

Department of Justice

Division of Criminal Investigation



Law Enforcement Academy

2018 Annual Report





From the Administrator

Since 1959, the Montana Law Enforcement Academy has provided entry level and advanced training to Montana's state, county, city, and tribal law enforcement agencies. Public perception, the need for transparency, jail and prison overcrowding, mental health and substance abuse addictions, human trafficking, staffing shortages and simple economics are challenging public safety agencies across the country and Montana. New business practices bring new training needs.

As with every year, 2018 brought new challenges and opportunities to the Academy as we continued providing exceptional education to public safety personnel in our basic and professional development programs. We continue in our mission to provide an atmosphere where all law enforcement and public safety professionals can participate in programs enhancing their knowledge, honing their skills, and developing the foundation of their ability to meet the ever changing needs of the communities they serve.



If you have additional questions please feel free to call me at 406-444-9957 or email: gstinar@mt.gov

Sincerely,

Glen Stinar, *Administrator*

Montana Law Enforcement Academy

Legal Authority

Montana Code Annotated § 44-10-102 establishes a Montana Law Enforcement Academy “to provide Montana law enforcement officers and other qualified individuals with a means of securing training in the field of law enforcement.”

In addition, Mont. Code Ann. § 44-10-202 directs the Department of Justice to produce an annual report on the Academy's activities and provide a copy to the Governor, Attorney General, and Secretary of State.

Our Mission

The mission of the Montana Department of Justice Law Enforcement Academy is to serve law enforcement agencies and the communities they represent by providing a positive atmosphere where relevant and realistic training for new and veteran public safety professionals occurs.

Core Values

The core values of the Academy are *honor, pride, integrity, duty, loyalty,* and *service.*

Areas of Focus in Support of Our Mission Statement

Academy staff believe in order to achieve mission success, three key areas of focus must be achieved by students who attend basic and professional programs;



Communicating

In the absence of some immediate threat, conversations are the foundation from which all law enforcement actions occur.



Problem Solving/Decision Making

Public safety professionals are being asked by the communities they serve to become engaged in non-traditional law enforcement problem solving.



Technical and Tactical Proficiency

The diverse environment in which public safety professionals operate require them to have a mastery of a variety of core competencies.

Law Enforcement Academy Staff and Facilities

In 1997, the Academy moved from Bozeman to the 20 acre Mountain View School in the north Helena valley. The Academy owns and leases two additional agricultural tracts totaling 184 acres. The campus has 10 buildings and an overall footprint of 99,817 square feet. These structures include offices, classrooms, conference rooms, dormitory rooms, gymnasium, maintenance shop and a cafeteria that serves nearly 50,000 meals per year. Five buildings were built in the 1920's, four in the 1960's and one in 2010.



Four dormitory style buildings provide a 106 bed residential capacity. Other major structures include two wells, one water tower with a 66,000 gallon capacity and a waste water treatment facility with three lagoons and a 2.8 million gallon capacity.

Thanks to the efforts of DOJ staff working with the 66th Session of the Montana Legislature, effective July 1, 2017 a portion of the Temporary Registration Permit (TRP) fee collected by the Dept. of Motor Vehicles at the time of purchase of certain vehicles as outlined in MCA 61-3-224 was transferred to the Academy's special revenue account. Adequate funding has long been a source of frustration as a result of lower than projected surcharge revenue collection. The new TRP fee collections have substantially improved revenue flow to Academy operations. As a result, long overdue improvements to training and infrastructure occurred in 2018. Among these include installing high efficiency lighting in the gymnasium, replacing worn out cafeteria kitchen equipment, incorporating wound management training aids into law enforcement basic curriculum and replacing the Academy's 25 year old skid car platform used for police vehicle drivers training.

The 66th Legislative Session also approved 6.5 million dollars for dormitory and cafeteria remodel projects as outlined in a master plan which was developed by State Architecture and Engineering staff. In 2018 construction plans were finalized. An architect and general contractor were also identified with work scheduled to begin early January 2019. When complete, three dorm buildings built in the 1920's and totaling 36,339 square feet will be remodeled increasing the Academy's ability to house students from 106 to 136 beds. The cafeteria, built in 1967, will be enlarged and modernized to meet current Academy food service and seating needs.

The Academy has 16 full time equivalents (FTEs):

- ❖ 1 Administrator
- ❖ 1 Assistant Attorney General
- ❖ 7 Training and Development Specialists
- ❖ 1 Operations Manager
- ❖ 2 Maintenance Workers
- ❖ 1 Custodian
- ❖ 1 Account Technician
- ❖ 1 Administrative Assistant



The Academy also has one modified position. A risk management trainer jointly funded by a bi-annual MOU with the Montana Municipal Interlocal Authority and the Montana Association of Counties specializes in delivering curriculum relevant to reducing liability for public safety officers and agencies in Montana.

In addition to acting as coaches, mentors, evaluators and trainers for students, training staff are also asked to perform other duties that include testifying at coroner's inquests, sitting on state boards, developing model policies and testifying before legislative groups.

Academy Highlights

1 – Academy staff members David Ortley, Rebecca Guyer-Strait, Michael McCarthy, Natale Adorni, Jeff Douglass, Bruce Parks, Scott Sterland, Jeffrey Wilson, Michael Dale and David Rau received the 2018 Governor's Award of Excellence for their outstanding work in 2017. The group were recognized for their innovative efforts to improve training in three areas. The first was conducting the first Department of Justice University to help supervisors develop skills to meet the needs of their divisions and the Department as a whole. The 3 day course was taught by Academy staff at no expense to the department. The second was developing innovative risk management training that ultimately



received an Award of Excellence from the Association of Governmental Risk Pools. The Board of Directors acknowledged the Academy's partnership with state insurance pools in developing innovative training to reduce

liability. The third was in incorporating mental health training across all public safety basic courses taught at the Academy. Now responding law enforcement officers, dispatchers and corrections/detention officers all receive the same basic course mental health training.

2 - The Junior Police Leadership Academy (JPLA) is a great summer addition to Academy programs each July. JPLA is a seven day camp funded by the Montana Association of Chiefs of Police. The goal of the program is to bring high school students from around the state together to spend the week with Officers, Sheriff's Deputies and Highway Patrol Troopers. Students learn about various aspects of law enforcement, the value of teamwork and being leaders in their communities. One of the highlights this year was a look at the Montana Highway Patrol helicopter.

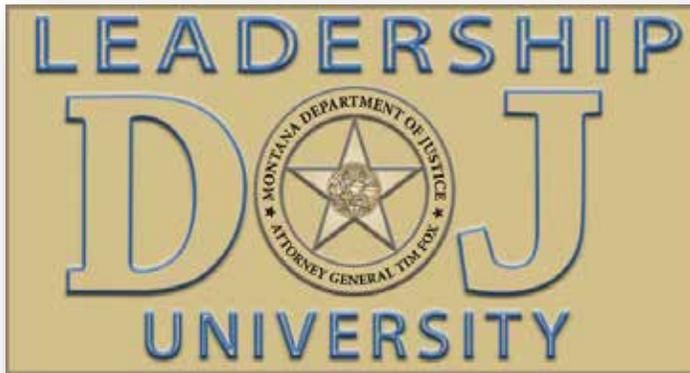


3 – In October in conjunction with the Montana Municipal Interlocal Authority and Montana Association of Counties, the Academy hosted a one day law enforcement strategic planning meeting. Fifty two senior leaders from law enforcement agencies across the state convened to identify emerging issues and develop strategies to deal with them. Volunteers from the group and Academy staff will be meeting in 2019 to discuss recruiting and retention issues, officer wellness, pre-employment background investigations, and implementing a statewide ethics campaign reminding peace officers of their responsibility to always make ethically sound decisions.



4 – The Academy and students attending basic programs have been avid supporters of Special Olympics Polar Plunge and Torch Run for several years and 2018 was no exception. Academy students raised over \$10,000 and participated with athletes in the state games held in Helena.

5 – In observance of Domestic Violence Awareness Month each October, the Academy hosted the Montana Silent Witness exhibit. The exhibit memorializes over 100 red silhouettes. Established in 1999, the Montana Silent Witness Initiative goal is to promote successful community-based domestic violence reduction efforts in order to reach zero domestic murders by 2020. In the last legislative session, SB153 gave law enforcement and prosecutors more tools to address serial domestic violence in the state and made strangulation of a domestic partner a felony offense.



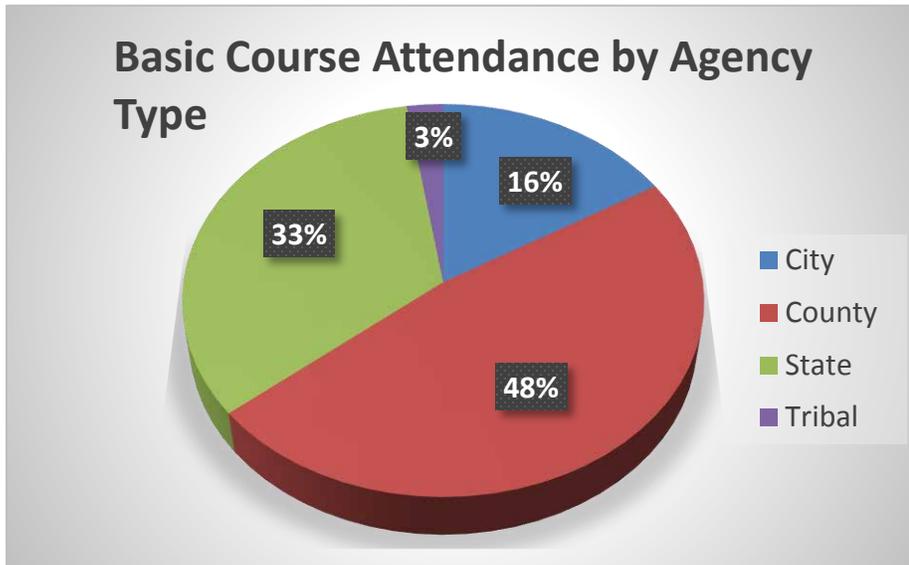
6 - The Academy hosted the second annual Department of Justice University (DOJ U). Based on the Montana Law Enforcement Academy's 160 hour Executive Leadership Institute, this 24 hour course is divided into two areas; discovering personal strengths and leading others. The purpose of DOJ U is to provide an opportunity for all supervisors to acquire skills that will help them meet the needs of those they supervise, their divisions and the Department as a whole. Through sharing experiences and learning

new concepts, a more common picture of DOJ's vision, mission and goals will be developed across the Department. The course was held in September and 26 students attended. This innovative project conducted by Department of Justice staff was also an efficiency goal, saving thousands of dollars by conducting the training with qualified in house instructors. Due to its success, DOJ U will be expanded in 2019 to 32 hours.

Academy Basic Programs in 2018

By law, peace officers are required to attend a Montana Public Safety Officers Standards and Training (P.O.S.T.) approved basic course within 12 months of the date of hire. The Montana Law Enforcement Academy is the only P.O.S.T. certified location for basic courses in the state and responsible for providing education and training to entry-level law enforcement and public safety officers throughout Montana. The Academy accomplishes this by conducting a number of different basic courses. The law enforcement and public safety officers originate from agencies statewide including state, county, city and tribal organizations. The three basic programs

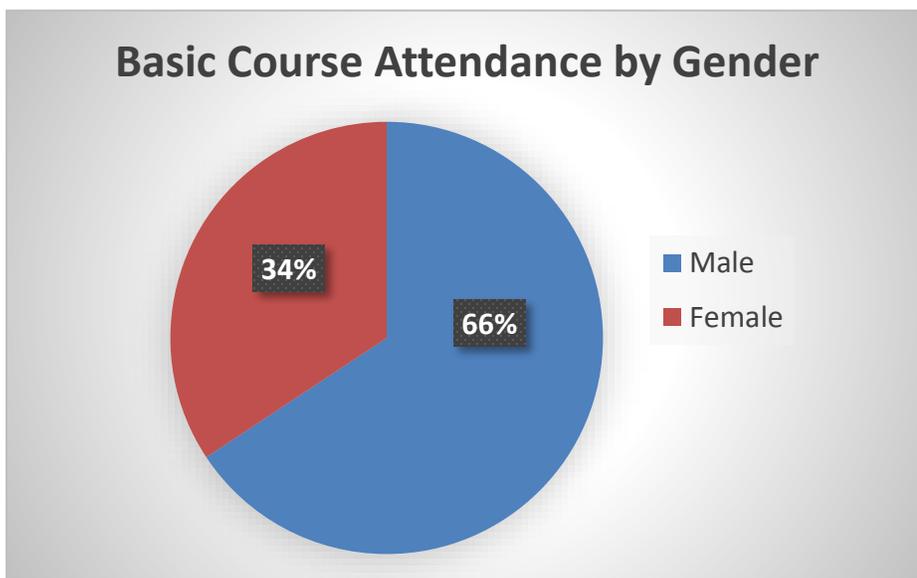
Academy staff are responsible for are the **Law Enforcement Officer Basic Course**, **Corrections /Detention Officer Basic Course** and the **Public Safety Communicators Course**. The Montana Department of Corrections also conducts a 10 week residential **Adult Probation and Parole Basic Course** at the Academy each year. Academy training and support staff are involved in this course as well.



demand program the Academy conducts.

The **Law Enforcement Officer Basic Course** is the longest residential course at 12 weeks in length. The Academy conducts three of these courses during the year. In 2018, the number of personnel trained was 159.

At four weeks in length, the **Corrections/Detention Officer Basic Course** is the second longest residential course at the Academy. Five courses were conducted in 2018, training 176 personnel. This basic course continues to be the highest



conducted in 2018 for 75 students.

The Academy conducts three **Public Safety Communicator Basic Courses** per year. This course is designed for dispatchers who work in 911 centers throughout the state. The curriculum increased from one to two weeks in length in 2017 and was the first major overhaul of the course since its inception in 1997. The most significant improvement was the addition of a 24 hour Emergency Medical Dispatching (EMD) component. Three courses were

Who Attended Basic Programs in 2018?

- The average age of a Law Enforcement Officer Basic Course student was 29 years with 30% reporting having some military service and 75% reporting having either some college or a degree.
- The average age of a Corrections/Detention Officer Basic Course student was 30 years with 24% reporting having some military service and 64% reporting having either some college or a degree.
- The average age of a Public Safety Communicator (dispatcher) Basic Course student was 33 years with 5% reporting having some military service and 73% reporting having either some college or a degree.

In 2018, 453 individuals attended the Montana Law Enforcement Academy's 12 basic courses.

Basic Course Title	Male	Female	City	County	State	Tribal Federal	Other
Adult Probation and Parole(1)	13	13	0	4	22	0	0
Correction Officer Basic Course(5)	126	50	0	104	71	1	0
Law Enforcement Officer Basic Course(3)	138	21	57	58	37	7	0
Public Safety Communicator Basic Course(3)	16	69	16	47	19	3	0
TOTALS	293	153	93	213	129	11	0

Over the last four years, the Academy has seen a 26% increase in overall attendance for the law enforcement, corrections/detention and public safety communicator basic programs.

Academy Professional Programs



The Academy also provides a number of professional programs for existing law enforcement and public safety professionals. In 2018, 23 professional programs ranging from eight hours to 160 hours in length were conducted totaling 949 hours of instruction. Four hundred thirty two people attended an Academy professional development program during the year. Four of these courses were offered at no tuition cost to participants. Topics included first line and mid-level management, executive leadership, defensive

tactics instructor, firearms instructor, coroner training, police vehicle driving instructor, legal equivalency, and primary S.W.A.T.

Academy staff also conduct regional training programs for public safety agencies across Montana when requested. In 2018 staff conducted nine regional trainings for 357 attendees. Topics included human trafficking, domestic violence, orders of protection and firearms laws in Montana, emergency first responder liability, instructor development, and stalking. The audiences ranged from the Montana Indian Nations Working Group, Courts of Limited Jurisdiction judges, MT Fish, Wildlife & Parks, MT Law Enforcement Information & Records Association Annual Conference and EMS Annual Conference to local public safety agencies. These courses were conducted at no cost to the requesting agencies.

Tribal Representation

Registration for tribal students in Academy basic and professional programs is the same as for non-tribal agencies. Tribal law enforcement agencies can choose to send their new employees to either the BIA Academy in Artesia, NM or the Montana Law Enforcement Academy. Eleven students from Montana's seven reservations comprised 3% of the total student count for basic programs in 2018.

Future Plans and Initiatives

Develop an On-line Component of the Law Enforcement Officer Basic Course – The first significant changes to the law enforcement officer basic course program in over ten years will occur in 2019. The Academy is transitioning 40 hours of Law Enforcement Officer Basic course curriculum to an on-line platform. This will allow the course to increase from 480 to 504 hours without requiring an additional residential requirement. Students will enroll through the Missoula College of Technology portal and be required to complete the on-line training prior to arriving for the 12 week residential phase of their course at the Academy. The advantages to this blended training approach are twofold. The first is for officers who are currently working as peace officers and will not be attending the basic course for some period of time, the 24 hour on-line course will provide them with legal, Constitutional and technical information essential to performing their duties. The second benefit is more scenario based and problem solving training can be incorporated into the residential portion of the course. Expected date of implementation is September 2019.

Summary

Without the training that occurs at the Academy Montana's 158 local, state and tribal law enforcement agencies would have nowhere to send their new law enforcement, corrections/detention and public safety telecommunications employees for the basic law enforcement training programs that are required by law as a condition of their employment. Academy training ultimately becomes the foundation of skills these same professionals employ across Montana in keeping their communities safe.