

# DPS Policy Overview

# Agenda

- Hiring & Backgrounds
- Academy & Field Training
- Oversight & Accountability



# DPS Recruitment Process

# NOW HIRING TROOPERS



Before the Background  
Investigation

- Written test to measure aptitude
- Application on Workplace Alaska to determine minimum qualifications
- Initial physical fitness test
- Lengthy background application through Guardian portal

# Background Investigation and Beyond

- Review of references, education, employment, criminal history and inappropriate behaviors by seasoned DPS Background Investigator
- Command file review to determine suitability for further testing
- Final physical fitness test
- Oral board interview with three commissioned Troopers



- Psychological written and interview by contracted psychological service
- Polygraph by DPS examiner to screen for undetected crimes or falsified application
- Medical screening
- Drug screening
- Final selection by Division Director
- Attendance at DPS Training Academy

# Hiring Statistics

*Nationwide, police agencies hire about 10% of applicants.*

*Alaska Department of Public Safety hires 1-3% of applicants.*

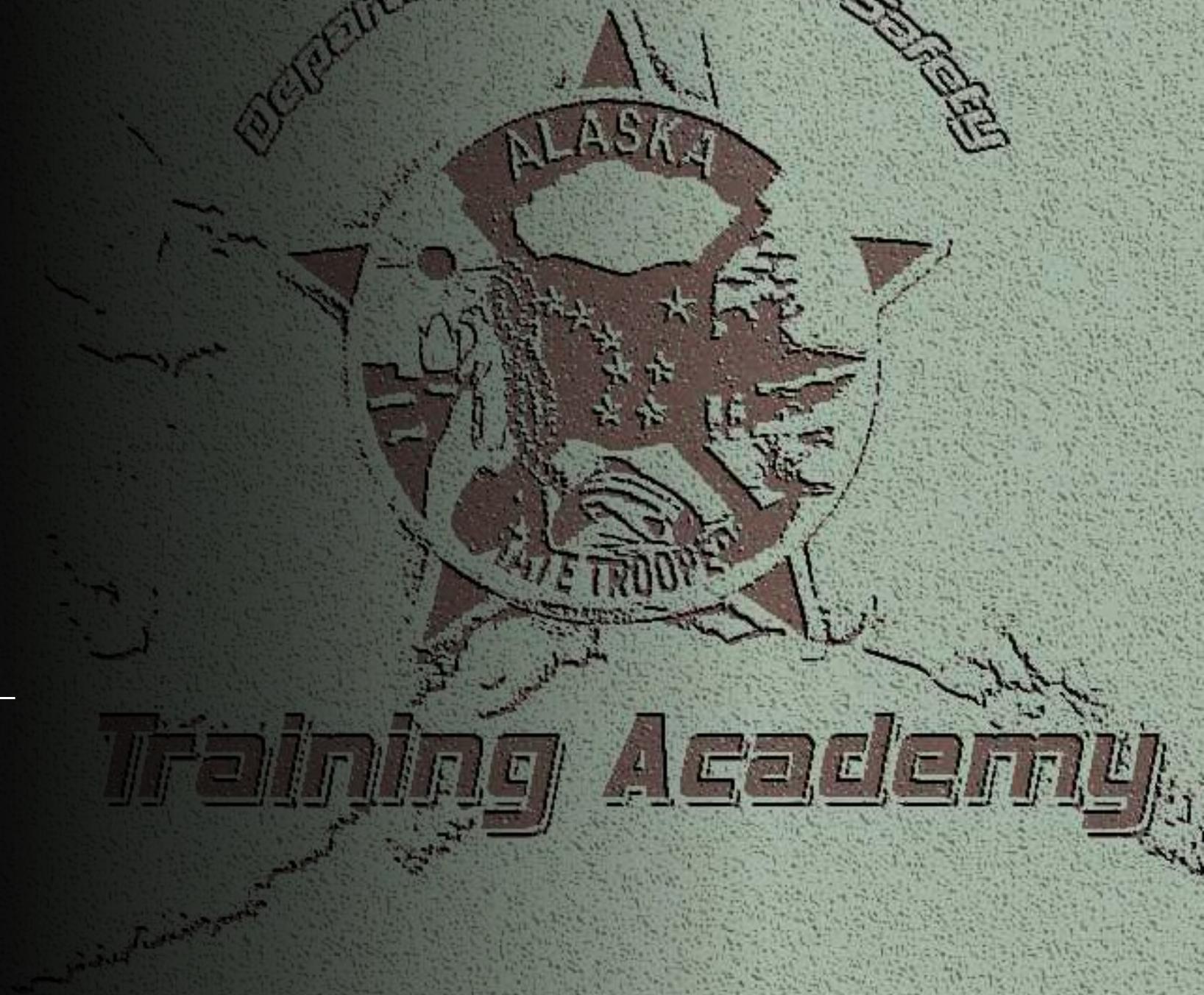
	Applications	Hired	Rate
Spring 2019	683	24	2.9%
Fall 2019	650	20	3.1%
Spring 2020	480	15	3.1%
Fall 2020	1539	21 (proj.)	1.4%



# DPS Training Academy

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Sitka



# ALET

- The ALET (Alaska Law Enforcement Training) program is 16 weeks long and happens twice per year; ALET students receive over 1,000 hours of training.
- One of only two operating academies in Alaska; APD has a Mon-Fri type academy.
- Less than ½ of any given class is made up of troopers. We also train VPSOs and municipal officers from all over the state; 13 municipal agencies were represented in the last class. All students are treated the same and must meet the same standards.
  - This means that while DPS has no direct control over municipal departments, we do have a heavy influence as most of their officers are trained at the DPS Training Academy (except APD).

# What we emphasize

- We put a heavy emphasis on ethics, professionalism, and respect for the communities we serve. Recruits can be dismissed for unethical or unprofessional behavior, or for failing to meet academic or physical fitness standards. Our behavior standards are strictly upheld; we had two behavior related dismissals in the last class.
- Students also receive classes on community-oriented policing, professional police communication and cultural diversity.
- The concepts of empathy and respect for others are strongly reinforced by the professionalism demonstrated by the staff and the way students are expected to treat one another while living together.

# Use of force training

- We also put a very heavy emphasis on making objectively reasonable use of force decisions.
- We teach to the constitutional standard regarding use of force, meaning that any force used must recognize and uphold the citizens' constitutional rights against unreasonable force. All staff instructors are certified in use of force training so they can all reinforce appropriate use of force decisions, regardless of the class they are teaching.
- After attending eight hours of use of force classroom training, students go through over 60 live action and video simulated scenarios during their time at the academy to help reinforce appropriate use of force decisions.

# Results

- Many departments are not willing to send their recruits anywhere else because they have found that our training provides them with the professional law enforcement officers their community needs.
- While Alaska law enforcement is not perfect, we generally see very few legitimate use of force complaints, despite the majority of officers having to respond to most calls alone. This is a testament to our emphasis on community oriented policing and making reasonable force decisions.



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# Use of Force

Lt. Kid Chan  
Advanced Training Unit  
Alaska State Troopers



# Graham v. Connor

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Graham v. Connor establishes the constitutional standard in which we will be judged by the courts.

- Decided in 1989 by the US Supreme Court and became the leading case “Gold Standard” when deciding use of force cases.
- The court stated that all claims that law enforcement officers have used excessive force, deadly or not, in the course of an arrest, investigatory stop, or other seizure of a free citizen should be analyzed under the Fourth Amendment and its objective reasonableness standard.

# Objective Reasonableness

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- This is the lens that the court uses to view the facts.
- Viewed from the perspective of A Reasonable Officer, On the Scene, At the Moment the Force was Used, Without 20/20 Hindsight.
- Must take into account the Totality of the Circumstances at the time the force was used as well as some prior information that the Ofc. on scene may have known.

Forced to make split-second judgments

Circumstances

- Tense, Uncertain, Rapidly Evolving

There is no perfect answer. No two Officers will react exactly the same.

# Graham Factors

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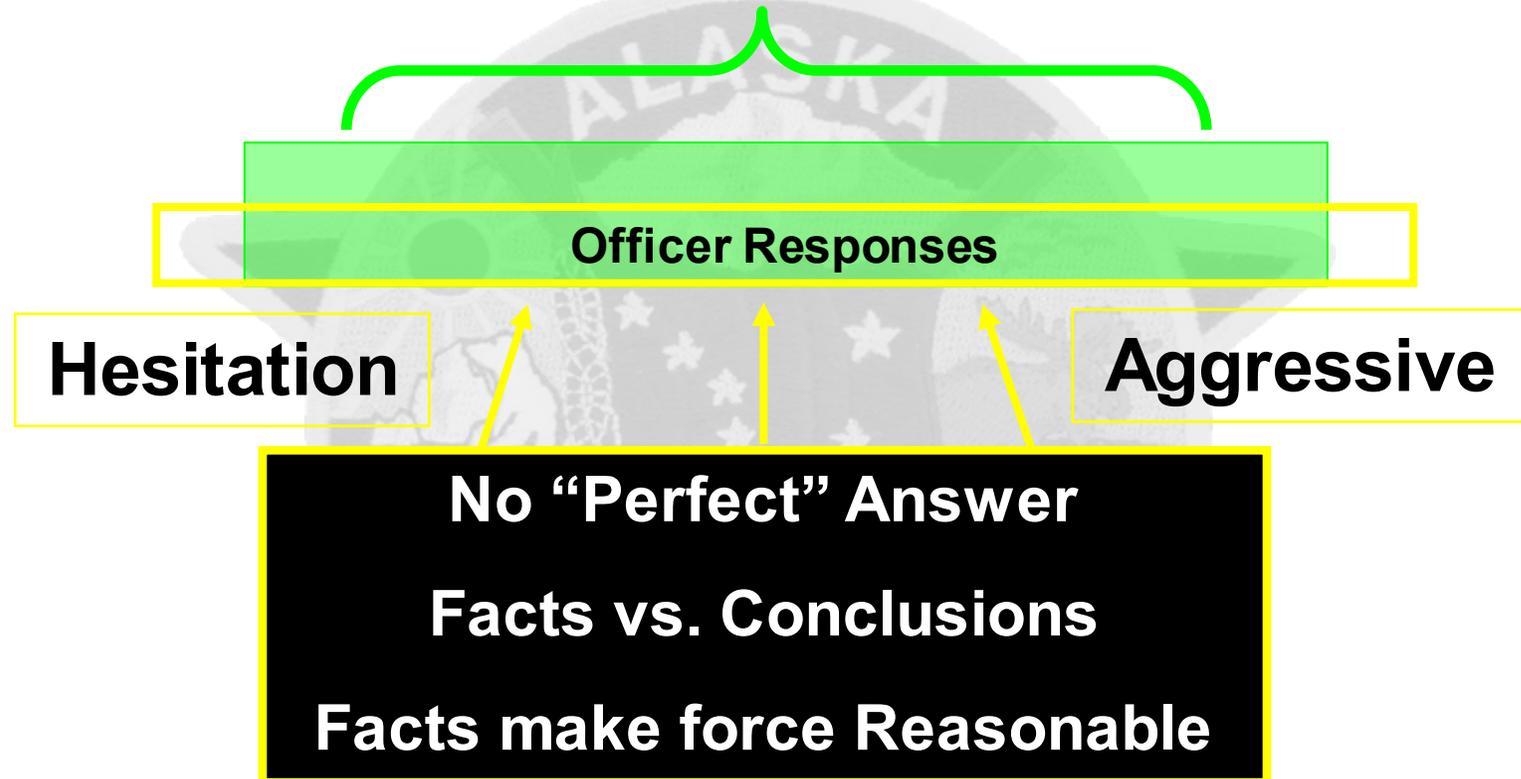
Reasons for using force. A checklist of possible justifications for using force. Not exhaustive, and all may not apply in every case

- Severity of the Crime (reason for seizing the suspect in the 1st place)
- Suspect is an immediate threat to officers or others
- Suspect is actively resisting arrest
- Suspect is attempting to evade arrest by flight



# Range of Reasonableness

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**Improper Training Can Cause Inappropriate Reaction**

# DPS OPM Ch. 107.300 Force

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- **C. *Additional requirement for use of deadly force.*** The department, recognizing the integrity of human life, authorizes officers to use deadly force against another person only when, in addition to complying with the general policies regarding use of force, the officer has no other reasonable and practical alternative, and reasonably believes deadly force is necessary
  1. to save his or her own life or the life of another;
  2. to prevent serious physical injury [Ref AS 11.81.900] to the officer or another; or
  3. because there is probable cause to believe the person has committed a felony using deadly force against another and will immediately endanger life.

# **Field Training and Evaluation Program (FTEP) Orientation**

**Advanced Training Unit**

**Lt. Kid Chan**

# Why Do FTEP?

- “Real world” training beyond Academy
- On-the-job training & skills building
- Evaluate Recruit’s ability to do the job
- Ensure recruit is prepared, capable, and ready
- Provide feedback to Academy and Recruitment

# Why Do FTEP?

- Our process has received approval from the courts.
- Increased support for policies & procedures
- Reduces likelihood of “negligent retention, training and supervision” lawsuits
- New hires get up to speed faster
- Agency wide standardization
- Remove those who are not learning/performing

## What if I don't catch on?

- Recruits are graded against standard, not each other
- May be “unplugged” or “extended”
- Remedial training will be provided
- If serious performance problem, or integrity, racism, attitude problem; Recruit may be terminated

# When I finish the AST FTEP?

- AST Recruits - Alaska Police Standards Council (APSC) notified
- Promotion to State Trooper at end of one year probationary period
  - After evaluation is completed
  - APSC issues Basic Certificate