IDAHO POST DASHBOARD

A Report to Idaho Citizens

December 3, 2013

MISSION:
To develop skilled law enforcement professionals who are committed to serving and protecting the people of Idaho.

VISION:
To ensure that Idaho law enforcement professionals model the highest level of integrity and service through excellence in standards and training.

CORE VALUES:
Customer Service - Integrity
Ethical Conduct - Collaboration - Innovation

State Population - *1,595,728 (2012 est.)*
POST Certified Officers - *6,703*

Number of Idaho Persons Incarcerated:
Jail Population - To be reported
Prison Population - 8,069
Parole & Probation - 14,000 (approx.)
Juvenile Population— 344

2011 Uniform Crime Report for Idaho
Crimes Against Persons - 17,621
Crimes Against Property - 48,312
Crimes Against Society - 15,802

Idaho POST Certified Officers:

Patrol	*2,905*
Detention	*1,193*
State Correction	*807*
Felony Parole & Probation	*156*
Juvenile Correction	*203*
Juvenile Detention	*291*
Juvenile Probation	*211*
Misdemeanor Probation	*92*
Communication	*361*
Reserve Patrol	*484*

Table of Contents

Overview & Strategic Objectives 1
Certified Officers, Employment, & Optional Courses 2
Academy Training 3
Citations and 14% Revenue 4
Managing Revenues & Legislative Proposals 5
New Instructor Certifications 6
Top Categories by Instructor Numbers & Web Training . . . 7
Primary Instructor Categories & Distance Learning 8
Decertification Investigations & Actions 9
Information Requests & 2014 POST Training Regions 12
Accomplishments & Moving Forward 13

Idaho Peace Officer Standards and Training is overseen by a 15-member Governor's Council that include three sheriffs, three chiefs of police, the Director of State Police, a member of the Attorney General's Office, the Director of the Idaho Department of Correction, the Director of Idaho Fish & Game Enforcement, the Director of the Idaho Department of Juvenile Corrections, and representatives of the Federal Bureau of Investigation, Idaho Association of Counties, Idaho Association of Cities, and Idaho Prosecutor's Association.

Administration

POST Administration includes the POST Division Administrator, Deputy Division Administrator, a management assistant, 3 regional coordinators and an in-service training assistant, the manager of the Office of Professional Standards and 10 contract investigators, a 3-member Certification Section and 4- member Curriculum Section and Production Studio.

Basic Academy Training Bureau

The Basic Academy Training Bureau consists of a Bureau Manager, six training specialists, three administrative assistants, and 3 reserve training officers. The Bureau oversees the activities of agency-provided instructors, and **127** contract instructors, graders and evaluators, and training role players.

Administrative Support Bureau

The Administrative Support Bureau engages in financial matters, IT, facilities, training records and certification management. The Bureau includes: a Bureau Manager, 1 financial specialist, 1 facilities coordinator, 1 IT specialist, and 1 office receptionist/assistant.

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Number of Employed Certified Officers To Date—Statistical Review

POST Certifications versus Number of Reported Officers

* Number of Officers Reported Employed may be either not certified or not reported as separated from service, to date.

Type of Certifications	11/26/2013	Number of Officers Reported Employed (*)	11/30/2013
Patrol	2,905	Patrol	2,935
Detention	1,193	Detention	935
Correction	807	Correction	1,179
Felony Parole & Probation	156	Felony Parole & Probation	245
Misdemeanor Probation	92	Misdemeanor Probation	94
Juvenile Correction	203	Juvenile Correction	231
Juvenile Detention	291	Juvenile Detention	280
Juvenile Probation	211	Juvenile Probation	195
Dispatcher (*Voluntary*)	361	Dispatcher*	611
Reserve Patrol	484	Level 1 & 2 Reserve Patrol	514
K-9 Teams	262		
TOTAL	**6,965**		**7,189 ***

In May 2013, the POST Council made Shotgun Familiarization and Patrol Rifle Familiarization optional courses within the Patrol Academy curriculum. Below are officer training statistics regarding both courses. The change in curriculum began with Patrol Academy Session # 176. The purpose of this statistical review is for future review by the POST Council as POST finalizes its work on the Job Task Analysis (JTA) for the future Basic Patrol Officer Academy.

Patrol Rifle Optional Course

Course Date	Session #	Students #	# Attended Rifle Class	%
1/22/2010	163	29	6	20.7%
5/7/2010	164	29	6	20.7%
4/22/2011	167	47	5	10.6%
11/4/2011	169	18	11	61.1%
3/2/2012	170	36	9	25.0%
9/28/2012	173	34	5	14.7%
5/18/2013	175	21	7	33.3%
	176	17	0	00.0%
	177	20	2	10.0%
Total		**251**	**51**	**20.3%**

Shotgun Optional Course

Course Date	Session #	Students #	# Attended Rifle Class	%
	176	17	0	00.0%
	177	20	3	15.0%
Total		**37**	**—**	**00.8%**

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Training Academies & Students

CY 2012—Statistical Review

Patrol Academies

Session #	170	171	172	173
Academic Avg.	89.0%	84.2%	83.6%	88.5%
Academic High	93.3%	87.6%	87.0%	93.8%
Students Grad.	36	19	13	35

Correction Academies

Session #	33	34	35	36
Academic Avg.	90.8%	89.8%	90.5%	90.0%
Academic High	95.1%	93.8%	95.4%	94.9%
Students Grad.	40	18	37	36

Detention Academies

Session #	56	57	58	59
Academic Avg.	86.1%	85.9%	87.4%	87.0%
Academic High	92.9%	92.2%	96.3%	92.9%
Students Grad.	32	34	17	31

Juvenile Academies

Detention Session #	25	26	27	
Probation Session #				13
Academic Avg.	89.0%	90.1%	91.6%	93.3%
Academic High	94.0%	97.1%	98.0%	99.0%
Students Grad.	14	23	21	20

MPO Academies

(Includes all MPO Academies through 2011-12)

Session #	1	2	3	4
Academic Avg.	87.1%	88.2%	88.9%	88.9%
Academic High	89.2%	93.1%	94.9%	99.4%
Students Grad.	15	17	19	15

Parole/Probation Academies

(Includes P&P Academies through 2011-12)

Session #	11	12	13	14
Academic Avg.	90.0%	89.0%	89.9%	87.3%
Academic High	94.7%	94.7%	94.9%	91.4%
Students Grad.	8	14	10	9

Disptcher Academies

(Includes Dispatcher Academies through 2011-12)

Session #	54	55	56	57
Academic Avg.	91.0%		87.9%	85.3%
Academic High	95.7%		93.9%	91.5%
Students Grad.	17	0	17	12

Academy Academic Scores
Jan 1—Nov 30, 2013

Disc.	Session #	Graduates	Class Avg.	Top Score
Patrol	174	35	87.2%	94.4%
Correction	37	39	90.3%	95.3%
MPO	5	21	89.4%	92.9%
Felony P &P	15	7	88.4%	90.8%
Detention	60	41	87.8%	95.0%
Juv. Detention	28	16	91.8%	98.3%
Dispatch	58	25	88.0%	96.5%
Correction	38	30	90.6%	95.4%
Patrol	175	20	89.0%	92.3%
Dispatch	59	18	91.5%	95.4%
Correction	39	29	90.6%	96.3%
Detention	61	32	89.0%	94.8%
Corrections	40	31	88.7%	96.2%
Felony P&P	16	11	88.8%	92.5%
Patrol	176	17	83.1%	88.0%
Corrections	41	39	89.3%	96.0%
MPO	6	10	89.8%	95.0%
Juv. Probation	14	19	91.2%	94.7%
Detention	62	28	88.6%	93.2%
Patrol	177	20	—	—
Juv. Detention	29	19	—	—

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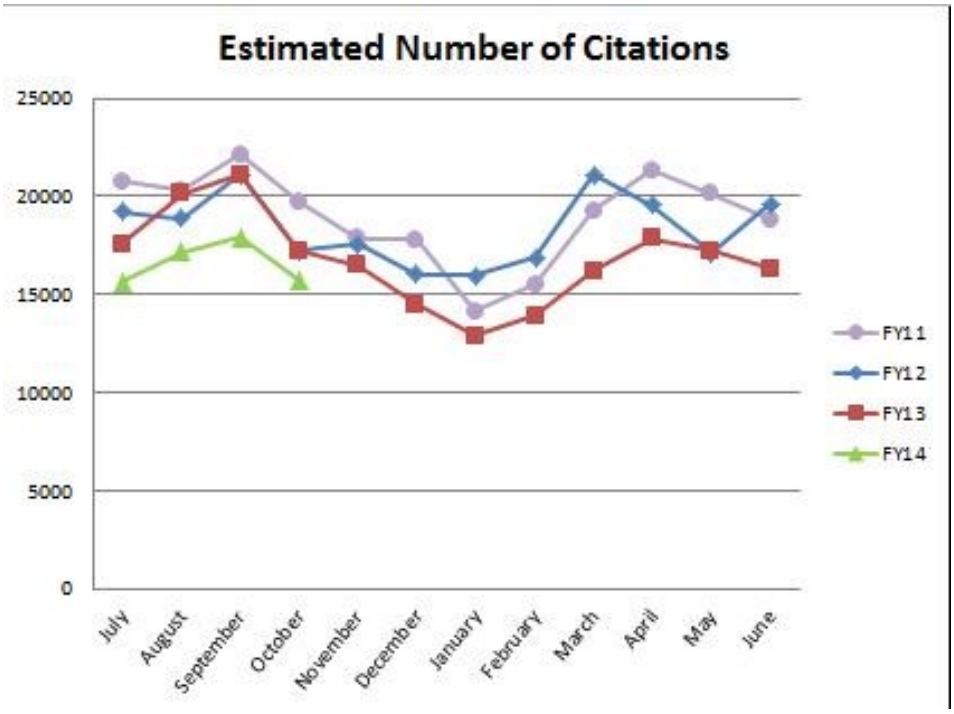
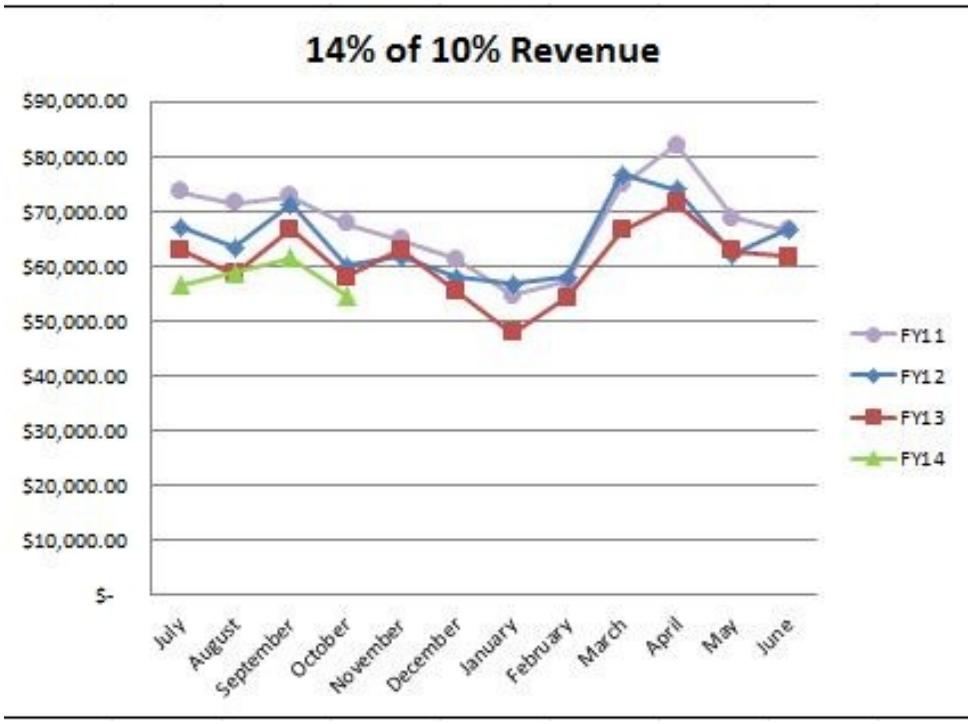
Below is a synopsis of the FY2014 revenue data, July through October 2013. POST revenue primarily comes from the number of felony, misdemeanor, and traffic citations fines. The number of fines directly correlates to POST $15 fee/fine, and to a separate fee which is 10% of 14% of each of the above fines. As you will notice, the estimated number of citation has decreased since CY 2011 and correlates to the decreasing revenue coming from the 14% of 10% of total fine revenue (a portion of yearly POST revenue).





IDAHO POST DASHBOARD

POST Revenue & Expenditures
(FY2013 as of June 30, 2013)

Funding	w/MPO Funds	w/o MPO Funds
Beginning Cash Balance	$ 989,001	$ 731,140
Total Revenue to Date	$ 3,817,054	$ 3,743,327
◊ $15 Fee	$ 2,762,145	
◊ 14% of 10% Fee	$ 729,860	
◊ MPO Fee	$ 73,727*	(* Only for MPO Programs)
Total FY Expenditure	$ 3,690,009	$ 3,642,137
Ending Cash Balance	$ 1,116,046	$ 832,330

POST Revenue & Expenditures
(FY2014 as of October 31, 2013)

Funding	w/MPO Funds	w/o MPO Funds
Beginning Cash Balance	$ 1,116,046	$ 832,330
Total Revenue to Date	$ 1,338,085	$ 1,314,995
◊ $15 Fee	$ 997,904	
◊ 14% of 10% Fee	$ 231,436	
◊ MPO Fee	$ 23,090*	(* Only MPO Programs)
Ending Cash Balance	**$ 1,276,500**	$ 986,123

Interesting Facts About Idaho and POST's in the United States

Idaho is 33rd in the nation for the number of POST certified officers per state. (9 non-reporting states)

Idaho is 29th in the nation for the number of basic training hours required for police officers and sheriff patrol deputies.

Idaho is 14th in the nation for the number of square miles of land, at 83,570 sq. mi., to provide law enforcement services.

The National Decertification Index has 36 contributing states, and 17,122 records. Idaho is 7th among the states with 322 records. States entering more records than Idaho are: Texas, Florida, Arizona, Oregon, Tennessee and Missouri.

FY2014 POST Legislative Highlights

- Legislature approved new Decertification Due Process Rules
- Legislature approved revisions of rules for Juvenile Certification, to include new Intermediate Certification
- Approved POST FY 2014 Budget Requests:
  - ◊ 4th Regional Training Coordinator
  - ◊ Scenario Training Coordinator
  - ◊ Funding to purchase Scenario Training land
  - ◊ Funding to purchase land for new dormitory
  - ◊ Funding to build High-Risk/High Threat Firearms Range

FY2015 New Budget Requests

The following items are developed for consideration by the POST Council, Governor and 2014 Legislature for the FY2015 POST budget.

- $100,000 for infrastructure for the POST Scenario Training Area
- $105,894 to support training for the Idaho Prosecuting Attorneys Association

FY2015 Budget Requests
Replacement Equipment

POST will bring the following items before the POST Council, Governor and 2014 Legislature for the FY2015 POST equipment replacement budget.

- $7,500 - Projectors for Classrooms A, F, and G
- $12,000—purchase of three (3) EVOC cars
- $6,000—Six (6) staff computers with monitors
- $10,000—Ten (10) Computer Lab computers
- $11,000—60" Monitor -Bldg. 3 Conference Room
- $7,000—Two (2) tapeless (HD) video cameras for the production studio
- $12,000—Two (2) CISCO Switches for Building 8

IDAHO POST DASHBOARD

POST CERTIFICATIONS & CERTIFICATES

Number of Certifications, Certificates and Retirement Cards Issued per Fiscal Year	FY 2014 (to date)	FY2013	FY2012 Jan-Jun	TOTAL Since 1/1/2012
Patrol	240	422	256	918
Detention	73	183	86	342
Correction	41	156	102	309
Felony Parole & Probation	9	18	13	40
Misdemeanor Probation	15	38	29	82
Juvenile Correction	3	25	29	57
Juvenile Detention	6	64	26	96
Juvenile Probation	9	28	4	41
Dispatcher *	39	64	47	150
Reserve Patrol	27	76	21	124
K-9 Teams & Renewals	77	149	110	336
Instructor	151	399	285	835
Executive Certificate	3	6	3	12
Recognition Certificates	16	39		55
Retirement Cards	17	64	39	120
TOTAL	**724**	**1,741**	**1,050**	**3,515**

MASTER INSTRUCTORS	# of Masters
Master Arrest Techniques	4
Master Conducted Energy Device	2
Master Crash Reconstruction	1
Master DUI Investigation	3
Master Defensive Tactics	2
Master Drug Recognition	2
Master EVOC	6
Master Firearms	13
Master Instr Development	3
Master Juv. Appropriate Use of Force	8
Master Marine Law Enforcement	4
Master Reactive Impact Weapon	1
Master Speed Measurement	4
Master Weapon Retention	1
TOTAL	54

POST APPROVED INSERVICE TRAINING (BY REGION)

The following information depicts the approved inservice training conducted in each of the POST Training Regions by number of classes, number of students attending the classes, and the number of class hours comprising the classes.

REGION	1	2	3
# OF CLASSES	83	293	195
# OF STUDENTS	622	3,893	2024
# OF HOURS	683.5	3,839.5	1,385.5

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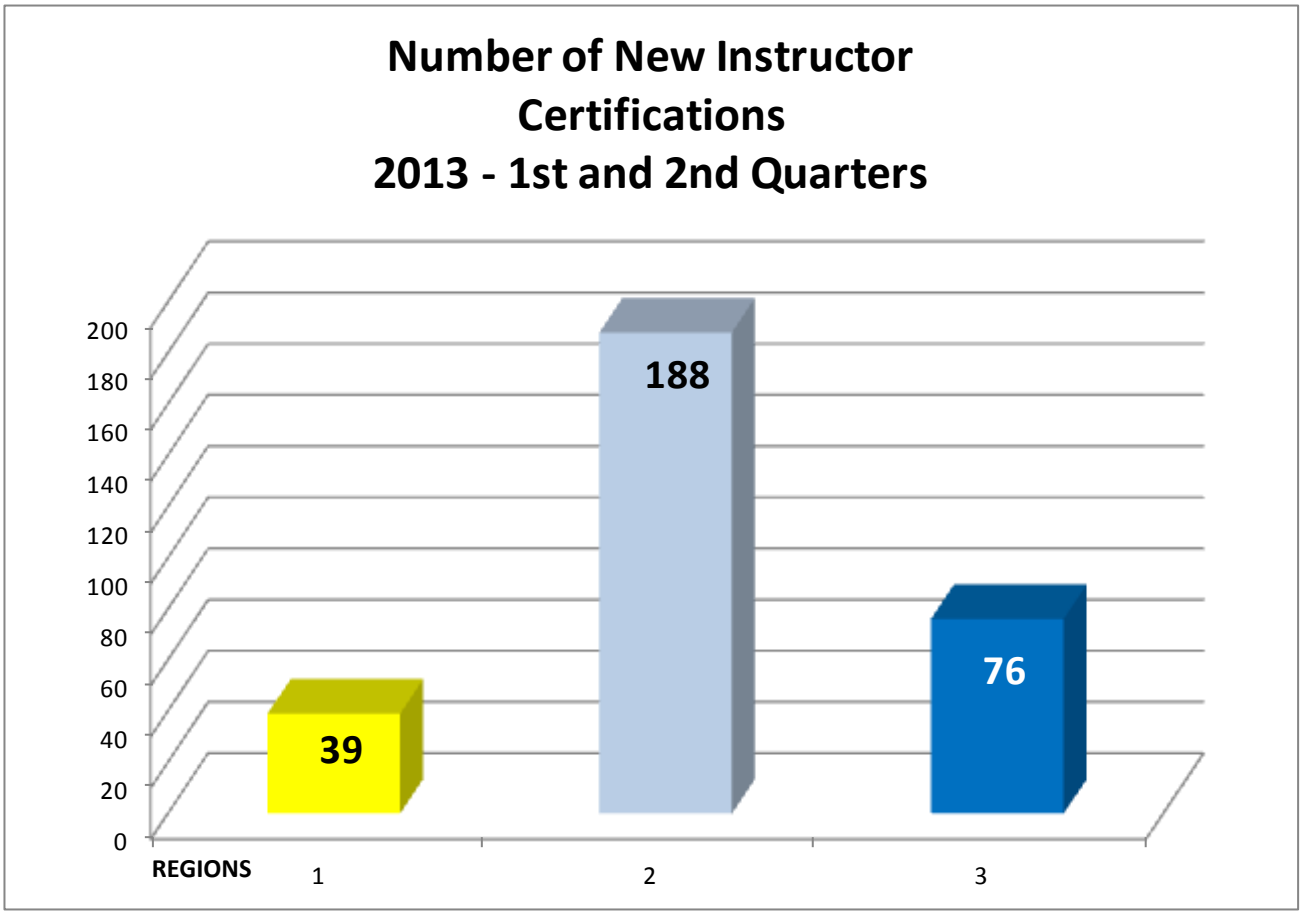
Instructor Certifications



Total Number of POST Certified Instructors & Non-Certified Subject Matter Experts as of August 9, 2013:

2,282

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INSTRUCTORS and DISTANCE LEARNING

Primary Instructor Categories

(as of November 25, 2013)

Type Of Instructor Certification	# Instructors
Firearms: Pistol & Shotgun	303
Arrest Techniques	139
Firearms: Patrol Rifle	142
Emergency Vehicle Operation	80
Defensive Aerosol Weapon	71
Ground Control Techniques	60
Weapons Retention	53
DUI Investigation	58
Speed Measurement	47
Reactive Impact Weapons	48
Juv. Appropriate Use of Force	47
Conducted Energy Device	44
Report Writing	33
Gangs	28
Ethics	26
Breath Testing Operator	26
Communications	27
K-9 Instructor – Detection	23
Crash Investigation	23
Tactical Team Operations	23
Physical Fitness & Health	23
Less Lethal Weapons	25
K-9 Instructor – Patrol	21

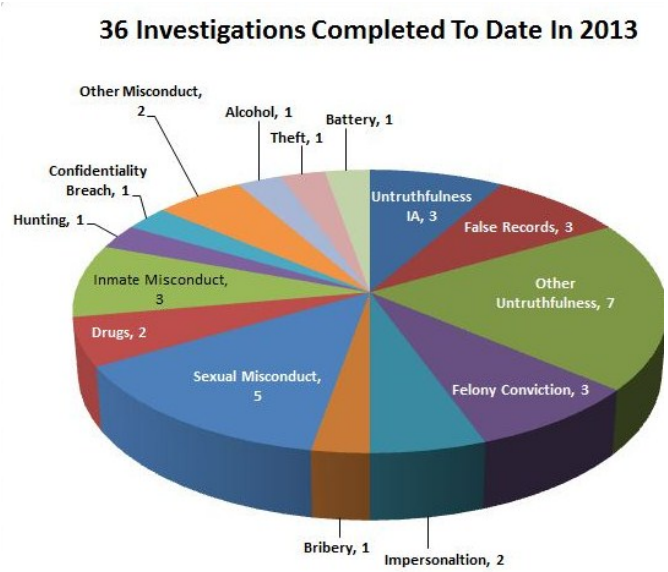
Distance Learning Training

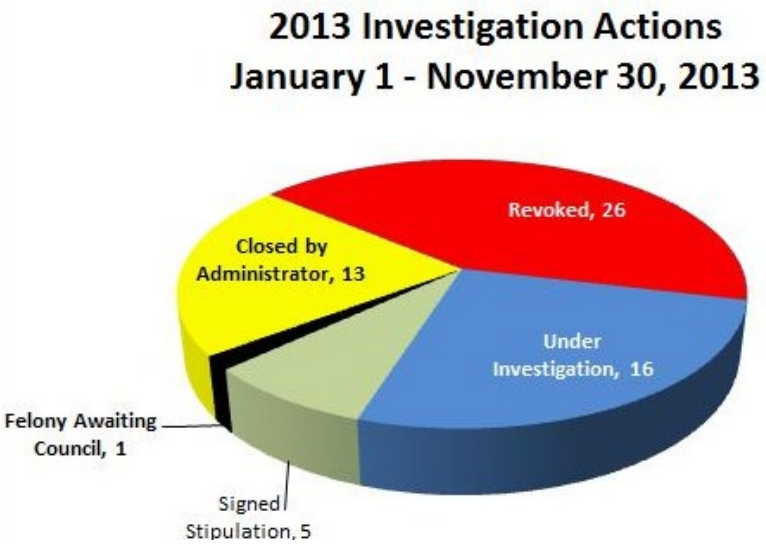
Idaho law enforcement officers, prosecutors and other personnel received tuition-free training funded through POST's federal grant program. Most courses have been in effect since 2012, with the exception of Basic Cell Phone Forensics. which came on-line in 2011.

Program	# of Students
Law Enforcement: Safe Driving Is Your Responsibility	2,375
Introduction To Ethics—Part 1	45
2012 Hate Crimes (documented since 6/15/2013)	4
2013 U.S. Supreme Court Update	11
Brady/Giglio Liability	17
Civil Protection Orders & Firearms	54
Elder Abuse (5 one-hour segments)	51
Introduction To Excited Delirium	89
Juvenile Procedures (In-Service Officers)	40
Officer Use of Seatbelts	49
PREA For Jail Managers (May 2013)	26
Law Enforcement: Smart Driving, Get Home Safely (June 14, 2013)	989
EVOC 101 Web (Approx.)	1,679
Basic Cell Phone Forensics (25 one-hour segments)	2,413
Advanced Cell Phone Forensics	**357**
Excited Delirium	89
TOTAL # of Students (Approx.)	8,288

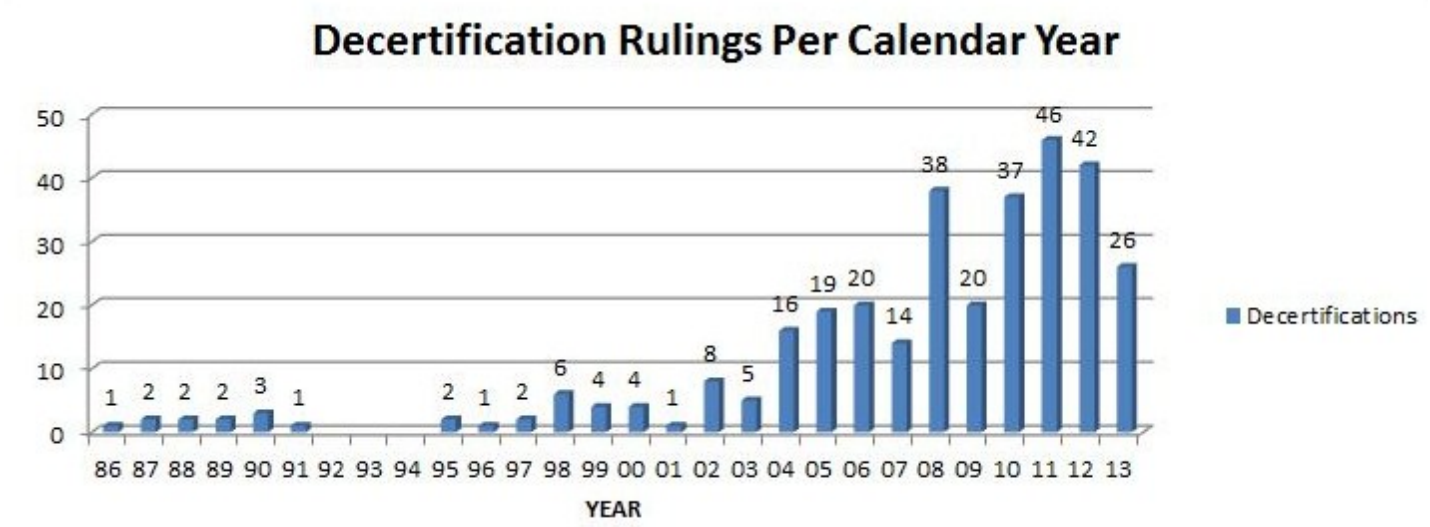
IDAHO POST DASHBOARD

CY 2013 Decertification Cause of Actions & Status





* Some cases completed and investigative actions taken during 2013 were initiated during 2012.



As provided above, you can see the final actions taken by the POST Council since decertification became a POST responsibility. As you review the following pages, you will see the types of actions taken by the POST Council. Please note, the rate of actions taken by POST Council has varied over the years. In years when the decertification actions increased, many of the cases were from earlier years, but resolved in the period of 2008-2012.

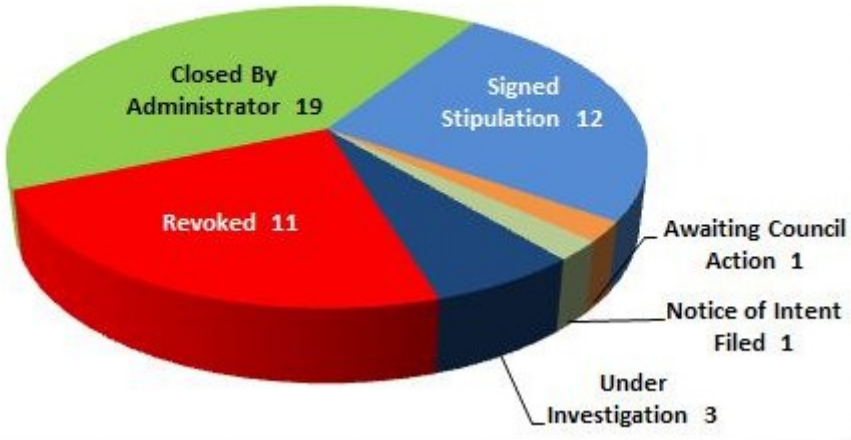
In 2012, the POST hearing process was changed. In the new process, POST Council allows for expedited hearings and conclusions. In addition, the POST Council initiated new investigative policies that allow for increased participation by employing agencies in contested cases; providing the employing agency formal input into the investigative decision-making. POST Council's new policy for conducting decertification-related investigations is listed as ***6.1 Decertification Investigations***, and is available for viewing on the POST website at: http://www.post.idaho.gov/rulesnregs/AdminRules.html .

IDAHO POST DASHBOARD

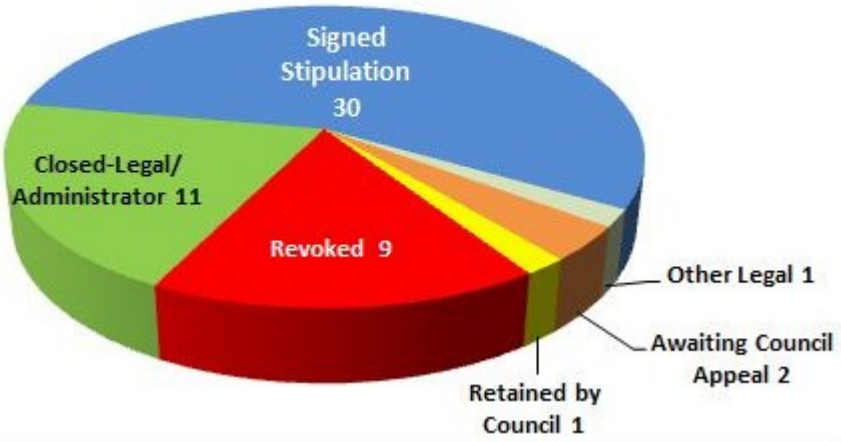
CY 2011-12 Post-Decertification Investigation Actions and Current Council Initiatives

The graphs below, represent the final actions taken by the POST Council, the POST Administrator, or individual officers facing decertification during the specified years — CY 2012 through 2011. These statistics are reflective of the total actions taken from investigations initiated in those years. The information does not reflect the total number of officer decertifications addressed by the POST Council during the year.

2012 Post-Investigation Actions



2011 Post-Investigation Actions



POST Council and the Upcoming Legislature

POST Council will be bringing alternative sanctions back to the 2014 Idaho Legislature. POST Council attempted to provide for alternative sanctions during the 2012 Legislature, but was asked to remove one section and bring it back to the 2013 Legislature. Due to a administrative error, the legislation for alternative sanctions did not make it to the 2013 Legislative Session. Members of the 2013 House Judiciary and Rules Committee requested the legislation, and asked POST to resubmit alternative sanctions to the 2014 Legislature for consideration. POST Council has reviewed the alternative sanctions with the predominant law enforcement associations in Idaho, and supports the proposed legislation. The proposed sanctions would allow for suspensions of certification for up to 6 months and/or remedial training. The alternatives will allow the Council to take actions in matters with a compassionate eye, if they so choose.

POST Survey

POST will survey administrators from around the state on other issues surrounding the decertification process in the coming months. The survey will provide the POST Council with an additional perspective regarding professional standards. POST will conduct the surveys during visits with various law enforcement administrators, in the coming months.

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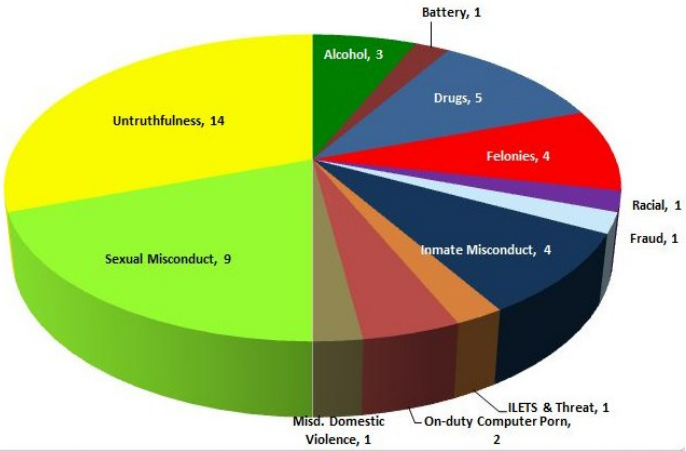
Decertification By Cause of Action

2013 Decertification by Cause of Action

2011 Decertifications by Cause of Action



POST Decertification Statistics

CY 2011

Of the forty-six (46) decertification final actions by the POST Council in 2011 above, the breakdown of the cases shows the many years taken to finalize the decertification process:

One (1) case from 2007

One (1) case from 2008

Twelve (12) case from 2009

Twenty-two (22) cases from 2010

Ten (10) cases from 2011

# of felony convictions: 5

# of cases where officer stipulated: 31

# of cases where officer defaulted: 7

# of cases went to Council evidentiary hearing: 4*

CY2013 POST Decertification Statistics

Of the ten (10) decertification final actions by the POST in 2013 above, the breakdown of the cases shows years taken to finalize the decertification process:

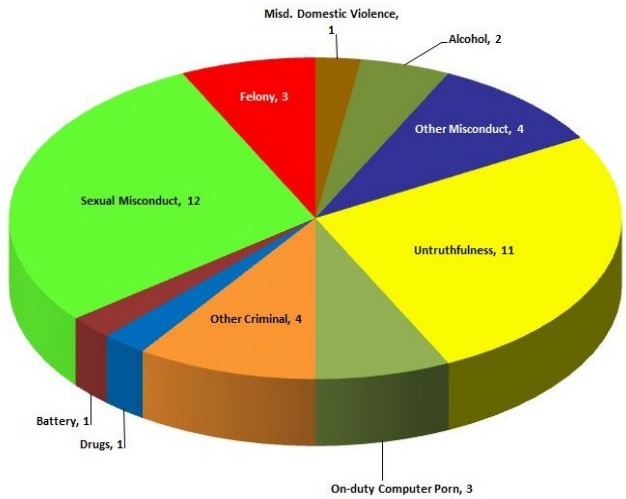
Eight (8) cases from 2012

Two (2) cases from 2013

# of felony convictions: 2

# of cases where officer stipulated: 2

2012 Decertifications By Cause of Action



POST Decertification Statistics

Of the forty-two (42) decertification final actions by the POST Council and staff in 2012, the breakdown of the cases show the many years taken to finalize the decertification process:

One (1) case from 2009

Eight (8) cases from 2010

Twenty (20) cases from 2011

Fifteen (15) cases from 2012

# of felony convictions: 4

# of cases where officer stipulated: 29

# of cases where officer defaulted: 6

# of cases went to Council evidentiary hearing: 3

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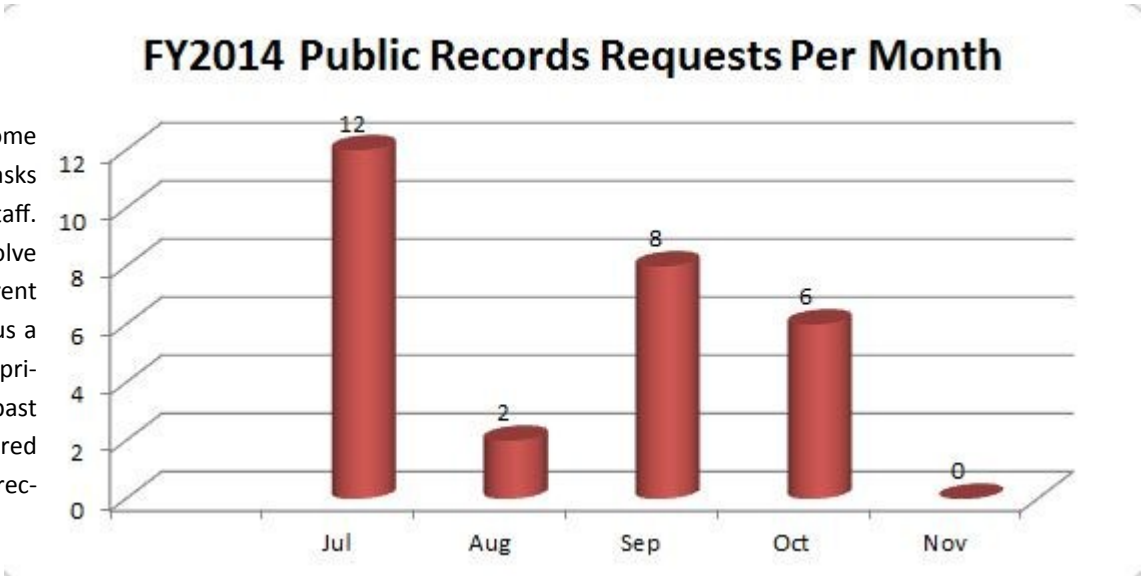
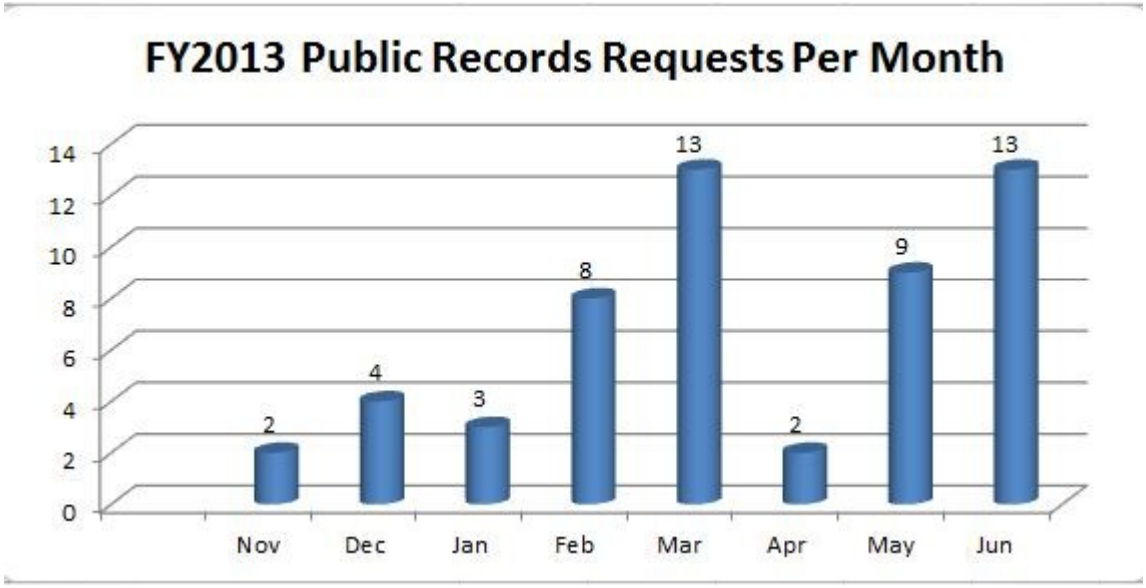
Freedom of Information Records Requests for Training and Certification Records

Public Records requests are some of the most time consuming tasks that are handled by POST staff. Many of the requests involve many reviews of the different types of files held at POST, plus a legal review and redaction of private information. Over the past 12 months, POST has answered 82 records requests for a 6.8 record average per month.





New POST Training Regions As Of January 1, 2014

IDAHO POST DASHBOARD

FY 2013 POST Accomplishments

- Over **1700** Patrol/Reserve Level I officers received free ***EVOC 101 Web*** training (2-hours) via POST/ICRMP
- Over **2200** officers/employees of law enforcement agencies completed ***Law Enforcement: Safe Driving Is Your Responsibility*** web training via POST/ICRMP
- *Completed Job Task Analysis for Patrol/CORE Academy training programs*
- *Assisted with the completion of Job Task Analysis for Juvenile Detention/Probation Job Task Analysis*
- ***2012 US Supreme Court Legal Update for Law Enforcement*** distance learning program – July 2012
- ***PERSI Base Plan and 401K*** distance learning program – July 2012
- ***Civil Protection Orders and Firearms*** distance learning program – July 2012
- Maintained ***EVOC 101 Web*** as a structured homework assignment in the Patrol Academy – July 2012.
- ***Academy Sexual Harassment and Hostile Workplace*** distance learning program – September 2012
- ***Ethics I – Character*** distance learning program – December 2012
- Acquired free ***Brady/ Giglio*** web-based training by partnering with others—July 2012
- Upgraded Production Studio with Adobe Presenter and Adobe Connect software, computers and microphones to deliver web-based training, July-September 2012
- Created Twiki - Council Members/Meetings, September 2012
- POST Council to add a 4th Council Meeting to yearly meeting agenda — October 2012
- POST Council approved new proposed rules defining Moral Turpitude, Character, Drug Use, and misdemeanor violations — October 2012
- Created Twikis for Standards Committee and Training Committee – November 2012
- Upgraded dormitory facility: new furniture; renovated bathrooms, and exhaust system — November 2012
- Fully upgraded POST computer lab—new computers November 2012
- Created Twikis for College Programs – January 2013
- POST Council approved new Decertification Investigation policy — February 2013
- ***Juvenile Procedures*** distance learning program – February 2013
- Hired Deputy Administrator for POST – March 2013
- ***Introduction To Excited Delirium*** distance learning program – March 2013
- Enhanced FATS (firearms simulator training system) and constructed Control Booth in Building 8—March 2013
- ***Introduction To PREA for Jail Managers*** distance learning program – April 2013
- Conducting IEN 10-week Level I Reserve Officer training program (7 Idaho locations) — March to June 2013
- Initiated POST Dash Board on POST website — May 2013
- Completed ***Patrol and Detention Law Week*** web-based Distance Learning Programs — May 2013
- ***Law Enforcement: Smart Driving, Get Home Safely*** POST and ICRMP distance learning program – June 2013

FY 2014 POST Accomplishments

- Third Skid Car frame built on Dodge Charger — July 2013
- ***JTA Executive Summary*** web report project—July 2013
- All Pre-Academy training discs have been converted to an on-line format —July 2013
- System and enhanced wireless Internet connections capability in dormitory
- Twikis for Instructors access to basic lesson plans – July 2013; web-based procedure for POST instructors to access lesson plans in area of instructor certification
- ***FATS Operating Startup-Shutdown*** completed—August 2013
- POST Recognition Project, to honor agencies and officers
- ***Defensive Tactics Skills Review*** 27-segments completed—November 2013

Current FY2014 POST Projects

- Develop Scenario Exercise Area & new Dormitory (multi-year project)
- Patrol/CORE JTA—new academy objectives & lesson plans
- Implement Juvenile Detention/Probation JTA academy objectives and lesson plans development
- Construction of High-Risk High-Threat Firearms Range
- Ability to Receive Payments through Access Idaho
- Rewrite of POST legislation and administrative rules (multi-year project)
- Agency Certification/Decertification Desk Reference
- ***Defensive Tactics Skills Review*** 2 – segments in-progress.
- Revalidate physical standards for patrol officers
- Revalidate medical standards for patrol officers
- POST Integration Project, to automatically fill other POST database documents and POST report forms