

Georgia Peace Officer Standards and Training Council

Executive Director's Message

*The Honorable Nathan Deal, Governor
Members of the Georgia General Assembly
Citizens of the State of Georgia*



I respectfully submit the Fiscal Year 2012 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:

- *Field testing of Certification Exam*
- *Upgrade of the POST website, with increased functionality*

In FY12, the Certification and Training Division included but were not limited to:

- *Implemented new database system as of September 1, 2011*
- *Identifying and resolving officer training deficiencies*

P.O.S.T. has also made great strides in the investigation process. The Investigations Division currently has eight full time investigators, one part-time investigator, and one vacant position, serving regions throughout the State. During this period, the division opened 1,894 cases, and completed 3,029 investigations.

I am proud of Georgia P.O.S.T. Council's accomplishments for Fiscal Year 2012. 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 Brian Golden, Vice-Chairman	A Peace Officer
Sheriff Mike Jolley- Secretary	A County Sheriff
Mayor Margaret Evans	A City Manager or Mayor
Commissioner Tom McMichael	A County Commissioner
Chief Keith Glass	Chief of Police
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
Sgt. Dolly Johnson	A Municipal Police Officer Other than a Chief of Police
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 Stan York	President of the Georgia Association of Chiefs of Police
Warden Belinda Davis	President of the Georgia Prison Wardens' Association
Sheriff Scott Berry	President of the Georgia Sheriffs' Association
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
Director Stan Cooper	The Commissioner of Corrections or Designee
Lt. Col. Russell Powell	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:

Deputy Comm. Michael McNeely	Department of Juvenile Justice
Director Tim Bearden- 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
Cpt. Walter Rabon	Dept. of Natural Resources
Dr. Archie Rainey- Academician	Columbus State University
Lt. Barry Woodward	Communications Division
Marshal Steve Smith- Marshal	Richmond County Marshal's Office
Lt. Stuart Van Hoozer	Georgia Internal Affairs Investigators Association

Georgia Peace Officer Standards and Training Council

Sheriff Mike Yeager, Chairman

Chief Bryan Golden, Vice-Chairman

Sheriff Mike Jolley, Secretary

Training Standards Committee:

James (Bubba) Williams,
Chairman
Mike Jolley, Vice-Chairman
Margaret Evans
Steve Hyman
Billy Trapnell
Russell Powell
Belinda Davis

Advisory Members:

Tim Bearden
Steve Smith
Terry Norris
Barry Woodward
Walter Rabon
Michael McNeely

Probable Cause Committee:

Michael Nail, Chairman
Dolly Johnson, Vice-
Chairman
Mike Yeager
Keith Glass
Bryan Golden

Executive Committee:

Mike Yeager, Chairman
Bryan Golden, Vice-
Chairman
Sheriff Mike Jolley, Secretary
Michael Nail, PCC
James (Bubba) Williams,
Training Stds.
Tom McMichael, Cert.

Certification Committee:

Tom McMichael, Chairman
Homer Bryson, Vice-
Chairman
Don Banks
Garry Moore
Stan York
Scott Berry

Advisory Members:

Frank Rotondo
Archie Rainey
Stuart Van Hoozer

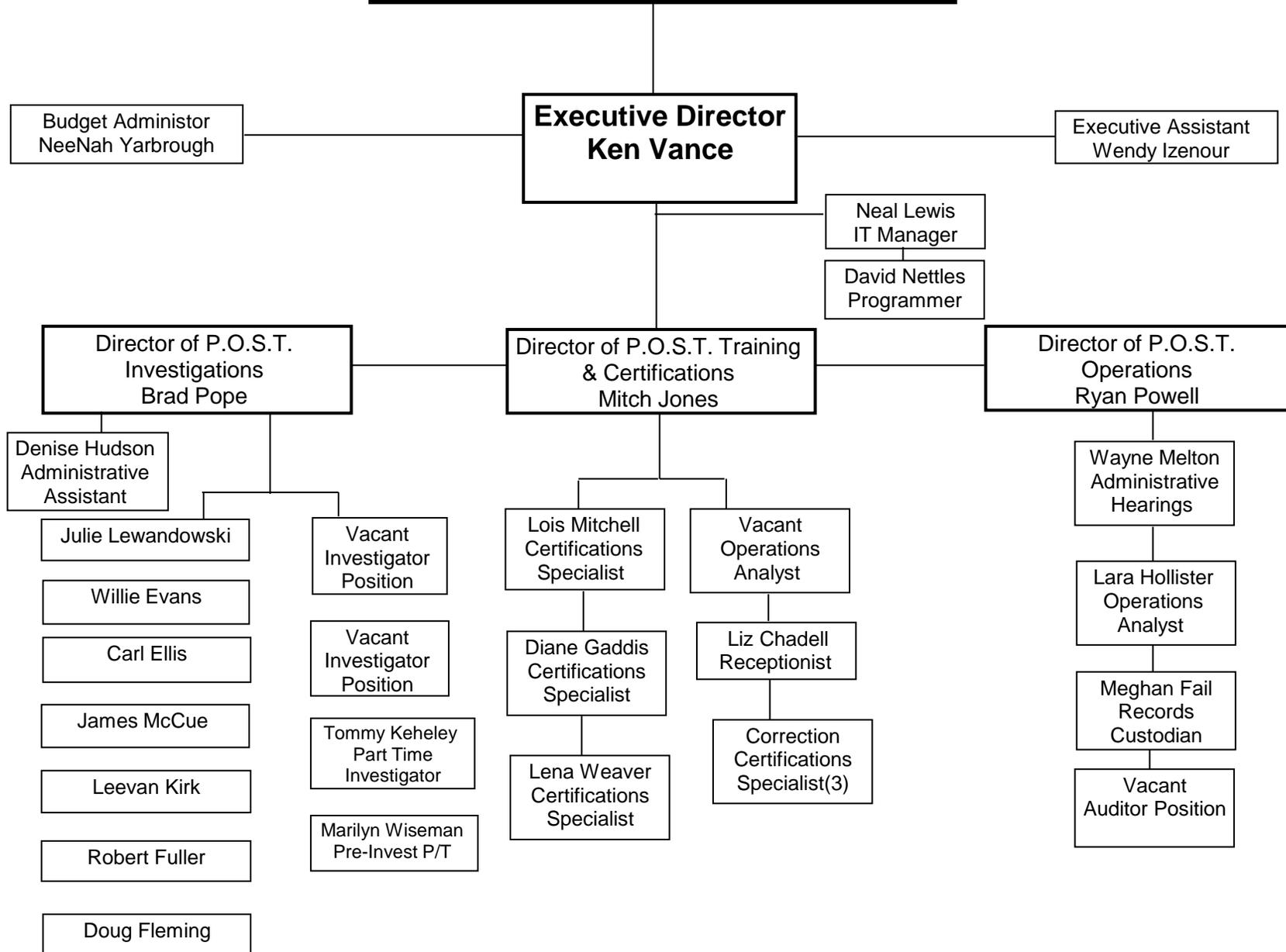
Georgia P.O.S.T. Council Staff Executive Director

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 58,000 officers actively employed by over 1000 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



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
 - Demographic reports
 - Individual personnel and training histories
 - Agency deficiency reports

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 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
- Forensic Scientist (GBI only)
- Basic Juvenile Correctional Officer
- Municipal Probation Officer
- Communication Officer

SPECIALTY CERTIFICATIONS

- Radar
- Laser
- Vascar
- Field Training Officer
- Identification Technician
- 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**



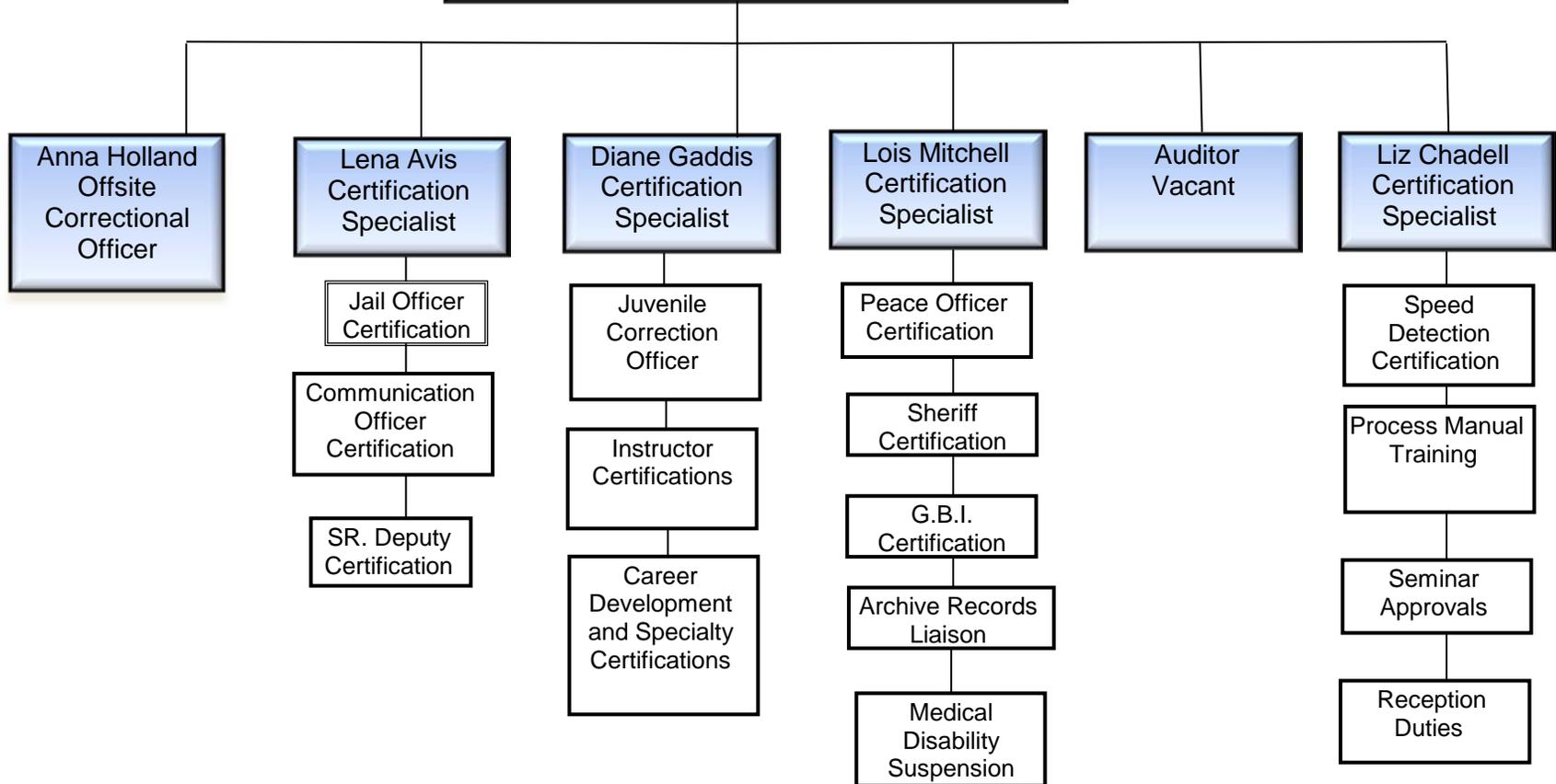
CERTIFICATION AWARDED BY P.O.S.T. COUNCIL

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	2007	2008	2009	2010	2011	2012
BASIC CERTIFICATIONS						
Peace Officer	1,895	2,278	2,041	2,105	1,958	2,117
Chaplain	20	15	35	22	20	0
Jail Officer	1,358	1,872	1,758	1,476	1,246	1,317
Communication Officer	347	401	582	683	401	396
Juvenile Correctional Officer	483	514	555	388	343	577
State Correctional Officer	1,743	2,088	1,268	1,091	1,142	1,881
Parole Officer	47	38	30	12	26	26
Probation Officer	118	120	140	141	126	153
GBI Agent	20	42	0	0	0	16
County Correctional Officer	1	0	0	0	0	0
TOTAL BASIC	6,032	7,368	6,409	5,918	5,262	6,483
EXEMPT REGISTRATIONS						
Peace Officer (Retired)	0	7	0	1	2	2
Federal Officer	33	19	9	12	0	0
Jail Officer	0	0	0	0	0	0
TOTAL BASIC EXEMPT	33	26	9	13	2	2
SPECIALTY CERTIFICATIONS						
Arson Investigator	28	16	10	17	25	24
Field Training Officer	566	636	456	541	464	570
Radar Operator	1,244	1,299	3,017	2,944	3,130	1,072
Instructor	873	894	672	669	581	640
I.D. Technician	26	31	44	24	41	0
Laser Operator	535	709	610	748	660	640
Sheriff				6	2	0
CAREER DEVELOPMENT						
Intermediate	139	195	174	146	224	186
Advanced	106	119	115	104	150	141
Supervisory	43	60	112	162	143	156
Management	25	24	66	90	74	76
Executive	7	4	9	10	8	9
Senior Instructor Trainer	48	63	31	31	29	46
Senior Instructor Trainer	8	4	8	5	4	8
Master Instructor Trainer	22	26	51	37	30	44
Senior Deputy	17	7	0	15	36	36
Departmental Training Officer	9	16	16	8	12	16
Bomb Techs. & Animal Handler	2	6	11	12	1	9
Jail Training Officer	37	20	21	8	5	1
Comm. Training Officer						0
Crime Scene Tech						26
TOTAL SPECIALTY CERT.	3,735	4,129	5,423	5,577	5,619	3,770
TOTAL ALL CERTIFICATIONS	9,800	11,523	12,841	11,508	10,883	10,255

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:

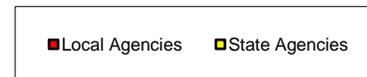
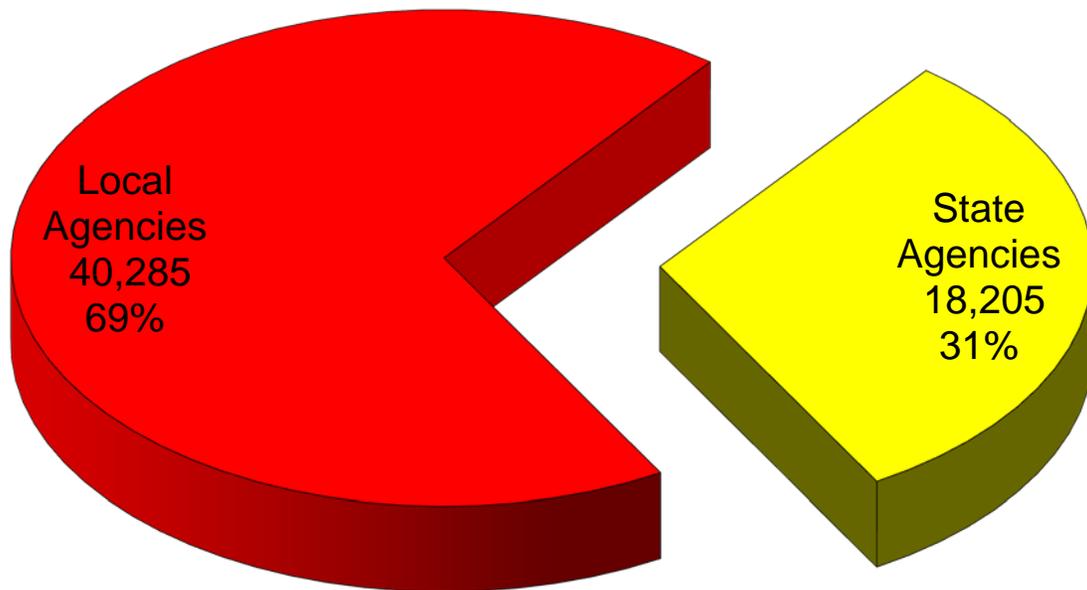
- Curriculum development, modification and maintenance
- Examination development and validation
- Administration of required exams
- Research and development
- Performing quality control functions on basic and advanced-level training
- Processing of school, school director, and functions relating to 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:

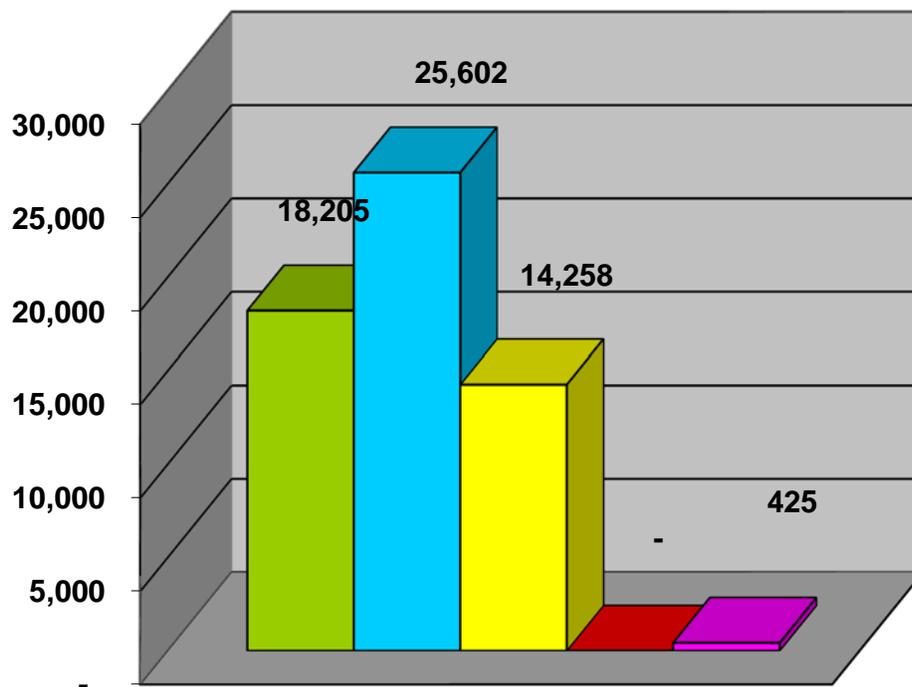
- Continuous update of the Basic Law Enforcement Master Question Bank
- Continue to score and validate the POST Entrance Exam to guarantee compliance with E.E.O.C. guidelines and ensure that no adverse impact occurs with any protected classes of persons
- Process and review Basic Course Completion packages (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

Georgia Peace Officers

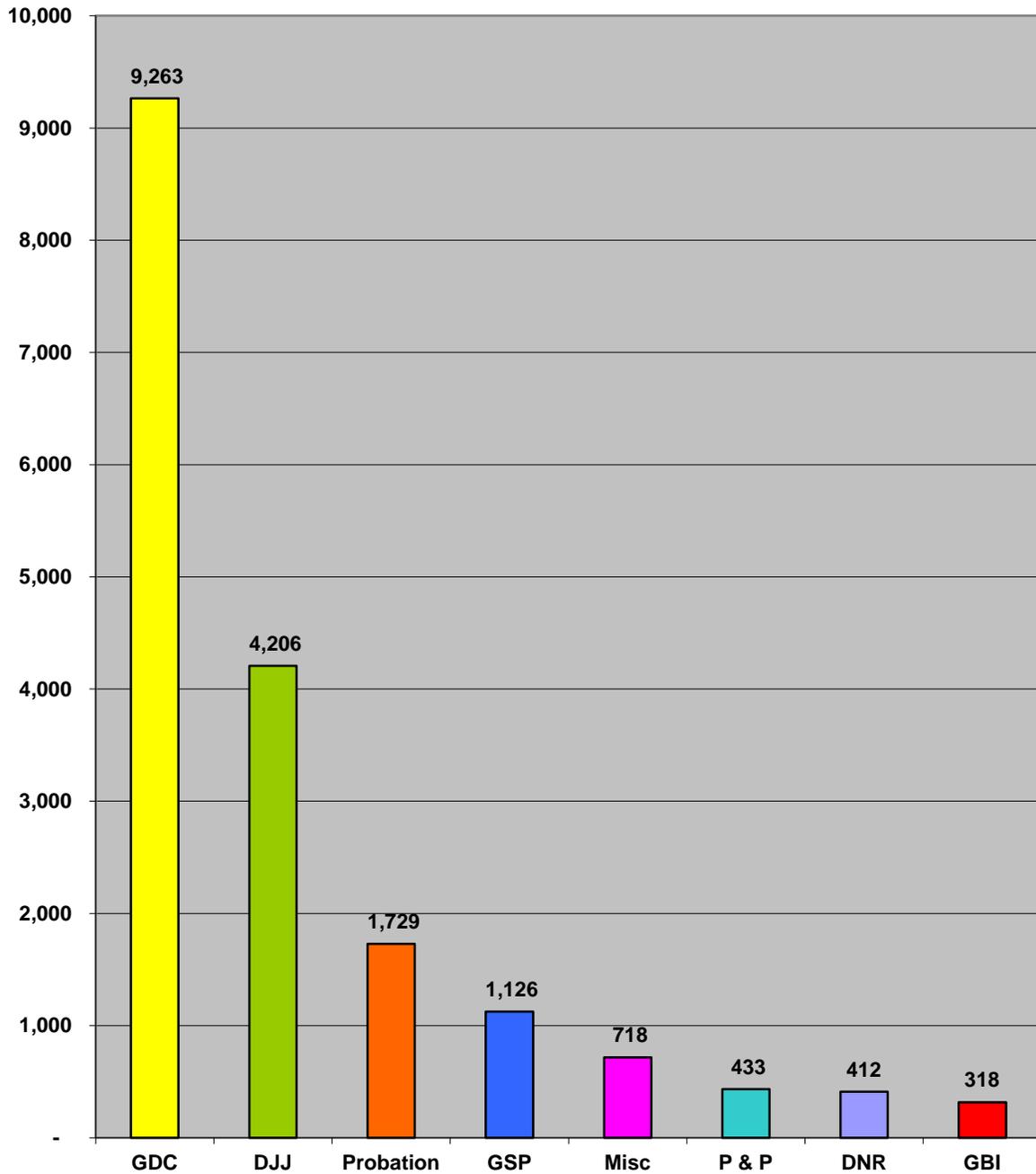


Total 58,490

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 2012 there were 88 felony arrest/indictment suspension orders issued.

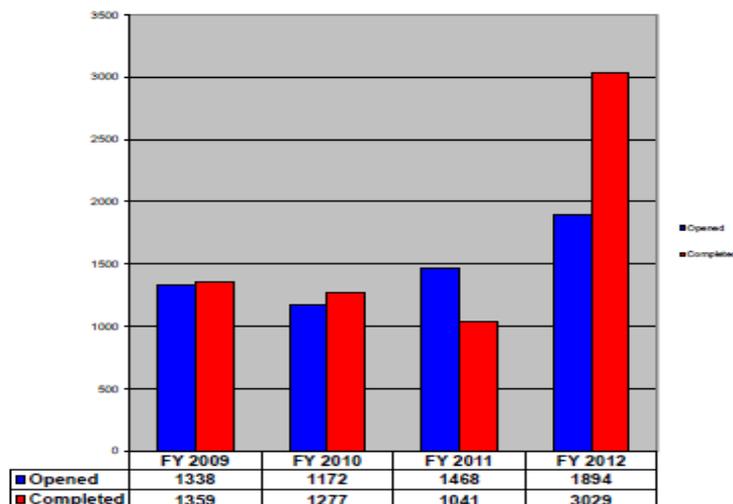
Audits of Law Enforcement Agencies

P.O.S.T. audits agencies that fall under the P.O.S.T. Act for compliance with the Act. P.O.S.T. received approval to hire a full time Auditor, but due to lack of funding this position could not be filled and remains vacant; therefore, no agency audits were performed resulting in no compliance violations.

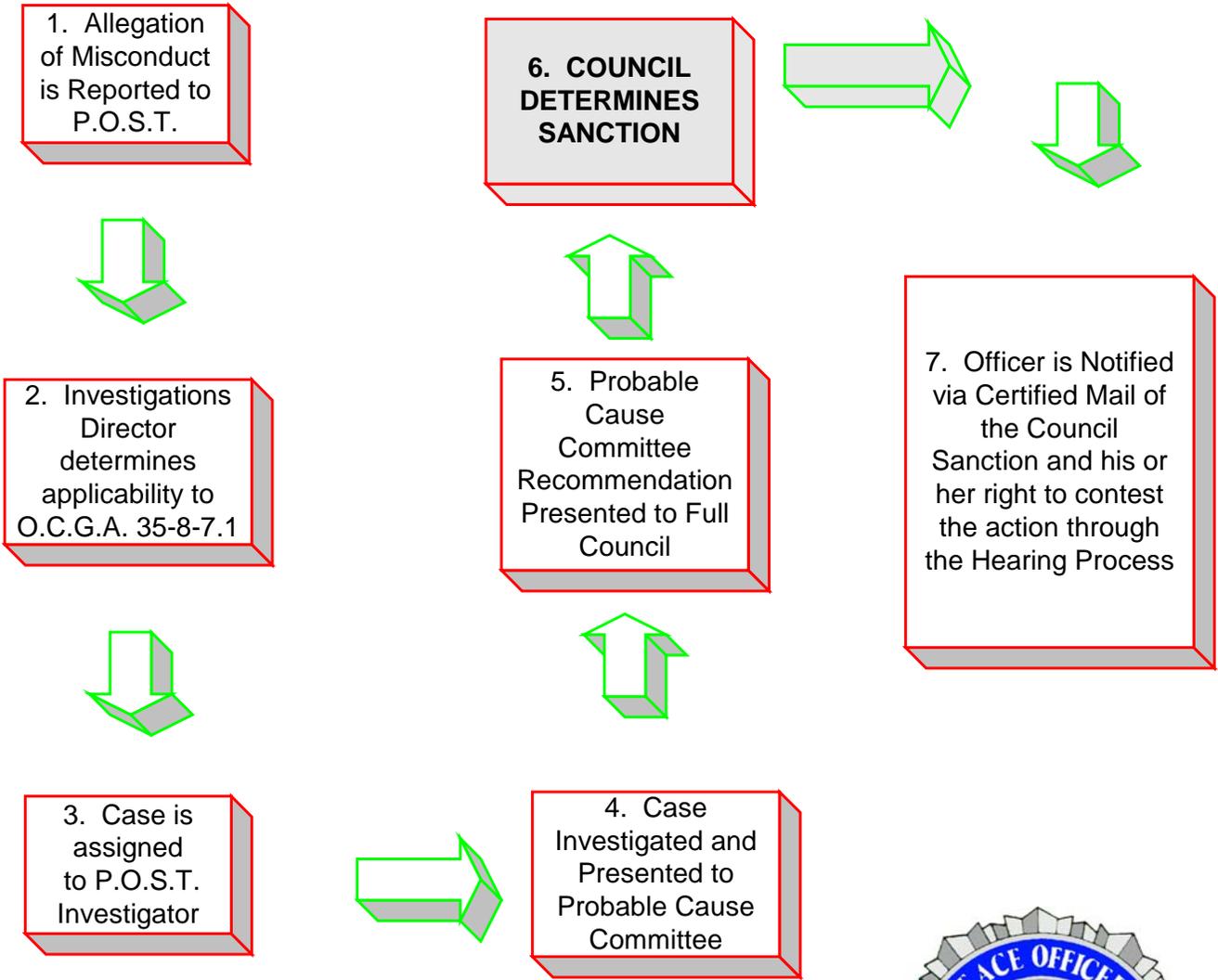
Technical Assistance

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**



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 2012 there were 196 pre-hearing conferences held.

**GEORGIA PEACE OFFICER
STANDARDS AND TRAINING COUNCIL
Administrative Hearings**

OFFICER IS NOTIFIED
VIA CERTIFIED MAIL
OF SANCTION
IMPOSED BY P.O.S.T.
COUNCIL

CASE IS
FORWARDED FOR
A PRE-HEARING
CONFERENCE TO
BE SCHEDULED

OFFICER
CHALLENGES
SANCTION / REQUEST
HEARING

SETTLEMENT
REACHED /
APPROVED BY
CHAIRMAN

FILE DUPLICATED
& FORWARDED TO
ATTORNEY
GENERAL'S OFFICE

PREHEARING
CONFERENCE
A.G. / RESPONDENT/
AND P.O.S.T.

PROCEED TO
FULL HEARING

A.L.J. DECISION IS
SAME AS COUNCIL
FINAL ACTION

A.L.J. DECISION IS
DIFFERENT THAN COUNCIL
FINAL AGENCY REVIEW

OFFICE OF STATE
ADMINISTRATIVE
HEARINGS
CONDUCTS
HEARING

OFFICER MAY APPEAL A.L.J.
DECISION OR AGENCY DECISION IN
SUPERIOR COURT

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 2012 P.O.S.T. responded to approximately 4,800 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' 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.

P.O.S.T. Operations Division

**Director
Ryan Powell**

**Operations Analyst
Lara Hollister**

Process 20 hour Training
Waiver Applications

Monitors Probation Cases &
Schedules Hearings

**Records Custodian
Meghan Fail**

Process Open Records
Requests

H.R. 218 Firearms Requal.
for Retired Officers

Major Accomplishments this past year were:

- Rules Revisions*
- Field Testing the Certification Exam*
- Implementation of Officer Re-Certification*

