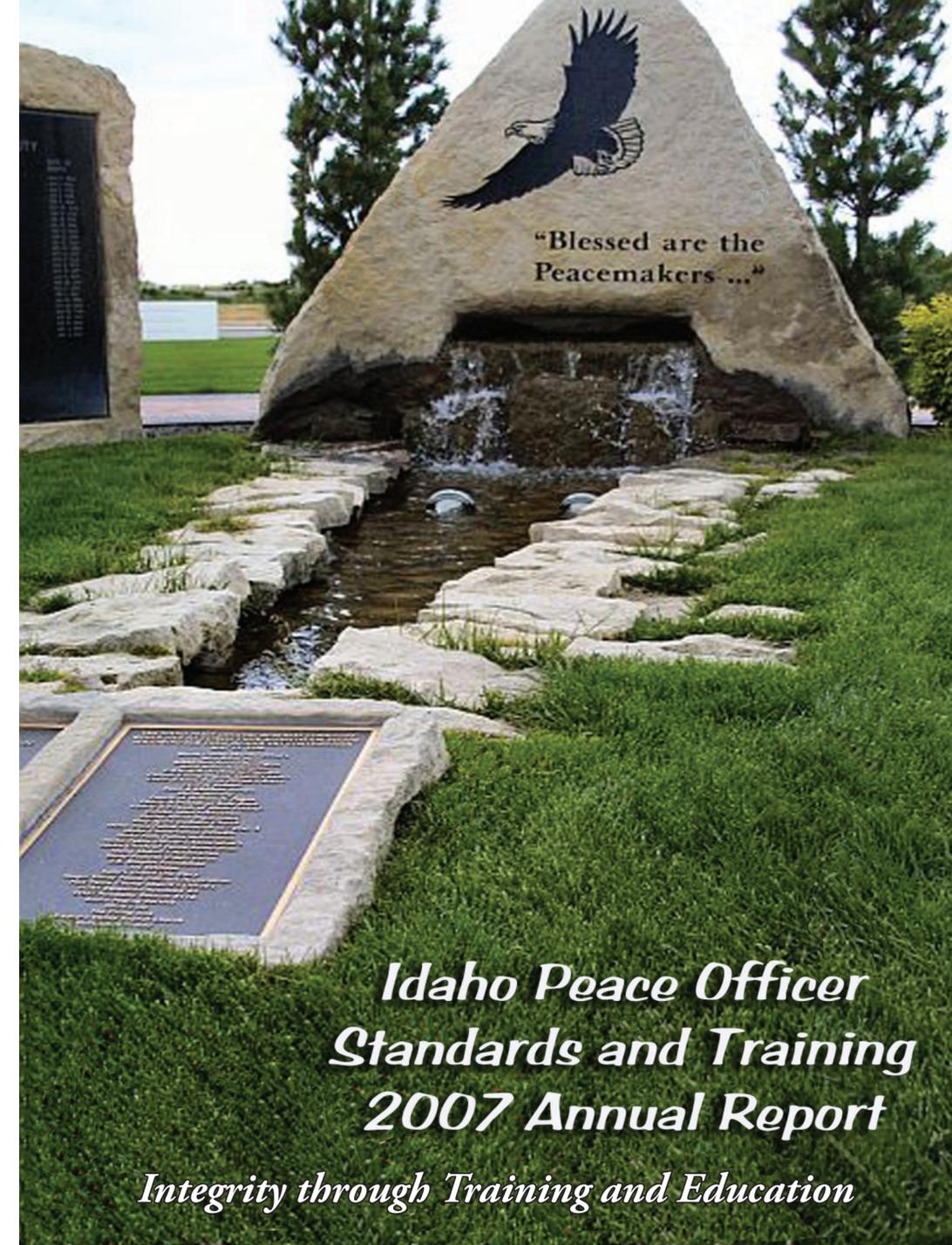




Idaho Peace Officer Standards and Training Academy
 PO Box 700
 Meridian, Idaho 83680-0700



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 BOISE, ID
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September 1, 2007

The Honorable C.L. "Butch" Otter
 Governor of Idaho
 Idaho State Capital
 Boise, ID 83720

Dear Governor Otter,

On behalf of the POST Council it is my pleasure to provide you with the Peace Officer Standards and Training annual report. POST Council continues to work hand-in-hand with the academy setting employment and training standards and serving the people of Idaho by helping train and prepare public safety officers. In this publication you will find highlights of our past year and the goals we are currently working toward.

This past fiscal year POST conducted 22 basic academies and trained 688 criminal justice professionals. Basic academies included Patrol, Detention, Corrections, Dispatch, Probation and Parole, Juvenile Detention, and Juvenile Probation. POST also sponsored or approved over 245,000 in-service education hours, ensuring established public safety officials receive continuous and relevant training.

POST makes it a priority to serve the citizens of Idaho by placing professional and well-trained officers into their communities. Your continued support is greatly appreciated.

Sincerely,

 Gary Aman
 Sheriff, Owyhee County
 Chairman, POST Council

From the Director's Desk

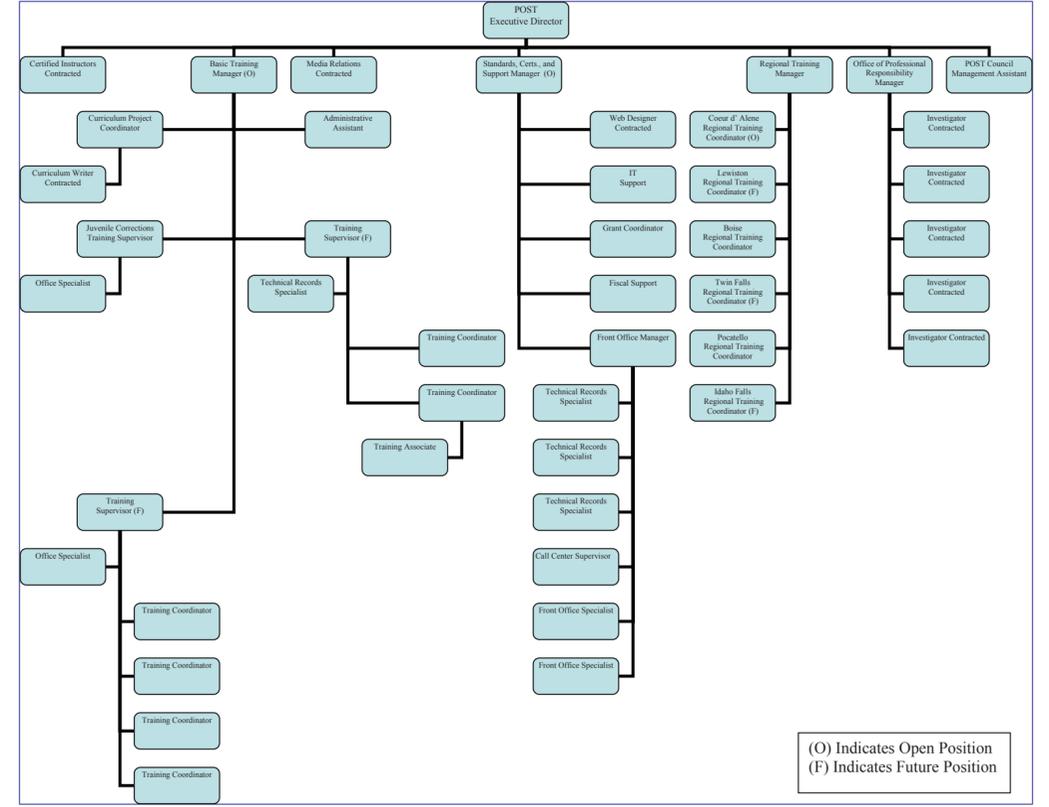
In my past year as Executive Director change has resounded throughout this organization. With the help of a dedicated staff, POST is moving in a new direction that will better serve the criminal justice professionals of Idaho, providing high-quality, advanced training to both entry-level and established public safety officers. POST will continue to build upon the foundation built by past leadership. I appreciate the legacy of former Executive Directors Mike Bear and Larry Plott and former Deputy Director Doug Graves and thank them for their dedication to POST.

To ensure our clients are receiving the best possible service, I have made several changes that are covered more thoroughly in this annual report. For instance, I have reorganized the structure of POST into four bureaus and have senior managers that oversee the day-to-day operations of each bureau. I have also centralized customer service to our main training offices in Meridian. This allows for extended coverage and better trained staff who can address the needs of our clients. POST is also moving toward the complete automation of all forms that our clients use on a continuous basis, such as certification, employment, and training forms. These will be accessible on the POST website. Lastly, we are introducing Problem Based Learning into the basic academy. We have conducted two pilot projects and are encouraged by the student feedback thus far.

I look forward to the next year and the new changes it will bring. POST continually strives to be on the forefront of criminal justice training and depends on your support to see our successes become reality. - Jeff Black-

History Of POST

Prior to 1970, Idaho peace officers received a two-week training course from the Federal Bureau of Investigation. In 1970, POST was created and began offering a four-week academy. Nine years later regional training was added to the POST program and the first continuing education courses went statewide. By 1994, POST moved to the new campus in Meridian along with the Department of Law Enforcement. The campus had four classrooms and an 80-room dormitory. Over the next ten years POST would begin training and certifying juvenile and adult correction officers and a new training building would be built to accommodate the exponential growth experienced by the additional training requests. In the last year, POST has re-emphasized regional training to make it more accessible to criminal justice professionals throughout the state. Entry level and in-service training is rapidly expanding and POST continues to work with new and existing partners to utilize resources and create positive, lasting relationships to the benefit of all Idaho criminal justice professionals.



(O) Indicates Open Position
 (F) Indicates Future Position

A study conducted by the Idaho Department of Human Resources in 2006 concluded that many of the staff at the POST academy was working outside of their job classification. It became obvious that realignment of the current structure was vital to the forward movement of this organization.

While working toward this restructure, four distinct bureaus were identified and are now in place: Basic Training Academy; Regional Criminal Justice Training Centers; Standards, Certifications, and Support; and Office of Professional Responsibility.

PEACE OFFICER STANDARDS AND TRAINING COUNCIL

- | | | |
|--|---|--|
| Gary Aman, Sheriff (Chairman)
Owyhee County Sheriff's Office | Jon Heggen, Chief of Enforcement
Department of Fish & Game | Chuck Reynolds, Sheriff
Shoshone County Sheriff's Office |
| Stephen A. Bywater, Chief
Criminal Law Div, Atty General's Office | J. Kent Livsey, Chief
Idaho Falls Police Department | Donald Robinson, Supervisory SA
Federal Bureau of Investigation |
| Larry Callicutt, Director
Department of Juvenile Corrections | William Musser, Chief
Meridian Police Department | Jerry Russell, Director
Idaho State Police |
| Dan Chadwick, Exec. Director
Idaho Association of Counties | Blair Olsen, Sheriff
Jefferson County Sheriff's Office | Dan Weaver, Chief (Vice Chairman)
Moscow Police Department |
| Ken Harward, Exec. Director
Association of Idaho Cities | Brent Reinke, Director
Department of Correction | David L. Young
Canyon County Pros. Attorney |

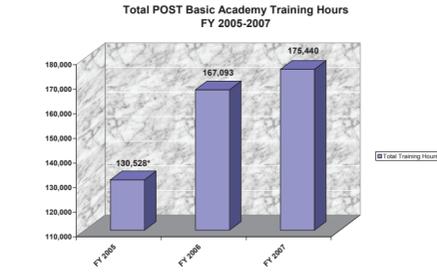
Idaho Peace Officer
 Standards and Training
 2007 Annual Report

Integrity through Training and Education

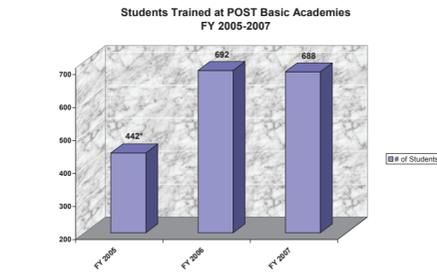
Basic Training Academy

Overview

The POST Academy, a progressive and technologically advanced training facility, strives to ensure all Idaho peace officers receive a strong foundation in their prospective criminal justice profession through cutting-edge instruction. The academy reaches into all corners of the criminal justice field, offering basic entry training to patrol officers, detention and corrections officers, both adult and juvenile, probation and parole officers, and communication specialists.



* Basic training academies for Corrections Officers and Probation & Parole Officers were not held at POST until the 2006 fiscal year



* Basic training academies for Corrections Officers and Probation & Parole Officers were not held at POST until the 2006 fiscal year

	Fiscal Year 2005	Fiscal Year 2006	Fiscal Year 2007
Use of Dorm vs Motel	\$517,265.00	\$465,202.00	\$1,043,910.00
State Contract vs State Meal Allowance	\$170,880.00	\$177,438.00	\$154,964.00

Problem Based Learning

In January of 2007 POST staff and administrators began investigating the potential use of problem-based learning (PBL) in basic academies. According to Howard Barrows who developed PBL, problem-based learning is, “. . . a distinct educational method aimed at giving the learner effective skills in problem solving, self-directed learning as a life-time habit and team work, all while acquiring an integrated body of knowledge from many different subject areas or disciplines.”

Problem-based education in police training holds the potential to better meet the needs of adult learners, help students develop higher-order thinking skills, and ease the transition between the academy and field training.

Problem Based Learning Pilot Project

A problem-based learning exercise was created by POST staff in collaboration with a local law enforcement training company, SG Five, to study the effectiveness of PBL in training Idaho officers. A 70-hour program was developed that starts the second day of a Patrol Academy and runs the entire ten-week session.

The pilot program provides students with many opportunities to practice skills learned in classes at POST. Particularly useful are hands-on scenarios staffed by actors from a local theatrical group. Student feedback indicated the pilot program was successful in helping them apply classroom instruction to field work, aid in the long-term memory of class material, develop decision-making skills, and learn skills needed to work in a group and with other agencies.

Changes to Instructor Development Course

As POST worked towards the academy goal outlined above, a parallel issue arose involving the current Instructor Development program, a required course for those pursuing Instructor Certification. While the current course has served Idaho's needs well, POST discovered that a shift in curriculum could potentially increase the effectiveness of the class in training learning facilitators while at the same time enabling POST to train more students per class and at a cost effective tuition.

POST sponsored a 3-day workshop in June, 2007 for Instructor Development Master Instructors to familiarize them with the new concepts and frame an entirely new 40 hour Instructor Development lesson sequence. The new program is planned to begin in the fall of 2007. In October, 2007, Master Instructors will be brought in to participate in another training session that will help them implement the new curriculum.

POST Basic Training Academy Statistics

ACADEMY TYPE	Fiscal Year 2005		Fiscal Year 2006		Fiscal Year 2007	
	Number of Officers	Hours per Academy	Number of Academies	Hours per Academy	Number of Academies	Hours per Academy
Patrol	105	4	245	105	4	525
Detention	108	3	246	98	3	246
Corrections	NA*	NA*	NA*	255	6	150
Probation & Parole	NA*	NA*	NA*	31	2	160
Peace Officer	80	3	80	1	80	35
Advanced	22	1	40	23	1	40
Detention	52	2	80	47	2	80
Juvenile	32	2	80	41	1	80
Probation	442	15	692	20	688	22

* Basic training academies for Corrections Officers and Probation & Parole Officers were not held at POST until the 2006 fiscal year

Regional Criminal Justice Training Centers

Overview

Though the POST headquarters resides in Meridian it also has three regional offices located in Coeur d'Alene, Meridian, and Pocatello to oversee training of peace officers beyond entry level learning. Regional Coordinators organize in-service and continuing education for peace officers in their areas. Essential duties include contracting with instructors, coordinating venues, advertising courses, and issuing credits and maintaining training records of participants. Coordinators also invest considerable time in personal communication with officers and department administrators, relaying pertinent academy information and seeking feedback from its clients on what kind of training is needed and how to better deliver that training.

In addition to in-service training, coordinators work with law enforcement vocational programs which reside in North Idaho College, Idaho State University, and College of Southern Idaho. Students can attend the vocational program in lieu of the ten-week academy offered in Meridian. POST certifies the vocational programs and ensures participants receive the same high-quality training they would receive at the academy.

As POST continues to re-emphasize regional training, new areas will be added and staffed as budget allows. Currently, Magic Valley and Treasure Valley are served by one coordinator, covering McCall to Twin Falls. In the near future this region will be split to accommodate for the rapid growth and allow POST to better serve these areas.

This past year POST sponsored and/or approved over 245,000 hours of in-service training. This training consisted of 19,415 students participating in 1,528 different courses.

College of Southern Idaho and POST Enhance Partnership through New Classroom

Local law enforcement in the Magic Valley area now has a dedicated classroom at the College of Southern Idaho (CSI). The new classroom is located in the Canyon Building on the second floor and accommodate 15-20 students.

POST will be the primary user of the newly remodeled space, conducting mainly in-service courses for criminal justice professionals. State law requires all peace officers to complete 40 hours of continuing education every two years. Officers in the Magic Valley area traditionally had to travel to Meridian for much of that required training, taking time and money away from their agency. Now POST can more readily bring the training to them, an idea that has many officers and department heads excited.

The number of students graduating from the CSI, ISU, and NIC law enforcement programs and qualifying to take the POST Challenge Exam the past three academic years.

	FALL 2004/SPRING 2005	FALL 2005/SPRING 2006	FALL 2006/SPRING 2007
College of Southern Idaho (CSI)	26	32	22
Idaho State University (ISU)	30	24	24
North Idaho College (NIC)	50	4*	8*

* Program reduced to only one class offered per year.

Standards, Certifications, and Support

Overview

Many day-to-day client interactions happen through our main office in Meridian. Potential students are processed, employment and training records are tracked, and various inquiries about every aspect of criminal justice are fielded through the customer service center. This high energy staff oversees the certification of approximately 1400 criminal justice professionals every year, ensuring compliance to Idaho code and statutes.

Grant Funded Training

For several years POST has had the opportunity to provide free training to criminal justice professionals, educators, prosecutors, and social workers through grant funded training. Past training has covered child abuse, domestic violence, elder abuse and financial fraud, school violence and response, and advanced school resource officer training. Currently POST is providing internet crime investigation through the Byrne-JAG grant and domestic violence scenario training through Violence Against Women funds, both federally funded programs. In partnership with the Department of Health and Welfare, POST also offers annual and need based training on the investigation of child abuse and case management to state mandated county multi-disciplinary teams. POST applies for approximately \$250,000 per year in federal and state funds.

Type and Number of POST Certifications

CERTIFICATION TYPE	Fiscal Year 2005	Fiscal Year 2006	Fiscal Year 2007
	No. of Certifications Issued	No. of Certifications Issued	No. of Certifications Issued
Peace Officer Basic	172	167	209
Peace Officer Basic PT	0	0	2
Peace Officer Intermediate	192	154	157
Peace Officer Advanced	89	103	118
Peace Officer Master	16	49	39
Peace Officer Supervisor	30	37	46
Peace Officer Management	9	18	25
Peace Officer Executive	3	3	0
Peace Officer Reserve*	52	33	59
Peace Officer Marine Reserve	4	2	1
Detention Officer L1	134	86	109
Detention Officer L2	31	30	34
Detention Officer L3	12	8	10
Detention Officer Master	0	0	1
Detention Officer Supervisor	0	0	0
Detention Officer Management	0	0	0
Juv Detention Officer Basic	43	48	32
Juv Probation and Parole Officer Basic	79	40	22
Correction Officer Basic Probation and Parole Officer	NA**	1	209
Basic	NA**	0	32
Communications Specialist L1	28	20	18
Communications Specialist L2	22	11	11
Communications Specialist L3	18	15	11
Advanced	1	5	3
Master	0	0	0
Supervisor	0	0	1
Management	0	0	0
Instructor	167	107	177
K-9 Patrol	17	42	18
K-9 Controlled Substance	38	76	36
K-9 Tracking	1	8	3
K-9 Evidence	4	11	1
K-9 Explosive	1	8	4
Total	1103	1054	1378

* Includes L1 and L2 Reserve Certifications
** POST did not start certifying this group until FY 05/06

POST Website

POST clients rely heavily on the website as a resource for information pertaining to training, records, and certification. POST is currently renovating the website to create a more user-friendly environment inclusive of all the clients and their various disciplines. In addition to this new look and feel, POST is automating all forms for easier and more timely submission of training packets, certification applications, employment notices, and so forth.

Centralized Customer Service

As training becomes more accessible throughout the state, it is crucial POST can answer the questions and respond to the needs of all clients in a timely manner. The new customer service support center, located in the administrative offices in Meridian, will give clients greater access to trained staff during the work week from 7 a.m. to 6 p.m.

In addition to answering general questions and directing clients to appropriate resources, customer service staff will also work with the regional training coordinators to facilitate in-service training throughout the state.

Office of Professional Responsibility

Overview

The Idaho Legislature formally established the Idaho Peace Officers Standards and Training Council (POST Council) for the purpose, and among others, of setting requirements for employment, retention, and training of peace officers, including formulating standards of moral character, and other such matters as relate to the competence and reliability of peace officers. The POST Council also has the power to decertify peace officers upon findings that a peace officer is in violation of certain specified standards, including criminal offenses, or violation of any of the standards of conduct as established by the Council's Code of Ethics.

The investigation of officers who have engaged in misconduct is handled by investigators who work for the POST Academy under the direction of the Manager of the Office of Professional Responsibility (OPR). The OPR manager reports directly to the POST Executive Director.

The OPR manager and five additional investigators conduct these investigations throughout the State. These investigators are mature, seasoned professionals who have years of experience in law enforcement and who are uniquely qualified to perform this work.

When a report of misconduct by a certified officer is lodged with POST, the matter is assigned to one of the investigators by the OPR Manager. During the process of resolving the allegations against the officer the investigator may subpoena records, interview other employees of the officer's department, talk to the officer, and do other investigation and interviews in an effort to gather the facts.

At the conclusion of the investigation the investigator prepares a report containing the results of his inquiries. Depending upon what is learned by the investigation the officer may voluntarily sign a stipulation surrendering his certification, or he may elect to challenge his decertification through administrative procedures. In some instances the investigations determine that the allegations against

the officer were either unfounded, or that disciplinary actions taken against the officer by his department have been sufficient to resolve the matter without resorting to decertification.

Even though the investigator, the OPR manager, and the Executive Director of POST all make recommendations regarding action to be taken against the officer, it is the POST Council who has the authority to make the final determination.

Number of Cases Opened and Decertifications

	Fiscal Year 2005	Fiscal Year 2006	Fiscal Year 2007
No. of Cases Opened	8	23	42
No. of Decertifications Issued	19	17	18

Integrity Bulletin

On a quarterly basis the Office of Professional Responsibility at POST publishes a four page document entitled Integrity Bulletin.

The purposes for this document are first, to present to the law enforcement community topics dealing with integrity and ethics, and secondly, to give examples of disciplinary actions taken by the POST Council. The Bulletin is carried on the web site of POST, is sent electronically to those who request it, and is mailed out to hundreds of organizations and individuals directly. This Bulletin is just one of the tools used by the POST Academy to educate and instruct our officers.

The synopses of disciplinary actions are taken from prior decertification investigations conducted by POST. Neither names of the officers nor the departments for which they worked are identified, but sufficient detail is given on each case to illustrate behavior that is unacceptable and for which an officer may be decertified.

This publication has received wide acceptance within the law enforcement community and is a strong advocate for increasing and emphasizing ethical behavior.