Georgia Peace Officer Standards and Training Council

Executive Director's Message

The Honorable Sonny Perdue, Governor
Members of the Georgia General Assembly
Citizens of the State of Georgia

I respectfully submit the Fiscal Year 2008 Annual Report of the Georgia Peace Officer Standards and Training Council.

The Council is committed to being recognized as a leader in the law enforcement community. This leadership is being accomplished through the various initiatives that P.O.S.T. has implemented. The development of a Law Enforcement Officer Certification Examination is currently underway by the P.O.S.T. Operations Division. This test shall serve to ensure uniformity of the training and learning processes of all basic law enforcement graduates. We are making headway in phase II of this project, which involves the development of test questions. The exam will assist in measuring the quality of training provided at each of the P.O.S.T. certified academies.

P.O.S.T. has also made great strides in the investigation process. The Investigations Division currently has ten investigators serving regions throughout the State. During this period 1,431 cases were opened, and on an average 64% of cases were disposed of in less than nine (9) months.

In FY08, the Certification and Training Division continued agency training sessions on the certification process. Over 650 individuals were trained from over 300 agencies, and over 2000 individuals were trained during the 18 month period beginning in January 2007 to June 30, 2008.

The Certification and Training Division implemented several cost saving procedures which included:

- Streamlined course authorization process for basic law enforcement
- Updated application format that can be completed in either Micro Soft Word or ADOBE software applications
- Notified individual officers and their agencies via email that their application for certification process was not complete due to missing fingerprint results

I am proud of Georgia P.O.S.T. Council's accomplishments for Fiscal Year 2008. It is my desire that as you read this report you will see that we are committed to the law enforcement community and to the citizens of Georgia. We look to the future with excitement, knowing that there are many goals yet to be realized.

Respectfully Yours,
Ken Vance, Executive Director

MISSION

It is the mission of the Georgia Peace Officer Standards and Training Council (P.O.S.T.) to provide the citizens of Georgia with qualified, professionally trained, ethical and competent peace officer and criminal justice professionals.

The Georgia P.O.S.T. Council administers the regulatory process, sets the standards for training and certification, and provides essential technical assistance to the law enforcement community.

The Georgia P.O.S.T. Council provides the highest degree of excellence in public safety service and eliminates unqualified individuals from the law enforcement profession.

VISION

P.O.S.T. envisions a professionally trained and ethical criminal justice profession. P.O.S.T. accomplishes this by:

- ✓ *Establishing and implementing high standards, developing and facilitating contemporary training curricula and programs.*
- ✓ *Holding criminal justice professionals to a higher standard.*
- ✓ *Providing the citizens of Georgia with the best protection in the nation.*

Georgia P.O.S.T. Council

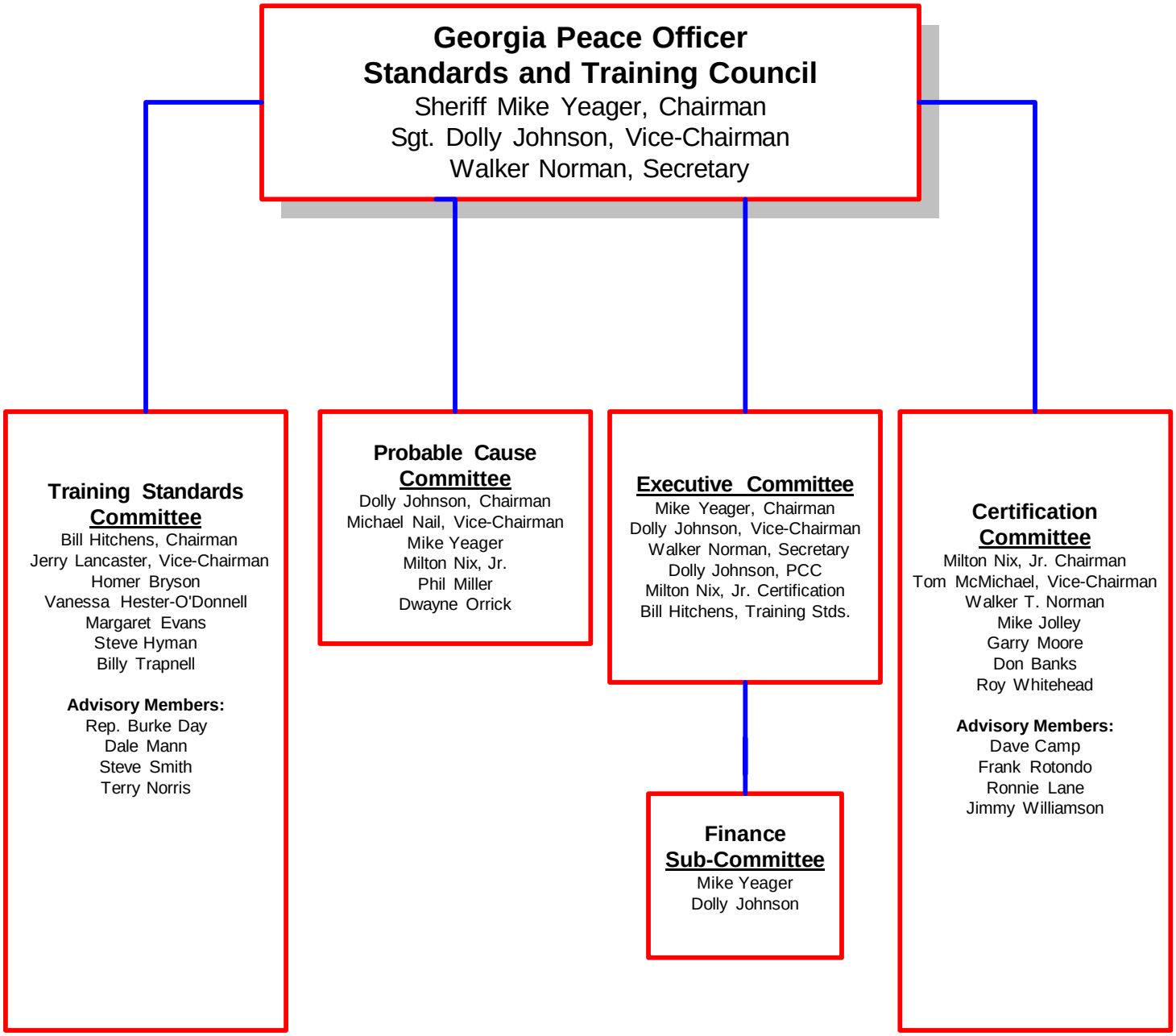
The Georgia Peace Officer Standards and Training Council (P.O.S.T.) was established in 1970 by the Georgia General Assembly as a regulatory body. The composition of the Council, its power, and function is established in Title 35 Chapter 8 of the Official Code of Georgia, Annotated. The Council consists of nineteen voting members and is supported by an advisory board. The voting members include:

Sheriff Mike Yeager, Chairman	A Peace Officer
Sgt. Dolly Johnson, Vice-Chairman	A Municipal Police Officer Other than a Chief of Police
Commissioner Walker T. Norman-Secretary	Association County Commissioners of Georgia or Designee
Mayor Margaret Evans	A City Manager or Mayor
Commissioner Tom McMichael	A County Commissioner
Sheriff Phil Miller	A County Sheriff
Chief Roy Whitehead	Chief of Police
Lt. Steve Hyman	A Municipal Police Officer other than a Chief of Police
Sheriff Jerry Lancaster	A Peace Officer
Mayor Bill Trapnell	President of the Georgia Municipal Association Or Desingee
Inspector Garry Moore	Director of the Georgia Bureau of Investigation or Designee
Mr. Don Banks	Member other than the Attorney General
Chief Dwayne Orrick	President of the Georgia Association of Chiefs of Police
Warden Vanessa Hester-O'Donnell	President of the Georgia Prison Wardens' Association
Sheriff Mike Jolley	President of the Georgia Sheriffs' Association
Lt. Col. Homer Bryson	President of the Peace Officers Association of Georgia
Mr. Milton Nix, Jr.	The Chairman of the State Board of Pardons and Paroles or Designee
Director Michael Nail	The Commissioner of Corrections or Designee
Colonel Bill Hitchens	The Commissioner of the Department of Public Safety

Georgia P.O.S.T. Council Advisory Members

The advisory members are appointed by the Council Chairman, and it is their responsibility to serve in an advisory capacity and represent a cross section of the criminal justice system. The advisory members are:

Honorable Burke Day	**Legislative**	**Chairman of the House Public Safety Committee**
Director J. Dale Mann	**State Officer**	**Georgia Public Safety Training Center**
Executive Director Frank V. Rotondo	**Association Director**	**Georgia Association of Chiefs of Police**
Executive Vice President Terry Norris	**Association Director**	**Georgia Sheriffs' Association**
Mr. Ronnie Lane	**Juvenile Correction Officer**	**Department of Juvenile Justice**
Dr. David Camp	**Academician**	**Georgia State University**
Chief Jimmy Williamson	**Campus Police**	**University of Georgia Police Department**
Marshal Steve Smith	**Marshal**	**Richmond County Marshal's Office**
Vacant	**Public Safety Dispatcher**	
Lt. Colonel Homer Bryson	**State Officer**	**Georgia Department of Natural Resources**



The Council is divided into four committees:

1. Executive Committee
2. Probable Cause Committee
3. Certification Committee
4. Training Standards Committee

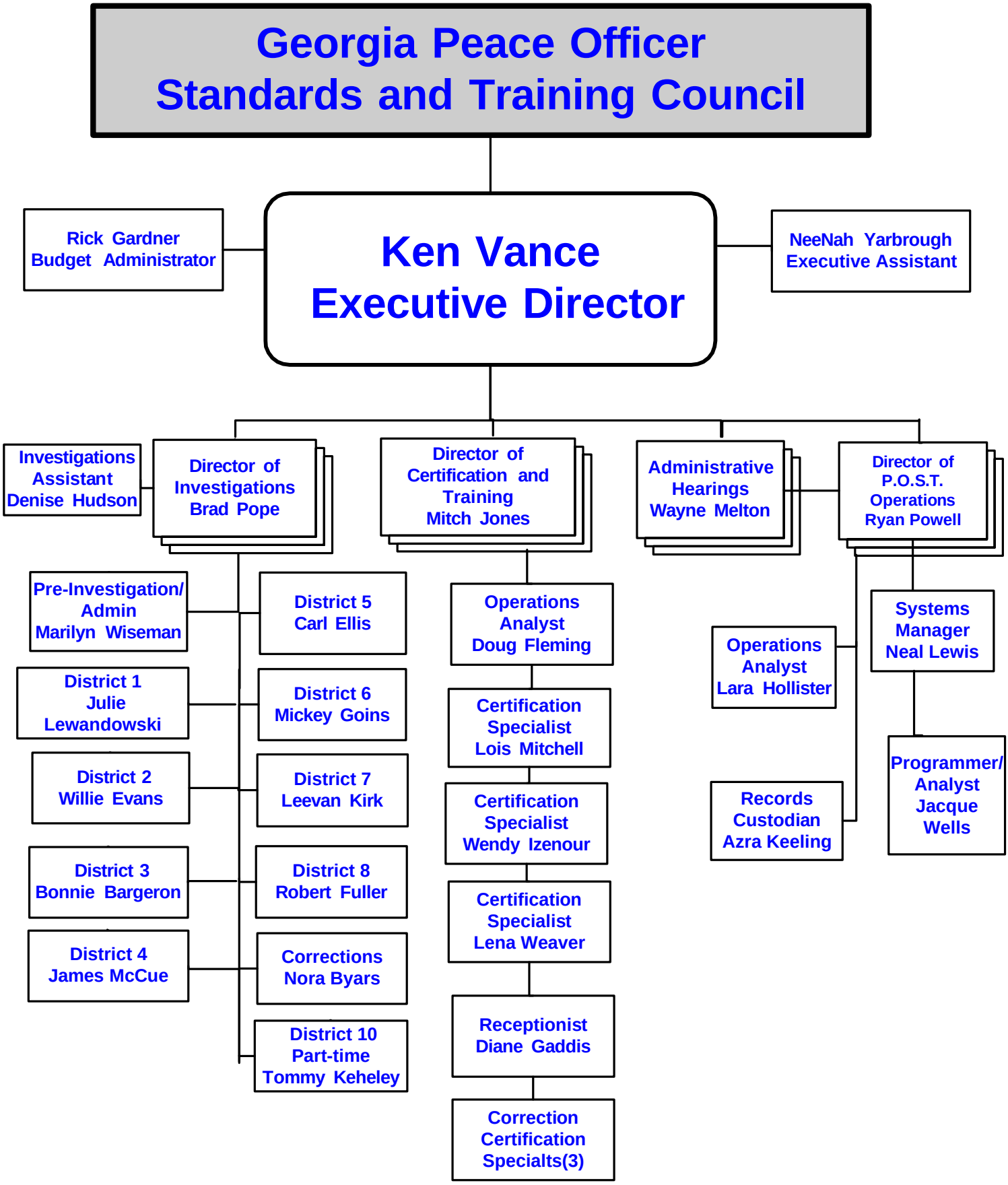
The committees meet, and make recommendations to the Council. The Council meets on a quarterly basis and makes their decisions based upon each committee's recommendations.

Georgia P.O.S.T. Council Staff
Executive Director

The Council's rules and policies are executed by a professional and clerical staff, which operates under the supervision of the Executive Director. The Executive Director is responsible for planning, organizing and directing the administration of a statewide program involving over 53,000 officers actively employed by over 900 agencies.

- Appointed by Governor Sonny Perdue as Executive Director of the Georgia Peace Officer Standards and Training Council, August 15, 2007 - Present
- Georgia College & State University, Director of Public Safety/University Police Chief, October 1, 1982 – August 15, 2007
- City of Milledgeville- Councilman, 1981 - Present
- Baldwin County Board of Education, High School English Teacher, 1980-1985
- Baldwin County Sheriff's Department, Deputy Sheriff, 1976-1982
- Monroe Police Department, Peace Officer, 1975-1976
- Peace Officer Standards & Training Council-Executive Board- Chairman & Vice-Chairman: Probable Cause Committee-Chairman
- State of Georgia Municipal Training Institute-Chairman, 8 years
- State of Georgia E-911 Board
- Georgia Municipal Association Board of Directors
- University of Arkansas, Master of Fine Arts
- Georgia College, Bachelor of Arts
- Young Harris College, Associate of Arts Degree

P.O.S.T. Council Organizational Chart



Purpose

The purpose of the Georgia P.O.S.T. Council is to ensure that only qualified and well-trained persons are certified as peace officers in this state. In order to attain the goals, the Council has been given the statutory authority to enforce those qualifications and training requirements enumerated by laws to:

- ✓ Research, plan, and establish policy relative to peace officer training
- ✓ Develop, adopt, and issue advanced or professional peace officer certificates based on education, training, and experience
- ✓ Determine whether a peace officer candidate has met legal pre-employment and training requirements
- ✓ Refuse to grant a certificate or to discipline certified peace offices and exempt officers who have not met or have failed to maintain the minimal standards of acceptable and prevailing practices of peace officers
- ✓ Provide technical assistance as requested by law enforcement units
- ✓ Provide and administer the certification of persons qualified to operate speed detection devices and withdraw and suspend such certifications
- ✓ Establish minimum qualifications for school directors and certify those qualified
- ✓ Certify instructors and withdraw or suspend such certifications
- ✓ Establish and modify the curriculum, including methods of instruction, composing the basic course
- ✓ Evaluate schools annually for recertification
- ✓ Withdraw or suspend certification of schools or school directors who fail to continue to meet or maintain, at any given time, the criteria and qualifications required
- ✓ Enforce those qualifications and training requirements enumerated by laws
- ✓ Ensure standards are maintained by peace officers
- ✓ Take corrective action against officers who violate standards
- ✓ Develop and adopt quality training for all peace officers

The staff of the Georgia P.O.S.T. Council consists of the Executive Office and three divisions:

- ➢ *Certification and Training Standards Division*
- ➢ *Investigations Division*
- ➢ *P.O.S.T. Operations*

Certification and Training Standards Division

The primary function of the Certification and Training Standards Division is to ensure compliance, by agencies and peace officers, of qualifications and training requirements enumerated in the P.O.S.T. Act. Some major responsibilities include:

- **Process applications for peace officer certification**
- **Issue of basic certification**
- **Certify speed detection device operators**
- **Provide technical assistance to agencies**
- **Processing of specialty certifications**
- **General and Specialty Instructors Certification**

Division Reports:

- Agency rosters
- Profile reports
- Individual personnel and training histories
- Radar rosters

Certification of Peace Officers

All employees of any agency that are granted the full rights and powers under the definition of a peace officer as defined by the P.O.S.T. Act must be certified by P.O.S.T.

Peace officer applicants must complete ALL certification requirements before employment. Once the pre-employment requirements are met, an authorization for training (POST FORM 2) is issued.

Certifications issued by the Council include:

BASIC CERTIFICATIONS

- **Basic Law Enforcement**
- **GBI Investigator**
- **Sheriff**
- **Communications Officer**
- **Narcotics Agent**
- **Correctional Officer**
- **Probation Officer**
- **Parole Officer**
- **Jail Officer**
- **Registered (Grandfathered)**
- **Forensic Scientst (GBI only)**
- **Basic Juvenile Correctional Officer**
- **Municipal Probation Officer**
- **Communication Officer**

SPECIALTY CERTIFICATIONS

- **Radar**
- **Laser**
- **Vascar**
- **Field Training Officer**
- **Identification Technician**
- **Chaplain**
- **Departmental Training Officer**
- **General & Specialty Instructors**
- **Career Development Certifications**
- **Arson Investigator**
- **Bomb Technician**
- **Handler of Animal Trained to Detect Explosives**
- **Senior and Master Instructor Trainer**

Recognition of Law Enforcement Agencies

All agencies covered by the P.O.S.T. Act or those permitted to voluntarily comply with the Act can be recognized by P.O.S.T. Those requesting recognition must submit to P.O.S.T. a copy of the ordinance or law that established their authority as a law enforcement agency, along with a request for recognition from appointing authority. Once approved, the agency is supplied with an identification number and all paperwork necessary to conduct business with P.O.S.T.

CERTIFICATION PROCESS

1. Application Signed and Notarized
2. Criminal / Traffic History Complete
3. Background / Oath Information (pg.4)
4. Physician's Affadavit (M.D./ Surgeon)
5. High School or GED Certificate
6. Military Information if Applicable
7. Entrance Exam Acceptance Letter
8. NCIC / GCIC Printout is Complete
9. Processed GCIC-FBI Fingerprint cards

APPLICATION SUBMITTED AND REVIEWED TO DETERMINE IF QUALIFIED O.C.G.A 35-8-8

APPLICANT IS EMPLOYED BY A LAW ENFORCEMENT AGENCY

POST FORM 2

APPLICANT COMPLETES MANDATORY BASIC TRAINING O.C.G.A. 35-8-9

NOTIFICATION / COMPLETED POST FORM 2 SENT TO P.O.S.T. HEADQUARTERS ADVISING SUCCESSFUL COMPLETION

CERTIFICATION AWARDED BY P.O.S.T. COUNCIL

NOTE: Candidates may complete Basic Training without being employed by an agency under the Pre-service Training Program.

P.O.S.T. Certification and Training Standards Division

Mitch Jones
Division Director

Anna Holland
Offsite Correctional Officer Certifications

Lena Weaver
Certification Specialist

- Jail Officer Certification
- Communication Officer Certification
- SR. Deputy Certification

Lois Mitchell
Certification Specialist

- Peace Officer Certification & Registration
- Municipal Probation Officer Certification
- Narcotic Agent Certification
- Sheriff Certification
- G.B.I. Certification
- Archive Records Liaison

Wendy Milton
Certification Specialist

- Juvenile Corrections Officer Certification & Registration
- F.T.O./I.D. Tech D.T.O & Arson Certification
- Generalized, Guest & Specialized Instructor Certifications & Chaplin Cert.
- Senior & Master Instructor Certification
- Canine and Bomb Tech Certification

Diane Gaddis
Receptionist

- Speed Detection Certification
- Entrance Exam Processing

Doug Fleming
Program Analyst

- Career Development Certification
- Retired Federal & Local L.E. Registration
- HR218 Firearms Requal. Cert.
- Processes 20-hour Training Waivers
- Medical Disability Suspension

CERTIFICATION STATISTICS

PEACE OFFICER STATISTICS	2003	2004	2005	2006	2007	2008
BASIC CERTIFICATIONS						
Peace Officer	1,877	1,625	1,679	1,690	1,896	2,275
Chaplain	22	13	20	13	20	15
Jail Officer	1,410	1,133		1,335	1,359	1,872
Communication Officer	386	450	973	405	347	400
Juvenile Correctional Officer	563	442	350	522	483	514
State Correctional Officer	1,118	1,202	490	2,486	1,744	2,086
Parole Officer	1	31	404	64	48	38
Probation Officer	58	94	13	142	118	111
GBI Agent			67			42
TOTAL BASIC	**5,435**	**4,990**	**3,996**	**6,657**	**6,015**	**7,353**
EXEMPT REGISTRATIONS						
Peace Officer (Retired)	5	4	6	1	0	7
Federal Officer	38	29	17	8	33	19
Jail Officer	9	0	3	0	0	0
TOTAL BASIC EXEMPT	**52**	**33**	**26**	**9**	**33**	**26**
SPECIALTY CERTIFICATIONS						
Arson Investigator	27	16	28	15	28	16
Field Training Officer	576	485	463	548	566	636
Radar Operator	3,063	3,153	2,828	3,208	3,412	3,261
Instructor	946	999	871	742	871	890
I.D. Technician	32	34	31	27	26	31
Laser Operator	761	624	625	637	535	709
CAREER DEVELOPMENT						
Intermediate	161	175	173	170	139	195
Advanced	93	129	118	132	106	119
Supervisory	36	49	36	49	43	60
Management	23	19	23	25	25	24
Executive	4	8	5	10	7	7
Senior Instructor Trainer	35	52	44	40	48	63
Master Instructor Trainer	2	5	5	7	8	4
Senior Deputy	32	23	17	16	22	26
Departmental Training Officer	21	5	9	19	17	4
Bomb Techs. & Animal Handler	30	3	13	6	9	8
Jail Training Officer (NEW)				16	2	6
Comm. Training Officer (NEW)				11	37	20
TOTAL SPECIALTY CERT.	**5,842**	**5,779**	**5,289**	**5,678**	**5,901**	**6,079**
TOTAL ALL CERTIFICATIONS	**11,329**	**10,802**	**9,311**	**12,344**	**11,949**	**13,458**

Training Standards Division

*The **Training Standards Division** is responsible for the functions related to development, evaluation and management of peace officer training. Other major responsibilities include:*

- **Curriculum development, modification and maintenance**
- **Examination development and validation**
- **Administration of required exams**
- **Research and development**
- **Performing quality control functions on basic and advanced-level training**
- **Processing of school, school director, and functions relating to instructor certification**
- **Development and coordination of the Instructor Training Course**
- **Out-of-State course equivalency ratings for approval/disapproval**
- **Technical assistance to ten regional police academies**
- **Processing and evaluating new course recognition requests**

Special Operations of the Training Standards Division

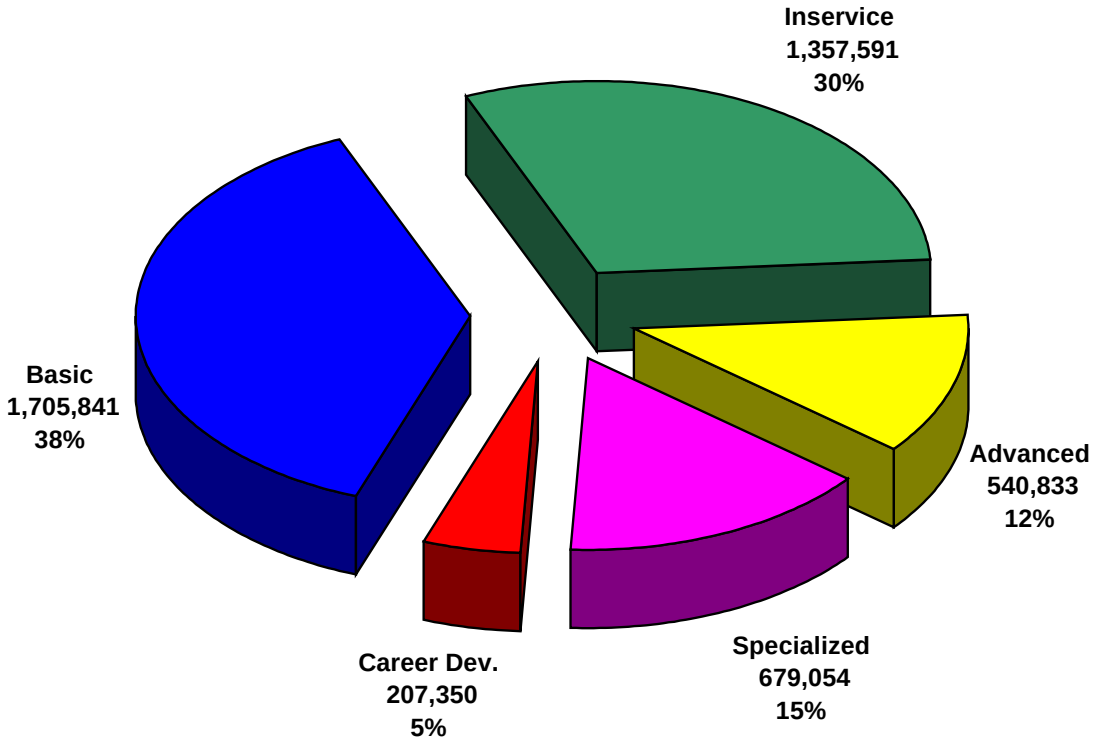
*The **Training Standards Division** has additional responsibilities that ensure the peace officers of Georgia are receiving the highest quality and most up to date training that is available. These responsibilities include, but are not limited to:*

- **Continuous update of the Basic Law Enforcement Master Question Bank**
- **Continue to score and validate the POST Entrance Exam to guarantee compliance with E.E.O.C. guidelines and ensure that no adverse impact occurs with any protected classes of persons**
- **Process and review Basic Course Completion packages (50-60 yearly) to ensure compliance with POST rules and policy**
- **Process and review peace officers' requests for waiver of the 20 hour annual training requirement**

Note: Basic Includes
- Law Enforcement 783,443
- Jail 147,726
- Communication 16,520
- Other 758,152

Specialized Includes
- Voluntary Cert. Courses 119,741
- Out of State 58,579
- Seminar 500,734

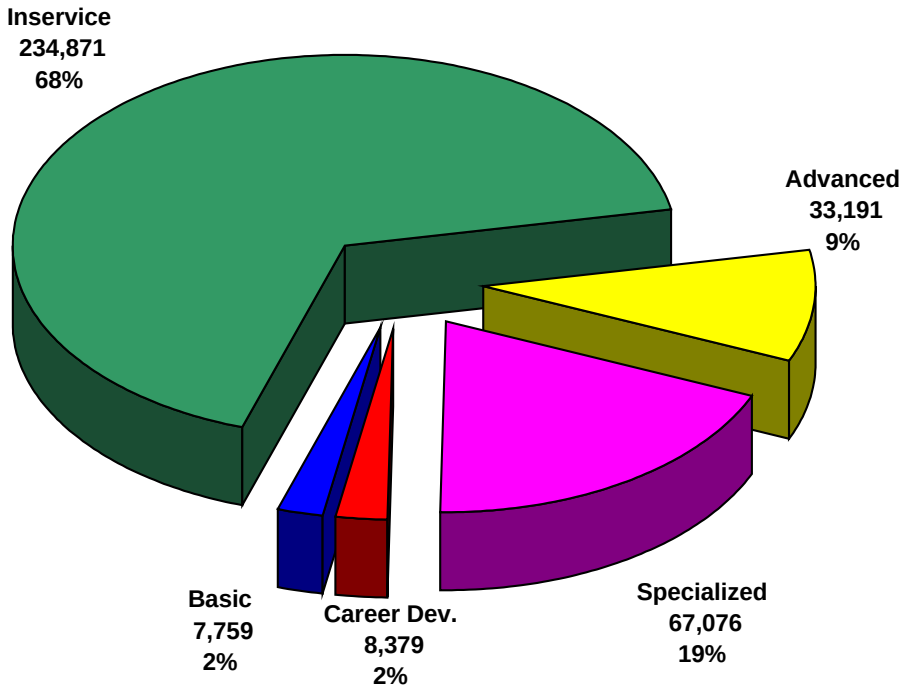
Training Hours Reported



Total Training Hours: 4,490,669

P.O.S.T. Training Record

Officers Trained

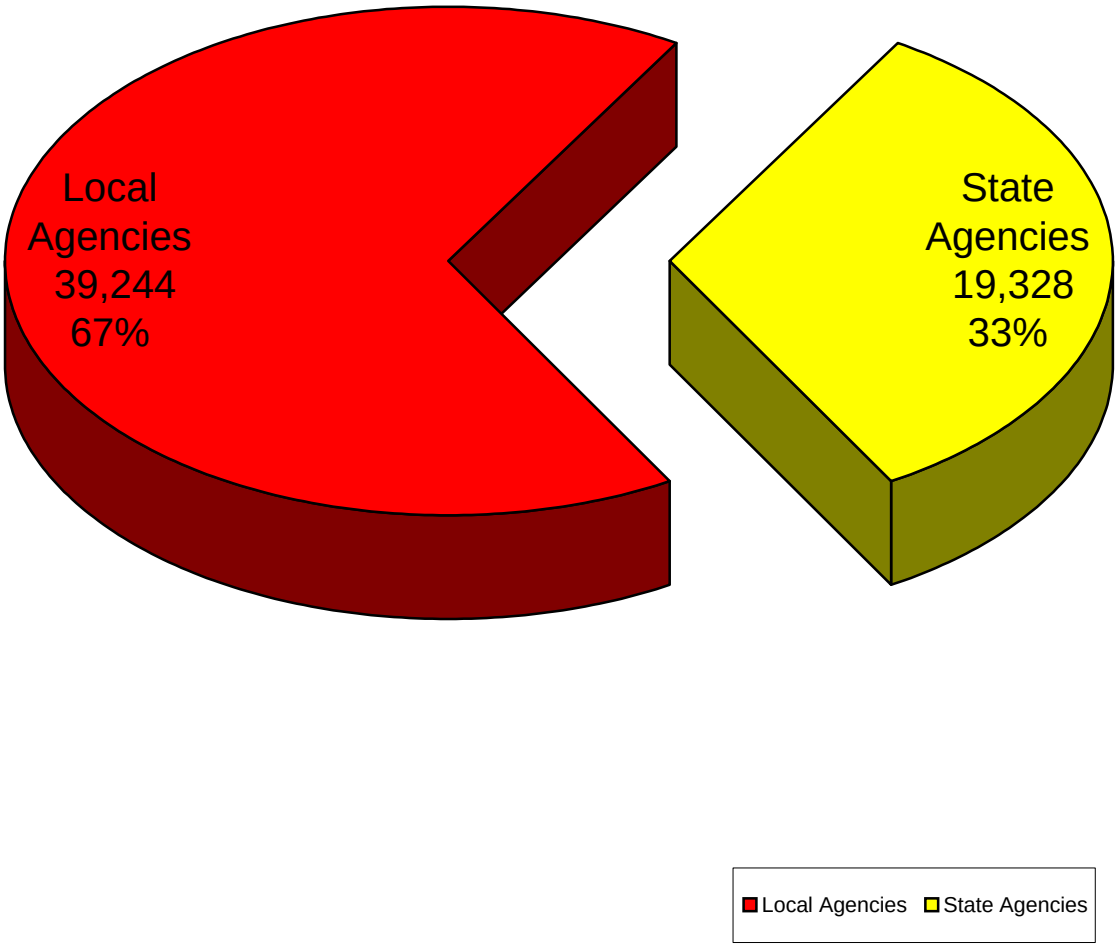


Total Officers Trained: 351,276

Note: Basic Includes
- Law Enforcement 1,918
- Jail 1,902
- Communication 413
- Other 3,526

Specialized Includes:
- Voluntary Cert. Courses 2,980
- Out of State 3,026
- Seminar 61,070

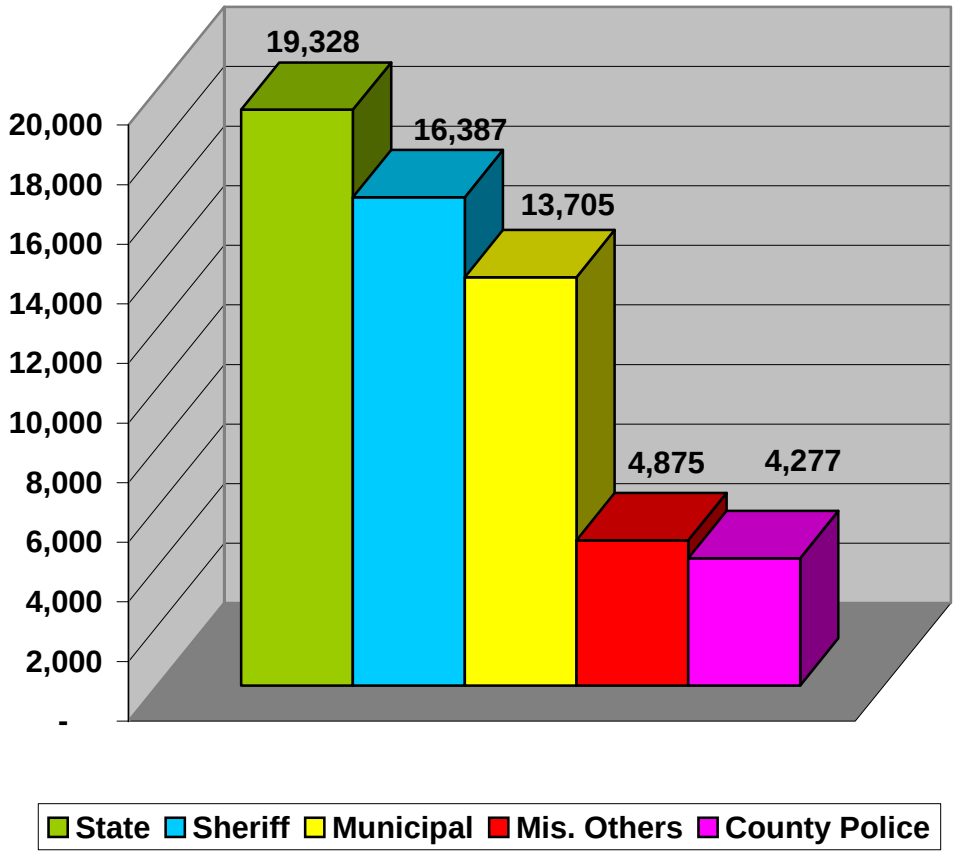
Georgia Peace Officers



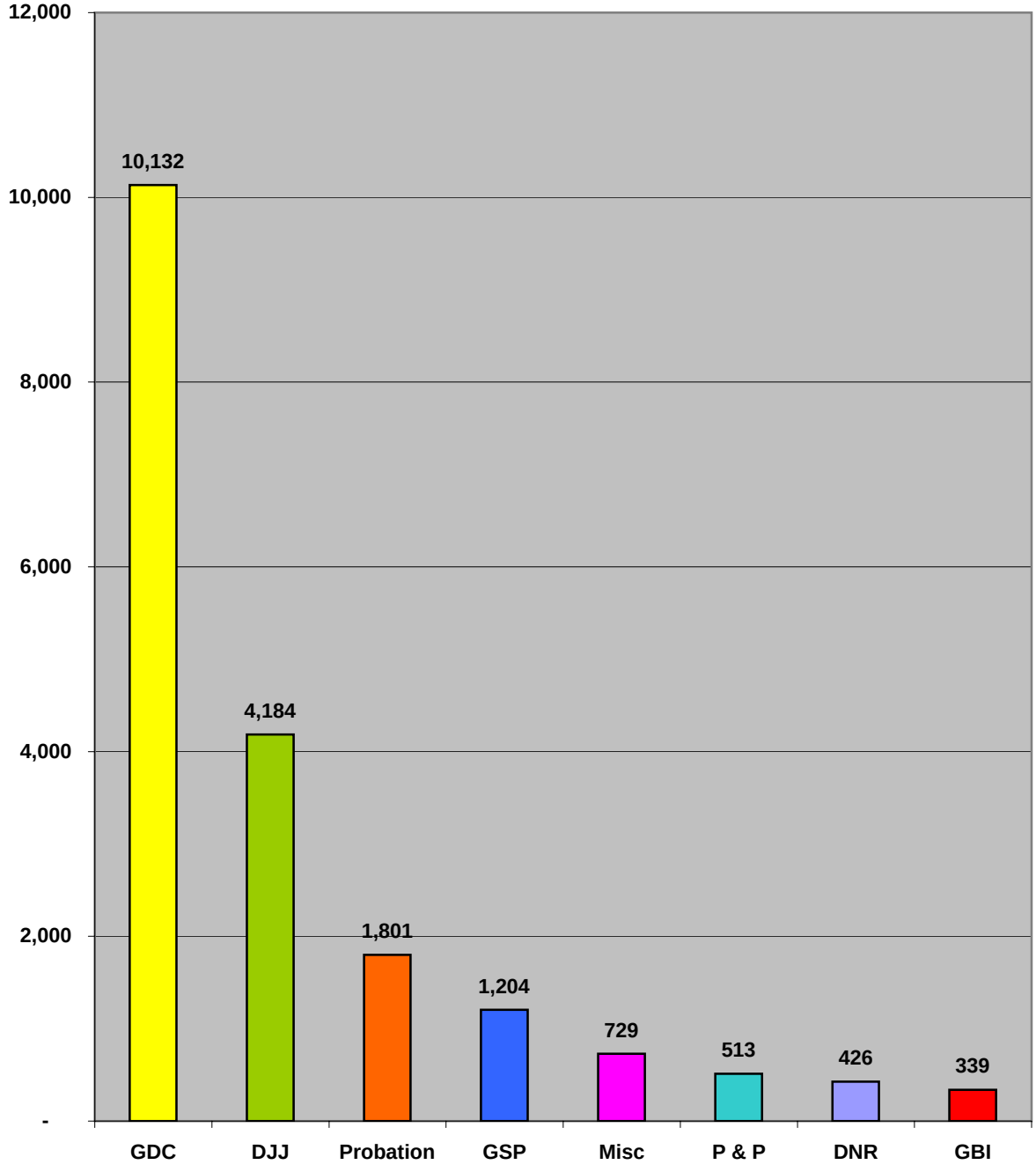
Total 58,572

Peace Officer Population

by Government Type



Employed by State Agencies



Investigations Division

The Georgia Peace Officer Standards and Training Council has discretionary authority by law, to discipline officers. Disciplinary action is taken in the form of sanctions against an officer's certification. Action is based on the preponderance of evidence that they were in violation of the P.O.S.T. Act (O.C.G.A. §35-8 as amended).

Discipline/Investigation of Officers

This division is responsible for investigating terminations of officers, suspensions of more than 30 days, and alleged criminal involvement of any officer. The investigator then reports to the P.O.S.T. Council Probable Cause Committee (PCC) for further action/recommendation. The PCC recommends a sanction to the Council, which may include: (a) Revocation of Certification; (b) Suspension of Certification; (c) Probation; or (d) Sanctions as permitted by Law, (O.C.G.A. 35-8-7.1(11)).

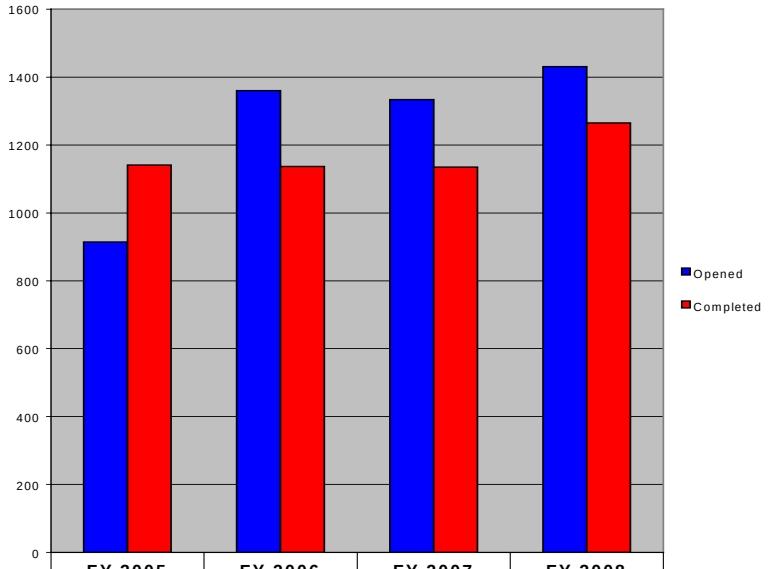
Audits of Law Enforcement Agencies

P.O.S.T. audits agencies that fall under the P.O.S.T. Act for compliance with the Act. During fiscal year 2008 the Investigations Division performed 293 agency audits, which resulted in 1,810 compliance violations.

Technical Assistance

The investigation division also provides technical assistance to the law enforcement agencies and their officers in matters relating to the P.O.S.T. Act.

Case Statistics



	FY 2005	FY 2006	FY 2007	FY 2008
Opened	914	1360	1334	1431
Completed	1141	1137	1135	1265

GEORGIA PEACE OFFICER STANDARDS AND TRAINING COUNCIL
Investigations Division

1. Allegation of Misconduct is Reported to P.O.S.T.

2. Investigations Director determines applicability to O.C.G.A. 35-8-7.1

3. Case is assigned to P.O.S.T. Investigator

4. Case Investigated and Presented to Probable Cause Committee

5. Probable Cause Committee Recommendation Presented to Full Council

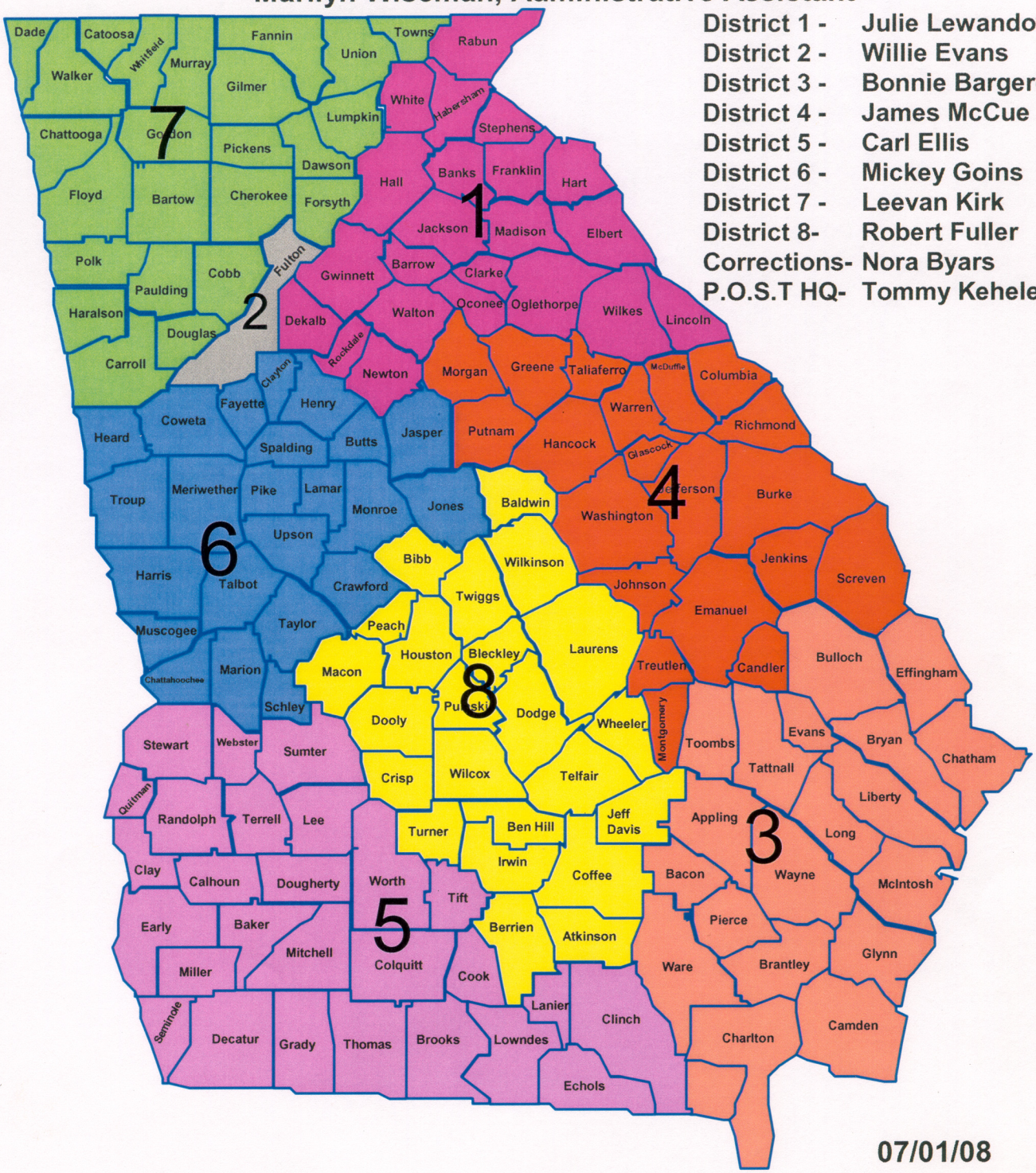
6. COUNCIL DETERMINES SANCTION

7. Officer is Notified via Certified Mail of the Council Sanction and his or her right to contest the action through the Hearing Process

Georgia Peace Officer Standards and Training Council

Investigations Division

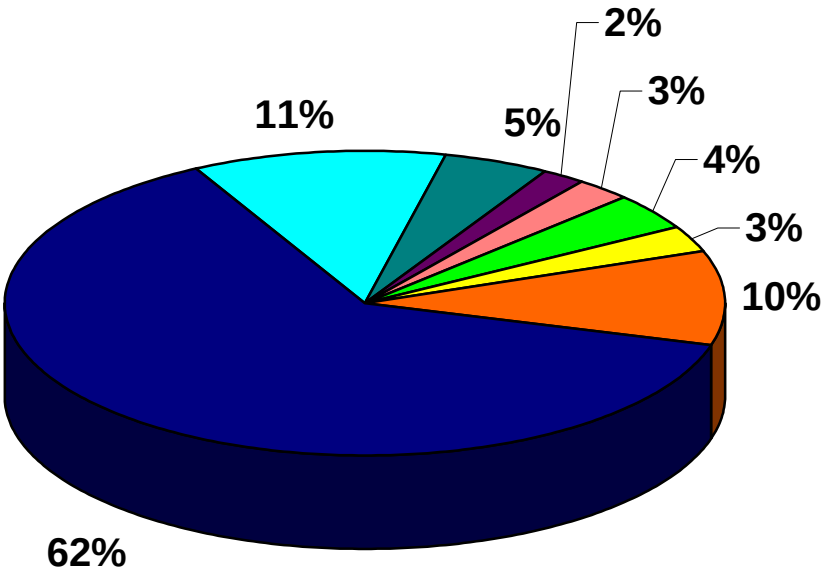
Bradley Pope, Director of Investigations
Denise Hudson, Administrative Assistant
Marilyn Wiseman, Administrative Assistant



District 1 - Julie Lewandowski
District 2 - Willie Evans
District 3 - Bonnie Bargeron
District 4 - James McCue
District 5 - Carl Ellis
District 6 - Mickey Goins
District 7 - Leevan Kirk
District 8- Robert Fuller
Corrections- Nora Byars
P.O.S.T HQ- Tommy Keheley

07/01/08

POST Cases, Based Upon Violation



- P.O.S.T. Regulations
- Employing Agency Issues
- Misdemeanors
- Property Crimes
- Sexual Behavior
- Drug Related Offenses
- Non-Violent Felonies
- Violent Felony Crimes

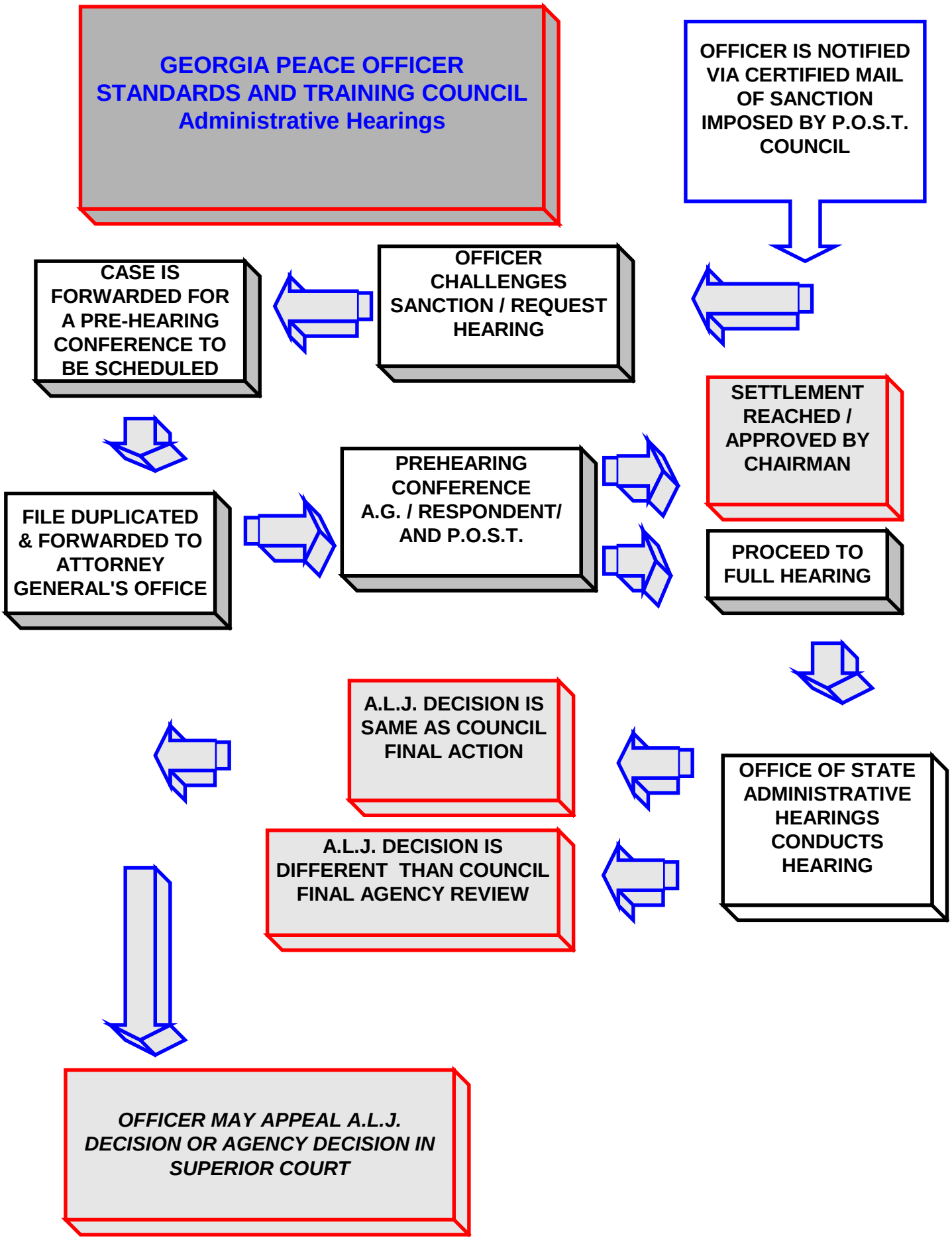
Hearings

Officers are entitled to challenge sanctions imposed on their certification by the Georgia Peace Officer Standards and Training Council. The officer's due process is afforded through and administrative hearing in accordance with the Georgia Administrative Procedures Act (O.C.G.A. §50-13).

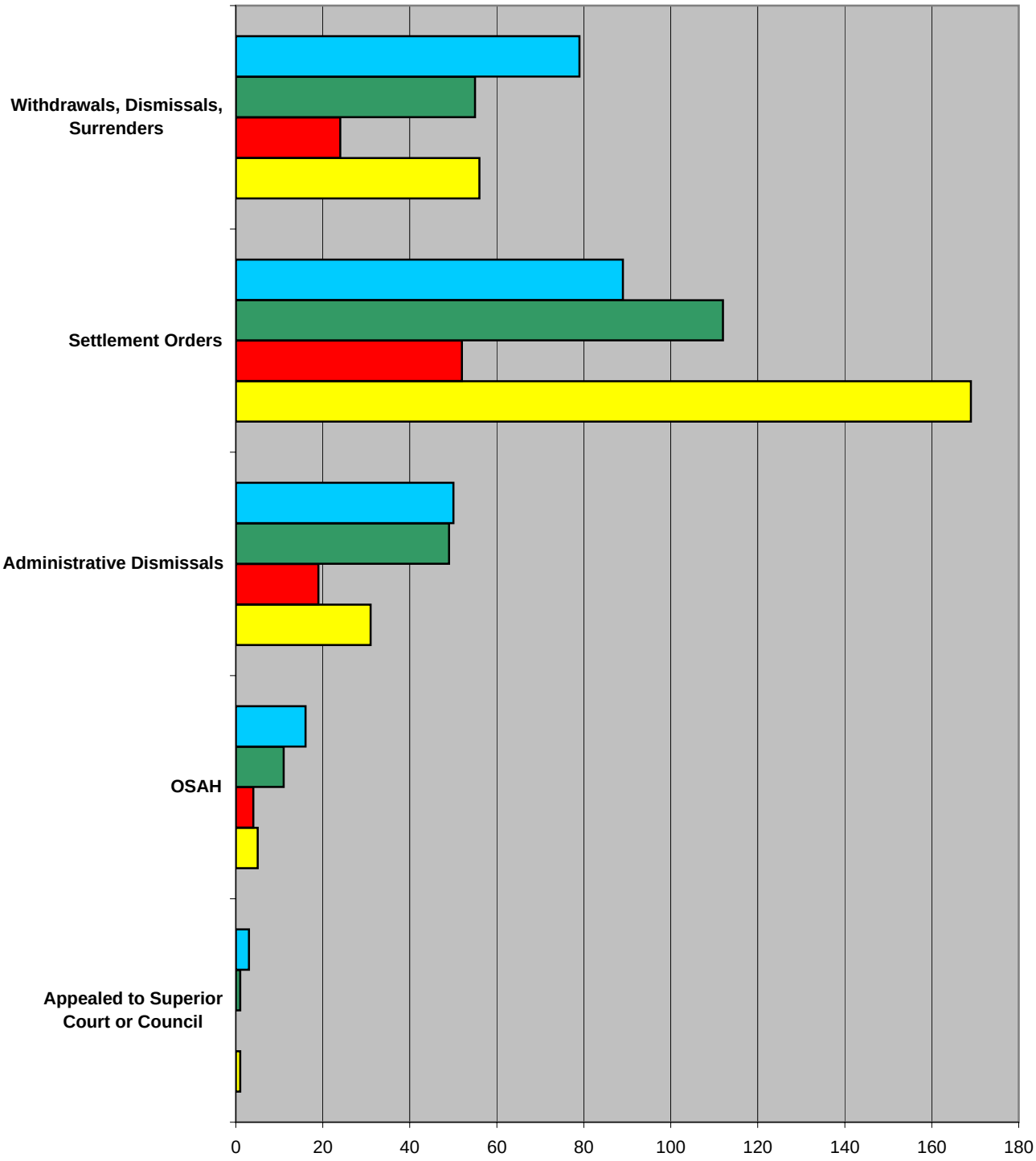
Approximately 14% of the officers sanctioned by the Council appeal within the allotted fifteen (15) day period by filing a written request for a hearing. Once received, a "pre-hearing conference" is scheduled with the affected officer, the officer's legal representative, and a member of the Attorney General's Office. During a pre-hearing conference, a negotiated settlement is explored. The Attorney General makes a recommendation as to whether to proceed to a formal hearing or suggest an alternative.

Unsettled cases are forwarded to the Office of State Administrative Hearings (O.S.A.H.). A Special Assistant Administrative Law Judge is assigned by the Chief Judge of O.S.A.H. to preside in a contested case and schedules a complete evidentiary hearing in the disputed matter. Upon conclusion, the Judge will render a "Final Decision" (conclusion is the same as Council's action) or an "Initial Decision" (conclusion differs from Council's action). Initial Decisions are reviewed by the Georgia Peace Officer Standards and Training Council through a "Final Agency Review". Officers may appeal all decisions in Superior Court as a matter of law.

During Fiscal year 2008 there were 200-pre-hearing conferences held. POST settled a total of 169 cases, which includes current and previous year's matters.


GEORGIA PEACE OFFICER STANDARDS AND TRAINING COUNCIL Administrative Hearings
OFFICER IS NOTIFIED VIA CERTIFIED MAIL OF SANCTION IMPOSED BY P.O.S.T. COUNCIL
OFFICER CHALLENGES SANCTION / REQUEST HEARING
CASE IS FORWARDED FOR A PRE-HEARING CONFERENCE TO BE SCHEDULED
SETTLEMENT REACHED / APPROVED BY CHAIRMAN
PREHEARING CONFERENCE A.G. / RESPONDENT/ AND P.O.S.T.
FILE DUPLICATED & FORWARDED TO ATTORNEY GENERAL'S OFFICE
PROCEED TO FULL HEARING
A.L.J. DECISION IS SAME AS COUNCIL FINAL ACTION
OFFICE OF STATE ADMINISTRATIVE HEARINGS CONDUCTS HEARING
A.L.J. DECISION IS DIFFERENT THAN COUNCIL FINAL AGENCY REVIEW
OFFICER MAY APPEAL A.L.J. DECISION OR AGENCY DECISION IN SUPERIOR COURT

Hearing Statistics
Number of Cases Resolved by:



	Appealed to Superior Court or Council	OSAH	Administrative Dismissals	Settlement Orders	Withdrawals, Dismissals, Surrenders
FY 2005	3	16	50	89	79
FY 2006	1	11	49	112	55
FY 2007	0	4	19	52	24
FY 2008	1	5	31	169	56

P.O.S.T. Operations Division

*The **P.O.S.T. Operations Division** is responsible for providing administrative support and special services. Other major responsibilities include:*

- Certification Examination
- Custodian of Records- Open Records Request
- Curriculum Revision
- Special Projects
- Media Relations
- Rule Revisions
- Networking/Computer System Maintenance
- Technology Support for Headquarters & Field Officers

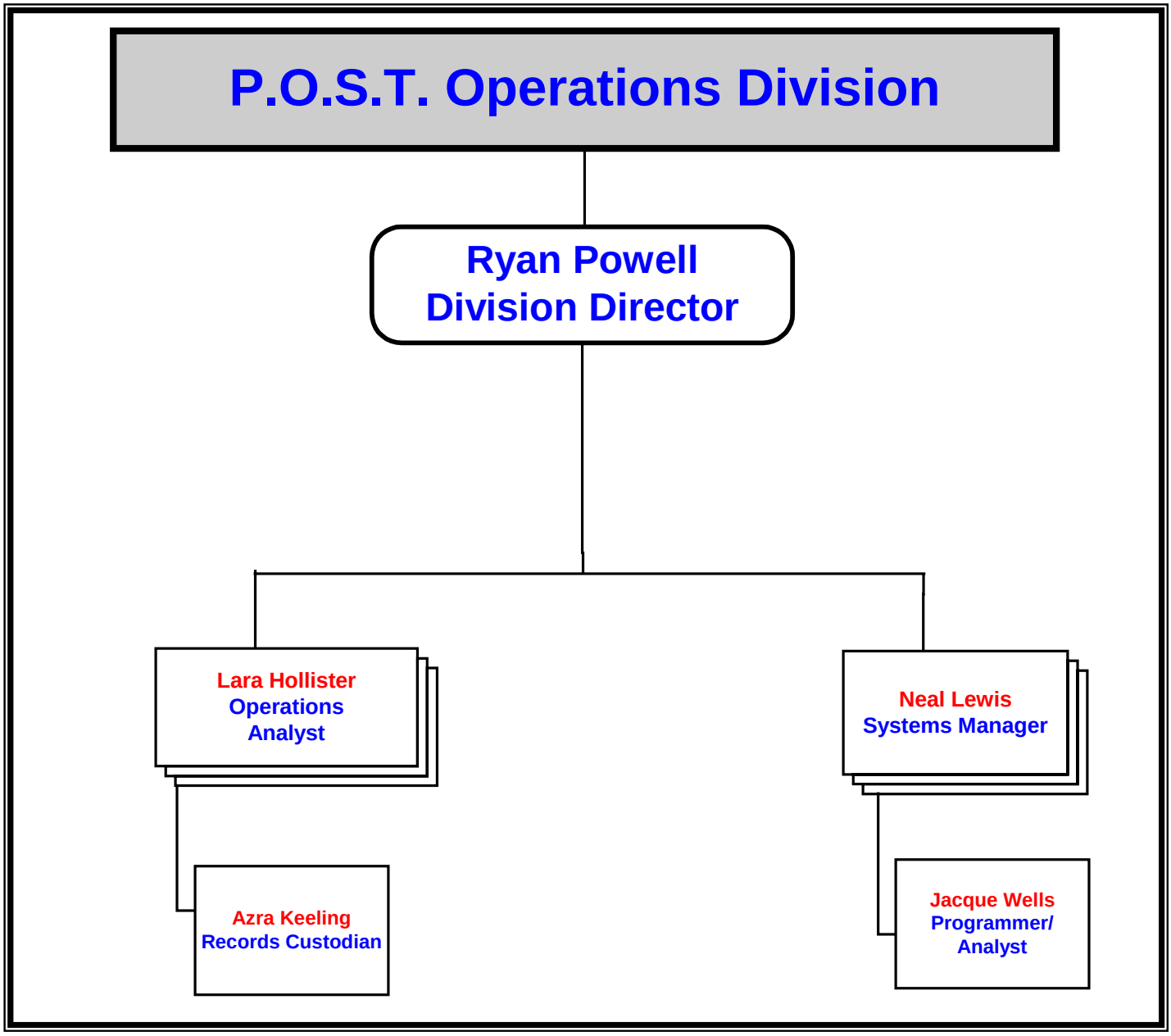
During FY 2008 P.O.S.T. responded to approximately 4000 Open Records Requests. This Division is tasked with searching for and implementing new processes that will make the agency more efficient.

Maintenance of P.O.S.T. Computer System/Peace Officer Records

P.O.S.T.'s Data Communications Section maintains the following records on the P.O.S.T. computer system:

A. Personnel History
B. Employment History
C. Discipline
D. Training Courses
E. Chief Executives
F. Sheriffs'; Wardens'; and Chiefs' Current Training Histories
G. Training Course Completions
H. Certification/Registration
I. Terminations
J. Agencies
K. Advanced Certification

P.O.S.T. maintains employment, certification and training records on over 115,000 officers. Of these, over 58,000 are actively employed in their field of certification.



Major Accomplishments this past year were:

- *Computer System Upgrade*
- *Rule Revisions*
- *Continued development of Certification Examination*