

Georgia Peace Officer Standards and Training Council

Executive Director's Message

*The Honorable Brian Kemp, Governor
Members of the Georgia General Assembly
Citizens of the State of Georgia*



I respectfully submit the Fiscal Year 2019 Annual Report of the Georgia Peace Officer Standards and Training Council.

The Council is committed to being recognized as a leader in the law enforcement community. This leadership is being accomplished through the various initiatives that P.O.S.T. has implemented.

The P.O.S.T. Operations Division is responsible for providing administrative support with various projects and special services. Some of the projects that are currently in the works are:

- *Field Testing of Certification Exam*
- *Upgrade of the POST Website, with increased functionality*
- *Pre-Investigative Consent Order process*

In FY19, the Certification and Training Division accomplishments included but were not limited to:

- *Approved 9426 certifications*
- *Approved 246 course recognition requests*
- *Approved 369 seminar request*
- *Suspended 2331 officers for training deficiencies*

In FY19 our Investigations Division had 9 full time investigators and 1 vacant investigators position. This division made great strides in FY19 which included but were not limited to:

- *Expanded and improved existing computer system to decrease administrative tasks which improved productivity and reduced time required to complete cases*
- *Streamlined the investigative process to be more efficient and timely*

I am proud of Georgia P.O.S.T. Council's accomplishments for Fiscal Year 2019. It is my desire that as you read this report you will see that we are committed to the law enforcement community and to the citizens of Georgia. We look to the future with excitement, knowing that there are many goals yet to be realized.

Respectfully Yours,
Ken Vance, Executive Director

MISSION



It is the mission of the Georgia Peace Officer Standards and Training Council (P.O.S.T.) to provide the citizens of Georgia with qualified, professionally trained, ethical and competent peace officer and criminal justice professionals.

The Georgia P.O.S.T. Council administers the regulatory process, sets the standards for training and certification, and provides essential technical assistance to the law

VISION

P.O.S.T. envisions a professionally trained and ethical criminal justice profession. This is accomplished by:

- ✓ *Establishing and implementing high standards, developing and facilitating contemporary training curricula and programs.*
- ✓ *Holding criminal justice professionals to a higher standard.*
- ✓ *Providing the citizens of Georgia with the best protection in the nation.*

Georgia P.O.S.T. Council

The composition of the Council, its power, and function is established in Title 35 Chapter 8 of the Official Code of Georgia, Annotated. The Council consists of nineteen voting members and is supported by an advisory board. The voting members include:

Sheriff Mike Yeager, Chairman	A Peace Officer
Chief John King, Vice-Chairman	Chief of Police
Captain Steve Hyman- Secretary	A Municipal Police Officer other than a Chief of Police
Mayor Nancy Denson	A City Manager or Mayor
Commissioner Tom McMichael	A County Commissioner
Director Chris Barnett	Chairman of the State Board of Pardons and Paroles of GA. or Designee
Commissioner Lamar Paris	Association County Commissioners of Ga. or Designee
Sheriff Mitch Ralston	A County Sheriff
Sgt. Dolly Johnson	A Municipal Police Officer Other than a Chief of Police
Mayor J. Clark Boddie	President of the Georgia Municipal Association Or Designee
Asst. Director Dan Kirk	Director of the Georgia Bureau of Investigation or Designee
Don Banks	Member other than the Attorney General
Chief Joseph Wirthman	President of the Georgia Association of Chiefs of Police
Warden Michael Long	President of the Georgia Prison Wardens' Association
Sheriff Stacy Nicholson	President of the Georgia Sheriffs' Association
Major Stephen Adams	President of the Peace Officers Association of Georgia
Asst. Commissioner Scott Maurer	The Commissioner of Georgia Dept. of Community Supervision
Commissioner Timothy Ward	The Commissioner of Corrections or Designee
Lt. Col. Russell Powell	The Commissioner of the Department of Public Safety
Colonel Eddie Henderson	Department of Natural Resources
Director Mike Register	A Peace Officer
Director Scott Cagle	Department of Juvenile Justice or Designee

Georgia P.O.S.T. Council Advisory Members

The advisory members are appointed by the Council Chairman, and it is their responsibility to serve in an advisory capacity and represent a cross section of the criminal justice system. The advisory members are:

Director Chris Wigginton- State Officer	Georgia Public Safety Training Center
Executive Director Frank V. Rotondo- Association Director	Georgia Association of Chiefs of Police
Executive Vice President Terry Norris- Association Director	Georgia Sheriffs' Association
Director Bruce Homes	Board of Regents
Asst. Director Nicholas Marinelli, Jr.	GA. Perimeter College Campus Police
Lt. Barry Woodward	Communications Division
Chief Wayne Dennard	Acworth Police Department
Director Robert Bolton	Georgia Internal Affairs Investigators Association
Dean Tom Bojo Technical College System	GA. Northwestern Technical College
Major Alan Everidge	Law Enforcement Officer
Stan Crowder	Kennesaw State University
Director Michael Nix	Georgia Emergency Management Agency

Georgia Peace Officer Standards and Training Council

Sheriff Mike Yeager, Chairman

Chief John King, Vice-Chairman

Captain Steve Hyman, Secretary

Training Standards Committee:

Stephen Adams, Chairman
Dan Kirk, Vice-Chairman
Russell Powell
Michael Long
Eddie Henderson
Nancy Denson
Stacy Nicholson

Advisory Members:

Chris Wigginton
Terry Norris
Barry Woodward
Tom Bojo
Wayne Dennard
Bruce Holmes
Robert Bolton
Michael Nix

Probable Cause Committee:

Scott Maurer, Chairman
Dolly Johnson, Vice-
Chairman
Mike Yeager
John King
Mitch Ralston
Tim Ward
Chris Barnett

Executive Committee:

Mike Yeager, Chairman
John King, Vice-Chairman
Steve Hyman, Secretary
Scott Maurer, PCC
Stephen Adams, Training
Std.
Tom McMichael, Cert.

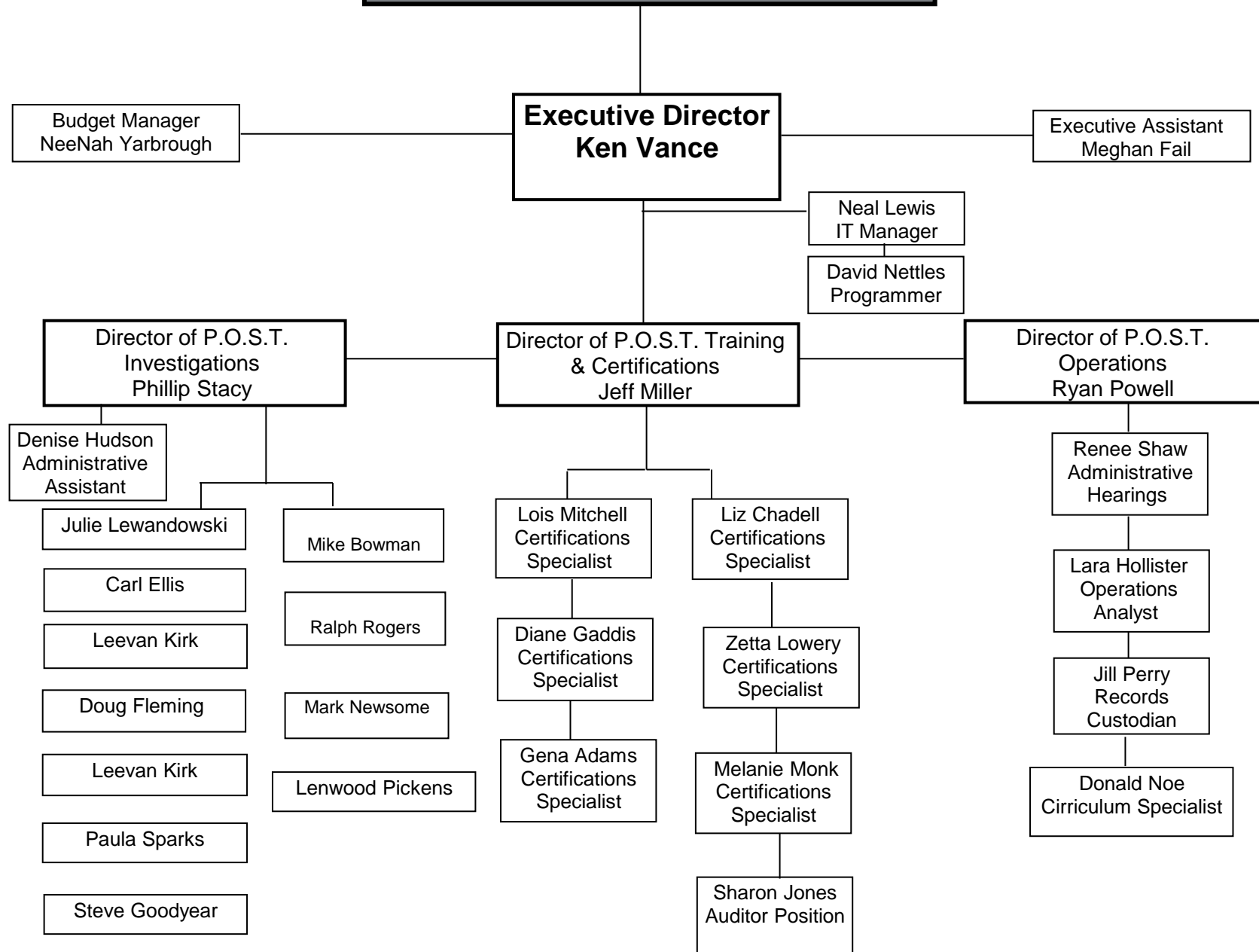
Certification Committee:

Tom McMichael, Chairman
Steve Hyman, Vice-Chairman
Joseph Wirthman
Lamar Paris
Don Banks
Scott Cagle
Mike Register
Clark Boddie

Advisory Members:

Frank Rotondo
Nicholas Marinelli, Jr.
Alan Everidge
Stan Crowder

Georgia P.O.S.T. Council



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

The Council's rules and policies are executed by a professional and clerical staff, which operates under the supervision of the Executive Director. The Executive Director is responsible for planning, organizing and directing the administration of a statewide program involving over 60,000 officers actively employed by over 1100 agencies.



- ◆ Appointed by Governor Sonny Perdue as Executive Director of the Georgia Peace Officer Standards and Training Council, August 15, 2007 - Present
- ◆ Georgia College & State University, Director of Public Safety/University Police Chief, October 1, 1982 – August 15, 2007
- ◆ City of Milledgeville- Councilman, 1981 - Present
- ◆ Baldwin County Board of Education, High School English Teacher, 1980-1985
- ◆ Baldwin County Sheriff's Department, Deputy Sheriff, 1976-1982
- ◆ Monroe Police Department, Peace Officer, 1975-1976
- ◆ Peace Officer Standards & Training Council-Executive Board- Chairman & Vice-Chairman: Probable Cause Committee-Chairman
- ◆ State of Georgia Municipal Training Institute-Chairman, 8 years
- ◆ State of Georgia E-911 Board
- ◆ Georgia Municipal Association Board of Directors
- ◆ University of Arkansas, Master of Fine Arts
- ◆ Georgia College, Bachelor of Arts
- ◆ Young Harris College, Associate of Arts Degree

Purpose

The purpose of the Georgia P.O.S.T. Council is to ensure that only qualified and well-trained persons are certified as peace officers in this state. In order to attain the goals, the Council has been given the statutory authority to enforce those qualifications and training requirements enumerated by laws to:

- ✓ Research, plan, and establish policy relative to peace officer training
- ✓ Develop, adopt, and issue advanced or professional peace officer certificates based on education, training, and experience
- ✓ Determine whether a peace officer candidate has met legal pre-employment and training requirements
- ✓ Refuse to grant a certificate or to discipline certified peace officers and exempt officers who have not met or have failed to maintain the minimal standards of acceptable and prevailing practices of peace officers
- ✓ Provide technical assistance as requested by law enforcement units
- ✓ Provide and administer the certification of persons qualified to operate speed detection devices and withdraw and suspend such certifications
- ✓ Establish minimum qualifications for school directors and certify those qualified
- ✓ Certify instructors and withdraw or suspend such certifications
- ✓ Establish and modify the curriculum, including methods of instruction, composing the basic course
- ✓ Evaluate schools annually for recertification
- ✓ Withdraw or suspend certification of schools or school directors who fail to continue to meet or maintain, at any given time, the criteria and qualifications required
- ✓ Enforce those qualifications and training requirements enumerated by laws
- ✓ Ensure standards are maintained by peace officers
- ✓ Take corrective action against officers who violate standards
- ✓ Develop and adopt quality training for all peace officers

The staff of the Georgia P.O.S.T. Council consists of the Executive Office and 3 divisions:

- ***Certification and Training Standards Division***
- ***Investigations Division***
- ***P.O.S.T. Operations***

Certification and Training Standards Division

The primary function of the Certification and Training Standards Division is to ensure compliance, by agencies and peace officers, of qualifications and training requirements enumerated in the P.O.S.T. Act. Some major responsibilities include:

- Process applications for peace officer certification
- Issue of basic certification
- Certify speed detection device operators
- Provide technical assistance to agencies
- Processing of specialty certifications
- General and Specialty Instructors Certification
- Seminar Approval

Division Reports:

- Agency rosters
- Demographic reports
- Individual personnel and training histories
- Agency deficiency reports

Certification of Peace Officers

All employees of any agency that are granted the full rights and powers under the definition of a peace officer as defined by the P.O.S.T. Act must be certified by P.O.S.T.

Peace officer applicants must complete ALL certification requirements before employment. Once the pre-employment requirements are met, an authorization for training is issued.

Certifications issued by the Council include:

BASIC CERTIFICATIONS

- Basic Law Enforcement
- GBI Investigator
- Sheriff
- Communications Officer
- Narcotics Agent
- Correctional Officer
- Probation Officer
- Parole Officer
- Jail Officer
- Forensic Scientist (GBI only)
- Basic Juvenile Correctional Officer
- Municipal Probation Officer
- Communication Officer

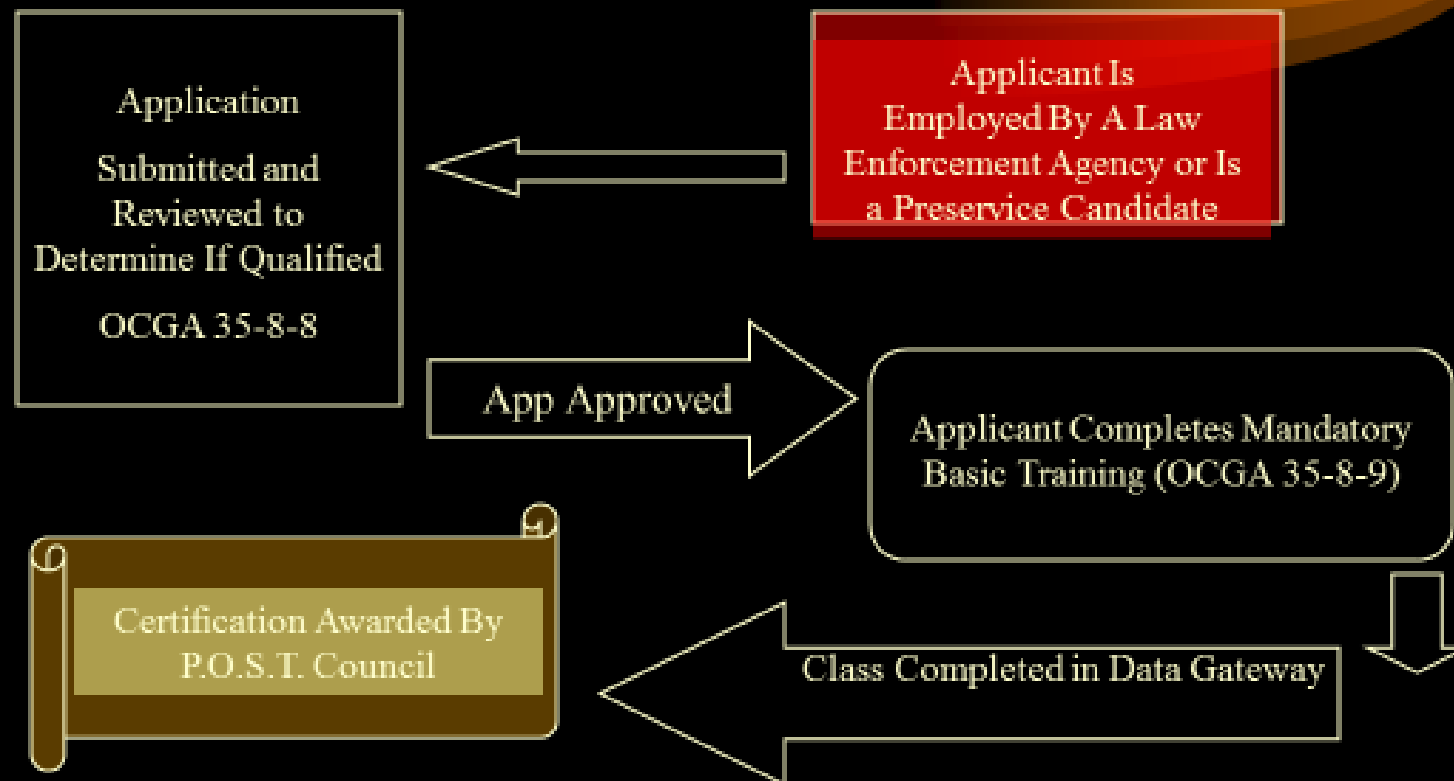
SPECIALTY CERTIFICATIONS

- Radar
- Laser
- Vascar
- Field Training Officer
- Identification Technician
- Departmental Training Officer
- General & Specialty Instructors
- Career Development Certifications
- Arson Investigator
- Bomb Technician
- Handler of Animal Trained to Detect Explosives
- Senior and Master Instructor Trainer

Recognition of Law Enforcement Agencies

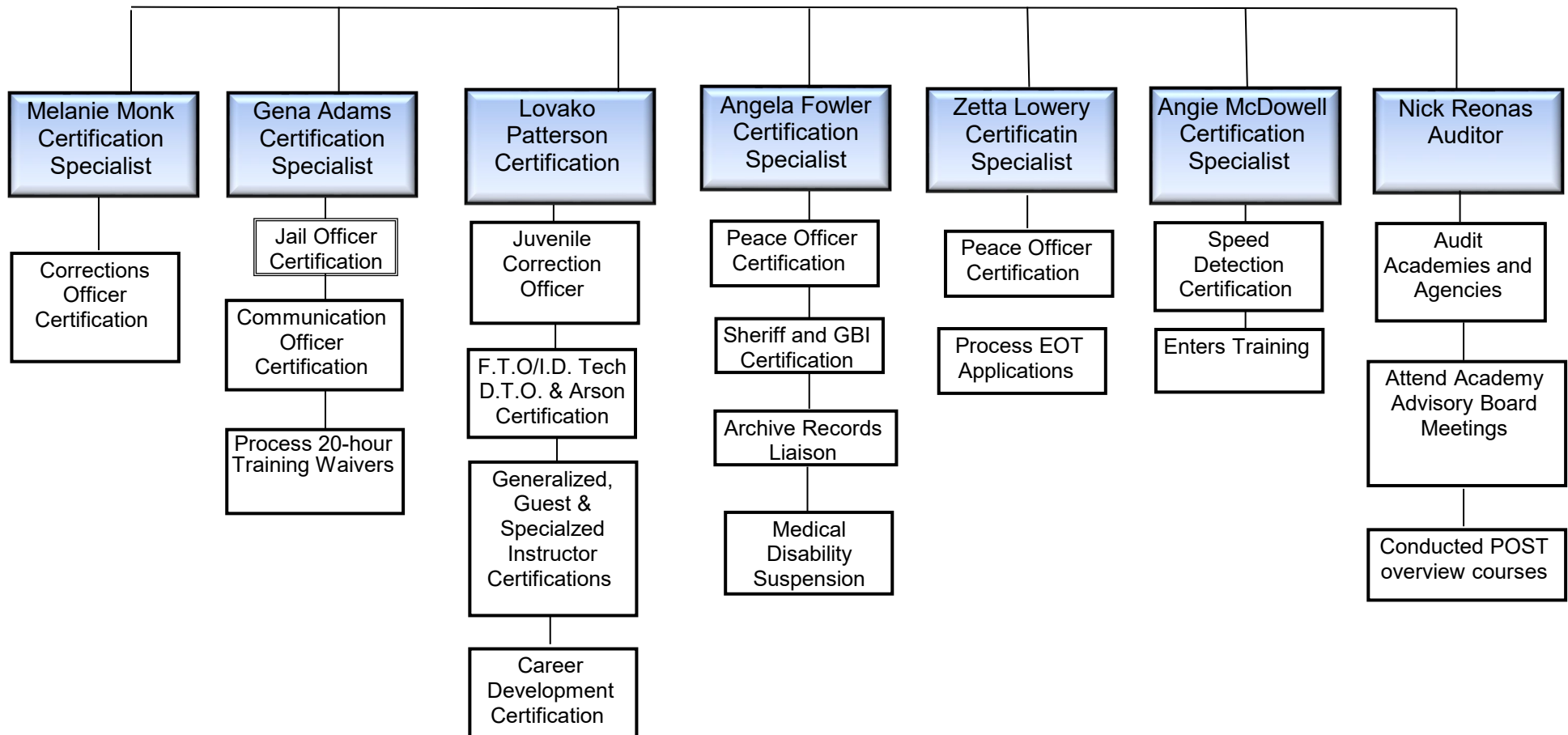
All agencies covered by the P.O.S.T. Act or those permitted to voluntarily comply with the Act can be recognized by P.O.S.T. Those requesting recognition must submit to P.O.S.T. a copy of the ordinance or law that established their authority as a law enforcement agency, along with a request for recognition from appointing authority. Once approved, the agency is supplied with an identification number and all paperwork necessary to conduct business with P.O.S.T.

Certification Process



Georgia P.O.S.T. Council Certification & Training Standards Division

Jeff Miller
Division Director



PEACE OFFICER STATISTICS	2015	2016	2017	2018	2019
BASIC CERTIFICATIONS					
Peace Officer	1,860	1,935	1,954	1,958	2,084
Juvenile Probation Officer	0	52	36	19	13
Jail Officer	1,570	1,546	1,677	1,610	1,551
Communication Officer	510	518	550	464	622
Juvenile Correctional Officer	575	509	559	504	512
State Correctional Officer	1,955	1,870	1,685	2,053	1,741
Parole & Probation Officer	286	194	205	205	124
TOTAL BASIC	6,756	6,624	6,666	6,813	6,647
EXEMPT REGISTRATIONS					
Peace Officer(Retired)	0	0	1	1	0
Federal Officer	0	0	0	0	0
TOTAL BASIC EXEMPT	0	0	1	1	0
SPECIALTY CERTIFICATIONS					
Arson Investigator	19	26	21	16	20
Field Training Officer	591	653	688	685	623
Radar & Lidar Operator	746	595	723	732	833
Instructor	897	805	1,029	987	867
Latent Print Examiner	0	0	3	3	3
Laser Operator	703	588	660	664	559
Sheriff	1	0	7	3	1
Traffic Accident Reconstruction	14	14	18	11	22
Swat Officer	0	0	0	0	3
CAREER DEVELOPMENT					
Intermediate	225	178	218	270	261
Advanced	129	127	112	112	121
Supervisory	189	218	222	231	255
Management	103	90	131	136	125
Executive	4	11	9	7	9
Senior Instructor Trainer	55	56	59	47	33
Master Instructor Trainer	9	10	6	5	7
Senior Deputy	25	12	12	19	37
Departmental Training Officer	1	16	1	10	0
Bomb Techs. & Animal Handler	8	11	10	4	9
Jail Training Officer	29	14	20	15	11
Comm. Training Officer	0	1	0	2	0
Crime Scene Tech	21	27	45	53	41
TOTAL SPECIALTY CERTIFICATIONS	3,769	3,452	3,994	4,012	3,840
TOTAL ALL CERTIFICATIONS	10,525	10,076	10,661	10,826	10,487

Training Standards Division

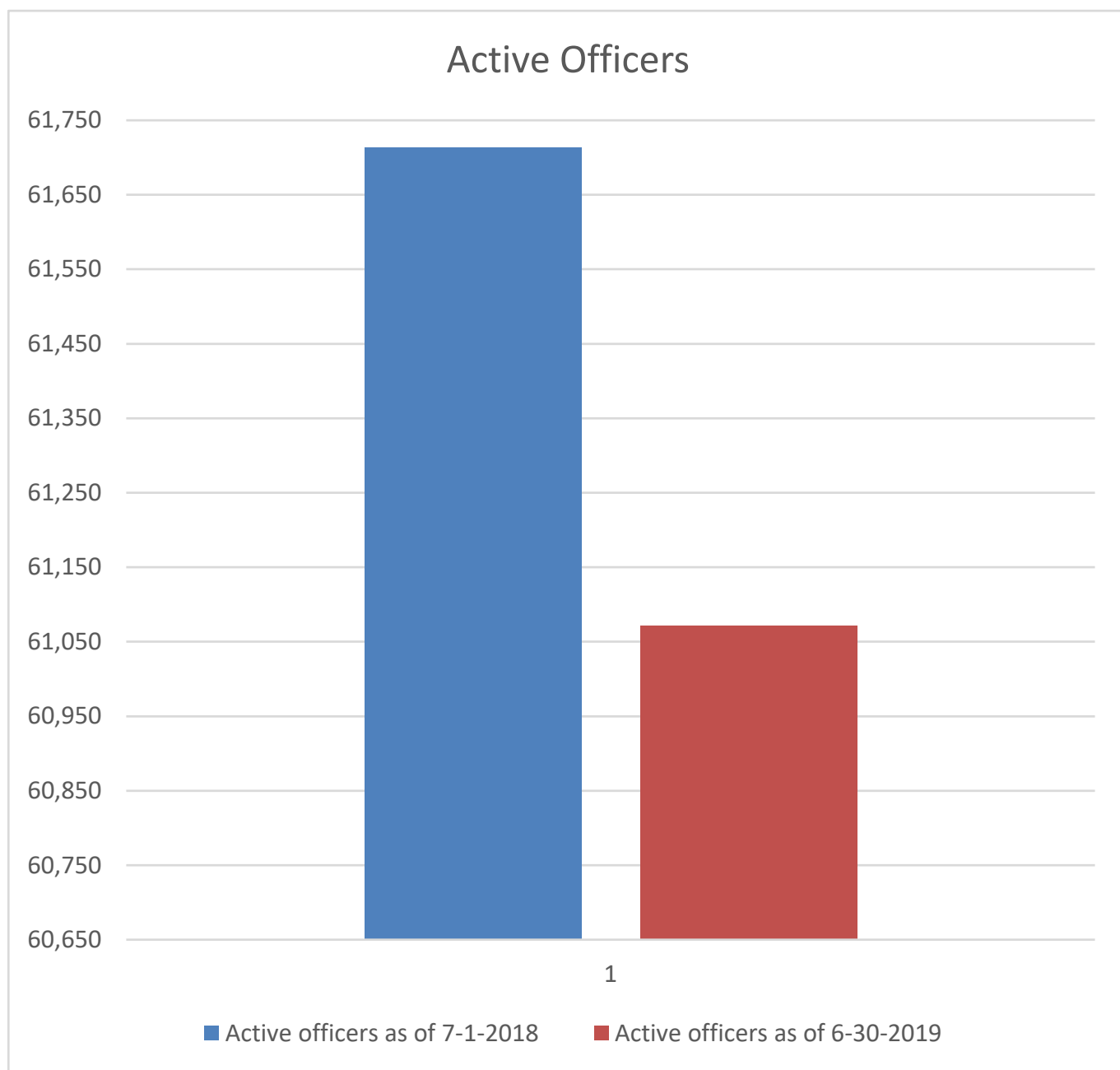
The **Training Standards Division** is responsible for the functions related to development, evaluation and management of peace officer training. Other major responsibilities include:

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

Special Operations of the Training Standards Division

The **Training Standards Division** has additional responsibilities that ensure the peace officers of Georgia are receiving the highest quality and most up to date training that is available. These responsibilities include, but are not limited to:

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



Investigations Division

The Georgia Peace Officer Standards and Training Council has discretionary authority by law, to discipline officers. Disciplinary action is taken in the form of sanctions against an officer's certification. Action is based on the preponderance of evidence that they were in violation of the P.O.S.T. Act (O.C.G.A. §35-8 as amended).

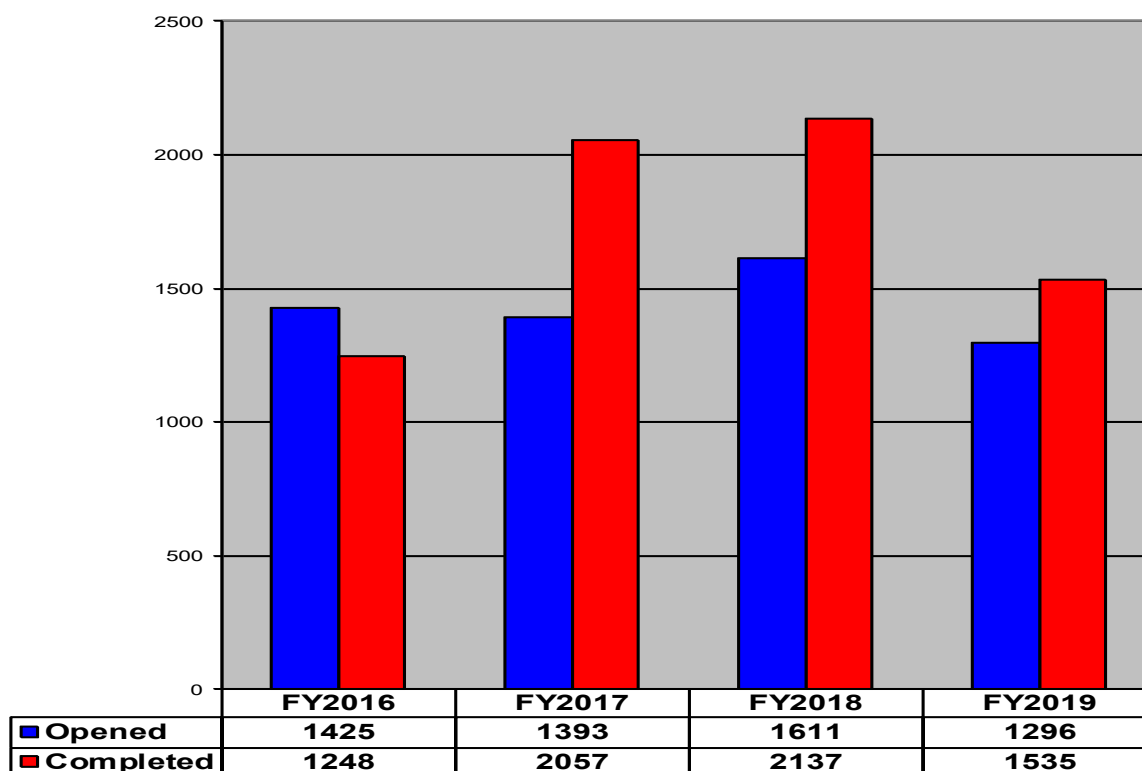
Discipline/Investigation of Officers

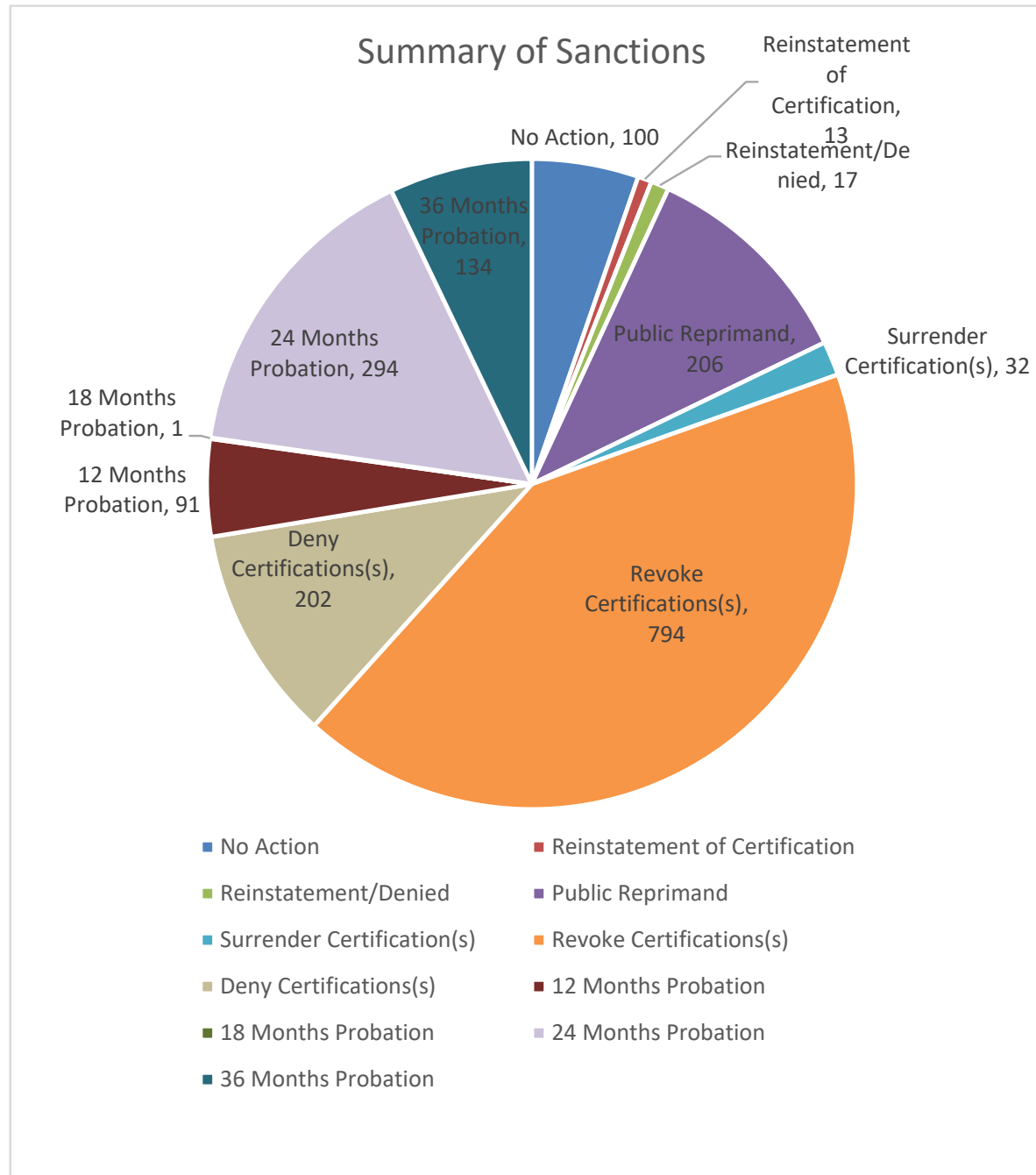
This division is responsible for investigating terminations of officers, suspensions of more than 30 days, and alleged criminal involvement of any officer. The investigator then reports to the P.O.S.T. Council Probable Cause Committee (PCC) for further action/recommendation. The PCC recommends a sanction to the Council, which may include: (a) Revocation of Certification; (b) Suspension of Certification; (c) Probation; or (d) Sanctions as permitted by Law, (O.C.G.A. 35-8-7.1(11)). During FY 2019 there were over 100 felony arrest/indictment suspension orders issued.

Technical Assistance

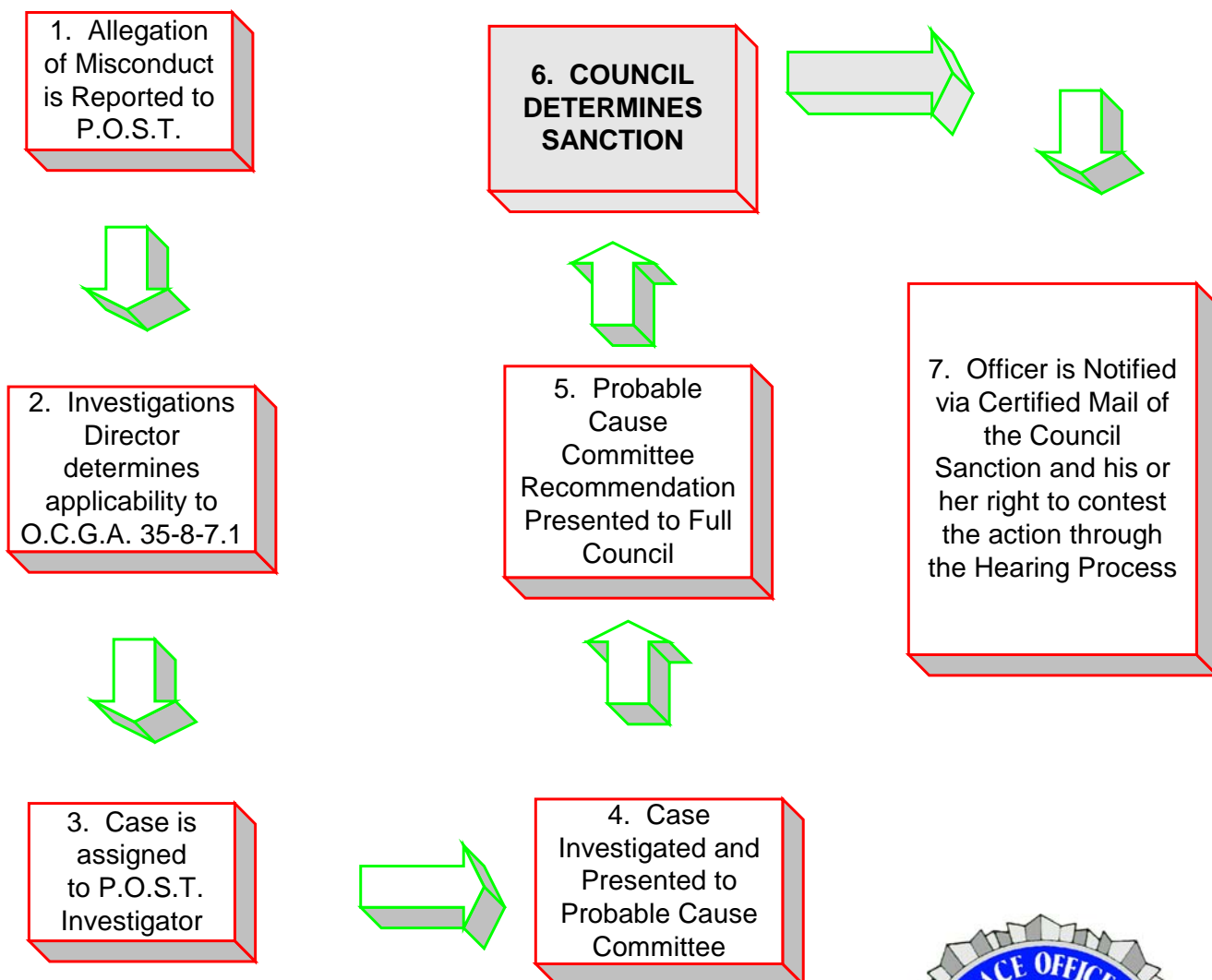
The investigation division also provides technical assistance to the law enforcement agencies and their officers in matters relating to the P.O.S.T. Act.

Case Statistics





**GEORGIA PEACE OFFICER
STANDARDS AND TRAINING
COUNCIL
Investigations Division**

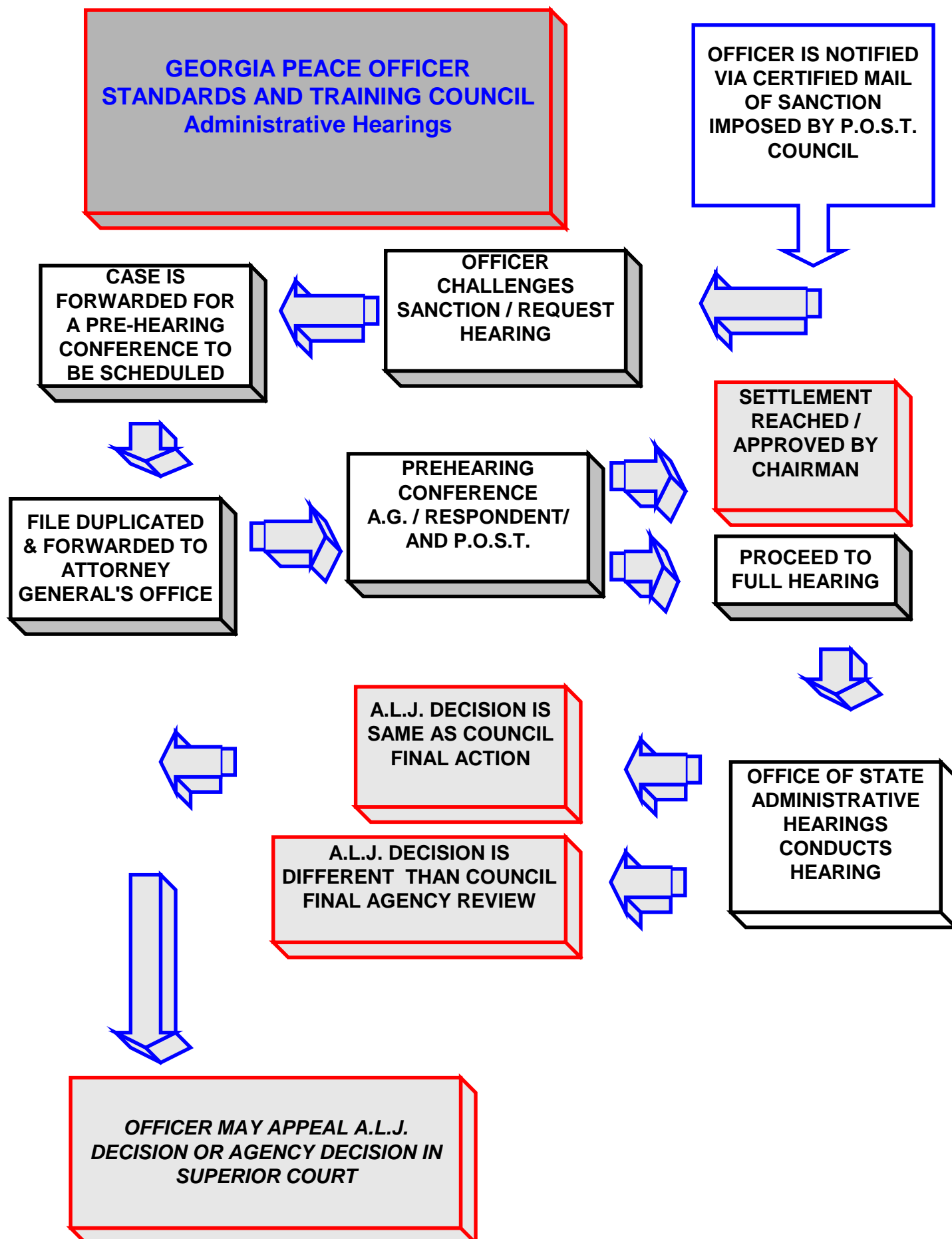


Hearings

Officers are entitled to challenge sanctions imposed on their certification by the Georgia Peace Officer Standards and Training Council. The officer's due process is afforded through an administrative hearing in accordance with the Georgia Administrative Procedures Act (O.C.G.A. §50-13).

It is estimated that over 15% of the officers sanctioned by the Council appeal within the allotted fifteen (15) day period by filing a written request for a hearing. Once received, a "pre-hearing conference" is scheduled with the affected officer, the officer's legal representative, and a member of the Attorney General's Office. During a pre-hearing conference, a negotiated settlement is explored. The Attorney General makes a recommendation as to whether to proceed to a formal hearing or suggest an alternative.

Unsettled cases are forwarded to the Office of State Administrative Hearings (O.S.A.H.). A Special Assistant Administrative Law Judge is assigned by the Chief Judge of O.S.A.H. to preside in a contested case and schedules a complete evidentiary hearing in the disputed matter. Upon conclusion, the Judge will render a "Final Decision" (conclusion is the same as Council's action) or an "Initial Decision" (conclusion differs from Council's action). Initial Decisions are reviewed by the Georgia Peace Officer Standards and Training Council through a "Final Agency Review". Officers may appeal all decisions in Superior Court as a matter of law. During Fiscal year 2019 there were 174 pre-hearing conferences held.



P.O.S.T. Operations Division

*The **P.O.S.T. Operations Division** is responsible for providing administrative support and special services. Other major responsibilities include:*

- Certification Examination
- Custodian of Records- Open Records Request
- Curriculum Revision
- Special Projects
- Media Relations
- Rule Revisions
- Technology Support for Headquarters & Field Officers
- Administrative Hearings
- Pre-Investigative Consent Orders

During FY 2019 P.O.S.T. responded to approximately 6965 Open Records Requests. This Division is tasked with searching for and implementing new processes that will make the agency more efficient.

Maintenance of P.O.S.T. Computer System/Peace Officer Records

P.O.S.T.'s Data Communications Section maintains the following records on the P.O.S.T. computer system:

- | | |
|--|--|
| <i>A. Personnel History</i> | <i>G. Training Course Completions</i> |
| <i>B. Employment History</i> | <i>H. Certification/Registration</i> |
| <i>C. Discipline</i> | <i>I. Terminations</i> |
| <i>D. Training Courses</i> | <i>J. Agencies</i> |
| <i>E. Chief Executives</i> | <i>K. Advanced Certification</i> |
| <i>F. Sheriffs'; Wardens'; and Chiefs' Current Training Histories</i> | |

P.O.S.T. maintains employment, certification and training records on over 115,000 officers. Of these, over 59,000 are actively employed in their field of certification.

PRE-INVESTIGATIVE CONSENT ORDERS

The Pre-Investigative Consent Order (commonly referred to as PICO) Program was designed to help alleviate the Investigation Division with backlog cases and reduce their case load as a result of the implementation of the POST Data Gateway. The PICO program allows certain applicants/candidates and certified officers to resolve a POST disciplinary issue in an expedient manner with use of consent orders for certain violations similar to plea agreements in certain criminal cases.

Although POST Council approved POST RULE Chapter 464-7 entitled Pre-Investigative Consent Orders in December 2015, the rule became effective on Jan. 10, 2016. The process became available to Applicants and Certified Officers after March 9, 2016 POST Council Meeting.

According to POST Rule Chapter 464-7, Pre-investigative consent agreements may be entered into by Georgia POST Council and an applicant/candidate for certification or person certified pursuant to O.C.G.A. Title 35, Chapter 8. POST Council may issue a pre-investigative consent order in situations in which the individual agrees to the imposition of certain disciplinary sanctions in accordance with O.C.G.A. Title 35, Chapter 8, Section 7.1. Entering into a consent agreement resulting in a consent order is entirely voluntary and any person entering into such agreement waives all other proceedings, hearings and processes normally associated with actions taken by POST Council.

In certain instances, using guidelines approved by the POST Council, a pre-investigative consent order may be offered, in lieu of a full POST disciplinary investigation. Any such consent order agreed upon and finalized by the Executive Director and Chairman shall be presented before the Council at the next regularly scheduled meeting for final approval. In cases in which no agreement is made, the Director of the Investigations Division of the Council shall assign the case to an investigator as in other cases.

A pre-investigative consent order may be rescinded by the Council if it is found to have been based on misleading, deceptive, untrue, or fraudulent information or documents submitted to POST Council or its staff. If a pre-investigative consent order is rescinded, the investigative matter shall be forwarded to the POST Investigations Division for review by the Council.

The Administrative Hearing Officer oversees the Pre-Investigative Consent Orders after case assignment from the Director of Investigations Division.

For FY19, POST Council has approved **89** Pre-Investigative Consent Orders.