



Department Source: City Manager

To: City Council

From: City Manager & Staff

Council Meeting Date: October 16, 2017

Re: Report on training for Columbia Police Officers

Executive Summary

At the request of Council, staff has prepared a report outlining the types of training that every sworn police officer receives.

Discussion

Law Enforcement Training Institute (600 hours)

Legal Studies

- Constitutional Law
- Missouri Statutory Law
- Traffic Law

Interpersonal perspectives

- Domestic Violence
- Crisis Intervention/Domestic Violence
- Child Abuse and Neglect
- Crisis Intervention Team Training – Certification
- Ethics and Professionalism
- Human Behavior
- Tactical Communications
- Cultural Diversity
- Community Problem Solving
- Crime Prevention
- Dealing with Death
- Stress Management
- Health, Fitness and Nutrition

Technical studies

- Patrol
- Jail Population Management
- Traffic Accident Investigation
- Standardized Field Sobriety Testing – NHTSA Certification
- Missouri Department of Health Breath Test Type III – Certification
- BAC Datamaster Operator – Certification
- County and Municipal Offense Investigations
- Criminal Investigation
- Report Writing
- Juvenile Justice and Procedures



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- Missouri Department of Emergency Medical Services First Responder – National Certification
- American Heart Association Health Care Provider C.P.R. – Certification
- Incident Command System – ICS 100 – Certification
- National Incident Management System – IS 700 – Certification
- Incident Response to Terrorist Bombings – New Mexico Tech & DHS

Skill development

- Defensive Tactics (Pressure Point Control Tactics) – Certification
- SABRE Oleoresin Capsicum Operator – Certification
- Firearms – Multiple Qualifications
- Driver Training
- Practical Application Exercises
- Physical Training

Recruit training (3 Weeks)

- City orientation/Policy and Procedure (16 hours)
- TRU Orientation (8 Hours)
- City Prosecutor (1 Hour)
- Firearms training (8 hours)
- POSS/Payroll (1 Hour)
- Internal Affairs (1 Hour)
- Evidence Training (1 Hour)
- Joint Communications (2 Hours)
- Boone County Jail (2 hours)
- CPRB (1 Hour)
- Employee Wellness (2 Hours)
- PIO (1 Hour)
- Defensive Tactics (4 Hours)
- Taser Training (10 Hours)
- Axon Camera (.5 Hours)
- PTO Training (4 Hours)
- Death Notification Training (.5 Hours)
- Self-Aid Buddy-Aid (2 Hours)
- Force on Force training/Building Search (8 Hours)
- DOVE Training (4 Hours)
- CPD Chaplains (1 Hour)
- RMS/Records Training (24 Hours)
- K9 (4-8 Hours)
- Gang Unit (1 Hour)
- Proactive Policing (1 Hour)
- Blue Courage (16 Hours)
- Use of Force Training (4 Hours)
- Prosecutors Training (1 Hour)
- Supreme Court Cases (1 Hour)



PTO Training (Each Phase approximately 30 shifts)

Phase A: General Incident Response

- Non-violent in custody arrests
- Non in progress crimes with little to no investigative components
- Non-violent/cooperative check subject, suspicious person/vehicle, trespass etc.
- Civil matter
- Minor vehicle collision
- Parking violation
- Animal complaint
- Check the welfare
- Keep the peace
- Peace Disturbance
- Information

Phase B: Priority Incident Response

- Emergency assistance
- In progress calls (Burglary, Robbery, Assault, Disturbance, Vandalism etc.)
- Law Alarm
- 911 Check
- Shots Fired
- Suicidal Subject
- Major vehicle collision (injury, tow)
- Missing child/endangered person
- Bomb threat
- Violent/Uncooperative arrest
- Violent/Uncooperative check subject, suspicious person/vehicle, trespass etc.
- Vehicle/Foot Pursuit

Phase C: Patrol Activities

- Traffic Stops
- Self-initiated check subject/suspicious person or vehicle
- DWI
- School Checks
- Check Open Business
- Watch in Passing
- Self-initiated warrant/TTL
- Foot Patrol
- Traffic Observation
- Community Policing efforts
- Self-initiated abandon vehicle/parking violations

Phase D: Criminal Investigations

- Death Investigation
- Sexual Assault
- Domestic Violence



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- Child Abuse
- Past Burglary/Robbery
- Crimes with suspects/leads/investigative components
- Missing Person
- Runaways
- Major Crime Scene
- Crime scene process

Mid Term and Final evaluations (Approximately 12 shifts each)

In 2016, the Missouri POST Commission mandated new additions to the POST requirements for Continuing Law Enforcement Education (CLEE). The reporting period changed on 01/01/2017 to 24 Hours annually opposed to the previous three year 48 hour requirement. 2017 is a unique year in that it is the final year of the previous three year counting period.

Beginning 01/01/2017, in order to maintain their Peace Officer License, each officer has to not only complete 24 hours of CLEE, but the categories of courses with new mandates were added. Every officer must obtain 24 hours of continuing education within calendar year 2017, with at least 8 of these 24 hours coming from an "Approved Provider" of training (Someone outside of CPD).

Of these 24 hours, officers must obtain a minimum of:

- 2 hours in Legal Studies.
- 2 hours in Technical Studies.
- 2 hours in Interpersonal Perspectives.
 - 1 hour of Racial Profiling training, which typically fits within the Interpersonal Perspectives block of instruction.
- 2 hours of Skill Development in the area of Firearms.

The remaining 16 hours can be from any of the above-listed core curricula areas.

Of the 24 hours that must be earned in calendar year 2017, the following topics have to be covered, but will fit within one of the core curricula areas listed above (Legal, Technical, Interpersonal or Skill). These training topics are part of the 24 hours of required training, not in addition to it.

- 2 hours on Officer well-being, including mental health awareness;
- 2 hours on Fair and impartial policing practices including implicit bias recognition;
- 2 hours on Handling persons with mental health and cognitive impairment issues;
- 2 hours on Tactical training to include de-escalation techniques, crisis management, critical thinking and social intelligence.

The above listed courses have to be taught in a manner which includes all the topics, not just one or the other. For example Tactical training to include de-escalation techniques, crisis management, critical thinking and social intelligence has to include each element to be approved, you cannot just teach De-escalation or another component.



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The Columbia Police Department Regional Training Center provides all the State mandated training and other training for about an average of 50 hours of training per officer per year. The training topics vary every year. The training that is provided annually includes but is not limited to:

- Taser Recertification (3 Hours)
- Livescan Recertification (2 Hours)
- Legal/Policy update (2 Hours)
- Defensive Tactics (2-4 Hours)

Some of the training that is provided bi-annually includes but is not limited to:

- Police Driving (4 Hours)
- CPR (2 hours)
- Tactical Baton training (1 Hour)
- OC Spray (1 hour)
- Traffic Stop Training (4 Hours)

SWAT officers complete a 40 hour basic SWAT School and specialized SWAT training 20 hours per month.

Additionally, depending on an officer's current assignment and the position requirements, officers may attend outside training. Officers regardless of assignment can request to attend outside training on a variety of topic areas.

Finally, we have records of all the training completed by each individual officer and records of the training provided to all officers. You are welcome to view these records at any time.

Fiscal Impact

Short-Term Impact: N/A

Long-Term Impact: N/A

Strategic and Comprehensive Plan Impacts

[Strategic Plan Impacts:](#)

Primary Impact: Public Safety, Secondary Impact: Operational Excellence, Tertiary Impact: Not Applicable

[Comprehensive Plan Impacts:](#)

Primary Impact: Not Applicable, Secondary Impact: Not applicable, Tertiary Impact: Not Applicable

Legislative History



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None.

Suggested Council Action

This report is informational only.