

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 2015 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. 2015 has been a productive but very busy year.

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 FY15, the Certification and Training Division projects included but were not limited to:

- *Audited academies and officer training records, conducted agencies audits, Inspected 2 new Academies and conducted training for 58 POST Overview courses.*
- *Issued over 3029 suspensions for failure to complete the required annual training for 2015*

In FY15 our Investigations Division had 8 full time investigators and 2 part time investigators. This division made great strides in FY15 which included but were not limited to:

- *Cleared 1,100 cases that resulted in revocation, surrender, or denial of 594 Certifications*
- *Expanded and improved existing computer system to decrease administrative tasks which improved productivity and reduced time required to complete cases*

I am proud of Georgia P.O.S.T. Council's accomplishments for Fiscal Year 2015. 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 Lamar Paris | 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 |
| Asst. Director Dan Kirk | Director of the Georgia Bureau of Investigation or Designee |
| Mr. Roger Waldrop | Member other than the Attorney General |
| Chief David Lyons | President of the Georgia Association of Chiefs of Police |
| Warden Brad Hooks | President of the Georgia Prison Wardens' Association |
| Sheriff Bobby McLemore | President of the Georgia Sheriffs' Association |
| Major Stephen Adams | President of the Peace Officers Association of Georgia |
| Director Michael Nail | The Chairman of the State Board of Pardons and Paroles or Designee |
| Deputy Director Greg Dozier | 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 |
| Director Angie Holt | Georgia Internal Affairs Investigators Association |
| Dean Tom Bojo Technical College System | GA. Northwestern Technical College |
| Chief Wayne Dennard Police Chief | Acworth Police Department |
| Mr. Don Banks | Private Citizen |
| Asst. Director Nicholas Marinelli, Jr. Campus Police | GA. Perimeter College Campus Police |

Georgia Peace Officer Standards and Training Council

Sheriff Mike Yeager, Chairman

Chief Bryan Golden, Vice-Chairman

Sheriff Mike Jolley, Secretary

Training Standards Committee:

Stephen Adams, Chairman
Mike Jolley, Vice-Chairman
Margaret Evans
Billy Trapnell
Russell Powell
Brad Hooks
Roger Waldrop

Advisory Members:

Tim Bearden
Steve Smith
Terry Norris
Barry Woodward
Walter Rabon
Tom Bojo
Wayne Dennard

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
Mike Jolley, Secretary
Michael Nail, PCC
Stephen Adams, Training
Std.
Tom McMichael, Cert.

Certification Committee:

Tom McMichael, Chairman
Greg Dozier, Vice-Chairman
Bobby McLemore
David Lyons
Dan Kirk
Steve Hyman
Lamar Paris

Advisory Members:

Frank Rotondo
Archie Rainey
Angie Holt
Michael McNeely
Don Banks
Nicholas Marinelli, Jr.

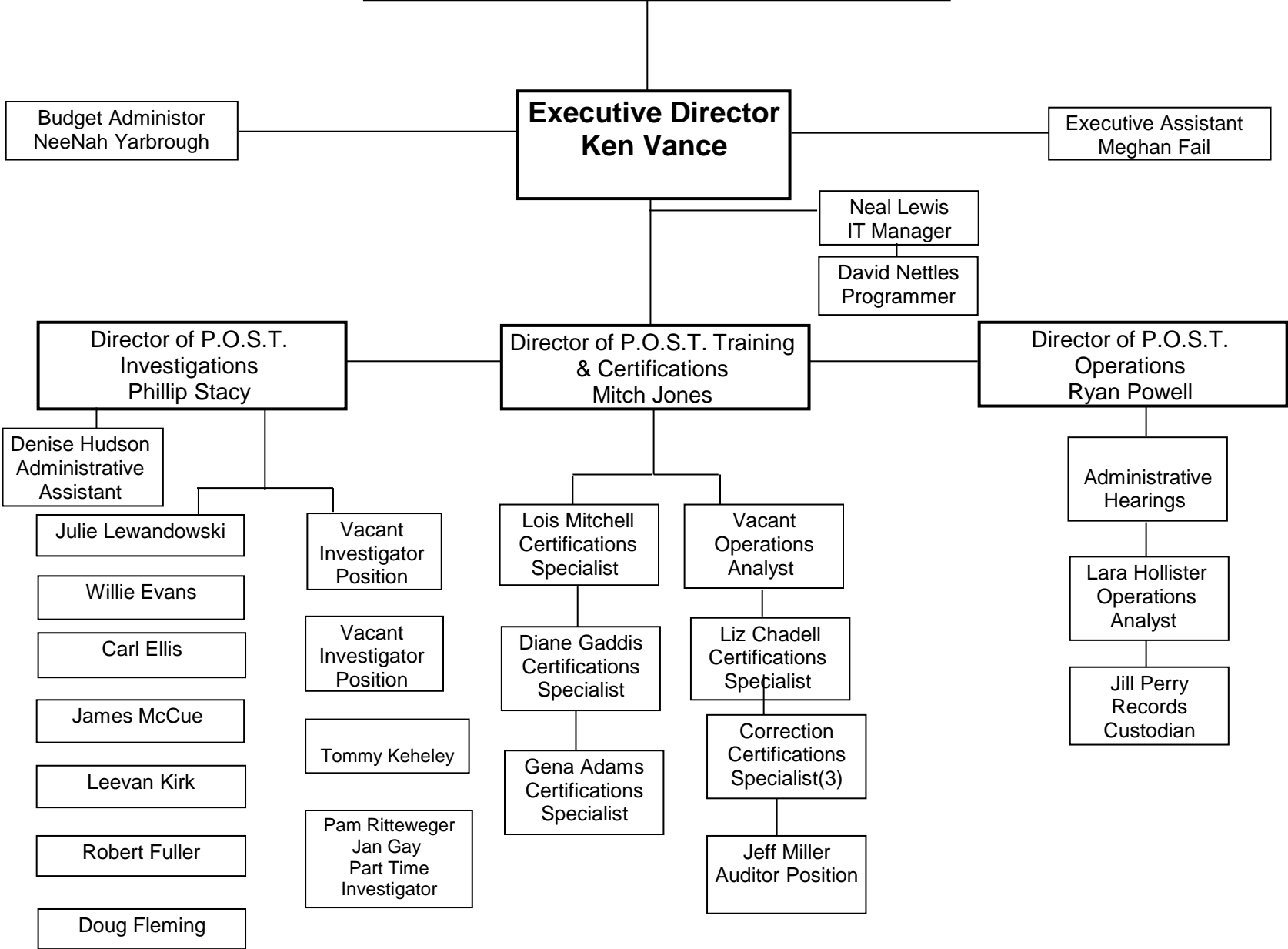
Georgia P.O.S.T. Council Staff Executive Director

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**



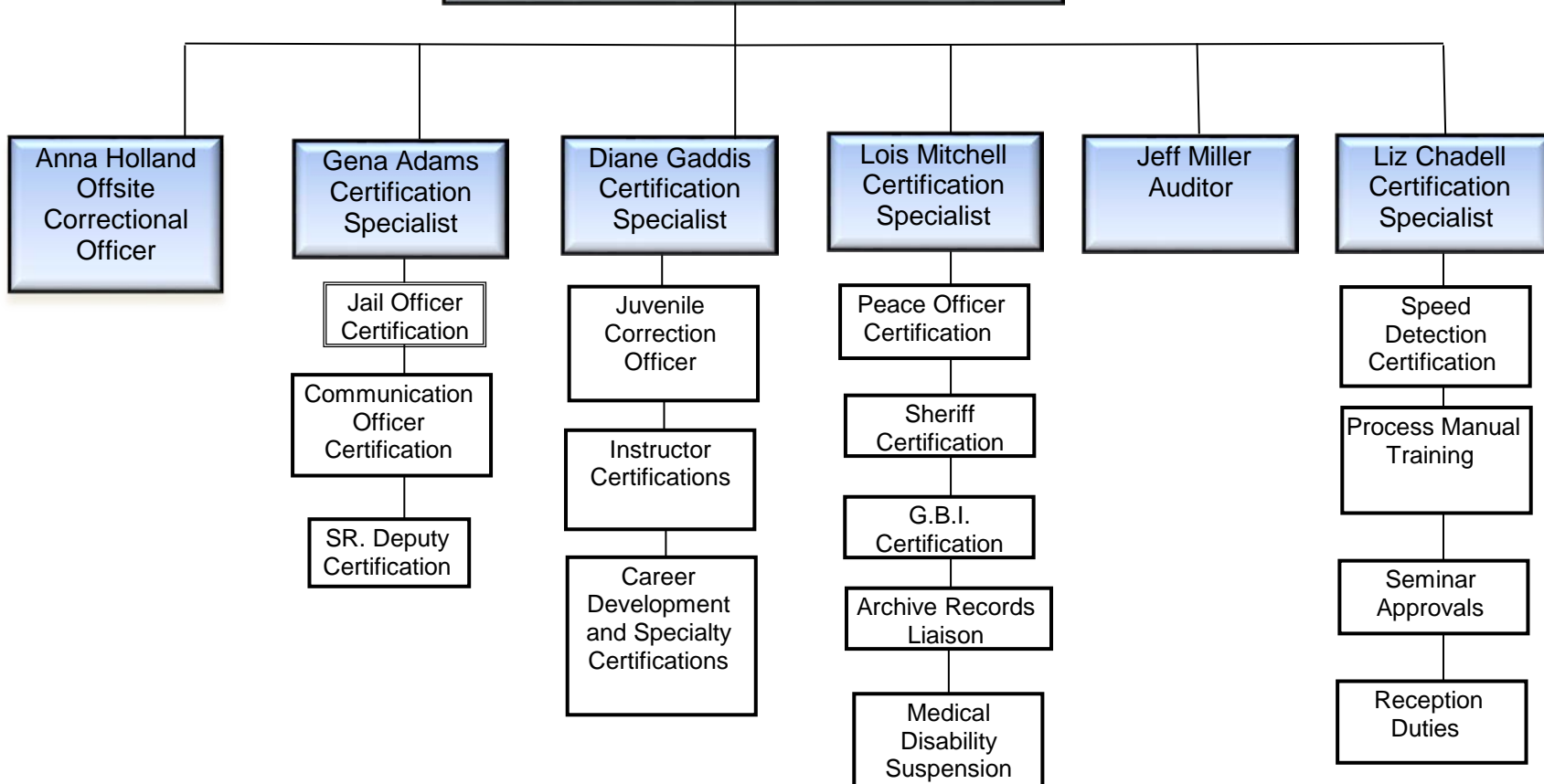
CERTIFICATION AWARDED BY P.O.S.T. COUNCIL

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



| PEACE OFFICER STATISTICS | 2011 | 2012 | 2013 | 2014 | 2015 |
|---------------------------------------|---------------|---------------|---------------|---------------|---------------|
| BASIC CERTIFICATIONS | | | | | |
| Peace Officer | 1,958 | 2,117 | 1,756 | 1,742 | 1,860 |
| Chaplain | 20 | 0 | 0 | 0 | 0 |
| Jail Officer | 1,246 | 1,317 | 1,353 | 1,484 | 1,570 |
| Communication Officer | 401 | 396 | 414 | 464 | 510 |
| Juvenile Correctional Officer | 343 | 577 | 669 | 508 | 575 |
| State Correctional Officer | 1,142 | 1,881 | 2,021 | 2,023 | 1,955 |
| Parole & Probation Officer | 152 | 179 | 191 | 180 | 286 |
| TOTAL BASIC | 5,262 | 6,467 | 6,404 | 6,401 | 6,756 |
| EXEMPT REGISTRATIONS | | | | | |
| Peace Officer(Retired) | 2 | 2 | 5 | 0 | 0 |
| Federal Officer | 0 | 0 | 0 | 0 | 0 |
| TOTAL BASIC EXEMPT | 2 | 2 | 5 | 0 | 0 |
| SPECIALTY CERTIFICATIONS | | | | | |
| Arson Investigator | 25 | 24 | 15 | 15 | 19 |
| Field Training Officer | 464 | 570 | 595 | 591 | 591 |
| Radar Operator | 3,130 | 1,072 | 681 | 676 | 746 |
| Instructor | 581 | 640 | 924 | 832 | 897 |
| I.D. Technician | 41 | 0 | 0 | 0 | 0 |
| Laser Operator | 660 | 640 | 690 | 785 | 703 |
| Sheriff | 2 | 0 | 12 | 4 | 1 |
| Traffic Accident Reconstruction | 0 | 0 | 8 | 16 | 14 |
| CAREER DEVELOPMENT | | | | | |
| Intermediate | 224 | 186 | 225 | 183 | 225 |
| Advanced | 150 | 141 | 141 | 155 | 129 |
| Supervisory | 143 | 156 | 166 | 173 | 189 |
| Management | 74 | 76 | 95 | 95 | 103 |
| Executive | 8 | 9 | 9 | 7 | 4 |
| Senior Instructor Trainer | 29 | 46 | 66 | 53 | 55 |
| Master Instructor Trainer | 4 | 8 | 5 | 6 | 9 |
| Senior Deputy | 30 | 44 | 9 | 13 | 25 |
| Departmental Training Officer | 36 | 36 | 20 | 0 | 1 |
| Bomb Techs. & Animal Handler | 12 | 16 | 7 | 16 | 8 |
| Jail Training Officer | 1 | 9 | 1 | 9 | 29 |
| Comm. Training Officer | 5 | 1 | 0 | 1 | 0 |
| Crime Scene Tech | 0 | 26 | 23 | 39 | 21 |
| TOTAL SPECIALTY CERTIFICATIONS | 5,619 | 3,700 | 3,692 | 3,669 | 3,769 |
| TOTAL ALL CERTIFICATIONS | 10,883 | 10,169 | 10,101 | 10,070 | 10,525 |

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:

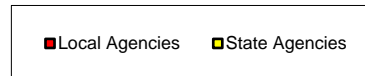
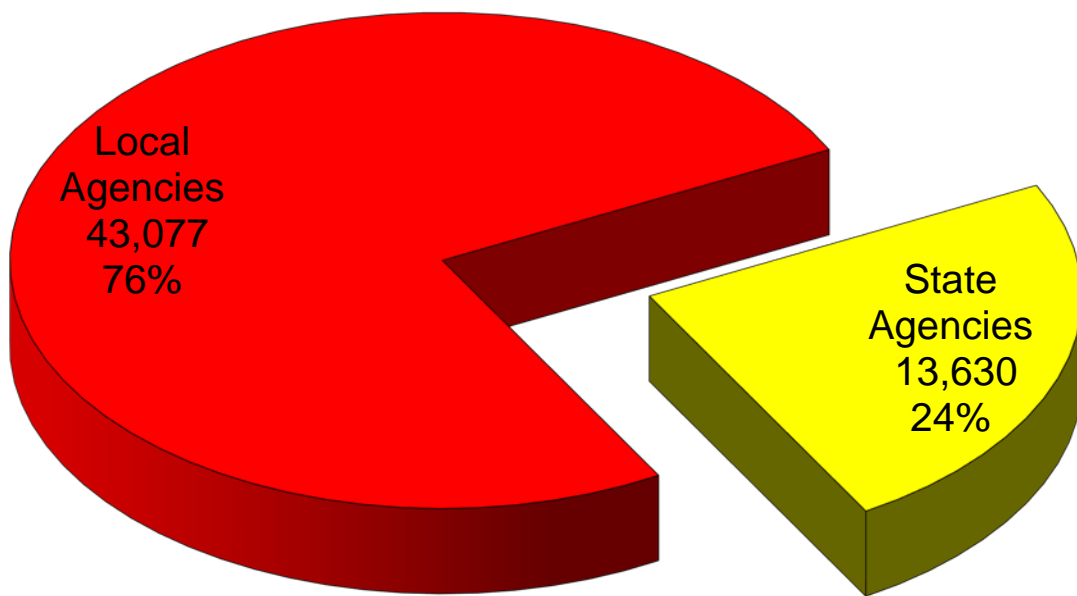
- Curriculum development, modification and maintenance
- Research and development
- Performing quality control functions on basic and advanced-level training
- Processing of school, school director, and functions relating to instructor certification
- Out-of-State course equivalency ratings for approval/disapproval
- Technical assistance to 28 POST certified 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:

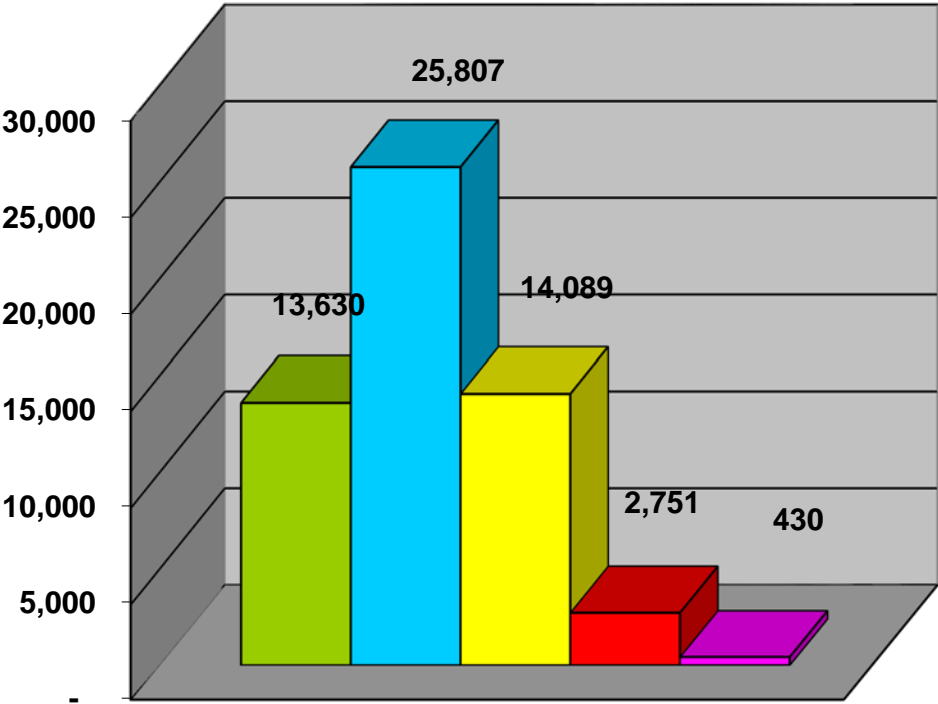
- Process and review Basic Course Completion packages (300+) to ensure compliance with POST rules and policy
- Process and review peace officers' requests for waiver of the 20 hour annual training requirement

Georgia Peace Officers

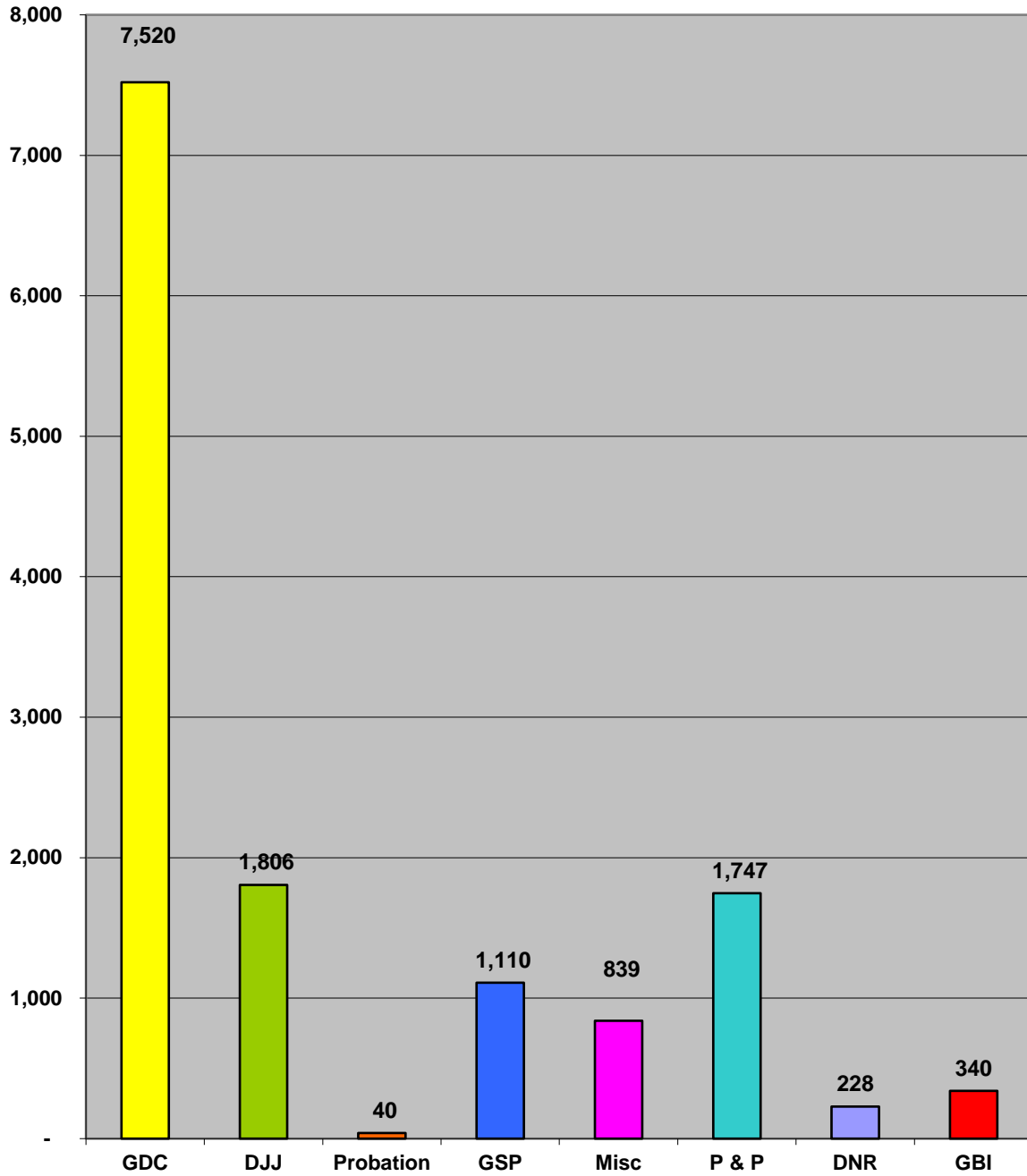


Total 57,152

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 2015 there were 178 felony arrest/indictment suspension orders issued.

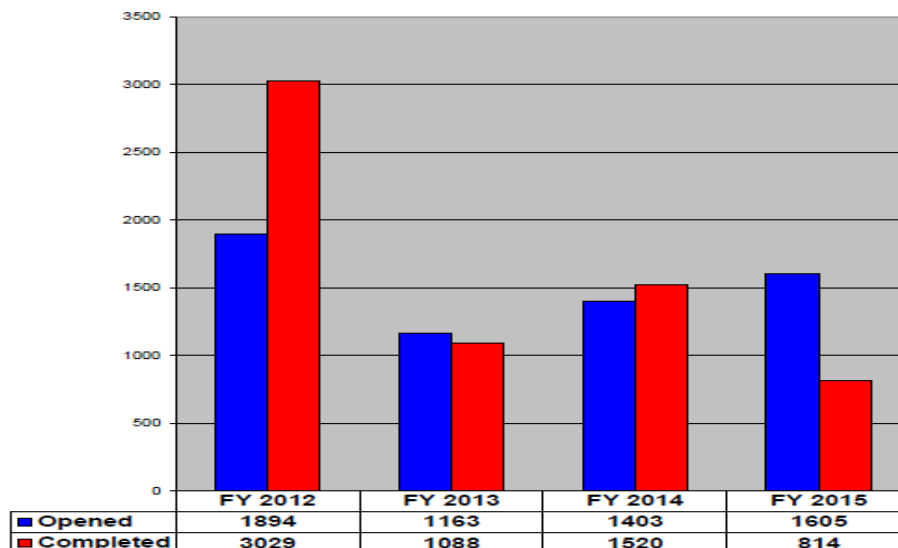
Audits of Law Enforcement Agencies

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.

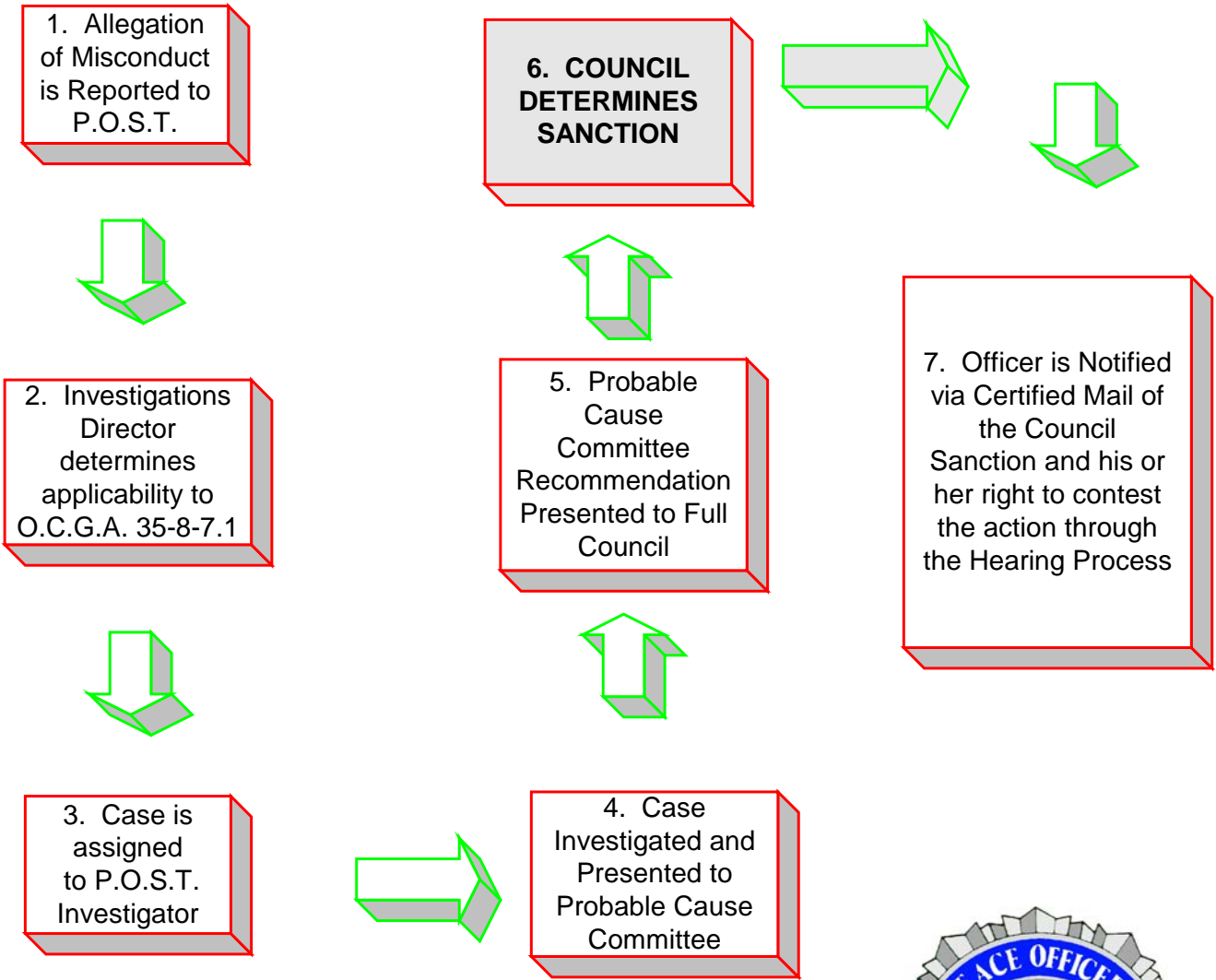
Technical Assistance

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.

**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
- Technology Support for Headquarters & Field Officers
- Administrative Hearings

During FY 2015 P.O.S.T. responded to approximately 6191 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 57,000 are actively employed in their field of certification.

P.O.S.T. Operations Division

**Director
Ryan Powell**

**Operations Analyst
Lara Hollister**

Monitors Probation Cases &
Schedules Hearings

**Records Custodian
Jill Perry**

Process Open Records
Requests

Major Accomplishments this past year were:

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

