

MONTANA Public Safety Officer Standards and Training Council
Meeting Agenda ~ May 29, 2024
Video Conference 9:00 a.m. ~ 10:30 p.m.
Helena, MT 59602

Teams Meeting
Dial in Number: (406) 318-5487
Teams Meeting ID: 533964269#

- I. 9:00 a.m. ~ Call meeting to order, roll call, identify and welcome guests.**
- II. 9:05 a.m. ~ Pledge of Allegiance and Invocation**
- III. 9:10 a.m. ~ Approval of minutes for March 6, 2024 Council Meeting**
- IV. 9:15 a.m. ~ Public Comment/Guest Issues**
- V. 9:30 a.m. ~ Old Business**
 - A. Law & Justice Interim Committee**
- VI. 9:35 a.m. ~ New Business**
 - A. Probation & Parole Basic Syllabus Update**
 - B. Public Safety Communicator Basic Update ~ Kim Much**
 - C. POST Training Credit Hours ~ Street Cop**
 - D. ARM 23.13.801 ~ (a) be a citizen of the United States or may be a registered alien if unsworn**
 - E. Acadis ~ POST Staff**
 - F. Committee Reports**
 - 1. Curriculum ~ Conner Smith**
 - 2. Case Status ~ Jim Thomas**
 - 3. Coroner ~ Leo Dutton**
 - 4. Business Plan/Policy ~ Jess Edwards**
 - 5. ARM ~ Leo Dutton**
 - 6. Executive Committee ~ Jesse Slaughter**
 - G. Director's Report**
 - 1. Budget**
 - 2. Calendar Statistics ~ Quarter 1 2024**

- Total Public Safety Officers ~ 5,671
 - Certificates Awarded ~ 297
 - Training Approved ~ 626 trainings, 3,164 officers, 27,297 hrs.
 - Notices ~ 339
 - Equivalency Granted ~ 15
 - Extensions Granted ~ 17
 - Information Requests ~ 122
 - Complaints ~ 28
 - Opened Investigations ~ 18
 - Sanctioned Certificates ~ 6
 - Revoked/Denied Certificates ~ 11
3. Office Updates

XII. 10:30 a.m. ~ Meeting Adjourned

* Executive Sessions are closed to the public in order to protect the privacy rights of individuals or to discuss active litigation strategy. Times are approximate, except for public comment; actual times may vary depending on presentation/discussion time.

RECEIVED

9:00 am Mar 18 2024

MONTANA POST COUNCIL MEETING
Montana POST Bureau
March 6, 2024
Face to Face Meeting
OHS Building - MLEA Rooms 213 & 214
2260 Sierra Road East, Helena MT 59602
9:00 a.m. to 11:34 a.m.

Council members present: Jesse Slaughter -
Council Chair, Jim Thomas, Bill Smith, Jess
Edwards, Kristine White, Mark Kraft, Conner Smith,
Meaghan Mulcahy, Shellie Brady
Council members present via Teams: Kimberly
Burdick, Anthony Hutchings
Council Members not present:
Jim Anderson, Leo Dutton
Staff Members Present: Timothy Allred, Executive
Director; Katrina Bolger, Paralegal/Investigator;
Chad McFadden, Investigator; Tina Cranmer,
Administrative Assistant; Brooke Standish,
Administrative Assistant.

POST Legal Counsel:
Stuart Segrest, Esq. (via Teams)
Guests:
Hank Webb
Alexandra Holmes
Joel Wendland
Michelle Jurkovski
Stephanie Gray
Charlynn Malcom
Vanessa Williamson (via Teams)
Michelle Jurkovski (via Teams)

WHEREUPON, the following proceedings were
had:
* * * * *
CHAIR SLAUGHTER: I think we are one
minute over, so I'm going to call this meeting to
order. If you would, please, Director Allred,
take roll call real quick.
MR. ALLRED: Yes, Counsel members, Jesse
Slaughter.
CHAIR SLAUGHTER: Present.
MR. ALLRED: Meaghan Mulcahy.
COUNCIL MEMBER MULCAHY: Present.
MR. ALLRED: Jim Anderson is excused.
Anthony Hutchings.
COUNCIL MEMBER HUTCHINGS: I'm present.
MR. ALLRED: Leo Dutton is excused.
Shellie Brady.
COUNCIL MEMBER BRADY: Present.
MR. ALLRED: Kristine White.
COUNCIL MEMBER WHITE: Here.
MR. ALLRED: Mark Kraft.
COUNCIL MEMBER KRAFT: Here.
MR. ALLRED: Jim Thomas.
COUNCIL MEMBER THOMAS: Here.
MR. ALLRED: Bill Smith.

COUNCIL MEMBER BILL SMITH: Here.
MR. ALLRED: Kimberly Burdick.
COUNCIL MEMBER BURDICK: I'm here.
MR. ALLRED: Jess Edwards.
COUNCIL MEMBER EDWARDS: Here.
MR. ALLRED: Conner Smith.
COUNCIL MEMBER CONNER SMITH: Here.
MR. ALLRED: POST Staff, Timothy Allred,
Director.
MS. BOLGER: Katrina Bolger, Paralegal
Investigator.
MS. STANDISH: Brooke Standish,
Executive Assistant.
MS. CRANMER: Tina Cranmer,
Administrative Assistant.
MR. ALLRED: Stuart?
MR. SEGREST: I'm online. Stuart
Segrest, Counsel to POST.
MR. ALLRED: Thank you. Those in the
room, please step forward, and state who you are
and why you're here.
MR. WENDLAND: Executive Director,
Montana Law Enforcement Academy, Joel Wendland.
MR. ALLRED: Thank you.
MR. DAN SMITH: Executive Director,

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1 Montana Police Protective Association, Dan Smith.
2 MR. WEBB: Public Safety Training
3 Supervisor for DOC, stopping in for Jim Anderson
4 today.
5 MR. ALLRED: Your name?
6 MR. WEBB: Bank Webb. Sorry.
7 MS. HOLMES: DOC, Alex Holmes, trainer.
8 MR. ALLRED: Thank you.
9 MS. GRAY: I'm Stephanie Gray, the Dean
10 at Gallatin College, and I'm here to give you a
11 presentation.
12 MS. MALCOM: Charlynn Malcom, Operations
13 Manager, Gallatin College, helping with
14 Stephanie's presentation.
15 MR. ALLRED: Thank you. Move to Teams.
16 Anyone on Teams that has not introduced
17 themselves, please do so.
18 MS. WILLIAMSON: I'm Vanessa Williamson,
19 I'm Chair of the Association of Pretrial Officers
20 and Misdemeanor Probation Officers.
21 MR. ALLRED: Thank you, Vanessa.
22 MS. JURROVSKI: I'm Michelle Jurkovski,
23 the Vice Chair of the Association of Pretrial
24 Supervision Officers and Misdemeanor Probation
25 Officers.

6
1 MR. ALLRED: Thank you, Michelle.
2 Anyone else on Teams?
3 (No response)
4 MR. ALLRED: Chair, we have a quorum,
5 and we're ready to go.
6 CHAIR SLAUGHTER: Thank you so much,
7 Director Allred. For the record, everyone can
8 hear me online and in the room, please, please, if
9 at any time during this meeting you need to speak,
10 especially those online, remember to state your
11 name before you speak, because we are on the
12 record and it helps out our Reporter with that.
13 And if you're in the room, too, please again,
14 state your name, because not everybody knows your
15 name who's here.
16 So I really appreciate that. Thank you
17 all for being here, and without any further ado,
18 we're going to start with the Pledge of
19 Allegiance.
20 (Pledge of Allegiance)
21 CHAIR SLAUGHTER: And if you would,
22 please stay standing and we will have a short
23 invocation.
24 (Invocation)
25 CHAIR SLAUGHTER: So the first thing up

7
1 is the approval of the minutes from December 6th,
2 2023. Can I get a motion.
3 COUNCIL MEMBER THOMAS: This is Jim
4 Thomas. I move we approve the minutes.
5 COUNCIL MEMBER EDWARDS: I'll second.
6 This is Jose Edwards.
7 CHAIR SLAUGHTER: Any discussion about
8 the minutes?
9 (No response)
10 CHAIR SLAUGHTER: Hearing none, all in
11 favor, signify by saying aye.
12 (Response)
13 CHAIR SLAUGHTER: Opposed, same sign.
14 (No response)
15 CHAIR SLAUGHTER: Motion carries. So
16 now at this point in time, Director, do we have
17 anything that is like on a certain time clock on
18 the schedule that we have to -- like has to happen
19 at that time?
20 MR. ALLRED: No.
21 CHAIR SLAUGHTER: So at this point in
22 time, I guess I will open the floor up to public
23 comment and guest issues. And just to make things
24 run a little smoother, I'm going to open it up
25 online first or on Teams first. So do we have any

8
1 public comment or guest issues on Teams?
2 MR. ALLRED: Do you want me to read this
3 on the record first?
4 CHAIR SLAUGHTER: Sure.
5 MR. ALLRED: I'll read this into the
6 record. This is our public comment script for
7 Council meetings.
8 Under this item the Council will offer
9 an opportunity to members of the public in
10 attendance to comment on any public matter under
11 the jurisdiction of the Council that is not on the
12 agenda of this meeting.
13 While the Council cannot take action on
14 any issues presented, the Council will listen to
15 comments, and may ask staff to place the issue on
16 a subsequent agenda. The presiding officer may
17 limit the comment period in order to proceed with
18 the Council meeting.
19 CHAIR SLAUGHTER: Thank you. So again
20 online, does anybody have any public comment or
21 guest issues?
22 (No response)
23 CHAIR SLAUGHTER: Hearing none, in the
24 room are there any public comment or guest issues?
25 Joel.

1 MR. WENDLAND: Joel Wendland, I'm ⁹
2 Executive Director, Montana Law Enforcement
3 Academy. I just wanted to give a couple updates
4 about some of the things going on at the Academy.
5 One of those is, anybody that drove in
6 and drove around the side of the building, we've
7 got a large pile of dirt over here and a new
8 foundation going in. Exciting thing for the
9 Academy, and for all of the students that will be
10 attending here in the future.
11 That's going to be a scenario village,
12 and that will have an interior street, set up kind
13 of like a Hogan's Alley, if you've ever seen a
14 Hogan's Alley. So it will be an environment where
15 we'll be able to do all of our defensive tactics,
16 and we'll be able to do scenarios, such as
17 responding to domestic violence calls, thefts,
18 robberies, anything that an officer would do
19 day-to-day.
20 The intent is to have that entire space
21 what we call crashable, so that all the furniture
22 is -- we can tackle students into furniture, and
23 they can tackle us into furniture. So it's going
24 to bring a whole another level of realism to our
25 training.

1 On that note, I want to talk a little ¹⁰
2 bit about student needs and satisfaction. In the
3 last year, year and a half, we've undergone a
4 revamp of all of our Academy courses, taking our
5 curriculum to a more hands-on learning style
6 approach, which is being more well received by the
7 students.
8 At the end of the Academy we do a survey
9 with them, and what we're starting to find is
10 we're getting less and less complaints about what
11 they didn't like, and we're hearing more about
12 what they did like.
13 We're starting to hear back from a lot
14 of agencies on the fact that the students are
15 returning to them more prepared for the job
16 they're going to be asked to do. We're also
17 sending the agencies more information on the
18 evaluations to allow the Field Training Officers
19 to get a jump start on where somebody might be
20 struggling. So those things are in play, and are
21 giving us some good results.
22 I want to talk a little bit about one of
23 the biggest issues that we've had here at the
24 Academy since I started this as an instructor a
25 year and a half ago, which is the wait list, and

1 issue around that wait list. ¹¹
2 Since becoming the Director almost
3 exactly a year ago this week, we've taken a look
4 at that wait list, and how that was being tracked
5 and formulated, and what we found was we had some
6 kind of inefficiencies in that system, so we've
7 addressed those.
8 So to this current date, we're currently
9 running 66 students in LEOB courses, which is a 10
10 percent increase from last year. We also
11 instituted a last minute standby list, so we
12 almost always have on the day of the Academy
13 somebody that no shows, or we have somebody that
14 shows up day one, they sit through the first day,
15 and they decide law enforcement is not for them,
16 and they leave.
17 So instead of wasting that space, we
18 have somebody on standby, and we are able to call
19 one of the Sheriffs or Chiefs and say, "Hey, we
20 need them here tomorrow," and we fill that spot.
21 So we're taking efforts not to waste any possible
22 avenues in getting students in.
23 The current wait list is: We have 24
24 named individuals on our current wait list for
25 academics. To give you a perspective, well, we

1 suspect that by the start of April 1, which is our ¹²
2 next Academy, that wait list is actually going to
3 be closer to 20 because we have about four
4 agencies who aren't sure if they're going to be
5 able to hire.
6 Of our wait list, so we book it out to
7 60 slots. The current Academy that's going to
8 start in April 1, 29 of those students were on the
9 wait list, so that means 29 openings opened up
10 from agencies who had prebooked, which is pretty
11 standard when we look at our ten year trend of
12 about agencies being successful about 50 percent
13 of the time. When they ask for four slots, they
14 usually give us two.
15 So we're following that trend, which
16 means in our next Academy class, which starts in
17 August, everybody that's on the current wait list
18 will be absorbed into that class for sure. The
19 oldest current date of hire for somebody on that
20 current wait list, they got hired in mid-September
21 of 2023, so they've been only been waiting six
22 months, but they'll be in that class well under
23 that one year mark in August.
24 If we got those four additional slots
25 open, that date changes from mid September to mid

13
1 December, meaning we're going to get them in in
2 under nine months. So we're right on track as to
3 where we want to be. And that is all I have for
4 my update.

5 CHAIR SLAUGHTER: Thank you, Jool.
6 Anybody else have any public comment or guest
7 issues?

8 (No response)

9 CHAIR SLAUGHTER: All right. Hearing or
10 seeing none, I will now transition to Stephanie
11 Gray, Gallatin County College.

12 MR. ALLRED: As Stephanie is coming
13 forward with Charlynn, I just want to welcome
14 Moaghan to the POST Council, and then thank you
15 for being willing to serve. And I also just want
16 to recognize Connor Smith today. This is his last
17 POST Council meeting, so thank you, Connor.

18 Connor has been on several committees,
19 including the Case Status Committee. And we spent
20 a lot of time together, and he's done a lot of
21 work to fulfill that, and so thank you, Connor,
22 and the best of luck to you in the future.

23 Stephanie Gray is the Dean of the
24 Gallatin County College. Jool and I actually went
25 out and toured last month, or a month, two months

14
1 ago, and met with Stephanie and her crew, and also
2 the Chief down there in Bozeman and Sheriff's
3 Office. And we looked at different things, and
4 what they're doing down there.

5 I asked Stephanie, because this has been
6 a discussion for awhile, and we've heard this
7 coming about different colleges are possibly going
8 to being offering sort of academy, if she would
9 come and present to the POST Council.

10 She has shared those power points, her
11 power point, and those are in the materials that
12 are online, and also that were sent out to the
13 Council.

14 She hasn't updated the power point that
15 she's going to be presenting. We will save that
16 in a PDF and send it out to the Council members so
17 you can see that. But in this room we don't have
18 actually a screen to be able to present that. So
19 we're going to follow along the best we can, but
20 we will send you the updated power point that she
21 sent us.

22 So thank you, Stephanie, for coming; and
23 Charlynn, if you want come in front, you're more
24 than welcome to do so.

25 MS. GRAY: Thanks for having me. I

15
1 appreciate being here. So I'm going to give a
2 little history, and then where we are right now,
3 and where I think we're going.

4 I first want to say, you know, Gallatin
5 College is a two year community college, just like
6 many of your colleges in your communities. We are
7 a college of Montana State University, so I am a
8 Dean at Montana State University. The President
9 Cruzado is my boss, and so it's a little unique in
10 that way.

11 It's important for you to know, I think,
12 because those students would be getting an MSU
13 transcript. And the other thing that's kind of
14 nice that you'll learn about is that they also
15 have the opportunity to either come from, say, a
16 sociology or criminology bachelors degree into
17 this program the way we have it designed, or from
18 this program into a bachelors degree, because
19 those credits would carry forward into a bachelors
20 degree. So we offer certificates, associate of
21 applied science degrees, and transfer degrees,
22 which is sort of what I just described.

23 Our mission at Gallatin College is to
24 respond to industry, so we consider law
25 enforcement in this case the industry. And we

16
1 don't go out seeking programs to deliver. We hear
2 from what industry needs are, and state needs, and
3 then we start working on those programs, alongside
4 our partners in industry.

5 So that's how we approach our work. A
6 little different than a four year. And if we get
7 to a point where our market is saturated, say,
8 there's too many phlebotomists in the world, we
9 stop running that program, because our main
10 concern is making sure our students have a place
11 to go work when they graduate, and after they've
12 paid for their tuition.

13 So having said that, the history of
14 this. In July of 2022, we came and did a tour of
15 MLEA, and walked around, and had some
16 conversations about how things were going here.
17 Sounds like you're doing a great job.

18 At that point, there was some concerns I
19 believe about the wait list. That was before your
20 time, Jool. And so there was some interest. We
21 were getting a little pressure from a variety of
22 people about looking into this program, and so we
23 started looking into it.

24 Obviously this program is in full
25 cooperation with everything you do. We are

17

1 following the curriculum to the letter in regards
2 to content, hours, time in the field. Everything
3 obviously has to be approved by POST first.
4 And once our curriculum is really
5 solidified, we would be running it by you all to
6 -- you would decide how you want to handle that,
7 if you want to review it as a group, or however
8 you do that, because I know this is now.
9 We were told and given some data that
10 there was a 12 percent turnover in Montana law
11 enforcement agencies across the state, which
12 creates around 300 openings a year -- and this is
13 all law enforcement agencies -- and that there are
14 175 agencies across the state.
15 And I know I'm talking to the experts,
16 so I'm kind of wrinkling my nose. If those
17 numbers need to be corrected, please correct them.
18 And that there's a 2,546 active law
19 enforcement officers that currently at that time
20 could be -- those are jobs that could be hired for
21 out of this specific certificate.
22 So we saw an opportunity, and we hope
23 you all see this as an opportunity, that will
24 allow students to be hired by an agency directly
25 from this basic curriculum of the certificate that

18

1 I'll describe, and they can begin work
2 immediately. This would be something that --
3 What we find with all of our students at
4 a community college is if they're committed enough
5 to pay the tuition, and put the time and work in,
6 they want to be those professionals. That's what
7 they want to do for a living. And it also helps
8 them obviously build confidence, know the
9 equipment they need to use, and that is across the
10 board. So students would receive a Montana State
11 University transcript for a certificate of applied
12 science, and it will be 24 credits.
13 I said already that we're going to
14 aligning this with the curriculum that's being
15 offered here. Right now we're working with a
16 local curriculum committee, which involves
17 Gallatin Sheriff, Bozeman Police, MSU Police,
18 Fish, Wildlife and Parks, and we have a sociology
19 faculty member on that also. And then we have a
20 faculty member from our team on it also.
21 So these are the opportunities I see for
22 the students is their ability to get credit and
23 continue on with their education. We have a lot
24 of students that work while they learn. This is
25 not designed to work while they learn. They have

19

1 to be in this program 100 percent, just like they
2 are here.
3 The other thing that could be an
4 opportunity is we could work on some great
5 scholarships for those students to be able to take
6 this course. I think there's huge opportunities
7 for scholarships.
8 And then on the slide you would see a
9 picture of one of the central, our central valley
10 training facility that would be used for
11 scenarios. So in the power point, please look at
12 the new one that you'll be getting. There's a lot of
13 photos of the facilities that we have in place
14 there. And when I say "we," it's not Gallatin
15 College, it's all of our partners in Gallatin
16 Valley.
17 What we're going to do is offer this
18 during the summer, so this would be a 13 week
19 summer concentration of the 24 credits, 60 days of
20 training days, 60 training days. A large amount
21 of the training is spent in the field, or what we
22 reference as labs, but working in, as was
23 mentioned before, the hands-on operation of
24 vehicles, and firearms, and defensive tactics.
25 The graduates would still -- right now

20

1 we're still figuring this out -- but they would
2 take their basic equivalency course through MLEA.
3 And I said this. It's repetitive, but of course
4 we follow all the same rules. We would make all
5 the same adjustments and changes that happen here
6 with this Council.
7 In a sense, you kind of would become our
8 accrediting body. That's how we look at it in
9 education, is we have to be approved and given
10 sort of the blessing to do any of our curriculums.
11 The next slide is about our learning
12 outcomes, and so what we did was we took all the
13 content and curriculum from MLEA, which was just a
14 lot of content, and tried to boil it down into
15 learning outcomes -- and which we have to do, too,
16 so we can be accredited through our educational
17 partners -- and came up with six of them.
18 And you can see them there. I hope
19 everyone can see them. I don't think it's
20 valuable for me to read through them. But we had
21 to -- you have to really broaden those down, but
22 we believe, based on what our law enforcement
23 partners in the curriculum design committee have
24 said, it captures everything.
25 Please review these. If you think we're

21
1 missing something -- The idea is that you say to
2 yourself, "Upon completion of the program, this
3 student will be able to," then you list all the
4 things that they'll be able to do, and we hope
5 we're covering that in the learning outcomes.

6 Then the next slide is our draft of
7 courses, and the credits we're going to associate
8 to those courses. And I'll read the courses. We
9 have what's called a law and criminal practices,
10 three to four credits; patrol operations is three
11 credits; behavior, health, and wellness, that's
12 two to three credits; investigation and crime
13 scene is five credits; and then a life saving
14 skills, which you see is kind of the firearms and
15 defensive tactics area is seven to eight credits.

16 Once again, we sort of had to squish all
17 the content into certain areas, so we could call
18 them courses, so we could give them credits for
19 those courses.

20 So it's been a fun process. Usually we
21 don't have a curriculum at all, and so we're just
22 sort of making it up as we go, but this one had a
23 curriculum, which was nice.

24 And then the next three slides are
25 pictures of -- So students can live in the dorms.

22
1 If, say, you have a student from Shelby, who wants
2 to live in Shelby, they want to be an officer in
3 Shelby, and that's all they want to do, they can
4 come stay with us for the summer, live in the
5 dorms, eat in the cafeteria, and take the 13 weeks
6 on campus, and then come here and get their
7 certification, and pass their equivalency test,
8 then go back, and become employed.

9 Which brings me to a topic that I would
10 love for you all to think about is: So those are
11 students who haven't been hired yet, right? I
12 think there could be some value in, if a local
13 agency, if this person, student approaches you and
14 says, "I want to go do this at Gallatin College.
15 Is there a chance I could be hired on here?" or
16 that relationship gets built ahead of time before
17 the student comes and makes this commitment, and
18 then goes back.

19 And we need to do that as advisors, to
20 tell the student, "Have you talked to anybody in
21 your community where you live to make sure you can
22 get hired on, or you're going to live anywhere
23 there's a job? That's your choice." So those
24 sort of considerations could be made.

25 But just pointing out that it's -- you

23
1 know, we have nice dorms, and it's a nice setup
2 for those students to be able to come and stay in
3 the dorms, got up at 9:00 in the morning, just
4 like they do here, work until 5:00, do work at
5 night, build a cohort.

6 One thing we learned is that it's very
7 important to build this cohort of friends, alumni,
8 people they can call when they're out in the field
9 and talk to. And so we know they would all be in
10 the same dorm area.

11 Then the next photo is of our
12 simulation. So there's a simulation lab on
13 campus. And maybe, Timothy or Joel, you guys
14 could speak to that. You saw it. I haven't been
15 in it yet. I missed that part of the tour. Do
16 you have anything to add about what that --

17 MR. ALLRED: They didn't show us that.
18 They showed us the room. When you were gone, they
19 showed us like the room they'll be meeting, the
20 conference room.

21 MS. GRAY: Oh, they didn't show you the
22 room with the three screens?

23 MR. ALLRED: No.

24 MS. GRAY: So it's basically a big
25 garage stall, with three big screens sort of like

24
1 this also. And I assume it's just shooting. I
2 don't know what the simulations are, but I'm sure
3 you've all been in one. But that's it. It's
4 available there. It's on campus, MSU police uses
5 it, and they would be sharing it with us.

6 And then there's a photo of all these
7 old houses that are on campus that aren't being
8 used right now, where they would run drills, and
9 so we'd be able to use those. They use them now
10 for that sort of activity.

11 And the next one is a picture of the
12 classroom where we could fit 24 students. In case
13 you're wondering, that's what we're targeting.

14 And then we went out to the Gallatin
15 range, the shooting range, and out there we have
16 three separate rooms, two rooms is 25 yards, and
17 one room is 100 yards, and there's 20 days. And
18 so we'd be using that facility.

19 Also one thing I didn't mention is all
20 the instructors would have to be NLEA certified
21 instructors, and so we would use them. We think
22 there's enough locally that we can just tap them
23 to come in and help us with this. At least that's
24 what they're saying now. Everyone always says,
25 "Oh, I'll teach," and then when push comes to

1 shovo, they're not available. So we need to start
2 solidifying those commitments to get that for the
3 summer.

4 Then my last slide is just to have a
5 discussion, or more of a presentation about the
6 challenges or talk about the challenges. One
7 thing, my job is to make sure we have full
8 enrollment all the time, because that's what pays
9 the bills, right?

10 And so currently we are, as I stated
11 before, and as you all well know, we're proservice
12 only program, and we would need legislative change
13 to accept POST hired officers, if that is in fact
14 what all of law enforcement wants. But that's
15 something that --

16 I suppose when there was more pressure
17 on a wait list that was really wanted, and we saw
18 a need and demand there. I suppose that's a
19 conversation you all should have. But it would
20 just give us a handful more. It would broaden the
21 student scope for us to draw from. Right now we
22 will just be doing traditional marketing and
23 recruiting, actually probably across the region,
24 and to get students excited about this profession,
25 and to get them to take this course.

1 It's a benefit, and a challenge to share
2 facilities with industry. We do this in
3 manufacturing, in carpentry. And sometimes when
4 push comes to shove we need our employees to be in
5 the facility. We don't need students doing this,
6 so we just need to keep working on that. I don't
7 have any concerns about it. I think everyone is
8 very well meaning, but it will be a bit of a
9 challenge.

10 And then there's this issue of cost that
11 I've gotten worried about, because going to MLBA
12 is so much more affordable for those students,
13 right? I mean they don't -- do they pay anything?

14 MR. WENDLAND: The agency pays.

15 MS. GRAY: The agency is paying. So in
16 this case the students would be paying, right? So
17 sort of that concern I had before, which every
18 student goes through.

19 What I do want to be transparent about
20 is that because this is such a high risk training
21 program, we always will need two faculty. And
22 when I say faculty, I mean MLBA. We would
23 reference them as faculty, certified instructors.
24 But just like here, we would need two or three
25 around. That's more expensive than what we

1 usually do at Gallatin College, is usually we can
2 have one, maybe two if they're in a shop.

3 So the tuition is \$3,780. That's our
4 tuition for 24 credits. So that's a screaming
5 deal. It's always a great deal to get that much,
6 to pay that little for a full certificate.

7 However, for a program, the fees are
8 pretty high, because you know what those usable
9 consumables, gas, fuel, tires, all those things
10 that take money. The fees are \$3,000 for a
11 student. And we're sort of guessing right now.
12 So the entire program would cost the student
13 around \$7,000.

14 Housing, if they're going to live in the
15 dorms, that's \$1,700 for a single. They're pretty
16 good rates for Bozeman. And the meals, you pay
17 \$800 for 100 meals. So students can -- they don't
18 have to live in the dorm. They can live with aunt
19 and uncle over there. They can drive, if they can
20 get back and forth from wherever they are. Those
21 are just the extreme costs that it would be for
22 the student.

23 Another challenge is we, for the first
24 time, are squeezing 24 credits into one semester,
25 which has never been done on campus, but that's

1 our problem, not yours. And we're kind of excited
2 about it, because we think it's the way higher ed.
3 should be going, is getting more credits as
4 quickly as possible.

5 And then we're still working on this
6 basic equivalency test piece, but that should be
7 something easy to work out, like how many days
8 would they come here; could any of it be done on
9 campus, so the students wouldn't have to come here
10 also.

11 That's it. That's my presentation. So
12 stand for questions, and I'm going to stay through
13 the break.

14 CHAIR SLAUGHTER: Thank you, Stephanie.
15 I appreciate it. Is there any questions?

16 COUNCIL MEMBER CONNER SMITH: I have
17 one. I'm Connor Smith. So it sounds like a great
18 idea.

19 My question is a lot of law enforcement
20 in the state has had problems recruiting, and
21 continuously has problems recruiting. You
22 mentioned your own recruiting process. Do you
23 think that would actually aid in getting more
24 qualified, at least qualified after your program,
25 officers in the state? Do you have a different

1 reach potentially than what most agencies have?

2 MS. GRAY: We have a pretty good ongoing
3 at MSU as far as reach goes. So I would say yes.
4 I think we've got -- So Gallatin College uses
5 MSU's recruiting and admissions. We're a part of
6 that. And so we would also be reaching out to --
7 our biggest states are California, Minnesota, and
8 Washington for out-of-state students. I think
9 out-of-state students would be very interested in
10 this, especially those interested in the
11 criminology sociology side. So I think that would
12 be helpful.

13 Currently right now, we have our
14 partners, our industry partners, will come the
15 last month, which would be April or May -- well,
16 for this program it would be August -- do a half a
17 day, come meet potential employers, and that's
18 what we would run, you know, a mini-career fair,
19 but very specifically for law enforcement, and so
20 I think it would help.

21 I'm wondering how -- we need to really
22 work with the students, and make sure they know
23 that you could still maybe get your bachelors
24 degree online, finish your bachelors degree up, or
25 if it was that student; or it might just be those

1 already have an answer for, or Jool might
2 conceptualize this better than anybody, of what
3 you currently do.

4 But a couple questions I have is: I
5 really think there's a huge opportunity for law
6 enforcement to recruit at the college, to go down
7 there, to spend time, to send instructors, because
8 it's a recruiting opportunity, because you get to
9 see them; and then you get to pick people and
10 pluck as you go. So it would behoove you as a
11 leader to invest in it. So I think that's great.

12 I think more than one opportunity for
13 career fair days during that time would be good.
14 I know if it were me, I would send my recruitment
15 people down probably three or four times that
16 summer, whether it's an after hours deal, whatever
17 it is.

18 If you go to like big things, like the
19 FBI National Academy, they have after hours deals,
20 and people recruit from that or something. But
21 because I realize you're under a time crunch to
22 get all these credits in, so it's not like you can
23 be like, "Hey, everybody. Go hobnob while we try
24 to --" I get that you couldn't do that, but I
25 think that's an opportunity that if done right,

1 students who are just -- this is all they want to
2 do. And we're seeing more and more of them. And
3 then you could come and recruit them, and compete
4 with your colleagues.

5 COUNCIL MEMBER CONNER SMITH: That would
6 be helpful.

7 MS. GRAY: Yes, I think it would broaden
8 your net, make it bigger.

9 CRAIR SLAUGHTER: So Stephanie, Jesse
10 Slaughter. Thank you so much. And I love this
11 idea. I think it's a great concept. I look at it
12 as we are having a hard time hiring people, and
13 sometimes it's because they're young, they're
14 inexperienced. They've got great character, they
15 just don't have the life experience. They're not
16 ready.

17 So if they want to go invest in
18 themselves and do this, and put themselves through
19 all of this money and effort, and they would come
20 out on the other side graduating from this class
21 with these credits, you know, it would be easier
22 to take a chance on people like that. So I think
23 that's a great idea.

24 A couple comments. Just things I'm
25 thinking about logistically-wise that maybe you

1 you'd really see the rate of people landing jobs
2 after that would be huge.

3 There isn't really a processive
4 mechanism anymore, so I think that's another
5 fantastic thing. I also think that I think you're
6 right. I think there's an opportunity to capture
7 somebody who comes from out of state, goes to that
8 academy, and is like, "Well, I'm going to go back
9 home to any town, USA and work," then we come in
10 and go, "No, no, no, come here," and we
11 capture somebody who we couldn't normally even
12 see. So I think all that stuff's spot on.

13 So Stuart, you might have to chime in on
14 this, because I'm not good at this. So you're
15 going to have to have basically primary
16 instructors from throughout the state of Montana.
17 These primary instructors, they're going to have
18 to be compensated via the college, probably for
19 like travel.

20 My question is: It's a State government
21 entity, so are government employees. So can
22 government employees be compensated to instruct as
23 adjunct instructors essentially, or does that
24 create -- because I know there's a conflict where
25 you can't be paid from two government entities at

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1 the same time unless -- I think it's a stipend is
2 the work around. Is that correct? I'm just
3 having a conversation out loud, because --
4 MS. GRAY: You're bringing up a --
5 MS. MALCOM: That is an excellent
6 question. At the university, like we just tracked
7 that within the MSU system. We would have to
8 probably talk to State HR folks to figure out how
9 we would do that.
10 MS. GRAY: We do have that problem
11 within our own institution. If you're already an
12 employee at MSU, a State employee, we have to be
13 careful how much more we can compensate.
14 CHAIR SLAUGHTER: Right. So that's a
15 something I think that we really need to lock
16 down. So what I pay, so like right now I do
17 compensate my people to go help Joel. Like he'll
18 say, "I need instructors," and we'll send
19 instructors down, and we compensate them for that,
20 because that's -- we take care of each other.
21 That's how we do business.
22 But I can see now that there's two of
23 them, there's kind of a preservice academy and a
24 post-service academy. We got stretched thin with
25 Joel a lot, like where your staff is going. "We

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1 need people," and we're scrambling because we're
2 short, you're scrambling because you're short.
3 So I think legally question No. 1 is:
4 Can they be compensated? Can an adjunct
5 instructor get a stipend for teaching at a state
6 college when they're a county, city? And then the
7 question is then would the State just be totally
8 out of that loop, because it's State to State?
9 I mean I don't even know the answer to this.
10 So that was something I think we need to
11 establish, because the quality -- I understand
12 that Gallatin County has multiple city law
13 enforcement agencies and a big county agency, but
14 you're going to run out of people fast. And also,
15 too, you're going to want a variety of
16 instruction. You're not going to want the gone
17 pool to get that shallow, so to speak, get more
18 outside of it. So that's the only real big
19 obstacle that I foresee.
20 MS. GRAY: That's a good thing for us to
21 start looking into.
22 CHAIR SLAUGHTER: Stuart, you're online.
23 Can you think of anything? In my analysis of that
24 whole thing correct?
25 MR. SEGREST: Yes. It is an issue to

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1 look at, but I know that there is case law, and I
2 can think of examples where government employees
3 are entitled to have I guess part-time work, as
4 long as it doesn't conflict with the work they do
5 for the State, or for the government entity.
6 So for example, when I was at the
7 Attorney General's Office, a couple of my
8 colleagues taught at the law school part-time, and
9 that was not a problem. I suspect the same kind
10 of situation would apply here.
11 I also know that there is plenty of
12 legal folks at the university system that have
13 probably already analyzed this issue, and applied
14 it to this specific situation, so I think,
15 Sheriff, it's a great idea to have them look at it
16 in advance, so these questions are all resolved.
17 But I think they will be able to be resolved.
18 I'm not too worried about it, but I
19 agree it should be looked into in advance. And
20 I'm happy, by the way, to work with anybody from
21 the university system as they analyze these issues
22 on behalf of --
23 CHAIR SLAUGHTER: Thank you, Stuart.
24 MR. ALLRED: I have a few things.
25 CHAIR SLAUGHTER: Go ahead, Timothy.

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1 MR. ALLRED: Just a quick question.
2 Well, I have a few things. But on that, was that
3 calculated in at all for the cost, if you were
4 paying instructors?
5 MS. GRAY: Yes.
6 MR. ALLRED: I just want to remind the
7 Council that at our last meeting we discussed
8 this, the issue of if somebody could get hired
9 before they go there, because it was an obstacle,
10 because if there are people within Gallatin
11 County, others that want to go to or are working
12 on a degree, could they be hired before they go
13 there.
14 And when we had Stuart do a memo, and we
15 looked at it through our Curriculum Committee, and
16 it was decided that current language was no, that
17 they couldn't be rehired because we were seeing
18 them as an equivalency going to the Gallatin
19 County. And so the committee, the Council last
20 Council meeting discussed this very issue, and
21 we've had this discussion.
22 So right now and currently in 7-32-303,
23 it says that the Law Enforcement Academy must be
24 held at MLEA. And so the language, I spoke with
25 Joel, and with the Council, and what we talked

1 about was that it must be held at MLEA, or the
2 language that would be put in that we voted to
3 approve, "or an alternative location that is
4 audited and approved by MLEA."

5 Other states have colleges that run an
6 academy, but the state academy oversees them.
7 They're kind of like -- They make sure that
8 there's standardized testing, whether it would be
9 tactical or the actual written test, you know,
10 those kinds of things, academic tests. So that's
11 why that is there is that "audited and approved by
12 the MLEA" to oversee that.

13 So I know you speak about Sheriff
14 Springer possibly bringing forth some language to
15 change 7-32-303. That's what the Council voted
16 on, and said that they would be comfortable with,
17 because it would still mean that it was audited
18 and approved by MLEA.

19 Those trainings would still need to be
20 approved, like you said, like POST credit training
21 for each Academy, which is pretty -- you'll see it
22 if you stick around for a minute. It's not a hard
23 process, but like for example, Hank is going to
24 present with the Department of Corrections changes
25 that they have for Probation and Parole Academy,

1 what they present to us, and we just ask them
2 things.

3 Just so the Council is aware, the
4 Academy right now is 504 hours. Gallatin County
5 was going to mirror that 504 hours, and then go
6 above and beyond, and I don't know, 560 or
7 whatnot, but they had some other specific things
8 that they wanted to be taught in there as well, so
9 they were going to be equivalent, and then do a
10 little bit above and beyond that.

11 I just want to clarify that the
12 instructors there, they're not MLEA instructors,
13 they would be POST certified instructors. There's
14 just the difference here. But with that, in the
15 same light, if the Academy is going to be auditing
16 and approving these outside colleges, whether it
17 be Gallatin County or another college wants to
18 bring something forward, it would require their
19 staff then to audit and approve.

20 And this is an area where we discussed
21 that if this is going to be a change of language
22 and where the MLEA has to audit and approve,
23 because they have the subject matter experts that
24 are going to be there, and looking at the
25 tacticals, the defensive tactics, and firearms,

1 these kind of things like that, that they would
2 need an FTE to cover that.

3 That could become very time consuming,
4 how much time they spend down at the Gallatin
5 County, how much time they -- you know, they're in
6 and out auditing different things like that, and
7 then if the Gallatin County does one, and another
8 college does one.

9 In our conversations, and just so the
10 Council is aware, we need to make sure that MLEA
11 -- that something is passed that we're not just
12 giving MLEA something more to do, because if they
13 don't have the staff to do it, they're just not
14 going to be able to do it, so we need to keep that
15 in mind the whole time.

16 I love the idea of a career fair. I
17 never thought of that. We've never discussed that
18 in our several meetings.

19 Stephanie, I was hoping that you could
20 possibly just let the Council know who's
21 specifically on your team, because they've had the
22 team that's very invested in this. It's not just
23 Gallatin County. They have a team that's very
24 invested, and tons of meetings regularly to
25 discuss these things.

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1 MR. ALLRED: Just so you have an
2 understanding of it, when Joel and I went down
3 there -- because this is a big thing to tackle.
4 There's been other colleges that have expressed
5 interest, but this is not something you can't just
6 throw out there and do. This has been in
7 discussion for a couple years now, and it started
8 awhile ago.

9 And these agencies are very highly
10 invested in doing this. I know Chief Stanley was
11 going to make sure with the dorms and whatnot, and
12 the conference rooms, and checking people in, and
13 these kind of things. They're going to have all
14 kind of things set up.

15 Gallatin County Sheriff's Office has the
16 shooting range is inside, these kind of things
17 like that. Then they were going to borrow the
18 cars, Chief Stanley was going to let them borrow
19 their cars for PVOC. And then you have the
20 Bozeman PD, which has been highly involved with
21 simulators and different things like that. So it
22 was not just a one stop shop in Gallatin County,
23 it was every agency in that area was involved to
24 make this happen.

25 Because the Academy is very unique.

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1 There's a big campus out here, and there's a lot
2 that goes on, and trying to mirror that as
3 equivalent is, as we know, is a very big tackle,
4 but I want to commend you for moving this forward.
5 I know there have been questions. I know that
6 we've come up with --

7 Now the waiting list isn't as hot a
8 topic as it was before, but I definitely feel like
9 there is a need for this. People going to college
10 and thinking, "I can get my degree, and get this
11 diploma, and then when I go work for the current
12 employer for a year, then I can get my POST
13 certificate," opens a lot of doors.

14 And I just want to thank you from my end
15 for just letting us come down and tour, and just
16 all the work that you've put into this. This has
17 not been like you've just thrown this together in
18 a couple days.

19 MS. GRAY: No.

20 COUNCIL MEMBER MULCAHY: Meaghan
21 Mulcahy. It sounds awesome, like very cool. And
22 I'm completely new to this, but it looks very
23 cool.

24 I work for the Department of Labor and
25 Industry here in Montana. Are you guys partners

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1 with like the Job Service at all?
2 MS. GRAY: Yes. No, that's a good
3 point, because they have extra money for training,
4 too.

5 COUNCIL MEMBER MULCAHY: Right. You
6 want to get those people, wanting to know where
7 they can go. And wonderful. Very cool.

8 MS. GRAY: Thank you for that. We
9 appreciate that. It's been a big effort on a lot
10 of people, and some nervousness, and we take it
11 really seriously. We know this is a big step for
12 Montana.

13 And eyes will be watching us, too, in
14 the community, because those students will be in
15 uniform, or they'll be dressed the same. We're
16 going to follow all of the same protocol, and so
17 it will be visible. And so we've got all these
18 things to work out.

19 That isn't a normal college student way
20 to be. But you know, we also have ROTC on campus,
21 and I think that's a nice fit for sort of our
22 values, our core values at MSU, so we're excited.

23 But I have two year partners that think
24 "Oh, once you guys are done, we'll just --" and
25 we're like, "No, no, you won't." Takes some time,

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1 CHAIR SLAUGHTER: Stephanie, I have
2 three more comments basically just to flush some
3 things out that Director Allred kind of brought
4 up.

5 So the waiting list issue with MLEA --
6 which Joel has done such a good job. Like they're
7 overdoing how well they've done.

8 Part of that, though, is we're just not
9 seeing people go into law enforcement like we used
10 to. You know, we used to have job openings, and
11 we would have one opening -- and Jim can remember
12 -- like 300 people would show up for one opening.
13 Back in the '90s, late '80s, it was crazy. It's
14 not like that anymore.

15 So that trend could change quickly,
16 though, depending on our economy and everything
17 else, and so it could bring people in all of a
18 sudden where that dynamic could change again. So
19 I think this is a good anticipatory effort, too,
20 because if that changes.

21 Then also, too, like we talked about,
22 we're getting people that we maybe normally
23 wouldn't even see in the profession, because they
24 just don't have the mechanism to get the
25 experience.

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1 This is kind of a legal question. You
2 couldn't hire someone in the preservice, but I
3 don't think it would stop an employer from
4 offering them a conditional offer based on them
5 graduating.

6 So if you went there and recruited --
7 This is why I said multiple recruiting
8 opportunities might be a good idea -- or you're
9 there instructing, and you like a student or
10 several students, and you say, "Hey, I'll tell you
11 what. I'm going to give you a conditional offer,
12 means basically nothing unless you graduate. At
13 the time you graduate, we'll bring you on." So
14 you're not going to pay them or anything.

15 I don't think there's anything stopping
16 an employer. That's just good recruitment. And
17 they just basically hand them a letter saying,
18 "These are your conditions of employment. If you
19 complete, we'll offer you a job."

20 So I think there's a legal remedy to it
21 that would work, and quite honestly work to the
22 agency's favor, because they wouldn't offer them a
23 job and then not have them graduate and have to
24 deal with that.

25 MS. GRAY: And it helps our retention,

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1 too.

2 CHAIR SLAUGHTER: So I think that's a
3 work around, where I don't even know if we need a
4 change. We can just do it that way.

5 The other thing I wanted to bring up,
6 too -- and this is kind of a question for Director
7 Allred and Joel -- is do we really need to bring
8 on an FTE if all the adjunct instructors down
9 there are POST certified? Could we do a thing
10 where if you're going to go work for the college,
11 you basically sign an agreement with MLEA that
12 you'll issue a report upon your findings, because
13 you're going to be a subject matter expert once
14 you go down there and teaching. Otherwise you're
15 not going to be there.

16 And then you basically report to Joel.
17 You know, like there's a form created, or if it's
18 a conference call, or whatever it is, basically
19 like, "Yes. I witnessed this today. This
20 instruction was good. Everything was good."
21 They're already down there, they're already there,
22 versus hiring an FTE that has to go audit all
23 these different classes at all these different
24 times. I think the mechanism kind of already
25 exists.

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1 MR. ALLRED: My experience with talking
2 with other states, because we actually had this
3 discussion a few months ago at the directors
4 regional meeting. And several states have like
5 five colleges underneath them, or two colleges
6 underneath them.

7 But there is a very, very standardized
8 -- that was the word that they kept saying -- we
9 have to have standardized testing, whether it
10 would be, like I said, tactical, or written, and
11 somebody needs to oversee that to make sure it's
12 standardized. The fear would be that over time an
13 academy would try and be equivalent to the
14 Academy, the State Academy, and then kind of do
15 its own thing.

16 The question about time wise, auditing,
17 and then also approved, the auditing -- I don't
18 know how much exactly time would go in there.

19 The question would be if there is other
20 partners, like you said. I know there's several
21 other places that are interested.

22 And then the other thing that comes up,
23 too, is that they would be testing out here at
24 MLEA, so they would be coming here for -- I'm not
25 sure if it's a week, or I think it's two weeks

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1 long that they're coming here to test out. So
2 that full-time person would also be working to
3 test them out in that extra time.

4 So I'm not sure exactly what would be
5 needed, but as this grows, I think the worst thing
6 that we can do is set up the Academy where they're
7 trying to -- they're already thin as it is --
8 trying to have them send instructors to audit
9 those things, and it's taking away from their
10 actual training here at the Academy as needed.

11 But with that, Joel, if you have
12 anything else to add.

13 MR. WENGLAND: I mean I think the thing
14 about, when you look at the certification piece of
15 this, and then the auditing piece of this, right
16 now it is just Wallatin, right, wants to do. We
17 know there's at least two or three other colleges
18 that want to do similar, and now you're taking all
19 of those instructors -- right -- that are POST
20 certified, and you're thinning, or you're
21 spreading them even more thin, right? And then is
22 the standard being upheld that we currently have
23 here at MLEA, right?

24 And I think there needs to be, for the
25 employer, for the stakeholders, for the citizens

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1 of the state, they should know that if this person
2 is in law enforcement, they've achieved this
3 level, period, right?

4 And I think without an auditing
5 mechanism, and one central control of that -- and
6 I don't care if it's MLEA, or you create somebody
7 else, you guys want to do. I think there just
8 needs to be that one point so that they can go and
9 look at those different entities and those
10 classes, and make sure that it's staying
11 consistent with what's going on.

12 Plus the fact is that as MLEA is
13 morphing and changing, we need to be in continuity
14 -- right -- with everybody, to make sure that
15 they're changing as we're changing, and advancing
16 as we're advancing, and make sure that we're
17 staying on that cutting edge.

18 Because one of the biggest issues when I
19 came here was we looked at the curriculum, and
20 it's like, "Why are we teaching this? Nobody
21 teaches this anymore. This is like five, ten
22 years out of date." and I think that would exist
23 or could exist in that arena.

24 The other piece of that, when we talk
25 about the POST certified instructors, we're going

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1 to have to have an auditing of who is actually
2 instructing what, because one of the topics that
3 came up was -- I don't know if it was the college
4 police or if it was Gallatin Sheriff's -- but
5 they're like, "Oh, yeah, no problem. We've got DT
6 instructors." Well, the DT's that they're
7 teaching, that they were taught and certified to
8 teach, is not what we're teaching now.

9 We've made a massive shift, as you're
10 aware. Connor helps instruct, or has helped
11 instruct that, except for he became a quitter.

12 COUNCIL MEMBER CONNER SMITH: Retired.

13 MR. WENDLAND: But there's all these
14 pieces. Like really what are they certified? And
15 was somebody certified to be a firearms instructor
16 15 years ago, and everything has changed? So we
17 need to have that in place.

18 I think that MLEA makes the natural
19 place for that to fit, and it should remain there,
20 and in order to do that, as you said, we're all
21 short staffed, and we're all tight. There's a lot
22 of programs that I have put a hiatus on here that
23 are outside of our core mission, because we just
24 don't have the staff or the money to do it.

25 And if this is thrust upon us, it's one

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1 more thing that we're not going to be able to do
2 effectively, and I don't like to do things
3 half-hearted. If I'm going to do it, I want to do
4 it right. And so I can almost guarantee you that
5 even with just Gallatin, that's going to be a big
6 lift for an employee, so we're going to need that
7 staff member.

8 CHAIR SLAUGHTER: Thanks, Joel. Go
9 ahead.

10 COUNCIL MEMBER BRADY: This is Shellee
11 Brady. And maybe Timothy has information about
12 this. I know when officers are at MLEA, and the
13 instructors are all POST certified, and they're
14 here at MLEA, there's a lot of communication if
15 there's like disciplinary problems. And then
16 since they're already hired by an agency,
17 obviously those agencies then are able to address
18 that. Is that something that you've considered
19 how that would need to be addressed? Or like I
20 said, since Timothy talked, met with -- talked to
21 some of those other states that have similar
22 programs to this.

23 MS. GRAY: Well, they would certainly
24 fall under our Student Code of Conduct, which is
25 disciplinary problems, say, there's an issue in

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1 the dorm or -- so there would be that to start
2 with. In regards, and -- so they would be
3 students first, and so if they're doing something
4 to the point where they are removed from campus,
5 they're removed from the program.

6 If it's less than that, they're
7 cheating, you know, or -- there's a whole process
8 and policy they go through for that. I'm not sure
9 what some of -- I can't think of any other issues
10 that might come up. But in regards of us
11 communicating that to anyone, that would be
12 protected. So I'm not answering your question,
13 but --

14 MR. ALLRED: If I may, so you're looking
15 at two different things. If you have somebody who
16 hasn't been hired by an agency, you have the Code
17 of Conduct, right?

18 MS. GRAY: Right.

19 MR. ALLRED: Then we talked about it.
20 If the language in the law does change -- which I
21 think is a simple change, and it's good -- it
22 provides an opportunity to where -- For years it
23 said that the Academy must be held at MLEA, and
24 the language says "or an alternative location
25 that's audited and approved by MLEA," it's still

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1 going to have that standard that our stakeholders
2 and agencies expect, and the citizens of Montana
3 expect.

4 So if those individuals -- if that
5 language is changed, if Sheriff Springer brings
6 that forward, and if that language is changed,
7 then you'd be dealing with agencies that are
8 pro-hired. I mean you would have that
9 communication, and there would just need to be a
10 waiver of some sort, a release, to where you could
11 communicate with that agency.

12 MS. GRAY: Yes. I think that we would
13 need to talk to the students. You know, we do
14 that with parents, right? Parents sign off on
15 something that says we're allowed to talk to them
16 about what their student is actually doing on
17 campus, in terms of what their student's telling
18 them they're doing, and so I think we'd have to --
19 especially if they have a letter of commitment.

20 I mean in my head that's just -- I think
21 that would be another question, because that would
22 be treating the student a little differently than
23 the other students, but it's a value.

24 CHAIR SLAUGHTER: Let me make it super
25 simple, so you can ask a question to your legal to

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1 kind of get this out. So I think it's a simple
2 question of this. So whether we gave them a
3 conditional offer or not, or we hire them after
4 they graduate -- it doesn't matter, either way
5 doesn't matter -- we're going to do a background
6 investigation on them.

7 So in that background, they sign a
8 waiver, and everything they've ever done in their
9 life before -- we fax the waiver over which says
10 -- and it's signed by that person, and it's like,
11 "I deem that you can disclose any information that
12 you want about my character to this background
13 investigator," and it's signed by the applicant.

14 So with that, you would likely talk to
15 us because you have a waiver, so if you've got a
16 problem, they're on campus, they violated your
17 Code of Conduct three times, this is what the
18 violations were. Other than that they were 4.0
19 student, did a good job, whatever, what have you.

20 So I think as long as that's met,
21 because in the state of Montana we're legally
22 required to do a thorough background check. So if
23 we don't do that, then that's on us as law
24 enforcement.

25 MS. GRAY: We've talked about doing

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1 background checks on the students specifically.
2 We run an aviation program, and so we do a lot of
3 checking on our aviation pilot students. And so
4 yeah, that's true. We can do that. That would be
5 great. One more piece of paper to sign.

6 COUNCIL MEMBER THOMAS: You just
7 answered my question. Background check before
8 they enroll in the program.

9 MS. GRAY: Right, and I think that's
10 great, in fairness to the student. They need to
11 know, "You're not going to ever be hired. You can
12 go to this program, but no one is going to hire
13 you." or -- you know.

14 CHAIR SLAUGHTER: Anybody else?
15 (No response)

16 CHAIR SLAUGHTER: Thank you all so much.

17 MS. GRAY: Thank you. Great questions.

18 CHAIR SLAUGHTER: So it's 10:00 a.m.
19 now. We have a scheduled break now. Do we want
20 to push through the ARM update and Law and Justice
21 Interim Committee, or do we want to take a break?

22 MR. ALLRED: It will probably take about
23 ten minutes total.

24 CHAIR SLAUGHTER: Okay. Let's push
25 through then. Director Allred, I'll turn it over

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1 to you for the ARM update.

2 MR. ALLRED: So our Council's Counsel
3 Stuart Sogroet is on the phone. Stuart, I'll turn
4 it over to you.

5 MR. SECREST: I mean I think Katrina
6 should be the one since she put in so much work on
7 this. The main point is we had our hearing, and
8 nobody showed up, and the comments we did get were
9 not directly applicable. So the rules are ready
10 to be approved by the Council as drafted and as
11 previously approved. Katrina, do you have
12 anything to add or any timelines?

13 MS. BOLGER: I don't think so. There's
14 a draft notice in the Council meeting material.
15 Stuart and I put together draft responses to the
16 two comments that we did receive. One was not
17 particularly relevant. The other comment was
18 essentially, "Thanks, guys, we support this." So
19 pretty simple document. We're just looking for
20 approval from the Council to move forward to the
21 DOJ rule reviewers to get them filed and they'll
22 get changed.

23 CHAIR SLAUGHTER: Thank you, Katrina.
24 Has everyone on the Council read over these
25 comments and responses?

(No response)

CHAIR SLAUGHTER: So at this time we'll need a motion to move forward, I guess it would be -- I would just say the responses to those questions; is that correct?

MS. BOLGER: Adoption.

CHAIR SLAUGHTER: The adoption of those comments to the DOJ.

MR. SEGREST: Sheriff, and the rules themselves.

CHAIR SLAUGHTER: Say again, Stuart. I didn't understand you.

MR. SEGREST: It's not just the comments, you're moving forward with adoption of the rules as drafted.

CHAIR SLAUGHTER: Thank you. So basically it sounds like what we're doing is in the matter of the adoption of New Rules I through Roman Numeral IV, and the amendment of all those ARMs listed pertaining to certification of public safety officers. So I guess I'll need a motion to approve the New Rules I through IV and the amendment of those ARMs. They're so listed on Page 36.

COUNCIL MEMBER KRAFT: I move to approve

been a process. So thank you for that. I know this was not something that came together just overnight.

Then I want to move into, Chair, just an update on the Law and Justice Interim Committee. As we stated previously, the interim committee was required by statute to do a study of POST. We've met with them several times, and reported to them.

At the last interim committee last month, we were not asked to be there, and during their work session, when they were starting to speak about possible proposals and bills, POST was not mentioned.

I will note that as part of the study of POST, sometimes people got confused with MLEA and POST because in other states they're one. In Montana they're separate. So during the interim committees, they started asking questions about the Academy, and in fact started asking Joel questions about POST, and we had to kind of redirect what's a POST question and what's an Academy question.

So they actually had Joel come and give a presentation of the Academy, and one of the questions that they had was like infrastructure,

and adopt those rules.

CHAIR SLAUGHTER: Chief Kraft. Can I get a second.

COUNCIL MEMBER THOMAS: This is Jim. I second.

CHAIR SLAUGHTER: Thank you, Jim. Any further discussion on this issue?

(No response)

CHAIR SLAUGHTER: Anyone online?

(No response)

CHAIR SLAUGHTER: Hearing none, all those in favor, signify by saying aye.

(Response)

CHAIR SLAUGHTER: Opposed, same sign.

(No response)

CHAIR SLAUGHTER: Motion carries.

MR. ALLRED: Chair and Council, I just want to thank Katrina. This has been -- Since when I started in 2022, this was a goal and vision that she had to put this together for years, and a lot of work with Stuart. So this was a big undertaking. We've had times where we've updated specific ARMs, but this was a review of all ARMs. And then the ARM Committee that met several times and went over and discussed this, and this has

buildings, resources that they need, and so Joel gave a great presentation there. And then a couple weeks ago, they actually came out, several members of the committee, and they toured the campus, and also went out to the range as well, and saw what they did, and when they came back and reported, they said it was great.

Actually when they came back on the record, Senator Reiger highly recommended that Commissioners, or whoever it may be that has interest, outside of like a Chief or Sheriff, of the Academy, that they should actually come here and take a tour, because I think that these Representatives, legislators, are hearing from stakeholders, and commissioners, these kind of things about different things they've heard, and so for them to come and actually see what the Academy does.

So if you have somebody in that situation, that what was recommended is to get a hold of Joel, and recommend they come out and actually see the Academy face-to-face instead of just hearing about it.

But Chair, and members of the Council, that's the report unless anybody has any questions

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1 on the Law and Justice Interim Committee.
2 CHAIR SLAUGHTER: Does anyone have any
3 questions?
4 (No response)
5 CHAIR SLAUGHTER: Okay. Seeing none,
6 let's take about a ten minute break.
7 (Recess taken)
8 CHAIR SLAUGHTER: We'll come back in
9 session, back on the record. And now we'll go to
10 now business, and we'll hear from Alexandra and
11 Hank for Probation and Parole Basic syllabus.
12 MR. WEBB: I'll remember my name this
13 time. Hank Webb, DOC.
14 MS. HOLMES: Alex Holmes, DOC.
15 MR. WEBB: Director Allred, Sheriff
16 Slaughter, how are you doing today? Members of
17 the Council, we are here to go over the changes
18 for the P&P Academy, got those approved.
19 Last year we had a great one.
20 Continuing on with what we've had here went
21 wonderfully. After last year, Alex spoke with all
22 of the Deputy Chiefs and the Bureau Chief to
23 determine what would be the best way to move
24 forward with the Academy, and we've come up with
25 some changes that should help us out. So we're

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1 going to present those changes. If you have any
2 questions, obviously we're here to answer those.
3 Right now I have 15 total changes. 2023
4 Academy was 420.5 hours. We're upping that to
5 446.5 hours this time around. We've got the big
6 part of that is our first change, and that's
7 adding PDOC to the P&P Academy. We've worked it
8 out with Joel to use vehicles, the cars, the
9 track, and it's just going to be like the Law
10 Enforcement Academy. We're going to -- what are
11 we cutting out?
12 MS. HOLMES: Cutting SPST.
13 MR. WEBB: We obviously don't need to
14 make stops for DUIs, or whatnot. So that part
15 we're cutting out. Everything else is staying in
16 there.
17 For the PVOC, that is going to be 30 or
18 36 hours, depending. We're still working out if
19 we're doing three tons, three twelves for that
20 one. That happens on the week of the Fourth of
21 July, and so we're going to give them the Fourth
22 off. Why not? Everybody needs a vacation. So
23 that's that. We are also adding --
24 MR. ALLRED: Please define what PVOC is.
25 MR. WEBB: Sorry. The Police Vehicle

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1 Operation Course, the driving course that they've
2 been using in LEOB for years, and we're moving it
3 over. Our P&P officers are not in pursuit
4 vehicles, but they are in vehicles where they go
5 out and make home calls all the time, and then
6 they also detain people, bring them back in their
7 vehicles, so it behooves us to have that training
8 with them on the road as much as they are. Does
9 that answer your question?
10 MR. ALLRED: Yes. I just wanted the
11 Council to be aware.
12 MR. WEBB: Awesome. That's the only
13 acronym I don't have out here. The next one is
14 IPPD, and that is Institutional Probation and
15 Parole Officer, we're adding two hours of that.
16 That's our P&P officers who are in our facilities.
17 We're going to give them two hours of training on
18 that.
19 We're going to add two hours of Citizens
20 Advisory Council. That's a new one for us, where
21 -- This is actually pretty neat. I just kind of
22 want to get this out there, because we've been
23 adding this to a lot of our training, and this is
24 the council of former felons who come back, and
25 they've made an impact in society, and they're

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1 doing very, very well.
2 You probably all know that, but we want
3 to show our P&P officers, "Hey, this is what it's
4 all about. This is our mission statement at DOC.
5 This is what we do, and these are success stories,
6 and you're a part of that," and that's why we're
7 adding that in.
8 We're adding managing domestic violence.
9 This doesn't take the place of the regular
10 domestic violence course. This is managing
11 domestic violence, another two hours. We're
12 adding drug endangered children, four hours; and
13 critical thinking case management, four hours.
14 Those are all the classes that we are adding.
15 In order to add, we've got to remove
16 some. We are removing the MCA course. That's
17 going to be going to -- we're building an PTO
18 program that will be put in there.
19 We are removing PREA. PREA is now going
20 to be in our orientation course that we're putting
21 on, so everybody is still going to get it, it's
22 just moving out of the Academy. Moving out UA
23 testing, that's going to regional offices. And
24 fatigue to fulfillment, we hate to see it go, but
25 we don't have any instructors available, so we

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1 can't teach that one. The last of the removed
2 classes.
3 For changes we're doing, we are changing
4 public information, we're reducing that from two
5 hours to one hour. Security threat groups, STG or
6 gangs, we are increasing that from three to four
7 hours. That kind of takes that spot.
8 Taser course is going from 12 to 16
9 hours. The domestic violence I talked about
10 earlier is increasing from three to four hours.
11 And another docent sized move, we're moving the
12 active shooter/deadly encounters, to the Boulder
13 MSF Academy. It's been working out really well
14 for us. And that is the totality of the changes
15 we have.
16 CHAIR SLAUGHTER: Great. Any questions
17 or comments from anybody?
18 (No response)
19 CHAIR SLAUGHTER: Great. Do we need to
20 motion to approve?
21 MR. ALLRED: (Nods head)
22 CHAIR SLAUGHTER: So thank you so much
23 for presenting. It was good. So at this time
24 I'll take a motion to approve the new Probation
25 and Parole course curriculum.

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1 COUNCIL MEMBER EDWARDS: This is Jose.
2 I'll make a motion to approve.
3 CHAIR SLAUGHTER: Jose Edwards makes a
4 motion. Can I get a second?
5 COUNCIL MEMBER CONNER SMITH: This is
6 Connor. I'll second.
7 CHAIR SLAUGHTER: Any discussion on
8 this?
9 (No response)
10 CHAIR SLAUGHTER: I will just say it
11 looks good. Thank you. Good to see you.
12 MR. WEBB: Thanks to Alex for putting
13 this together.
14 CHAIR SLAUGHTER: This is so much
15 further than where Probation and Parole used to
16 be. This is awesome. So congratulations, guys.
17 MR. WEBB: Thank you very much.
18 CHAIR SLAUGHTER: Any other comments?
19 (No response)
20 CHAIR SLAUGHTER: All those in favor,
21 signify by saying aye.
22 (Response)
23 CHAIR SLAUGHTER: Opposed, same sign.
24 (No response)
25 CHAIR SLAUGHTER: Motion carries. Thank

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1 you, guys. Great job.
2 Director Allred, next is Misdemeanor
3 Probation and Parole Services Basic syllabus.
4 MR. ALLRED: Michelle and Vanessa are
5 online. I know Michelle is on the agenda. I'm
6 not sure if Vanessa is also doing that. But
7 Michelle and Vanessa, now is your time to present.
8 MS. JURKOVSKI: Good morning. Again,
9 I'm Michelle Jurkovski. I'm the Vice Chair of our
10 association of Probation Service Officers and
11 Misdemeanor Probation Officers, and Vanessa is
12 here to answer questions as well, and to help out.
13 Today we are here to present the
14 curriculum for this year's Basic Academy class.
15 This year our curriculum is going to be 18 hours
16 longer. We have some changes, and the majority of
17 it is redundancies that we found after surveying
18 the students after each class, and places we found
19 we could kind of move things together.
20 So we changed the names of some of our
21 courses to be more specific, and then we added
22 some, the 18 hours, and basically that was to give
23 the students an ability to kind of do more
24 hands-on work, so they felt prepared for their
25 job. So we added ten hours of scenarios, and

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1 eight hours officer down training, and eight hours
2 of deescalation training.
3 CHAIR SLAUGHTER: Any questions or
4 comments?
5 (No response)
6 CHAIR SLAUGHTER: So we'll be needing a
7 motion to approve this syllabus as well.
8 COUNCIL MEMBER BRADY: I'll make a
9 motion -- this is Shollie Brady -- to approve.
10 CHAIR SLAUGHTER: Thanks, Shollie.
11 There's a motion on the floor. Do I have a
12 second?
13 COUNCIL MEMBER WHITE: I'll second.
14 Kristine.
15 CHAIR SLAUGHTER: Thanks, Kristine.
16 I've got a second. Any discussion on this
17 syllabus?
18 (No response)
19 CHAIR SLAUGHTER: Hearing none, all
20 those in favor, signify by saying aye.
21 (Response)
22 CHAIR SLAUGHTER: Opposed, same sign.
23 (No response)
24 CHAIR SLAUGHTER: Motion carries. Thank
25 you. All right, Director Allred. I'm going to

1 turn it over to you for request to expunge on
2 Pages 48 and 50.

3 MR. ALLRED: So we have had a couple
4 requests -- you saw it in the ARMs as well --
5 asking that if somebody, if there was a complaint
6 or an allegation made against an officer, and then
7 it comes to the Case Status Committee, and they
8 dismiss it, or it actually goes to investigation,
9 and they find a not sustained, can that be
10 expunged from the complete record to where if
11 somebody ever called, it was as if it didn't
12 happen.

13 And so we had a couple of those
14 requests, and so we thought at the time it would
15 be important to get a legal memo from Stuart. And
16 so Stuart, our Council's Counsel, did draft a
17 legal memo. And Stuart can kind of talk about his
18 memo, but at the end of this, too, I would ask
19 that the Council consider adopting this, if
20 they're in favor as their position, so that we
21 have something specifically to give out when those
22 questions come up. So Stuart.

23 MR. SEGREST: I don't have a lot to add.
24 I think the basic point is that the Council, based
25 on current statute, the Council doesn't have the

1 ability to expunge records, even if they've been
2 determined to be -- the allegation was determined
3 to be unfounded.

4 It's something that would have to be
5 provided by statute. Instead those records have
6 to be maintained by POST based on the current
7 retention schedule. And that's really the heart
8 of the matter, is that you don't have statutory
9 authority to do what has been requested.

10 So happy to discuss, but other than
11 that, that's the basic legal position.

12 CHAIR SLAUGHTER: Any questions for
13 Stuart, or in general?

14 (No response)

15 CHAIR SLAUGHTER: Do we need to take any
16 action on this?

17 MR. ALLRED: I'm asking that the Council
18 adopt it as their position after reviewing this,
19 if they would consider that.

20 CHAIR SLAUGHTER: So can I get a motion
21 to adopt this legal memorandum that was created by
22 POST Counsel Stuart Segrest.

23 COUNCIL MEMBER KRAFT: This is Chief
24 Kraft. I'll make that motion.

25 CHAIR SLAUGHTER: Thank you, Chief. Can

1 I get a second?

2 COUNCIL MEMBER CONNER SMITH: I'll
3 second.

4 CHAIR SLAUGHTER: Connor Smith seconds.
5 Any discussion on this document?

6 COUNCIL MEMBER KRAFT: I would just like
7 to comment. I think it's pretty plain what the
8 statute is. The statutes and the legal analysis
9 make it quite clear that we as a Council don't
10 have the latitude to make those changes.

11 Just as an administrator, I think it's a
12 bad precedent to start, especially in our field,
13 to be expunging anything from personnel files and
14 records. And so I support this position from
15 Stuart.

16 CHAIR SLAUGHTER: Thank you, Chief. And
17 just a comment for Stuart. If someone were to
18 want a remedy to this, the appropriate thing would
19 be an MCA change, correct, Stuart?

20 MR. SEGREST: Yes, that's right. And
21 actually in the criminal realm, as you probably
22 know, there is now for certain misdemeanors at
23 least a way to get those expunged, but that's a
24 statutorily provided process, so it would have to
25 be something similar to that.

1 CHAIR SLAUGHTER: Thank you, Stuart.

2 MS. BOLGER: Mr. Chairman. This is
3 Katrina. I just want -- I guess I think that it's
4 important. We were planning on putting some
5 examples in here, and they didn't make it in.

6 But when we got an allegation that's
7 dismissed by the Case Status Committee outright,
8 that actually puts on the officer's transcript
9 "Allegation received, no case opened." And then
10 the reason for that is also put in there, such as
11 "The complaint isn't based on fact." "There
12 doesn't appear to be any way to find sufficient
13 evidence to prove or disapprove." "It appears the
14 officer acted lawfully."

15 Those types of things are actually put
16 in, so if somebody calls and asks for an officer's
17 transcript, it's right there in black and white
18 for them that they had an allegation, but it was
19 not even -- didn't even rise to the level of us
20 even looking at it. So it shows up right there on
21 their record.

22 CHAIR SLAUGHTER: Thank you, Katrina.
23 Any further discussion on this matter?

24 (No response)

25 CHAIR SLAUGHTER: I have a motion on the

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1 floor and a second. All those in favor, signify
2 by saying aye.

3 (Response)

4 CHAIR SLAUGHTER: Opposed, same sign.

5 (No response)

6 CHAIR SLAUGHTER: Motion carries.

7 MR. ALLRED: Thank you, Chair. I just
8 want to add one thing after the vote. The
9 appetite of the Legislature is more transparency
10 if anything than less. And it was discussed, too,
11 when we discussed it with Stuart, and possibly
12 other associations, is that if this is something
13 they want to move forward, that would be on their
14 agenda.

15 POST's agenda would be that we follow
16 the law, of course, but we're transparent. The
17 bills that came forward last session were all
18 about transparency, and the more open we can be to
19 on specific things like this, the better.

20 CHAIR SLAUGHTER: Thank you, Director
21 Allred.

22 MR. ALLRED: COOB equivalency, I don't
23 have the page number there, but I want to go over
24 just a few things.

25 So at the last Council meeting, Jim

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1 Anderson asked me if we would work with Stuart,
2 and we did. We created a memo to allow for
3 officers, public safety officers that have an
4 active P&P certificate, or an active law
5 enforcement certificate, and currently work as a
6 correction officer or detention officer, that they
7 could challenge the EQ of COOB.

8 And the Council approved that, which
9 when I'd went around and spoken to Sheriffs and
10 other agency heads, they all thought that was a
11 great idea, some of our dual discipline, instead
12 of sending them back. But the one thing that we
13 added in there is that they had to complete the 16
14 hours of cell extraction training that was
15 conducted at the Academy here.

16 Since then, I've learned there was just
17 some misinformation. There is not a 16 hour cell
18 extraction course here. There's a two hour cell
19 extraction, and they have one hour online, so a
20 total of three hours.

21 So in speaking with Jim Anderson, also
22 Sheriff Dutton, who is not here today, both of
23 them -- Jim was the one that brought this forward
24 originally -- they both felt that if it's just a
25 two hour class, that there was not a need for them

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1 to come to the Academy and receive that training.
2 They could receive that at their own agency.

3 There was several other little things
4 here and there that could have went. But my
5 recommendation -- and this is in our policy, so it
6 can be changed now -- is that we leave the
7 language exactly the same, that if you have an
8 active certificate in P&P or in law enforcement,
9 that could be considered equivalent, but we
10 removed the language that they had to complete the
11 minimum hour, 16 hour cell extraction.

12 CHAIR SLAUGHTER: So do we need a motion
13 approve that?

14 MR. ALLRED: To remove it, yes.

15 CHAIR SLAUGHTER: So I would entertain a
16 motion to remove the cell extraction portion from
17 the COOB equivalency, correct?

18 MR. ALLRED: Yes.

19 COUNCIL MEMBER WHITE: This is Kristine.
20 I'll so move.

21 CHAIR SLAUGHTER: Thank you, Kristine.
22 I have a motion. Do I have a second?

23 COUNCIL MEMBER BILL SMITH: Bill Smith.
24 Second.

25 CHAIR SLAUGHTER: Thank you, Bill. Any

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1 discussion on this matter?

2 (No response)

3 CHAIR SLAUGHTER: Hearing none, all
4 those in favor, signify by saying aye.

5 (Response)

6 CHAIR SLAUGHTER: Opposed, same sign.

7 (No response)

8 CHAIR SLAUGHTER: Motion carries. Thank
9 you.

10 MR. ALLRED: Thank you. Next on our
11 list is on Page 51 is the State Tribal Relations
12 Committee. I was asked to present at a couple of
13 the State Tribal Relations Committee. I met with
14 Senator Wabor a few times, too, and other members
15 on that committee individually.

16 The question arose at first -- and there
17 is a past history where POST historically has
18 approved Tribal Officers to become POST certified
19 or to keep their POST certificate active if
20 they're working as a Tribal Officer.

21 However, with that said, with them being
22 a sovereign nation, it's not enforced. So it's
23 voluntary, if they want to or not. And so there
24 was some questions on that back and forth, and
25 then what came out of that is that we're

1 continuing our status quo, continuing to certify
2 Tribal Officers, as long as they remain -- as long
3 as they want to, and then they would have to
4 follow what's in 7-32-303 to make that change.

5 Just an update on that. They were
6 grateful for the clarification. There was some
7 questions on that. That came out of the
8 Blackfoot. And Jess Edwards actually came with
9 me, and met at one of those tribal committees as
10 well, and so thanks, Jess, for helping me with
11 that.

12 But since then, when I went to dinner
13 with Senator Weber, she presented what she had as
14 a Montana Law Enforcement degree program proposal.
15 And I'll just read a little bit of this. She
16 said, "The proposal creates a law enforcement
17 bachelors degree program recognized by the Montana
18 University System, Office of Commissioner of
19 Higher Education, the Montana Department of
20 Justice, and the Bureau of Indian Affairs Law
21 Enforcement Services."

22 "The MVS system will decide on the title
23 of the degree, or it may fit into existing
24 university programs, in essence, criminal justice,
25 psychology, counseling. The law enforcement

1 degree will honor the experience and existing
2 specialized training required of police officers.
3 Credit for military experience will also be
4 included in this degree."

5 And so at the State Tribal Relations
6 Committee, she had -- the U of M Dean was there,
7 and some others there. Stephanie Gray was there
8 as well from Gallatin College. And they were
9 proposing all those things, and asking questions.
10 Senator Weber wanted a way -- I guess just to
11 break it down -- if somebody had POST, you know if
12 they had intermediate, advanced certificates,
13 years of service, did they complete the Academy,
14 that somehow they would get credit.

15 She was hoping for a lot of college
16 credit, and that's not really an issue where POST
17 is involved. That would have to be worked out
18 with the university systems. But what she asked
19 me is does POST support this, and I believe MSPCA
20 was there to support it, and I know MPPA was there
21 in support of it.

22 And I told her -- because I spoke to
23 Sheriff Slaughter that morning -- that our Chair
24 is in support of it, but I haven't brought this to
25 the full Council. And so what I'm bringing today

1 is this information that she has, and just asking
2 in general, because I don't know the specifics of
3 how it's going to work out. But in general, if
4 I'm asked if the Council supports this, that's
5 what I'm asking today.

6 CHAIR SLAUGHTER: So Director Allred, do
7 you know how this would work? Would it be a thing
8 where -- Let's say we did vote in executive action
9 to support it. Would it basically be up to us, or
10 up to Senator Weber to put the ball in the
11 universities' courts to figure out the
12 hour-for-hour type of thing?

13 MR. ALLRED: So Chair, all of the
14 approval would be within the university systems.
15 We would be providing, if they wanted to know how
16 long like training took, certificates took, hours
17 in service, these kinds of things, to the
18 university system; but all that has to be approved
19 through the university system.

20 What we would be saying today is that in
21 general we support this, and then they were going
22 to work out really like what that would look like,
23 and how many possible credits that they could get.
24 She was hoping that it would almost give them like
25 almost a whole degree if they had like eight years

1 of service, and had their advanced certificate.

2 I don't know if the university system is
3 going to go along with that, but in general, the
4 idea would be do we support --

5 COUNCIL MEMBER THOMAS: Do we support
6 the concept; is that what you're saying?

7 MR. ALLRED: Yes.

8 CHAIR SLAUGHTER: So I guess at this
9 point in time, so we can discuss it, I'll
10 entertain a motion to support Senator Weber's
11 Montana Law Enforcement Degree Program proposal.

12 COUNCIL MEMBER THOMAS: This is Jim. I
13 so move.

14 CHAIR SLAUGHTER: Thank you, Jim.

15 Second.

16 COUNCIL MEMBER BILL SMITH: Bill Smith.

17 Second.

18 CHAIR SLAUGHTER: Do we have any
19 discussion about this? Further discussion, I
20 should say? Jess.

21 COUNCIL MEMBER EDWARDS: Is this going
22 to be open to -- it's just my first time looking
23 at this letter. But is it just the Blackfeet, or
24 is it everybody?

25 CHAIR SLAUGHTER: All Montana Law

1 Enforcement officers. All POST certified law ⁸¹
2 enforcement.
3 COUNCIL MEMBER EDWARDS: Okay.
4 CHAIR SLAUGHTER: Or would it be POST
5 certified -- Oh, "Who's Eligible," Page 2. "This
6 degree program will be open to all law enforcement
7 officers from Ekalaka to Eureka, and the
8 Bitterroot to Glasgow." So yeah. Kind of well
9 said actually.
10 COUNCIL MEMBER EDWARDS: Maybe I should
11 have read it further, but --
12 CHAIR SLAUGHTER: It's okay.
13 COUNCIL MEMBER EDWARDS: I was just
14 stuck on her one comment about the Tribal Police
15 Officers with 40 credits. Just so you guys are
16 aware, the BIA does provide 40 credits hourly for
17 them, you know, for all the tribes of Montana,
18 that they recognize. So this 40 hours credit
19 comes from them, and they provide it just to the
20 Police Department, and the Fish and Game on those
21 reservations. That's the only ones they
22 recognize.
23 CHAIR SLAUGHTER: Thank you, Jess.
24 COUNCIL MEMBER CONNER SMITH: My
25 understanding is in operation, if it would work,

1 is the individual officers would submit their ⁸²
2 training transcripts to the university system, and
3 they would go through and decide how many college
4 credits they are awarded for their history.
5 MR. ALLRED: Yes, and there would be a
6 fee for that. They were trying to get it to a
7 minimum fee, but yes.
8 COUNCIL MEMBER CONNER SMITH: Any idea
9 on fees? Have you heard anything?
10 MR. ALLRED: I don't know. I want to
11 say a number was thrown out. Do you remember,
12 Dan?
13 MR. DAN SMITH: Dan Smith with the MPPA.
14 I don't remember the actual figure, but it's much
15 to the -- if I'm allowed to expand on it -- it's
16 much to the same theory as the presentation that
17 we heard this morning, where the preservice people
18 are going to get college credits for their
19 classes, and that time they can be used elsewhere.
20 So I love the theory because if an
21 officer comes here to the Academy, and wants to --
22 Once he gets into law enforcement, wants to
23 further his degree, so he can expand maybe his
24 horizons, to promote within the agency to get to
25 command level, those training hours are not lost.

1 So if there is going to be a fee, I ⁸³
2 think that's something that we can work out with
3 those colleges in the future, because they're
4 going to be trying to get college course credits
5 for those hours that they were all talking about,
6 So I think once that's established, once POST or
7 whoever talks to those colleges, and decide this
8 type of class gets "X" number of credits, it's
9 going to be what it's going to be. So a fee
10 should be a minimum in my opinion, but I don't
11 know.
12 CHAIR SLAUGHTER: Thank you, Dan. I
13 think this is a great idea, and I mean personally,
14 I would pay quite a bit in fees to take all that
15 time that I've spent in training, and transfer it
16 into college credits.
17 The other thing that I'm up against in
18 my organization is I have people, for example,
19 that I want to send to the FBI National Academy,
20 but now they put a 60 hour college credit process
21 on there. You have to have 60 college credits to
22 be eligible to go.
23 And I've got combat Marine Veterans in
24 my command staff, that they didn't go to college,
25 they went and did that instead, and they're not

1 eligible to go, but they're amazing leaders. ⁸⁴ And
2 this way, we could convert all that time they
3 spent in training to that, and then I could send
4 them to a top tier administrative level school.
5 And I think the other thing, too, I
6 think if this were to be approved, I think it
7 could also help with our recruitment and our
8 retention, because now you're --
9 I mean we all know. You can do a ton of
10 training in this profession, and then sometimes
11 when you come out on the other side, and you've
12 done your twenty years, and you're Connor Smith,
13 and let's say you wanted to go do something else,
14 and you didn't have a degree, you might be really
15 close, and you're just going to wrap it up in your
16 last couple years, and it's going to open up a
17 door for you somewhere else.
18 That's a big deal for us, because we
19 will keep people in the profession longer, maybe
20 because they have a different goal, but that's
21 okay, because we all know how hard it is to get
22 people, if we keep them longer during that time,
23 especially in our smaller communities.
24 I could see this being, like Chief
25 Kraft, like for you as an example, I mean you

1 can't go to college in the town you live in unless
2 it's online, right? But no one is going to pay
3 you to do it.

4 So it could create an opportunity for
5 you to keep an employee for ten years because they
6 have a different educational goal. So I think
7 it's a fantastic idea, overdue.

8 COUNCIL MEMBER KRAFT: This is Chief
9 Kraft. Do we know if the Montana university
10 system has the appetite to approach this?

11 MR. ALLRED: Chief, when we were in the
12 meeting, it's -- Really it's in the committee, and
13 it is really at the beginning. It was one of the
14 first meetings that I think that the University of
15 Montana was there, and she's trying to get all the
16 university systems together.

17 And Senator Weber put it back to the
18 university system. She said clearly, "I want you
19 to figure this out." She didn't want to be the
20 one like running it. She said, "I want you to
21 look into this, figure this out, and then come
22 back to us how much credit they'd get."

23 And so their next meeting -- I'm not
24 sure if the State Tribal Relations Committee is up
25 next. Do you know, Jesse?

1 that as like, "That's going to generate revenue
2 for us, too." So I think both sides would
3 benefit.

4 MR. ALLRED: So if I may step in here, I
5 know we have representatives from the Department
6 of Corrections -- not here today -- but
7 Missouaner is over there. This was just for law
8 enforcement. She's defining 7-32-303. So if
9 other disciplines are interested in this, it might
10 be worth speaking to your associations to speak to
11 Senator Weber to include that, just so you're
12 aware. This was specific for law enforcement.

13 CHAIR SLAUGHTER: Any further
14 discussion?

15 (No response)

16 CHAIR SLAUGHTER: I have a motion, I
17 have a second. All those in favor, signify by
18 saying aye.

19 (Response)

20 CHAIR SLAUGHTER: Opposed, same sign.

21 (No response)

22 CHAIR SLAUGHTER: Motion carries.

23 MR. ALLRED: So Chair, Council, I have a
24 few things in here, and a lot of this is going to
25 be just some experience and seeing things that

1 COUNCIL MEMBER EDWARDS: No.

2 MR. ALLRED: But it might be something
3 you might want to tune into, or if you have an
4 appetite, to speak to Senator Weber more about
5 this.

6 CHAIR SLAUGHTER: Well, no, too, if I
7 find out, I can let you know. This is Jesse
8 Slaughter. Kind of what Dan was alluding to as
9 well is that if Gallatin College sets a precedent
10 for a summer, one semester is 24 hours for a Basic
11 basically, that's probably going to start giving
12 us a bar right there, right out of the -- and
13 that's a ton of credit hours, when you really
14 think about it, if you're only talking about
15 Basic, and most people in this room have
16 quadrupled what they got in Basic.

17 And so I think that actual project is
18 also going to help facilitate this project. The
19 other thing, too, is the University system, this
20 would be a -- I don't think a huge revenue source
21 for them, but you would have however many existing
22 law enforcement officers around Montana all of
23 sudden paying fees into the university system to
24 get credit for what they've already done.

25 So I'm sure they're going to look at

1 we're trying to improve the process of training.
2 And you'll see this over the next few agenda
3 items, and then one that's going to go into the
4 ARMs one.

5 Currently in our Administrative Rule
6 23.13.212, it states to -- sorry -- actually
7 23.13.301, "To receive POST credit, all classes
8 must be advertised and open to all public safety
9 agencies."

10 On Page 56. I received a letter that I
11 included in here and an email from Lieutenant
12 White from Missoula, and he's with the bomb squad.
13 And what they did with the bomb squad is they
14 advertised this training specific to that specific
15 area. They didn't open and advertise it to all
16 public safety agencies because they didn't feel
17 like it was needed for that, but they opened it up
18 to all officers that that would be their specific
19 interest of area of expertise.

20 And so with our current language of
21 stating that it has to be open and advertised to
22 all public safety agencies -- which is a good
23 thing -- what I'm asking on this is not a change
24 in the administrative rule. I'm just asking that
25 the Council give the Director or designee the

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1 ability to waive that requirement for specific
2 situations like this, where somebody was -- it was
3 advertised to bomb squad individuals only, so that
4 I could approve that for POST credit.

COUNCIL MEMBER CONNER SMITH: Let me ask
5 what is the main reason why we have it where it
6 has to be advertised? Because a lot of agencies
7 do training which is more -- Like MHP is a perfect
8 example where we do a lot of training specific to
9 Troopers, and sometimes it's even leadership
10 training, but it's for our own agency, still
11 bettering the officers, and it's real good
12 training, but we cannot advertise all classes to
13 outside agencies.

So there's a big discrepancy between our
14 training records and the POST training records.
15 But I've always wondered why that was the case,
16 where it had to be advertised and open to all
17 other agencies to get credit.

MR. ALLRED: I would say -- I'll answer
18 two part in that. If this waiver was changed, you
19 could send that in and ask specifically, "This is
20 stating, just why I'm asking for this to be
21 approved without open and advertising it," that me
22 or a designee could consider that with the

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1 Council's approval.

The reason why we've done it
2 historically, which I feel like is a really good
3 thing, you have smaller agencies that don't get
4 the level of training, or don't have the
5 resources, that send their individuals a lot of
6 times.

And so like, say, if the Billings PD or
7 something like that closes and said, "This is just
8 for Billings PD," other small agencies couldn't
9 take that level of training, and so they could
10 only take what was offered within their own
11 agency, and that's why it's been there.

But if this waiver was approved, it
12 would give us the ability to look at it
13 case-by-case by see if we could give that POST --
14 if there was a good reason behind it.

CHAIR SLAUGHTER: So basically I will
15 entertain a motion to approve Director Allred or
16 his designee to on a case-by-case basis approve
17 POST certified training that is only related to --
18 I'm going to say -- one discipline or one agency.

COUNCIL MEMBER CONNER SMITH: This is
19 Connor. I so move.

COUNCIL MEMBER EDWARDS: Jose Edwards.

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1 I'll second.

CHAIR SLAUGHTER: So I have a motion on
2 floor and a second. Does anybody have any
3 discussion on this matter?

COUNCIL MEMBER BRADY: I just have a
4 quick question. This is Shollie Brady. Is this
5 something that would be retroactive, or this would
6 just be moving forward?

MR. ALLRED: Moving forward.

CHAIR SLAUGHTER: That's a good
7 question.

MS. BOLGER: This is Katrina.
8 Clarification. Moving forward from a year ago?

MR. ALLRED: From today. Oh, sorry.

MS. BOLGER: Because everybody has a
9 year to turn in --

MR. ALLRED: Yes, a year ago. Current
10 applications, because they have it like this one
11 happened three months ago, so they're waiting for
12 our approval. So yes, just current applications.

CHAIR SLAUGHTER: Any further discussion
13 on this matter?

COUNCIL MEMBER KRAFT: Question. Are we
14 going to make a notation on the application
15 stating that a waiver could be sought?

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1 MR. ALLRED: Yes.

CHAIR SLAUGHTER: Good question, Chief.
2 Thank you. Any further discussion on this matter?
3 (No response)

CHAIR SLAUGHTER: Hearing none, all
4 those in favor, signify by saying aye.

(Response)

CHAIR SLAUGHTER: Opposed, same sign.
5 (No response)

CHAIR SLAUGHTER: Motion carries.

MR. ALLRED: Chair, members of the
6 Council, the next item is the two hour training
7 requirement. This follows under an administrative
8 rule, it's the same one, 23.13.301.

In here there's three requirements to
9 get POST approved credit -- and we just discussed
10 the open and advertised to public safety agencies
11 -- must be two hours in length, and they must
12 attend 90 percent of it.

We've had recently a lot of good
13 training that I keep seeing that's an hour long.
14 In fact, we approved the national certified
15 programming where they vet all training online. I
16 think it was last Council meeting or Council
17 meeting before, and some of that training is only
18

1 one hour long, and we received applications for
2 somebody who completed that.

3 What I'm proposing is: I'm not sure the
4 history on the two hour training, but what I can
5 tell you is there's no professional standard on
6 two hour training being approved, nor is it best
7 practice that if it's one hour training that it
8 should not be approved for POST credit either.

9 And so what I'm recommending is that
10 actually the Council consider changing the ARM to
11 say one hour training or more in length, so just
12 cross out the two and make it one. And until
13 that's actually published and goes through the
14 whole process, that they would allow the Director
15 or designee to waive that requirement, so we could
16 give people these trainings for an hour that they
17 completed.

18 CHAIR SLAUGHTER: So the motion would be
19 to change the ARM to approve trainings that are
20 only an hour; until then we give the Director the
21 authority to waive that on a case-by-case basis.

22 MR. ALLRED: Or designee, yes.

23 CHAIR SLAUGHTER: Or designee. Can I
24 have a motion on that?

25 COUNCIL MEMBER HUTCHINGS: This is

1 well.

2 You can see the amount of training hours
3 that are completed, and the growth of the training
4 hours. A lot of them are from 2017, and just the
5 continuous growth, and that POST staff and
6 training hours have been completed.

7 One of the items, there's several things
8 in here you can look at, but one of the items I
9 just think that just to me just shows the amount
10 of work that goes in. We entered in over 122,000
11 hours of POST approved training by public safety
12 officers in the state of Montana in 2023. That's
13 awesome for public safety officers. It shows the
14 amount of training that happened, the professional
15 that is happening.

16 That does not include Basic training.
17 So you can add about another 100,000 hours in
18 there for Basics that are approved that are
19 entered in those rosters by Tina and Brooke to
20 make sure those hours are on their transcript.

21 A lot of questions we got are involved
22 in our time as investigations, but I really like
23 to focus and show really how important training
24 is, and how much time we put into that. I guess
25 when I say "we," I mean public safety officers put

1 Anthony Hutchings. I asks a motion.

2 COUNCIL MEMBER KRAFT: I'll second.

3 CHAIR SLAUGHTER: Chief Kraft seconds.
4 Okay. Any discussion on this future, I guess it
5 would be future ARM discussion, and discretion
6 given to the Director in the meantime?

7 (No response)

8 CHAIR SLAUGHTER: Hearing none, all
9 those in favor, signify by saying aye.

10 (Response)

11 CHAIR SLAUGHTER: Opposed, same sign.

12 (No response)

13 CHAIR SLAUGHTER: Motion carries.
14 Director Allred, back to you.

15 MR. ALLRED: So our yearly report. One
16 of the first things we did is tried to create our
17 stats and graphs, and Katrina and I worked on this
18 quite a bit, and Tina and Brooke helped in
19 considerable areas as well.

20 You can see it shows the number of the
21 public safety officers in the state of Montana and
22 their specific discipline. It also states like
23 why we created the stats and graphs. This has
24 been very helpful to show when questions are asked
25 just in general from the Legislature, or others as

1 into that to enhance their professionalism and
2 their career. It just shows how much has been
3 done.

4 One of the other items, too, that I just
5 want to bring -- I found it interesting. You saw
6 in 2017 there was eight equivalency requests, and
7 that continued to build. You saw the opiko that
8 happened during COVID. We had a lot of
9 individuals that were coming to Montana, and then
10 that kind of levelled out a little bit last year.
11 And it's been about the same this year so far as
12 it was in 2023.

13 You can also see the number of
14 investigations or complaints that we receive.
15 We've got investigations that were opened, and
16 those kind of things.

17 So does anybody have any questions on
18 the stats or graphs? We tried to put -- what we
19 did, we put kind of like a header on top to
20 explain what it is, how we track those things, and
21 why it's important for POST.

22 COUNCIL MEMBER KRAFT: This is Chief
23 Kraft. Just a question on the information
24 requests. What is driving them, that increase?

25 MR. ALLRED: That massive increase is

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1 probably just more of a one time one. We had a
2 specific agency, well, it was the Highway Patrol
3 that requested several things on specific
4 officers, and so Brooke received that.
5 And so this information request is from
6 all agencies, and then we also have a public
7 information request, which is a little bit
8 different, and this includes anything to include
9 like their personal records, those kind of things,
10 transcripts. And so that's why. That one is
11 going to be an outlier that people are going to
12 ask for awhile, because I imagine next year it's
13 going to go back down.
14 But she had a substantial request from
15 the Highway Patrol of every single officer, and
16 she went through and did all that stuff.
17 CHAIR SLAUGHTER: Does anybody else have
18 anything?
19 (No response)
20 CHAIR SLAUGHTER: Great job, everybody.
21 Great work. That's awesome. That's a lot of
22 work. I really appreciate you all.
23 MS. STANDISH: Thank you.
24 MR. ALLRED: So do you want take a break
25 or move on?

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1 CHAIR SLAUGHTER: Everybody want to keep
2 oranking? Okay. Cool. Let's move on to
3 committee reports.
4 MR. ALLRED: Curriculum Committee,
5 Connor Smith.
6 COUNCIL MEMBER CONNER SMITH: Nothing to
7 report.
8 MR. ALLRED: Case Status, Jim Thomas.
9 COUNCIL MEMBER THOMAS: My report is on
10 Page 66 and 67 -- excuse me -- through 69. Those
11 are the numbers. That's about all I can really
12 say about that.
13 I will say especially, since he's up and
14 walking away, that Connor is a quitter. He's on
15 our committee along with Bill, and Connor is
16 leaving, he's retiring. And if anyone on the
17 Council is thinking about maybe getting on the
18 Case Status Committee, be prepared to do some
19 work.
20 And Bill and I were talking earlier.
21 Our homework that Katrina sends us is usually
22 anywhere from 300 to -- I think we've had upwards
23 of 700 pages of documents, and that's every six
24 weeks we get together and have to go through all
25 that. It's not easy.

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1 So if you are thinking about getting on
2 the Case Status Committee, and replacing Connor's
3 position, I would recommend that you keep that in
4 mind. There's a lot of work involved. That's all
5 I have.
6 CHAIR SLAUGHTER: Thanks for scaring
7 everyone away, Jim.
8 COUNCIL MEMBER BILL SMITH: It is a lot
9 of work, but it's enjoyable.
10 MR. ALLRED: Great group.
11 MS. BOLGER: It's not boring reading.
12 COUNCIL MEMBER THOMAS: No, it's not.
13 COUNCIL MEMBER BILL SMITH: There's
14 videos, too, for those that don't like to read.
15 MR. ALLRED: Thanks, and thanks again,
16 Connor.
17 CHAIR SLAUGHTER: Thank you for your
18 service, Connor.
19 MR. ALLRED: Coroner. I think Sheriff
20 Dutton asked me to give us a quick update. The
21 one update that we have right now is that the
22 joint memo for continuing education that Coroners
23 are supposed to complete 16 hours every two years.
24 We have a joint memo just to define what that is,
25 trying to give some direction on that. That has

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1 been signed by the POST Chair, the Coroner
2 Association President, Andy LoBrun, Kayla Wallace,
3 and Willy Kemp, and so that's been officially
4 approved.
5 Business plan and policy, Jess Edwards.
6 COUNCIL MEMBER EDWARDS: Nothing to
7 report.
8 MR. ALLRED: Then ARM Committee. I have
9 a request that came out. This is on
10 Administrative Rule 23.13.221 with regards to our
11 instructor certificate requirements. And
12 discussion was to send this to the committee or
13 hold this discussion here in this meeting, and it
14 was felt that we could discuss this here in this
15 meeting because it's not too in-depth.
16 So this is what's required to get a
17 instructor certificate, and if you think about the
18 firearms instructor qualifications, there's topics
19 that have to be covered. Glen Stinar and Mike
20 McCarthy taught the instructor certificate program
21 for years, and when they presented this to the
22 Council, their syllabus was for 40 hours to get
23 your instructor certificate which is needed; but
24 the topics had hours, too, like twelve hours of
25 curriculum design, eight hours of learning theory,

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1 eight hours of skills and training, four hours of
2 context training, four hours of instructor
3 certificate and discipline.

4 We've ran into some issues with that
5 because you have good instructor classes that are
6 40 hours in length, but maybe they don't meet that
7 exact twelve hours. They cover all the topics,
8 but I feel like it really boxed us in on what we
9 could approve, and what is allowed, and I think
10 we're not allowing a lot of good instructor
11 classes that could certify officers to be POST
12 instructors.

13 And what I'm asking, since this is an
14 ARM, what I'm asking the Council to consider is
15 leaving -- it's a 40 hour class, but instead of
16 having hours next to the topics, that we remove
17 the hours next to the topics, and leave the topics
18 there. So it says this is what needs to be
19 discussed during this, but we don't have specific
20 hours next to the topic.

21 And just as the other administrative
22 rule, that you would allow the Director or
23 designee to approve that change until it is
24 actually published through the ARM process.

25 CHAIR SLAUGHTER: So Director Allred,

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1 what we're going to ask is: ARM 23.13.212, 40
2 hour instructor certification requirement, that
3 the topics will still remain in place, but the
4 hours for each topic are not required.

5 MR. ALLRED: Exactly.

6 CHAIR SLAUGHTER: Do I have a motion for
7 that?

8 MR. ALLRED: Then real quick, add until
9 that's approved, that the Director or designee
10 could waive that requirement.

11 CHAIR SLAUGHTER: And that until the ARM
12 is revamped, Director Allred or his designee could
13 at their discretion waive that requirement.

14 COUNCIL MEMBER EDWARDS: This is Jesse.
15 I'll make a motion to -- Sheriff Slaughter, what
16 he said.

17 CHAIR SLAUGHTER: Do I have a second?

18 COUNCIL MEMBER WHITE: I'll second.

19 CHAIR SLAUGHTER: Thank you, Kristine.
20 Any discussion on this ARM discretionary change
21 for now, potential future change?

22 COUNCIL MEMBER THOMAS: So all of our
23 other courses have hours along with the topics,
24 but we're going to make an exception for this one?

25 MR. ALLRED: No. Our other courses may

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1 have hours for the whole class, but the topics
2 don't have hours.

3 COUNCIL MEMBER THOMAS: All of the Basic
4 courses -- PSC, law enforcement -- don't those
5 have hours?

6 MR. ALLRED: So the law enforcement is
7 required 504 hours.

8 COUNCIL MEMBER THOMAS: But it doesn't
9 say a number of hours for a specific --

10 MR. ALLRED: No. They came in here
11 today and they got their agenda approved, but I'm
12 looking at this like for a class, because this is
13 a 40 hour class, so this would be more comparative
14 to like a firearms instructor class. The firearms
15 instructor class has topics that have to be
16 covered. It doesn't say how long each topic has
17 to be covered, if that makes sense.

18 COUNCIL MEMBER THOMAS: Okay.

19 COUNCIL MEMBER KRAFT: My question, are
20 we talking about instructor development, or are we
21 talking about discipline specific instructor
22 courses? Because there's a difference.

23 MR. ALLRED: So it's instructor
24 development, but it's called the instructor
25 certification requirements for the instructor

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1 development, 40 hour, yes.

2 CHAIR SLAUGHTER: Any other further
3 discussion on this, or questions?

4 (No response)

5 CHAIR SLAUGHTER: Hearing none, all
6 those in favor, signify by saying aye.

7 (Response)

8 CHAIR SLAUGHTER: Opposed, same sign.
9 (No response)

10 CHAIR SLAUGHTER: Motion carries.

11 MR. ALLRED: Then Executive Committee,
12 Jesse Slaughter.

13 CHAIR SLAUGHTER: Not a lot to report
14 yet, but we are coming up on the 2025 legislative
15 session that's going to be around the corner
16 before we know it. So I will probably sometime,
17 I'm going to say after July 1, probably start
18 reaching out.

19 I'm thinking that all of our disciplines
20 will have their, whatever their association yearly
21 annual meeting will come sometime after that.
22 I'll try to wait until that all happens. That's
23 usually where you set your legislative priorities
24 for the following year.

25 And then we will start, like probably

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1 via Teams, start staffing some stuff just to
2 ensure that what relates to POST, we are ahead of
3 the game on, we're paying attention, we're
4 engaged, what we're going to be testifying on, and
5 are there hills that we want to die on, and
6 there's stuff we don't care about, like all that
7 good stuff.

8 And then just being a good partner to
9 everyone in here, and making sure we respect those
10 agencies as we move forward. Like for example,
11 I'm looking at -- So this is a POST example of
12 something that doesn't really require a
13 legislative change, but could, in how we pay
14 stipends to Reserves and Special Service Officers,
15 because I have some specific things; but then you
16 don't want to run afoul with a Chief or Sheriff
17 who their Commissioners could potentially abuse
18 that part-time paid position to not fill full-time
19 paid positions.

20 So like that's an example of something
21 that we're going to have to staffing through and
22 figuring out, because for us, for POST it may be
23 like, "Well, that's a simple change," but we don't
24 understand the ripple effect that we could create.
25 And that's kind of I think one of the goals of

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1 this Council is to create the least amount of
2 unintended consequences as we possibly can. So
3 that will be coming, I think, but I don't have
4 anything directly at this point in time to report.

5 MR. ALLRED: Thanks, Chair. Moving to
6 the Director's report. First I just want to say
7 that so far with the meeting items that we went
8 through, we went through a lot, but as you can
9 tell, a lot of these are trying to really make
10 training, make sure the officers get the training,
11 and we approve it, and not make it more of a
12 barrier than what it's meant to be.

13 And some of these things I was looking
14 through, and it's just like we're creating -- I
15 don't know if it's unintended consequences, that
16 the Chair just mentioned, but we don't want those
17 unintended consequences. If people are taking
18 good training, they should be getting credit for
19 it, and so thank you for your consideration and
20 all that.

21 Chad came in. He was just doing an
22 investigation. But those who haven't met Chad,
23 Chad, will you stop forward. And Chad is our new
24 investigator. He's with us now -- how long?

25 MR. McFADDEN: Since October.

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1 MR. ALLRED: October, so quite some
2 time. He's made things very smooth. Katrina has
3 been focusing mainly on paralegal stuff, and we'll
4 talk a little later about her other duties
5 assigned. But Chad's allowed her to really focus
6 on areas that she needs to be focused on as well.

7 Katrina will do investigations if Chad
8 -- if his time does not allow. He's only approved
9 19.5 hours a week, so we're keeping --

10 MR. McFADDEN: Very busy.

11 MR. ALLRED: We're keeping him busy.
12 But Chad, thanks for being on and helping out.
13 He's great. Do you want to introduce yourself,
14 tell us about your background quickly.

15 MR. McFADDEN: I'm a retired Captain out
16 of Jefferson County Sheriff's Office. I was there
17 for 25 years. Prior to being a Deputy, I was also
18 Detention Officer, and then also part-time
19 dispatcher. So I've kind of come through most of
20 the ranks, through all the positions at the
21 agency, so it does help a little bit on some of
22 these investigations.

23 It's been, like I said, very busy. It's
24 been enjoyable, though. Some days I thought I'd
25 soon everything until I saw some of these

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1 investigations, but now I'll probably say it again
2 down the road.

3 MR. ALLRED: Thanks, Chad. Chad
4 McFadden. So moving into the Director's report if
5 there's nothing else.

6 CHAIR SLAUGHTER: Go ahead.

7 MR. ALLRED: Our budget is on Page 70.
8 We're doing very well with our budget this year.
9 It's really helped out, too, with Chad, because
10 then Katrina is able to focus on more paralegal
11 stuff, and so Stuart can attest to that; and also
12 Chad Vanisko. She's been able to focus on areas
13 where she can help as a paralegal, and save us
14 time and using legal fees as well.

15 We've talked about a lot of these states
16 we already went through. We'll have the stat,
17 every -- we'll have the stat on all of our
18 agendas.

19 The annual report we give once a year,
20 the first meeting, and so this covers the end of
21 2023. Our next meeting we'll give the first
22 quarter report out because that will be completed,
23 and then the second, and third, and so forth. But
24 you can see a quick snapshot of all the trainings
25 approved, all the officers that took training, and

1 the total number of hours.

2 So just a couple, well, several office
3 updates that I want to talk about, but one that
4 we've done is we've been working on digitalizing
5 all of our active case files, and we had over 20
6 file cabinets full of those that we've been
7 scanning, and entering in. Anyway, with all of
8 our help, especially with Tina, we were able to
9 get all those file cabinets emptied. The surplus
10 came and took those file cabinets away. And we're
11 just finishing up a few files to be entered into
12 our system.

13 But I've got something for Tina. I
14 couldn't find a file cabinet, but I found a little
15 dresser drawer, and because she's been putting
16 files in there for years, and she would tell me
17 stories how her fingers would bleed just it was so
18 jam packed. POST had a habit of like saving
19 everything. And I'll talk about the retention
20 policy in just a minute.

21 But that was a lot of work, and hauling
22 all those file cabinets out of there. So it just
23 says "Great job, Tina."

24 MS. CRANMER: Thank you.

25 MR. ALLRED: I went to Bobby Lobby and

1 moved into the other office. And so we've done
2 that.

3 One of our wish lists that POST has had
4 for at least a decade is to get a new software
5 system. We've had new software in 2011, and I
6 think in 2013, but there's a gold standard one out
7 there called Acadia, and everybody that we know,
8 33 states use Acadia. And their cost was always
9 like way above what we could spend.

10 So I've met with them several times, and
11 I said, "If you want to make it work, this is our
12 budget." And so we've actually worked with the
13 Highway Patrol, and the Academy, and we kind of
14 all told them what we could pay, and it seems like
15 right now we are in the process of getting really
16 close to getting that approved. They have a
17 master contact with SHI, and so it could be within
18 a month or so.

19 But this is going to be a game changer.
20 We're going to make sure training goes out to
21 different agencies and things like that. But this
22 will allow all officers to be able to go in and
23 look at their own portal. They don't have to go
24 to their administrator, they can look at their own
25 portal at any time, they can upload all their

1 asked for a little file cabinet, and "I don't know
2 about that."

3 In regards to our retention policy, we
4 have a storage unit just full of records that go
5 way back, and we're working on currently, with the
6 Secretary of State, approving what they call an
7 RM, records management three and a records
8 management five, and then a seven. But we've got
9 that officially entered in, and sent over to them.

10 And so once they approve that, we can
11 have this official retention policy to where if an
12 officer hasn't been active for over a certain
13 amount of time, that their records, we don't have
14 to maintain their records. We're going to keep
15 their training profiles, but we don't have to keep
16 boxes and boxes.

17 And then we also have all of those old
18 training, when everybody used to have to enter in
19 their training, we had just file cabinets out here
20 just full of like old training stuff from like
21 2000. And so we've been working a lot on that,
22 doing a lot of things.

23 Removing all those file cabinets allowed
24 us to create an official office for Chad, and she
25 moved into Katrina's office, and then Katrina

1 training in there if they want it to be saved in
2 here.

3 And so there's just so many different
4 things that go into this. It is the technology,
5 and how the user face works. It's up to speed.
6 It's not a user face made in 1990 that's just got
7 -- you know, trying to like make it work. And so
8 that's one area we're really been working on.

9 Katrina has taken the role to be the
10 unofficial program manager to get this, and she's
11 been working with Tina and Brooke to go through
12 our process, and to see really like what we did do
13 historically, and what do we need to do moving
14 forward, how can we streamline things for
15 officers.

16 One thing that we've looked at, like if
17 a training has already been approved, that they
18 had to keep submitting the same training over and
19 over and over, you know, even if they hold three
20 different days apart. Well, there's ways in there
21 that you can just check the box and state "This
22 has already been approved, and there's no
23 changes." And so they don't have to keep
24 resubmitting reports and those things.

25 It's going to be a process, but we're

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1 going to get it down. All the states that I've
2 talked to have really liked this, and so it's a
3 big undertaking. We're going to work hard to make
4 sure it goes smooth, and that training is done
5 throughout the state. And the good part is if we
6 got it within a month or so, as long as everything
7 lines up, we'll still have our old system for a
8 little while, so there'll be a little bit of a
9 transition period.

10 But Katrina has went through and found
11 so many different areas to where we had just stuff
12 in our system that should not have been there,
13 that wasn't properly done, or didn't have the time
14 in 2017 to do, and so we've been doing that.

15 I sent an email to the board and the
16 Council. The Governor has that training portal.
17 If it's something you don't know about, like
18 Robert's Rules and things like that, it's really
19 good. I just rewatched it. I highly recommend
20 that. It's also, if you have anybody in your
21 agency that wants to watch it, it's really good
22 training.

23 Just an update. At our last Council
24 meeting we were asked to give feedback. One thing
25 that was brought by NPPA is that if we had a

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1 request for information, like their training
2 profile, to blind copy the agency contact, just so
3 they know that we've received this request, and
4 they can know that, their agency contact knows
5 that we got that request, and they can let that
6 officer know.

7 I talked to Tina the other day, and she
8 said it hasn't been an issue at all, and it's been
9 going good. So we've just been blind copying the
10 agency contact, so hoping that the officer finds
11 out if their profile has been requested.

12 We're going to be working on the
13 executive planning process. I'm going to be
14 working with Brooke on that. Some areas that
15 we're going to be looking into it is -- So we have
16 two modified positions. Chad's position is
17 modified, and Tina's position is modified. We're
18 looking at those permanent.

19 And then the other area that I'm really
20 hoping. We spoke to the Law and Justice Interim
21 Committee, and they thought it was a good idea,
22 but this would come out of Section (d) of the
23 budget, is that somehow POST would be approved
24 funds up to one FTE for an attorney. If we only
25 use a quarter, then we only use a quarter, and

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1 that money goes back; but there's an approval up
2 to one FTE.

3 That way if we do have to go to
4 hearings, you know, if we had two or three
5 hearings in a year, that go all the way to
6 hearings, we would be over budget; and this would
7 allow that to where if somebody needs to be held
8 accountable, that they're held accountable, and we
9 don't go over budget because that money would be
10 there. So that's one of the requests I'm going to
11 be requesting.

12 Just to let you know, I went to
13 Hamilton. I was asked by Chief Snively and
14 Sheriff Helton to go down there to speak at their
15 First Responders. The Masons had a First
16 Responders award ceremony, and they asked me to be
17 guest speaker. That went really well. It was in
18 the paper.

19 I went last week and spoke at the
20 Gallatin County. They're doing that leadership
21 course, and they had me come down there and speak
22 about POST. That was really interesting because
23 there's 25 new supervisors that came to there.
24 And there was some from Cascade County. Harris
25 was there and some others.

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1 But it was really good, because a lot of
2 those new supervisors, they understand POST at the
3 level of training, but not as a role of like as a
4 supervisor. And so I was there for a couple
5 hours. They had a lot of good questions.

6 I had on here, I just wanted to thank
7 Conner again, but you've been thanked like three
8 times, so I'll stop there. But I do have
9 something that I want to thank everybody. I got
10 everybody a water bottle. Do you want to grab
11 them? It just has a POST seal on it. I know you
12 guys do a lot, so I just wanted to hand those out
13 today. And for those who are not here in person,
14 I'll get you a water bottle.

15 But just thank you guys for all you do.
16 You do a lot, and we appreciate it. There's a lot
17 going on. But knowing that we have staff, we have
18 Counsel, Chad, and Stuart, and then we have the
19 Council here, it's just great work. I love
20 working with everybody. And having Jesse as the
21 Chair has been great, if I have a question, or
22 different committees as well.

23 So I don't have anything else unless
24 anybody else has any questions for me regarding
25 the Director's report.

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HB 697

A STUDY OF THE POST COUNCIL

DRAFT FINAL REPORT TO THE 69TH LEGISLATURE

Law and Justice Interim Committee

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2023-2024



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This report is a summary of the work of the Law & Justice Interim

Committee, specific to the Law & Justice Interim Committee’s 2023-2024 POST Council study as outlined in the Law & Justice Interim Committee’s 2023-24 work plan and House Bill 697 (2023). Members received additional information and public testimony on the subject, and this report is an effort to highlight key information and the processes followed by the Law & Justice Interim Committee in reaching its conclusions. To review additional information, including audio minutes, and exhibits, visit the Law & Justice Interim Committee website:

A full report including links to the documents referenced in this print report, is available at the Law & Justice Interim Committee website:

HB 697: A STUDY OF THE POST COUNCIL

OVERVIEW

HB 697 introduced by Rep. Bill Mercer during the 2023 Legislative Session, directs the Law and Justice Interim Committee to study the structure, staffing, and duties of the Public Safety Officers Standards and Training (POST) Council. The committee allocated approximately 10% of their time to a low-level study of this topic.

HB 697 directs the committee to:

- examine the legislative history of the council's structure, staffing, and duties;
- review the current structure, staffing, and duties of the council;
- compare the council's current structure and administrative attachment to similar entities in other states; and
- provide recommendations to the 69th legislature for how the council should be structured and staffed.

FINDINGS AND RECOMMENDATIONS

TBD

STUDY PROCESS

In the course of its HB 697 study, the committee learned about the role, history, and structure of the Montana POST Council, the duties the Council carries out per statute and administrative rule, a comparison of POST councils in other states, and the distinction between the POST Council and the Montana Law Enforcement Academy (MLEA).

THE ROLE OF THE POST COUNCIL

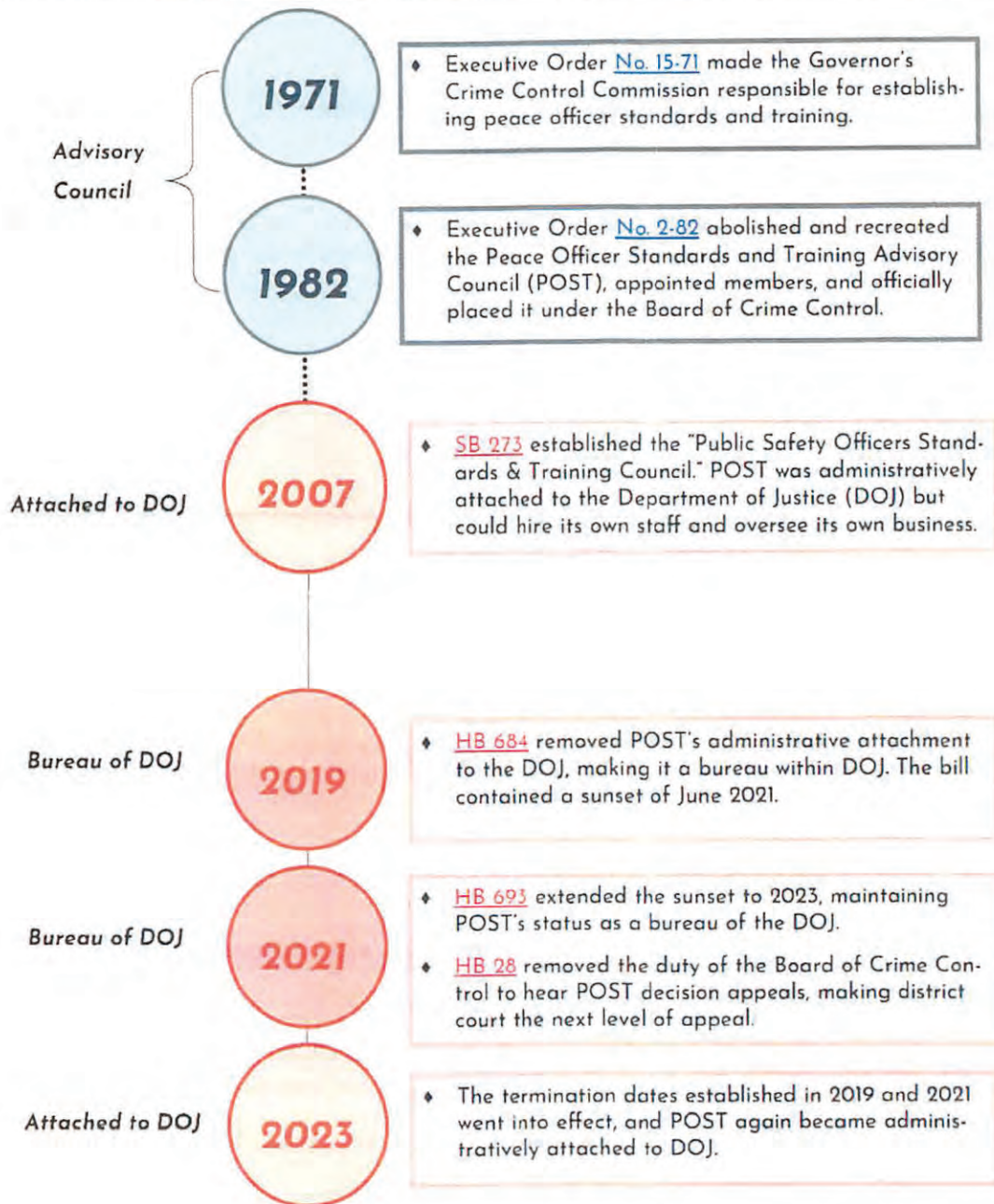
The Public Safety Officers Standards and Training (POST) Council is a quasi-judicial board that oversees training and certification of public safety officers as defined in 44-4-401, MCA. POST's statutory duties as outlined in 44-4-403, MCA include:

- establishing basic and advanced qualification and training standards for employment,
- conducting and approving training, and
- providing for the certification or recertification of public safety officers and for the suspension or revocation of certification of public safety officers.

The committee heard a panel presentation from members and staff of the Montana POST Council explaining the scope of the council's duties. The POST Council also provided a resource guide that covers current staffing, council reports, and relevant statutes, rules, and policies.

HISTORY AND STRUCTURE

Since its inception, the POST Council's location and role within state government has changed numerous times. It first existed as an advisory council under the Montana Board of Crime Control, then was changed by legislative measures to an administratively attached entity and later a bureau of the Department of Justice. The committee received a [background paper](#) that outlined each of these structural changes from POST's creation until July 2023.



POST IN OTHER STATES

No national governing body sets compulsory standards for all POST organizations. As a result, POST boards or councils in other states vary in role, structure, and authority and even those with similar structures may operate differently in practice.

The National Conference of State Legislatures (NCSL) compiled a list of each state's POST authorizing statutes and determined that 24 states' POST organizations can be categorized as **independent boards or commissions**, and 27 (including Montana's) are **housed in executive agencies**. Council membership varies widely, ranging from as few as 4 members (Rhode Island) to as many as 32 (Virginia). Minimum training requirements imposed may differ by as much as 4 months.

The International Association of Directors of Law Enforcement Standards and Training (IADLEST) is a non-profit organization that provides support to POST councils across the country. Though membership is not mandatory, IADLEST provides training curriculum and accreditation standards, maintains a national decertification index, and issues model standards for POST council best practices and operations. Among these standards is a recommendation for POST councils to be independent and autonomous.

1.0.2. Independent Agency

To combat undue political influence or pressure, and to avoid any appearance of impropriety or favoritism, the commission should be a separate, autonomous national or state agency rather than a division or branch of another agency.

IADLEST Model Standards for POST Administration

LEGISLATIVE TRENDS

Since 2020, there has been a surge in state legislation related to police officer certification and decertification, with many states establishing or updating statutory framework for POST activities. The committee received a NCSL brief which boiled these legislative trends down to four categories:

- Standardizing or establishing certification and decertification procedures,
- Expanding statutory guidance on when decertification can or must be pursued,
- Requiring certification renewal procedures that include ongoing training,
- And, when needed, changing statutory frameworks entirely to allow greater transparency of these processes.

MONTANA LAW ENFORCEMENT ACADEMY (MLEA)

To a casual observer, it may appear that the POST Council and the Montana Law Enforcement Academy (MLEA) are connected. Both entities deal in some way with training of law enforcement, both receive funds from a special revenue account established in 44-10-204, MCA, and POST currently has office space on MLEA's campus. Though POST and MLEA work collaboratively at times, they are separate entities with distinct roles. It is the role of the POST Council to issue certification to law enforcement officers and set training standards, and MLEA is one place in

the state where officers can obtain basic and advanced training in various disciplines. Attorney General Knudsen and staff from the Department of Justice elaborated on the role of MLEA in a presentation to the committee, and some members visited the MLEA campus in Helena to learn more about the training programs and facilities.

APPENDIX A: LAW AND JUSTICE INTERIM COMMITTEE MEMBERS

Before the close of each legislative session, House and Senate leadership appoint lawmakers to interim committees. The members of the Law and Justice Interim Committee, like most other interim committees, serve one 20-month term. Members who are reelected to the Legislature, subject to overall term limits and if appointed, may serve again on an interim committee. This information is included in order to comply with 2-15-155, MCA.

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Law and Justice Interim Committee Staff

Julianne Burkhardt, Attorney | Sara Hess, Legislative Research Analyst | Ania Alduenda, Secretary

Law and Justice Interim Committee
Sara Hess
2022-2024

Course Title	Instructors
Check-in/Orientation	Alexandra Holmes Oreintation
Leadership Welcome	Director/Administrator/BCs jim anderson, joel wendal,
IPPO	Lex Whalen / Eric Mertz
Sexual/Violent Offender Registration	Jamie Lavinder, DOJ SVOR Analyst/Roger Johnson
Use of Force	Ernest Medow
Constitutional Law	DOC Legal Services Ethan Lerman, colleen ambrose
Judgments	Tara Kattell, Region I Probation and Parole Officer
Case Planning/Management	Tara Kattell, Region I Probation and Parole Officer
Pre-Sentence Investigations	Region 1 POll kay anderson
Handuffing	Alex Holmes, ernest medow
MIIG	Ashley Spragg
Resilience Class	Kim Much DOJ
Reports of Violation (ROV) and Report Writing	Dylan Kulla, Mike Gibbons
Radio Communication Training	HWP
Legal Liability of Negligent Supervision	colleen ambrose, ethan lerman
PVOC	Ernest Medow/ Amy Rehbin/ Gatlin/ Alex Holmes
Montana Public Safety Officer Standards and Training (POST) Council	Timothy Allired, Public Safety and Officer Standards Training POST
Montana Court Systems	Collene Ambrose/ ethan lerman DOC Legal Services
Confidential Information	colleen ambrose/ ethan lerman
Laws of Search, Seizure, and Arrest	colleen ambrose/ ethan lerman
Board of Pardons and Parole	Steve Hurd, BOPP Chair reach out to steve hurd
Drug Endangered Children	Andrew Blythe
Defense Attorney	Joshua Demers DOJ
American Indian Cultural Awareness	terry boyd , DOC Native American Cultural Liaison
Exam 1	

Date	Time	Hours
Monday 6/24	2-5pm	3.00
Tuesday 6/25	8-8:30 a.m.	0.50
Tuesday 6/25	8:30-10am	1.50
Tuesday 6/25	10-12pm	2.00
Tuesday 6/25	1-3pm	2.00
Tues 7/11	3-5pm	2.00
Wednesday 6/26	8-10 a.m.	2.00
Wednesday 6/26	10-2 p.m.	3.00
Wednesday 6/26	2-5 p.m.	3.00
Thursday 6/27	8- 11am	3.00
Thursday 6/27	11-3pm	3.00
Thursday 6/27	3-5pm	2.00
Friday	8-12pm	4.00
Friday	1-3pm	2.00
Friday	3-5 p.m.	2.00
Mon- Wed	7:30- 6:30	30.00
Mon 7/8	8-9:30am	1.50
Mon 7/8	9:30-1100 a.m.	1.50
Mon 7/8	11-noon	1.00
Mon 7/8	1-3 p.m.	2.00
Mon 7/8	3-5pm	2.00
Tues 7/9	8-12pm	4.00
Tues 7/9	1-2pm	1.00
Tues 7/9	2-4pm	2.00
Tues 7/9	4-5pm	1.00

Mental Health First Aid	Heather Edwards/Bre Lewis/Deana Lougee/Kate Darnell P&P Officers
First Aid/Naloxone	Chuck Saska, ernest meadow, neeva hall
doxing	Alex Holmes, Karli King
DOC Placements	Megan Coy, DOC PPD Programs and Facilities Bureau Chief
Substance Abuse/Addiction/Treatment Basics	Isaac Coy, BHDD Behavioral Health Section Supervisor
TASER	Bre Lewis
TASER	Bre Lewis
Domestic Violence	Monica Huffman
Human Trafficking	Maria and Yaritza -- Victim Services 1 hour/ Andy Yedinak 3 hours
DOC Victim Services/Impact Panel	Sheree and Kim -- Victim Services
Evidence Collection and Handling/ planned arrest	mike stimac, chuck saska, dylan kulla
Exam 2	
D.T	Ernest meadow, sean ibsen, Alex Holmes
Firearms classroom portion	russ oswalt
Defensive Tactics: GST GRACIE SURVIVAL TACTICS group 1	Ernest Meadows Probation Officer
Firearms: Basic Shooting Instruction group 2	Russ Ostwalt, Region 6 POII
Defensive Tactics: GST GRACIE SURVIVAL TACTICS group 2	Ernest Meadows Probation Officer
Firearms: Basic Shooting Instruction group 1	Russ Ostwalt, Region 6 POII
Chemical Agents	Alex Holmes/ need to pick 3-4 OC instructors
Alert Active Shooter/ D.O.K (Wednesday)	Active Shooter team JUSTIN BRADLEY/ AMY REHBIN
Ethics	Rich Collins
Supervising Sex Offenders in the Community	Tara Kattell, Region I P&P Officer
Supervising Mental Health Caseloads	Bre Lewis/Terry Boyd Region IV P&P Officer
Supervising Domestic Violence Caseloads	Corey Purves, Heather Edwards
MT Analysis and Technical Information Center (MATIC)/Sovereign Citizens	laura geroge, DOJ Crime Analyst/Mathew Deurmeier, FBI DOJ
Gangs and STG	terry lenord, alex mannsikka

Wed 7/10	8-5 p.m.	8.00
Thursday 7/11	8-5pm	8.00
Friday 7/12	8-9am	1.00
Friday 7/12	9-noon	3.00
Friday 7/12	1-5 p.m.	4.00
Monday 7/15	8-5pm	8.00
Tuesday 7/16	8-5pm	8.00
Wednesday 7/17	8-12pm	4.00
Wednesday 7/17	1-5pm	4.00
Thursday 7/18	8-12pm	4.00
Thursday 7/18	1-4pm	3.00
Thursday 7/18	4-5pm	1.00
Fri 7/19	8am -5pm	8.00
fri 7/19	8-5pm	8.00
7/22 - 7/25	8-5 p.m.	28.00
7/22 - 7/26	8-5 p.m.	40.00
7/29- 8/2	8-5 p.m.	36.00
7/29 -8/2	8-5 p.m. (night shoot)	40.00
Wed 7/24 & 7/31	1-5 p.m.	4.00
8/5 - 8/9	8- 5pm	40.00
Mon 8/12	8-10 a.m.	2.00
Mon 8/12	10-noon	2.00
Mon 8/12	1-3 p.m.	2.00
Mon 8/12	3-5pm	2.00
Tues 8/13	8-12pm	4.00
Tues 8/13	1-4pm	3.00

Public Information	Carolynn Bright, Public Relations Specialist
Deputy County Attorney	Lacey Lincoln
OMIS Training	Savannah Girlinghouse: DOC Statistics and Data Quality Unit
CAC	Renee McDaniel
Personal Protection/Situational Awareness	Mike Stimac
Crisis Descalation	Clair Swain, Nick Neighbor
P&P 101	Katie Weston, Erica Lindbloom
Dangerous Drug Identification	Shane Hight
Final Scenarios	ISG Team
Reentry Simulator	Katie Weston, Deputy Chief Region 4
Child Protective Services	Rachel Rolston Central Intake Specialist Supervisor
Interstate Compact	Cathy Gordon, DOC Interstate Compact Administrator
Final Exam	
Critical Thinking case management	kyle streger
Graduation Prep	Alex Holmes
Check out	
Graduation	
Total	

Changes	
Added IPPO Class	2 hour Lex Whalen/ Eric Mertz
Added PVOC	36 hours

Tues 8/13	4-5pm	1.00
Wednesday 8/14	8-12pm	4.00
Wed 8/14	1-5pm	4.00
Thursday 8/15	8-10am	2.00
Thursday 8/15	10-12pm	2.00
Thur 8/15	1-5pm	4.00
Friday 8/16	8-3pm	6.00
Friday 8/16	3-5pm	2.00
8/19- 8/23	8-5pm	40.00
Mon 8/26	8-12pm	4.00
Mon 8/26	1-3pm	2.00
Mon 8/26	3-5pm	2.00
Tues 8/27	8-10am	2.00
Tuesday 8/27	10-2pm	4.00
Wed 8/28	2-5pm	3.00
Thur 8/29	8-10:30 a.m.	2.50
Thur 8/29	10:30-12.30	2.00
		442.50

<p>took out MCA</p> <p>Add D.V caseload</p> <p>public information changed from 2 to 1 hour</p> <p>STG changes from 2 to 3 hours</p> <p>MATIC changes from 3 to 4 hours</p> <p>Domestic Violence changed from 3 to 4 hours</p> <p>Added a active shooter week with scenarios in boulder HWP location</p> <p>removed PREA</p> <p>added drug endangered children</p> <p>taser went from 8 hours to 12 hours</p> <p>removed UA testing</p> <p>removed fatigue to fulfilment</p> <p>added critial thining case management</p> <p>added CAC class</p> <p>OMIS went from 8 hours to 4 hours</p> <p>Added Crisis Descaltion</p>	<p>2 hours</p>
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PSC Basic Courses and Hours: PSC99 Proposed Changes

Dispatchers Role – 2hrs

Bullying / Negativity in Comm Center – 2hrs

SVOR – 2hrs

Call Taking (foundation) – 2hrs

911 Scenarios – 2hrs

Fire/Hazmat/EMS Call Operations w/ Scenarios – 4hrs

LE Call Operations – 2hrs

Wildland Fire 4hrs

Search and Rescue – 2hrs

Radio Operations – 2hrs

Missing persons (amber alert) – 2hrs

Q&A Scenarios showing active listening CJIN Systems – 4hrs (CJIN)

Crisis Incident Call Taking - 4hrs

Introduction to NG 9-1-1 – 2hrs

Active Assailant (shooter) – 4hrs

Risk Management – 2hrs – online prerequisite. Will have 30 days pre-PSC to complete.

Ethics – 2hrs– online prerequisite. Will have 30 days pre-PSC to complete.

Sexual Harassment – 2hrs – online prerequisite. Have 30 days pre-PSC to complete.

Crisis Intervention Stress Management (CISM) – 2hrs

Resilience as a First Responder – 2hrs

Healthy Lifestyles – 2hrs

Sexual Assault Doc – 2hrs

Interpersonal Communication – 4hrs

Domestic Violence – 2hrs

Law and Criminal Procedure – 4hrs

Racial Profiling/ Cultural Awareness – 2hrs – online prerequisite. Will have 30 days pre-PSC to complete.

Call Documentation – 2hrs

Leadership Training – 4hrs

TTY/TDD Devices – 1hr

POST – 1hr

Final Exam – 2hrs

Orientation 4hrs

Total Hours: 80



Montana Public Safety Officer Standards & Training Council

Website: dojmt.gov/post
2260 Sierra Road East
Helena, MT 59602

Email: mtpost@mt.gov
Phone: (406) 444-9975
Fax: (406) 444-9978

APPLICATION FOR POST CREDIT HOURS FOR A TRAINING

ARM 23.13.301, 23.13.302 and 23.13.305

Instructions: This form is to be completed and submitted by the individual or agency offering training. This form and a POST roster are the only documents the individual or agency need to submit to POST by emailing the information to the email address above. Alternatively, the information may also be sent to POST via mail at the address above. This form and the POST roster must be submitted within one year of the training.

Course Information:

Course Name: Pro-Active Patrol Tactics

Course Dates: 8/26/24

Number of Course Hours: 8

Course Location or Website: Deer Lodge Medical Center-Lee Jewel Conference Center, 1100 Hollenback Ln., Deer Lodge, MT 59722

Is this an IADLEST NCP Course? Yes No

If "yes," skip to "Sponsoring Agency Information."

The requirements for POST Credit Hours are:

Instructors

1. If the course is taught by a Montana public safety officer, the officer must be a certified instructor;

i. Is the instructor a Montana public safety officer? Yes No

ii. If the instructor is a Montana public safety officer, does the instructor have a POST Instructor Certificate? Yes No N/A

2. If the course is not taught by a Montana public safety officer, you must retain the instructor biography;

i. If the instructor is not a Montana public safety officer, do you have a copy of the instructor's biography? Yes No N/A

ii. Are you requesting a waiver of the requirement that you retain an instructor biography? Yes No

Other Requirements

3. The Course must be open and advertised to ALL public safety agencies.

i. Is the course open and advertised to ALL public safety agencies? Yes No

ii. Are you requesting a waiver of the requirement that the training be open and advertised to all agencies? Yes No

4. You must retain all available documentation of the training. Please check the boxes next to every item that you have retained:

Course Outline Lesson Plan Agenda Study Guide

Course Syllabus Student Material Handouts Course Advertisement

Waivers: If you are requesting a waiver of any of the above requirements, please provide the reasons for the waiver request in the space below:

Have you retained documentation of the reasons outlined above? Yes No

****If the course does not meet these requirements, it will not receive POST Credit.
The documents which you are required to retain may be audited by POST on a random basis.***

Sponsoring Agency Information:

Agency Name: Powell County Sheriffs Office Agency E-mail: AustinP@pcsomt.org
Mailing Address: 313 4th Street
City: Deer Lodge State: MT Zip: 59722
Contact Name(s): Austin Picton Contact Phone: 406-846-2711
Contact Email: AustinP@pcsomt.org

POST Bulletin Board Information

(All courses which are granted POST Credit Hours will be posted on POST's Bulletin Board webpage.)

If the training has a link that you wish to have posted, please provide it here:

<https://www.streetcoptraining.com/event/the-street-smart-cop-pro-active-patrol-tactics-46/>

Please provide the contact person/information you wish to have posted for registration and other questions:

Tina Small tina@streetcop.com
Name Contact Information

Certification of Applicant: *My signature certifies that all required documentation has been obtained and will be retained and that all of the requirements of ARM 23.13.301 have been met. I certify that this course should be granted POST Training Credit Hours.*

Dennis Benigno Dennis Benigno 5/8/24
Printed Name Signature Date

***For Special Courses (Instructor Development, Firearms Instructor & SWAT Primary), proceed to page 3.**

For POST Staff Use:	
Reviewed by _____	Date _____

Allred, Timothy

From: Austin Picton <austinp@Pcsomt.org>
Sent: Thursday, May 9, 2024 4:38 PM
To: Allred, Timothy
Subject: [EXTERNAL] Re: Pro-Active Patrol Tactics

Yes my department and I are aware of the accusations. Sheriff Roselles has reviewed the accusations and the responses made by Street Cop. Sheriff Roselles has stated he is satisfied with the curriculum.

Street Cop CEO Dennis Benigo has publicly addressed all accusations made in an appropriate manner and has corrected any deficiencies within his organization.

Every state involved with the negative claims associated with Street Cop continually violate the rights of its citizens and has a negative connotation toward the police. It is of my opinion there is zero context related to the accusations made and the tactics his company teach are valid.

I would gladly send a link containing Dennis' response to the various articles released and the appropriate actions he has taken.

Thanks,

Deputy Austin Picton
Powell County Sheriff's Office
313 4th Street
Deer Lodge, Montana 59722
(406) 846-2711

On May 9, 2024, at 12:09 PM, Allred, Timothy <Timothy.Allred@mt.gov> wrote:

You don't often get email from timothy.allred@mt.gov. [Learn why this is important \[aka.ms\]](#)

Good afternoon,

POST received your application for the above training. I have been made aware of the following articles regarding Street Cop.

[CBS New York Investigates: Controversial police trainer was disciplined for alleged racial slur, other incidents - CBS New York \(cbsnews.com\) \[cbsnews.com\]](#)

<https://newjerseymonitor.com/2024/02/21/controversial-police-training-firm-files-for-bankruptcy-blames-new-jersey-investigations/> [newjerseymonitor.com]

Are you aware of this?

I am going to present this to the POST Council for consideration due to the controversy around this company.

Do you have any thoughts on this? Would you like the Council to consider anything?

Thank you,

Timothy Allred
Executive Director
Montana Public Safety Officer Standards and Training Council
2260 Sierra Road East
Helena, MT 59602
Phone: (406) 444-9976
Fax: (406) 444-9978

<image001.png>

<Pro-Active Patrol Tactics.pdf>

CBS New York Investigates: Controversial police trainer was disciplined for alleged racial slur, other incidents

By Tim McNicholas, Walter Smith Randolph

Updated on: February 12, 2024 / 8:41 AM EST / CBS New York

NEW YORK -- How did a former New Jersey police officer, who was disciplined three times in a period of five years, go on to train thousands of officers while charging local governments thousand of dollars?

It's a question CBS New York has been asking during its months-long investigation, which found that the head of a controversial police training company was once accused of using a racial slur by his own department.

CBS New York Investigates first started looking into Street Cop Training in December, after the New Jersey Office of the State Comptroller said the company taught unconstitutional policing tactics at a 2021 conference in Atlantic City. A [report from the comptroller](#) described comments at the conference as "lewd," "disparaging," and "glorifying violence."

"I would be remiss if I didn't remind you, or let you know, that I have a three-inch (expletive)," Brad Gilmore of the Bergen County Prosecutor's Office said onstage.

"I love fighting. I love shooting," said conference speaker Tim Kennedy, who later told CBS New York he believes police need a "warrior mindset if they are going to survive."

"I watch this car come off the highway, and I eye-(expletive) the (expletive) out of the female driver," said Robert Ferreiro of the Warren Township Police Department. "She doesn't want to (expletive) me back though."

Watch: Tim McNicholas on the months-long investigation

The comptroller's office said one of the videos it released showed the company's founder, Dennis Benigno, describing people who record interactions with police.

"Shut the (expletive) up, right?," Benigno said to participants. "About to get pepper sprayed, (expletive) Tased. Windows broken out, mother (expletive)."

Years before that, Benigno was a street cop himself -- a Woodbridge Township police officer for 10 years.

Attorney Cynthia Hardaway represented three women in a 2015 lawsuit accusing Benigno and other officers of excessive force, racial bias and false arrests during an incident at a local mall. Woodbridge Township paid \$50,000 to settle before it went to trial.

Benigno never admitted to any wrongdoing.

"I just didn't understand it," Hardaway said of the moment she learned Benigno went on to train police. "What he was doing in that training session is giving insight into what type of officer he is and how he feels."

"I don't want a hero's exit," Benigno said at the conference. "I want to (expletive) die at like 91 with hookers and cocaine around me."

Woodbridge police say Benigno retired from the department at age 33 within weeks of that suit being filed, but CBS New York wanted to know more about his record before he retired.

At first, Woodbridge police denied CBS New York Investigates' request for his Internal Affairs records, but the department eventually released records showing he was disciplined by the department three times from late 2009 through March of 2014.

In 2009, another cop from out of town said that, at a bar, Benigno used an Italian racial slur to describe Black people he chased on the job, which that out-of-town cop recounted to Internal Affairs investigators in Woodbridge in interview recordings obtained by CBS New York Investigates.

"That's when he started talking about, basically how great he was and how he ... that's when he said now he's up here chasing around (expletive)," the officer said.

Benigno denied using the slur but a lieutenant from Internal Affairs wrote in a report, "It's obvious Officer Dennis Benigno was being less than forthcoming in his answer," and "...what degree of confidence can one have regarding Benigno's ability to be impartial in his dealings with African-Americans..."

"Why would these people that don't even know you want to make something like this up?" an Internal Affairs investigator asked Benigno.

"I don't know. I don't know," Benigno replied.

He later pleaded guilty to violating department conduct standards and Woodbridge police say he was suspended for 10 days.

That's what the state calls major discipline, which only about 1% of New Jersey cops face per year, according to recent data.

"Should that have been a red flag before he started to train police officers?" CBS New York Investigates' Tim McNicholas asked New Jersey Attorney General Matt Platkin.

"I can't speak to the particular case, but it does sound like something that would give some concerns," Platkin said.

Years later, in 2021, a monkey was displayed onscreen while one of Benigno's Street Cop instructors -- a Robbinsville, New Jersey sergeant -- described a Black man in a traffic stop.

"That's not an 18-year-old kid dressed like Jesus coming eastbound out of Trenton," Robbinsville Sgt. Scott Kivet said. "It's a 75-year-old Black man with a change in driving behavior."

Platkin said the 240 New Jersey cops who attended that 2021 conference will be re-trained.

"I've made it very clear to all 38,000 sworn (New Jersey) officers and their leadership that no one should be attending Street Cop Training in the State of New Jersey," he said.

As Street Cop promotes its upcoming training sessions, other leaders are concerned, too.

The State of Minnesota said the company is no longer accredited by its police training board.

Platkin said he's told New Jersey's Police Training Commission to take a close look at the issue.

"That work is ongoing, but I anticipate they will put out new rules for outside vendors more broadly that will hopefully ensure what happened with Street Cop doesn't happen again," Platkin said.

Robbinsville police said Sgt. Kivet is now facing an Internal Affairs investigation and he did not respond to our interview requests for this story. Neither did Benigno and his attorney.

Benigno did post a video in response to the comptroller report, apologizing for the offensive language and denying that Street Cop ever taught unconstitutional policing. He also said the company has put in place "quality control measures to foster a cooperative environment."

"We want police officer to have the highest level of professionalism" Benigno said on the video.

But professionalism is not a word the West Baton Rouge Parish Sheriff's Office uses to describe the actions of Reserve Deputy Shawn Pardazi, a private police trainer who instructed at the 2021 Street Cop Conference.

Dash-camera video shows Pardazi firing several bullets at a reported stolen car as it drove away from a traffic stop in 2022.

The sheriff's office never found the gun Pardazi said the driver pointed, and police arrested Pardazi for illegal use of a weapon and obstruction of justice. A grand jury will soon decide whether charges should be filed.

Pardazi, who was fired after police learned he livestreamed the incident on Facebook, said the following on stage at that 2021 Street Cop Conference: "Run from me, somewhere along the chase becomes, pow, pow, pow, pow, pow, pow, pow."

Pardazi's lawyer told CBS New York he was justified. No one was injured in that shooting.

But Hardaway is worried there might be a next time for another Street Cop participant. And how that next time might end.

"For other people who have to encounter an officer on the street with that mentality, it might be something way worse than us just sitting here having a conversation," she said.

In 2016, Benigno sued one of Hardaway's clients who had sued him when he was a cop, claiming she caused him to suffer injuries that day. That was also settled before a trial.

On Street Cop's website, Benigno is described as someone who won numerous awards as a police officer and now leads one of the fastest-growing police training companies in the country.

The other two disciplinary actions against Benigno in the records released to CBS New York are both Letters of Reprimand. One was for allegedly rear-ending a car he was pulling over.

The other letter was issued after Internal Affairs investigators said Benigno opened a barbershop with a convicted felon before he properly notified his bosses about it, which is against department policy.


The comptroller's office estimates Street Cop earned \$75,000 from New Jersey police departments and governments who sent officers to the 2021 conference, and at least \$320,000 from New Jersey departments for other training sessions between 2019 and 2022.

If you have a story you'd like us to investigate, email us at cbs2investigates@cbs.com or call our tip line at 1-646-939-6095.

Controversial police training firm files for bankruptcy, blames New Jersey investigations

BY: **DANA DIFILIPPO** - FEBRUARY 21, 2024 6:38 AM



 Street Cop founder Dennis Benigno speaking at his company's 2021 conference in Atlantic City. (Courtesy of the New Jersey Comptroller's Office)

Street Cop, the police training company under investigation for a controversial conference it hosted in Atlantic City in 2021, has declared bankruptcy.

Owner Dennis Benigno filed the [petition](#) late last month, one day after he said the state Attorney General's Office warned him it would seek monetary penalties as part of its probe into a Street Cop conference the state [Comptroller's Office](#) said glorified violence, encouraged insubordination, and promoted unconstitutional policing tactics.

The state investigations capped a rocky year for the company, attorney Daniel Velasquez [wrote](#). It "was already suffering" from a

\$210,000 wrongful termination lawsuit and a \$500,000 software failure when the comptroller's report dropped in December, Velasquez said.

That bombshell report drove several Street Cop instructors to resign and at least nine states – New Jersey, Maryland, California, Illinois, Michigan, Minnesota, Missouri, Nevada, and Oregon – to prohibit their law enforcement agencies from attending Street Cop training, according to the filing.

“Rather than subject the Debtor's depleted staff to additional harassment from the State of New Jersey, Street Cop Training elected to pursue Chapter 11 relief to restructure its financial affairs, dispute claims, and preserve its going concern value for the ultimate benefit of its creditors and estate,” Velasquez wrote.

Chapter 11 cases, known as reorganization bankruptcies, allow debtors to continue operating their business, retain their assets, and even borrow new money, with court approval, while they restructure their finances. Creditors also are required to hold off on collecting what they're owed.

Benigno listed about 20 creditors who are owed almost \$420,000, including the Gaylord Palms Resort & Convention Center in Orlando, Fla., where Street Cop is set to host a five-day, \$699-per-attendee convention starting April 28. It's unclear if the bankruptcy will impact that conference.

Benigno founded Street Cop in 2012 after stints as an officer in the Woodbridge police department, Middlesex County Department of Corrections, and U.S. Park Police. Within a decade, it became one of the busiest police training firms nationally. In court paperwork, the firm says it trains more than 25,000 officers a year throughout the U.S.

But one of the 1,000 people who attended its October 2021 conference at an Atlantic City casino shared recordings with a Washington Post reporter, who used the conference [to illustrate](#) the alarming lessons officers learn in an industry that largely operates without oversight.

In court filings this month, Benigno cited as his reasons for filing bankruptcy the Post's “politically motivated hit piece,” other media coverage, and the comptroller's investigation.

Benigno [sued](#) in state court to fight the comptroller's subpoenas for his testimony and records relating to the conference, complaining that the state wasn't scrutinizing other police training firms and accusing state officials of overreach and political motivations. He lost that case but [sued again](#) in federal court, accusing the comptroller's office of harassment and retaliation.

Last week, a federal judge [tossed](#) the federal case. Benigno's attorney, Jonathan Cohen, told the New Jersey Monitor Tuesday they would not appeal that decision because the fight is now moot. Benigno submitted to the comptroller's interview in October, he noted.

Whatever his troubles now, Benigno's bankruptcy filings show his work has been lucrative.

The firm had gross revenue of \$3.5 million in 2021 and \$3.75 million in 2022. He reported he had about \$209,000 in cash on hand, audio and visual equipment worth about \$7,000, and branded items and apparel. The company has 12 independent instructors who work as needed and six employees tasked with booking trainings, marketing, selling merchandise, and facilitating state education credits for its courses, according to filings.

It listed \$211,000 in unsecured debt obligations.

Benigno filed for bankruptcy Jan. 31 in Florida, listing a luxury apartment complex in Melbourne, Fla., as his business address. Street Cop's website, though, lists two different New Jersey addresses for its corporate headquarters and mailing address.

Sharon Lauchaire, a spokeswoman for New Jersey Attorney General Matt Platkin, said Tuesday that 240 officers from New Jersey agencies attended Street Cop's 2021 conference, and all would be [re-trained next month](#). After the comptroller's office tipped Platkin's office to its findings in March 2023, Platkin ordered state police to stop any involvement with Street Cop and suspended reimbursements, Lauchaire added.

He also directed the Police Training Commission last year to consider statewide guidelines for acceptable police training provided by outside vendors, she said. A new state law requiring officers [to be licensed](#) also requires that commission to develop mandatory training, and the commission now is expanding its curriculum staff to establish continuing education standards and devise uniform training for all officers, she said.

The civil rights division in Platkin's office also is investigating, she added.

Instruction and comments at Street Cop's conference were "deeply troubling, potentially unconstitutional, and certainly unacceptable and inconsistent with the State's commitment to fair, just, and safe policing," Lauchaire said.

Criminal defense attorneys [have warned](#) that cases involving officers who attended the training could collapse in court.

Pam Kruger, a spokeswoman for the comptroller's office, said their investigation isn't over.

"The Office of the State Comptroller's report showed that Street Cop's training promoted likely illegal tactics, glorified violence, and demeaned women and minorities. New Jersey should not pay for that kind of police training, and it's not surprising that other states came to that same conclusion," Kruger said. "OSC's investigation is ongoing as there is more work to do."



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DANA DIFILIPPO  

Dana DiFilippo comes to the New Jersey Monitor from WHYY, Philadelphia's NPR station, and the Philadelphia Daily News, a paper known for exposing corruption and holding public officials accountable. Prior to that, she worked at newspapers in Cincinnati, Pittsburgh, and suburban Philadelphia and has freelanced for various local and national magazines, newspapers and websites. She lives in Central Jersey with her



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January 5, 2024

Re: Street Cop Training

Dear Sir/Madam:

This law firm represents New Jersey Criminal Interdiction LLC d/b/a Street Cop Training. On December 6, 2023, a non-law enforcement agency within the executive branch of the State of New Jersey known as the Office of the State Comptroller ("OSC") issued what appears to have been a politically motivated and biased report regarding a conference that Street Cop Training held in Atlantic City, New Jersey in October of 2021. The OSC report carried with it no official action nor does that agency have any independent enforcement powers. No officer in attendance at the training made any complaints regarding the training received. In contrast, Street Cop Training received countless positive reviews and praises for the training provided that week and thereafter. The OSC report painted a misleading picture by taking several minutes of sound bites out of context from the five-day training seminar. Street Cop has addressed the issues raised in the report by mandating its instructors and staff to attend Diversity, Inclusion and Sensitivity (DEI) training. Street Cop continues to provide law enforcement training nationwide and looks forward to continuing to provide what it believes to be, and has been advised by thousands of officers and police departments, the best life-saving and criminal-interdiction training in the industry.

Please contact me if you have any questions or concerns.

Sincerely,

s/ Jonathan F. Cohen

cc: Street Cop Training

23.13.801 **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 appointment, 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:

- (a) be a citizen of the United States or may be a registered alien if unsworn;
 - (b) be at least 18 years of age;
 - (c) be fingerprinted and a search made of the local, state, and national fingerprint files to disclose any criminal record;
 - (d) not have been convicted of a crime for which they could have been imprisoned in a federal or state penitentiary or a crime involving unlawful sexual conduct;
 - (e) be of good moral character as determined by a thorough background check;
 - (f) be a high school graduate or have been issued an equivalency certificate by the Superintendent of Public Instruction, or by an appropriate issuing agency of another state or of the federal government;
 - (g) successfully complete an oral interview conducted by the appointing authority or its designated representative;
 - (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;
 - (i) possess a valid driver's license if driving a vehicle will be part of the officer's duties;
 - (j) abide by the code of ethics contained in ARM [23.13.803](#); and
 - (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 [23.13.803](#) and Grounds for Denial, Sanction, Suspension, and Revocation ARM [23.13.702](#);
 - (ii) review of the current POST integrity report;
 - (iii) discussion involving core values of each appointing authority 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.
- (3) Every public safety communications officer, as a part of the training required in (2) (k), must complete, every two calendar years, a telephone cardiopulmonary resuscitation (TCPR) course. The required TCPR training shall follow evidence-based, nationally recognized guidelines for high-quality TCPR that incorporate recognition protocols for out-of-hospital cardiac arrest (OHCA) and continuous education. The training must cover a minimum of the following topics:
- (a) anatomy and physiology of the circulatory and cardiovascular systems;
 - (b) relationship between circulatory, respiratory, and nervous systems;
 - (c) signs and symptoms of acute coronary syndrome (ACS);
 - (d) signs of life recognition;
 - (e) early recognition of the need for CPR;
 - (f) agonal respirations;
 - (g) hypoxic seizures and sudden cardiac arrest;
 - (h) pathophysiology of sudden cardiac death/cardiac arrest;

- (i) the role of TCPR in cardiac arrest survival;
 - (j) the importance of minimizing disruptions when TCPR is in progress;
 - (k) physiology behind the performance of the instructions;
 - (l) automated external defibrillators and the role they play in resuscitation;
 - (m) explanation, with practical training exercises, for different TCPR instructions, including: adult, child, infant, neonate, pregnant patients, obese patients, and stoma patients;
 - (n) critical incident stress management; and
 - (o) unusual circumstances posing challenges to the delivery of TCPR instructions, such as: patients with do-not-resuscitate orders or physician orders for life-sustaining treatment, patients on ventilators, post-operation patients, patients obviously dead on arrival, electrocution, drowning, strangulation, two-rescuers ventilations, and cardiac arrest from trauma.
- (4) The POST Council is not responsible for maintaining records of continuing education hours acquired to satisfy the requirements of (2)(j) and (2)(k). The appointing authority must maintain records of the administration of the oath and the continuing education hours acquired to satisfy (2)(j) and (2)(k). Agency records maintained under this rule are subject to audit by the executive director during normal business hours upon reasonable notice to the agency.

History: [2-15-2029](#), MCA; [IMP, 2-15-2029, 44-4-403](#), MCA; [NEW](#), 2008 MAR p. 1587, Eff. 8/1/08; [AMD](#), 2014 MAR p. 2951, Eff. 12/12/14; [AMD](#), 2017 MAR p. 1953, Eff. 10/28/17; [AMD](#), 2018 MAR p. 2518, Eff. 12/22/18; [AMD](#), 2021 MAR p. 616, Eff. 5/29/21; [TRANS](#), from [23.13.201](#), 2023 MAR p. 1610, Eff. 11/18/23; [AMD](#), 2024 MAR p. 607, Eff. 3/23/24.

Montana Code Annotated 2023

TITLE 7. LOCAL GOVERNMENT

CHAPTER 31. GENERAL EMERGENCY AND PROTECTIVE SERVICES

Part 2. Public Safety Communications Officer

Qualifications For Public Safety Communications Officers

7-31-202. Qualifications for public safety communications officers. To be appointed a public safety communications officer, a person:

- (1) must be a citizen of the United States;
- (2) must be at least 18 years of age;
- (3) must be fingerprinted and a search must be made of local, state, and national fingerprint files to disclose any criminal record;
- (4) may not have been convicted of a crime for which the person could have been imprisoned in a federal or state penitentiary;
- (5) must be of good moral character, as determined by a thorough background investigation;
- (6) must be a high school graduate or have been issued a high school equivalency diploma by the superintendent of public instruction or by an appropriate issuing agency of another state or of the federal government; and
- (7) must meet any additional qualifications established by the council.

History: En. Sec. 2, Ch. 58, L. 1991; amd. Sec. 671, Ch. 61, L. 2007; amd. Sec. 8, Ch. 506, L. 2007; amd. Sec. 3, Ch. 55, L. 2015.

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Montana Code Annotated 2023

TITLE 7. LOCAL GOVERNMENT

CHAPTER 32. LAW ENFORCEMENT

Part 3. Qualifications of Law Enforcement Officers

Peace Officer Employment, Education, And Certification Standards -- Suspension Or Revocation -- Penalty

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 Montana public safety officer standards and training council established in 2-15-2029. A peace officer must:

(a) be a citizen of the United States;

(b) be at least 18 years of age;

(c) be fingerprinted and a search made of the local, state, and national fingerprint files to disclose any criminal record;

(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;

(f) be a high school graduate or have been issued a high school equivalency diploma by the superintendent of public instruction or by an appropriate issuing agency of another state or of the federal government;

(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;

(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

(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).

(3) At the time of appointment, a peace officer shall take the formal oath of office prescribed in Article III, section 3, of the Montana constitution. No other oath may be required.

(4) Within 10 days of the appointment, termination, resignation, or death of a peace officer, written notice of the event must be given to the Montana public safety officer standards and training council by the employing authority.

(5) It is the duty of an appointing authority in Montana to ensure that each peace officer appointed under its authority has the basic training, including any training required in subsections (6) through (8), in addition to meeting all other requirements of peace officer certification promulgated by the Montana public safety officer standards and training council. Any peace officer appointed after September 30, 1983, who fails to meet the minimum requirements as set forth in subsection (2) or who fails to complete the basic training required by subsections (6) through (8) forfeits the position, authority, and arrest powers accorded a peace officer in this state.

(6) Except as provided in subsections (7) and (8), a peace officer shall successfully complete the peace officer basic course at the Montana law enforcement academy, as approved by the council, within 1 year of:

(a) the peace officer's initial appointment as a peace officer; or

(b) the peace officer's most recent appointment as a peace officer if the peace officer has had a break in service as a peace officer of more than 5 years.

(7) (a) If a peace officer previously satisfied the requirement in subsection (6), is certified or is eligible for certification as a peace officer in Montana or may become eligible for certification upon completion of the probationary period in subsection (10), and has had a break in service as a peace officer of less than 3 years, the peace officer is not required to satisfy the requirement in subsection (6) or to attend an equivalency course prior to returning to work in Montana as a peace officer.

(b) If a peace officer previously satisfied the requirement in subsection (6), is certified or is eligible for certification as a peace officer in Montana or may become eligible for certification upon completion of the probationary period in subsection (10), and has been continuously employed as a peace officer outside of Montana for no more than 3 years, the peace officer is not required to satisfy the requirement in subsection (6) or to attend an equivalency course prior to returning to work in Montana as a peace officer.

(c) If a peace officer previously completed the peace officer basic course successfully, is certified or is eligible for certification as a peace officer in Montana or may become eligible for certification upon completion of the probationary period in subsection (10), and has been continuously employed as a peace officer outside of Montana for more than 3 years or who has had a break in service as a peace officer for more than 3 years but less than 5 years, the peace officer shall successfully complete the peace officer basic equivalency course, as

approved by the council, within 1 year of the peace officer's most recent appointment as a peace officer in Montana. If the peace officer fails the basic equivalency course, the officer shall satisfy the requirement in subsection (6) at the next available opportunity.

(d) If a person satisfied the requirement in subsection (6) prior to the person's appointment or employment and is hired or appointed as a peace officer more than 3 years but less than 5 years after the date that the person satisfied the requirement in subsection (6), the person shall successfully complete the peace officer basic equivalency course, as approved by the council, within 1 year of the person's most recent appointment or employment as a peace officer. If the person is not appointed or employed as a peace officer within 5 years after the date of the person's successful completion of the requirement in subsection (6), the person shall satisfy the requirement in subsection (6) within 1 year of the person's most recent appointment or employment as a peace officer in Montana.

(8) (a) Except as provided in subsection (8)(c), if a peace officer has successfully completed a peace officer basic course that is taught or approved by a federal, state, local, or United States military law enforcement agency, that satisfies the peace officer basic training requirement for that agency, and that the council has reviewed and approved as commensurate with the current peace officer basic course offered at the Montana law enforcement academy, the peace officer shall successfully complete the peace officer basic equivalency course, as approved by the council, within 1 year of the officer's initial appointment in Montana. If the officer fails the basic equivalency course, the officer must satisfy the requirement in subsection (6) at the next available opportunity.

(b) Except as provided in subsection (8)(c), if a peace officer has successfully completed a peace officer basic course that is taught or approved by a federal, state, local, or United States military law enforcement agency and that satisfies the peace officer basic training requirement for that agency and if that peace officer's combined training and experience have been reviewed and approved by the council as commensurate with the current peace officer basic course offered at the Montana law enforcement academy, the peace officer shall successfully complete the peace officer basic equivalency course, as approved by the council, within 1 year of the officer's initial appointment in Montana. If the officer fails the basic equivalency course, the officer must satisfy the requirement in subsection (6) at the next available opportunity.

(c) If the peace officer has had a break in service as a peace officer for more than 5 years, the officer shall complete the requirement of subsection (6) within 1 year of the officer's initial appointment as a peace officer in Montana.

(9) The Montana public safety officer standards and training council may extend the 1-year time requirements of subsections (6) through (8) upon the written application of the appointing authority of the officer. The application must explain the circumstances that make the extension necessary. Factors that the council may consider in granting or denying the extension include but are not limited to illness of the peace officer or a member of the peace officer's immediate family, absence of reasonable access to the basic equivalency course, and an unreasonable shortage of personnel within the department. The council may not grant an extension to exceed 180 days.

(10) A peace officer who has successfully met the training, employment, and educational standards of this section, has successfully met the training and employment standards set by the council, and has completed a 1-year probationary term of employment must be issued a peace officer basic certificate by the council certifying that the peace officer has met all of the basic qualifying peace officer standards of this state.

(11) It is unlawful for a person whose basic certification as a peace officer has been revoked or denied by the Montana public safety officer standards and training council for misconduct to act as a peace officer. It is unlawful for a person whose peace officer basic certification has been suspended by the council to act or be appointed or

employed as a peace officer in Montana during the period in which the certification is suspended. A person convicted of violating this subsection is guilty of a misdemeanor, punishable by a term of imprisonment not to exceed 6 months in the county jail or by a fine not to exceed \$500, or both.

History: En. Sec. 4598, Pol. C. 1895; re-en. Sec. 3124, Rev. C. 1907; re-en. Sec. 4879, R.C.M. 1921; re-en. Sec. 4879, R.C.M. 1935; amd. Sec. 1, Ch. 257, L. 1967; amd. Sec. 2, Ch. 66, L. 1971; amd. Sec. 1, Ch. 81, L. 1971; amd. Sec. 1, Ch. 62, L. 1973; amd. Sec. 2, Ch. 188, L. 1975; R.C.M. 1947, 16-3705(part); amd. Sec. 1, Ch. 191, L. 1983; amd. Sec. 1, Ch. 714, L. 1985; amd. Sec. 1, Ch. 217, L. 1989; amd. Sec. 9, Ch. 662, L. 1991; amd. Sec. 2, Ch. 437, L. 1993; amd. Sec. 12, Ch. 506, L. 2007; amd. Sec. 13, Ch. 2, L. 2009; amd. Sec. 1, Ch. 75, L. 2009; amd. Sec. 4, Ch. 55, L. 2015; amd. Sec. 1, Ch. 196, L. 2015; amd. Sec. 2, Ch. 140, L. 2019.

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Montana Public Safety Officer Standards & Training Council

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Phone: (406) 444-9975

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DATE: MAY 20, 2024

TO: MONTANA POST COUNCIL

FROM: JIM THOMAS, COMMITTEE CHAIR

SUBJECT: CASE STATUS COMMITTEE REPORT AND CLOSURE OF CASES

The Case Status Committee of the POST Council have met twice, since the December 6, 2023, Council meeting. The Committee had two regularly scheduled meetings on January 4, 2024, and February 14, 2024. This is the Committee's written report setting forth the circumstances and resolution of cases. After consultation with legal counsel and meeting of the Case Status Committee of the POST Council, the following cases have been closed:

2018 ~ No cases from 2018 were closed:

There is one open case from 2018, in which the officer is serving a sanction.

2019: There are no open case from 2019.

2020 ~ No cases from 2020 were closed:

There are two open cases from 2020. In both cases, the officers are serving a sanction.

2021 ~ Two cases from 2021 were closed:

21-59 was closed. After making multiple threatening remarks, a corrections officer was asked whether he would make further trouble if he returned to his post. In response, the officer answered "maybe." The officer was told to leave the facility and was later terminated. POST had this case on hold pending the officer's legal challenges to his termination. POST closed its case with a finding of "Sustained," but determined that POST action was unnecessary.

21-60 was closed. A corrections officer abandoned her post. When later questioned about her actions, the officer was not honest about statements she made prior to leaving her post. POST had this case on hold pending the

officer's legal challenges to her termination. POST closed its case with a finding of "Sustained," but determined that POST action was unnecessary.

There are two open cases from 2021, and in both cases the officers are serving a sanction.

2022 ~ Four cases from 2022 were closed:

22-09 was closed. A detention officer made specific, homicidal threats against administration in his department. POST placed its review on hold pending the officer's legal challenges to his termination. After all legal issues were resolved, POST determined that it would close its case. Should the officer return to work as a public safety officer requiring POST certification, POST will reexamine the matter and determine whether the issue should be investigated further.

22-26 was closed. A police officer was off duty and out drinking at a work-related party. The officer went outside and kicked toward two moving vehicles which were driving by. The officer missed the first vehicle, but he struck the second vehicle, knocking the side-view mirror off. The officer and POST entered into a stipulated agreement wherein the officer's certification was placed on a stayed suspension on probation conditions for a two year period. The officer successfully completed his probation, and his case is closed.

22-36 was closed. A sheriff was off duty and at a local bar when one of his employees hit a parked car outside of the bar. Deputies had already responded to the accident and were waiting for an officer from an outside agency to arrive. A crowd gathered outside of the bar, and the sheriff exited the bar as well, approaching on of his deputies. The sheriff then made multiple profane and inappropriate statements before taking the deputy's body-worn camera off and placing it in his pocket. The officer and POST entered into a stipulated agreement wherein his certification was placed on a stayed suspension on probation conditions for a period of one year. The officer successfully completed his probation, and his case is closed.

22-31 was closed. A police officer inappropriately issued citations to multiple individuals for being a Montana resident and having a foreign driver's license, creating the perception that he had a bias toward out of state drivers. The officer also provided confidential information to the press. The officer and POST entered into a stipulated agreement wherein the officer's certification was placed on a stayed suspension on probation

conditions for a two year period. The officer successfully completed his probation, and his case is closed.

There are eleven open cases from 2022. Of those, one case is an active investigation, two cases are on hold pending other matters; and in eight cases, the officer is serving a sanction.

2023 ~ Eleven cases from 2023 were closed:

23-50 was closed. A deputy sheriff was alleged to have used excessive force. POST entered findings of "Not Sustained" and closed its case.

23-40 was closed. A police officer was convicted of a felony sexual offense. The officer's certification was revoked when he failed to respond to POST's correspondence.

23-41 was closed. A detention officer used excessive force on a compliant inmate. The officer's certification was revoked when he failed to respond to POST's correspondence.

23-30 was closed. A detention officer slapped a restrained inmate in the face. The officer and POST entered an agreement wherein the officer's certification was suspended for two weeks. Additionally, if the officer returns to a public safety officer position, her certification will be subject to a two year, stayed suspension on probation conditions. Until such time, this case is closed.

23-15 was closed. A police officer was terminated for preparing reports, affidavits, and/or statements which were inconsistent with one another. POST closed its investigation, finding that the allegations were sustained, but that the employing authority took appropriate action.

23-43 was closed. A police officer engaged in sexual misconduct with a supervisor. The officer's certification was revoked when she failed to respond to POST's correspondence.

23-48 was closed. A public safety communications officer reported for duty after consuming alcohol. The officer's certification was revoked when she failed to respond to POST's correspondence.

23-45 was closed. A detention officer was arrested for partner/family member assault. The officer voluntarily surrendered his certification.

23-38 was closed. A police officer engaged in sexual misconduct with a confidential source. The officer's certification was revoked when he failed to respond to POST's correspondence.

23-32 was closed. After being directed to have no contact with an inmate, a corrections officer continued to have contact with the inmate, to include exchanging letters of a romantic or intimate nature. The officer's certification was revoked when she failed to respond to POST's correspondence.

23-47 was closed. A detention officer engaged in sexual misconduct which resulted in him being charged with aggravated sexual intercourse without consent.

There are 22 open cases from 2023. Of those, five cases are active investigations, three of them are on hold pending other matters, and in fourteen cases, the officer is serving a sanction.

2024 ~ Two cases from 2024 were closed:

24-01 was closed. A deputy sheriff was convicted of Aggravated DUI. Although POST sustained the allegations, POST determined the employing authority's action was appropriate and closed the case.

24-04 was closed. A reserve deputy was alleged to have provided drug money to females in exchange for nude photographs. The officer voluntarily surrendered his certification.

There are sixteen open cases from 2024. Fifteen cases are active investigations, and one case is on hold pending other matters.

Since the last Council meeting, POST has closed a total of 47 cases.

POST currently has 22 active investigations.

POST currently has 21 new allegations to present to case status.

POST currently has 8 cases awaiting information from agencies.

POST currently has 6 investigations on hold pending other matters.

POST has a total of 57 cases which it is currently working on.

POST currently also has 29 cases in which officers are serving sanctions.

	465,005.32	465,005.32
61101 Regular	192,034.24	192,034.24
61103 Sick Leave	12,608.59	12,608.59
61104 Vacation	15,021.26	15,021.26
61105 Holiday	10,510.90	10,510.90
61158 Compensatory Time Taken	1,482.93	1,482.93
61401 FICA	17,495.76	17,495.76
61402 Retirement - Other	21,243.01	21,243.01
61403 Group Insurance	46,376.00	46,376.00
61404 Workers Compensation Insur	1,420.05	1,420.05
61404A State Fund Dividend-NONBUDG	(1,221.56)	(1,221.56)
61410 State Unemployment Tax	347.53	347.53
62102 Consult & Prof Services	2,100.00	2,100.00
62108 Legal Fees & Court Costs	37,553.81	37,553.81
62113 Warrant Writing Services	44.42	44.42
62114 HRIS Service Fees	881.04	881.04
62114A Workers' Comp Program Fees	85.11	85.11
62134 Honorariums	7,500.00	7,500.00
62148 SABHRS Administrative Costs	468.76	468.76
62162 Witness Fees	10.00	10.00
62187 Records Storage	752.00	752.00
62191 Printing/Other Provider	47.72	47.72
62203 Clothing & Personal	532.00	532.00
62216 Gasoline	560.65	560.65
62223 Training	1,828.87	1,828.87
62224 Maps Charts & Pamphlets	99.37	99.37
62226 Fine Paper/E-Market	51.48	51.48
62232 Safety Supplies/Minor Equip	54.65	54.65
62236 Ofc Supplies/E-Market	2,052.19	2,052.19
62238 Minor Equipment-Office Equip	451.96	451.96
62241 Office Sup/Minor Equip-NonStat	1,006.18	1,006.18
62245 Computer Hardware	3,390.00	3,390.00
62249 NonCapitalized Soft & SBITAs	26,190.00	26,190.00
62259 Kitchen Sup/Utnsls/Minr Equip	6.94	6.94
62295 Janitorial/Non-State Proc	149.99	149.99
62304 Postage & Mailing	10.69	10.69
62319 Cellular Phones	898.03	898.03
62322 Teleconferences	0.47	0.47
62371 Telephone Equip Crg/Non-D Of A	903.68	903.68
62408 In-State Lodging	231.12	231.12
62412 Out-Of-State Commercial Trans	790.74	790.74
62418 Out-Of-State Lodging	739.59	739.59
62489 Non-Employee In State Mileage	2,498.36	2,498.36
62490 Non-Employee In State Meals	271.75	271.75
62497 Non-Employee In-State Lodging	3,737.18	3,737.18
62506 Postage Meter	542.64	542.64
62519 Photo Copy Equipment	2,163.31	2,163.31

62704 Office Equipment	335.00	335.00
62706 Vehicles - Passenger	93.97	93.97
62801 Dues	500.00	500.00
62802 Subscriptions	521.88	521.88
62809 Education/Training Costs	279.00	279.00
62817 Meetings/Conference Costs	1,086.16	1,086.16
62823 Licenses & Permits	51.50	51.50
62853 Public Relation Expenses	2,670.00	2,670.00
62886 Procurement Card Default	0.00	0.00
62888 Statewide Indirect Costs	1,504.40	1,504.40
62891A DOA Access\ID Card Fee	40.00	40.00
68101 Transfer Of Appropriated Fund	42,000.00	42,000.00