



Department Source: Police

To: City Council

From: City Manager & Staff

Council Meeting Date: August 5, 2024

Re: Memorandum of Understanding between the Board of Curators of Lincoln University and City of Columbia for a POST training program.

Executive Summary

Staff requests authorization for the City Manager to sign a Memorandum of Understanding (MOU) with The Curators of Lincoln University to establish an in-house, POST certified training academy for the Police Department.

Discussion

For well over ten years the Police Department has been hiring personnel for Police Officer positions and paying their tuition to attend the University of Missouri Extension's Law Enforcement Training Institute (LETI) so they can receive their required state peace officer license. The tuition cost per employee will be \$5,500 effective this fall (raised from \$5,000). This does not include equipment, ammunition, or wages/overtime. For several years there have been internal discussions about CPD transitioning to an in-house academy, however space and staffing were cited as obstacles. Several months ago CPD was approved to utilize the lower level of the Turner-Jones building and decided to create additional training space, including a properly outfitted defensive tactics training room, additional restroom facilities, modern AV equipment and needed furnishings/office space for staff. Funding for those improvements (\$150,000) was appropriated by Council at the July 15, 2024 meeting. Due to these already in-progress changes, we realized that this space can also seamlessly be used as a location for an in-house academy. Additionally, CPD currently employs 2 full-time Police Trainer/Recruiters and had already requested an additional position in the FY2025 budget. With an in-house academy in mind, we also requested to reclassify a vacant Public Relations Specialist position to another Police Trainer/Recruiter position. These four positions will support both our in-house academy and our ongoing training efforts for current officers and professional staff.

Apart from the cost savings realized by the reduced tuition (\$1,600 per trainee in tuition alone) we will receive through a partnership with Lincoln University, this will also provide us with the opportunity to integrate elements of our Field Training Program into the academy, allowing us to teach our recruits the skills and knowledge that CPD and our community consider important. Examples include: Integrating Communications Assessment & Training (ICAT), Crisis Intervention Training (CIT), Advanced Law Enforcement Rapid Response Training (ALERRT), Patrol Rifle, and Taser 10, which are not currently offered by LETI.

The benefits to the Field Training Program will result in officers graduating from the academy already familiar with patrol policies, procedures, and practices, putting them weeks ahead of recruits from LETI. They will have been exposed to CPD's report writing software and computer/records management systems during the in-house academy, rather than just learning basic report writing. Another example of a benefit is defensive tactics training,



where recruits will learn techniques in conjunction with CPD policy and how to apply those techniques lawfully and within CPD guidelines, not just a technique in isolation.

Fiscal Impact

Short-Term Impact: Anticipated cost savings to Police Operating budget of \$32,000.00 per year (\$1,600.00 per student enrolled).

Long-Term Impact: Academy cost calculated in Police Operating budget, no additional costs anticipated for years beyond two.

Strategic & Comprehensive Plan Impact

[Strategic Plan Impacts:](#)

Primary Impact: Organizational Excellence, Secondary Impact: Not Applicable, Tertiary Impact: Not Applicable

[Comprehensive Plan Impacts:](#)

Primary Impact: Inter-Governmental Cooperation, Secondary Impact: Not applicable, Tertiary Impact: Not Applicable

Legislative History

Date	Action
N/A	N/A

Suggested Council Action

Staff requests the passing of an ordinance authorizing the City Manager to execute a Memorandum of Understanding with Lincoln University for the creation of an in-house Police Officer Standards and Training Commission (POST) training academy program at CPD. The Memorandum of Understanding is attached hereto as Exhibit A.