

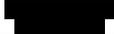
	POST STATE	Arizona	Arkansas	Indiana	Maryland	Missouri	Montana	Nevada	New Hampshire	North Carolina	Tennessee	Virginia	Wisconsin	Wyoming
1	Do you have a dedicated funding source? If so, please explain. What are your recommendations for ensuring funding?	We have a dedicated funding source through fees associated with traffic and criminal court adjudications. For several years, we have also received appropriated funding in the State budget.	Yes, the Arkansas POST is funded by appropriations from general revenue by the General Assembly.	In Indiana we have a dual funding source. \$4.7 million annually, half for dedicated funding from half from the general fund. A dedicated funding source is a better way to go if you can make it happen. Keeps other's hands out of your money.	No. Funding by General Funds and reimbursement fees assessed for each course attended, if applicable.	No. We are funded through general revenue sources allocated by the legislature to the Director's Office of the Department of Public Safety.	POST is funded through the DOJ special revenue fund.	Yes, we are funded completely by court assessments fee. 52% go to the courts. The remaining 48% go to a variety of agencies. POST receives about 14% of this 48%. I would suggest looking at other funding sources to supplement any court assessment funding. We have for many years attempted to get a portion of general fund with out success. Last legislative session we attempted to get a bill introduced which would supplement our funding with a surcharge on rental cars, without success.	We are presently 100% funded through the State's General Fund byway of legislative appropriation. We used to have a dedicated Penalty Assessment Fund. It appears that most states are able to fund POST operations in this fashion. It is important that if they choose this method of funding, they should specifically address that the fund is dedicated to POST funding and cannot be accessed by other state agencies. NH PSTC learned this lesson through experience.	In NC there are two State POSTs. One for the Sheriffs' Offices and one for all other law enforcement agencies/officers. The Criminal Justice Standards Division is receipt funded where the Division receives \$3 from court fees. The Sheriff Standards Division is funded through the general fund.	No, we have a general appropriation each year. We do have an annual pay supplement we pay to the individual officers for training compliance that is funded from a fee on driver licenses and vehicle registrations.	General funding from the state	Forfeiture and penalty assessments,	WY does not have a dedicated funding source. We are funded through the WY Att. Gen. with a small amount of revenue coming from entry level testing. The rest is negotiated during state budget cycles.
2	Do you charge a POST application fee, certification fee, or any other fees and what bases do you use to support the amount charged?	We do not charge applicants or agencies for our services	No, the POST does not charge any fees associated with certification.	Indiana charges each agency \$500 per student to attend. That does not begin the cover the cost of a residential academy but if defers some of the costs.	No Fees	No, we do not charge any fees.	POST does not charge any fees	Very little. We charge \$600 for agencies to send recruits to our academy (small offset to our cost of about \$14,000 per recruit). We charge \$400 to take our on line reciprocity training. All other training provided by POST is free.	NH does not charge any fees for attendance, tuition or such. Any ancillary costs are taken on by the hiring police department in support of their recruit.	No, we do not.	No	No	None	We only charge for an entry level test that is optional so the funding is unpredictable and minor.
3	What other funding sources do you rely on for supporting POST administration?	Answered in question #1	The POST, by state statute, may accept private gifts/donations/etc, but does not rely on any funding of this nature. All funding comes from the General Assembly.	Grants	Budget funding annual. Only other monies come from "recovery cost" based upon "out-of-pocket" costs per cost.	None. Only general revenue (state taxes).	None	We have been quite successful in receiving two or more grants per year to fund everything from instructors and curriculum development to equipment and training aids and vehicles.	Presently none	The Criminal Justice Standards Division also manages the Concealed Carry Handgun Instructor Program and a Retired Law Enforcement Officer Program where we receive receipts. The Sheriffs' Standards Division also administers the Sheriffs' Supplemental Pension Fund which generates additional funds for this Division.	We rely on support from our main academy personnel. That is funded by 2/3 appropriation and 1/3 tuition fees.	General Purpose Funding	Excess funds from the AG office and assets forfeitures.	
4	How do you determine the proper amount of POST staff to fulfill your required responsibilities?	The staff has been set for many years with small adjustments. We have six employees and a manager who oversees new hire certification and ongoing compliance related to misconduct. We have five employees who handle basic and advanced curriculum development. We have two IT professionals. We have two Assistant Attorney Generals assigned to our office. We have two video media professionals who create training videos. We have four administrative professionals to assist.	In Arkansas, the POST is responsible for Standards compliance and delivery of the basic academy and other specialized training. The POST has three training locations, staffed as necessary to conduct efficient operations. The Standards branch of the POST houses the attorney responsible for decertification, the Law Enforcement Support Office (the federal LESO program), curriculum coordinator and developer, administrative staff for processing, and agents responsible for auditing compliance with POST standards. (See Tab: Arkansas POST Add'l Info)	We have 15 on-staff instructors and use loaned instructors on a regular basis. Numbers depend on your model of training. SBT requires more obviously than classroom style.	Skills Based, i.e., firearms, EVO, DT/PT are established by Commission Regulations. Other programs, instructor to student ratio, determine on a case-by-case basis.	MO POST has been in existence since 1979 and our staffing levels have varied over the years. When I started in 1998, we had a staff of 11. We currently have about 17,000 officers and we license about 1,000 new officers each year. We regulate 20 basic training centers, 10 licensed continuing education (CE) providers, and we review about 1,500 CE courses per year. At full staff, we should have 8 people. Because of budget withholdings related to COVID, we are down to a staff of 6, so we are starting to get behind on our responsibilities. We hope to hire one position back in the spring.	Montana POST is staffed with three FTE and one emergency hire FTE. Staffing levels are static and have not changed in 10 years.	We are responsible both for training (including our own basic training academy) and standards (regulatory). Staffing is essentially determined by Commission mandated training subjects in the academy, and compliance and hiring issues developed by the legislature and Commission. For example we are mandated by statute to audit agencies and academies yearly to insure compliance. We have about 10 academies and 133 agencies across the state so staffing for this area is driven by work load. We have about 12500 peace officers in our state so hiring and certification standards personnel numbers are driven by that. We run two 17 week academies per year with about 32 recruits each, so staffing is determined by those numbers (in addition we run a disciplined, stress, live in academy and staffing is driven by that also).	We have been staffed in a very organic way. Staffing has fluctuated over our 50 year history.	Staffing requests are processed through the State's HR system.	We have 6 full-time staff and 2 part-time dedicated permanently. We send additional resources from our main academy on an as-needed basis.	Based on periodic analysis of requirements & workload	Staff size is determined by WIDJOI and legislature (for certain programming)	WY has two staff members, a Director and Training Coordinator. The Director handles decertification investigations and the Training Coordinator handles entry certifications and advancement certifications.

5	Do you have a minimum age requirement for peace officer certification? What are your recommendations in instituting such a requirement?	21	Yes, 21.	State law says 21.	Must be at least 21 years of age. I agree with this requirement.	Yes. 21 years of age before eligible for licensure and they can begin the basic academy at 18.	Yes, 7-32-303. Peace officer employment, education, and certification standards -- suspension or revocation -- penalty. (1) For purposes of this section, unless the context clearly indicates otherwise, "peace officer" means a deputy sheriff, undersheriff, police officer, highway patrol officer, fish and game warden, park ranger, campus security officer, or airport police officer. (2) A sheriff of a county, the mayor of a city, a board, a commission, or any other person authorized by law to appoint peace officers in this state may not appoint a person as a peace officer who does not meet the qualifications provided in this subsection (2) plus any additional qualifying standards for employment promulgated by the by the Montana public safety officer standards and training council.	Yes, must be 21. In todays world and the focus on policing makes it even more critical that new officers demonstrate maturity. Despite the recruiting challenges, I would suggest 21 is a necessity today as the minimum.	18 years of age. This is set forth in our administrative rules. In the face of reform initiatives, this may change here.	With Criminal Justice Standards Division the age is 20. With the Sheriffs' Standards Division the age is 21 for deputies and detention officers and 18 for certified tele-communicators.	18 years of age. Each jurisdiction should determine what is best for them, we remain on the low end due to the needs of rural law enforcement.	18	18 years old. However, almost all departments require 21. I recommend 21.	WY requires a Peace Officer to be an adult which is 18 years of age. Most agencies require them to be 21 years of age.
6	Do you have a minimum education requirement? What are your recommendations in instituting such a requirement?	Must have a high school diploma or GED. Some agencies prefer a college degree.	Yes, a High School diploma or GED is required.	State law says HS education or GED.	Currently a High School diploma or GED. Commission has had recent discussions, nothing changed yet, relating to requiring some college education. This is a good quality as it demonstrates commitment to expand and continue the ongoing knowledge base.	High School. An Associate's Degree has been discussed, but with recruitment being what it is, I do not see this changing anytime soon.	Yes, all public safety officers must attend a basic academy training within one year of appointment. Recommend: Minimum education requirements with annual review to address training areas that need adjusted or edited.	Currently it is high school or equivalent. To get to intermediate or advanced POST certificates requires college. Again with recruitment what it is, I would keep it at high school for entry but institute mandates or incentives for formal education as they progress through their career. We do have individual agencies that require anything from 60 college units to a bachelor's degree.	HS diploma, GED or Home School Cert. Again, this has not changed since the inception of our academy but in the face of reform, this may change.	Both Division requires at least a high school diploma or equivalent.	High School Diploma or General Education Certificate. Each jurisdiction should determine what is best for them, we remain on the low end due to the needs of rural law enforcement.	No	Minimum 60 college credits. If not at time of hire, within five years of employment	Our minimum education requirement is a high school diploma or GED. We do not accept home school diplomas.
7	Does your state use a college/university based academy system and what is/has been your experience with it?	In addition to regional academies, we do have four police academies, which are run by community colleges. The attendees are self-sponsored and pay tuition to the school. There are some issues, as our rules do not allow us to remove a recruit from a community college program. The problem is when we conduct the background audit we can identify issues which will preclude the recruit from ever getting hired so in essence the program has little to no benefit for them.	No, with one exception, basic training is delivered by the POST. There is one 2-year college established under state statute that delivers basic training. The curriculum is approved by the POST prior to delivery.	No Higher Ed involvement.	Maryland has 20 Academies, of which 4 are conducted under the umbrella of a Community College. With the exception of one college, which is and has always been under the direction/supervision of a former or retired police officer there have been issues with the quality and content of the training completed. Currently one of the colleges is under investigation and may be presented to the Commission later this year to remove Academy Approval.	Out of our 20 basic training centers, 11 are located at colleges/universities. We have had no concerns.	No	We do allow college based academies, but currently only have one. Our experience is it is difficult to meet college campus rules and regulations when running a proper academy. The reality is basic training is just that, training, not just education and some of this training (discipline, scenario and reality based, firearms etc) all pose issues on a college campus. That said all of our academies are accredited by colleges in some way. In addition, college education department requirements often allow attendees who may not meet our minimum background requirements. Obviously this poses a problem from POST perspective.	We are the sole source for academy training for the entire state. One facility, one curriculum, and every police officer must attend our program to be certified, (State, County and Municipal.)	In NC, Basic Law Enforcement Training (BLET) is administered through approved agencies and through the State's Community College System. This system has worked well for us.	We do have two approved community college academies. TN POST has not been in favor of expanding to more academic academies.	No	Wisconsin has 16 technical college academies and 6 employer based academies. System works well... although each technical college is an independent entity which can cause communication challenges. I have found that working together is far more efficient than directing academies to comply with a new LESB rule.	WY has a state certified academy.

8	What crimes or other activity are automatic disqualifiers for certification? Do you base it on arrests (charges filed) or convictions? For non-criminal matters a finding of liability?	A felony conviction is the only thing, which triggers an automatic revocation. That being said, the Board has the ability to revoke certification for any form of malfeasance, misfeasance, or nonfeasance. The peace officer has full due process rights, if they choose to exercise them, which culminates with a hearing in front of an Administrative Law Judge.	Any felony conviction is an automatic disqualifier. Additionally, federal law prohibits a person convicted of a domestic offense from carrying a firearm. Any domestic conviction is an automatic disqualifier in Arkansas. POST certification standards and decertification rules can be found here https://www.dps.arkansas.gov/wp-content/uploads/2020/05/1002.pdf and here https://www.dps.arkansas.gov/wp-content/uploads/2020/05/1034.pdf	No felony convictions	Commission actions are always based upon FINAL status of investigation or adjudication. Felony convictions are disqualified. Any crime resulting in inability to have/carry a firearm is a disqualifier. Other actions, both criminal and agency administrative are on a case-by-case review and decision by the Commission.	Committing any criminal offense, whether or not a charge has been filed, can result in a denial of entry into an academy or denial of a peace officer license.	See Tab: <i>Montana POST Addt'l Info</i>	Our hiring and certification standards prohibit any felony convictions, history of violence, domestic violence conviction, use of or addicted to controlled substance (arrest, conviction or discovered via background), any sustained incident of dishonesty or moral turpitude issue is disqualified automatically, mental health issues. For non criminal such as "Brady" issues they must be sustained to disqualify them. Other issues are based on preponderance during the background.	I have attached our most recent set of rules for this. (see <i>New Hampshire Post Addt'l Info tab</i>)	Below I have provided the links for certification standards and the forms utilized by both Divisions. See Tab: <i>North Carolina POST Addt'l Info for links</i>	Any felony or misdemeanor involving force, violence, theft, illegal alcohol/drugs, gambling or domestic violence, or a series of misdemeanors that show a disregard for the law, is a disqualifier. Waiver authority for minor offenses has been granted to a case-by-case basis. Conviction, plea of guilty or nolo contendere. No.	Felonies, crimes of moral turpitude, sex crimes, domestic violence	To receive certification, officers must complete the minimum 18-week law enforcement academy (unless from another state as a sworn officer). Those attending the academy are either hired by an agency (sponsored) or allowed to attend as a civilian (non-sponsored). Those sponsored meet the minimum state requirements (https://docs.legis.wisconsin.gov/code/admin_code/les/2/Title%20up%201) and agency requirements (which can be more stringent than state requirements). Besides what is in the state requirements, agencies may have different standards (as an example OWI arrests and/or traffic citations). Obviously, felony and domestic violence convictions are immediate disqualifiers.	Felonies are an automatic disqualifier applicants also have to be physically able to perform the job and psychology fit as determined by a doctor and psychologist. Only convictions are considered.
9	What crimes or other activity require decertification review? Is it based on arrests (charges filed) or convictions? For non-criminal matters a finding of liability?	In Arizona, when an officer separates employment the agency is required to notify AZPOST. As part of that notification, they are required to advise if they are aware of misconduct which may rise to the level of an AZPOST rules violation. It is through this process that we receive most of our cases. We also take direct complaints.	Arkansas Decertification rules can be found here: https://www.dps.arkansas.gov/wp-content/uploads/2020/05/1034.pdf	One felony conviction or two misdemeanors that show a propensity for violence or disregard for the law (very subjective on the misdemeanors).	Same as #8	This explains the grounds for license discipline and the process in great detail: https://dps.mo.gov/dir/programs/post/disciplinary.php	This link will open the Administrative Rule for Procedure For Making Allegations of Misconduct: http://www.mtrules.org/gateway/RuleNo.asp?RN=23%2E13%2E703	Any felony , gross misdemeanor or domestic violence conviction is cause for revocation and must be reported to us. Misdemeanors, an agency may request we take action to revoke. Convictions. Again sustained Brady issues (lying during the IA etc)	Same as 8	Below I have provided the links for certification standards which includes what could result in sanctions being issued against an officer's certification or result in the denial of certification. See Tab: <i>North Carolina POST Addt'l Info for links</i>	Any of the above crimes committed after certification are grounds for decertification. Not for a finding of liability.	Felonies, crimes of moral turpitude, domestic violence. Termination/resignation for any law violation will result in decertification.	The Law Enforcement Standards Board (LESB) (https://docs.legis.wisconsin.gov/s/statutes/statutes/15/1/25/1) is the authority to decertify officers for the following circumstances: (See Tab: <i>Wisconsin POST Addt'l Info</i>)	Misdemeanor convictions are reviewed on a case-by-case basis.
10	Do you require agencies to report terminations and misconduct for decertification investigations?	See above. Agencies are not required by statute to report all misconduct but believe that will change in the next year.	State law requires law enforcement agencies to report any separation of an officer from the department and the circumstances surrounding the separation. State law also requires hiring agencies to contact the POST prior to employing any person as a law enforcement officer to obtain information about prior law enforcement employment.	Yes	Any change in an officer's employment status must be reported to the Commission for consideration(s) relating to certification. NOTE: Any employment action resulting in the end of employment, resignation, termination, etc., immediately results in voidance of officer certification. An officer must maintain employment with the agency that he/she was with at the time Certification was issued. Upon going to another department, the other department must reapply for officer certification on behalf of the officer. Maryland's Commission does not allow or permit an individual to apply/request certification....must be requested by a department.	Yes, this is mandated by state statute and failure to do so is a criminal offense.	No	All criminal terminations must be reported to us (regardless of whether there is a conviction or not)	Yes we do	Yes. Agencies are required to submit an Affidavit of Separations to the Division. The agency must indicate whether the officer was involved in any criminal misconduct or was subject of an IA within the last 18 months.	Any termination or suspension for more than 10 days must be reported to POST. Any arrest of a certified officer must be reported by the agency and the officer.	As of March 1, 2021, yes	The LESB requires that agencies report an "End of Employment Status" to the Director of Training and Standards Bureau. Please contact me directly for agency options in our database.	We require notification of all terminations.
11	Is there a requirement for an agency to complete an internal investigation if an officer resigns during an on-going investigation?	We have no authority to direct a police agency to complete an investigation. In cases where an officer resigns in the middle of an internal investigation, the Board has the ability to close the case with a designation of Resolve in the Future. If this happens, our staff creates a list of questions that must be answered by any other agency, which wants to hire the officer.	No	Not yet, but there is pending legislation that will address such an scenario.	No. However, if the individual applies to another department the investigation must be completed prior to reissuing officer certification.	No, but we will gather what they have so far and can further investigate on our end. We have subpoena authority.	No	That is a policy issue for agencies. We do recommend it and many agencies do complete the IA even if they resign.	No	Neither Divisions regulates requirements for internal investigations.	No	No	No requirement	No
12	In your state, do Unions/CBUs challenge decertifications or have a process to arbitrate a decertification decision?	There are no mechanisms for unions to get involved in decertification other than they provide a lawyer to the officer to assist with the hearing.	No	A contested case is argued before an administrative law judge. The decision is then sent to our training board for adjudication. If grounds for decertification are found, the officer's name goes on a state registry and ADLEST list. An officer has the right to have counsel.	Yes...and normally creates a slow-down and increase to the length of actions.	No. Appeals to a disciplinary action are filed with the Administrative Hearing Commission, a separate state entity.	(See Tab: <i>Montana POST Addt'l Info</i>)	The certificate holder is afforded due process and we conduct administrative hearings for revocations. They are allowed representation of course.	They have collateral options but any argument for or against a decertification must come to us. They may appeal our decision in Superior court.	N.C. is a Right to Work state. Applicants/Officers have the right to appeal any proposed sanction or denial of certification through the State's Administrative Office of the Court and have their case heard by the respective Commission.	No	No	No. An officer has 15 days from decertification notice to request a hearing with the LESB Executive Committee	No

13	Do you have annual continuing education requirements for in-service officers and if yes, what are they?	We require eight hours a year of continuing training and eight hours every three years of proficiency training.	Yes, law enforcement officers are required to complete 24 hours of POST-approved continuing education annually. Annual training must include completion of firearms qualifications and a racial profiling course.	24 hrs annually. Mandatory 2 hrs on use of force, 2 from EVO and 2 on firearms.	Yes...minimum of 18 Academic Hours and Firearms training and qualification, if they are issued a departmental weapon. Most officers in Maryland are issued weapons. Only a couple of School Police units are not issued or carry firearms.	Yes, 24 hours per year. Details: https://dps.mo.gov/dir/programs/post/2021-ctee-training.php	POST provides audit results to officers/agencies and a defined period of time to complete the required training.	Yes. Officers must complete 12 hours of specific subject training annually (Human trafficking, racial profiling, implicit bias, officer wellbeing, de-escalation, firearms and mental health. In addition officers must annually demonstrate proficiency in arrest/control, less lethal weapons, use of force and firearms twice.	Presently, 4 hours of firearms/UOF training plus 8 more hours of any approved topic annually. A rule change that is being vetted will begin to increase those hours to 24 hours annually and include mandatory training in certain areas as well.	Yes. All active certified individuals are required to complete at least 24 hours/credits of in-service training. The training requirements are identified by state requirements and identified through a review process with the Commissions.	Minimum of 40 hours of annual in-service or specialized training for each officer.	40 hours of in-service every 2 years: 4 legal, 2 cultural diversity, 34 career development	24 hours yearly (July 1 to June 30) for law enforcement, jail and secure detention officers. Training and Standards Bureau does not specific training needs except for the yearly handgun qualification and biennial 4 hours of pursuit driving.	To advance from basic, an officer has two years to receive 80 hours. From Advanced to Professional, the officer will have three years to gain another 80 hours. Once at Professional, they have to maintain 40 hours every two years.
14	What is your process for handling failure to meet any in-service training requirements?	We conduct random training audits of every agency. Our goal is to create a mechanism to audit the training record of every officer, every year. If we find a deficiency, we work with the agency to correct it. If that is unsuccessful, we take the officer in front of the Board and restrict their certification until they come into compliance with the training requirements.	Continuing education is a minimum standard for continuing employment. The POST may remove any officer from service that does not meet minimum standards.	A call to the local prosecutor to void the officer's arrests.	Certification is not renewed until the required training is completed. Maryland issues recertification cards annually.	The officer's license is made inactive for failing to complete continuing education. Once inactive, they cannot hold a law enforcement commission. Extensions are provided for medical and military leave.		Each agency must report compliance to us by December 31. These officers who have not complied and remain out of compliance by June 30 of the following year are placed on the agenda for the July Commission meeting and may be suspended until such time as they have made up the missing training.	Suspension until training is complete in a timeframe that we dictate or decertification.	Officers who do not complete their in-service training are summary suspended and are not allowed to perform law enforcement duties until they are back in compliance with the Commission.	We withhold the pay supplement from the individual officer and make the agency appear before the commission and explain. A failure to train a second consecutive year results in inactive or decertified status.	Notification to officers and agencies prior to expiration, followed by decertification if not in compliance	Decertification by LESB, see number 9.	Decertification
15	Have you conducted a Job Task Analysis (JTA) for your basic training? How often? Who conducted the JTA?	Yes, in 2018. It is the only one I am aware of and it was conducted by Systems Design Group.	No	Every 5 yrs...outside consultant does the work.	Currently in the process of completing a JTA with HumRRO, Human Resources Research Organization, Alexandria, Va.	Yes, but it was back in 1996. Because of the expense, we have not completed another. Val Lubens conducted ours. From there, the MO POST Commission and our subject matter experts have updated the mandatory basic training learning objectives and source documents when necessary.	No	Not recently (our most recent was a physical JTA for PT about 8 years ago to establish our minimum physical readiness including entry and passing levels for the basic academy)	Yes, last JTA was conducted in 2000. Private vendor. I have been here for 10 months and am working with the University of NH graduate program. They are having a grad student conduct the JTA as a capstone project.	Yes. NC is currently going through a JTA. Standards & Associates was awarded the contract to conduct the JTA.	Not since the 1990s. A deceased professor and academy instructor at one of our community college academies.	Yes, Val Lubens, 2018. Prior to that, it was done in 1998.	2013/2014, conducted by Training and Standards Bureau	Only one approximately 9 years ago.
16	Contact Name/Email/Phone Number	Matt Giordano	Amanda Yarbrough POST Attorney	Timothy Horty Ex Director	Albert L. Liebno, Jr.	Jeremy Spratt	Perry Johnson	Mike Sherlock	Chief John Scipia Director of NHPSTC	Richard N. Squires Interim Director	Brian Grisham, Esq. Tennessee Law Enforcement Training Academy Director	Erik Smith	Steven Wagner Director of Training and Standards Bureau	Chris Walsh

	POST STATE	Arkansas
4	How do you determine the proper amount of POST staff to fulfill your required responsibilities?	The Standards branch is overseen by a Deputy Director and the Training branch is overseen by a Deputy Director. Both Deputy Directors report to a single Director for the POST. The POST is overseen by a 10-member Commission appointed by the Governor, responsible for certification standards, decertification, and other administrative matters.
16	Contact Name/Email/Phone Number	Amanda Yarbrough POST Attorney [REDACTED]

	POST STATE	Montana
8	What crimes or other activity are automatic disqualifiers for certification? Do you base it on arrests (charges filed) or convictions? For non-criminal matters a finding of liability?	<p>Statutory language:</p> <p>d) not have been convicted of a crime for which the person could have been imprisoned in a federal or state penitentiary; (e) be of good moral character, as determined by a thorough background investigation; (g) be free of any mental condition that might adversely affect performance of the duties of a peace officer, as determined after: (i) a mental health evaluation performed by a licensed physician or a mental health professional who is licensed by the state under Title 37, who is acting within the scope of the person's licensure when performing a mental health evaluation, who is not the applicant's personal physician or licensed mental health professional, and who is selected by the employing authority; or (ii) satisfactory completion of a standardized mental health evaluation instrument determined by the employing authority to be sufficient to examine for any mental conditions within the meaning of this subsection (2)(g), if the instrument is scored by a licensed physician or a mental health professional acting within the scope of the person's licensure by a state; (h) be free of any physical condition that might adversely affect performance of the duties of a peace officer, as determined after satisfactory completion of a physical examination performed by a health care provider who is licensed by the state under Title 37 and acting within the scope of the person's licensure when performing the physical examination, who is not the applicant's personal health care provider, and who is selected by the employing authority; (ii) satisfactory completion of a standardized mental health evaluation instrument determined by the employing authority to be sufficient to examine for any mental conditions within the meaning of this subsection (2)(g), if the instrument is scored by a licensed physician or a mental health professional acting within the scope of the person's licensure by a state; (h) be free of any physical condition that might adversely affect performance of the duties of a peace officer, as determined after satisfactory completion of a physical examination performed by a health care provider who is licensed by the state under Title 37 and acting within the scope of the person's licensure when performing the physical examination, who is not the applicant's personal health care provider, and who is selected by the employing authority; (i) have successfully completed an oral examination conducted by the appointing authority or its designated representative to demonstrate the possession of communication skills, temperament, motivation, and other characteristics necessary to the accomplishment of the duties and functions of a peace officer; (j) possess or be eligible for a valid Montana driver's license; and</p>
8 (con't)		<p>(k) be certified or be eligible for certification as a peace officer by the council or become eligible for certification upon completion of the requirements contained in subsections (6) through (10). Administrative Rules: 23.13.201 MINIMUM STANDARDS FOR THE APPOINTMENT AND CONTINUED EMPLOYMENT OF PUBLIC SAFETY OFFICERS (1) All public safety officers must be certified by POST and meet the applicable employment, education, and certification standards as prescribed by the Montana Code Annotated. (2) In addition to standards set forth in the Montana Code Annotated, including but not limited to 44-4-404, MCA, all public safety officers must: (h) be in good standing with POST and any other licensing or certification boards or committees equivalent to POST in any other state such that no license or certification similar to a POST certification has been revoked or is currently suspended in any other state; (j) abide by the code of ethics contained in ARM 23.13.203;</p> <p>This link will open the Administrative Rule for Grounds for Sanction: http://www.mtrules.org/gateway/RuleNo.asp?RN=23%2E13%2E702</p>
12	In your state, do Unions/CBUs challenge decertifications or have a process to arbitrate a decertification decision?	<p>Yes. The administrative rule states, in part:</p> <p>(k) complete, within every two calendar years, 20 hours of documented agency in-service, roll call, field training, or POST-approved continuing education training credits, which include but are not limited to a professional ethics curriculum covering the following topics and any additional topics required by the council: (i) a review of the Code of Ethics ARM 23.13.203 and Grounds for Denial, Sanction, Suspension, and Revocation ARM 23.13.702; (ii) review of the annual POST integrity report; (iii) discussion involving core values of each employing agency which may include integrity, honesty, empathy, sympathy, bravery, justice, hard work, kindness, compassion, and critical thinking skills; (iv) review of agency policy and procedure regarding ethical and moral codes of conduct; (v) discussion of the similarities and differences between agency and POST consequences for actions that violate policy or rule.</p>
16	Contact Name/Email/Phone Number	Perry Johnson 

	POST STATE	New Hampshire
8	<p>What crimes or other activity are automatic disqualifiers for certification? Do you base it on arrests (charges filed) or convictions? For non-criminal matters a finding of liability?</p> <p>Pol 301.05 Background Investigation</p>	<p>Pol 301.05 Background Investigation. The following shall apply to the background investigation of the applicant by the agency: (a) The hiring authority shall conduct, or cause to be conducted, a background investigation before appointing a person or investing with authority any person elected as a police, corrections or probation/parole officer, notwithstanding that the officer may already be employed by another hiring authority or is already a certified police, corrections or probation/parole officer; (b) Prospective applicants shall complete a personal history for the hiring authority on a Personal History Statement form supplied by the council, including the following information: (1) Applicant identification information, including: a. Full name; b. Address; c. Telephone; d. Nicknames; e. Driver's license number and expiration date; f. Height; g. Weight; h. Hair color; i. Eye color; j. Scars, tattoos, or other marks; k. Birth date; l. Place of birth; and m. Citizenship; (2) A listing of residences for the past 10 years, including address and dates of residence; (3) Work history for the last 10 years, including: a. Employer name, address and telephone number; b. Job title; c. Supervisor; d. Co-worker; e. Dates of employment; and f. Reason for leaving; (4) Military record, including: a. Dates and branch of service; b. Highest rank held; c. Unit designation; d. Military service number; e. Type of discharge; f. Disciplinary actions; and g. Complete details if other than honorable discharge; (5) Educational history, including: a. High school name and address, dates attended and whether graduated; b. Names, addresses and attendance dates of colleges/universities and trade schools attended; and c. Major and certification/degrees awarded; (6) Special qualifications and skills, including: a. Licenses held including dates of issue and expiration; b. Abilities to operate specialized machinery; c. Foreign language proficiency; and d. Other special skills; (7) Convictions, arrests, detentions, and litigation, including for each instance as applicable: a. Agencies; b. Charges; c. Disposition; and d. Civil litigation that the applicant was a party to; (8) Traffic conviction and accident record, including: a. Revocations and suspensions of license; b. Current automobile insurance policy number and issuer; and c. A listing of the following information for traffic charges and crashes: 1. Dates; 2. Charges; 3. Locations; and 4. Disposition; (9) Marital and family history, including: a. Name, address and telephone numbers of current and former spouses, children, other dependents, parents and siblings; b. Date of marriage; c. Date of separation or divorce, including: 1. Date of court order; and 2. Name and state of court; (10) Name, address and telephone number of 5 references or acquaintances, and number of years known; (11) Financial history, including sources of income, real estate owned, identification of bonds, stock, and bank accounts; (12) Financial obligations, including identifying information on all forms of indebtedness; (13) Any history of illegal use of any controlled substance since the age of 16; (14) Any history of illegal use of any controlled substance while employed as a law enforcement officer, prosecutor or courtroom official; (15) Any history of illegal purchase, manufacture, trafficking, production, transfer, shipping, receiving, or sale of any narcotic, depressant, stimulant, hallucinogen, or cannabis;</p>
8 (con't)		<p>(16) A statement certifying that there are no willful misrepresentations, omissions, or falsifications in the completed Personal History Statement form and that the applicant is fully aware that any such misrepresentations, omissions or falsifications will be grounds for immediate rejection or termination of employment; and (17) Current date and signature of the applicant; (c) The hiring authority shall include in its investigation a check of the following sources in order to determine the applicant's character, reliability, and honesty, pursuant to (g) below: (1) Military records; (2) Documents, including driver license, high school diploma and birth, or naturalization records; (3) The National Crime Information Center; (4) All local police files, and police files in all communities where the applicant has lived or worked; (5) State motor vehicle records in each state where the applicant has lived or worked; (6) Schools attended within the past 10 years; (7) Past and present neighbors, spouses, and landlords 8) Acquaintances and character references, and fraternal and social organizations the applicant belongs to or has belonged to; (9) A personal inquiry with the applicant's present and past employers for the past 5 years; and (10) Any other sources of information which the above contacts show to be important; (d) One or more of the items specified in (c)(6), (7), (8), and (10) above may be omitted when, in the opinion of the hiring authority the applicant's character and background are so well-known to the hiring authority as to render such action unnecessary; (e) The agency shall retain in its files until 5 years after termination, a synopsis of the background investigation report. Such files shall be made available for inspection by the director of police standards and training or his or her authorized representative should an occasion arise where the accuracy of those files or compliance with these rules is in question; (f) The hiring authority or designee shall conduct a personal interview of the applicant; (g) The hiring authority shall evaluate the results of its background investigation and the agency shall not appoint a person or invest with authority any person elected as a police, corrections or probation/parole officer, who: (1) Falls under any of the following: a. Suffers from a mental disorder, as defined in Pol 101.27, for which he or she has not undergone effective rehabilitation, and which would affect his/her ability to perform law enforcement or corrections duties; b. In the opinion of the psychologist or psychiatrist, exhibits behavioral traits that, could adversely affect such person's ability to perform the essential functions of a law enforcement officer, or c. In the opinion of the psychologist or psychiatrist or the hiring authority exhibits a psychological profile that is incompatible with that which is required for law enforcement duties, including but not limited to: 1. A lack of impulse control; 2. A lack of anger management; 3. A propensity for assaultive behavior; and 4. A propensity for illegal sexual behavior. (2) Has ever been convicted of a felony by a civilian court or by a military court, whether or not the charge had been annulled nor whether a suspended sentence was completed, and for which he or she has never received a pardon; (3) Has been convicted of a misdemeanor by a civilian or military court and for which he or she has not received a pardon, which offense or the underlying circumstances surrounding the commission thereof was such that it would cause a reasonable person to doubt the applicant's character, honesty or ability;</p>
8 (con't)		<p>(4) Has been convicted in a civilian or military court of multiple misdemeanors or violations for which he or she has not received a pardon, and which would indicate to a reasonable person a pattern of disregard for the law; (5) Has been convicted in a military or civilian court in the 10 years immediately before application for hire as a police or corrections officer of a misdemeanor for which he or she has not received a pardon, and which resulted in a serious bodily injury to another person; (6) Has ever been dishonorably discharged from the military service; (7) Has been discharged from the military service under other than honorable conditions, where the circumstances demonstrate a lack of good moral character as specified in (m) below; (8) Has ever illegally manufactured, transported for sale, or sold a controlled substance as sale is defined in RSA 318-B:1, unless, upon review of the council at the request of a hiring authority, the council finds that: a. Either: 1. The conduct occurred at an age when the applicant would have been considered a juvenile under the laws of the state of New Hampshire; or 2. Where a sale as defined in RSA 318-B:1 did occur, however, the intent was not for profit, meaning the actual conduct exhibited was not intended to result in an excess of financial return over the expenditure in a transaction or series of transactions; and b. The behavior pattern under the totality of the circumstances did not demonstrate a lack of good moral character as specified in (m) below; (9) Within 36 months before the application for hire, has illegally used a controlled substance other than marijuana, unless the applicant was under the age of 21 at the time of using the controlled substance, in which case 24 months shall apply unless, upon review of the council at the request of a hiring authority, the council finds that the behavior pattern under the totality of the circumstances did not demonstrate a lack of good moral character as specified in (m) below; (10) Within 12 months before the application for hire, has used marijuana unless, upon review of the council at the request of a hiring authority, the council finds that the behavior pattern under the totality of the circumstances did not demonstrate a lack of good moral character as specified in (m) below; (11) While employed in a law enforcement capacity has ever illegally used a controlled substance unless, upon review of the council at the request of a hiring authority, the council finds that the behavior pattern under the totality of the circumstances did not demonstrate a lack of good moral character as specified in (m) below;</p>

8 (con't)		<p>(12) Has knowingly made a material false statement in the application process; (13) Has a history of discriminatory behavior or outward bias against any protected class or minority group which would bring into question or cast doubt on the candidate's ability to act in a fair and impartial manner.</p> <p>(143) Has been discharged or allowed to resign in lieu of discharge for reasons of moral character as defined in Pol 101.28 or Pol 301.05 (m) or moral turpitude as defined in Pol 101.29, from employment as a police, corrections or probation/parole officer for acts or omissions of conduct which would cause a reasonable person to have doubts about the individual's honesty, fairness, and respect for the rights of others and for the laws of this state or nation; (154) Uses any legal drugs or alcohol to excess; or (165) Whose general character and reputation in the community are such that a reasonable person would doubt that the applicant would conduct him/herself with honesty and integrity and uphold the rule of law; (h) If there is any indication of mental disorder, the applicant shall not be appointed unless the results of a mental status examination conducted by a New Hampshire licensed psychologist or psychiatrist indicates that the applicant is fit for duty as a police or corrections officer; (i) The hiring authority or designee shall inquire whether certification or license of the person as a police or corrections officer has ever been denied or revoked by the council or by a similar agency in another jurisdiction, and if so, whether the denial or the revocation has been rescinded. The agency shall not appoint an officer whose certification or license is under suspension or revocation in this or any other jurisdiction; (j) All information, documents and reports obtained by a police or corrections department as part of the background investigation shall be retained by the department along with any criminal record and copies of the personal history statement, the medical examination, the high school diploma or G.E.D. certificate, and the psychological status report if any. Such documents and reports shall be made available for inspection by the director of police standards and training or his/her authorized representative should an occasion arise when the accuracy of those documents or compliance with these rules comes into question; (k) Prior to admission to a basic training program for full or part-time police, corrections, or probation/parole officers, or prior to submitting a request for certification based on prior training and experience, the hiring authority shall certify to the council on council form "I", titled "Affidavit of Background Investigation" that he or she conducted a background investigation on the applicant in compliance with the provisions of this rule, and caused the applicant to be fingerprinted on an applicant card, and that the department has received or is waiting for written notification from the Federal Bureau of Investigation that the applicant has no criminal history record that would prohibit his/her hiring according to these rules; (l) The hiring authority shall provide the following on the Form "I": (1) The name of the hiring official; (2) The name of the applicant; (3) The list of required areas of inquiry listed in Pol 301.05(c)(1)-(10); (4) The signature of the hiring official; and (5) The date of completion; (m) For purposes of this section, a determination of a lack of "good moral character" shall not be restricted to acts that reflect only moral turpitude, but shall be based upon the consideration of all aspects of a person's character as exemplified by his or her behavior, including but not limited to the following: (1) Violation of a statute of this or any other state, territory or nation for which a penalty may be imposed; (2) Conduct involving dishonesty, fraud, or attempted deception regarding an application, examination or other document for securing employment, eligibility, or certification; (3) Conduct involving misrepresentation or tampering with official records or reports, tampering with</p>
8 (con't)		<p>witnesses or falsifying evidence; and (4) Conduct that would adversely reflect on a person's fitness to perform law enforcement or corrections duties, including but not limited to: a. The excessive or illegal use of force; b. Intoxication while on duty; c. Sale or use of illegal controlled substances; d. DWI; e. Domestic abuse; f. Undue familiarity with known criminals, which for the purpose of this clause means any social or sexual relationship between an officer subject to certification by the police standards and training council and a known criminal; g. Sexual harassment; h. Stalking, or criminal violations of a protective order; i. Slanderous use of confidential information; j. Bribery or acceptance of illegal gratuities; k. Theft or misappropriation of funds or property; l. Child abuse; m. Perjury; n. Assault; or o. Disorderly conduct; and (n) The council shall not certify a person as a police, corrections or probation/parole officer, as applicable, if it finds that an applicant was hired by an agency despite meeting any of the disqualifying criteria set out in Pol 301.05 (g).</p> <p>Source. #1534, eff 2-17-80; ss by #1988, eff 3-25-82; ss by #2783, eff 7-27-84; ss by #4437, eff 6-22-88; ss by #5836, eff 6-15-94; ss by #7302, eff 6-8-00; amd by #7967, eff 9-26-03; ss by #9168, INTERIM, eff 6-3-08, EXPIRES: 11-30-08; ss by #9224, eff 8-1-08; ss by #12041, eff 11-16-16</p>
	<p>Pol 402.02 Revocation or Suspension</p>	<p>Emergency Rule [DATE] Amend Pol 402.02, effective [11-16-16] (Doc. # 12041), by inserting new paragraph (a)(13) cited and to read as follows:</p> <p>Pol 402.02 Revocation or Suspension. (a) The council shall, unless it has just cause to do otherwise as provided in (e) below, order the suspension or revocation of the certification of any certified officer for any of the following reasons: (1) The certification was obtained by fraudulent or illegal means; (2) The officer has been convicted either prior to or after certification of a crime which constitutes a felony in this or any other state, territory, province or country; (3) The officer has been convicted either prior to or after certification of a misdemeanor for which there was a sentence of incarceration, regardless of whether all or part of the sentence was suspended; (4) The officer has been convicted either prior to or after certification of a crime of moral turpitude or of a crime which tends to bring discredit to themselves, to their hiring authority or to the police, corrections or probation/parole service on the police or corrections service, including but not limited to: a. Theft; b. Assault; c. DWI; d. Criminal threatening; e. Reckless conduct; f. Corrupt practices; g. Falsification of documents or evidence; h. Fraud; i. Sexual assault; j. Public indecency; k. Stalking or criminal violation of a protective order; l. Reckless driving; or m. Disobeying an officer; (5) The officer's discharge has become final or he or she has been allowed to resign in lieu of discharge, has resigned during an internal investigation, or resigned through a negotiated resignation, from police or corrections employment in this or any other state, country, or territory for reasons of: a. A lack of moral character as defined in Pol 101.28 or Pol 402.02 (l); b. Moral turpitude as defined in Pol 101.29; or c. For acts or omissions of conduct which would cause a reasonable person to have doubts about the individual's honesty, fairness, and respect for the rights of others and for the laws of the state or nation; (6) The officer has, after being hired as a police, corrections or probation/parole officer: a. Used marijuana; b. Illegally used or possessed any other controlled substance; or c. Illegally purchased, sold, cultivated, transported, manufactured, or distributed a controlled drug or an imitation controlled drug;</p> <p>(7) The officer is unable to continue as an active duty police, corrections or probation/parole officer for a period of 45 days or more by reason of a severe level mental disorder as diagnosed by a psychologist or psychiatrist who uses mental status examinations and standardized psychological tests normed for police or corrections officers; (8) Any certified law enforcement officer has willfully: a. Violated council rules relative to himself or herself or the officers working under his/her control; b. Submitted false or forged documents; or c. Misrepresented a document or testimony before the council;</p>
	<p>Pol 402.02 (con't)</p>	<p>9) The officer's certificate was issued through administrative error; (10) The officer has failed or refused to complete the applicable firearms training requirements of Pol 404.03 or the in-service training requirements of Pol 403.01; until the requirements have been met; (11) A part-time officer has worked more than 1300 hours in a calendar year without successfully completing the full-time academy; or (12) The officer has entered no plea or an innocent plea to a criminal offense, and agreed to participate in a diversion program in lieu of a trial. (13) The officer has engaged in behavior, whether on or off duty, which tends to bring discredit on the police, corrections, or probation/parole services or upon the officer as a sworn law enforcement officer, or which impairs the operation or efficiency of the criminal justice system or the officer. (b) A certification shall be temporarily suspended pending resolution of criminal charges if the officer has been arrested, indicted or bound over either prior to or after certification for a felony or any crime involving moral turpitude or of a crime which tends to bring discredit on the police, corrections, or probation/parole service, unless the council, in its discretion, determines that the safety of the public or the confidence in the criminal justice system would not be adversely affected. (c) Examples of crimes that involve moral turpitude or of a crime which tends to bring discredit on the police, corrections or probation/parole service shall include but not be limited to those items listed under 402.02 (a) (4) : (1) Theft; (2) Assault; (3) DWI; (4) Criminal threatening; (5) Reckless conduct; (6) Corrupt practices; (7) Falsification of documents or evidence resulting in unsworn falsification, false testimony or evidence tampering; (8) Fraud; (9) Sexual assault; and (10) Public indecency. (d) A certification shall be suspended if the officer has attempted suicide or self-mutilation, or committed self-mutilation, until such time as an evaluation by a licensed psychologist selected by the council certifies the person as fit for duty. (e) The council shall apply a balancing test to determine whether factors constituting just cause outweigh the public interest in protecting the safety of the public or confidence in the criminal justicesystem, including maintaining the integrity of sworn law enforcement, if a violation of section (a) or (d) of this rule is found. If any just cause demonstrated by the officer outweighs the purpose of protecting the safety of the public or confidence in the criminal justice system including maintaining the integrity of sworn law enforcement, the council shall decline to order suspension or revocation. In determining whether to suspend, revoke, or impose no sanction, the council shall apply the following factors in determining the level or kind of disciplinary sanction imposed:</p>

	<p>Pol 402.02 (con't)</p>	<p>(1) The seriousness of the offense; (2) The officer's prior disciplinary record; (3) The officer's acknowledgment of his or her wrongdoing; (4) The purpose of the rule or statute violated; (5) The potential harm to the safety of the public or confidence in the criminal justice system, including maintaining the integrity of sworn law enforcement. (f) Examples of just cause pursuant to (e) above shall include but not be limited to: (1) Suspension or revocation would not have a rehabilitative value; or and (2) The officer's health or service status makes suspension or revocation a needless gesture. (g) In determining whether to suspend, revoke, or impose no sanction, the council shall apply the following factors in determining the level or kind of disciplinary sanction imposed: (1) The seriousness of the offense; (2) The officer's prior disciplinary record; (3) The officer's acknowledgment of his or her wrongdoing; (4) The purpose of the rule or statute violated; (5) The potential harm to the safety of the public or confidence in the criminal justice system, including maintaining the integrity of sworn law enforcement. (h) A suspension or revocation imposed upon an officer pursuant to (g) above shall be intended to be the minimum sanction or sanctions, both in type and extent, that the council believes will, based upon the unique facts and circumstances of each act of misconduct: (1) Protect the safety of the public or confidence in the criminal justice system, including maintaining the integrity of sworn law enforcement; and (2) Deter both the officer charged and any other officer from engaging in such misconduct in the future. (i) If a person has been denied a certificate after exhausting all appeals under this section, the council shall accept a petition for rescission of the denial no sooner than 12 months following the date of denial. The petitioner shall state in writing the reasons why the denial should be rescinded. (j) If a person has had his or her certificate revoked after exhausting all appeals under this section, the council shall accept a petition for rescission of the revocation after no sooner than 24 months following the date of denial. The petitioner shall state in writing the reasons why the action should be rescinded. The action shall be rescinded if conditions or circumstances have changed so that the basis for the action no longer exists. (k) If a petition for rescission is based on one or more of the reasons set out in Pol 402.02, a hearing on the petition shall be held as provided in Pol 200. If the denial is rescinded, the petitioner shall be eligible for hire by a participating police department, but shall serve a probationary period as defined in Pol 101.35, before he or she shall be recertified. (l) For purposes of this section, a determination of a lack of "good moral character" shall not be restricted to acts that reflect only moral turpitude, but shall be based upon the consideration of all aspects of a person's character as exemplified by their behavior, including but not limited to the following: (1) Violation of a statute of this or any other state, territory or nation for which a penalty may be imposed; (2) Conduct involving dishonesty, fraud, or attempted deception regarding an application, examination or other document for securing employment, eligibility, or certification; (3) Conduct involving misrepresentation or tampering with official records or reports, tampering with witnesses or falsifying evidence; and (4) Conduct that would adversely reflect on a person's fitness to perform law enforcement or corrections duties, including but not limited to: a. The excessive and illegal use of force; b. Intoxication while on duty; c. Sale or use of illegal controlled substances; d. DWI; e. Domestic abuse; f. Undue familiarity with known criminals,</p>
	<p>Pol 402.02 (con't)</p>	<p>which for the purposes of this clause means any social or sexual relationship between an officer subject to certification by the police standards and training council and a known criminal; g. Sexual harassment; h. Stalking or criminal violations of a protective order; i. Slanderous use of confidential information; j. Bribery or acceptance of illegal gratuities; k. Theft or misappropriation of funds or property; l. Adultery; m. Child abuse; n. Perjury; o. Assault; or p. Disorderly conduct. (m) A person who has had their police, corrections or probation/parole officer certification revoked or suspended shall not be allowed to work in a capacity that would allow them to exercise the same authority as a certified officer or that would give the appearance that they have the same authority as a certified officer during the period of suspension or revocation.</p>
	<p>Pol 403.01 In-service Training</p>	<p>The Director of the Police Standards and Training Council (PSTC) shall take all necessary steps, including initiating appropriate rulemaking, to: (a) Increase the mandatory number of required hours of annual in-service training on an incremental basis over the next three years to ensure that, by January 1, 2024, the total mandatory number of hours of annual in-service training is no less than twenty-four hours. (b) Mandate that annual in-service training as approved by PSTC include, at a minimum, two hours on each of the following topics: 1. Implicit bias and cultural responsiveness 11. Ethics 11.1. Deescalation PART Pol 403 CONTINUING EDUCATION Statutory Authority: RSA 106-L:5 IV 188-F:26, III Pol 403.01 Annual In-Service Refresher Training. (a) (a) Beginning January 1, 2021, Each police or corrections every certified officer, in order to maintain their certification, shall complete at least 8 hours annually of refresher 2 hours of mandatory in-service training, on each of the following topics: a. Implicit Bias and Cultural Response, (2 hours) b. Ethics, (2 hours) c. De-Escalation, (2 hours) (b) Annually, each police or corrections officer shall complete, in addition to the above mandated 6 hours of in-service training; a. Beginning on January 1, 2021, an additional 4 hours of appropriate in-service training, for a total of 10 hours of in-service training required for 2021, exclusive of firearms, first aid or defensive tactics, sanctioned by the agency or the council. b. Beginning on January 1, 2022, an additional 6 hours of appropriate in-service training, for a total of 16 hours of in-service training required for 2022, exclusive of firearms, first aid or defensive tactics, sanctioned by the agency or the council. c. Beginning on January 1, 2023, an additional 8 hours of appropriate in-service training, for a total of 24 hours of in-service training required for 2022 exclusive of firearms, first aid or defensive tactics, sanctioned by the agency or the council. d. These training requirements can be completed by officers attending in-service training at NHPSTC, by attending police training through 3rd party vendors, by attending local agency classes or by completing on-line. In the case of local agency classes, the records requirements under POL 403 (c) apply. (cb) The hiring authority shall submit to the council 30 days after the conclusion of each calendar year a certification that it has complied with this requirement, and shall retain in its files for 5 years a copy of the lesson outlines and attendance rosters of any training relied upon to satisfy the requirement.</p>
	<p>Pol 403.02 SRO Certification</p>	<p>Pol 403.02 School Resource Officer Certification-DRAFT (a) Any certified police officer who is assigned as a School Resource Officer must be "School Resource Office certified", under this rule, prior to their assignment. (b) To achieve initial certification as a NH School Resource Officer, a certified police officer must complete the following three (3) training programs before they can assume their position as an SRO: a. National Association of School Resource Officer, (NASRO) 40 hour Basic Certification, b. Mirror Project-Train the Trainer Certification, and, c. Effective Police Contact with Youth Certification. (c) Thereafter, to maintain certification as a NH School Resource Officer the SRO must complete eight (8) hours of annual in-service training in topic areas that will continue to enhance their effectiveness in working within the school environment and with their school population. In-service training topics could include, but would not be limited to training in, Mental Illness Response Involving Juveniles, Legal Issues in Schools/NH Juvenile Law Review, Youth Mental Health First Aid, Youth Crisis Intervention, Active Threat Response Restorative Justice Techniques, or any other such training that enhances SRO effectiveness. (d) Any training that is completed by a certified police officer to obtain or maintain a NH SRO certification outlined in this rule may also use these training hours to help complete their overall annual in-service training requirements listed in Pol 403.01. (e) If an SRO fails to meet their annual SRO mandated training, their certification will lapse until such time as they make up all outstanding training hours.</p>
<p>16</p>	<p>Contact Name/Email/Phone Number</p>	<p>Chief John Scippa Director of NHPSTC</p>

	POST STATE	North Carolina
	Links:	NC Administrative Code: http://reports.oah.state.nc.us/ncac.asp?folderName=\Title 12 - Justice\Chapter 09 - Criminal Justice Education and Training Standards http://reports.oah.state.nc.us/ncac.asp?folderName=\Title 12 - Justice\Chapter 10 - Sheriffs' Education and Training Standards Commission https://ncdoj.gov/law-enforcement-training/criminal-justice/forms-and-publications/ https://ncdoj.gov/law-enforcement-training/sheriffs/all-commission-forms-publications/ https://ncdoj.gov/law-enforcement-training/criminal-justice/forms-and-publications/#91-112-wpfd-in-service
16	Contact Name/Email/Phone Number	Richard N. Squires Interim Director [REDACTED]

	POST STATE	Montana
9	<p>What crimes or other activity require decertification review? Is it based on arrests (charges filed) or convictions? For non-criminal matters a finding of liability?</p>	<p>The Law Enforcement Standards Board (LESB) (https://docs.legis.wisconsin.gov/statutes/statutes/15/ii/255/1) is the authority to decertify officers for the following circumstances:</p> <ul style="list-style-type: none"> • Failure to comply with a rule, policy, or order of the LESB relating to curriculum or training. • Falsification of information to obtain or maintain certification status. • Certification as a result of an administrative error. • Conviction of a felony or of any offense which if committed in Wisconsin could be punished as a felony. • Conviction of a misdemeanor crime of domestic violence. • Failure to complete a minimum of 24 hours of annual recertification training including the LESB handgun qualification course and biennial vehicle pursuit training. -approved • Failure to achieve an associate degree or 60 or tribal law enforcement employment. -a • Failure to pay court -ordered payments of child or family support maintenance, expenses, or other expenses related to the support of a child or former spouse, or who fail to comply, after appropriate notice, with a subpoena or warrant issued by the Department of Children and Families or a county child support agency under § 59.53 (5) and related to paternity or child support proceedings
16	Contact Name/Email/Phone Number	<p style="text-align: center;">Steven Wagner Director of Training and Standards Bureau </p>