



POST COUNCIL

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 Mr. Brent Reinke, Idaho Dept. of Correction
 Mr. Greg Bower, Idaho Prosecuting Atty's Assoc.

POST ADMINISTRATION

William Flink, Division Administrator
 Vacant, Dep. Division Administrator
 Sharon Lamm, Operational Supt. Mgr.
 Jil Nichols, Acting Academy Training Mgr.
 Mike Dillon, Office of Professional Stands.
 Patricia Christy, Council Mgmt. Asst.

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Idaho POST
 700 South Stratford Drive
 Meridian, Idaho 83642
 Phone: (208) 884-7250
 Fax: (208) 884 7295

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February 2011

New Council Appointees

Gov. Butch Otter has named three new members to the POST Council. Appointed to serve this year are Chief Greg Moon, Weiser PD, to replace Chief James Bensley of Garden City PD; Ada County Prosecutor Greg Bower was named to replace Bonneville County Prosecutor Dane Watkins; and Chief Wayne Longo, Coeur d'Alene PD, will replace Moscow Police Chief Dan Weaver.



Chief Greg Moon

Chief Greg Moon has been in law enforcement since 1984. He joined Weiser PD in 1986, and became Chief of Police January 2004.

Greg Bower has served as the Ada Co. Prosecutor since 1982. He has served as a deputy in that office since 1975, and became the Chief Criminal Deputy Prosecutor in July of 1977.



Prosecutor Greg Bower

Chief Wayne Longo spent 31 years with Idaho State Police prior to his becoming Chief of Police in Coeur d'Alene, Idaho in 2007.



Chief Wayne Longo

For nearly two decades, physical fitness standards that public safety agencies set for their officers have been examined, argued and debated. Some departments follow strict guidelines established by the Civil Rights Act of 1991; while others have let private fitness companies develop fitness tests, other than job-related agility tests, designed to measure like-strength

POST Distance Learning

CY2011 will see POST move towards Distance Learning by way of video teleconference training, connecting with the Idaho Educational Network (IEN), Idaho Department of Transportation (IDT) or Idaho Homeland Security systems, and Internet training from the POST web site portal. Currently, POST uses IEN for Level I Reserve Officer training, broadcasting from the College of Western Idaho (CWI--Boise) and College of Southern Idaho (CSI--Twin Falls), and broadcasting to Glenns Ferry, Weiser, Cascade and Salmon, Idaho. The new POST broadcast site will give POST the ability to fund and produce video teleconference training in a much broader sense. This development of technology will assist our profession in meeting the initial training needs for the basic training programs and bi-annual in-service training requirements. It will also aid in increasing participation with high-value/high risk/high dollar training topics in a lectured format. CY2011 will also see

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anaerobic output. Lawyers will argue the issue from both sides of the fence, and there is no definitive answer to agility testing versus fitness testing within the courts that can be relied upon. For the past six months, division staff have analyzed the practices for physical training at POST. Once the legal review of current court case law has been analyzed, POST will make a recommendation to the POST Council based upon

PRT's Impact At Academy Under Review

the best legal practice in complying with federal law. This may result in POST returning to agility testing to measure a minimum physical fitness level for Idaho's peace officers. Whatever direction POST takes on the physical fitness certification standard, POST will not be eliminating the PRT test from its curriculum testing process.

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NOTES FROM THE POST COUNCIL'S DECEMBER 2010 SPECIAL MEETING

Following is a synopsis of some of the highlights from the POST Council's December teleconference:

1. Injury and Medical Conditions Policy: To comply with EEOC provisions and insure that all students are treated with similar consideration, the Council has adopted a policy that will provide guidance to POST staff in considering medical or physical conditions that may affect successful completion of basic academy training. POST Policy 4.5: Student Injuries and Inability to Perform Physical Training is designed to assist POST staff and students in determining the acceptable physical abilities of applicants and students entering and participating in POST academy training programs, and to do so without causing or promoting injury, re-injury, health problems, medical emergencies, or serious life-threatening events for the student or other individuals involved in training exercises. This procedure is also designed to ensure that students are able to succeed in their physical testing requirements to the

best of their ability, barring any temporary physical condition or injury, and to establish a process for students to be temporarily disqualified from participating in physical training or academy training until they are physically capable to attend and successfully complete required academy training standards.

The policy is identified on the POST web site within the Admin Rules/Policy portal in *New Policies* section.

2. Two-Year Agreements and the Self-Sponsored Student Fee were discussed. As a result of the lack of self-sponsored students requesting attendance at POST and inquiry by Idaho State Senator John W. Goedde, the POST Council directed POST to analyze the cost structure of self-sponsored students. POST has looked at this process several times during past years, and it has varied due to prevailing philosophies and analysis trends. The self-sponsored fee may bare a direct reflection on the Two-Year Agreements, and the analysis could amend this training fee collection.

POST Distance Learning *(Continued from Page 1)*

the implementation of a series of 25 webinar training programs, scheduled to begin March 2011 through the POST web portal using a grant-funded training provider.

We hope that by making these enhancements to the POST training delivery system, the peace officers of Idaho will have up-to-date information from our electronically-delivered basic training topics, and increase their knowledge through in-service topics where tuition financing has been difficult to attain.

Manager Named To Staff Administrative Support Bureau

Sharon Lamm has been hired as the Administrative Support Manager at POST. Sharon has over 15 years of progressive management and leadership experience in areas of accounting, financial management, and contract administration. For the past six (6) years, Mrs. Lamm worked for the Department of Corrections. Sharon began her career in corrections as a member of the Correctional Industries management team where she managed contracts, analyzed business opportunities, and developed business plans to implement new programs. In 2005, Sharon accepted the position of Deputy Chief of Evaluation and Compliance for Correction. As Deputy Chief, she directed the business units for inmate sentence administration and central records, inmate dietary services, quality assurance, review and analysis, and contracts and grants administration. In her role as Deputy Chief, she had budgetary responsibility for both general and federal funds. During her tenure she developed and implemented an audit process with the specific goal to validate the Department's conformity with policies and procedures, and promote quality in the way the Department did business.

Prior to joining corrections, Sharon was the Regional Controller for Orius Telecommunication Services Inc., and held senior-level management positions in accounting and finance during her 18 year career with Idaho Housing and Finance Association. She has a Bachelor of Business Administration (Finance) and Master of Business Administration degrees from Boise State University.



NOTES FROM THE POST COUNCIL'S February 2011 MEETING

At the POST Council Meeting, Thursday, February 3, 2011, the following topics were discussed:

1. Introductions of three new POST Council members Chief Greg Moon, Chief Wayne Longo and Ada County Prosecutor Greg Bower (see: page 1 of this Newsletter);
2. Due to reductions in POST revenue collected from fees and fines, future POST Council meetings previously scheduled for Coeur d'Alene and Pocatello during the 2011 calendar year will be held at POST in Meridian, Idaho. The June 9 meeting will be held on June 7, 2011.
3. Thirteen (13) stipulation agreements for revocation of peace officer certification were ratified by the Council.
4. Two (2) peace officer certifications were revoked for felony convictions.
5. The Council discussed and reversed a previous Council decision on policy in responding to minimum employment qualifications resulting from felony convictions modified to misdemeanor convictions under California or other states' "wobbler-type" provisions. POST will consider the charged felony crime and the facts, thereof, in determining if such crimes are still felony disqualifiers in Idaho. This is a reversal of a February 2010 decision and may affect an application waiver action at that Council meeting.
6. The Council and Idaho Prosecuting Attorneys Association agreed to memorialize their relationship through an MOU, in part, to initiate strategic planning for the future and to share our vast training resources.
7. Mrs. Dawn Peck, Manager, Idaho Bureau of Criminal Identification (BCI) presented the legal requirements of agencies having ILETS criminal history access. Mrs. Peck stated that only POST or an employing agency can perform lawful ILETS criminal history checks for Vo-Tech or self-sponsored students (see ILETS article on page 4).
8. North Idaho College Academy Patrol School – the POST Council agreed to a one-time amendment to the existing POST-NIC Memorandum of Understanding (MOU), by agreeing to a waiver of the minimum number of students to conduct an academy program. A signed amendment is to be forwarded to the college.
9. The Idaho Criminal Justice Commission requested comment from the POST Council on Traffic Schools being presented by local police departments, in lieu of issuing traffic citations for infractions of traffic law. The Council discussed the known history and knowledge of the Traffic Schools. The Council's representatives will meet in the future with representatives of the police departments and legislature to discuss the history, scope and reasons for Traffic Schools. The hope is to seek a legislative-approved solution to the Traffic School's fiscal impact upon POST, while allowing localities to conduct traffic safety schools instead of writing traffic citations for some infractions.
10. POST's pre-employment tuition rate was discussed and a decision was made to reduce the self-sponsored student tuition for the Meridian closed-campus program;
11. The Council adopted new POST procedures for basic academy training Audio Visual-Visual Presentations. Under the policy, all video and PowerPoint presentations must be approved by the POST Curriculum Officer prior to use in academy basic training programs.
12. The Council adopted new procedures for POST Contract Investigators. These procedures establish contract and confidentiality standards for POST Office of Professional Responsibility investigators.
13. Contract Misdemeanor Probation Officers (MPOs) are currently not eligible for certification. The IAC will seek a legislative amendment to provide for certifying contract MPOs this legislature.
14. The POST Character Form will be utilized in application packets, as modified by the Council. Juvenile probation, detention and corrections officers will have a 10-month grace period before the form will be exercised against their certifications. However, all newly employed juvenile officers, from this time forward, will be advised that they are subject to the form's questions during hiring.
15. Sharon Lamm presented the status of the POST budget for FY2011. Revenues projections are down from projections. (See "Revenue", page 6).

"The times call out for vision and for discipline. Discipline so that we live within the revenue which the state collects each year."

PRT Impact *Continued from Page 1*

It is well-established under the law, that physical testing must clearly identify job-related essential functions. From our initial review of POST practices, the PRT testing has been relegated to a entry-level indicator of performance and fitness to meet physical abilities. The review has eliminated the use of the detention officer fitness standard, in lieu of the patrol officer fitness standard throughout academy fitness testing. This change in testing practices will continue until another fitness analysis, using the Detention Officer job task analysis, can be conducted and a new detention standard determined. The review process being undertaken is very important to

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ILETS Criminal History Checks and Vo-Tech/Self-Sponsored Training

Recent events in the Vo-Tech and Self-Sponsored peace officer training programs, have led POST to emphasize the legal requirements associated with conducting background criminal history checks on prospective students. The specific requirement involves the use of ILETS technology to obtain criminal history information for approval into these programs. This article is to make the record clear, and to keep Idaho agencies within the law.

As part of the application process for entrance into college Vo-Tech and the North Idaho College (NIC) Law Enforcement Program Academy, prospective students for peace officer training programs must have a criminal history records check for their application process. Institutions have been using local law enforcement agencies, affiliated with the educational institutions, to conduct required ILETS checks. However, this is illegal under federal regulation.

In addressing the February POST Council meeting, Mrs. Dawn Peck, Manager of Idaho's Bureau of Criminal Identification, stated law enforcement agencies cannot legally conduct ILETS checks for an educational institution's peace officer training programs under any condition. Such actions violate federal law and could result in the loss of an agency's ILETS terminal privileges. Mrs. Peck has acknowledged only two methods for conducting lawful ILETS records checks for students attending peace officer training at educational institutions. One legal method would be for POST to receive initial application information on students, then run the criminal history records checks to qualify the student for further background qualification checks by the educational institutions. The second legal method would be for the students to become reserve officers for an agency, then that agency would conduct all background investigation and ILETS checks, as with any other Level I Reserve Officer, before the student enters the educational institution. The entire POST application packet would then be sent to POST.

Managers of the three college programs will be meeting with POST in late mid-March, and we hope to discuss this and other issues to make enhancements in Idaho's peace officer training.

POST views this, strictly, as a legal issue. Law enforcement training programs cannot violate laws officers are sworn to uphold, and BCI is watching for the lawful outcome to this process. Resolution towards fulfilling the minimum training and certification requirements may require a change in the application process for students attending educational institutions, and require additional fees. However, the process must be legal.

1st Session of Misdemeanor Probation Officers Graduates POST

February 4, 2011 became a milestone in the state, as the first session of Misdemeanor Probation Officers graduated from POST. The program was three weeks in duration and saw fifteen (15) new and veteran officers complete the newly established training program which has been discussed and planned for the better part of four or more years by members of the criminal justice system. The program will be modified, considering the lessons learned from staff and comments made by student evaluations. We wish all who participated in the program many years of faithful, public service in this newly created POST certification.



Recognition For 25 Years of Service: Patricia Christy

The POST Council and POST congratulates POST Council Management Assistant Patricia Christy for 25-years of service to the peace officers of Idaho. Mrs. Christy began her service with POST in November 1985 and has served four POST administrations and 16 POST Council Chairmen during her tenure.



Patricia Christy (*center*) receives 25-year certificate and pin from POST Council Member, ISP Colonel Jerry Russell (*right*) and POST Administrator William Flink (*left*)

Lessons In Leadership

Adapted from: "A Big Dog, Little Dog and Knowledge Jump Production"

Source: <http://www.nwlink.com/~donclark/index.html>; E-mail: donclark@nwlink.com

Good leaders are made, not born. If you have the desire and willpower, you can become an effective leader. Good leaders develop through a never ending process of self-study, education, training, and experience (Jago, 1982).

Total Leadership

What makes a person want to follow a leader? People want to be guided by those they respect and who have a clear sense of direction. To gain respect, they must be ethical. A sense of direction is achieved by conveying a strong vision of the future.

When people are deciding if they respect you as a leader, they do not think about your attributes, rather, they observe what you *do* so that they can know who you really *are*. They use this observation to tell if you are an honorable and trusted leader, or a self-serving person who misuses authority to look good and get promoted. Self-serving leaders are not as effective because their employees only obey them, not follow them. They succeed in many areas because they present a good image to their seniors at the expense of their workers.

Be Know Do

The basis of good leadership is honorable character and selfless service to your organization. In your employees' eyes, your leadership is everything you do that effects the organization's objectives and their well-being. Respected leaders concentrate on :

- what they *are* [**be**] (such as beliefs and character)
- what they **know** (such as job, tasks, and human nature)
- what they **do** (such as implementing, [motivating](#), and providing [direction](#)). (U.S. Army, 1983)

The Two Most Important Keys to Effective Leadership

What makes a person want to follow a leader?

According to a study by the Hay Group, a global management consultancy, there are 75 key components of employee satisfaction (Lamb, McKee, 2004). They found that:

- Trust and confidence in top leadership was the single most reliable predictor of employee satisfaction in an organization.



- Effective communication by leadership in three critical areas was the key to winning organizational trust and confidence:

1. Helping employees understand the company's overall business strategy.
2. Helping employees understand how they contribute to achieving key business objectives.
3. Sharing information with employees on both how the company is doing and how an employee's own division is doing — relative to strategic business objectives.

So in a nutshell — you must be **trust-worthy** and you have to be able to [communicate a vision](#) of where the organization needs to go.

Principles of Leadership

To help you *be*, *know*, and *do*, follow these ten principles of leadership (U.S. Army, 1983):

1. **Know yourself and seek self-improvement** - In order to know yourself, you have to understand your *be*, *know*, and *do* attributes. Seeking self-improvement means continually strengthening your attributes. This can be accomplished through self-study, formal classes, reflection, and interacting with others.
2. **Be technically proficient** - As a leader, you must know your job and have a solid familiarity with your employees' tasks.
3. **Seek responsibility and take responsibility for your actions** - Search for ways to guide your organization to new heights. When things go wrong, they always do sooner or later — do not blame others. Analyze the situation, take corrective action, and move on to the next challenge.
4. **Make sound and timely decisions** - Use good problem solving, decision making, and planning tools.
5. **Set the example** - Be a good role model for your employees. They must not only hear what they are expected to do, but also see. *We must become the change we want to see* - Mahatma Gandhi
6. **Know your people and look out for their well-being** - Know human nature and the importance of sincerely caring for your workers.
7. **Keep your workers informed** - Know how to communicate with not only them, but also seniors and other key people.
8. **Develop a sense of responsibility in your workers** - Help to develop good character traits that will help your team carry out their professional responsibilities.
9. **Ensure that tasks are understood, supervised, and accomplished** - Communication, detail, keeping your staff accountable are the keys to this responsibility.
10. **Train as a team** - Get involved in the training your staff receives; it demonstrates the importance of knowledge and experience.

Curriculum Committees Forming As Lesson Plan Reviews Underway

POST is forming curriculum committees that are preparing to review and meet on existing lesson plans and proposed revisions to peace officer curricula. The goal of the committees are to ensure that the review of POST lesson plans occur yearly. Eventually, all lesson plans for all peace officer programs will be included in the process. The committee members have been selected based upon expertise, present and past instructor experience in the specific topic, and agency management experience rendering supervision to the specific topic.

At the present time, POST has named six committees and solicited many of the committee members for defensive tactics, firearms, ethics, report writing, EVOC and instructor development training curricula.

POST Action: Delinquent In-Service Training

The POST Council has established the following action for peace officers who fail to acquire their mandatory 40-hour in-service training, as required by IDAPA rule. The delinquent officer and their agency head will receive a letter from POST that announces the officer's certification has become inactive until the mandatory training is acquired and reported to POST. A copy of the officer's letter shall be sent to the employing agency's prosecuting attorney in case the officer has pending cases before the courts. Once POST has received the reported completion of the 40-hour training requirement, POST will notify the officer, the agency administrator, and prosecutor that compliance with the officer's training requirement has been met. At the present time, POST expects to mail 12 letters to delinquent peace officers by February 25th.

POST Web Site Under Construction

A few changes are occurring to the POST web site. They include: new POST program procedures that were passed by the Council in October 2010 — added to the Admin. Rules Section; an On-Line Library Section; a new Distance Learning Section where we will establish our TeleCourse Portal, Webinar Portal and Internet Training Portal; a Professional Standards Section for up-to-date information to enhance peace officer professionalism in Idaho; and a Curriculum Section.

Two Executive Certificates Awarded By POST Council

During the Idaho Chiefs of Police Conference in January, the POST Council awarded two additional Executive Certificates. Both Chief James Miller of Pocatello Police Department (*below*) and Chief Jeffrey Wilson of Orofino Police Department (*bottom right*) fulfilled the requirements for the Council's highest award for peace officers in Idaho. The certificates were presented by POST Council members Chief David Moore, Blackfoot PD and Chief Greg Moon from Weiser PD.



Revenue From \$10 Fee from Fines: All-Time Low

POST receives approximately 72% of total revenue pursuant to Idaho Code section 31-3201B. Funding under 31-3201B is based on a set \$10.00 fee charged to any individual found guilty of a felony, misdemeanor, or traffic, conservation or ordinance violation. \$10.00 fee revenue declined by \$406,062, or nearly 14%, between FY2009 and FY2010. Projections for FY2011 indicate that the \$10.00 fee revenue may decline as much as \$342,000, which equates to a total reduction of \$748,000, or over 25%, for the two-year period. January 2011 saw the revenue received from the \$10.00 fee fall to the lowest level since the fee was raised from \$6 in 2006. If the decline in this revenue continues into FY2012, POST will have to delay/reduce some services or make a decision to modify our methodology of presenting programs.

**IDAHO
PEACE OFFICER
STANDARDS
AND TRAINING**

700 South Stratford Drive
Meridian, Idaho 83642

Phone: (208) 884-7250
Phone: (866) 670-7678
Fax: (208) 884-7295
E-mail: newsltr@post.idaho.gov

We're On The Web
www.idaho-post.org



Idaho POST has been a member of the International Association of Directors of Law Enforcement Standards and Training (IADLEST) since 1988. www.iadlest.org

POST VISION:

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

POST MISSION:

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



UPCOMING TRAINING IN IDAHO

**Northwestern School of
Police Staff & Command**

Idaho POST is offering Northwestern University School for Police Staff and Command (SPSC). It is an intensive 10-week program that prepares law enforcement managers for senior positions by combining academic principles with practical applications. Research is a key component of the SPSC. The knowledge gained can be put to use immediately.

The course is designed for police managers. It is a university-based program intended for mid- and upper-level supervisory personnel. It is expected that SPSC students will have at least two years of supervisory experience, and be prepared to complete upper-division (i.e., junior and senior level) university course work. Besides the course work during the 10 weeks, students will be expected to write a research paper. At completion of the SPSC, students will earn 21 university semester credit hours.

The SPSC will begin June 6th. Students will be in class for four weeks, take a one week break and come back for 6 weeks. Graduation will be on August 19th.

The cost this year is \$4,100.00 per person. Dorm rooms are available on a first come first served basis. For information and to register, go to the POST website training calendar.

PRT Impact *(Continued from Page 4)*

both POST and agency employment testing. The entire PRT legal review is expected to be completed by mid-March 2011, with the PRT study to be brought before the POST Council at the June 7, 2011 Council Meeting. Until then, POST will not dismiss students from basic training for not being able to pass the PRT at the beginning of academy training, but it is the goal for entry into patrol and detention training. The Academy is requiring the PRT to be passed before the end of academy training. POST stands by the PRT as a good predictor of physical fitness and the ability to pass academy fitness standards.

PODCAST:

Challenges of a Reduced Budget

Gordon Graham identifies some of the challenges and opportunities reduced budgets provide. http://cops.usdoj.gov/html/podcasts/the_beat/02-2011/TheBeat_02_11.mp3



Idaho POST
700 South Stratford Drive
Meridian, Idaho



Registration Deadline: May 16, 2011

School for Police Staff and Command

June 6, 2011
through
August 19, 2011



Contact:
Larry McGhee
208-884-7252

Register Now

Instructor In-Service

Course: Force Instructor Seminar
Location: POST
Dates: April 11-15, 2011
Register: On-Line

K-9 Seminar

2011 K-9 seminar is hosted by Meridian PD.
Coordinator: Meridian PD Sgt. Berle Stokes
Seminar Dates: May 2 - May 6, 2011
Fee: \$100 for members / \$150 for non members
Updates: <http://www.idahopolicek9.org/>

Implementing Intelligence-Led Policing Training Program

Location: Pocatello, ID
June 6-7, 2011

Funded by the FLETC's Rural Policing Institute. It is specifically for rural chief executives and command level personnel. The course examines the historical aspects of ILP and principles of this law enforcement philosophy. The course looks at critical elements of ILP and demonstrates how law enforcement executives can use them to build a program. The course focuses on the agency's ability to use ILP to effectively manage an information sharing environment and the laws regarding privacy and civil rights.

Eligibility: Participants must be non-federal law enforcement officers or other emergency responders working in rural areas. "Rural" is defined as any area outside of a metropolitan statistical area (MSA), as defined by the Office of Management and Budget; or any jurisdiction inside of a MSA located in a county, borough, parish or land under the jurisdiction of an Indian Tribe with a population of no more than 50,000.

Cost: **TUITION-FREE** Attendees are responsible for all travel, lodging and meal expenses.

Registration & Program Information:

Go to RPI-IILPTP for additional information. Go to the registration database; or if you have an account & password, go to: <https://registration.fletc.gov/>.