- A sheriff, regular deputy sheriff or constable</li> <li>- A security force for a state agency or other governmental unit; or, a seasonal, temporary or part-time law-enforcement officer of the Department of Natural Resources and Environmental Control</li> <li>- A person holding police power by virtue of occupying any other position or office</li> <li>- An animal welfare officer</li> </ul> Del. Code Ann. tit. 11, § 8401(6)
Applicability to tribal police	I could not find any statutes, regulations, or cases addressing tribal police in Delaware.
Reporting new hires	A law enforcement agency must notify the council within 5 business days of hiring an officer. 1 Del. Admin. Code 801-4.2
Enforcement	“A police force of any county or municipality which does not meet the requirements of this chapter and the criteria established by the Council will be ineligible to apply for or receive state aid to local law-enforcement funds.” Del. Code Ann. tit. 11, § 8410(b); <i>see also</i> 1 Del. Admin. Code 801-20.3 (establishing ineligibility for aid for police forces that fail to comply with requirements) and 801-20.4 (requiring the head of a non-compliant law enforcement agency to appear before the council to explain “the reason for non-compliance and measures taken to become compliant”).
Governance structure	12-member council, consisting of a chairperson appointed by the governor; the attorney general; the superintendent of the

	<p>Delaware State Police; the chief of the City of Wilmington Police; the chief of the New Castle County Police Department; the chief of the City of Dover Police Department; the chief of the City of Newark Police Department; the Secretary of Education; the President of the Delaware League of Local Governments; the mayor or police commissioner of an incorporated municipality in Kent County; the mayor or police commissioner of an incorporated municipality in Sussex County; and the Chairperson of the Delaware Police Chiefs' Council.</p> <p>Del. Code Ann. tit. 11, § 8402</p>
Funding mechanisms	<ul style="list-style-type: none"> <li>- Legislative appropriations</li> <li>- Donations and grants</li> </ul> <p>Del. Code Ann. tit. 11, §§ 8404(a)(13), 8408</p> <p>If an officer leaves one agency for another agency within 2 years of completing training, the new employer is responsible for reimbursing the first agency for training costs.</p> <p>Del. Code Ann. tit. 11, § 8409</p>
Reporting misconduct	<p>Police chiefs must report all resignations or separations within 5 days.</p> <p>1 Del. Admin. Code 801-4.1</p>
Corrections or probation officers	<p>Not included</p>

## Florida

Title	Florida Criminal Justice Standards and Training Commission
Post website	<a href="https://www.fdle.state.fl.us/CJSTC/Commission/CJSTC-Home.aspx">https://www.fdle.state.fl.us/CJSTC/Commission/CJSTC-Home.aspx</a>
Authority	Fla. Stat. Ann. §§ 943.085 to 943.255 Fla. Admin. Code Ann. r. 11B-14.001 to 11B-35.009
Applicable to	Any full-time, part-time, or auxiliary law enforcement officer, correctional officer, correctional probation officer, correctional officer employed by a private entity under contract to the Department of Corrections Fla. Stat. Ann. § 943.13
Exemptions	Elected officers Fla. Stat. Ann. § 943.253
Applicability to tribal police	Tribal police officers are considered federal officers who are exempt from state certification requirements. Fla. Admin. Code Ann. r. 11B-35.009; <i>see</i> Fla. Stat. Ann. § 285.18(2)(c)(1) (designating tribal officers of the Seminole Tribe of Florida and the Miccosukee Tribe of Indians as “peace officers” with authority to “bear arms, make arrests, and apply for, serve, and execute search warrants, arrest warrants, capias, and other process of the court, and to enforce criminal and noncriminal traffic offenses, within their respective special improvement districts”)
Reporting new hires	An employing agency must “immediately” notify the commission of the employment or appointment of a law enforcement officer. Fla. Stat. Ann. § 943.139(1)
Enforcement	The commission may seek injunctive relief prohibiting the employment or appointment of an unqualified officer. Fla. Stat. Ann. § 943.133(6)
Governance structure	19-member commission, within the Department of Law Enforcement, consisting of the Secretary of Corrections; the Attorney General; the Director of the Division of the Florida Highway Patrol; 3 sheriffs; 3 chiefs of police; 5 law enforcement officers who are of the rank of sergeant or below; 2 correctional officers, 1 of whom is an administrator of a state correctional institution and 1 of whom is of the rank of sergeant or below within the employing agency; 1 training center director; 1 person who is in charge of a county

	<p>correctional institution; and 1 resident of the state who falls into none of the foregoing classifications.          Fla. Stat. Ann. § 943.11</p>
Funding mechanisms	<ul style="list-style-type: none"> <li>- Fees for exams</li> <li>- Legislative appropriations</li> <li>- Federal funding</li> <li>- Tuition costs from training provided to officers not employed by a Florida law enforcement agency</li> <li>- Certain court costs</li> <li>- Civil fines assessed against training schools that violate commission rules</li> </ul> <p>Fla. Stat. Ann. §§ 938.01, 943.1397(3), 943.14(8)(b)(1), 943.25</p> <p>If an officer leaves an agency within 2 years of completing training, the officer is responsible for reimbursing the agency for training costs.          Fla. Stat. Ann. § 943.16(2)</p>
Reporting misconduct	<p>An agency must immediately notify the commission of any separation from employment, defined as “any firing, termination, resignation, retirement, or voluntary or involuntary extended leave of absence of any officer,” as well a detailed account of “the facts and reasons for such separation,” and must specifically state if the separation was based on a failure to comply with minimum qualifications.          Fla. Stat. Ann. § 943.139</p>
Corrections or probation officers	<p>Oversight also includes correctional officers and correctional probation officers          Fla. Stat. Ann. § 943.085</p>

## Georgia

Title	Georgia Peace Officer Standards and Training Council
Post website	<a href="https://www.gapost.org/">https://www.gapost.org/</a>
Authority	Ga. Code Ann. §§ 35-8-1 to 35-8-27 Ga. Comp. R. & Regs. 464-1-.01 to 464-18-.03
Applicable to	Peace officers with the Department of Public Safety, counties, municipalities, the Georgia Bureau of Investigation, the Department of Natural Resources, the Department of Revenue, Alcohol and Tobacco Tax Unit, the Secretary of State's investigative section, the Office of the Commissioner of Insurance and Safety Fire Commissioner, or a railroad Ga. Code Ann. § 35-8-10(b)
Exemptions	Emergency peace officers Ga. Code Ann. § 35-8-18; <i>see also</i> Ga. Code Ann. § 35-8-2(5) (defining emergency peace officers as individuals “employed or appointed to act as peace officers during an emergency or disaster which has been so declared by the chief executive officer of the state and whose status as peace officers is intended to be temporary and for that limited purpose”)
Applicability to tribal police	I could not find any statutes, regulations, or cases addressing tribal police in Georgia.
Reporting new hires	An agency must notify the council within 15 days of hiring an officer. Ga. Comp. R. & Regs. 464-4-.03
Enforcement	The council may seek injunctive relief against any peace officer or law enforcement unit who fails to comply with the council's requirements. Ga. Code Ann. § 35-8-17
Governance structure	22-member council, assigned to the Department of Public Safety for administrative purposes only, consisting of an appointee of the Governor who is not the Attorney General; the commissioner of public safety; the director of investigation of the Georgia Bureau of Investigation; the president of the Georgia Association of Chiefs of Police; the president of the Georgia Sheriffs Association; the president of the Georgia Municipal Association; the president of the Association County Commissioners of Georgia; the president of the Peace Officers' Association of Georgia; the commissioner of

	<p>corrections; the commissioner of community supervision; the chairperson of the State Board of Pardons and Paroles; the president of the Georgia Prison Wardens Association; the commissioner of juvenile justice; the commissioner of natural resources; a chief of police; 2 municipal police officers other than a chief of police; a county sheriff; a city manager or mayor; a county commissioner; and 2 peace officers. Additionally, the council appoints 5 advisory members who have no voting privileges. Ga. Code Ann. § 35-8-3</p>
Funding mechanisms	<ul style="list-style-type: none"> <li>- Legislative appropriations</li> <li>- Donations and grants</li> <li>- Administrative fees charged for council services</li> </ul> <p>Ga. Code Ann. §§ 35-8-6, 35-8-7</p>
Reporting misconduct	<p>An agency must report terminations or other changes in employment status within 15 days. Officers are required to report “any change occur[ing] during subsequent years after registration which would require a different answer to any questions contained in the application.” Ga. Comp. R. &amp; Regs. 464-4-.03</p> <p>Officers are also required to report any disciplinary action taken against them based on an arrest, suspension, demotion (other than for administrative purposes), termination, resignation in lieu of termination, indictments or presentments, or conviction or bond forfeiture. Officers need not report minor traffic citations. Ga. Comp. R. &amp; Regs. 464-3-.05</p>
Corrections or probation officers	<p>Oversight also includes correctional officers, probation officers, and parole officers, to the extent they have the power to arrest Ga. Code Ann. § 35-8-2</p>



## Hawaii

Title	Hawaii Law Enforcement Standards Board
Post website	<a href="https://ag.hawaii.gov/law-enforcement-standards-board/">https://ag.hawaii.gov/law-enforcement-standards-board/</a>
Authority	Haw. Rev. Stat. Ann. §§ 139-1 to 139-9 * Hawaii created the Law Enforcement Standards Board in July 2018. The Board has not yet adopted any regulations.
Applicable to	Law enforcement officers, defined as: (1) A police officer employed by a county police department; (2) A public safety officer employed by the department of public safety; or (3) An employee of the department of transportation, department of land and natural resources, department of taxation, or department of the attorney general who is conferred by law with general police powers. Haw. Rev. Stat. Ann. §§ 139-1, 139-7(a)
Exemptions	Not specified in statute
Applicability to tribal police	Not specified in statute
Reporting new hires	Not specified in statute
Enforcement	Deny or revoke an officer's certification Haw. Rev. Stat. Ann. § 139-6(c) No apparent enforcement mechanisms against law enforcement agencies
Governance structure	15-member board, assigned to the department of the attorney general for administrative purposes only, consisting of the attorney general; the director of public safety; the director of transportation; the chairperson of the board of land and natural resources; the director of taxation; 4 chiefs of police; 2 law enforcement officers; and 4 members of the public, one from each county, at least two of whom (A) possess a master's or doctorate degree related to criminal justice; (B) possess a law degree and have experience: (i) practicing in Hawaii as a deputy attorney general, a deputy prosecutor, deputy public defender, or private criminal defense attorney; or (ii) litigating constitutional law issues in Hawaii; (C) be a recognized expert in the field of criminal justice, policing, or security; or (D)

	have work experience in a law enforcement capacity. Haw. Rev. Stat. Ann. § 139-2
Funding mechanisms	- Legislative appropriations - Donations and grants - Fees charged by the board Haw. Rev. Stat. Ann. § 139-4
Reporting misconduct	Not specified in statute
Corrections or probation officers	Not included

## Idaho

Title	Idaho Peace Officer Standards and Training Council
Post website	<a href="https://post.idaho.gov/">https://post.idaho.gov/</a>
Authority	Idaho Code Ann. §§ 19-5101 to 19-5119 Idaho Admin. Code r. 11.11.01.000 to 11.11.01.148
Applicable to	Peace officers, defined as: any employee of a police or law enforcement agency which is a part of or administered by the state or any political subdivision thereof and whose duties include and primarily consist of the prevention and detection of crime and the enforcement of penal, traffic or highway laws of this state or any political subdivision. “Peace officer” also means an employee of a police or law enforcement agency of a federally recognized Indian tribe who has satisfactorily completed the peace officer standards and training academy and has been deputized by a sheriff of a county or a chief of police of a city of the state of Idaho. Idaho Code Ann. §§ 19-5101(d), 19-5109(2); Idaho Admin. Code r. 11.11.01.010(48), 11.11.01.051(01)
Exemptions	Elected officials, process servers, the deputy director of the Idaho state police, a person serving under a temporary commission in times of emergency, or those peace officers whose primary duties involve motor vehicle parking and animal control pursuant to city or county ordinance Idaho Code Ann. § 19-5109(2)
Applicability to tribal police	Only if deputized by a sheriff or chief of police from a political subdivision of Idaho Idaho Code Ann. §§ 19-5101(d); Idaho Admin. Code r. 11.11.01.010(48)
Reporting new hires	An agency must notify the council within 15 days of hiring an officer. Idaho Admin. Code r. 11.11.01.008(03)
Enforcement	Decertify a non-compliant officer Idaho Code Ann. § 19-5109(4)  No apparent enforcement mechanisms against law enforcement agencies
Governance structure	13-member council, within the Idaho state police, consisting of 3 city chiefs of police; 3 county sheriffs; the director of the

	<p>Idaho state police; a county prosecuting attorney; the attorney general; the special agent in charge of the Idaho division of the federal bureau of investigation; the director of the department of correction; the director of the fish and game department; and the director of the department of juvenile corrections. Additionally, the executive directors of the Idaho association of counties and association of Idaho cities is an advisory, non-voting, member.</p> <p>Idaho Code Ann. § 19-5102</p>
Funding mechanisms	<ul style="list-style-type: none"> <li>- Legislative appropriations</li> <li>- Fees charged by the board</li> <li>- Police training surcharges on criminal convictions and motor vehicle offenses</li> <li>- Court fees</li> </ul> <p>Idaho Code Ann. §§ 19-4705, 19-5116, 19-5118, 31-3201A, 31-3201B</p> <p>Agencies and political subdivisions may apply for aid from the council.</p> <p>Idaho Code Ann. § 19-5110</p> <p>If an officer does not remain as an Idaho law enforcement officer for two years after completing training, the officer must reimburse the state for training costs.</p> <p>Idaho Admin. Code r. 11.11.01.060</p>
Reporting misconduct	<p>An agency must report terminations within 15 days.</p> <p>Idaho Admin. Code r. 11.11.01.008(3)</p> <p>An agency head must notify the council within 14 days of a criminal charge filed against an officer.</p> <p>Idaho Admin. Code r. 11.11.01.110</p>
Corrections or probation officers	<p>Oversight also includes correctional officers, probation officers, and parole officers</p> <p>Idaho Admin. Code r. 11.11.01.051</p>

## Illinois

Title	Illinois Law Enforcement Training and Standards Board
Post website	<a href="https://www.ptb.illinois.gov/">https://www.ptb.illinois.gov/</a>
Authority	50 Ill. Comp. Stat. Ann. 705/1 to 705/12 Ill. Admin. Code tit. 20, §§ 1700.10 to 1780.205
Applicable to	Law enforcement officers, defined as: “(i) any police officer of a local governmental agency who is primarily responsible for prevention or detection of crime and the enforcement of the criminal code, traffic, or highway laws of this State or any political subdivision of this State or (ii) any member of a police force appointed and maintained as provided in Section 2 of the Railroad Police Act.” 50 Ill. Comp. Stat. Ann. 705/2, 705/8.1(a)
Exemptions	Elected county sheriffs 50 Ill. Comp. Stat. Ann. 705/8.1(b)
Applicability to tribal police	I could not find any statutes, regulations, or cases addressing tribal police in Illinois. Tribal police would not seem to meet the statutory definition of law enforcement officers in 50 Ill. Comp. Stat. Ann. 705/2.
Reporting new hires	No set deadline for reporting hiring of officers
Enforcement	A hiring agency that fails to train a law enforcement officer within the applicable time period is barred from hiring that officer, either for a year or permanently, depending on whether it is a first or subsequent violation.  50 Ill. Comp. Stat. Ann. 705/8.1(a)
Governance structure	18-member board, consisting of the Attorney General of the State of Illinois; the Director of State Police; the Director of Corrections; the Superintendent of the Chicago Police Department; the Sheriff of Cook County; the Clerk of the Circuit Court of Cook County; 2 mayors or village presidents of Illinois municipalities; 2 Illinois county sheriffs from counties other than Cook County; 2 managers of Illinois municipalities; 2 chiefs of municipal police departments in Illinois having no Superintendent of the Police Department on the Board; 2 citizens of Illinois who shall be members of an organized enforcement officers’ association; an active member of a statewide association representing sheriffs; and an active

	<p>member of a statewide association representing municipal police chiefs. 50 Ill. Comp. Stat. Ann. 705/3</p>
Funding mechanisms	<ul style="list-style-type: none"> <li>- Legislative appropriations</li> <li>- Donations and grants</li> <li>- Federal funding</li> <li>- Criminal and traffic offense surcharges</li> </ul> <p>50 Ill. Comp. Stat. Ann. 705/5; 705 Ill. Comp. Stat. Ann. 135/15-5, 135/15-25, 135/15-60; Ill. Admin. Code tit. 20, § 1750.301</p> <p>The board may distribute aid to local agencies. 50 Ill. Comp. Stat. Ann. 705/9; Ill. Admin. Code tit. 20, § 1750.301</p>
Reporting misconduct	<p>All law enforcement agencies shall notify the Board of any final determination of willful violation of department or agency policy, official misconduct, or violation of law when:</p> <ul style="list-style-type: none"> <li>(1) the officer is discharged or dismissed as a result of the violation; or</li> <li>(2) the officer resigns during the course of an investigation and after the officer has been served notice that he or she is under investigation that is based on the commission of a Class 2 or greater felony.</li> </ul> <p>The agency shall report to the Board within 30 days of a final decision of discharge or dismissal and final exhaustion of any appeal, or resignation, and shall provide information regarding the nature of the violation.</p> <p>...</p> <p>The Board shall maintain a database readily available to any chief administrative officer, or his or her designee, of a law enforcement agency that shall show each reported instance, including the name of the officer, the nature of the violation, reason for the final decision of discharge or dismissal, and any statement provided by the officer.</p> <p>50 Ill. Comp. Stat. Ann. 705/6.2</p>
Corrections or probation officers	<p>Oversight also includes correctional officers</p> <p>50 Ill. Comp. Stat. Ann. 705/8.1</p>

## Indiana

Title	Indiana Law Enforcement Training Board
Post website	<a href="https://www.in.gov/ilea/">https://www.in.gov/ilea/</a>
Authority	Ind. Code Ann. §§ 5-2-1-1 to 5-2-1-20 250 Ind. Admin. Code 2-1-1 to 2-11-1
Applicable to	Law enforcement officers, defined as “an appointed officer or employee hired by and on the payroll of the state, any of the state’s political subdivisions, or a public or private postsecondary educational institution whose board of trustees has established a police department under IC 21-17-5-2 or IC 21-39-4-2 who is granted lawful authority to enforce all or some of the penal laws of the state of Indiana and who possesses, with respect to those laws, the power to effect arrests for offenses committed in the officer’s or employee’s presence.” Ind. Code Ann. §§ 5-2-1-1(a), 5-2-1-2(1); 250 Ind. Admin. Code 2-2-1
Exemptions	<ul style="list-style-type: none"> <li>- Constables</li> <li>- A special officer or deputy</li> <li>- A county police or conservation reserve officer who receives compensation for lake patrol duties</li> <li>- An employee of the gaming commission whose powers and duties are limited</li> <li>- A correctional police officer</li> </ul> Ind. Code Ann. § 5-2-1-2(1)(A)-(F)
Applicability to tribal police	I could not find any statutes, regulations, or cases addressing tribal police in Indiana. Tribal police would not seem to meet the statutory definition of law enforcement officers in Ind. Code Ann. § 5-2-1-2(1).
Reporting new hires	No set deadline for reporting hiring of officers, but each agency must submit an annual report detailing the training status of every officer. Ind. Code Ann. § 5-2-1-1(d)
Enforcement	Uncertified law enforcement officers lose the ability to enforce laws. 250 Ind. Admin. Code 2-2-3  No apparent enforcement mechanisms against law enforcement agencies
Governance	17-member board, created as an independent law enforcement

structure	<p>agency, consisting of the superintendent of the Indiana state police department; the deputy director of the division of preparedness and training of the department of homeland security; the chief of police of a consolidated city; a county sheriff from a county with a population of at least 100,000; a county sheriff from a county of at least 50,000 but less than 100,000; a county sheriff from a county of under 50,000; a chief of police from a city of at least 35,000, but not a consolidated city; a chief of police from a city of at least 10,000 but under 35,000; a chief of police, police officer, or town marshal from a city or town of under 10,000; a prosecuting attorney; a judge of a circuit or superior court exercising criminal jurisdiction; a member representing professional journalism; a member representing the medical profession; a member representing education; a member representing business and industry; a member representing labor; and a member representing Indiana elected officials of counties, cities, and towns.</p> <p>Ind. Code Ann. § 5-2-1-3</p>
Funding mechanisms	<ul style="list-style-type: none"> <li>- Legislative appropriations</li> <li>- Donations and grants</li> </ul> <p>Ind. Code Ann. § 5-2-1-13</p>
Reporting misconduct	<p>A hiring authority who learns of cause to revoke an officer's certification must investigate and provide a report to the board within 60 days, describing the investigation, findings, and any recommendations, as well as any administrative or disciplinary action taken against the officer.</p> <p>Ind. Code Ann. § 5-2-1-12.5</p>
Corrections or probation officers	<p>Oversight also includes correctional police officers</p> <p>Ind. Code Ann. §§ 5-2-1-2(1)(F), 11-8-9-1</p>



## Iowa

Title	Iowa Law Enforcement Academy Council
Post website	<a href="https://ileatraining.org/">https://ileatraining.org/</a>
Authority	Iowa Code Ann. §§ 80B.1 to 80B.19 Iowa Admin. Code r. 501-1.1 to 501-16.15
Applicable to	Law enforcement officers, defined as “an officer appointed by the director of the department of natural resources, a member of a police force or other agency or department of the state, county, city, or tribal government regularly employed as such and who is responsible for the prevention and detection of crime and the enforcement of the criminal laws of this state and all individuals, as determined by the council, who by the nature of their duties may be required to perform the duties of a peace officer.” Iowa Code Ann. §§ 80B.3(3), 80B.11(b); Iowa Admin. Code r. 501-3.1
Exemptions	Special certification for elected or appointed sheriffs Iowa Admin. Code r. 501-3.1(2)
Applicability to tribal police	A law enforcement officer who is a member of a police force of a tribal government and who becomes certified through the Iowa law enforcement academy shall be subject to the certification and revocation of certification rules and procedures as provided in this chapter. The certified law enforcement officer shall be subject to the jurisdiction of the courts of this state if an agreement exists between the tribal government and the state or between the tribal government and a county, which grants authority to the law enforcement officer to act in a law enforcement capacity off a settlement or reservation. Iowa Code Ann. § 80B.18
Reporting new hires	An agency must notify the council within 10 days of hiring an officer. Iowa Admin. Code r. 501-3.2
Enforcement	Revoke or suspend a law enforcement officer’s certification Iowa Code Ann. § 80B.13(8)(a); Iowa Admin. Code r. 501-6.2  No apparent enforcement mechanisms against law enforcement agencies
Governance	13-member council, with members appointed by the governor

structure	<p>and approved by the senate, consisting of 3 Iowa residents; a sheriff of a county with a population of 50,000 or more; a sheriff of a county with a population of less than 50,000; a deputy sheriff of a county who is a member of the Iowa state sheriffs and deputies association; a member of the Iowa peace officers association; a member of the Iowa state police association; a member of the Iowa police chiefs association; a police officer who is a member of a police department of a city with a population of 50,000 or more; a police officer who is a member of a police department of a city with a population of less than 50,000; a member of the department of public safety; and a member of the office of motor vehicle enforcement of the department of transportation. Additionally, a senator appointed by the president of the senate, a senator appointed by the minority leader of the senate, a representative appointed by the speaker of the house of representatives, and a representative appointed by the minority leader of the house of representatives are non-voting members of the council.</p> <p>Iowa Code Ann. § 80B.6</p>
Funding mechanisms	<ul style="list-style-type: none"> <li>- Legislative appropriations</li> <li>- Donations and grants</li> <li>- Fees charged by the council</li> </ul> <p>Iowa Code Ann. §§ 80B.16, 80B.19</p>
Reporting misconduct	<p>Agencies must report terminations or other changes in an officer's status within 10 days.</p> <p>Iowa Admin. Code r. 501-3.2(80B)</p>
Corrections or probation officers	<p>Oversight also includes jailers</p> <p>Iowa Admin. Code r. 501-1.1(80B), 501-91(80B)</p>

## Kansas

Title	Kansas Commission on Peace Officers' Standards and Training
Post website	<a href="http://www.kscpost.org/">http://www.kscpost.org/</a>
Authority	Kan. Stat. Ann. §§ 74-5601 to 74-5623 Kan. Admin. Regs. 106-2-1 to 106-4-1
Applicable to	Police officers or law enforcement officers, defined as “a full-time or part-time salaried officer or employee of the state, a county or a city, whose duties include the prevention or detection of crime and the enforcement of the criminal or traffic laws of this state or of any municipality thereof” Kan. Stat. Ann. §§ 74-5602(g); 74-5607a
Exemptions	Any elected official, other than a sheriff, serving in the capacity of a law enforcement or police officer; an attorney with law enforcement responsibility solely in the capacity of an attorney; a correctional employee; and an employee whose duties include issuing citations, but not making arrests or carrying a firearm Kan. Stat. Ann. § 74-5602(g)
Applicability to tribal police	Tribal police are eligible to attend the state police academy, but are not required to obtain certification. Kan. Stat. Ann. § 74-5605(a). Tribal police have law enforcement powers outside the jurisdiction of a reservation if the tribe maintains liability insurance and waives immunity for actions occurring outside of the reservation, or otherwise enters into an agreement with a state, county, or city law enforcement agency. Kan. Stat. Ann. § 22-2401a(3)
Reporting new hires	An agency must notify the commission within 30 days of hiring an officer. Kan. Stat. Ann. § 74-5611a(c)
Enforcement	“Any violation of the requirements of this act shall be deemed to constitute misconduct in office and shall subject the agency head or appointing authority” to removal from office; or a civil penalty of up to \$500. Kan. Stat. Ann. § 74-5617(d)  The commission may also seek injunctive relief. Kan. Stat. Ann. § 74-5617(e)
Governance	12-member commission, consisting of the superintendent of

<p>structure</p>	<p>the Kansas highway patrol; the director of the Kansas bureau of investigation; a sheriff of a county having a population of 50,000 or more; a sheriff of a county having a population of less than 50,000 and more than 10,000; a sheriff of a county having a population of 10,000 or less; a chief of police of a city of the first class; a chief of police of a city of the second class; a chief of police of a city of the third class; a training officer from a certified state or local law enforcement training school; a full-time, commissioned law enforcement officer employed by either a state, county or city agency; a county or district attorney, or an assistant county or district attorney; a member representing the public at large who is not associated with law enforcement, selected by the governor to serve as chairperson.          Kan. Stat. Ann. § 74-5606</p>
<p>Funding mechanisms</p>	<ul style="list-style-type: none"> <li>- Donations and grants</li> <li>- Fees charged by the council</li> <li>- Tuition for certain officers to attend the academy</li> <li>- Police training surcharges on criminal convictions and motor vehicle offenses</li> <li>- Court fees</li> <li>- Motor vehicle registration surcharges</li> </ul> <p>Kan. Stat. Ann. §§ 74-5607, 5619; Kan. Stat. Ann. §§ 8-145, 12-4117, 20-362</p> <p>The board may reimburse eligible police departments for certain training expenses. If an officer leaves one agency for another agency within 1 year of completing training, the new employer is responsible for reimbursing the first agency for training costs.          Kan. Stat. Ann. §§ 74-5609a, 74-5620</p>
<p>Reporting misconduct</p>	<p>An agency must report terminations or resignations within 30 days, and must “include a report explaining the circumstances under which the officer resigned or was terminated.”          Kan. Stat. Ann. § 74-5611a</p>
<p>Corrections or probation officers</p>	<p>Not included</p>

## Kentucky

Title	Kentucky Law Enforcement Council
Post website	<a href="https://klecs.ky.gov/">https://klecs.ky.gov/</a>
Authority	Ky. Rev. Stat. Ann. §§ 15.310 to 15.510, 15.990 to 15.992, 15A.070 503 Ky. Admin. Regs. 1:060 to 5:130
Applicable to	Kentucky State Police officers; city, county, and urban-county police officers; court security officers and deputy sheriffs; state or public university police officers; school resource officers; airport safety and security officers; Alcoholic Beverage Control investigators; insurance fraud investigators; fire investigators; and county detectives Ky. Rev. Stat. Ann. § 15.380(1)
Exemptions	Sheriffs, coroners, constables, jailers, Kentucky Horse Racing Commission security officers, and the Commissioner of the State Police Ky. Rev. Stat. Ann. § 15.380(5)
Applicability to tribal police	I could not find any statutes, regulations, or cases addressing tribal police in Kentucky. Tribal police would not seem to meet the statutory definition of law enforcement officers in Ky. Rev. Stat. Ann. § 15.380(1).
Reporting new hires	An agency must notify the council within 5 working days of hiring an officer. Ky. Rev. Stat. Ann. § 15.388(1)
Enforcement	If an agency knowingly employs or appoints an unqualified officer, the agency becomes ineligible for state aid. Ky. Rev. Stat. Ann. § 15.396
Governance structure	24-member council, “an independent administrative body of state government,” consisting of the Attorney General of Kentucky; the commissioner of the Department of Kentucky State Police; the commissioner of the Department of Criminal Justice Training; the chief of police of the Louisville Metro Police Department; the chief of police of the Lexington-Fayette Urban County Division of Police; the director of the Southern Police Institute of the University of Louisville; the dean of the College of Justice and Safety of Eastern Kentucky University; the president of the Kentucky Peace Officers Association; the president of the Kentucky Association of Chiefs of Police; the Kentucky president of the Fraternal Order of Police; the

	<p>president of the Kentucky Women’s Law Enforcement Network; the president of the Kentucky Sheriffs’ Association; and 12 members appointed by the Governor from the following classifications: a city manager or mayor, a county judge/executive, 3 Kentucky sheriffs, a member of the Kentucky State Bar Association, 5 chiefs of police, and a citizen of Kentucky not coming within the foregoing classifications. Additionally, the United States attorneys for the Eastern and Western Districts of Kentucky may appoint a local law enforcement liaison to serve on the council in an advisory capacity only without voting privileges. Ky. Rev. Stat. Ann. § 15.315</p>
<p>Funding mechanisms</p>	<ul style="list-style-type: none"> <li>- Legislative appropriations</li> <li>- Donations and grants</li> <li>- Tuition fees for certain officers</li> <li>- Insurance surcharges</li> </ul> <p>Ky. Rev. Stat. Ann. §§ 15.340, 15.430, 136.392</p> <p>The board may reimburse eligible police departments for certain training expenses, including the salary of officers attending training, if the department has 10 or fewer officers and demonstrates “undue financial hardship.” Ky. Rev. Stat. Ann. § 95.960</p>
<p>Reporting misconduct</p>	<p>An agency must report any separation from service within 10 days, and must include “a summary report that provides the relevant information about the person’s separation from service.” Ky. Rev. Stat. Ann. § 15.392</p> <p>Agencies are required to investigate and institute disciplinary proceedings against an officer alleged to have participated in criminal activity or a violation of law enforcement procedures, unless the violation consists solely of general employment policies of the employing agency. Ky. Rev. Stat. Ann. § 15.520</p>
<p>Corrections or probation officers</p>	<p>Not included</p>

## Louisiana

Title	Louisiana Peace Officer Standards and Training Council
Post website	<a href="http://www.lcle.state.la.us/programs/post.asp">http://www.lcle.state.la.us/programs/post.asp</a>
Authority	La. Stat. Ann. §§ 15:1208, 40:2401 to 40:2406 22 La. Admin. Code Pt III, 4701 to 4771
Applicable to	Peace officers, defined as “any employee of the state, a municipality, a sheriff, or other public agency, whose permanent duties actually include the making of arrests, the performing of searches and seizures, or the execution of criminal warrants, and is responsible for the prevention or detection of crime or for the enforcement of the penal, traffic, or highway laws of this state,” as well as state military police officers, and appellate court security personnel La. Stat. Ann. §§ 40:2402(3), 40:2405
Exemptions	- An elected or appointed head of a law enforcement agency - Part-time or reserve peace officers hired prior to 1/1/2022 La. Stat. Ann. §§ 40:2402(3)(a), 40:2405(A)(2)(b)
Applicability to tribal police	Tribal police are not statutory “peace officers,” but may exercise law enforcement authority pursuant to a tribe-state compact. <i>See Ortego v. Tunica Biloxi Indians of La.</i> , 865 So. 2d 985, 990 (La. App. 2004) (quoting a compact between the Tunica-Biloxi Indian Tribe and the State of Louisiana, agreeing to “full territorial jurisdiction, as well as concurrent law enforcement authority within the lands of the Tunica-Biloxi Indian Tribe of Louisiana and within any Parishes where [tribal police] have been duly commissioned by a local law enforcement agency, when exercising any subject matter jurisdiction accorded the Tunica-Biloxi Indian Tribe of Louisiana pursuant to this Tribal-State Compact, or when exercising the authority accorded to the Tunica-Biloxi Indian Tribe of Louisiana pursuant to any agreements made with a local law enforcement agency”).
Reporting new hires	No set deadline for reporting hiring of officers
Enforcement	Revoke a law enforcement officer’s certification 22 La. Admin. Code Pt III, 4731  No apparent enforcement mechanisms against law enforcement agencies

<p>Governance structure</p>	<p>12-member council within the Louisiana Commission on Law Enforcement and Administration of Criminal Justice, consisting of the attorney general; 3 sheriffs; 3 police chiefs; 2 district attorneys; the executive director of the commission on law enforcement; the superintendent of state police; the president/director of the Louisiana Chapter of the National Constables Association. La. Stat. Ann. §§ 15:1208, 40:2403</p>
<p>Funding mechanisms</p>	<ul style="list-style-type: none"> <li>- Donations and grants</li> <li>- Appropriations from the Louisiana Commission on Law Enforcement and Administration of Criminal Justice</li> </ul> <p>La. Stat. Ann. § 40:2405.8; 22 La. Admin. Code Pt III, 4105</p> <p>If an officer leaves an agency within 2 years of completing training, the officer is responsible for reimbursing the first agency for a portion of training costs, including salary paid during training. La. Stat. Ann. § 40:2405</p>
<p>Reporting misconduct</p>	<p>An agency must provide “detailed information regarding . . . the final disposition of disciplinary actions that result in involuntary termination, resignations in lieu of termination, resignations pending an investigation, final judgments in civil cases related to civil rights violations under the provisions of 42 U.S.C. 1983 or related to serious bodily injury as defined in R.S. 14:2(C) or criminal cases related to the duties of a law enforcement officer in the course and scope of his employment when the misconduct of that specific law enforcement officer gave rise to the cause of action, and the date of separation from service.” La. Stat. Ann. § 15:1212</p>
<p>Corrections or probation officers</p>	<p>Oversight also includes jailers and correctional peace officers 22 La. Admin. Code Pt III, 4703</p>



## Maine

Title	Maine Criminal Justice Academy Board of Trustees
Post website	<a href="https://www.maine.gov/dps/mcja">https://www.maine.gov/dps/mcja</a>
Authority	Me. Rev. Stat. tit. 25, §§ 2801 to 2809 Code Me. R. tit. 16-227 Ch. 1, § 1 to Ch. 11, § 1
Applicable to	Law enforcement officers, defined as “a person who by virtue of public employment is vested by law with the power to make arrests for crimes or serve criminal process, whether that power extends to all crimes or is limited to specific crimes and who possesses a current and valid certificate issued by the board pursuant to section 2803-A” Me. Rev. Stat. tit. 25, §§ 2801-A(5), 2804-C(1)
Exemptions	Federal law enforcement officers or prosecuting attorneys Me. Rev. Stat. tit. 25, § 2801-A(5)
Applicability to tribal police	Law enforcement officers appointed by the Passamaquoddy Tribe, the Penobscot Nation, and the Houlton Band of Maliseet Indians “possess the same powers and are subject to the same duties, limitations and training requirements as other corresponding law enforcement officers under the laws of the State.” Me. Rev. Stat. tit. 30, §§ 6206-B, 6210. The only other federally recognized tribe, the Aroostook Band of Micmacs, does not have a reservation within Maine or authority to employ law enforcement officers. <i>See</i> Me. Rev. Stat. tit. 30, § 7205 (“The Aroostook Band of Micmacs shall not exercise nor enjoy the powers, privileges and immunities of a municipality nor exercise civil or criminal jurisdiction within their lands prior to the enactment of additional legislation specifically authorizing the exercise of those governmental powers.”).
Reporting new hires	An agency must notify the board within 30 days of hiring an officer. Me. Rev. Stat. tit. 25, § 2805-B(2)
Enforcement	“An agency or individual who fails to comply with a provision of this chapter commits a civil violation for which the State or the local government entity whose officer or employee committed the violation or the individual who committed the violation may be adjudged a fine not to exceed \$500.” Me. Rev. Stat. tit. 25, § 2803-C
Governance	18-member board of trustees, within the Department of Public

<p>structure</p>	<p>Safety, consisting of the Commissioner of Public Safety; the Attorney General; the Game Warden Colonel in the Department of Inland Fisheries and Wildlife; the Commissioner of Corrections; the Chief of the State Police; a county sheriff; a chief of a municipal police department; 2 officers of municipal police departments who are not police chiefs; an educator who is not and has never been a sworn member of a law enforcement agency; a criminal prosecutor; a representative of a federal law enforcement agency; 3 citizens each of whom is not and has never been a sworn member of a law enforcement agency; a municipal official who is not and has never been a sworn member of a law enforcement agency; one nonsupervisory corrections officer representing a state or county correctional facility; and one person knowledgeable about public safety who has been recommended to the Governor by the Wabanaki tribal governments of the Aroostook Band of Micmacs, the Houlton Band of Maliseet Indians, the Passamaquoddy Tribe at Motahkmikuk, the Passamaquoddy Tribe at Sipayik and the Penobscot Nation. Me. Rev. Stat. tit. 25, §§ 2802, 2902</p>
<p>Funding mechanisms</p>	<ul style="list-style-type: none"> <li>- Donations and grants</li> <li>- Fees charged by the board</li> <li>- Federal funding</li> </ul> <p>Me. Rev. Stat. tit. 25, § 2803-A</p> <p>If an officer leaves an agency within 5 years of completing training, a subsequent employer is responsible for reimbursing the first agency for a portion of training costs. Me. Rev. Stat. tit. 25, § 2808</p>
<p>Reporting misconduct</p>	<p>If an officer is convicted of a crime or violation or engages in conduct that could result in suspension or revocation of the individual's certificate, the chief administrative officer of the agency employing the officer must notify the board within 30 days. Me. Rev. Stat. tit. 25, § 2807</p>
<p>Corrections or probation officers</p>	<p>Oversight also includes corrections officers Me. Rev. Stat. tit. 25, § 2804-D</p>

## Maryland

Title	Maryland Police Training and Standards Commission
Post website	<a href="https://www.dpscs.state.md.us/agencies/mpctc.shtml">https://www.dpscs.state.md.us/agencies/mpctc.shtml</a>
Authority	Md. Code Ann. Public Safety §§ 3-201 to 3-218 Md. Code Regs. 12.04.01.01 to 12.04.07.11
Applicable to	Police officers, defined as “an individual who: (i) is authorized to enforce the general criminal laws of the State; and (ii) is a member of one of the following law enforcement agencies:” the State Police; a county or municipal corporation police department or sheriff’s office; Transit Administration or Transportation Authority Police; University of Maryland police; Morgan State University or John Hopkins University police; Department of Natural Resources police; Maryland Capitol Police; Baltimore Housing Authority or School Police; the Crofton Police Department; the Washington Suburban Sanitary Commission Police Force; the Ocean Pines Police Department; Baltimore Community College, Hagerstown Community College, or Anne Arundel Community College police; parole and probation employees authorized to arrest Md. Code Ann. Public Safety §§ 3-201(f)(1), 3-216(a)
Exemptions	<ul style="list-style-type: none"> <li>- an individual who serves as a police officer only because the individual occupies another office or position;</li> <li>- a sheriff, chief of police, or another individual with equivalent supervisory authority;</li> <li>- National Guard police assigned to Martin State Airport</li> </ul> Md. Code Ann. Public Safety § 3-201(f)(3)
Applicability to tribal police	I could not find any statutes, regulations, or cases addressing tribal police in Maryland. Tribal police would not seem to meet the statutory definition of police officers in Md. Code Ann. Public Safety §§ 3-201(f)(1).
Reporting new hires	The board must provisionally certify an applicant prior to performing peace officer duties. Md. Code Regs. 12.04.01.02(B)(3), 12.04.01.03(B)(1)
Enforcement	Suspend or revoke an officer’s certification Md. Code Ann. Public Safety § 3-212(a) No apparent statutory or regulatory enforcement mechanisms against law enforcement agencies
Governance structure	20-member commission, which is an “independent commission that functions in the Department [of Public Safety and

	<p>Correctional Services],” consisting of the President of the Maryland Chiefs of Police Association; the President of the Maryland Sheriffs Association; the Attorney General of the State; the Secretary of State Police; the agent in charge of the Baltimore office of the Federal Bureau of Investigation; a member of the Maryland State Lodge of Fraternal Order of Police; a member of the Maryland State’s Attorneys’ Association; the Chair of the Maryland Municipal League Police Executive Association; the President of Maryland Law Enforcement Officers, Inc.; the Police Commissioner of Baltimore City; the President of the Police Chiefs’ Association of Prince George’s County; a representative from the Wor-Wic Program Advisory Committee – Criminal Justice; and the following individuals, appointed by the Governor with the advice and consent of the Senate: 3 police officers, representing different geographic areas; an individual with expertise in community policing; an individual with expertise in policing standards; an individual with expertise in mental health; and 2 citizens of the State without relationships to law enforcement. Additionally, 2 members of the Senate of Maryland, and 2 members of the House of Delegates, are non-voting members of the commission. Md. Code Ann. Public Safety §§ 3-202, 3-203</p>
<p>Funding mechanisms</p>	<ul style="list-style-type: none"> <li>- Legislative appropriations</li> <li>- Donations and grants</li> <li>- Court costs</li> </ul> <p>Md. Code Ann. Public Safety § 3-206.1</p>
<p>Reporting misconduct</p>	<p>An agency head must notify the commission within 30 days if an officer separates from employment, including because of dismissal, reclassification to a civilian position, or resignation; becomes ineligible under federal or Maryland law to possess or use a handgun; is placed on nonofficer status for more than 30 days when that status prevents the officer from meeting the Commission’s training standards. Md. Code Regs. 12.04.01.02</p>
<p>Corrections or probation officers</p>	<p>Oversight includes parole and probation officers who are authorized to make arrests Md. Code Ann. Public Safety § 3-201</p>

## Massachusetts

Title	Massachusetts Municipal Police Training Committee
Post website	<a href="https://www.mass.gov/orgs/municipal-police-training-committee">https://www.mass.gov/orgs/municipal-police-training-committee</a>
Authority	Mass. Gen. Laws Ann. ch. 6, §§ 116 to 118, ch. 41, § 96B, ch. 147, §§ 1 to 31 550 Mass. Code Regs. 3.01 to 3.12
Applicable to	Anyone who will exercise police powers in a city or town, as a University of Massachusetts police officer, or as an environmental law enforcement officer Mass. Gen. Laws Ann. ch. 41, § 96B; 550 Mass. Code Regs. 3.01(1)
Exemptions	Granted in the discretion of the committee Mass. Gen. Laws Ann. ch. 41, § 96B; 550 Mass. Code Regs. 3.03
Applicability to tribal police	I could not find any statutes, regulations, or cases addressing tribal police in Massachusetts. Tribal police would not seem to fall within the categories of police officers covered by the Massachusetts Municipal Police Training Committee in Mass. Gen. Laws Ann. ch. 41, § 96B.
Reporting new hires	An officer must receive training or get an exemption from the committee prior to exercising police powers. Mass. Gen. Laws Ann. ch. 41, § 96B
Enforcement	Loss of an officer's authority to exercise police powers Mass. Gen. Laws Ann. ch. 41, § 96B  “[T]he clerk of each town not having a chief of police shall annually, on October first, send to the executive director of the municipal police training committee the names of all the police officers and constables in such town. If he neglects or refuses so to do, he shall be punished by a fine of fifty dollars.” Mass. Gen. Laws Ann. ch. 147, § 31
Governance structure	11-member committee, within the executive office of public safety, consisting of 5 chiefs of police representing different geographic regions; a chief of police selected by the Massachusetts Chiefs of Police Association; a police officer to be appointed by the governor from nominations submitted by the Massachusetts Police Association executive board and the Massachusetts Police Training Officers Association executive

	<p>board; the commissioner of police of the city of Boston; the colonel of state police; the attorney general; and a person to be designated by the secretary of public safety. Additionally, the committee has advisory, non-voting members consisting of the personnel administrator; the commissioner of correction; the commissioner of youth services; the commissioner of probation; the chairman of the parole board; the executive director of the committee on criminal justice; the chief justice of the trial court; the chief justice of the district court department; the commissioner of education; the chairman of the criminal law committee of the Massachusetts Bar Association; the special agent in charge of the Boston office of the Federal Bureau of Investigation, if consent is given by the director of said bureau; 5 members appointed by the governor, including an administrator of a city or town, a clerk of the superior court, a member of the committee for public counsel services, a sheriff of a county or a former county, and a district attorney.</p> <p>Mass. Gen. Laws Ann. ch. 6, § 116</p>
<p>Funding mechanisms</p>	<ul style="list-style-type: none"> <li>- Legislative appropriations</li> <li>- Donations and grants</li> <li>- Rental vehicle surcharges</li> <li>- Marijuana regulation funds</li> <li>- Funding from municipalities</li> </ul> <p>Mass. Gen. Laws Ann. ch. 90, § 32E 7/8; Mass. Gen. Laws Ann. ch. 29, § 2JJJJ; Mass. Gen. Laws Ann. ch. 10, § 35EEE</p>
<p>Reporting misconduct</p>	<p>Not specified in statute or regulations</p>
<p>Corrections or probation officers</p>	<p>Not included</p>

## Michigan

Title	Michigan Commission on Law Enforcement Standards
Post website	<a href="https://www.michigan.gov/mcoles">https://www.michigan.gov/mcoles</a>
Authority	Mich. Comp. Laws Ann. §§ 18.421 to 18.430, 28.601 to 28.621 Mich. Admin. Code R 18.14901 to 28.14966
Applicable to	Law enforcement officers, defined as: “(A) An individual authorized by law, including common law, to prevent and detect crime and enforce the general criminal laws of this state. (B) An individual employed as a Michigan tribal law enforcement officer by a federally recognized Indian tribe that has trust lands located within this state, subject to a written instrument authorizing the individual to enforce the laws of this state.” Also: a legislative sergeant at arms; a prosecutor’s investigator; a fire arson investigator; officers appointed by the Michigan highway reciprocity board; state police; a conservation officer; a city, town, or village constable, officer, marshal, or night watchman; a park ranger; a sheriff or deputy sheriff; an airport law enforcement officer; a higher education institution police officer; or a railroad police officer Mich. Comp. Laws Ann. §§ 28.602(f)(i), 28.609(1)
Exemptions	Exemptions include: law enforcement officers qualified solely based on another office or position; volunteers authorized to issue citations; private security officers; motor carrier enforcement officers; the director of the department of agriculture; attendance officers; park and recreation officers; volunteer conservation or state forest officers; officers appointed to conduct salvage vehicle inspections; members of a sheriff’s posse; reserve officers; enforcement officers of the aeronautics commission; railroad conductors; liquor inspectors Mich. Comp. Laws Ann. § 28.602(f)(i) and (ii)
Applicability to tribal police	Tribal police may exercise state law enforcement authority pursuant to a written agreement with the tribe. Mich. Comp. Laws Ann. §§ 28.602(f)(i)(B), 28.609b
Reporting new hires	An agency must notify the commission within 10 calendar days of hiring an officer. Mich. Comp. Laws Ann. §§ 28.609(3)(c), 28.609b(3)(c)
Enforcement	The commission may commence an action in court to compel compliance. Mich. Comp. Laws Ann. § 28.610(5)
Governance	19-member commission, within the Department of State

structure	<p>Police, consisting of the attorney general; the director of the department of state police; the chief of a police department of a city that has a population of more than 600,000; and the following members appointed by the governor, subject to the advice and consent of the senate: 3 individuals from the Michigan Association of Chiefs of Police, 3 individuals from the Michigan Sheriffs' Association, an individual from the Prosecuting Attorneys Association of Michigan, an individual from the Criminal Defense Attorneys of Michigan, an individual from the Michigan State Police Troopers Association, an individual from the Michigan chapter of the Fraternal Order of Police, an individual from the Police Officers Association of Michigan, an individual from a police association not otherwise represented on the commission representing law enforcement officers employed by a law enforcement agency employing more than 10% of the police officers in this state, an individual from the Police Officers Labor Council of Michigan, an individual from the Michigan Association of Police, an individual from the Deputy Sheriff's Association of Michigan, and a non-law enforcement individual representing the public.</p> <p>Mich. Comp. Laws Ann. § 28.603</p>
Funding mechanisms	<ul style="list-style-type: none"> <li>- Legislative appropriations</li> <li>- Donations and grants</li> <li>- Fees charged by the commission</li> <li>- Court surcharges on civil infractions</li> </ul> <p>Mich. Comp. Laws Ann. §§ 28.611, 28.614, 257.629e</p> <p>The commission may provide disbursements to police agencies to assist with training costs.</p> <p>Mich. Comp. Laws Ann. § 28.614</p>
Reporting misconduct	<p>An agency must report all personnel transactions affecting an officer's employment status, as well as any action that removes the authority conferred by an officer's oath of office.</p> <p>Mich. Comp. Laws Ann. § 28.609(8)</p>
Corrections or probation officers	<p>Not included</p>



## Minnesota

Title	Minnesota Board of Peace Officer Standards and Training
Post website	<a href="https://dps.mn.gov/entity/post/Pages/default.aspx">https://dps.mn.gov/entity/post/Pages/default.aspx</a>
Authority	Minn. Stat. Ann. §§ 626.84 to 626.863 Minn. R. 6700.0100 to 6700.2704
Applicable to	Peace officers, defined as “an employee or an elected or appointed official of a political subdivision or law enforcement agency who is licensed by the board, charged with the prevention and detection of crime and the enforcement of the general criminal laws of the state and who has the full power of arrest, and shall also include the Minnesota State Patrol, agents of the Division of Alcohol and Gambling Enforcement, state conservation officers, Metropolitan Transit police officers, Department of Corrections Fugitive Apprehension Unit officers, and Department of Commerce Fraud Bureau Unit officers, and the statewide coordinator of the Violent Crime Coordinating Council” Minn. Stat. Ann. §§ 626.84(c), 626.846
Exemptions	Reserve officers Minn. Stat. Ann. § 626.8466
Applicability to tribal police	Tribal police officers have concurrent jurisdiction to enforce state laws within the geographical boundaries of a reservation if the tribe enters into a cooperative agreement with the state or a local county sheriff. Minn. Stat. Ann. §§ 626.90 to 626.93
Reporting new hires	“The chief law enforcement officer shall notify the board of the appointment of any person to the position of peace officer before the first day of the appointee’s employment.” Minn. R. 6700.0800(1)
Enforcement	“The board may impose licensing sanctions and seek injunctive relief under section 214.11 for an agency’s failure to comply with a requirement imposed on it in statute or rule.” Minn. Stat. Ann. § 626.8459(b)  A peace officer who authorizes or knowingly allows an unqualified person to exercise the duties of a peace officer is guilty of a misdemeanor. Minn. Stat. Ann. § 626.863(b)
Governance	15-member board, consisting of 2 county sheriffs; 4 peace

structure	<p>officers from Minnesota municipalities, at least two of whom shall be chiefs of police; 2 peace officers, at least one of whom shall be a member of the Minnesota State Patrol Association; the superintendent of the Minnesota Bureau of Criminal Apprehension; 2 peace officers, or former peace officers, who are currently employed on a full-time basis in a professional peace officer education program; an administrator of a Minnesota college or university that offers professional peace officer education; an elected city official in a statutory or home rule charter city of under 5,000 population outside the metropolitan area; and 2 members of the general public. Minn. Stat. Ann. § 626.841</p>
Funding mechanisms	<ul style="list-style-type: none"> <li>- Legislative appropriations</li> <li>- Donations and grants</li> </ul> <p>Minn. Stat. Ann. § 626.85</p> <p>The commission may provide disbursements to police agencies to defray training costs. Minn. R. 6700.1800</p>
Reporting misconduct	<p>“A chief law enforcement officer shall report annually to the board summary data regarding the investigation and disposition of cases involving alleged misconduct, indicating the total number of investigations, the total number by each subject matter, the number dismissed as unfounded, and the number dismissed on grounds that the allegation was unsubstantiated.” Minn. Stat. Ann. § 626.8457</p> <p>A chief law enforcement officer must immediately notify the board of an officer’s conviction for a felony or other disqualifying offense. Minn. R. 6700.0701</p>
Corrections or probation officers	<p>Not included</p>

## Mississippi

Title	Board on Law Enforcement Officer Standards and Training
Post website	<a href="https://www.dps.ms.gov/public-safety-planning/standards-and-training/BLEOST">https://www.dps.ms.gov/public-safety-planning/standards-and-training/BLEOST</a>
Authority	Miss. Code. Ann. §§ 45-6-1 to 45-6-21 31 Code Miss. R. Pt. 301, R. 1.1 to 15.3
Applicable to	Law enforcement officers, defined as “any person appointed or employed full time by the state or any political subdivision thereof, or by the state military department as provided in Section 33-1-33, who is duly sworn and vested with authority to bear arms and make arrests, and whose primary responsibility is the prevention and detection of crime, the apprehension of criminals and the enforcement of the criminal and traffic laws of this state and/or the ordinances of any political subdivision thereof.” Also, Department of Corrections employees and district attorney criminal investigators who are designated as law enforcement officers. Miss. Code. Ann. §§ 45-6-3(c); 31 Code Miss. R. Pt. 301, R. 1.1
Exemptions	- elected officials - district attorney legal assistants - compliance agents of the State Board of Pharmacy Miss. Code. Ann. § 45-6-3(c)
Applicability to tribal police	I could not find any statutes, regulations, or cases addressing tribal police in Mississippi. Tribal police would not seem to fall within the categories of law enforcement officers covered by Miss. Code. Ann. § 45-6-3(c).
Reporting new hires	An agency must notify the board within 30 days of hiring an officer. 31 Code Miss. R. Pt. 301, R. 2.3(1)(C)
Enforcement	“Any state agency or political subdivision that employs a person as a full- or part-time law enforcement officer who does not meet the requirements of this chapter, or who employs a person whose certificate has been suspended or revoked under provisions of this chapter, is prohibited from paying the salary of such person, or providing any public monies for the equipment or support of the law enforcement activities of such person and any person violating this subsection shall be personally liable for making such payment.” Miss. Code. Ann. § 45-6-17(2)
Governance	13-member board, within the Department of Public Safety,

<p>structure</p>	<p>consisting of 2 police chiefs, one of whom is from a municipality with a population of less than 5,000; a sheriff; a district attorney; a representative of higher education who has a degree in corrections, criminal justice, or public administration; a nonsupervisory rank-and-file law enforcement officer; the Attorney General; the Director of the Mississippi Highway Safety Patrol; the President of the Mississippi Municipal Association; the President of the Mississippi Association of Supervisors; the President of the Mississippi Constable Association; the President of the Mississippi Campus Law Enforcement Officers Association; and the President of the Mississippi Sheriffs' Association. Miss. Code. Ann. § 45-6-5</p>
<p>Funding mechanisms</p>	<ul style="list-style-type: none"> <li>- Legislative appropriations</li> <li>- Tuition charges for certain programs and officers</li> <li>- Donations and grants</li> <li>- Surcharges on criminal convictions and traffic offenses</li> </ul> <p>Miss. Code. Ann. §§ 45-6-13, 45-6-15, 99-19-73; 31 Code Miss. R. Pt. 301, R. 2.3</p> <p>The commission may provide disbursements to political subdivisions and police agencies to defray training costs. If an officer resigns or is terminated within 3 years of completing training and is then hired by another agency, the new employer is responsible for reimbursing the first agency for training costs. Miss. Code. Ann. § 45-6-13</p>
<p>Reporting misconduct</p>	<p>An agency must report the end of an officer's period of employment, including the date of departure and an explanation of the circumstances surrounding any officer that is discharged or resigns pending investigation of disciplinary action. Additionally, it is "the responsibility of the agency head to inform the Board when an officer no longer meets state standards." 31 Code Miss. R. Pt. 301, R. 15.3</p>
<p>Corrections or probation officers</p>	<p>Oversight includes employees of the Department of Corrections who are designated as law enforcement officers Miss. Code. Ann. § 45-6-3</p>

## Missouri

Title	Missouri Peace Officer Standards and Training Program
Post website	<a href="https://dps.mo.gov/dir/programs/post/">https://dps.mo.gov/dir/programs/post/</a>
Authority	Mo. Ann. Stat. §§ 590.010 to 590.1040 Mo. Code Regs. Ann. tit. 11, §§ 75-1.010 to 75-18.070
Applicable to	Peace officers, defined as “a law enforcement officer of the state or any political subdivision of the state with the power of arrest for a violation of the criminal code or declared or deemed to be a peace officer by state statute” Mo. Ann. Stat. §§ 590.010(3), 590.020(1)
Exemptions	- any person who has no power of arrest - elected officials - park rangers not carrying a firearm Mo. Ann. Stat. § 590.020(3)
Applicability to tribal police	I could not find any statutes, regulations, or cases addressing tribal police in Missouri. Tribal police would not seem to fall within the categories of peace officers covered by Mo. Ann. Stat. § 590.010(3).
Reporting new hires	An agency must provide notice within 30 days of hiring an officer. Mo. Ann. Stat. § 590.070(1)
Enforcement	<ol style="list-style-type: none"> <li>1. A person commits a class B misdemeanor if, in violation of this chapter, such person knowingly: (1) Holds a commission as a peace officer without a peace officer license valid for such commission; or (2) Grants or continues the commission of a peace officer not validly licensed for such commission.</li> <li>2. Any person who purposely violates any other provision of this chapter shall be guilty of a class B misdemeanor.</li> <li>3. Any law enforcement agency that commissions a peace officer in violation of this chapter or that is otherwise in violation of any provision of this chapter shall not be eligible to receive state or federal funds that would otherwise be paid to it for the purpose of training and licensing peace officers or for any other law enforcement, safety, or criminal justice purpose.</li> </ol> Mo. Ann. Stat. § 590.195
Governance structure	11-member commission, within the Department of Public Safety, consisting of a voting public member, appointed by the governor, by and with the advice and consent of the senate; 3

	<p>police chiefs; 3 sheriffs; a representative of a state law enforcement agency; 2 peace officers at or below the rank of sergeant employed by a political subdivision; and a chief executive officer of a certified training academy.</p> <p>Mo. Ann. Stat. § 590.120</p>
Funding mechanisms	<ul style="list-style-type: none"> <li>- Legislative appropriations</li> <li>- Surcharges on criminal convictions and traffic offenses</li> </ul> <p>Mo. Ann. Stat. §§ 488.5336, 590.178</p> <p>The commission may provide disbursements to political subdivisions to defray training costs, in exchange for the collection of surcharges on criminal convictions by county and municipal courts.</p> <p>Mo. Code Regs. Ann. tit. 11, § 75-16.010</p>
Reporting misconduct	<p>The chief executive officer of a law enforcement agency must notify the commission within 30 days after any licensed peace officer departs from employment or otherwise ceases to be commissioned and must disclose the circumstances surrounding the departure and specify if the officer failed to meet the minimum qualifications for commission as a peace officer, violated municipal, state or federal law, violated the regulations of the law enforcement agency, or was under investigation for violating municipal, state or federal law, or for gross violations of the law enforcement agency regulations. Additionally, a chief executive officer of a law enforcement agency who has reasonable grounds to believe that an officer would be subject to licensing discipline, must report such knowledge to the commission.</p> <p>Mo. Ann. Stat. § 590.070</p>
Corrections or probation officers	<p>Not included</p>

## Montana

Title	Public Safety Officer Standards and Training Council
Post website	<a href="https://dojmt.gov/post/">https://dojmt.gov/post/</a>
Authority	Mont. Code Ann. §§ 2-15-2028 to 2-15-2029, 7-32-301 to 7-32-305, 44-4-401 to 44-4-404 Mont. Admin. R. 23.13.101 to 23.13.721
Applicable to	Public safety officers, including corrections officers, detention officers, peace officers (“any person who by virtue of the person’s office or public employment is vested by law with a duty to maintain public order and make arrests for offenses while acting within the scope of the person’s authority”), reserve officers, public safety communications officers, or probation or parole officers Mont. Code Ann. §§ 7-32-303, 44-4-401(2), 44-4-403, 46-1-202(17); Mont. Admin. R. 23.13.201
Exemptions	Elected officials; or members of a posse Mont. Code Ann. § 7-32-304; Mont. Admin. R. 23.13.102(21)
Applicability to tribal police	No statutory or regulatory requirement governs qualifications for tribal officers, at least so long as their jurisdiction is limited to a reservation. <i>Cf. State v. Haskins</i> , 887 P.2d 1189, 1195-96 (Mont. 1994) (holding that tribal police officers have authority to investigate criminal activity on a reservation, gather evidence, and then turn the evidence over to state authorities).
Reporting new hires	An agency must provide notice within 10 days of hiring an officer. Mont. Code Ann. § 7-32-303
Enforcement	It is unlawful for a person whose basic certification as a peace officer has been revoked or denied by the Montana public safety officer standards and training council for misconduct to act as a peace officer. It is unlawful for a person whose peace officer basic certification has been suspended by the council to act or be appointed or employed as a peace officer in Montana during the period in which the certification is suspended. A person convicted of violating this subsection is guilty of a misdemeanor, punishable by a term of imprisonment not to exceed 6 months[,] . . . by a fine not to exceed \$500, or both. Mont. Code Ann. § 7-32-303(11)
Governance	13-member council, which is a quasi-judicial board within the

structure	<p>Department of Justice, consisting of a state government law enforcement representative; a chief of police; a sheriff; a representative from the department of corrections; a local law enforcement officer in a non-administrative position; a detention center administrator or detention officer; a Montana-certified tribal law enforcement representative; a county attorney; 2 members of the board of crime control; and 3 Montana citizens at large who are informed and experienced in the subject of law enforcement.</p> <p>Mont. Code Ann. §§ 2-15-2029, 44-4-402</p>
Funding mechanisms	<p>- Legislative appropriations</p> <p><a href="https://leg.mt.gov/content/Publications/fiscal/Budget-Books/2019/Budget-Analysis/section_d/4110-19.pdf">https://leg.mt.gov/content/Publications/fiscal/Budget-Books/2019/Budget-Analysis/section_d/4110-19.pdf</a></p>
Reporting misconduct	<p>An agency must report an officer's termination or resignation within 10 days. The hiring authority is responsible for applying the employment standards and training criteria established by the council and terminating the employment of an officer for failure to meet the minimum standards established by the council.</p> <p>Mont. Code Ann. §§ 7-32-303, 44-4-404</p>
Corrections or probation officers	<p>Oversight includes probation, parole, and corrections officers</p> <p>Mont. Code Ann. § 44-4-401</p>



## Nebraska

Title	Nebraska Police Standards Advisory Council
Post website	<a href="https://nletc.nebraska.gov/psac.html">https://nletc.nebraska.gov/psac.html</a>
Authority	Neb. Rev. Stat. Ann. §§ 81-1401 to 81-1414.10 78 Neb. Admin. Code Ch. 1, 001 to 79 Neb. Admin. Code Ch. 18, 006
Applicable to	Law enforcement officers, defined as “any person who is responsible for the prevention or detection of crime or the enforcement of the penal, traffic, or highway laws of the state or any political subdivision of the state for more than one hundred hours per year and is authorized by law to make arrests” Neb. Rev. Stat. Ann. §§ 81-1401(8)(a), 81-1414(2)
Exemptions	- Department of Correctional Services employees - probation or parole officers - employees of the Department of Revenue Neb. Rev. Stat. Ann. § 81-1401(8)(b)
Applicability to tribal police	Federal Bureau of Indian Affairs basic police training is equivalent to state requirements, and “officers certified by virtue of such equivalent training may exercise full law enforcement authority exclusively on tribal lands.” Neb. Rev. Stat. Ann. § 81-1414(2); 79 Neb. Admin. Code Ch. 10, 001 to 009
Reporting new hires	Upon hiring a person as a law enforcement officer, an agency must “immediately” make application for the person to attend certification training, and “must submit the application for training to the Director within 60 days of the person being employed and receiving appointment as a law enforcement officer.” 79 Neb. Admin. Code Ch. 2, 005.02
Enforcement	The commission can impose a fine on “any individual, political subdivision, or agency who or which violates sections 81-1401 to 81-1414.10 or any of such rules and regulations.” The fine may not exceed “either (a) a one-time maximum fine of five hundred dollars or (b) a maximum fine of one hundred dollars per day until the individual, political subdivision, or agency complies with such rules or regulations.” Neb. Rev. Stat. Ann. § 81-1403(1)
Governance	7-member council, which is a standing committee of the

<p>structure</p>	<p>Nebraska Commission on Law Enforcement and Criminal Justice, consisting of a police chief from a city of the metropolitan or primary class; a police chief from a city of the first class; a police chief from a city of the second class or village; a county sheriff from a county having a population of 40,000 or more; a county sheriff from a county having a population of 40,000 or less; a member of the Nebraska State Patrol; a member of the Jail Standards Board or a person from the public at large. Neb. Rev. Stat. Ann. §§ 81-1406, 81-1407</p>
<p>Funding mechanisms</p>	<ul style="list-style-type: none"> <li>- Legislative appropriations</li> <li>- Tuition and fees charged for police certification</li> </ul> <p>Neb. Rev. Stat. Ann. §§ 81-1413, 81-1414.06</p>
<p>Reporting misconduct</p>	<p>An agency must report a change in an officer's employment status with 7 days. The agency must also file a report when there are reasonable grounds to believe grounds exist for revocation of an officer's certification. Neb. Rev. Stat. Ann. § 81-1403; 79 Neb. Admin. Code Ch. 2, 005; 79 Neb. Admin. Code Ch. 9, 005</p>
<p>Corrections or probation officers</p>	<p>Oversight does not include probation, parole, or correctional officers Neb. Rev. Stat. Ann. § 81-1401(8)(b)</p>

## Nevada

Title	Nevada Commission on Peace Officer Standards and Training
Post website	<a href="http://post.nv.gov/">http://post.nv.gov/</a>
Authority	Nev. Rev. Stat. Ann. §§ 289.450 to 289.650 Nev. Admin. Code 289.010 to 289.380
Applicable to	Peace officers, defined as anyone exercising the powers of a peace officer, <i>i.e.</i> , “those functions that may involve the use of force and the arrest or detention of a person” Nev. Rev. Stat. Ann. § 289.550(1); Nev. Admin. Code 289.040
Exemptions	<ul style="list-style-type: none"> <li>- the Chief Parole and Probation Officer;</li> <li>- the Director of the Department of Corrections;</li> <li>- the Director of the Department of Public Safety, the deputy directors of the Department and the chiefs of the divisions of the Department other than the Investigation Division and the Nevada Highway Patrol;</li> <li>- the Commissioner of Insurance and the chief deputy of the Commissioner of Insurance;</li> <li>- railroad police officers;</li> <li>- California correctional officers</li> </ul> Nev. Rev. Stat. Ann. § 289.550(2)
Applicability to tribal police	“[A] person employed as a police officer by an Indian tribe may exercise the powers of a peace officer,” but the officer’s authority is “limited to the boundaries of the Indian reservation or Indian colony, unless a county sheriff and the Indian tribe, in consultation, execute a written agreement.” Nev. Rev. Stat. Ann. § 289.152
Reporting new hires	An agency must provide notice within 15 days of hiring an officer. Nev. Admin. Code 289.350(1)
Enforcement	Deny, revoke, or suspend an officer’s certification Nev. Admin. Code 289.290  No apparent statutory or regulatory enforcement mechanisms against law enforcement agencies
Governance structure	9-member commission, consisting of 2 members from Clark County, one of whom from a metropolitan police department; a member from Washoe County; 3 members from other counties; a member of a state law enforcement agency that primarily employs peace officers required to receive training as category I peace officers; a category II peace officer; and a

	category III peace officer. Nev. Rev. Stat. Ann. § 289.500
Funding mechanisms	- Legislative appropriations - Donations and grants - Federal funding Nev. Rev. Stat. Ann. § 289.540
Reporting misconduct	An agency must report an officer's termination within 15 days, along with any requested documentation or information necessary for the commission to determine "whether the standards and provisions of this chapter have been complied with." Nev. Admin. Code 289.350
Corrections or probation officers	Oversight includes probation, parole, and corrections officers Nev. Rev. Stat. Ann. §§ 289.180, 289.220

## New Hampshire

Title	New Hampshire Police Standards & Training Council
Post website	<a href="https://www.pstc.nh.gov/">https://www.pstc.nh.gov/</a>
Authority	N.H. Rev. Stat. Ann. 106-L:1 to 106-L:15 N.H. Code Admin. R. Pol. 101.01 to 602.03
Applicable to	Police officers, defined as “any appointed or elected employee of a police department or any appointed employee of a sheriff’s department, the fish and game department, the department of safety, or any special agent appointed by the state liquor commission which is administered by the state or any of its political subdivisions and who is responsible for the prevention, detection or prosecution of crime or the enforcement of the penal, traffic, highway, boating, liquor, or bingo and lucky 7 laws of this state or any of its political subdivisions.” N.H. Rev. Stat. Ann. 106-L:2(I), 106-L:6
Exemptions	Railroad police certified under the laws of another state N.H. Code Admin. R. Pol. 302.04(b)
Applicability to tribal police	I could not find any statutes, regulations, or cases addressing tribal police in New Hampshire. Tribal police would not seem to fall within the categories of police officers covered by N.H. Rev. Stat. Ann. 106-L:2(I).
Reporting new hires	An agency must provide notice within 15 days of hiring an officer. N.H. Code Admin. R. Pol. 301.06(a)
Enforcement	“Upon failure of a hiring authority to comply with council rules despite prior written notification, the council after notice and opportunity for a hearing to the hiring authority and the governing body of the unit of government, shall declare any agency to be out of compliance with council rules and thereby ineligible to participate in the council’s training programs at no cost, or to receive specialized training grants, or both, for a period of up to 3 years.”  The council may also bring a civil action against the hiring authority to seek appropriate orders from the superior court to enforce compliance with council rules. N.H. Code Admin. R. Pol. 302.10(a), (d)
Governance structure	14-member council, administratively attached to the community college system of New Hampshire, consisting of 2

	<p>chiefs of police in towns; 2 chiefs of police in cities; 2 county sheriffs; 2 judges of courts with criminal jurisdiction; the chancellor of the community college system of New Hampshire; the director of the division of state police; the attorney general; the commissioner of the department of corrections; and 2 public members, neither of whom shall be a certified police officer, lawyer, or judge, and neither of whom shall have a spouse, sibling, or parent, by birth, adoption, or marriage, who is a certified police officer, lawyer, or judge.  N.H. Rev. Stat. Ann. 106-L:3; N.H. Code Admin. R. Pol. 102.02</p>
Funding mechanisms	<ul style="list-style-type: none"> <li>- Donations and grants</li> <li>- Tuition and fees charged for certain programs and officers</li> <li>- Surcharges on criminal convictions</li> </ul> <p>N.H. Rev. Stat. Ann. 106-L:5, 106-L:10, 106-L:12  N.H. Code Admin. R. Pol. 301.08, 302.13</p>
Reporting misconduct	<p>An agency must notify the council within 15 days in the event of an officer's discharge, resignation, suspension for more than one day, demotion, change in status, resignation during internal investigation, negotiated resignation, resignation in lieu of discharge, or administrative leave.  N.H. Code Admin. R. Pol 301.06</p>
Corrections or probation officers	<p>Oversight includes probation, parole, and corrections officers  N.H. Rev. Stat. Ann. 106-L:6</p>

## New Jersey

Title	New Jersey Police Training Commission
Post website	<a href="https://www.state.nj.us/lps/dcj/njptc/home.htm">https://www.state.nj.us/lps/dcj/njptc/home.htm</a>
Authority	N.J. Stat. Ann. §§ 52:17B-66 to 52:17B-77.14 N.J. Admin. Code §§ 13:1-1.1 to 13:1-9.6
Applicable to	Police officers, defined as “any employee of a law enforcement unit, including sheriff’s officers and county investigators in the office of the county prosecutor” N.J. Stat. Ann. § 52:17B-67
Exemptions	<ul style="list-style-type: none"> <li>- civilian heads of law enforcement units</li> <li>- assistant prosecutors and legal assistants</li> <li>- persons whose duties do not include any police functions</li> <li>- court attendants</li> <li>- correctional police officers and juvenile detention officers</li> </ul> N.J. Stat. Ann. § 52:17B-67
Applicability to tribal police	I could not find any statutes, regulations, or cases addressing tribal police in New Jersey.
Reporting new hires	An agency must provide notice within 30 days of hiring an officer. N.J. Admin. Code § 13:1-8.5
Enforcement	Revoke an officer’s certification N.J. Admin. Code § 13:1-5.3  No apparent statutory or regulatory enforcement mechanisms against law enforcement agencies
Governance structure	19-member commission, within the Division of Criminal Justice in the Department of Law and Public Safety, consisting of 2 citizens appointed by the Governor with the advice and consent of the Senate; a representative of the New Jersey State Association of Chiefs of Police; a representative of the New Jersey State Policemen’s Benevolent Association, Inc.; a representative of the New Jersey State League of Municipalities; a representative of the New Jersey State Lodge, Fraternal Order of Police; a representative of the County Prosecutors’ Association of New Jersey; a representative of the Sheriffs’ Association of New Jersey; a representative of the Police Academy Directors Association; a representative of the New Jersey County Jail Wardens Association; a representative of the New Jersey Juvenile

	<p>Detention Association; a representative of the National Organization of Black Law Enforcement Executives; the Attorney General; the Superintendent of State Police; the Commissioner of Education; the Secretary of Higher Education; the Commissioner of Corrections; the Chairman of the State Parole Board; and the Special Agent in Charge of the State of New Jersey for the Federal Bureau of Investigation.</p> <p>N.J. Stat. Ann. § 52:17B-70</p>
Funding mechanisms	<ul style="list-style-type: none"> <li>- Legislative appropriations</li> <li>- Donations and grants</li> <li>- Surcharges on criminal convictions</li> </ul> <p>N.J. Stat. Ann. §§ 52:17B-71, 52:17B-71, 52:17B-77 N.J. Stat. Ann. § 2C:43-3.3</p> <p>The Police Training Commission may grant scholarships to full-time policemen from eligible municipalities or counties. N.J. Stat. Ann. § 52:17B-71.4</p> <p>If an officer leaves one agency for another agency within 2 years of completing training, the new employer is responsible for reimbursing the first agency for a portion of training costs. N.J. Stat. Ann. § 52:17B-77.6</p>
Reporting misconduct	<p>There does not appear to be any statutory or regulatory requirement for agencies to report misconduct.</p>
Corrections or probation officers	<p>Oversight includes corrections officers</p> <p>N.J. Stat. Ann. § 52:17B-68.1</p>



## New Mexico

Title	New Mexico Law Enforcement Academy Board
Post website	<a href="https://www.lea.nm.gov/">https://www.lea.nm.gov/</a>
Authority	N.M. Stat. Ann. §§ 29-7-1 to 29-7-13 N.M. Admin. Code 10.29.1 to 10.29.10
Applicable to	Police officers, defined as “any commissioned employee of a law enforcement agency that is part of or administered by the state or any political subdivision of the state, and includes any employee of a missile range civilian police department who is a graduate of a recognized certified regional law enforcement training facility and who is currently certifiable by the academy, which employee is responsible for the prevention and detection of crime or the enforcement of the penal, or traffic or highway laws of this state. The term specifically includes deputy sheriffs. . . . “[C]ommissioned” means an employee of a law enforcement agency who is authorized by a sheriff or chief of police to apprehend, arrest and bring before the court all violators within the state.” N.M. Stat. Ann. §§ 29-7-6(B), 29-7-7(H)
Exemptions	Sheriffs must attend an administrative law enforcement training program, but other training is optional. N.M. Stat. Ann. § 29-7-6.1(A)
Applicability to tribal police	Tribal police are eligible to receive basic law enforcement training, but are not required to do so. N.M. Stat. Ann. § 29-7-12(A). However, unless commissioned as a state law enforcement officer, “tribal police officers have no legal authority to charge non-Indian offenders for a violation of state law even if the violation is committed on tribal land.” <i>Loya v. Gutierrez</i> , 350 P.3d 1155, 1158 (N.M. 2015).
Reporting new hires	An agency must provide notice within 30 days of hiring an officer. N.M. Admin. Code 10.29.9.10(A)(1)
Enforcement	Law enforcement agencies who fail to submit required reports are not eligible for training funds or attendance at the law enforcement academy “until the registry is made current. Repeated failures to maintain the registry shall result in a period of suspension of training eligibility to be set by the director of the New Mexico law enforcement academy.” N.M. Admin. Code 10.29.9.10(A)(3)
Governance	9-member board, within the Department of Public Safety,

structure	<p>consisting of the attorney general, and 8 members appointed by the governor and confirmed by the senate, including a municipal police chief; a sheriff; a state police officer; an attorney in a district attorney’s office; a certified police chief of a New Mexico Indian tribe or pueblo; a certified New Mexico police officer holding the rank of sergeant or below; and 2 citizens, neither of whom shall be a police officer or retired police officer or have familial or financial connections to a police officer or any agency or department for which a police officer works.</p> <p>N.M. Stat. Ann. § 29-7-3</p>
Funding mechanisms	<ul style="list-style-type: none"> <li>- Legislative appropriations</li> <li>- Donations and grants</li> <li>- Tuition and fees for certain programs and officers</li> </ul> <p>N.M. Stat. Ann. §§ 29-7-4, 29-7-12</p>
Reporting misconduct	<p>“Employment, termination, or conviction of any felony charge or violation of any federal or state law or local ordinance relating to aggravated assault, theft, driving while intoxicated, controlled substances or other crime involving moral turpitude of all peace officers in the state of New Mexico must be reported to the New Mexico law enforcement academy within 30 days of such action.”</p> <p>N.M. Admin. Code 10.29.9.10(A)</p>
Corrections or probation officers	<p>Not included</p>

## New York

Title	Municipal Police Training Council
Post website	<a href="https://www.criminaljustice.ny.gov/ops/training/">https://www.criminaljustice.ny.gov/ops/training/</a>
Authority	N.Y. Crim. Proc. Law §§ 2.10 to 2.30 (McKinney); N.Y. Exec. Law §§ 839 to 846 (McKinney) N.Y. Comp. Codes R. & Regs. tit. 9, §§ 6000.1 to 6035.9, 6056.1 to 6056.9
Applicable to	Peace Officers, defined to include constables, sheriffs, undersheriffs, and deputy sheriffs, commissioned officers of designated state, county, or municipal agencies, harbor masters, parole/probation officers or warrant officers in the department of corrections and community supervision, fire marshals, waterfront and airport investigators, and New York state air base security guards N.Y. Crim. Proc. Law §§ 2.10, 2.30 (McKinney)
Exemptions	Waivers provided by the state N.Y. Comp. Codes R. & Regs. tit. 9, § 6025.8
Applicability to tribal police	Officers of the St. Regis Mohawk tribal police must comply with the same requirements and must be approved by the superintendent of state police. N.Y. Indian Law § 114 (McKinney); N.Y. Comp. Codes R. & Regs. tit. 9, § 468.3. Their jurisdiction is limited to the tribe's reservation, unless the superintendent agrees to extend jurisdiction to other areas in Franklin County. N.Y. Indian Law § 114(8) and (8a) (McKinney). No other tribal police force is recognized by statute. <i>See</i> N.Y. Indian Law §§ 1 to 201 (McKinney) (acknowledging several additional tribes, but containing no other statutory authorization for a police force).
Reporting new hires	An agency must "immediately" report new hires. N.Y. Exec. Law § 845 (McKinney)
Enforcement	The commissioner of the division of criminal justice services may seek injunctive relief against any peace officer or law enforcement agency who fails to comply with certification requirements. N.Y. Crim. Proc. Law § 2.30(4) (McKinney)
Governance structure	8-member council, within the Division of Criminal Justice Services, consisting of 3 individuals appointed by the governor; 2 incumbent sheriffs with experience in the field of police training; 2 incumbent chiefs of police or commissioners

	<p>of police of a municipality who have experience in the field of police training; and the commissioner of police of the city of New York.  N.Y. Exec. Law § 839 (McKinney)</p>
Funding mechanisms	<ul style="list-style-type: none"> <li>- Legislative appropriations</li> <li>- Fees for certain services</li> </ul> <p>N.Y. Exec. Law § 837 (McKinney)</p>
Reporting misconduct	<p>An agency must “immediately” report whenever an officer ceases to serve, and the reason for such, including any leave of absence, resignation, removal, removal for cause, or removal during a probationary period.  N.Y. Exec. Law § 845 (McKinney)  N.Y. Comp. Codes R. &amp; Regs. tit. 9, § 6056.4</p>
Corrections or probation officers	<p>Oversight includes probation, parole, and corrections officers  N.Y. Crim. Proc. Law § 2.10 (McKinney)</p>

## North Carolina

Title	North Carolina Criminal Justice Education and Training Standards Commission
Post website	<a href="https://ncdoj.gov/law-enforcement-training/">https://ncdoj.gov/law-enforcement-training/</a>
Authority	N.C. Gen. Stat. Ann. §§ 17C-1 to 17C-23 12 N.C. Admin. Code 9A.0101 to 9H.0105
Applicable to	Criminal justice officers, defined as “sworn law-enforcement officers, both State and local, with the power of arrest” N.C. Gen. Stat. Ann. §§ 17C-2(3), 17C-10(a)
Exemptions	Sheriffs and deputy sheriffs are governed by the North Carolina Sheriffs’ Education and Training Standards Commission, rather than the North Carolina Criminal Justice Education and Training Standards Commission. N.C. Gen. Stat. Ann. § 17E-1
Applicability to tribal police	Tribal police of the Eastern Band of Cherokee Indians must comply with the same requirements. N.C. Gen. Stat. Ann. § 1E-12(b). Their jurisdiction is limited to property owned or leased by the tribe. N.C. Gen. Stat. Ann. § 1E-12(c). No other tribal police force is recognized by statute. <i>See</i> N.C. Gen. Stat. Ann. §§ 71A-1 to 71A-8 (acknowledging several additional tribes who “continue to enjoy all their rights, privileges and immunities as an American Indian Tribe with a recognized tribal governing body carrying out and exercising substantial governmental duties and powers similar to the State”).
Reporting new hires	An officer must be certified, at least on a probationary basis, prior to commencing active service; in times of public emergency, certification must occur within 20 days of hire. 12 N.C. Admin. Code 9C.0301, 9C.0303
Enforcement	An unqualified officer may not exercise police powers, including arrest; the commission may seek injunctive relief. N.C. Gen. Stat. Ann. § 17C-11; <i>see also</i> 12 N.C. Admin. Code 9A.0202 (setting enforcement mechanisms against non-compliant agencies, including an oral or written warning, an official reprimand, or suspension pending compliance).
Governance structure	34-member commission, within the Department of Justice, consisting of 4 police chiefs; 3 police officials; 2 criminal justice officers; the Attorney General; the Secretary of Public Safety; the Director of the State Bureau of Investigation; the Commander of the State Highway Patrol; the President of the

	<p>North Carolina Community Colleges System; a mayor; a law-enforcement training officer; a criminal justice professional; a sworn law-enforcement officer; a member of the North Carolina Law-Enforcement Women’s Association; a District Attorney; the President of The University of North Carolina; the Dean of the School of Government at the University of North Carolina at Chapel Hill; 2 citizens, one selected by the Governor and one selected by the Attorney General; 4 individuals appointed by the General Assembly, two by the Speaker of the House of Representatives and two by the President Pro Tempore of the Senate; 4 correctional officers in management positions; a correctional officer assigned to the Office of Staff Development and Training; and a juvenile justice officer.</p> <p>N.C. Gen. Stat. Ann. §§ 17C-3, 17C-7</p>
<p>Funding mechanisms</p>	<ul style="list-style-type: none"> <li>- Legislative appropriations</li> <li>- Donations and grants</li> <li>- Tuition and fees charged by the commission</li> </ul> <p>N.C. Gen. Stat. Ann. §§ 17C-6, 17C-12</p> <p>The board may reimburse eligible police departments for up to 60% of the cost of training new officers. The board may refuse to reimburse non-compliant agencies.</p> <p>N.C. Gen. Stat. Ann. § 17C-12</p>
<p>Reporting misconduct</p>	<p>An agency must report positive drug tests, or refusal to take a drug test, by an officer within 30 days.</p> <p>12 N.C. Admin. Code 9C.0310</p> <p>An agency must report an officer’s separation from employment within 10 days.</p> <p>12 N.C. Admin. Code 9C.0208</p>
<p>Corrections or probation officers</p>	<p>Oversight includes probation, parole, and correctional officers</p> <p>N.C. Gen. Stat. Ann. § 17C-2</p>

## North Dakota

Title	North Dakota Peace Officer Standards and Training Board
Post website	<a href="http://www.post.nd.gov/">http://www.post.nd.gov/</a>
Authority	N.D. Cent. Code Ann. §§ 12-63-01 to 12-63-16 N.D. Admin. Code 109-01-01-01 to 109-02-06-01
Applicable to	Peace officers, defined as “a public servant authorized by law or by government agency or branch to enforce the law and to conduct or engage in investigations of violations of the law.” N.D. Cent. Code Ann. §§ 12-63-01(3), 12-63-02
Exemptions	<ul style="list-style-type: none"> <li>- Auxiliary personnel such as members of a posse, search and rescue, and security at dances, if the group operates as adjunct to the police or sheriff’s department, and does not have arrest powers or peace officer authority</li> <li>- Reserve officers</li> <li>- Private investigators or private security officers</li> <li>- Federal officers</li> </ul> N.D. Cent. Code Ann. § 12-63-03 (West)
Applicability to tribal police	Tribal police officers must be certified in order to enforce state laws. N.D. Cent. Code Ann. § 12-63-02.2
Reporting new hires	An agency must provide notice within 30 days of hiring an officer. N.D. Admin. Code 109-02-01-05(3)
Enforcement	“Any person who willfully violates this chapter is guilty of a class B misdemeanor.” N.D. Cent. Code Ann. § 12-63-14
Governance structure	9-member board, within the office of the attorney general, consisting of the director of the law enforcement training center; 6 peace officers; a county government representative; and a city government representative. The office of the attorney general provides support staff to the board, as well as an employee to serve as the secretary of the board and an ex officio nonvoting member. N.D. Cent. Code Ann. §§ 12-62-01, 12-63-01.1
Funding mechanisms	<ul style="list-style-type: none"> <li>- Fees</li> </ul> N.D. Cent. Code Ann. § 12-63-05  Otherwise, funding does not seem to be specified in statute.

<p>Reporting misconduct</p>	<p>An agency must report an officer's termination or resignation within 30 days, and must investigate and submit a written report regarding any violation of the board's standards or requirements; an officer's arrest, guilty plea, or finding of guilt for a felony offense; an arrest, plea of guilty, or finding of guilt for an offense involving moral turpitude, domestic violence, violation of a domestic violence restraining order, child abuse or neglect, an offense involving firearms, or any other criminal offense the board may determine has a direct bearing on the ability to serve as a peace officer. N.D. Admin. Code 109-02-01-05</p>
<p>Corrections or probation officers</p>	<p>Not included</p>



## Ohio

Title	Ohio Peace Officer Training Commission
Post website	<a href="https://www.ohioattorneygeneral.gov/opotc">https://www.ohioattorneygeneral.gov/opotc</a>
Authority	Ohio Rev. Code Ann. §§ 109.71 to 109.804 Ohio Admin. Code 109:2-1-01 to 109:2-18-07
Applicable to	Peace officers of a county, township, municipal corporation, regional transit authority, or metropolitan housing authority; a natural resources law enforcement staff officer, forest-fire investigator, wildlife officer, or natural resources officer of the department of natural resources; an employee of a park district or conservancy district; university police; special police officers; gaming agents Ohio Rev. Code Ann. §§ 109.71(A), 109.77
Exemptions	Sheriffs must fulfill separate requirements, but are exempt if they have a medical disability or other good cause. Ohio Rev. Code Ann. § 109.80  Members of a police department in an adjoining state acting pursuant to an agreement for mutual police protection across state lines. Ohio Rev. Code Ann. § 109.77(K)
Applicability to tribal police	I could not find any statutes, regulations, or cases addressing tribal police in Ohio. Tribal police would not seem to fall within the categories of peace officers covered by Ohio Rev. Code Ann. §§ 109.71(A), 109.77.
Reporting new hires	An agency must provide notice within 10 days of hiring an officer. Ohio Rev. Code Ann. § 109.761(A)(2)
Enforcement	Revoke an officer's certification Ohio Rev. Code Ann. § 109.77(F)  No apparent statutory or regulatory enforcement mechanisms against law enforcement agencies
Governance structure	10-member commission, whose members are appointed by the governor and approved by the senate, consisting of a member of the public; a representative of a fraternal organization representing law enforcement officers; 2 incumbent sheriffs; 2 incumbent chiefs of police; a member of the bureau of criminal identification and investigation; a member of the state highway patrol; the special agent in charge of a field office of

	<p>the federal bureau of investigation; and a member of the department of education, trade and industrial education services, law enforcement training. The commission is under the auspices of the office of the attorney general. Ohio Rev. Code Ann. § 109.71</p>
Funding mechanisms	<ul style="list-style-type: none"> <li>- Legislative appropriations</li> <li>- Donations and grants</li> <li>- Fees for training, certification, and testing</li> </ul> <p>Ohio Rev. Code Ann. §§ 109.73, 109.79</p> <p>Political subdivisions may apply for reimbursement from the commission for continued training costs. Ohio Admin. Code 109:2-18-04</p>
Reporting misconduct	<p>An agency must report an officer's termination, resignation, felony conviction, death, or guilty plea within 10 days. Ohio Rev. Code Ann. § 109.761</p>
Corrections or probation officers	<p>Oversight includes corrections officers Ohio Admin. Code 109:2-9-02</p>

## Oklahoma

Title	Oklahoma Council on Law Enforcement Education and Training
Post website	<a href="https://www.ok.gov/cleet/">https://www.ok.gov/cleet/</a>
Authority	Okla. Stat. Ann. tit. 70, §§ 3311 to 3311.18 Okla. Admin. Code 390:1-1-1 to 390:60-13-5
Applicable to	Peace officers employed by the state, a county, a city, or any political subdivision thereof. Okla. Stat. Ann. tit. 70, § 3311(F); Okla. Admin. Code 390:10-1-4(a)
Exemptions	Persons designated as peace officers by the Director of the Department of Corrections Okla. Stat. Ann. tit. 70, § 3311(E)(6)
Applicability to tribal police	Tribal police operating pursuant to a cross-deputization agreement are subject to the same requirements. Okla. Stat. Ann. tit. 70, § 3311(M)
Reporting new hires	An agency must provide notice within 10 days of hiring an officer. Okla. Stat. Ann. tit. 70, § 3311(H); Okla. Admin. Code 390:10-1-3(a)
Enforcement	Failure to timely report new hires “may disqualify a law enforcement agency from participating in training programs sponsored by the Council,” or subject the agency to an administrative fine. Okla. Stat. Ann. tit. 70, § 3311(H)(1)
Governance structure	13-member council, consisting of the Commissioner of the Department of Public Safety; the Director of the Oklahoma State Bureau of Narcotics and Dangerous Drugs Control; the Director of the Oklahoma State Bureau of Investigation; a law enforcement administrator representing a tribal law enforcement agency; a chief of police of a municipality with a population over 100,000; a sheriff of a county with a population under 25,000; a chief of police representing a municipality with a population over 10,000; a sheriff of a county with a population of 25,000 or more; a training officer appointed by the Board of Directors of the Fraternal Order of Police; a representative of East Central University; a full-time law enforcement officer within a county with a population under 50,000; a person appointed by the President Pro Tempore of the Senate, based on a nomination from a

	<p>statewide organization representing cities and towns that is exempt from taxation under federal law; and an individual appointed by the Speaker of the House of Representatives, based on a nomination from an organization that assists in the establishment of accreditation standards and training programs for law enforcement agencies. Okla. Stat. Ann. tit. 70, § 3311</p>
<p>Funding mechanisms</p>	<ul style="list-style-type: none"> <li>- Donations and grants</li> <li>- Federal funding</li> <li>- Surcharges on criminal convictions and bond forfeitures</li> <li>- Money from cafeteria food sales</li> <li>- Charges for meals provided during training</li> <li>- Tuition and fees</li> </ul> <p>Okla. Stat. Ann. tit. 20, § 1313.2; Okla. Stat. Ann. tit. 70, §§ 3311.7, 3311.8, 3311.15, 3311.18</p> <p>When an officer enrolls in a basic law enforcement academy, he or she must execute a promissory note for academy training expenses, promising to repay the note by remaining within the law enforcement profession in the State of Oklahoma for four years following graduation. The amount of the debt is reduced at a rate of \$3.00 per calendar day beginning the first day after graduation from the basic law enforcement academy and continuing until the end of 1,460 days. If for any reason a peace officer leaves the employment of a law enforcement agency within 4 years, the obligation becomes due. Okla. Stat. Ann. tit. 70, § 3311.11. Additionally, if an officer leaves one agency for another agency within 2 years of completing training, the new employer is responsible for reimbursing the first agency for some or all of the salary and tuition costs paid during training. Okla. Stat. Ann. tit. 70, § 3311.</p>
<p>Reporting misconduct</p>	<p>An agency must report an officer's resignation or termination for any reason within 10 days. Okla. Stat. Ann. tit. 70, § 3311</p>
<p>Corrections or probation officers</p>	<p>Not included</p>

## Oregon

Title	Board on Public Safety Standards and Training
Post website	<a href="https://www.oregon.gov/DPSST/">https://www.oregon.gov/DPSST/</a>
Authority	Or. Rev. Stat. Ann. §§ 181A.355 to 181A.692 Or. Admin. R. 259-001-0005 to 259-070-0050
Applicable to	Police officers, defined as “an officer, member or employee of a law enforcement unit employed full-time as a peace officer who is: (A) Commissioned by a city, port, school district, mass transit district, county, county service district authorized to provide law enforcement services under ORS 451.010, tribal government as defined in ORS 181A.680, the Criminal Justice Division of the Department of Justice, the Oregon State Lottery Commission, a university that has established a police department under ORS 352.121 or 353.125, the Governor or the Department of State Police; and (B) Responsible for enforcing the criminal laws of this state or laws or ordinances relating to airport security,” as well as a district attorney’s investigator; a humane special agent; a judicial marshal appointed; and an authorized tribal police officer. Or. Rev. Stat. Ann. §§ 181A.355(14); 181A.490(1)
Exemptions	<ul style="list-style-type: none"> <li>- The Superintendent of State Police</li> <li>- A constable of the justice court</li> <li>- A sheriff’s deputy appointed with authority only to receive and serve summons and civil process</li> <li>- A municipal parole officer</li> <li>- A dog control officer</li> </ul> Or. Rev. Stat. Ann. § 181A.420(1)
Applicability to tribal police	Tribal police officers must satisfy the same requirements as other police officers in order to enforce state laws. Or. Rev. Stat. Ann. §§ 181A.510, 181A.680 to 181A.692; Or. Admin. R. 259-008-0069
Reporting new hires	An agency must provide notice within 10 days of hiring an officer. Or. Admin. R. 259-008-0020(a)(1)
Enforcement	A public safety agency may be sanctioned by a civil penalty up to \$1,500 for any violations. Or. Rev. Stat. Ann. § 181A.655(1); Or. Admin. R. 259-008-0200
Governance structure	23-member board, within the Department of Public Safety Standards and Training, appointed by the governor and

	<p>approved by the senate, consisting of 2 chiefs of police; a sheriff; a fire chief; 2 representatives of the fire service; a member of the Oregon State Fire Fighters Council; a representative of corrections personnel; a representative of public safety telecommunicators; a district attorney; the Superintendent of State Police; the Chief of the Portland Police Bureau; the State Fire Marshal; the Chief of the Portland Fire Bureau; the Director of the Department of Corrections; an administrator of a municipality; 2 nonmanagement representatives of law enforcement; a member of the public who has no personal interest or occupational responsibilities in the area of responsibility given to the board; 2 members of the private security industry; a representative of the collective bargaining unit that represents the largest number of individual workers in the Department of Corrections; and a nonmanagement parole and probation officer employed by a community corrections program. Additionally, the Special Agent in Charge of the Federal Bureau of Investigation for Oregon is an advisory, non-voting, member.</p> <p>Or. Rev. Stat. Ann. § 181A.360</p>
<p>Funding mechanisms</p>	<ul style="list-style-type: none"> <li>- Legislative appropriations</li> <li>- Donations and grants</li> <li>- Fees charged by the board</li> <li>- Penalties collected from violations by private investigators and security providers</li> </ul> <p>Or. Rev. Stat. Ann. §§ 181A.410, 181A.890, 703.490</p> <p>The board may provide reimbursement to agencies to defray the cost of salaries and other expenses incurred during training.</p> <p>Or. Rev. Stat. Ann. § 181A.610</p>
<p>Reporting misconduct</p>	<p>An agency must report within 10 days an officer's separation from employment, demotion, or leave that exceeds 90 days.</p> <p>Or. Admin. R. 259-008-0020</p>
<p>Corrections or probation officers</p>	<p>Oversight includes probation, parole, and corrections officers</p> <p>Or. Rev. Stat. Ann. §§ 181A.520, 181A.530</p>

## Pennsylvania

Title	Pennsylvania Municipal Police Officers' Education and Training Commission
Post website	<a href="https://mpoetc.psp.pa.gov/Pages/mpoetc.aspx">https://mpoetc.psp.pa.gov/Pages/mpoetc.aspx</a>
Authority	53 Pa. Cons. Stat. Ann. §§ 2161 to 2171 37 Pa. Code §§ 203.1 to 221.35
Applicable to	Police officers, defined as “A full-time or part-time employee assigned to criminal or traffic law enforcement duties of any of the following: (i) A police department of a county, city, borough, town or township. (ii) Any railroad or street railway police. (iii) Any campus or university police department. (iv) The Capitol Police. (v) The Harrisburg International Airport Police. (vi) An airport authority police department.” 53 Pa. Cons. Stat. Ann. § 2162
Exemptions	- Persons employed to check parking meters or to perform only administrative duties and auxiliary and fire police - Sheriffs and deputy sheriffs, which are governed by the Sheriffs' Education and Training Commission 53 Pa. Cons. Stat. Ann. § 2162; 71 Pa. Cons. Stat. Ann. § 2107
Applicability to tribal police	I could not find any statutes, regulations, or cases addressing tribal police in Pennsylvania. Tribal police would not seem to fall within the categories of police officers covered by 53 Pa. Cons. Stat. Ann. § 216.
Reporting new hires	An officer must be certified prior to receiving any salary, compensation or other consideration for the performance of duties as a police officer. 53 Pa. Cons. Stat. Ann. § 2167(b)
Enforcement	Any person who orders, authorizes or pays as salary to a person in violation of the provisions of this subchapter commits a summary offense and shall, upon conviction, be sentenced to pay a fine of \$100 or be imprisoned for a term not to exceed a period of 30 days. The commission may stop payment of all funds paid or payable to municipalities under this subchapter for any violation of this subchapter. 53 Pa. Cons. Stat. Ann. § 2167(c); <i>see also</i> 71 Pa. Cons. Stat. Ann. § 2107(e) (setting similar penalties for violations related to the requirements for deputy sheriffs).
Governance structure	20-member commission, consisting of the Commissioner of the Pennsylvania State Police; the Secretary of Community and

	<p>Economic Development; the Attorney General; the police commissioner of a city of the first class; a member of the Senate; a member of the House of Representatives; a borough official; a first class township official; a second class township official; a city official; 4 incumbent chiefs of police, at least one from a borough police department, at least one from a township police department, and at least one from a city police department; a member of the Pennsylvania Lodge Fraternal Order of Police; an educator qualified in the field of law enforcement; a member of the public who has never been a police officer and no affiliation with a police department or training school; 2 noncommissioned police officers; and a director of one of the certified training schools. 53 Pa. Cons. Stat. Ann. § 2163</p> <p>The municipal police officers' education and training program is administered by the Pennsylvania State Police. 53 Pa. Stat. and Cons. Stat. Ann. § 2161</p>
<p>Funding mechanisms</p>	<ul style="list-style-type: none"> <li>- Legislative appropriations</li> <li>- Federal funding</li> <li>- Tuition and fees</li> </ul> <p>37 Pa. Code § 203.81</p> <p>The board may provide reimbursement to agencies to defray the cost of tuition, salaries, and other expenses incurred during training. 53 Pa. Cons. Stat. Ann. § 2170</p> <p>If an officer leaves one agency for another agency within 2 years of completing training, the new employer is responsible for reimbursing the first agency for some or all of the costs of training. 53 Pa. Cons. Stat. Ann. § 2170(d)</p>
<p>Reporting misconduct</p>	<p>An agency must report an officer's termination, a permanent physical or psychological condition which renders the officer unable to perform his or her duties, or an officer's arrest for a disqualifying offense within 15 days. 37 Pa. Code § 203.14</p>
<p>Corrections or probation officers</p>	<p>Not included</p>



## Rhode Island

Title	Rhode Island Police Officers Commission of Standards and Training
Post website	<a href="https://rimpa.ri.gov/post/index.php">https://rimpa.ri.gov/post/index.php</a>
Authority	R.I. Gen. Laws §§ 42-28.2-1 to 42-28.2-12 270 R.I. Code R. 30-00-2.1 to 30-00-2.5
Applicable to	Police officers R.I. Gen. Laws § 42-28.2-8
Exemptions	- The city of Providence R.I. Gen. Laws § 42-28.2-8(a)
Applicability to tribal police	Not specified in statute
Reporting new hires	Not specified in statute
Enforcement	Not specified in statute
Governance structure	5-member commission, consisting of at least one representative of the Rhode Island League of Cities and Towns; and at least 3 chiefs of local police departments. The attorney general provides personnel to assist the commission. R.I. Gen. Laws §§ 42-28.2-3, 42-28.2-11 270 R.I. Code R. 30-00-2.2
Funding mechanisms	The only reference to funding in the statutes and regulations is: In exercising its functions, the commission on standards and training shall endeavor to minimize costs of administration, so that the greatest possible proportion of the funds available to it shall be expended for the purposes of providing training for local law enforcement officers. R.I. Gen. Laws § 42-28.2-12
Reporting misconduct	Not specified in statute
Corrections or probation officers	Not included

## South Carolina

Title	South Carolina Law Enforcement Training Council
Post website	<a href="https://sccja.sc.gov/general-information/sc-law-enforcement-training">https://sccja.sc.gov/general-information/sc-law-enforcement-training</a>
Authority	S.C. Code Ann. §§ 23-23-10 to 23-23-150 S.C. Code Ann. Regs. 37-001 to 37-112
Applicable to	Law enforcement officers, defined as “an appointed officer or employee hired by and regularly on the payroll of the State or any of its political subdivisions, who is granted statutory authority to enforce all or some of the criminal, traffic, and penal laws of the State and who possesses, with respect to those laws, the power to effect arrests for offenses committed or alleged to have been committed” S.C. Code Ann. §§ 23-23-10(E)(1), 23-23-40
Exemptions	None specified in statute
Applicability to tribal police	Tribal police of the Catawba Tribe must comply with the same requirements. S.C. Code Ann. § 27-16-70(C). The Catawba Tribe is the only federally recognized tribe in South Carolina.
Reporting new hires	An agency must provide notice within 3 days of hiring an officer. S.C. Code Ann. § 23-23-40
Enforcement	“Any public law enforcement agency which fails to comply with this chapter and regulations promulgated pursuant to this chapter or fails to comply with any order issued by the director is liable for a civil penalty not to exceed one thousand five hundred dollars a violation.” S.C. Code Ann. § 23-23-100(B); S.C. Code Ann. Regs. 37-020(A)
Governance structure	11-member council, consisting of the Attorney General of South Carolina; the Chief of the South Carolina Law Enforcement Division; the Director of the South Carolina Department of Probation, Parole and Pardon Services; the Director of the South Carolina Department of Corrections; the Director of the South Carolina Department of Natural Resources; the Director of the South Carolina Department of Public Safety; a chief of police from a municipality with a population of less than 10,000; a chief of police from a municipality with a population of more than 10,000; a county sheriff from a county with a population of less than 50,000; a county sheriff from a county with a population of more than

	<p>50,000; and a detention director who is responsible for the operation and management of a county or multijurisdictional jail.</p> <p>S.C. Code Ann. § 23-23-30</p>
Funding mechanisms	<ul style="list-style-type: none"> <li>- Donations and grants</li> <li>- Tuition and fees for certain programs and officers</li> </ul> <p>S.C. Code Ann. §§ 23-23-80, 23-23-130</p> <p>If an officer leaves one agency for another agency within 2 years of completing training, the new employer is responsible for reimbursing the first agency for some or all of the costs of training.</p> <p>S.C. Code Ann. § 23-23-120</p>
Reporting misconduct	<p>An agency must report any act of misconduct by a law enforcement officer, but only if the agency determines the allegation of misconduct is founded. Misconduct is defined as: a conviction or admission of guilt to a felony, a crime punishable by a sentence of more than one year, or a crime of moral turpitude; the unlawful use of a controlled substance; the repeated use of excessive force; dangerous or unsafe practices involving firearms, weapons, or vehicles; physical or psychological abuse of the public or prisoners; the misrepresentation of employment-related information; wilfully making false, misleading, incomplete, deceitful, or incorrect statements to a law enforcement officer or agency, except when required by law or department policy; wilfully making false, misleading, incomplete, deceitful, or incorrect statements to a court; wilfully providing false, misleading, incomplete, deceitful, or incorrect information on a document, record, report, or form, except when required by law or department policy; the falsification of any application for certification and training; or providing false information to the Criminal Justice Academy.</p> <p>S.C. Code Ann. § 23-23-150</p> <p>S.C. Code Ann. Regs. 37-023</p>
Corrections or probation officers	<p>Oversight include correctional officers</p> <p>S.C. Code Ann. Regs. 37-005</p>

## South Dakota

Title	South Dakota Law Enforcement Officers Standards and Training Commission
Post website	<a href="https://atg.sd.gov/LawEnforcement/training/commission.aspx">https://atg.sd.gov/LawEnforcement/training/commission.aspx</a>
Authority	S.D. Codified Laws §§ 23-3-26 to 23-3-73 S.D. Admin. R. 2:01:02:01 to 2:01:18:08
Applicable to	Law enforcement officers, defined as “any employee or officer of the state or any political subdivision thereof and who is responsible for the prevention and detection of crime and the enforcement of the criminal or highway traffic laws of this state” S.D. Codified Laws §§ 23-3-27, 23-3-41; S.D. Admin. R. 2:01:02:01
Exemptions	Temporary or probationary officers S.D. Codified Laws § 23-3-41
Applicability to tribal police	A tribal police officer who has not been cross-deputized by the state or a political subdivision, is not authorized to enforce state laws. <i>State v. Assman</i> , 386 N.W.2d 492, 494 (S.D. 1986), <i>superseded by statute on other grounds as recognized by State v. Nguyen</i> , 563 N.W.2d 120 (S.D. 1997).
Reporting new hires	An agency must provide notice within 10 days of hiring an officer. S.D. Admin. R. 2:01:02:04
Enforcement	Deny or revoke an officer’s certification S.D. Admin. R. 2:01:06:17.02  No apparent statutory or regulatory enforcement mechanisms against law enforcement agencies
Governance structure	11-member commission, within the Office of the Attorney General, consisting of a person from the Division of Highway Patrol; a sheriff; a member of a municipal police department; a certified tribal law enforcement officer; a member of the State Bar of South Dakota; a person recommended by the executive director of the Board of Regents; a representative of the South Dakota Municipal League; and a representative of the South Dakota County Commissioners Association. S.D. Codified Laws § 23-3-28
Funding mechanisms	- Legislative appropriations - Donations and grants

	<ul style="list-style-type: none"> <li>- Surcharge on criminal convictions</li> <li>- Proceeds from the sale of forfeited property</li> <li>- Fees to access state court records by someone other than a party to the case</li> </ul> <p>S.D. Codified Laws §§ 23-3-36, 23-3-37, 23-3-52, 23-3-53, 23A-37-13.1, 16-2-29.5, 16-2-43</p> <p>The commission may reimburse agencies for a portion of the salary and living and traveling expenses incurred by officers in attendance at approved training programs, if funds are available.</p> <p>S.D. Codified Laws § 23-3-40</p>
Reporting misconduct	There does not appear to be any statutory or regulatory requirement for agencies to report misconduct.
Corrections or probation officers	Not included

## Tennessee

Title	Tennessee Peace Officer Standards and Training Commission
Post website	<a href="https://www.tn.gov/commerce/post.html">https://www.tn.gov/commerce/post.html</a>
Authority	Tenn. Code Ann. §§ 38-8-101 to 38-8-350 Tenn. Comp. R. & Regs. 1110-01-.01 to 1110-10-.03
Applicable to	Police officers, defined as “any person employed by any municipality or political subdivision of the state of Tennessee whose primary responsibility is the prevention and detection of crime, and the apprehension of offenders” Tenn. Code Ann. §§ 38-8-101, 38-8-105; Tenn. Comp. R. & Regs. 1110-01-.01
Exemptions	Elected officers or employees of the state of Tennessee, other than sheriffs Tenn. Code Ann. § 38-8-110
Applicability to tribal police	I could not find any statutes, regulations, or cases addressing tribal police in Tennessee. Tribal police would not seem to fall within the categories of peace officers covered by Tenn. Code Ann. §§ 38-8-101.
Reporting new hires	An agency must provide notice by the end of the first day of an officer’s employment. Tenn. Comp. R. & Regs. 1110-05-.01
Enforcement	Any person who appoints any applicant, who, to the knowledge of the appointer, fails to meet the minimum standards as set forth in this part or required by the commission, and any person who signs the warrant or check for the payment of the salary of any person who, to the knowledge of the signer, fails to meet the qualifications as a police officer as provided in this part or required by the commission, commits a Class A misdemeanor, and upon conviction shall be subject to a fine not exceeding one thousand dollars (\$1,000). Tenn. Code Ann. § 38-8-105(b); Tenn. Comp. R. & Regs. 1110-02-.02; <i>see also</i> Tenn. Code Ann. § 38-8-107(b) (establishing that the commission may also disqualify an employing agency from participating in free trainings).
Governance structure	14-member commission, consisting of the attorney general and reporter; a police officer below the rank of assistant chief; 2 sheriffs; 2 municipal chiefs of police; a nonsupervisory police officer; a member of the senate; a member of the house of

	<p>representatives; 2 citizens who are not connected with law enforcement; 3 additional people appointed by the governor. The commission must include at least one person who is of a racial minority. Tenn. Code Ann. § 38-8-102</p>
Funding mechanisms	<p>- Donations and grants Tenn. Code Ann. §§ 38-8-104, 38-8-108</p> <p>The commission may provide a salary supplement to officers who complete additional in-service training. Tenn. Code Ann. § 38-8-111</p>
Reporting misconduct	<p>An agency must report the arrest of an officer for any offense within 24 hours. Tenn. Code Ann. § 38-8-126</p> <p>An agency must also immediately report an officer's separation or a status change that will exceed 30 days, including extended medical leave, any other leave of absence, or suspension. Tenn. Comp. R. &amp; Regs. 1110-05-.01</p>
Corrections or probation officers	<p>Not included</p>

## Texas

Title	Texas Commission on Law Enforcement
Post website	<a href="http://www.tcole.texas.gov/">http://www.tcole.texas.gov/</a>
Authority	Tex. Occ. Code Ann. §§ 1701.001 to 1701.709 37 Tex. Admin. Code §§ 211.1 to 229.7
Applicable to	Peace officers, including any person elected, employed, or appointed as a sheriff or deputy sheriff; constable or deputy constable; municipal marshal or police officer; ranger, officer, or reserve officer commissioned by the Public Safety Commission; district attorneys' investigator; airport police officer or security personnel; municipal park and recreational patrolman or security officer; investigator employed by the Texas Racing Commission; apprehension specialist; fire marshal; other commissioned officers; Tex. Occ. Code Ann. §§ 1701.001(4), 1701.301; Tex. Code Crim. Proc. Ann. art. 2.12
Exemptions	An agency facing a workforce shortage may request a provisional license for new hires. Tex. Occ. Code Ann. § 1701.311
Applicability to tribal police	The Alabama-Coushatta Tribe and the Kickapoo Traditional Tribe may employ peace officers with authority to enforce state law on the tribe's reservation, if those officers meet the same requirements as other peace officers. Tex. Code Crim. Proc. Ann. art. 2.126. No other tribal police force is recognized by statute.
Reporting new hires	An agency must notify the commission prior to hiring a person as a police officer, if the person is not already licensed. 37 Tex. Admin. Code §§ 217.3, 217.7
Enforcement	Appointing or retaining an unqualified officer is a misdemeanor punishable by a fine of not less than \$100 and not more than \$1,000. Tex. Occ. Code Ann. § 1701.551  Appointing or retaining an officer who has a felony conviction or a conviction for barratry is a state jail felony. Tex. Occ. Code Ann. § 1701.553  The commission may also impose administrative penalties. 37 Tex. Admin. Code § 223.2
Governance	9-member commission, appointed by the governor and



<p>structure</p>	<p>approved by the senate, consisting of 3 sheriffs, constables, or chiefs of police; 3 peace officers, two of whom hold nonsupervisory positions with a law enforcement agency; and 3 members who represent the public. Tex. Occ. Code Ann. § 1701.051</p>
<p>Funding mechanisms</p>	<ul style="list-style-type: none"> <li>- Legislative appropriations</li> <li>- Donations and grants</li> <li>- Fees charged by the commission</li> </ul> <p>Tex. Occ. Code Ann. §§ 1701.154, 1701.155, 1701.157 37 Tex. Admin. Code § 211.17</p> <p>The commission may reimburse agencies for some of the costs associated with the continuing education of officers. Tex. Occ. Code Ann. § 1701.157</p>
<p>Reporting misconduct</p>	<p>An agency must report, within seven days, the resignation, termination, or separation of an officer for any reason. The report must include “a statement on whether the license holder was honorably discharged, generally discharged, or dishonorably discharged,” as well as an explanation of the circumstances under which the person resigned or was terminated. Honorably discharged means an officer “who, while in good standing and not because of pending or final disciplinary actions or a documented performance problem, retired, resigned, or separated from employment with or died while employed by a law enforcement agency.” Generally discharged means an officer who “(A) was terminated by, retired or resigned from, or died while in the employ of a law enforcement agency and the separation was related to a disciplinary investigation of conduct that is not included in the definition of dishonorably discharged; or (B) was terminated by or retired or resigned from a law enforcement agency and the separation was for a documented performance problem and was not because of a reduction in workforce or an at-will employment decision.” Dishonorably discharged means an officer who “(A) was terminated by a law enforcement agency or retired or resigned in lieu of termination by the agency in relation to allegations of criminal misconduct; or (B) was terminated by a law enforcement agency or retired or resigned in lieu of termination by the agency for insubordination or</p>

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	untruthfulness.” Tex. Occ. Code Ann. § 1701.452
Corrections or probation officers	Not included

## Utah

Title	Utah Peace Officer Standards and Training Division
Post website	<a href="https://post.utah.gov/">https://post.utah.gov/</a>
Authority	Utah Code Ann. §§ 53-6-101 to 53-6-311 Utah Admin. Code r. R728-205-1 to R728-506-4
Applicable to	Law enforcement officers, defined as “a sworn and certified peace officer: (i) who is an employee of a law enforcement agency; and (ii) whose primary and principal duties consist of the prevention and detection of crime and the enforcement of criminal statutes or ordinances of this state or any of its political subdivisions.” Utah Code Ann. §§ 53-6-202, 53-13-103
Exemptions	Individuals first employed or elected as a peace officer in Utah prior to January 1, 1985 Utah Code Ann. § 53-6-205(2)
Applicability to tribal police	I could not find any statutes, regulations, or cases addressing tribal police in Utah. Tribal police would not seem to fall within the categories of officers covered by Utah Code Ann. §§ 53-6-202, 53-13-103.
Reporting new hires	An agency must provide notice “[a]t the time a person is employed or appointed as a peace officer.” Utah Code Ann. § 53-6-204. “A person may not exercise peace officer authority until certified.” Utah Code Ann. § 53-6-205(1)(b)
Enforcement	The division may seek injunctive relief against any peace officer or law enforcement agency who fails to comply with certification requirements. Utah Admin. Code r. R728-411-6
Governance structure	17-member council, within the Department of Public Safety, consisting of the attorney general; the superintendent of the highway patrol; the executive director of the Department of Corrections; an incumbent mayor; an incumbent county commissioner; 3 incumbent sheriffs, one of whom is a representative of the Utah Sheriffs Association, one of whom is from a county with a population of 100,000 or more, and one of whom is from a county with a population of less than 100,000; 3 incumbent police chiefs, one of whom is a representative of the Utah Chiefs of Police Association, one of whom is from a city of the first or second class, and one of whom is from a city of the third, fourth, or fifth class or town;

	<p>a representative of the Utah Peace Officers Association; an educator in the field of public administration, criminal justice, or a related area; and 4 persons selected at large by the governor.</p> <p>Utah Code Ann. § 53-6-106</p>
Funding mechanisms	<ul style="list-style-type: none"> <li>- Legislative appropriations</li> <li>- Donations and grants</li> <li>- Fees charged by the council</li> </ul> <p>Utah Code Ann. §§ 53-6-105, 53-6-108, 53-6-213</p>
Reporting misconduct	<p>An agency must investigate allegations involving falsification of information used to obtain certification; any physical or mental disability affecting the officer's ability to perform duties; alcohol or drug addiction; a criminal offense; a refusal to respond, or untruthful response, to questions after having been issued a warning issued based on <i>Garrity v. New Jersey</i>, 385 U.S. 493 (1967); sexual conduct while on duty; or a disqualification to possess a firearm under state or federal law. The agency must report any allegation found to be true to the POST. If an officer resigns, retires, or otherwise separates from the investigating law enforcement agency before the conclusion of the investigation, the agency must report the allegations and any investigation results.</p> <p>Utah Code Ann. § 53-6-211</p>
Corrections or probation officers	<p>Not included</p>

## Vermont

Title	Vermont Criminal Justice Training Council
Post website	<a href="https://vcjtc.vermont.gov/">https://vcjtc.vermont.gov/</a>
Authority	Vt. Stat. Ann. tit. 20, §§ 2351 to 2411 Vt. Admin. Code 6-1-1:1 to 6-1-1:21
Applicable to	Law enforcement officers, defined as “a member of the Department of Public Safety who exercises law enforcement powers; a member of the State Police; a Capitol Police officer; a municipal police officer; a constable who exercises law enforcement powers; a motor vehicle inspector; an employee of the Department of Liquor and Lottery who exercises law enforcement powers; an investigator employed by the Secretary of State; a Board of Medical Practice investigator employed by the Department of Health; an investigator employed by the Attorney General or a State’s Attorney; a fish and game warden; a sheriff; a deputy sheriff who exercises law enforcement powers; a railroad police officer commissioned pursuant to 5 V.S.A. chapter 68, subchapter 8; or a police officer appointed to the University of Vermont’s Department of Police Services” Vt. Stat. Ann. tit. 20, §§ 2351a(3), 2358(a)
Exemptions	Waivers provided by the council Vt. Admin. Code 6-1-1:18
Applicability to tribal police	I could not find any statutes, regulations, or cases addressing tribal police in Vermont. Tribal police would not seem to fall within the categories of officers covered by Vt. Stat. Ann. tit. 20, § 2351a(3). The statutes recognizing several Native American tribes in Vermont do not address law enforcement authority. Vt. Stat. Ann. tit. 1, §§ 851 to 856.
Reporting new hires	An agency must provide notice within 10 business days of hiring an officer. Vt. Stat. Ann. tit. 20, § 2362
Enforcement	Suspend or revoke an officer’s certification Vt. Stat. Ann. tit. 20, § 2406; Vt. Admin. Code 6-1-1:18  No apparent statutory or regulatory enforcement mechanisms against law enforcement agencies
Governance structure	12-member council, consisting of the Commissioners of Public Safety, of Corrections, of Motor Vehicles, and of Fish and

	<p>Wildlife; the Attorney General; a member of the Vermont Troopers' Association; a member of the Vermont Police Association; and 5 additional members appointed by the Governor. Vt. Stat. Ann. tit. 20, § 2352</p>
Funding mechanisms	<ul style="list-style-type: none"> <li>- Legislative appropriations</li> <li>- Fees charged by the council</li> <li>- Tuition for certain programs and officers</li> </ul> <p>Vt. Stat. Ann. tit. 20, § 2355; 6-1 Vt. Code R. § 1</p>
Reporting misconduct	<p>An agency must report within 10 business days if there is a finding of probable cause by a court, or a decision by a court, that the officer committed "Category A conduct." An agency must also report a complaint of "Category B conduct," if the agency deems the complaint credible. Additionally, an agency must report any termination, or a resignation while the officer is under investigation for unprofessional conduct. "Category A conduct" is defined as: a felony; a misdemeanor committed while on duty; simple assault, second offense; domestic assault; false reports and statements; driving under the influence, second offense; violation of a relief from abuse order or of a condition of release; stalking; false pretenses; voyeurism; prostitution or soliciting prostitution; distribution of a regulated substance; simple assault on a law enforcement officer; or possession of a regulated substance, second offense. "Category B conduct" is defined as: "gross professional misconduct amounting to actions on duty or under color of authority, or both, that involve willful failure to comply with a State-required policy or substantial deviation from professional conduct," including sexual harassment; misuse of official position; excessive use of force, second offense; biased enforcement; or use of electronic criminal records database for personal, political, or economic gain. Vt. Stat. Ann. tit. 20, §§ 2401, 2403</p>
Corrections or probation officers	<p>Not included</p>

## Virginia

Title	Virginia Department of Criminal Justice Services
Post website	<a href="https://www.dcjs.virginia.gov/">https://www.dcjs.virginia.gov/</a>
Authority	Va. Code Ann. §§ 9.1-100 to 9.1-190 6 Va. Admin. Code 20-11-10 to 20-280-90
Applicable to	Law enforcement officers, defined as an “employee of a police department or sheriff’s office which is a part of or administered by the Commonwealth or any political subdivision thereof, or any full-time or part-time employee of a private police department, and who is responsible for the prevention and detection of crime and the enforcement of the penal, traffic or highway laws of the Commonwealth” Va. Code Ann. §§ 9.1-101, 9.1-114
Exemptions	Waivers provided by the department Va. Code Ann. §§ 9.1-116
Applicability to tribal police	I could not find any statutes, regulations, or cases addressing tribal police in Virginia. Tribal police would not seem to fall within the categories of officers covered by Va. Code Ann. § 9.1-101. An attorney general opinion recognizes the authority of state law enforcement officers to enforce laws on tribal land, even if the tribe is recognized by the federal government, unless the land is specifically set aside as a reservation; mere ownership of the land by a tribe is insufficient. 2016 Op. Va. Att’y Gen. 15-049, <i>available at</i> 2016 WL 3212411.
Reporting new hires	No set deadline for reporting hiring of officers
Enforcement	Willful failure by the chief administrative officer of a law enforcement agency to abide by notice that an officer is unqualified “shall constitute misfeasance in office, and, in addition, upon conviction, shall constitute a Class 3 misdemeanor.” Va. Code Ann. § 9.1-115(D)
Governance structure	The Department of Criminal Justice Services is headed by the Criminal Justices Services Board, a 25-member board, consisting of the Chief Justice of the Supreme Court of Virginia; the Attorney General; the Superintendent of the Department of State Police; the Director of the Department of Corrections; the Director of the Department of Juvenile Justice; the Chairman of the Parole Board; the Executive

	<p>Director of the Virginia Indigent Defense Commission; the Executive Secretary of the Supreme Court of Virginia; a representative of a crime victims' organization; and a representative of community interests. The remainder shall be representative of the broad categories of state and local governments, criminal justice systems, and law-enforcement agencies, including but not limited to, police officials, sheriffs, attorneys for the Commonwealth, defense counsel, the judiciary, correctional and rehabilitative activities, and other locally elected and appointed administrative and legislative officials. Among these members there shall be 2 sheriffs of the Virginia Sheriffs' Association; an active duty law-enforcement officer; 2 representatives of the Virginia Association of Chiefs of Police; an attorney for the Commonwealth; a mayor, city or town manager, or member of a city or town council representing the Virginia Municipal League; a county executive, manager, or member of a county board of supervisors; a member of the Virginia Association of Campus Law Enforcement Administrators; a member of the Private Security Services Advisory Board; and a member of the Virginia Association of Regional Jails. Additionally, one member each from the House Committee on Appropriations, the House Committee for Courts of Justice, the Senate Committee on Finance, and the Senate Committee for Courts of Justice serve as advisory, non-voting, members.</p> <p>Va. Code Ann. § 9.1-108</p>
<p>Funding mechanisms</p>	<ul style="list-style-type: none"> <li>- Legislative appropriations</li> <li>- Surcharges on criminal convictions, traffic infractions, and probation revocations</li> </ul> <p>Va. Code Ann. § 9.1-106; 6 Va. Admin. Code 20-90-40</p> <p>The department may provide funds to agencies to defray the costs of training.</p> <p>Va. Code Ann. § 9.1-166</p>
<p>Reporting misconduct</p>	<p>There does not appear to be any statutory or regulatory requirement for agencies to report misconduct.</p>
<p>Corrections or probation officers</p>	<p>Oversight also includes corrections officers</p> <p>6 Va. Admin. Code 20-30-30</p>



## Washington

Title	Washington State Criminal Justice Training Commission
Post website	<a href="https://www.cjtc.wa.gov/">https://www.cjtc.wa.gov/</a>
Authority	Wash. Rev. Code Ann. §§ 43.101.010 to 43.101.902 Wash. Admin. Code 139-01-100 to 139-50
Applicable to	Law enforcement personnel, defined as a public employee “having as a primary function the enforcement of criminal laws in general” or any individual “commissioned by, any municipal, county, state, or combination thereof, agency having as its primary function the enforcement of criminal laws in general as distinguished from an agency possessing peace officer powers, the primary function of which is the implementation of specialized subject matter areas” Wash. Rev. Code Ann. §§ 43.101.010(4), 43.101.200(1)
Exemptions	Volunteers and reserve officers Wash. Rev. Code Ann. § 43.101.200(1)
Applicability to tribal police	“Tribal governments may voluntarily request certification for their police officers.” Wash. Rev. Code Ann. §§ 43.101.157, 43.101.230  However, without certification, tribal officers have no authority to stop or detain non-tribal members outside of a reservation. <i>State v. Eriksen</i> , 259 P.3d 1079, 1083 (Wash. 2011).
Reporting new hires	A law enforcement agency must “immediately” notify the commission upon hiring a law enforcement officer. Wash. Admin. Code 139-05-200(4)
Enforcement	Deny or revoke an officer’s certification Wash. Rev. Code Ann. § 43.101.105  No apparent statutory or regulatory enforcement mechanisms against law enforcement agencies
Governance structure	16-member commission, consisting of 2 sheriffs; 2 chiefs of police; 2 officers at or below the level of first line supervisor, one from a county law enforcement agency and one from a municipal law enforcement agency; a person employed in a county correctional system; a person employed in the state correctional system; a county prosecuting attorney or municipal attorney; an elected official of a local government; 2

	<p>private citizens, one from east of the crest of the Cascade mountains and one from west of the crest of the Cascade mountains – at least one of the private citizens must be from a historically underrepresented community or communities; a tribal chair, board member, councilmember, or designee from a federally recognized tribe with an active certification agreement; the attorney general; the special agent in charge of the Seattle office of the federal bureau of investigation; and the chief of the state patrol.</p> <p>Wash. Rev. Code Ann. § 43.101.030</p>
Funding mechanisms	<ul style="list-style-type: none"> <li>- Legislative appropriations</li> <li>- Donations and grants</li> <li>- Tuition and fees</li> </ul> <p>Wash. Rev. Code Ann. §§ 43.101.190, 43.101.200</p>
Reporting misconduct	<p>An agency must report the “termination of a peace officer for any reason, including resignation,” within 15 days.</p> <p>Wash. Rev. Code Ann. § 43.101.135</p>
Corrections or probation officers	<p>Oversight includes corrections officers</p> <p>Wash. Rev. Code Ann. § 43.101.010</p>

## West Virginia

Title	West Virginia Law Enforcement Professional Standards Subcommittee
Post website	<a href="https://djcs.wv.gov/law-enforcement-professional-standards">https://djcs.wv.gov/law-enforcement-professional-standards</a>
Authority	W. Va. Code Ann. §§ 30-29-1 to 30-29-13 W. Va. Code St. R. §§ 149-2-1 to 149-2-20
Applicable to	Law enforcement officers, defined as “any duly authorized member of a law-enforcement agency who is authorized to maintain public peace and order, prevent and detect crime, make arrests, and enforce the laws of the state or any county or municipality thereof, other than parking ordinances, and includes those persons employed as campus police officers at state institutions of higher education in accordance with the provisions of § 18B-4-5 of this code, and persons employed by the Public Service Commission as motor carrier inspectors and weight-enforcement officers charged with enforcing commercial motor vehicle safety and weight restriction laws, although those institutions and agencies may not be considered law-enforcement agencies” W. Va. Code Ann. §§ 30-29-1(6), 30-29-5(a)
Exemptions	- the chief executive of a law enforcement agency, other than the chief executive of a municipal law enforcement agency - any watchman or special natural resources police officer W. Va. Code Ann. §§ 30-29-1(6), 30-29-13
Applicability to tribal police	I could not find any statutes, regulations, or cases addressing tribal police in West Virginia. Tribal police would not seem to fall within the categories of officers covered by W. Va. Code Ann. § 30-29-1(6).
Reporting new hires	A law enforcement agency must provide notice of hiring a law enforcement officer “as close as possible to the decision to employ the individual.” W. Va. Code R. § 149-2-8.2(a)
Enforcement	Deny, suspend, or revoke an officer’s certification; an officer whose certification has been denied, suspended, or revoked “may not exercise any authority as a law enforcement officer.” W. Va. Code R. § 149-2-16  No apparent statutory or regulatory enforcement mechanisms against law enforcement agencies
Governance	11-member subcommittee of the Governor’s Committee on

structure	<p>Crime, Delinquency and Correction, consisting of a representative of each of the following: West Virginia State Police; Law-enforcement section of the Department of Natural Resources; West Virginia Sheriffs' Association; West Virginia Association of Chiefs of Police; West Virginia Deputy Sheriffs' Association; West Virginia State Lodge Fraternal Order of Police; West Virginia Municipal League; West Virginia Association of County Officials; Human Rights Commission; West Virginia Troopers Association; and the public at large. W. Va. Code Ann. § 30-29-2</p>
Funding mechanisms	<ul style="list-style-type: none"> <li>- Tuition and fees for certain programs and officers</li> <li>- Surcharge on criminal convictions and traffic offenses</li> <li>- Surcharge on bail postings</li> </ul> <p>W. Va. Code Ann. §§ 30-29-1, 30-29-4</p> <p>If an officer voluntarily discontinues employment within one year after completing training, the officer may be obligated to repay the employer for some or all training costs. W. Va. Code Ann. § 30-29-8</p>
Reporting misconduct	<p>An agency must report an officer's separation within 10 days, including the reason or reasons the officer is no longer employed. W. Va. Code Ann. § 30-29-11</p>
Corrections or probation officers	<p>Not included</p>

## Wisconsin

Title	Wisconsin Law Enforcement Standards Board
Post website	<a href="https://wilenet.org/">https://wilenet.org/</a>
Authority	Wis. Stat. Ann. §§ 15.255, 165.85 to 165.86, 165.92 Wis. Admin. Code LES §§ 1.01 to 9.06
Applicable to	Law enforcement officers, defined as “any person employed by the state or any political subdivision of the state, for the purpose of detecting and preventing crime and enforcing laws or ordinances and who is authorized to make arrests for violations of the laws or ordinances that the person is employed to enforce” Wis. Stat. Ann. § 165.85(2)(c), (4)(a)(2)
Exemptions	- Officers on a temporary or probationary status - Sheriffs Wis. Stat. Ann. § 165.85(4)(a)(2), (4)(a)(8)
Applicability to tribal police	In order to enforce state laws, tribal police must meet the same standards as other officers, and tribes must comply with requirements regarding insurance and reporting. Wis. Stat. Ann. § 165.92(2); <i>see also</i> <a href="https://wilenet.org/html/tribal/index.html">https://wilenet.org/html/tribal/index.html</a> (listing tribes that are compliant with statutory requirements). Jurisdiction is limited to reservations and trust lands. Wis. Stat. Ann. § 165.92(2)(b). A county sheriff may deputize tribal law enforcement officers and thereby grant expanded law enforcement and arrest powers. Wis. Stat. Ann. § 165.92(4).
Reporting new hires	An employing authority must “immediately” notify the board upon hiring a law enforcement officer. Wis. Admin. Code LES § 2.01(3)
Enforcement	Cancel or decertify an officer’s certification Wis. Stat. Ann. § 165.85(3)(cm); Wis. Admin. Code LES § 6.01  No apparent statutory or regulatory enforcement mechanisms against law enforcement agencies
Governance structure	14-member board, within the Department of Justice, consisting of 7 representatives of local law enforcement, at least one of whom is a sheriff and at least one of whom is a chief of police; a district attorney; 2 representatives of local government who occupy executive or legislative posts; a public member, not employed in law enforcement; the secretary of

	<p>transportation; the attorney general; and the secretary of natural resources. Additionally, the special agent in charge of the Milwaukee office of the federal bureau of investigation is an advisory, non-voting, member.</p> <p>Wis. Stat. Ann. § 15.255</p>
Funding mechanisms	<ul style="list-style-type: none"> <li>- Legislative appropriations</li> <li>- Donations and grants</li> </ul> <p>Wis. Stat. Ann. § 165.85</p> <p>The board may provide reimbursement to agencies to defray the cost of tuition, salaries, and other expenses incurred during training, if funds are available.</p> <p>Wis. Stat. Ann. § 165.85</p>
Reporting misconduct	<p>An agency must report the termination of an officer, regardless of the reason for the termination.</p> <p>Wis. Admin. Code LES § 6.02</p>
Corrections or probation officers	<p>Oversight includes jail officers</p> <p>Wis. Stat. Ann. § 165.85</p>

## Wyoming

Title	Wyoming Peace Officer Standards and Training Commission
Post website	<a href="https://post.wyo.gov/">https://post.wyo.gov/</a>
Authority	Wyo. Stat. Ann. §§ 9-1-701 to 9-1-711 Wyo. Admin. Code 015.0009.1 § 1 to 015.0009.14 § 2
Applicable to	Peace officers, defined as a duly authorized sheriff, under sheriff, or deputy sheriff; a member of a municipal police force, a college or university campus police force or the Wyoming highway patrol; other commissioned officers Wyo. Stat. Ann. §§ 7-2-101(a)(iv), 9-1-701(a)(ix), 9-1-704
Exemptions	Waivers provided by the commission Wyo. Stat. Ann. § 9-1-704(g)
Applicability to tribal police	The definition of peace officer does not include B.I.A. officers or tribal police officers. <i>Colyer v. State, Dep't of Transp.</i> , 203 P.3d 1104, 1109 (Wyo. 2009). While tribal officers have authority to detain and eject offenders who disrupt the public order of a reservation, a state officer must make an arrest for a violation of state law. <i>Id.</i>
Reporting new hires	An employing agency must provide notice within 15 days of hiring an officer. Wyo. Stat. Ann. § 9-1-704(a); Wyo. Admin. Code 015.0009.2 § 1(c)
Enforcement	Deny, suspend, or revoke an officer's certification Wyo. Admin. Code 015.0009.8 § 2  No apparent statutory or regulatory enforcement mechanisms against law enforcement agencies
Governance structure	7-member commission, within the office of the attorney general, consisting of the attorney general; a representative of a municipal law enforcement agency; a representative of a county law enforcement agency; a representative of a state law enforcement agency; a person actively engaged in law enforcement training; and 2 persons at large. Wyo. Stat. Ann. § 9-1-702
Funding mechanisms	- Donations and grants - Fees charged by the commission Wyo. Stat. Ann. §§ 9-1-702, 9-1-707
Reporting	There does not appear to be any statutory or regulatory

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misconduct	requirement for agencies to report misconduct.
Corrections or probation officers	Oversight includes correctional officers  Wyo. Stat. Ann. § 9-1-702