

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 2010 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 P.O.S.T. Operations Division is responsible for providing administrative support with various projects and special services. Some of the projects that are currently in the works are:

- *Implementation of the Equivalency of Training Examination*
- *Continuing progress made in the update of our computer legacy system*
- *Upgrade of the POST website, with increased functionality*

In FY10, the Certification and Training Division included but were not limited to:

- *Assisted with the reassignment of the training waiver requests to the Training Standards Committee of Council to create more efficiency in processing these requests.*
- *Discontinued the issuance of registrations for Federal Officers due to HB218 which allows the officer to obtain a qualification certificate to carry a firearm. This measure eliminated a duplication of efforts in issuing two certificates for the same purpose.*
- *Presented the design phase of the new software to several academies and agencies in an effort to obtain feedback regarding design, implementation, and other aspects of the software.*

P.O.S.T. has also made great strides in the investigation process. The Investigations Division currently has nine investigators serving regions throughout the State. During this period, the division processed a total caseload of 1,527 cases, and completed 1,277 investigations.

I am proud of Georgia P.O.S.T. Council's accomplishments for Fiscal Year 2010. 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

VISION

P.O.S.T. envisions a professionally trained and ethical criminal justice profession. This is accomplished 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
Chief Roy Whitehead, Vice-Chairman	Chief of Police
Sgt. Dolly Johnson- Secretary	A Municipal Police Officer Other than a Chief of Police
Mayor Margaret Evans	A City Manager or Mayor
Commissioner Tom McMichael	A County Commissioner
Sheriff Mike Jolley	A County Sheriff
Commissioner James R. Williams Jr.	Association County Commissioners of Ga. or Designee
Lt. Steve Hyman	A Municipal Police Officer other than a Chief of Police
Chief Bryan Golden	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 Stacey Cotton	President of the Georgia Association of Chiefs of Police
Warden Carl Humphrey	President of the Georgia Prison Wardens' Association
Sheriff Logan Marshall	President of the Georgia Sheriffs' Association
Lt. Col. Homer Bryson	President of the Peace Officers Association of Georgia
Director Michael Nail	The Chairman of the State Board of Pardons and Paroles or Designee
Asst. Comm. Derrick Schofield	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. Archie Rainey- Academician	Columbus State University
Chief Jimmy Williamson- Campus Police	University of Georgia Police Department
Marshal Steve Smith- Marshal	Richmond County Marshal's Office
Lt. Colonel Homer Bryson- State Officer/DNR	Georgia Department of Natural Resources
Investigator Cliff Tacket- Investigator	Georgia Internal Affairs Investigators Association

Georgia Peace Officer Standards and Training Council

Sheriff Mike Yeager, Chairman

Chief Roy Whitehead, Vice-Chairman

Sgt. Dolly Johnson, Secretary

Training Standards Committee:

Bill Hitchens, Chairman
Mike Jolley, Vice-Chairman
Margaret Evans
Steve Hyman
Billy Trapnell
James (Bubba) Williams
Carl Humphrey

Advisory Members:

Rep. Burke Day
Dale Mann
Steve Smith
Terry Norris

Probable Cause Committee:

Michael Nail, Chairman
Dolly Johnson, Vice-
Chairman
Mike Yeager
Roy Whitehead
Bryan Golden

Executive Committee:

Mike Yeager, Chairman
Roy Whitehead, Vice-
Chairman
Dolly Johnson, Secretary
Michael Nail, PCC
Bill Hitchens, Training Stds.
Tom McMichael, Cert.

Certification Committee:

Tom McMichael, Chairman
Homer Bryson, Vice-
Chairman
Don Banks
Garry Moore
Stacey Cotton
Marshall Logan
Gale Buckner

Advisory Members:

Frank Rotondo
Archie Rainey
Ronnie Lane
Jimmy Williamson
Cliff Tackett

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 57,000 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

Georgia P.O.S.T. Council

**Executive Director
Ken Vance**

Budget Administor
NeeNah Yarbrough

Executive Assistant
Wendy Izenour

**Director of P.O.S.T.
Investigations
Brad Pope**

**Director of P.O.S.T. Training
& Certifications
Mitch Jones**

**Director of P.O.S.T.
Operations
Ryan Powell**

Denise Hudson
Administrative
Assistant

Julie Lewandowski
District 1

Leevan Kirk
District 7

Willie Evans
District 2

Robert Fuller
District 8

Bonnie Bargeron
District 3

Nora Byars
Corrections

James McCue
District 4

Tommy Keheley
Part Time
Investigator

Carl Ellis
District 5

Marilyn Wiseman
Pre-Invest P/T

Vacant
District 6

Lois Mitchell
Certifications
Specialist

Doug Fleming
Operations
Analyst

Diane Gaddis
Certifications
Specialist

Liz Chadell
Receptionist

Lena Weaver
Certifications
Specialist

Correction
Certifications
Specialist(3)

Wayne Melton
Administrative
Hearings

Lara Hollister
Operations
Analyst

Neal Lewis
Systems
Admin.

Vacant
Programmer

Azra Keeling
Records
Custodian

as of 06-30-10

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 officers 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 3 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 Scientist (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)
4. Physician's Affidavit (M.D./ Surgeon)
5. High School or GED Certificate
6. Military Information if Applicable
7. Entrance Exam
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 or APPLIES TO ATTEND BASIC L.E. COURSE AS A PRE-SERVICE CANDIDATE



POST FORM 2

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



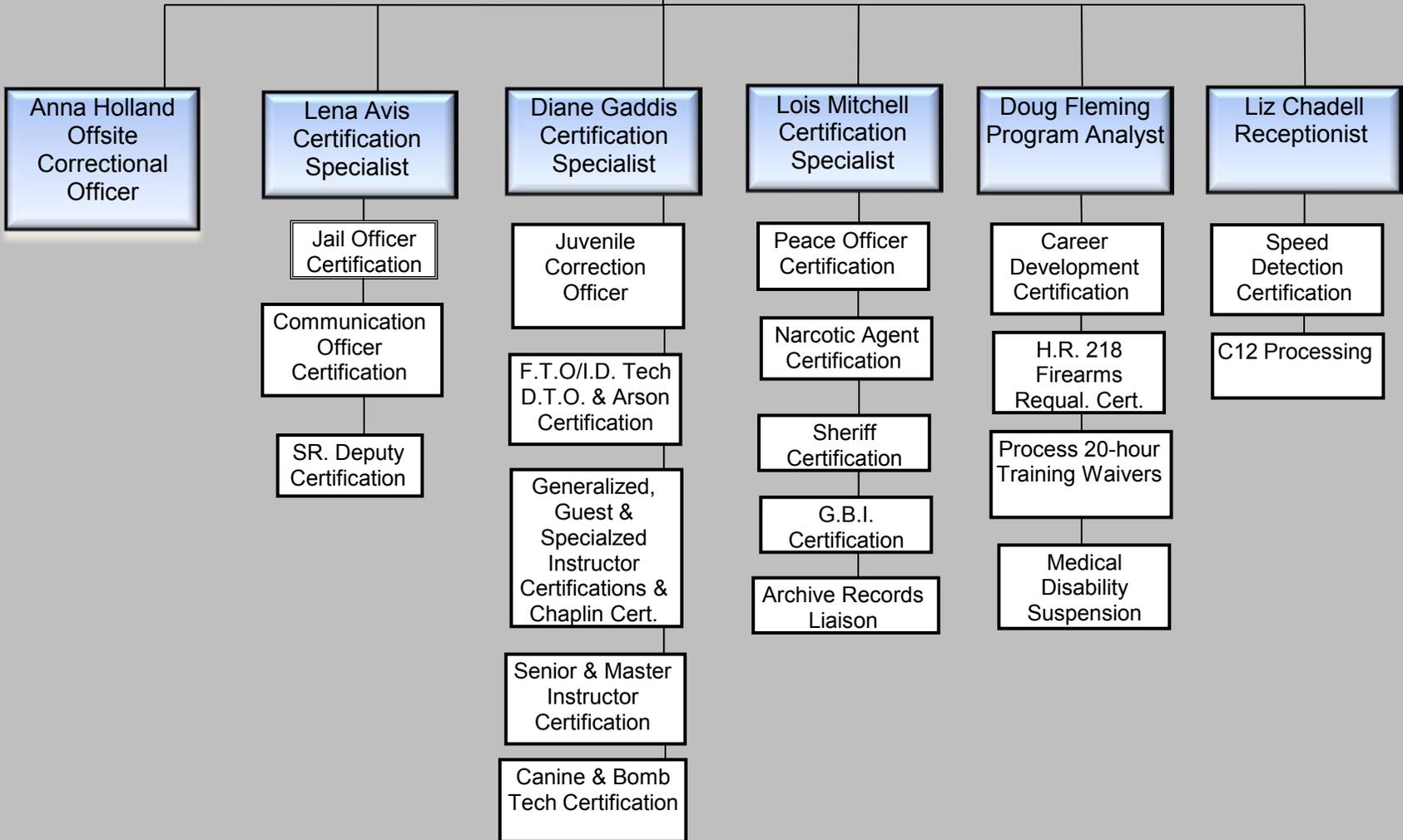
CERTIFICATION AWARDED BY P.O.S.T. COUNCIL

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



Georgia P.O.S.T. Council Certification & Training Standards Division

Mitch Jones
Division Director



CERTIFICATION STATISTICS

PEACE OFFICER STATISTICS	2005	2006	2007	2008	2009	2010
BASIC CERTIFICATIONS						
Peace Officer	1,679	1,690	1,896	2,275	2,036	2,104
Chaplain	20	13	20	15	15	22
Jail Officer	973	1,335	1,359	1,872	1,756	1,477
Communication Officer	350	405	347	400	582	683
Juvenile Correctional Officer	490	522	483	514	555	388
State Correctional Officer	404	2,486	1,744	2,086	1,267	1,090
Parole Officer	13	64	48	38	30	12
Probation Officer	67	142	118	111	139	141
GBI Agent				42		
TOTAL BASIC	3,996	6,657	6,015	7,353	6,400	5,917
EXEMPT REGISTRATIONS						
Peace Officer (Retired)	6	1	0	7	0	0
Federal Officer	17	8	33	19	9	12
Jail Officer	3	0	0	0	0	0
TOTAL BASIC EXEMPT	26	9	33	26	9	12
SPECIALTY CERTIFICATIONS						
Arson Investigator	28	15	28	16	10	17
Field Training Officer	463	548	566	636	456	541
Radar Operator	2,828	3,208	3,412	3,261	3,780	2,963
Instructor	871	742	871	890	672	668
I.D. Technician	31	27	26	31	44	24
Laser Operator	625	637	535	709	610	748
CAREER DEVELOPMENT						
Intermediate	173	170	139	195	174	146
Advanced	118	132	106	119	115	104
Supervisory	36	49	43	60	112	162
Management	23	25	25	24	66	90
Executive	5	10	7	7	9	10
Senior Instructor Trainer	44	44	48	63	31	31
Master Instructor Trainer	5	7	8	4	8	5
Senior Deputy	17	16	22	26	51	37
Departmental Training Officer	9	19	17	4	0	15
Bomb Techs. & Animal Handler	13	6	6	8	8	8
Jail Training Officer (NEW)		16	2	6	12	12
Comm. Training Officer (NEW)		11	37	20	221	8
TOTAL SPECIALTY CERT.	5,289	5,678	5,901	6,079	6,179	5,589
TOTAL ALL CERTIFICATIONS	9,311	12,344	11,949	13,458	12,588	11,518

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

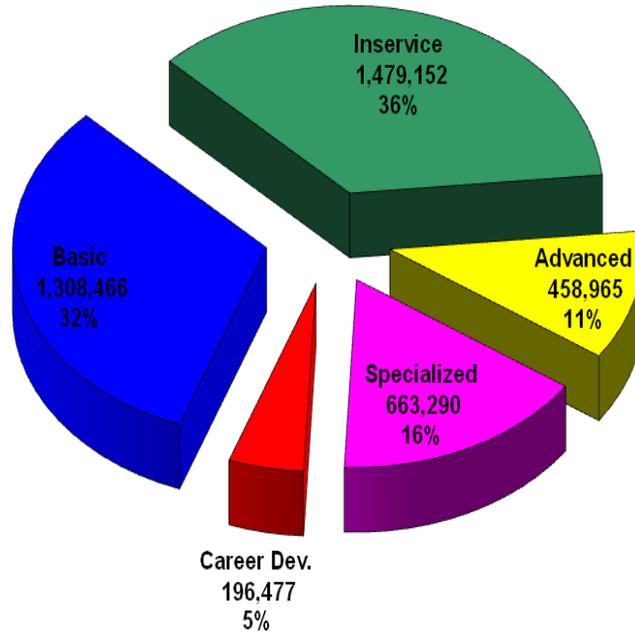
Note: Basic Includes

- Law Enforcement 733,848
- Jail 88,430
- Communication 17,960
- Other 468,228

Specialized Includes

- Voluntary Cert. Courses 94,473
- Out of State 75,196
- Seminar 493,621

Training Hours Reported

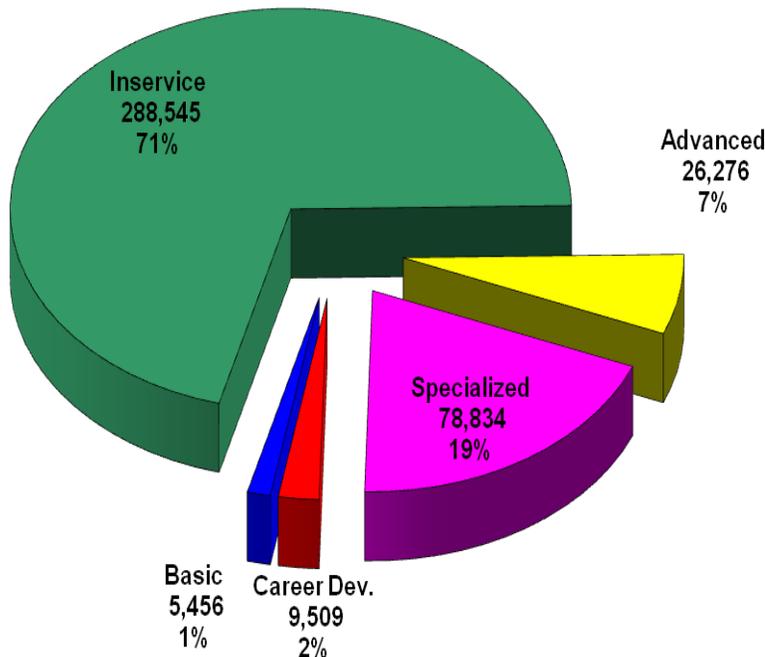


Total Training Hours:
4,106,350

P.O.S.T. Training Record

Officers Trained

Total Officers Trained:
408,620



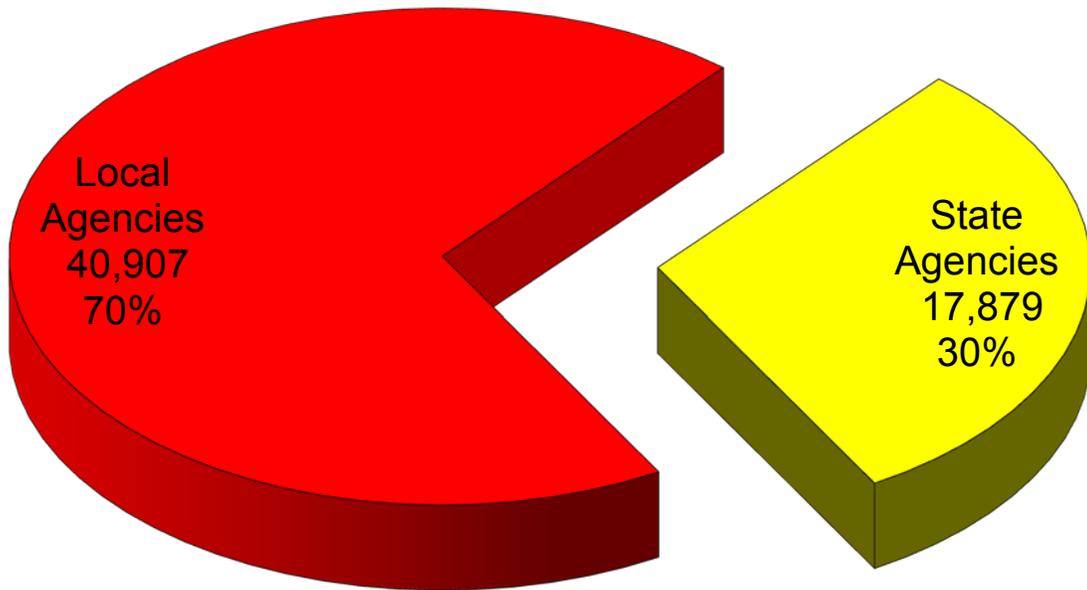
Note: Basic Includes

- Law Enforcement 1,736
- Jail 1,124
- Communication 449
- Other 2,147

Specialized Includes:

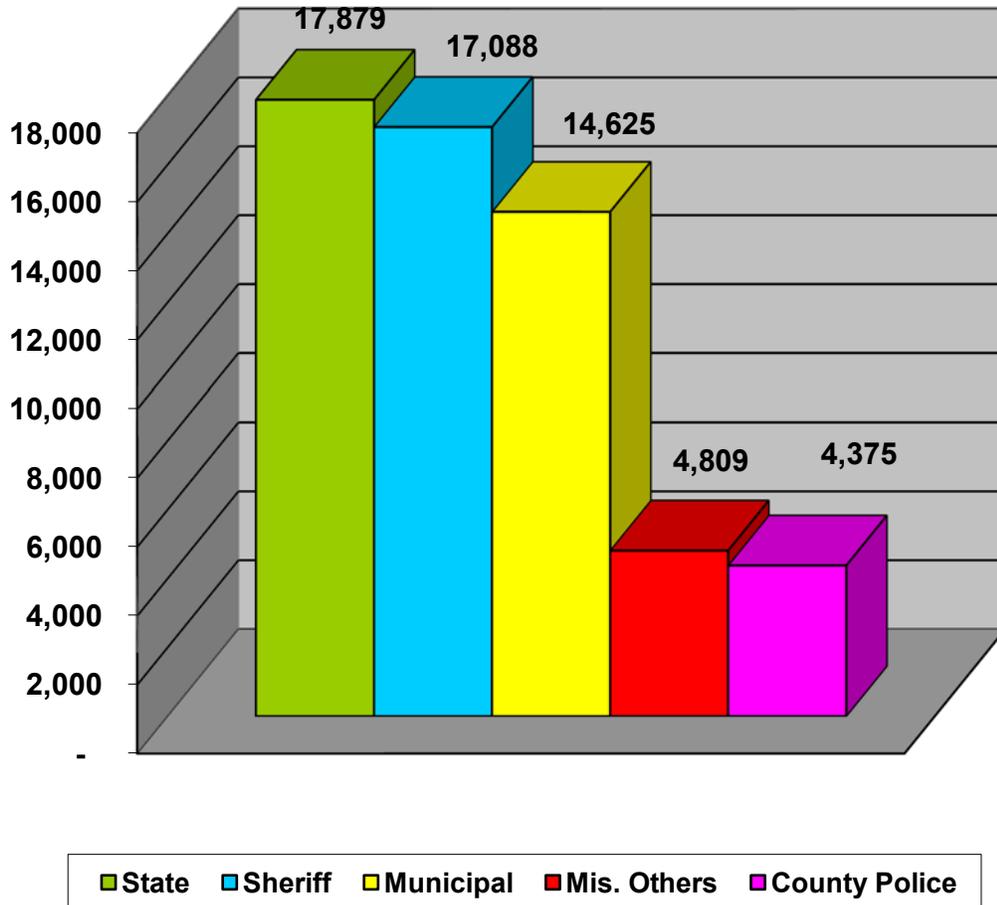
- Voluntary Cert. Courses 2,838
- Out of State 3,554
- Seminar 72,442

Georgia Peace Officers

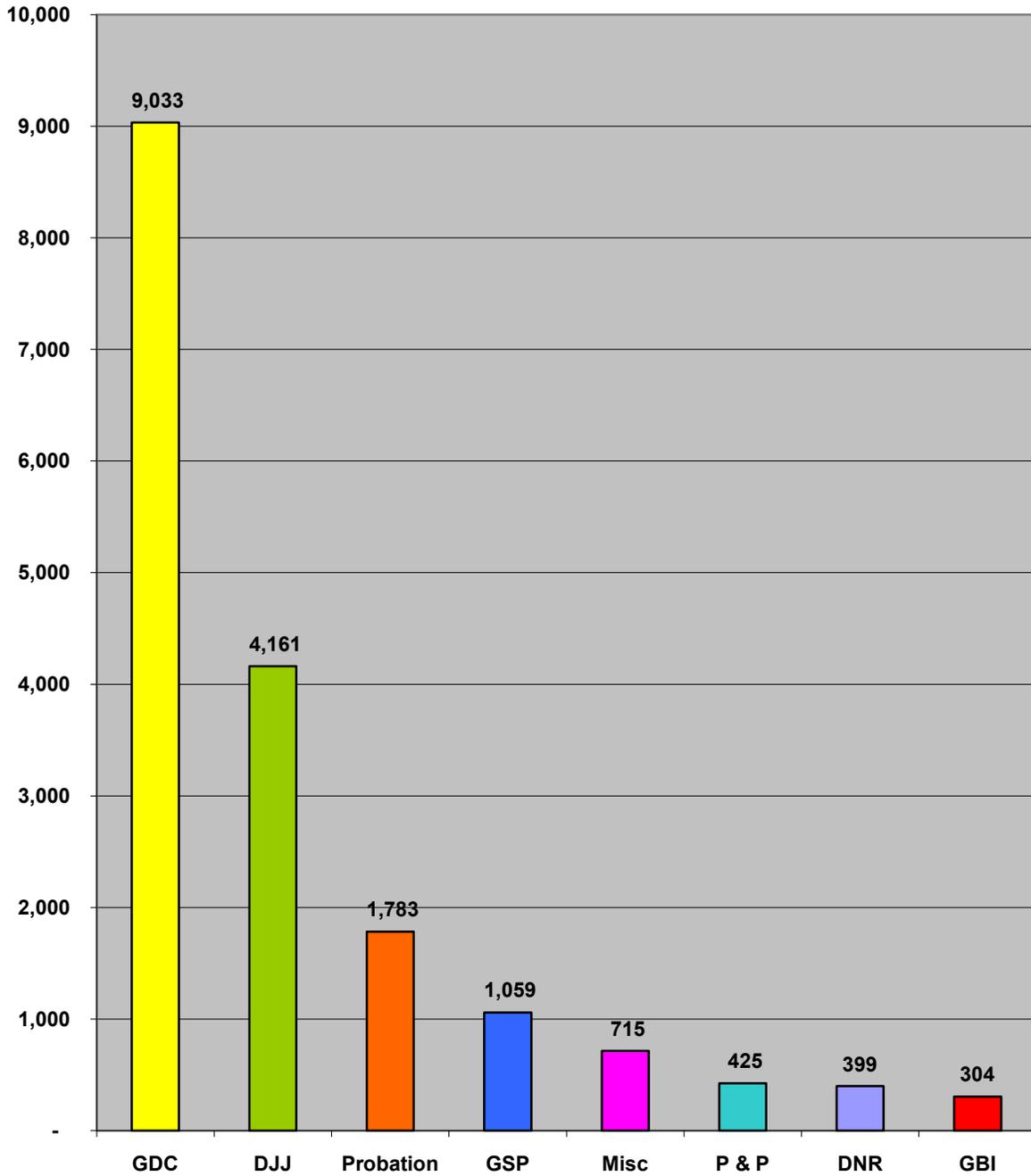


Total 58,786

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)). During FY 2010 there were 94 felony arrest/indictment suspension orders issued.

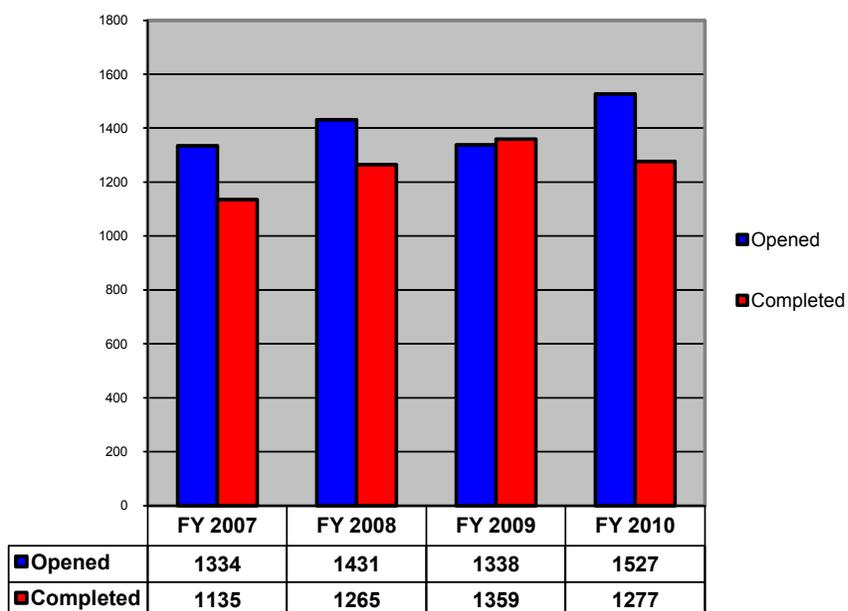
Audits of Law Enforcement Agencies

P.O.S.T. audits agencies that fall under the P.O.S.T. Act for compliance with the Act. During fiscal year 2010 the Investigations Division lost two full time investigators to retirement. Due to budget cuts these positions were left vacant; therefore, no agency audits were performed resulting in no compliance violations.

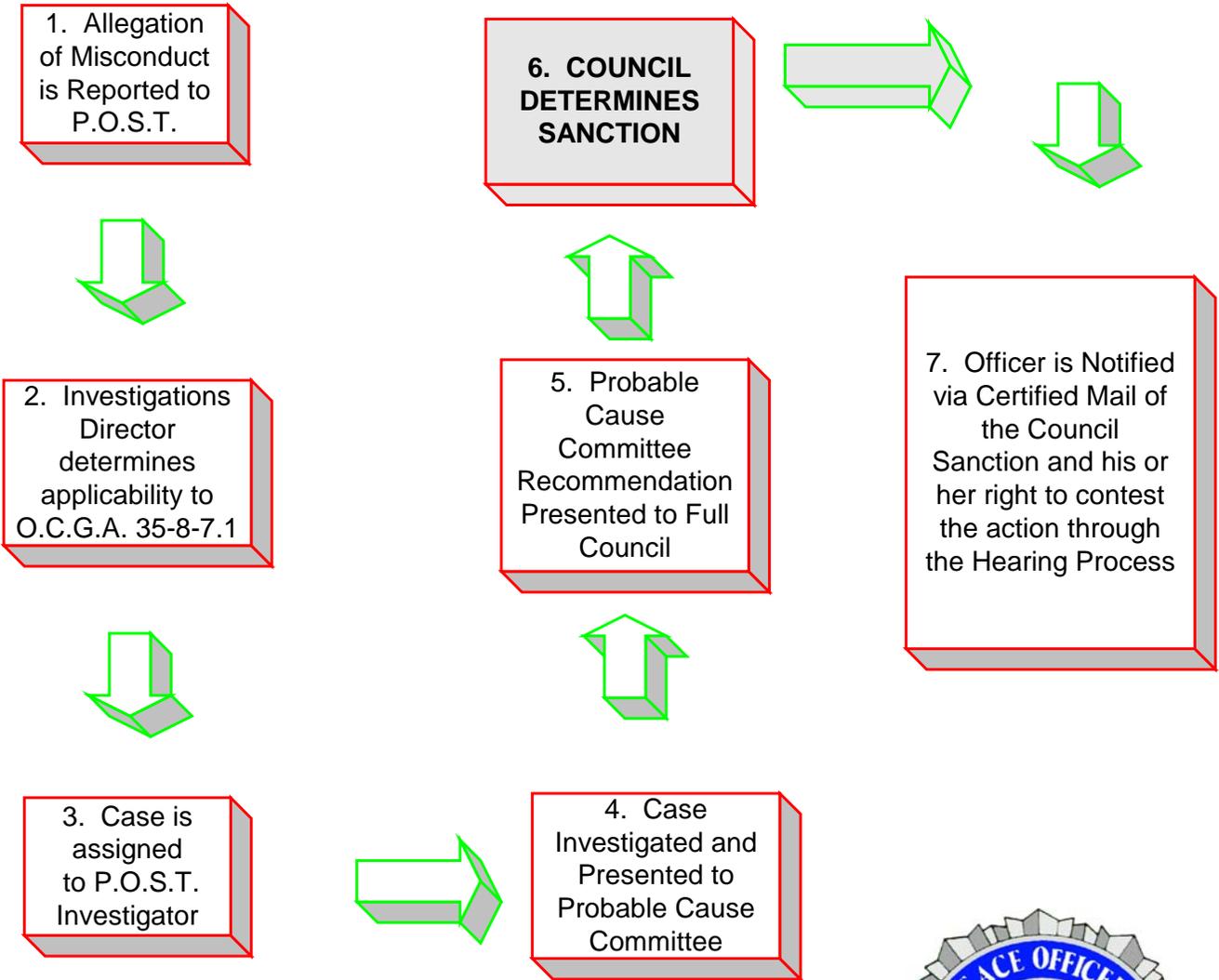
Technical Assistance

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.

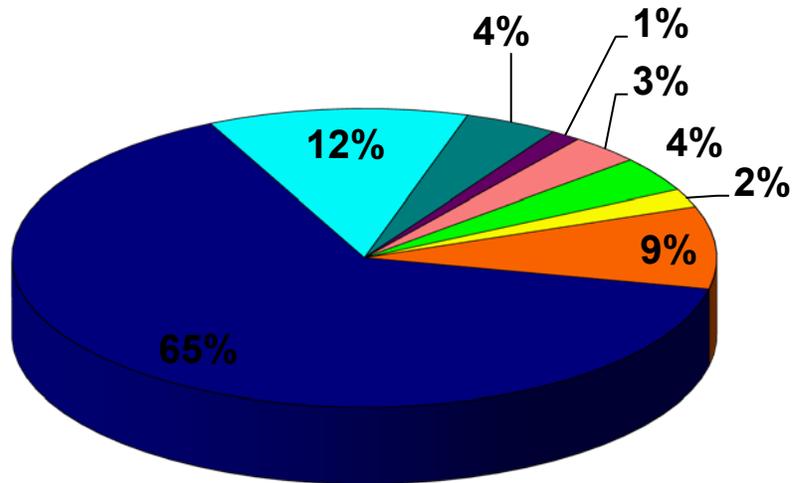
Case Statistics



**GEORGIA PEACE OFFICER
STANDARDS AND TRAINING
COUNCIL
Investigations Division**



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

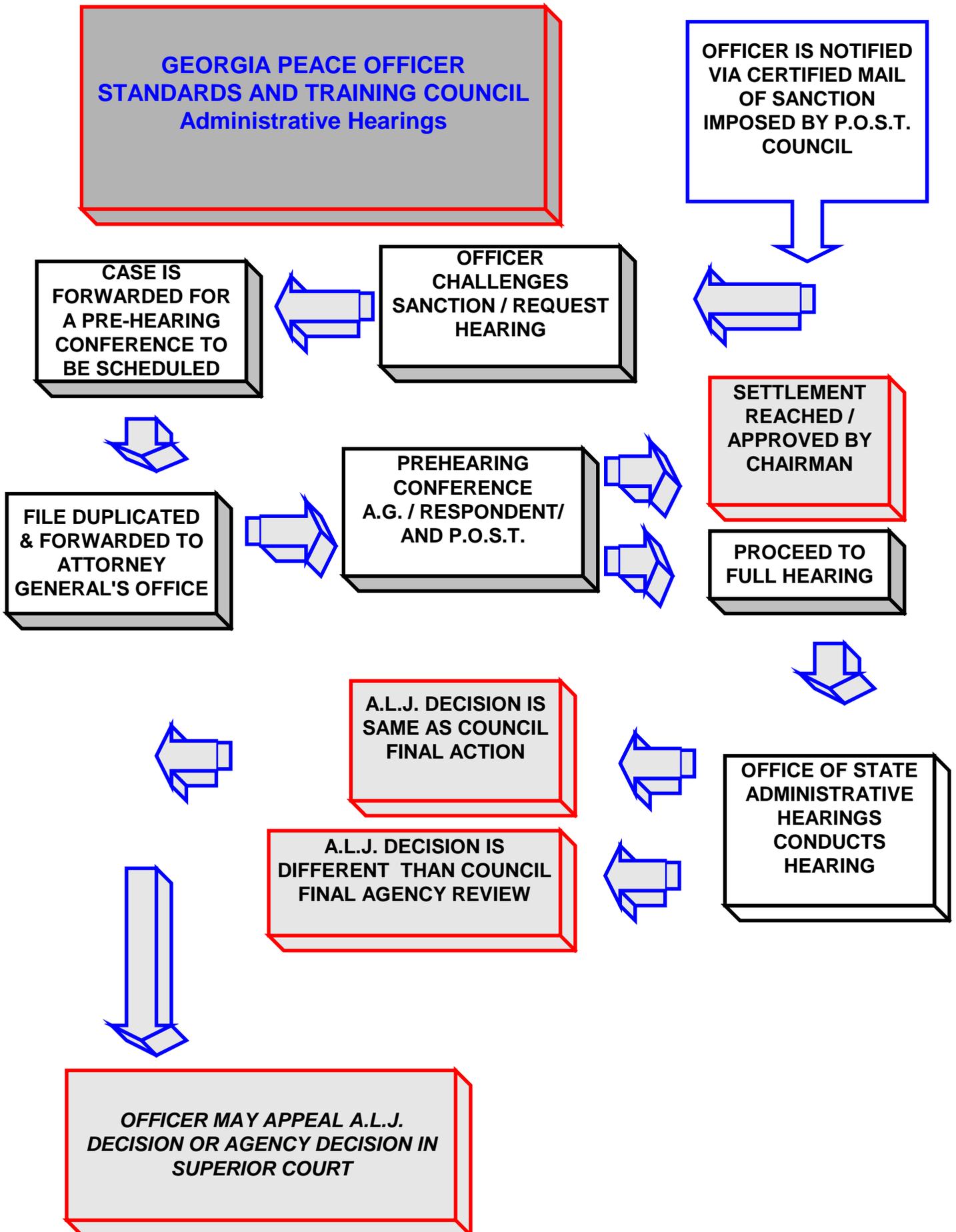
Hearings

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 an administrative hearing in accordance with the Georgia Administrative Procedures Act (O.C.G.A. §50-13).

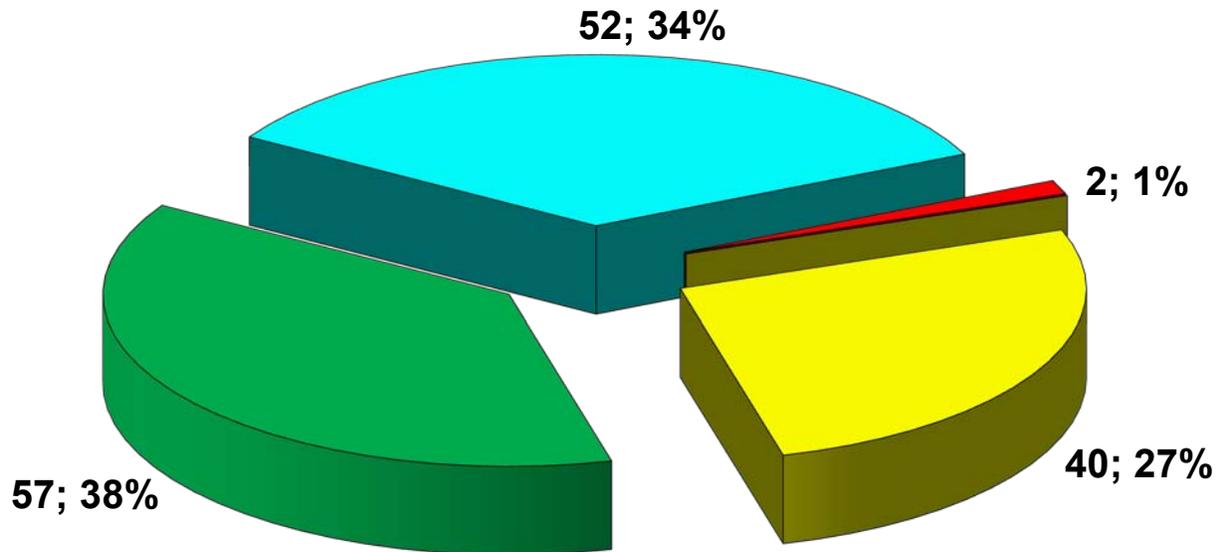
It is estimated that over 15% of the officers sanctioned by the Council appeal within the allotted fifteen (15) day period by filing a written request for a hearing. Once received, a "pre-hearing conference" is scheduled with the affected officer, the officer's legal representative, and a member of the 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 2010 there were 149 pre-hearing conferences held. POST settled a total of 151 cases, which includes current and previous year's matters.



Hearing Statistics Cases Resolved by:



- Withdrawals/Dismissals/Surrenders
- Settlement Orders
- Administrative Dismissals
- OSAH
- Appealed to Superior Court or Council

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:

- Egtwllkcp"Gzco kpcvkqp
- Ewuxqf kcp"qh'Tgeqtf u/"Qr gp'Tgeqtf u'Tgs wguv
- Ewttlewnno 'Tgxkukqp
- Ur gekri'Rtqlgevu
- O gf kc'Tgrvkqpu
- Twg'Tgxkukqpu
- P gy qtnkpi lEgo r wgt"U{ ugo 'O ckpvgpcpeg
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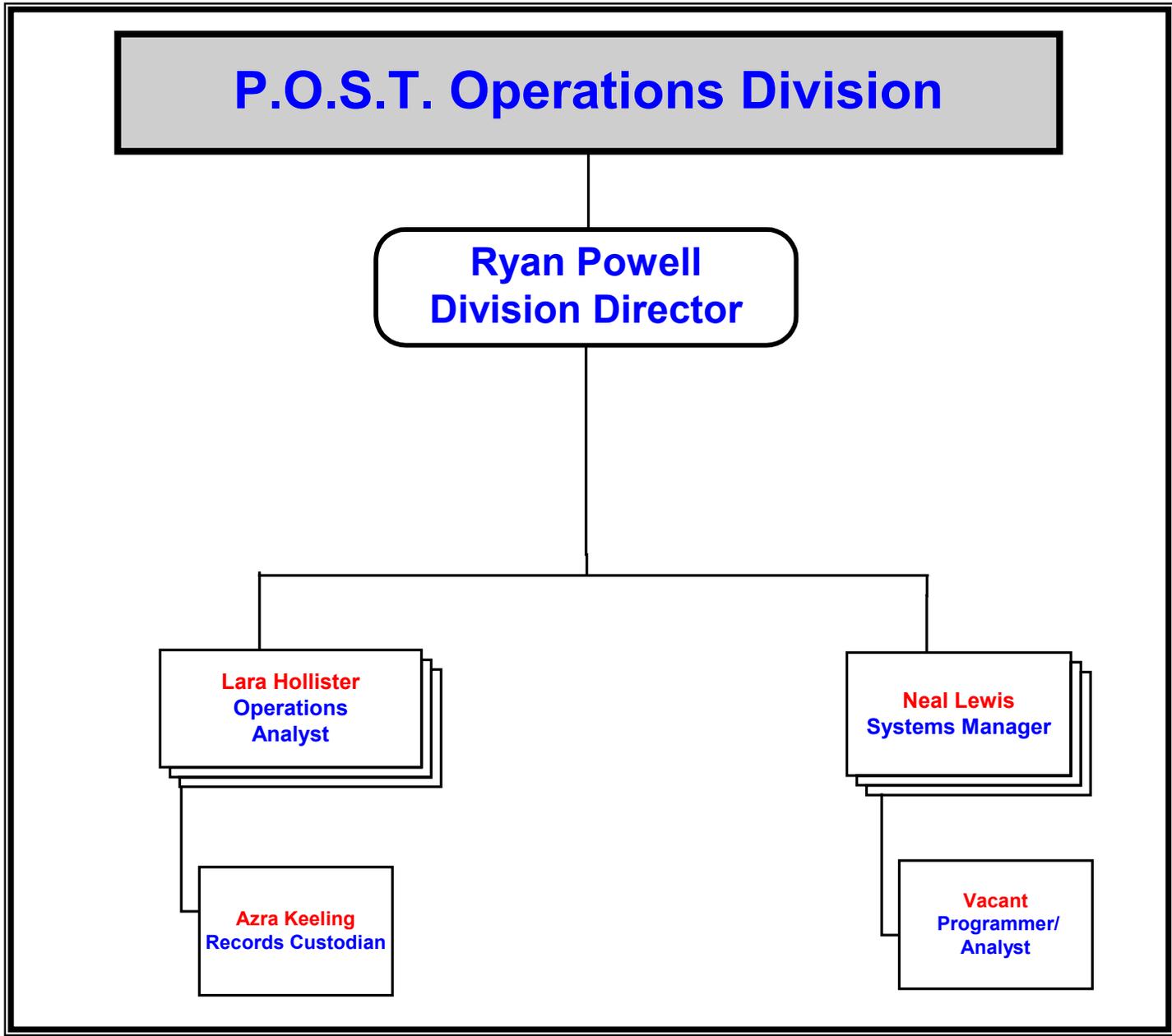
During FY 2010 P.O.S.T. responded to approximately 4900 Open Records Requests. This Division is tasked with searching for and implementing new processes that will make the agency more efficient.

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:

- | | |
|--|--|
| <ul style="list-style-type: none"> <i>A. Personnel History</i> <i>B. Employment History</i> <i>C. Discipline</i> <i>D. Training Courses</i> <i>E. Chief Executives</i> <i>F. Sheriffs'; Wardens'; and Chiefs'</i>
<i>Current Training Histories</i> | <ul style="list-style-type: none"> <i>G. Training Course Completions</i> <i>H. Certification/Registration</i> <i>I. Terminations</i> <i>J. Agencies</i> <i>K. Advanced Certification</i> |
|--|--|

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*

