

**MONTANA Public Safety Officer Standards and Training Council
Committee Meeting Agenda ~ February 12, 2020
Business Plan/Policy Committee Meeting 10:00 a.m. ~ 11:00 a.m.
Montana Law Enforcement Academy, Administration Building
2260 Sierra Road East, Helena, Montana**

Dial-in Participant Information

Dial-in number: (866) 576-7975

Access code: 612394

- I. 10:00 a.m.** ~ Call meeting to order, roll call, identify and welcome guests.
- II. 10:05 a.m.** ~ Public Comment
- III. 10:10 a.m.** ~ Current ARMs (pg. 1-2)
- IV. 10:25 a.m.** ~ 2020 ARMs (pg. 3-8)
- V. 10:35 a.m.** ~ Legislation (pg. 9-15)
- VI. 11:00 a.m.** ~ Adjourn

* Executive Sessions are closed to the public in order to protect the privacy rights of individuals.

Times are approximate; actual times may vary depending on presentation/discussion time.

23.13.702 GROUNDS FOR SANCTION, SUSPENSION, OR REVOCATION OF POST CERTIFICATION (1) The executive director or the council will consider any legitimate allegation made against any public safety officer that may result in the denial, sanction, revocation, or suspension of that officer's certification.

(2) The public safety officer's employing authority must report to the executive director any ~~potential ground~~ sustained violation of the grounds for denial, sanction, suspension, or revocation of POST certification as enumerated in (3). If review of the conduct of an officer is pending before any court, council, tribunal, or agency, the employing authority may await final adjudication of the pending review prior to reporting the officer's conduct to the executive director. If the officer's conduct resulted in termination of the officer's employment, the notice requirements of 7-32-303, MCA, and ARM 23.13.216 still apply.

~~(2)~~ (3) The grounds for denial, sanction, suspension, or revocation of the certification of public safety officers are as follows:

(a) willful falsification of any information in conjunction with official duties, or any single occurrence or pattern of lying, perpetuating falsehoods, or dishonesty which may tend to undermine public confidence in the officer, the officer's employing authority, or the profession;

(b) a physical or mental condition that substantially limits the officer's ability to perform the essential duties of a public safety officer, or poses a direct threat to the health and safety of the public or fellow officers, and that cannot be eliminated or overcome by reasonable accommodation;

(c) engaging in substance abuse as defined in these rules;

(d) unauthorized use of or being under the influence of alcoholic beverages while on duty, or the use of alcoholic beverages in a manner which tends to discredit the officer, the officer's employing authority, or the profession;

(e) conviction or commission of a misdemeanor or felony criminal offense enumerated in Tit. 45, ch. 5-10 or Tit. 61, ch. 8, pt. 4, MCA, or an offense which would be a misdemeanor or felony criminal offense enumerated in Tit. 45, ch. 5-10 or Tit. 61, ch. 8, pt. 4, MCA, if committed in this state;

~~(f) conviction of any offense involving unlawful sexual conduct or unlawful physical violence;~~

(g) neglect of duty or willful violation of orders or policies, procedures, rules, or regulations, or criminal law when such action or inaction, committed in the officer's capacity as an officer or otherwise, reflects adversely on the officer's honesty, integrity or fitness as an officer or is prejudicial to the administration of justice;

(h) willful violation of the code of ethics set forth in ARM 23.13.203;

~~(i) other conduct or a pattern of conduct which tends to significantly undermine public confidence in the profession, whether committed in the officer's capacity as an officer or otherwise, is prejudicial to the administration of justice or reflects adversely on the employing authority's integrity or the officer's honesty, integrity or fitness as an officer ;~~

(j) failure to meet the minimum standards for appointment or continued employment as a public safety or peace officer set forth in these rules or Montana law;

(k) failure to meet the minimum training requirements or continuing education and training requirements for a public safety or peace officer required by Montana law and these rules;

~~(l) acts that are reasonably identified or regarded as so improper or inappropriate that by their nature and in their context are harmful to the employing authority's or officer's reputations;~~

~~or to the public's confidence in the profession;~~

~~(m)~~ (l) operating outside or ordering, permitting, or causing another officer to operate outside of the scope of authority for a public safety or peace officer as defined by 44-4-401, 44-4-404, or 7-32-303, MCA, or any other provision of Montana law regulating the conduct of public safety officers;

~~(n)~~ (m) the use of excessive or unjustified force in conjunction with official duties; or

~~(o)~~ (n) the denial, sanction, suspension, or revocation of any license or certification equivalent to a POST certification imposed by a board or committee equivalent to POST in any other state.

~~(3)~~ (4) It is a defense to an allegation of substance abuse, as defined in these rules, if the officer shows by a preponderance of the evidence that the officer's substance abuse has been eliminated or overcome by reasonable treatment.

DRAFT

23.13.201 MINIMUM STANDARDS FOR THE APPOINTMENT AND CONTINUED EMPLOYMENT OF PUBLIC SAFETY OFFICERS (1) All public safety officers must be certified by POST and meet the applicable employment, education, and certification standards as prescribed by the Montana Code Annotated.

(2) In addition to standards set forth in the Montana Code Annotated, including but not limited to 44-4-404, MCA, all public safety officers must:

- (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 and pass a thorough background check 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 23.13.203; 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 23.13.203 and Grounds for Denial, Sanction, Suspension, and Revocation ARM 23.13.702;
 - (ii) review of the annual POST integrity report;
 - (iii) discussion involving core values of each employing agency which may include integrity, honesty, empathy, sympathy, bravery, justice, hard work, kindness, compassion, and critical thinking skills;
 - (iv) review of agency policy and procedure regarding ethical and moral codes of conduct;
 - (v) discussion of the similarities and differences between agency and POST consequences for actions that violate policy or rule.

(3) Every public safety communications officer, as a part of the training required in (2)(k), must complete every two calendar years, a telephone cardio-pulmonary resuscitation (TCPR) course. The required TCPR training shall follow evidence-based, nationally recognized guidelines for high quality TCPR which incorporates recognition protocols for out-of-hospital cardiac arrest (OHCA) and continuous education. The training must cover a minimum of the following topics:

- (i) Anatomy & physiology of the circulatory and cardiovascular system;
- (ii) Relationship between circulatory, respiratory, and nervous system;
- (iii) Signs and symptoms of acute coronary syndrome (ACS);

- (iv) Signs of life recognition;
- (v) Early recognition of the need for CPR;
- (vi) Agonal respirations;
- (vii) Hypoxic seizures and sudden cardiac arrest;
- (viii) Pathophysiology of sudden cardiac death/cardiac arrest;
- (ix) The role of T-CPR in cardiac arrest survival;
- (x) The importance of minimizing disruptions when T-CPR is in progress;
- (xi) Physiology behind the performance of the instructions;
- (xii) AEDs and the role they play in resuscitation;
- (xiii) Explanation, with practical training exercises, for different T-CPR instructions, including: adult, child, infant, neonate, pregnant patients, obese patients, and stoma patients;
- (xiv) Critical Incident Stress Management; and
- (xv) Unusual circumstances posing challenges to the delivery of T-CPR instructions, such as: patients with DNR orders, patient's on ventilators, post-op patients, obvious DOA, electrocution, drowning, strangulation, two rescuers- ventilations, cardiac arrest from trauma, and DNR/POLST orders

~~(4)~~(3) The POST Council is not responsible for maintaining records of continuing education hours acquired to satisfy the requirements of (2)(j), ~~and (2)(k), and (3)~~. The employing agency 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.

23.13.215 FIREARMS PROFICIENCY STANDARDS

(1) Each agency that employs a public safety officer who is authorized to carry firearms during the work assignment must:

(a) require the officer to complete successfully the firearms proficiency requirements provided in this rule at least once a year, for any manufacture and model of firearm customarily carried by that officer;

(b) designate a POST-certified instructor as defined in these rules to conduct or oversee and document annual firearms proficiency. The instructor must have attended a minimum 40-hour firearms instructor course or its equivalent, which includes the following topics:

- (i) firearms safety;
- (ii) role of the instructor;
- (iii) civil and criminal liability exposure;
- (iv) instructional techniques for firearms instructors;
- (v) operation of the firing line;
- (vi) range preparation;
- (vii) handgun;
- (viii) disabled officer techniques; and
- (ix) low light shooting techniques.

(c) keep on file in a format readily accessible to the council a copy of all firearms proficiency records, which must include:

- (i) date of qualification;
- (ii) identification of the officer;
- (iii) firearm manufacture and model;

- (iv) results of qualifying; and
- (v) course of fire used.
- (2) The minimum standards for annual firearms proficiency are:
 - (a) Handgun – a minimum of 30 rounds, fired at ranges from point-blank to 15 yards with a minimum of 15 rounds at or beyond seven yards;
 - (b) Shotgun – minimum of five rounds fired at a distance ranging from point-blank to 25 yards;
 - (c) Precision rifle – a minimum of ten rounds fired at a minimum range of 100 yards;
 - (d) Patrol rifle – a minimum of 20 rounds fired at a distance ranging from point-blank to 50 yards;
 - (e) Fully automatic weapon – a minimum of 30 rounds fired at a distance ranging from point-blank to ten yards, with a minimum of 25 rounds fired in full automatic (short bursts of two or three rounds), and a minimum of five rounds fired semi-automatic-;
 - (f) Secondary or Backup Handgun – a minimum of 12 rounds fired at a distance ranging from point blank to 15 yards, and a minimum of six rounds fired at or beyond seven yards.
- (3) The minimum passing score for annual firearms proficiency is 80% for each firearm on an IPSC Official Target or dimensional equivalent.
- (4) The MLEA sets the passing score for the Montana Law Enforcement Basic Firearms Qualification.
- (5) Before carrying a firearm or making an arrest, a misdemeanor probation/pretrial services officer must successfully complete the firearms proficiency requirements provided in this rule. The officer must successfully complete the firearms proficiency requirements provided in this rule at least once a year.

23.13.216 PUBLIC SAFETY OFFICER EMPLOYMENT, EDUCATION, AND CERTIFICATION STANDARDS

- (1) Except as provided in (2), the standards for employment, education, and certification set forth in 7-32-303(5)(a), (b), and (c) through 10, MCA, are applicable to all public safety officers, where an appropriate basic course or basic equivalency course exists in the public safety officer's field.
- (2) The standards set forth in (1) do not apply to reserve officers.
- (3) The notification requirements set forth in 7-32-303(4), MCA apply to all public safety officers.

OR

- (1) Except as provided in (2)-(4), all public safety officers must complete the appropriate basic course as approved by the council:
 - (a) within one year of the public safety officer's initial appointment in any discipline;
 - (b) within one year of reappointment if the officer has had a break in service which is greater than three years in a discipline for which there is no appropriate equivalency course which has been approved by the council; or
 - (c) within one year of reappointment if the officer has had a break in service which is greater than five years in any discipline.
- (2) If the public safety officer previously successfully completed the appropriate basic course as approved by the council, is certified or eligible for certification, and has had a break in

service of less than three years in a particular discipline, then the public safety officer is not required to attend the basic or basic equivalency course upon the public safety officer's reappointment into the same discipline.

(3) A public safety officer's employing authority may request POST's approval for the officer to attend an appropriate basic equivalency course within one year of the officer's appointment by that employing authority where a basic equivalency course exists in the public safety officer's discipline under the following circumstances:

(a) If a public safety officer previously successfully completed the appropriate basic course as approved by the council and is certified or eligible for certification and has had a break in service of greater than three years but less than five years in a discipline for which the council has approved an equivalency course, the public safety officer must attend the appropriate basic equivalency course within one year of the public safety officer's reappointment into the same discipline and upon approval by POST. If the officer fails the appropriate equivalency course, the public safety officer must attend the next available appropriate basic course.

(b) If a public safety officer has successfully completed an appropriate basic course that is taught or approved by a federal, state, local, or United States military law enforcement agency and if the officer's combined training and experience have been reviewed and approved by POST as commensurate with the current appropriate basic course which has been approved by the council.

(4) The standards set forth in (1)-(3) do not apply to reserve officers.

(5) The council may extend the one-year time requirements of subsections (1) and (3) upon the written request of the employing authority of the public safety officer. The request must explain the circumstances that make the extension necessary. The council may not grant an extension to exceed 180 days. The council may delegate to the director the authority to grant and deny extensions.

(6) A public safety officer's employing authority must provide written notice to POST within 10 days of the appointment, termination, resignation, or death of a public safety officer.

OR

(1) Except as provided in (2), the basic and basic equivalency training standards for employment, education, and certification set forth in 7-32-303(5)(a), (b), and (c), MCA, are applicable to all public safety officers, where an appropriate basic course or basic equivalency course exists in the public safety officer's field.

(2) The standards set forth in (1) do not apply to reserve officers.

(3) The notification requirements set forth in 7-32-303(4), MCA apply to all public safety officers.

Johnson, Perry

From: Robert A. Smith <rsmith@rc.mt.gov>
Sent: Sunday, February 2, 2020 11:20 AM
To: Johnson, Perry
Subject: [EXTERNAL] LEOSA

Perry,

I have to add that I did catch the typo in the draft outline I sent you "car" is actually "carry." Also, the question has been proposed to LEOSA with its original draft having a specific section for backup/off duty/retired qualification course that is different from the "uniformed officer" standard which is from the perspective of a duty belt, three handgun magazines and full size standard duty type handgun, full duty gear etc. Just thought I would mention that too.

Rob Smith

PROPOSED ARM ADJUSTMENT FOR BACKUP / OFF DUTY HANDGUNS

(a) Primary Duty Handgun- simple change to clarify the “handgun” as primary side arm

(f) Back Up / Off Duty Handgun – a minimum of 12 rounds, fired at ranges from point blank to 15 yards with a minimum of 6 rounds at or beyond seven yards.

12 rounds were selected due to being able to carry a traditional small revolver (5 to 6 rounds in the cylinder) and the majority of compact “back up/hide out” style semi auto handguns are 6 to 7 round minimum capacity per magazine.

The 6 round at or beyond 7 yards was proposed based on need to reload at that round count and as the new terminology allows this for off duty handguns, the increased range is applicable to many scenarios in the off duty setting (restaurant, convenience store, parking lots etc). The other focus is the backup handgun being in an “up close, down and dirty” ground fight scenario which historically occur body to body (point blank) to within 5 yards.

Knowing the large availability of higher capacity subcompact semi auto handguns, this lower than normal round count still applies and will allow for Law Enforcement across the state to not be limited in having to carry a smaller, but much thicker than a single stack type of semi auto handgun. Should any agency require their Officers/Deputies to carry a matching handgun as a backup for magazine compatibility (Glock 26 can use Glock 17 magazines etc), then the same traditional qualification standards still apply. Again, this just clarifies the use of the more concealable sized, thinner, easier to hide backup or off duty handgun without having to carry 5 to 6 magazines on your person, or excessive amounts of time for reloads and loose rounds on your person.

Through my research, I have discovered the separated qualification course of primary duty handgun versus backup / off duty handguns carried by Law Enforcement Officers in other states. I have found that many agencies outside of Montana have now separated the two giving them the lesser round count courses for the backup / off duty weapons. Most incorporate some firing from the ground (on your back shooting up at target) and more practically applied firing positions based on the general and documented/historically based scenarios of the incidents when the backup gun and off duty handguns were needed.

1 **44-4-403. Council duties -- determinations -- appeals.** (1) The council
2 shall:

3 (a) establish basic and advanced qualification and training standards for
4 employment;

5 (b) conduct and approve training; and

6 (c) provide for the certification or recertification of public safety officers
7 and for the suspension or revocation of certification of public safety officers.

8 (2) The council may waive or modify a qualification or training standard for
9 good cause.

10 (3) A person who has been denied certification or recertification or whose
11 certification or recertification has been suspended or revoked is entitled to a
12 contested case hearing before the council pursuant to Title 2, chapter 4, part 6,
13 ~~except that a decision by the council may be appealed to the board of crime control,~~
14 ~~as provided for in 44-7-101.~~ A decision of the council ~~board of crime control~~ is a
15 final agency decision subject to judicial review.

16 (4) The council is designated as a criminal justice agency within the
17 meaning of 44-5-103 for the purpose of obtaining and retaining confidential
18 criminal justice information, as defined in 44-5-103, regarding public safety officers
19 in order to provide for the certification or recertification of a public safety officer
20 and for the suspension or revocation of certification of a public safety officer. The
21 council may not record or retain any confidential criminal justice information
22 without complying with the provisions of the Montana Criminal Justice Information
23 Act of 1979 provided for in Title 44, chapter 5.

24 **44-7-101. Functions.** (1) As designated by the governor as the state
25 planning agency under the Omnibus Crime Control and Safe Streets Act of 1968, as
26 amended, the board of crime control shall perform the functions assigned to it under
27 that act. The board shall also provide to criminal justice agencies technical

1 assistance and supportive services that are approved by the board or assigned by the
2 governor or legislature.

3 ~~(2) The board shall consider all appeals brought from decisions of the~~
4 ~~Montana public safety officer standards and training council pursuant to 44-4-403.~~
5 ~~A board member designated as a member of the Montana public safety officer~~
6 ~~standards and training council, as provided in 44-4-402, may not participate in~~
7 ~~appeals brought to the board from decisions of the council. The board shall~~
8 ~~promulgate rules governing the manner and method of the appeals.~~

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1 **44-4-401. Definitions.** For the purposes of this part, the following
2 definitions apply:

3 (1) “Council” means the Montana public safety officer standards and
4 training council established in 2-15-2029.

5 (2) “Public safety officer” means:

6 (a) a corrections officer who is employed by the department of corrections,
7 established in 2-15-2301, and who has full-time or part-time authority or
8 responsibility for maintaining custody of inmates in a state correctional facility
9 for adults or juveniles;

10 (b) a detention officer who is employed by a county and who has full-time
11 or part-time authority or responsibility for maintaining custody of inmates in a
12 detention center, as defined in 7-32-2241, or a youth detention facility, as defined
13 in 41-5-103;

14 (c) a peace officer, as defined in 46-1-202;

15 (d) a department of transportation employee appointed as a peace officer
16 pursuant to 61-12-201;

17 (e) a ~~law enforcement officer~~ or reserve officer, as ~~the terms are~~ defined in
18 7-32-201;

19 (f) a public safety communications officer, as defined in 7-31-201;

20 (g) a probation or parole officer who is employed by the department of
21 corrections pursuant to 46-23-1002;

22 (h) a person subject to training requirements pursuant to 44-2-113 or 44-4-
23 902; ~~and~~

24 (i) a sheriff, except that nothing in this part may be construed to require an
25 elected sheriff to possess a certificate issued by the council or be eligible for
26 certification;

27 (j) a coroner with the duties described in 7-4-2911 or a deputy coroner

1 appointed pursuant to 7-4-2901, except that nothing in this part may be construed to
2 require an elected coroner to possess a certificate issued by the council or be eligible
3 for certification;

4 (k) a misdemeanor probation officer as defined in 46-23-1001;

5 (l) a pretrial services officer who must meet the training requirements in 46-
6 23-1003 and who is employed by a pretrial services agency as defined in 46-9-505;
7 and

8 (i)(m) any other person required by law to meet the qualification or training
9 standards established by the council.

10 **44-4-403. Council duties -- determinations -- appeals.** (1) The council
11 shall:

12 (a) establish through administrative rule the basic, and advanced
13 qualification, and continuing training and employment standards for employment,
14 including professional conduct standards for all public safety officers in Montana;

15 (b) conduct and approve or review the training necessary to satisfy the
16 standards established pursuant to subsection (1)(a) for all public safety officers in
17 Montana; and

18 (c) provide for the certification or recertification of public safety officers and
19 for the suspension or revocation of certification of public safety officers determine
20 an individual's eligibility or ineligibility for certification as a public safety officer in
21 Montana;

22 (d) provide for a minimum of basic certification for a public safety officer
23 who meets the qualification, training, and employment standards for the discipline
24 in which the officer is currently employed; and

25 (e) sanction, suspend, revoke, or deny the certification of public safety
26 officers who violate or fail to meet standards established by the council.

27 (2) The council may waive or modify a qualification or training standard set in

1 administrative rule for good cause.

2 (3) (a) ~~A person who has been denied certification or recertification or~~
3 ~~whose certification or recertification has been~~ sanctioned, suspended, or revoked, or
4 denied based on misconduct or who has been declared ineligible for certification
5 by the council is entitled to a contested case hearing before the council pursuant
6 to Title 2, chapter 4, part 6, and administrative rules established by the council that
7 are consistent with Title 2, chapter 4, part 6 except that a decision by the council may
8 be appealed to the board of crime control, as provided for in 44-4-301. A decision of
9 the board of crime control is a final agency decision subject to judicial review.

10 (b) The revocation or suspension of a public safety officer's basic certificate
11 in any discipline automatically revokes or suspends for the same period of time all
12 other public safety certificates held by the officer. A person may not be appointed
13 or employed as a public safety officer if the person has ever had a public safety
14 officer basic certificate revoked or if the person currently has a public safety
15 officer basic certificate suspended.

16 (4) The council is designated as a criminal justice agency within the meaning
17 of 44-5-103 for the purpose of obtaining and retaining confidential criminal justice
18 information, as defined in 44-5-103, regarding public safety officers in order to
19 ~~provide for the certification or recertification of a public safety officer and for the~~
20 ~~suspension or revocation of certification of a public safety officer~~ fulfill the duties
21 of subsections (1)(d) and (1)(e). The council may not record or retain any
22 confidential criminal justice information without complying with the provisions of
23 the Montana Criminal Justice Information Act of 1979 provided for in Title 44,
24 chapter 5.

25 (5) The council may delegate decisions related to the grant or denial of
26 equivalent credit or the duties listed in 7-32-303(9) and subsections (1)(b) through
27 (1)(c) of this section to its staff or executive director [the staff or bureau chief of the

1 Montana public safety officer standards and training bureau provided for in 2-15-2028] as
2 long as the council reviews any decision that adversely affects the rights of an
3 individual pursuant to Title 2, chapter 26, part 6.

4 **44-4-404. Appointing authority responsible for applying standards.**

5 (1) A public safety officer in Montana must meet the applicable qualification,
6 training, and employment standards for the discipline in which the officer is
7 currently employed and must be certified in that discipline by the council or
8 eligible for the certification after the completion of a 1-year probationary period.

9 (2) It is the responsibility of a public safety officer's appointing authority to
10 apply ensure that every public safety officer the authority employs meets the training
11 and employment standards and training criteria established by the council pursuant
12 to this part, including but not limited to:

13 (a) requiring the successful completion of minimum training standards that
14 the public safety officer be certified by the council in the discipline in which the
15 officer is currently employed or be eligible for the certification within 1 year of the
16 public safety officer's hire date; and

17 (b) terminating or suspending the employment of a public safety officer for
18 failure to meet the minimum standards established by the council pursuant to this
19 part whose certification has been suspended, revoked, or denied or who has been
20 declared ineligible for certification until the officer has a valid certification from the
21 council in the appropriate discipline.

22 (3) It is unlawful for a person whose basic certification as a public safety
23 officer in any discipline has been revoked or denied by the council for misconduct or
24 who has been declared ineligible for certification by the council based on misconduct
25 to act, be appointed, or be employed as a public safety officer in any discipline in
26 Montana. It is unlawful for a person whose basic certification has been suspended
27 by the council to act, be appointed, or be employed as a public safety officer in any

1 discipline in Montana during the period for which the certification is suspended. A
2 person convicted of violating this subsection is guilty of a misdemeanor, punishable
3 by a term of imprisonment not to exceed 6 months in the county jail or by a fine not
4 to exceed \$500, or both.

5 (4) Within 10 days of the appointment, termination, resignation, or death of
6 a public safety officer, the officer's employing authority shall give written notice of
7 the event to the council.

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