

POPS requires that applicants:
• be U.S. citizens
• be at least 21 years old

/Photos by Elizabeth Thomas

POPS CULTURE

What is POPS?

Enacted 10 years ago, the Peace Officer Professional Standards Act created a set of guidelines all law enforcement officers must achieve in an effort to enhance professionalism and standardization among Kentucky's ranks. The results of a recent state-wide survey demonstrate the strengths of POPS and map the future of Kentucky law enforcement.

10 Years of Progress For Kentucky Law Enforcement >>

/Kelly Foreman, Public Information Officer



Gov. Steve Beshear

"Thanks to the Peace Officer Professional Standards Act, we are assured that the officers working in our hometowns meet the highest standards of training and professionalism."

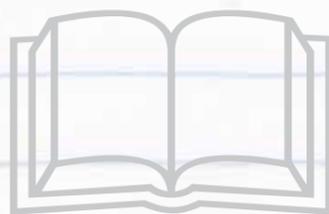
Former Gov. Paul Patton who championed POPS in 1998

"The implementation of the Peace Officer Professional Standards increased the professionalism of the job, put more demands on officers, and therefore the compensation of POPS-certified officers should increase."





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>> The POPS law* requires that applicants:

- be U.S. citizens
- be at least 21 years old
- have obtained a high school diploma or its equivalent
- possess a valid driver's license
- submit fingerprints for a criminal background check
- not be convicted of a felony offense
- not be prohibited by federal or state law from possessing a firearm
- have read the Code of Ethics
- not have received a dishonorable discharge or general discharge under other than honorable conditions
- not have had certification as a peace officer permanently revoked in another state
- have a background investigation
- have a medical examination
- be interviewed by their potential employing agency's executive or designee
- take a written suitability screener
- pass a drug-screen test
- take a polygraph examination.

The entry standards* also include five physical fitness measures requiring applicants to:

- bench press 64 percent of their body weight
- complete 18 sit-ups within one minute
- finish a 300-meter run in 65 seconds
- perform 20 push-ups
- run 1.5 miles within 17 minutes and 12 seconds

**as of Oct. 1, 2009*

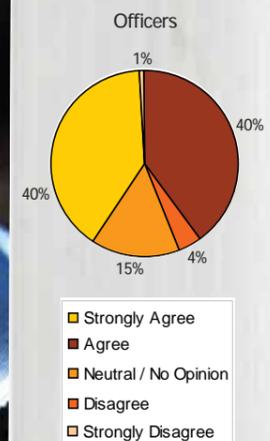
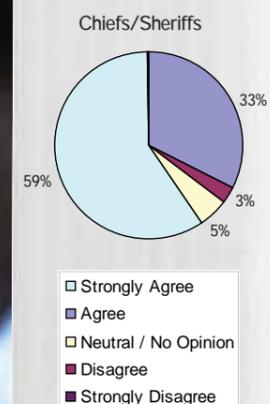
Although prior to 1998 some agencies had higher qualification standards, the only state-wide requirements to become a law enforcement officer were a valid driver's license, a minimum age of 21 years and a criminal record free of felony convictions. >>

*POPS requires that applicants:
have a medical examination*

2009 STATEWIDE SURVEY ISSUES

POPS has had a significantly positive influence on policing in Kentucky - particularly in the area of:

Recruitment

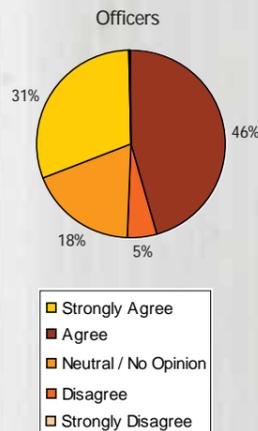
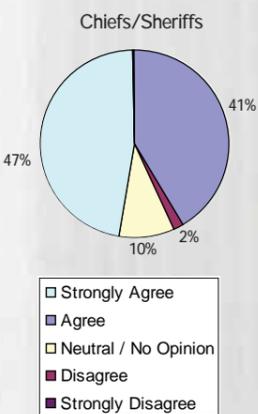




2009 STATEWIDE SURVEY ISSUES

POPS has had a significantly positive influence on policing in Kentucky - particularly in the area of:

Discipline



It has been described as “the single biggest accomplishment” of Kentucky law enforcement, “the most successful program ever,” “second to none” and as an initiative raising Kentucky law enforcement training to the “top 5 percent in the country.”

To Kentucky’s officers certified by the Peace Officer Professional Standards Act, known simply as POPS, the standards are a bar to meet – and often to exceed. To Kentucky’s citizens, the standards are a quiet assurance of safety and professionalism among law enforcement, regardless of the color of uniform.

“The POPS Act not only established a much-needed set of standards for new recruits passing through the 18-week Department of Criminal Justice Training basic training academy, but also led to higher standards of training for the more than 8,000 certified officers who return each year to the academy for the required 40 hours of advanced in-service training,” said Daviess County Sheriff Keith Cain, chairman of the Kentucky Law Enforcement Council.

“Law enforcement agencies of every size throughout the commonwealth are assured that their officers, through POPS and DOCJT, are trained to a uniform level of excellence that would be unachievable without the implementation of POPS,” added Justice and Public Safety Cabinet Secretary J. Michael Brown.

Now, 10 years after the initiation of POPS, a survey of Kentucky law enforcement underscores the credibility of the standards and guides the way for the next steps in the improvement of Kentucky law enforcement services.

Results from the survey vividly demonstrate the positive influence of POPS, as seen by both law enforcement executives and line staff. In fact, 92 percent of executives and 80 percent of officers feel recruitment has strongly been enhanced by POPS.

Indeed, results from a randomly-selected, representative sample of Kentucky officers, managers and community leaders vividly demonstrates that these professionals overwhelmingly equate POPS with improvements in recruitment, initial screening, discipline, suitability and basic qualifications of officers. The survey also opens the doors to what law enforcement officials see as their next major goal: development of additional, in-depth leadership training. (See pie chart, page 31).

CREATING A BENCHMARK

Ten years ago, Kentucky legislators implemented the POPS Act, which established a set of 17 pre-employment standards by which all law enforcement candidates would be measured. (See page 20). Those standards included measures ranging from physical agility and education requirements to background investigations and drug testing.

POPS was to be directed by the 20-person KLEC – appointed by the governor. Before POPS was enacted, the only qualifications required from those wishing to become police officers were a valid driver’s license, a minimum age of 21 years, honorable discharge and a criminal record free of felony convictions.

“Overall, the POPS standards have done more to professionalize policing during the past 10 years than perhaps anything we had done in the prior 50 years,” said Kentucky State Police Commissioner

Rodney Brewer.

The standards and enhanced training are governed by KLEC, which includes individuals who represent various levels of law enforcement as well as the civilian community. (See page 43).

Former Gov. Paul Patton, who ushered POPS through the Kentucky legislature sees it as one of his major contributions to the people of Kentucky.

“Before POPS, any sheriff or city police department could put a badge on somebody, strap a gun to their waist, call them a police officer and give them arrest power,” he said. “That is an awesome power and an awesome responsibility. And it was being distributed in many jurisdictions without any real effective state-wide requirements.”

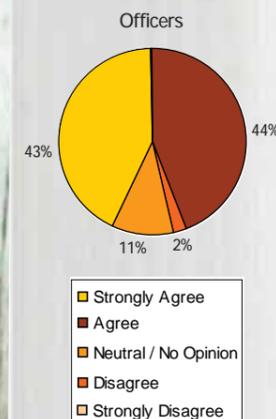
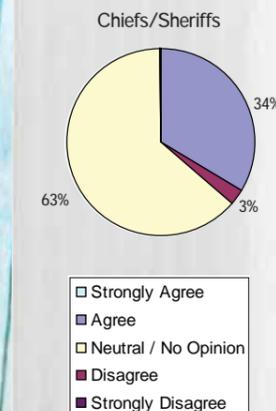
“Prior to POPS, there were a lot of good people who had been in policing a lot of years without



2009 STATEWIDE SURVEY ISSUES

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Overall Suitability of Officers



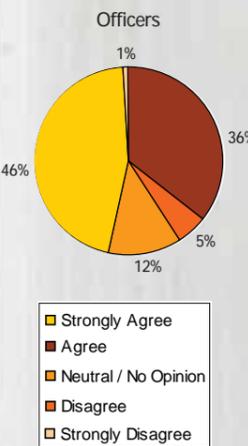
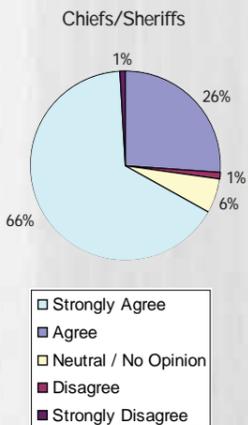
POPS requires that applicants: not have received a dishonorable discharge or general discharge under other than honorable conditions



2009 STATEWIDE SURVEY ISSUES

On the whole, individuals becoming law enforcement officers since 1999 are better screened and more qualified than prior to 1999.

Overall Qualification



formal training,” said former Bowling Green Police Chief Bill Waltrip. “What I think you were able to see in personnel after POPS was that they all met at least minimum professional standards and an intensive training regimen.”

Some agencies previously had established local standards, but others who also desired a higher level of professionalism for their officers either could not afford the examinations or manpower that went into them or wanted parameters more solidly based than their own self-created standards.

For instance, “For physical agility, we didn’t have a set of standards that could not be challenged,” said Van Ingram, former Maysville Police chief and now acting director of the Office of Drug Control Policy. “We didn’t want to make something up off the top of our heads. You wanted something that had been researched. A hiring process in those days consisted only of a written test and an interview or two.”

“Not only was it not fair to the community, it wasn’t fair to that [sheriff’s] office and it wasn’t fair to those officers,” Cain said.

The process to enact legislation creating the standards for all Kentucky law enforcement began in 1996 under the governance of a 68-member committee, representing all professional associations, state police, Justice and Public Safety Cabinet, Administrative Office of the Courts, county and commonwealth attorneys’ associations; district and county judges, legislators, chiefs and sheriffs,

CONSISTENCY OF STANDARDS, UNIFORMITY OF OFFICERS

Almost immediately after the standards were enacted, people within and associated with the law enforcement profession began to see signs of uniformity among the ranks.

“[Law enforcement] was on the rise anyway with the Department of Criminal Justice Training programs – they certainly were setting the bar pretty high – this just brought in all the other agencies,” said former Georgetown Police Chief Craig Birdwhistell. “It was mandated that they meet minimum requirements to be law enforcement officers and this was a tool that we could use to get that done.”

Hiring became easier, said Robin Cooper, a former Paintsville mayor.

“There are an awful lot of people out there who

all coordinated by the Department of Criminal Justice Training’s executive staff.

“I believed then, and even more so now, that enacting POPS was the right direction for Kentucky to take,” said Kentucky Speaker of the House Greg Stumbo. “What was a great array of police and sheriffs’ departments across the state has become even better.”

At the time, former Justice and Public Safety Secretary Dan Cherry was concerned about the liability stemming from a lack of consistently applied standards across the commonwealth, he said. When he was presented with the idea to adopt uniform standards, he said it appeared to be a win-win situation for everybody.

“Not that it was easy,” Cherry said. “Not that there were not some bumps in the road. But I knew in my heart it was the right thing to do for every citizen of Kentucky. This was a painful adjustment because it required a lot of change for a lot of people, but it was absolutely the right thing to do.”

“All the positive actions taken by law enforcement over the past decade have come about because law enforcement, as a group, became galvanized in their support of the POPS legislation,” said DOCJT Commissioner John Bizzack. “That progress allowed law enforcement to overcome inertia and stimulate positive action by the collective group.”

would like to be in law enforcement,” he said. “You get to wear a uniform and badge, carry a gun and drive a big, fast car with lights on it.

“So when we put the standards in the pre-testing, then there became a threshold they had to meet,” he continued. “If it is your buddy’s kid who comes to say, ‘Hey Mayor, I’d like to be a police officer,’ before you can hire those people they have to meet that standard.”

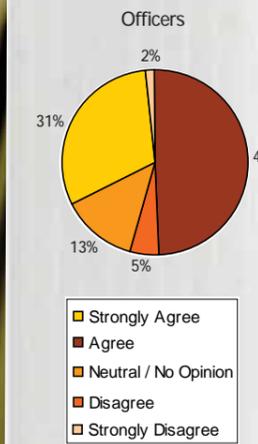
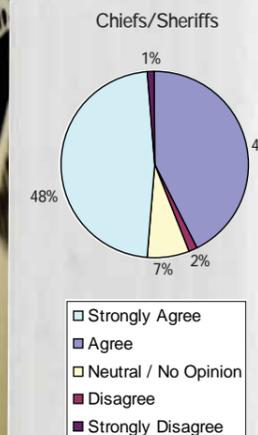
The physical agility of officers on the road also began to increase.

“Being a police officer requires so much physical ability at times; chasing the bad guys, fighting with them and sometimes just the stamina to work the overtime when needed,” said Christian County >>

2009 STATEWIDE SURVEY ISSUES

Adult learning methods (i.e. facilitation and problem solving) are more appropriate for peace officers in Basic Training and Advanced Individual Training than traditional basic training models.

Adult Learning Methods



POPS requires that applicants:

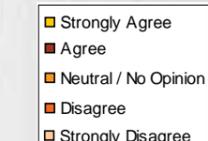
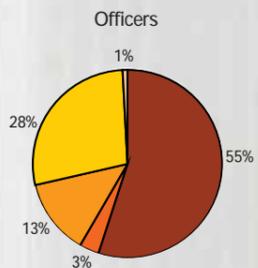
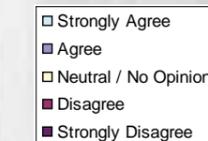
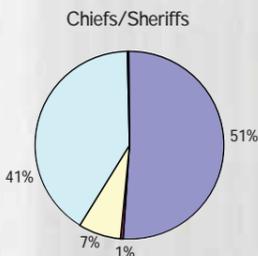
- have obtained a high school diploma or its equivalent*
- possess a valid driver’s license*



2009 STATEWIDE SURVEY ISSUES

Adult learning models of instruction promote problem solving skills that benefit an officer's home community.

Promoting Problem Solvers



Commonwealth's Attorney Lynn Pryor, whose husband also serves as a Bowling Green police officer. "Physical fitness standards have really made a difference. But all the other standards combined make better officers all the way around."

The standards were simple, easy to follow, well-written and well-maintained, several within the law enforcement community have emphasized. Soon Kentucky was being looked at nationally as a yardstick for professionalism.

"When I go around the country to lecture to various law enforcement organizations, Kentucky often is cited as a model for overall statewide standards," said Tracey Corey, Kentucky's chief medical examiner.

But more than anything, Kentucky's ranks were becoming uniform, something that ODCP's Ingram said puts Kentucky "head and shoulders above a lot of other states."

"Literally, an officer from Bowling Green is receiving the same training as an officer from Pikeville Police Department," added Brewer. "Even

though you have different types of environments in which people are policing, in different parts of the commonwealth, tactics don't change. Good sound processes and the way you deal with people don't change. Good investigative practices don't change.

"We're getting to a good, standardization of practice.... To maintain those standards that we are expected to uphold, we needed to make sure it was uniformly applied to everyone in the commonwealth, whether they have a brown uniform, a gray one or a blue one. That doesn't matter. What matters is, do they meet those minimum qualifications and are they continuing to meet those qualifications through their annually required 40 hours of in-service training?"

Identifying the standards helped to define the expectations most law enforcement agencies already held for their personnel, said George Moore, a former commonwealth's attorney representing Bath, Menifee, Montgomery and Rowan counties. He also formerly served as president of the Kentucky Commonwealth's Attorney Association.

THE QUALITY OF POPS

As recruits began to pour into DOCJT for basic training, professional uniformity was emerging in all areas of the state, according to former Springfield Police Chief Larry Tousignant.

"The fundamental way we looked at training changed," said Alexandria Police Chief Mike Ward, who also serves as the Kentucky Chiefs of Police Association president. "There is just no comparison to what it was before. You get a recruit out of the academy now and they are much better trained than I was."

There was a much greater emphasis on better training – exactly as the original 68-member committee intended, added former Laurel County Sheriff Gene Hollon.

"The difference is vast," said Monticello Chief Ralph Miniard. "It makes our officers safer."

As the training developed, officers became more confident in themselves and in each other.

"I think there has been a tremendous improvement in the level of training of police officers and the confidence that police agencies have in calling each other for back-up," said Kentucky Senate Pres-

ident David Williams. "I think it has been one of the most successful programs ever."

That confidence among comrades was a dramatic change for law enforcement, Paintsville's Cooper explained.

"To have some confidence in the training and the ability of the person you are having to serve shoulder to shoulder with – it just put everybody on the same level. That, I think, was one of the strongest elements and one of the strongest benefits of [POPS]."

And the officers weren't the only ones taking notice. In courtrooms, at crime scenes and on the streets, the boldness of a new professionalism shone through.

"I've seen tremendous changes in the investigative efforts by police officers," said Fayette County Attorney Larry Roberts. "It is not perfect, but it has been a huge change for the better – following up on leads, not just closing a case when the scene was cleared. ... the training that has gone on to help police officers testify has been very good."

Having served as a prosecutor since the 1970s, >>

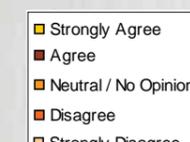
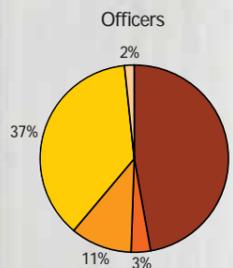
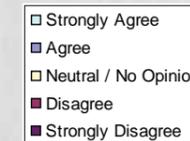
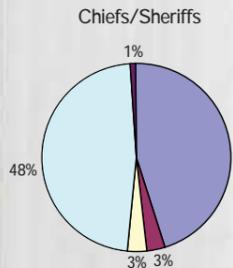


POPS requires that applicants: take a polygraph examination

2009 STATEWIDE SURVEY ISSUES

KLEFPF has evolved into pay for establishing and maintaining proficiency for almost all law enforcement instead of an incentive for some.

KLEFPF





(Franklin) Office of Drug Control Policy Acting Director Van Ingram
"I think a uniform set of standards that apply to almost every police agency in Kentucky just puts us head and shoulders above a lot of states that don't have that."

(Boone) Boone County Sheriff Mike Helmig
"I think it is coming to a time for the state to take a look at [the KLEFPF stipend]."

(Campbell) KACP Executive Director Mike Bischoff
"It is making law enforcement a quality profession and making sure the people who go into this are the type you want, whom you can develop and who are going to provide the future of our profession."

(Jefferson) Kentucky Chief Medical Examiner Tracey Corey
"I have seen an increase in the thoroughness and attention to detail, especially with regards to forensic evidence that detectives bring to their cases."

(Franklin) Justice and Public Safety Cabinet Secretary J. Michael Brown
"Law enforcement agencies of every size throughout the commonwealth are assured that their officers, through POPS and DOCJT, are trained to a uniform level of excellence."

(Campbell) Alexandria Police Chief and KACP President Mike Ward
"You get a recruit out of the academy now and they are much better trained than I was."

(Scott) Former Georgetown Police Chief Craig Birdwhistell
"We're going to have to address some type of pay or benefit issue for small agencies to be able to retain qualified officers."

(Washington) Former Springfield Police Chief Larry Tousignant
"[Officers] are no longer deterred simply because they may come from a rural area, belong to a small agency or receive relatively less in pay."

(Franklin) Kentucky State Police Commissioner Rodney Brewer
"This is one of the greatest strides that has been made in the past 10 years versus any other time period in Kentucky law enforcement history."

(Scott) Georgetown Police Chief Greg Reeves
"I can't retain officers without consistent financial and training support from the state."

(Fayette) Fayette County Attorney Larry Roberts
"It is not perfect, but it has been a huge change for the better."

(Hardin) Elizabethtown Police Chief Rueben Gardner
"[The KLEFPF stipend] is an important part of the benefit of being a police officer and I think that the program needs to continue and expand dollar wise."

(Jefferson) Former Southern Police Institute Director William Walsh
"The standards and the way they are interpreted and implemented has really made the commonwealth a model throughout the United States."

(Bath) Bath County Judge-Executive Carolyn Belcher
"There is a lot of liability that is constantly there every day, and at least there are some standards in training out there that lay a whole lot to rest."

(Oldham) Oldham County Sheriff Steve Sparrow
"Since POPS has come around, the sheriff's offices throughout the state of Kentucky have drastically changed to a more professional standard and level."

(Pike) Former Gov. Paul Patton
"I think the Peace Officer Professional Standards had a major impact in the level of competence that the people of Kentucky have in their police officers."

(Henderson) Henderson County Sheriff Ed Brady
"I've been around for 40 years and I've been a state trooper, a police chief and a sheriff, and I've seen it change since 1969 ... and you would not even recognize law enforcement in Kentucky compared to 40 years ago."

(Floyd) Kentucky Speaker of the House Greg Stumbo
"Kentucky has long been recognized by the FBI as one of the safest states in the nation, and a big reason is the professionalism and tireless dedication of our law enforcement officers."

(Graves) Graves County Sheriff John Davis
"[Before POPS] our smaller agencies, like I was, couldn't afford to have all these pre-requisites done."

(Madison) Department of Criminal Justice Training, John W. Bizzack, Commissioner
"Peace Officer Professional Standards were designed by and for the Kentucky police community. Progress came quickly and results today are widely endorsed by those governed by the standards."

(Davies) Daviess County Sheriff Keith Cain
"These officers, regardless of where they are from, can stand shoulder to shoulder and people expect the same from them."

(Laurel) Former Laurel County Sheriff Gene Hollon
"You've got a responsibility to measure up with your department. I actually think it made running a department easier; it made my job easier."

(Clinton, Cumberland, McCreary, Monroe, Wayne and Whitley) Kentucky Senate President David Williams
"I think it has been one of the most successful programs ever."

(Marshall) Former Marshall County Sheriff Terry Anderson
"I think we have a much better, quality work force as a result of [POPS]."

(Warren) Former Justice Cabinet Secretary Dan Cherry
"This was a painful adjustment, because it required a lot of change for a lot of people but it was absolutely the right thing to do."

(Perry) Rural Law Enforcement Technology Center Director Rod Maggard
"You can't be professional without having something to stand on."

(Madison) EKU Dean of Justice & Safety Allen Ault
"We are 300 light years ahead of where [law enforcement] would be if it was not for POPS."

(Christian) Christian County Commonwealth's Attorney Lynn Pryor
"I believe any additional training or equipment or anything we can give them to allow them to do their job better, we should all be striving to get that for them."

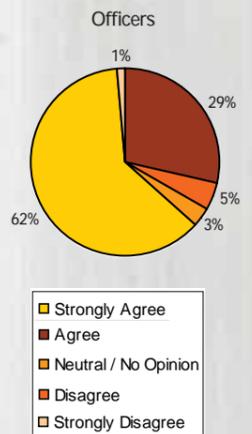
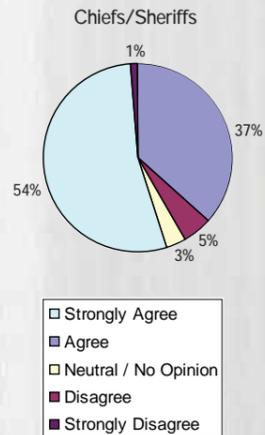
(Barren) Glasgow Police Chief Horace Johnson
"I think there is a very positive attitude toward standards for law enforcement."



2009 STATEWIDE SURVEY ISSUES

Pay increases would lower the number of officers who will leave policing before retirement.

Pay and Retention



Justice and Public Safety Cabinet Deputy Secretary Charles Geveden said he has seen an overall improvement in police work that has led to more crimes being solved because of POPS.

“Our officers are better trained, more competent, more professional and have a better understanding of criminal law and criminal procedures,” he said. “This translates to better aid to prosecutors and a safer society.”

Whitley and McCreary counties Commonwealth’s Attorney Allen Trimble also has noticed a remarkable difference.

“[Officers] have a much better understanding of the law and how it applies to their daily activities as a police officer,” he said.

THE QUALITY OF KENTUCKY’S OFFICERS

“The law enforcement community is continually expected to deliver an ever-growing level of professional service to the ever-increasing level of expectations of their residents,” Tousignant said. “The criminal element is becoming more proficient, the residents are more educated and television offers an unrealistic expectation of a scientific solution to crime in under 60 minutes.

“The officer hired under POPS is more determined to handle those obstacles, as evidenced by the difficulty level of training courses many are requesting and attending,” he continued.

Officers hired since the inception of the POPS standards also display better communication skills, practice safer tactics, use the most current technology to do the job, stay updated on legal issues and become more educated, said DOCJT Physical Training and Defensive Tactics Section Instructor Gina Smith.

“I also believe that incumbent officers have improved their professional service to the community as a result of POPS and the Kentucky Law Enforcement Foundation Program Fund,” Smith continued. “Agencies across the state seem to utilize available resources much better today than ever before.”

Most importantly, the public perception of Kentucky law enforcement began to shift.

“I think the Peace Officer Professional Standards had a major impact in the level of respect and confidence that the people of Kentucky have in their police officers,” former Gov. Patton said.

“In my opinion, there has been a noticeable, significant and visible increase in the professionalism of the police community, including not only knowing how to detect crime, but also relating to the public – the way you treat the public with respect and you expect to be treated with respect in return. It just makes all the difference in the world,” he continued.

In fact, DOCJT Director of Training Operations Chuck Melville said officers are begging for a higher level of training to use those resources.

“As officers challenge us more, training and police administrators have to be able to keep up with that,” Melville said. So we are having to address not only the POPS standards, which are entry standards, but also expand class offerings and improve the training staff.”

“These officers are starving for more,” Alexandria’s Ward added. “They want to do more with their career than just put people in jail.”

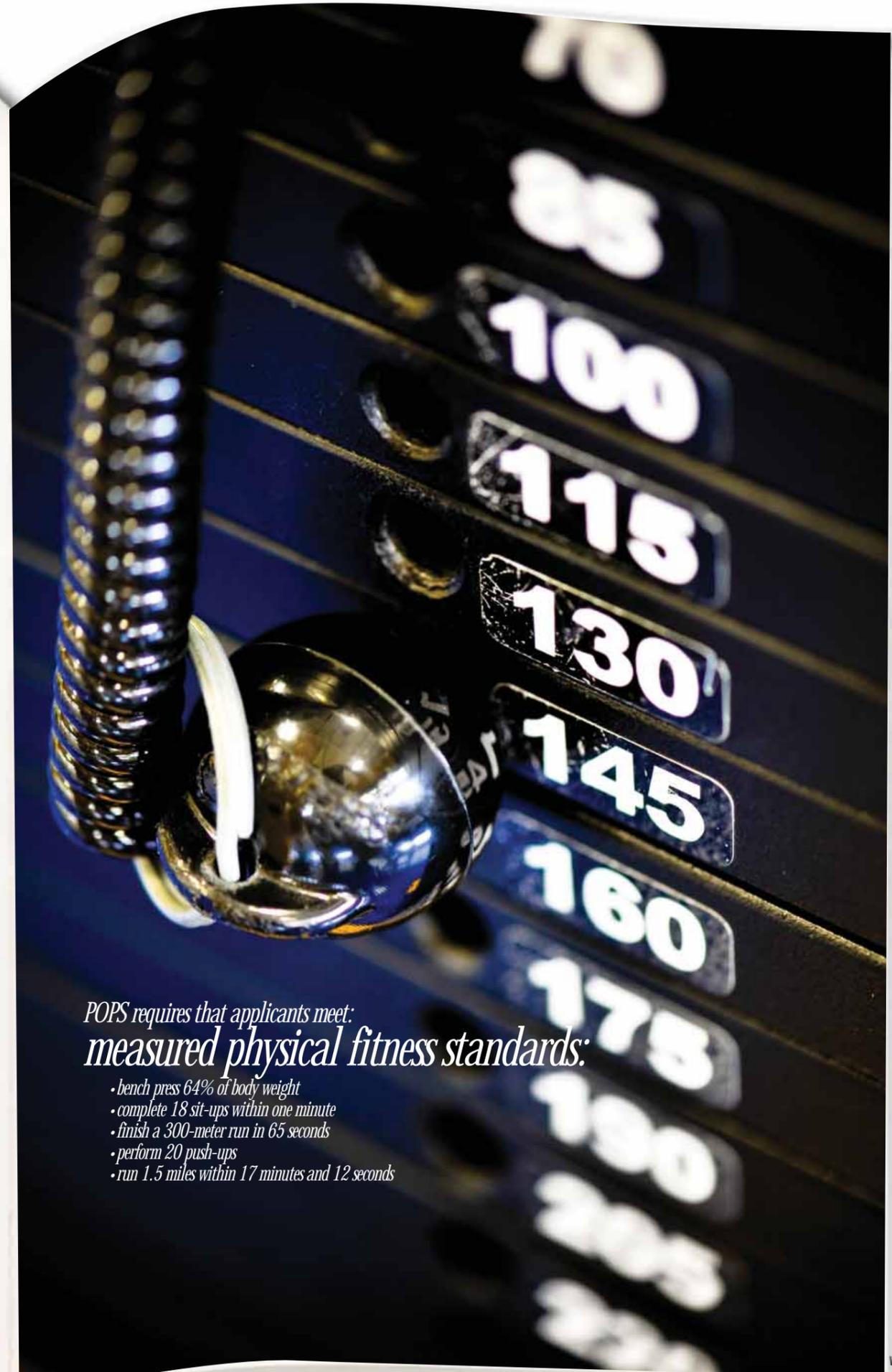
The standards, combined with the uniform training, have created an opportunity for Kentucky’s law enforcement to excel in ways they could not before, according to former Owensboro Police Chief John Kazlauskas.

“With opportunity, encouragement and initiative, they can excel in the law enforcement profession because they have the basic qualities and potential,” Tousignant explained. “They are no longer deterred simply because they may come from a rural area, belong to a small agency or receive relatively less pay. Instead they view obstacles of the future as a challenge.”

THE FUTURE OF KENTUCKY LAW ENFORCEMENT

Creating a set of standards by which all officers uniformly are vetted and trained has given Kentucky’s officers mobility to achieve goals they

may have for their future. And while that mobility has been of great benefit to the officer, some agency heads have faced issues in retaining their greatest as- >>



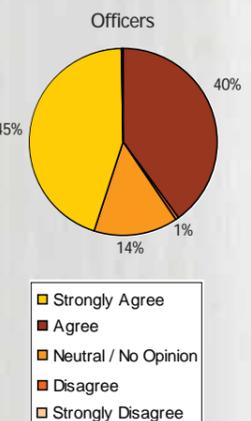
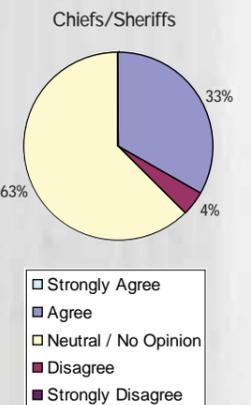
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- perform 20 push-ups
- run 1.5 miles within 17 minutes and 12 seconds

2009 STATEWIDE SURVEY ISSUES

Leadership courses (basic, intermediate and executive) offered at DOCJT, provide officers with significant skill sets that are beneficial to the community served, the officer’s agency and to the officer’s individual development.

Leadership Courses



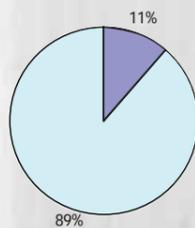


2009 STATEWIDE SURVEY ISSUES

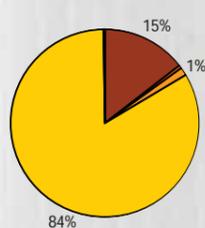
The governor's administration should initiate and lead, and the General Assembly should fully endorse and pass, legislation that raises the KLEFPF stipend for the advancement of Kentucky law enforcement.

KLEFPF Legislation

Chiefs/Sheriffs



Officers



sets. After all, an officer in a three-man, small-town police department has the same training as an officer in a large, metro area.

Their skills are comparable and transferable.

Some also have argued that the physical standards are too demanding on some demographics, that their hiring options have been limited or that an 18-week academy is difficult for some potential recruits with family responsibilities to attend.

"We are putting out some very good officers, don't get me wrong," said Graves County Sheriff John Davis. "But it might eliminate some possibly -good recruits."

Davis offered an example of one of his deputies who almost did not make it through the rigorous standards of the basic training academy. However, after multiple tries the officer met the standards and went on to save the life of a local citizen.

"Had he not gone back [to the academy], that person would have died because he [the deputy] couldn't do 25 push ups," Davis said.

But most argue that the restrictions that have risen from the POPS standards are greatly outweighed by the overall betterment to the law enforcement community.

"Has it restricted their ability to hire in terms of numbers and who they want?" asked Sheriff Cain. "Absolutely. Has it been restrictive in terms of obtaining qualified candidates that need to be wearing a law enforcement officer's uniform? I would argue it has not."

Those concerns and others expressed by Kentucky's law enforcement are being addressed as administrators begin to look toward the future.

"I don't think we can ever lose sight of the basics, of the small things that we do in law enforcement," Kazlauskas said. "We have built a good foundation over the years and we need to keep that in mind. But as we move into the future, we're met with new challenges and I think we constantly have to be aware of what the challenges are that law enforcement has to rise to and we have to be ready to accept them."

Glasgow Police Chief Horace Johnson agreed.

"I don't have a crystal ball, but I can see us modifying and improving along the way, whether it be in small bits or otherwise," he said.

The results of the 2009 survey bear out those remarks. Ninety-six percent of executives and 85 percent of line officers say that leadership classes provide officers "with significant skill sets that are beneficial to the community served, the officer's agency and to the officer's individual development." (See pie chart, page 31).

"The leadership classes already offered by DOCJT are immensely beneficial to improving the professionalism and effectiveness of our officers and our management personnel," Cain said. "But to meet the ever-growing demands on Kentucky law enforcement, to improve our efforts, to help our communities and to usher us into the next decade of POPS-enhanced policing, we must emphasize - and make that emphasis available to all Kentucky officers - leadership."

(Jefferson) University of Louisville Police Chief Wayne Hall

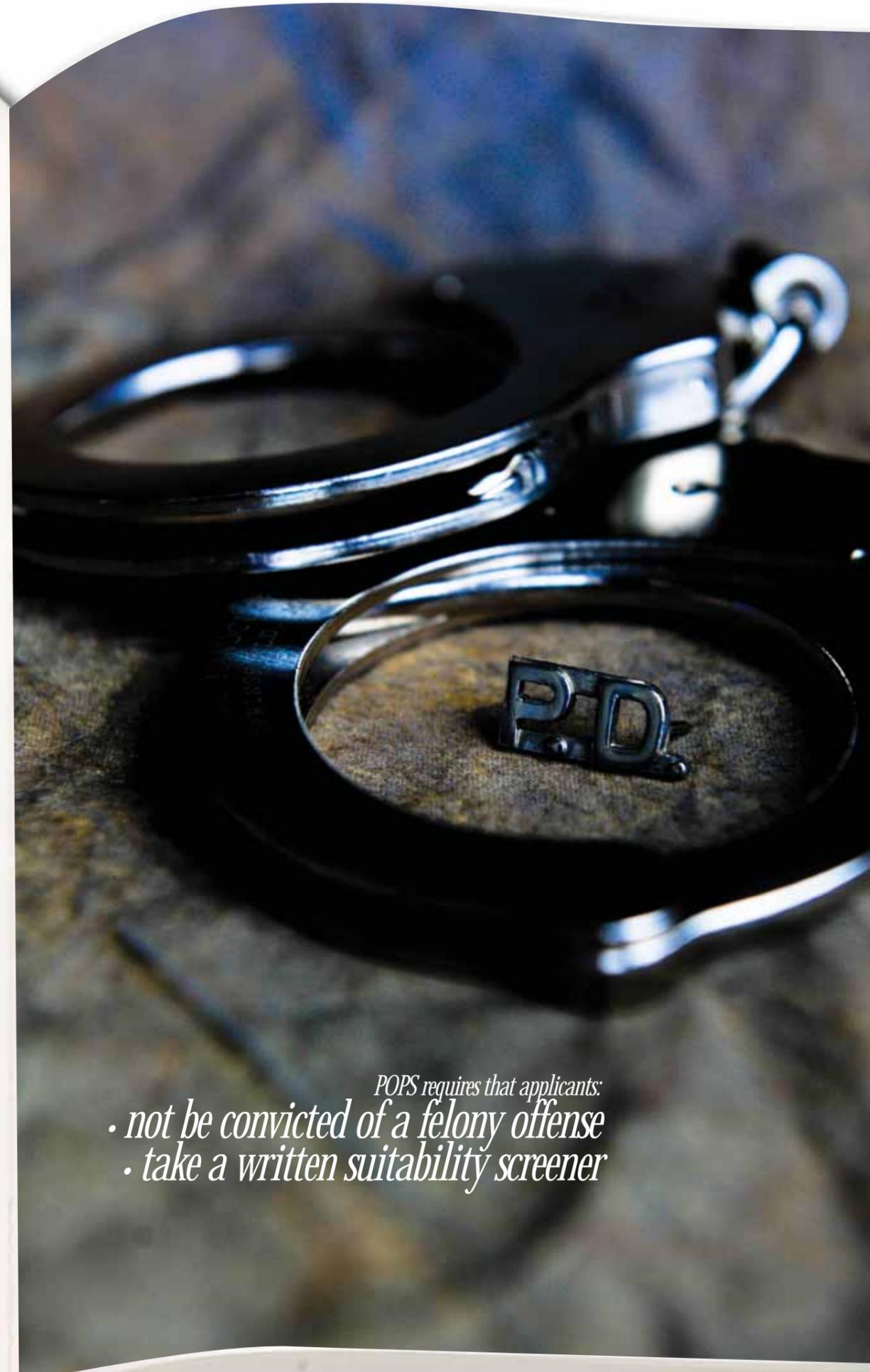
"[POPS] encouraged us universities out there to raise our qualifications and pay, which brought up professionalism and attracted other police officers from other law enforcement agencies."

"And," Bizzack added, "extend that thought to the future of Kentucky law enforcement when trained leaders are ready to step in at a moment's notice, leaving little or no vacuum when a chief, sheriff or other leaders leave office."

Looking for ways to improve and meet the growing needs of the law enforcement community is of great importance, Cain explained.

"What is most important is not to congratulate ourselves and be content with the laurels of past successes that POPS has demonstrated, but to identify those areas that need to grow, that need to be changed," he said. "We can continue as we are and continue to provide quality services, but all of us know that complacency is fatalistic to any organization, and that is particularly true with regards to the law enforcement profession."

"So, I guess we can say to ourselves, 'This is good enough.' But is it the best we can do?" Cain asked. "The resounding answer to that is 'No,' and that is why we're here." J



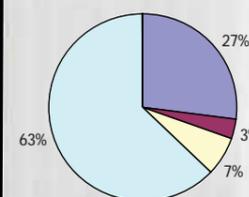
POPS requires that applicants:
 • not be convicted of a felony offense
 • take a written suitability screener

2009 STATEWIDE SURVEY ISSUES

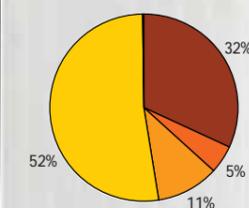
I will only support elected officials who demonstrate support of the Kentucky law enforcement community, POPS standards and the proper use of KLEFPF funds for stipend increases.

Official Support

Chiefs/Sheriffs



Officers





Move to Facilitation-style Training Encourages Adult Learning

/Kelly Foreman, Public Information Officer

The recommendation to move to a training style more in line with adult learning led the Department of Criminal Justice Training to the cutting edge of instruction, allowing law enforcement recruits to take ownership of their education and ultimately their own actions on the street.

Prior to January 1999, the primary style of training was lecture, said DOCJT General Studies Supervisor Scott Saltsman. But, after several DOCJT instructors observed training with the Royal Canadian Mounted Police, the recommendation was made that the DOCJT academy focus more on a facilitation style of training, including more hands-on and interactive classroom studies.

"This is one of those situations where Kentucky was at the forefront of moving American police training forward," Saltsman said.

The 2009 survey shows that 92 percent of law enforcement executives and 83 percent of line officers agree that "adult learning models promote problem solving skills that benefit the officer's home community. And, 80 percent of officers and 90 percent of chiefs and sheriffs believe that "adult learning methods (i.e. facilitation and problem solving) are more appropriate for peace officers in Basic Training and Advanced Individualized Training than tradition training models such

as lectures." The planning phases began for the training transition in the late 1990s, about the same time as the implementation of the Peace Officer Professional Standards and the move from a 10-week basic training academy to a 16-week program, Saltsman said. As the program began to show its successes, a team of DOCJT instructors again worked together in 2000 with the RCMP to develop a modular style of facilitation-based training to enhance what already had begun.

"We began by asking, what are the basic elements that a recruit needs?" Saltsman said. "We thought, learning how to take a theft report, learning how to deal with individuals that are in a confrontation, traffic stops, how to do crimes against property investigations, how to do crimes against persons investigations. We broke it down into large blocks to organize training in a more efficient manner."

That transition helped to tie all training together in a connected and logical format for trainees, made officers more responsive to the material, initiated more group work and later led to more problem-based learning, Saltsman continued.

"While we provide them the resources and materials, it is really up to the students," he said. "Regardless of what style of learning you are teaching, you can't really force someone to learn anything. You can have the best lecturer in the world, but that doesn't mean the

students learn.

"So, through adult facilitation, adult learning, as well as problem-based learning (which is where we're moving into now), that responsibility really does become the students', and it is up to them to take on the learning," he continued.

Most importantly, Saltsman said this style of training helps transition the students from being responsible for their own learning to being responsible for their own actions when they go into the field.

"It is about the bigger picture many times," he said. "It is not about always having somebody there to give you the answer. Many times when you are out there and you're the only officer working, you have to decide for yourself how you are going to solve the problem.

"We are not creating robots," Saltsman continued. "We are creating problem solvers and critical thinkers. And that is really how we resolve issues in our own communities. It's not about expecting somebody to always give you the answer, but about finding out your resources. We have had a lot of recruits come back and tell us that now they understand how important it is to keep the community involved or make sure we are addressing the right problems." J

POPS requires that applicants: not be prohibited by federal or state law from possessing a firearm



Grandfathered and Goal Driven

/Abbie Darst, Program Coordinator

Even after a decade of law enforcement adherence to the Peace Officer Professional Standards, there still are nearly 50 percent of law enforcement officers in Kentucky who were grandfathered in and were not required to meet the standards required in the POPS Act of 1998. However, the large leaps made in the professionalism of Kentucky's law enforcement community as a result of POPS have by no means been hindered by these officers. Instead, many have taken every opportunity to meet and exceed the ever-rising bar of professionalism set by the quality officers who have entered the career field in the past 10 years.

"It's not that we, as officers prior to the POPS Act, weren't qualified and professional, but the implementation of standards encouraged us to continue to better ourselves through education and training," said Daviess County Sheriff Keith Cain. "Today we are successful, first-class leaders of agencies throughout the commonwealth."

However, there also were officers who wanted to set an example in a different way after POPS was implemented. There were numerous officers across the commonwealth who, though grandfathered in under the new Act, chose to attend the then-16-week basic training academy and receive their POPS certification.

"To be honest with you, it was just part of the process as far as I was concerned," said Paducah Police Commander Brian Krueger. "Whether I was grandfathered in or not, I was there with a group of people

of which some were required to go through, and I didn't see any reason why I should not participate in the same standards.

"I knew I had been hired by the agency prior to December and that I had been grandfathered in because of that, but as far as the POPS standards are concerned, that was not a factor in my mind," he said.

Krueger was a member of the first 16-week academy class, which also was the first class of distinction to graduate from the basic training academy. Since that time, he also has graduated from two DOCJT leadership programs — the Academy of Police Supervision and Criminal Justice Executive Development — as well as the FBI National Academy.

Richmond Police Officer Stephen Parker understood the dangers of having untrained officers on patrol when he served as an auxiliary officer with Prestonsburg in the early 1990s.

"One year after getting on auxiliary with the city, they allowed us to patrol by ourselves," he said. "We could get in an officer's car who was off duty and we would answer calls and do the whole kit and caboodle. Knowing what I know now, that is just not a good idea."

Parker chose to come through DOCJT's 16-week academy in 2003, shortly after he officially joined the Prestonsburg Police Department.

Leadership Moves to the Forefront

In 2003 the Department of Criminal Jus-

tice Training created the Kentucky Leadership Institute to provide opportunities for a lifetime of progression of learning, growing and advancement. The KLI creates a hierarchy of courses specifically designed for each step in a peace officer's law enforcement career to assist in developing the leadership and supervisory skills necessary to be an effective leader.

Included in this hierarchy are APS, CJED, Situational Leadership and the School of Strategic Leadership.

Since their respective implementations, nearly 1,300 individuals have graduated from these courses and approximately 1,025 or 80 percent of them are officers who were grandfathered in under the POPS Act.

"These numbers show that the experienced officers in the field before POPS are motivated to set an example in educational discipline, training advancement and proven leadership strategies," said DOCJT Commissioner John Bizzack. "Their continued leadership training allows them to effectively lead the new generation of high-quality officers entering the law enforcement field."

"Officers across the commonwealth are seeking out the best training and tools necessary to provide the best-quality service to their communities," Cain concluded. "Professional, quality service should be the bottom-line goal of each officer in Kentucky, regardless of whether his or her tenure of service to the community began before or after the POPS Act." J

*POPS requires that applicants:
• have read the code of ethics*



Officials: KLEFPF Needs a Second Look

*/*Kelly Foreman, Public Information Officer

Kentucky has not been immune to the economic downturns seen across the nation in recent years. But neither have Kentucky's officers and their families.

"There are just some things that cannot be, or should not be, affected by financial hard times and one is emergency services," said Darrell Pickett, a retired police officer turned mayor of Glasgow. "The lives of too many people depend on first responders. Police officers carry big responsibilities on their shoulders with the decisions they make. We need the most educated, well-trained person with a desire to serve wearing a badge."

The Kentucky Law Enforcement Foundation Program Fund was launched in 1972 by the Kentucky General Assembly as a restricted fund with the goals of upgrading compensation for the state's law enforcement officers and implementing new education and training standards.

Since its inception, KLEFPF has been funded by a 1.5 percent fee on all casualty insurance premiums for at-risk property such as automobiles, homes or businesses. The rate never has changed, although the demand for the fund's revenue has in-

creased by more than 29 times its original budget.

KLEFPF provides an annual \$3,100 stipend representing proficiency pay to 8,133 POPS-certified Kentucky officers – an amount that has not changed in eight years, despite the rising cost of living. In essence, officers earn the proficiency pay by attending a minimum of a week-long career development class annually to upgrade their knowledge and skills in specific areas of policing and to maintain their Kentucky police license.

rector of the Office of Drug Control Policy and former Maysville police chief. "So many officers in this state work for very small agencies with very small budgets. Although their officers are worth more, they just can't afford to pay them more. The KLEFPF stipend helps fill that gap."

Former Gov. Paul Patton agreed, arguing further that the implementation of the Peace Officer Professional Standards increased the professionalism of the job, put more demands on officers, and therefore the compensation that POPS-certified officers should be increased.

"The people of Kentucky get a real bargain for their investment," he said, "when KLEFPF funds are used as originally

(Davies) Former Owensboro Police Chief John Kazlauskas
"We ought to go back to the basics – make sure that our law enforcement officers are getting rewarded for the training that they are involved in."

An additional group of law enforcement officers are mandated to pass POPS testing and annual professional development training, but do not receive proficiency pay, an unfair situation in the eyes of most officers.

The fund also maintains and improves the quality of nationally-recognized Department of Criminal Justice Training programs; including but not limited to basic, advanced, career development, mid-level and executive leadership training; as well as the facilities used to execute these programs.

"That stipend is unique to the commonwealth," said Van Ingram, acting di-

intended.

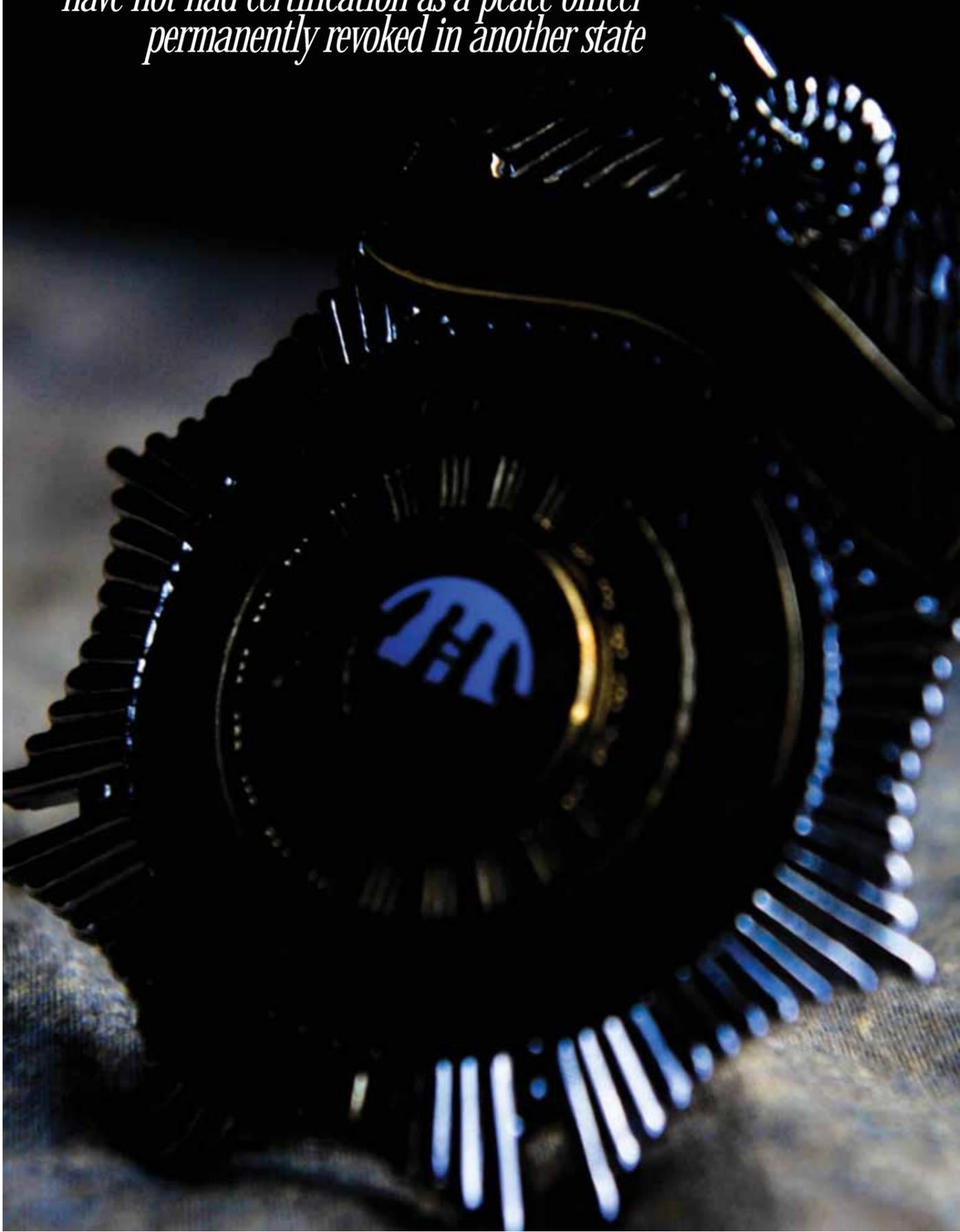
"Over the past 20 years, more than \$91 million has been diverted from KLEFPF to the General Fund," DOCJT Commissioner John Bizzack said. "Law allows the legislature and the administration to use these kinds of funds to balance the budget. However, some of those funds should be left to cover the original intent of the legislation; raising proficiency pay to officers who have successfully gone through the academy and completed their 40 hours of annual training, bringing into KLEFPF a group of officers who are required by law to do all the training that other officers do, but are completely left out of mon-



*POPS requires that applicants:
pass a drug-screen test*



*POPS requires that applicants:
have not had certification as a peace officer
permanently revoked in another state*



etary rewards and upgrade DOCJT training capabilities.”

‘A real disconnect’

“Law enforcement has become a job that is not just carrying a gun and wearing a badge,” explained Robin Cooper, former Paintsville mayor and Kentucky Law En-

forcement Council chairman. “There is so much more with all the technology and the forces they have to go up against in protecting the safety of our citizenry.”

“But if you don’t feel safe in your community, nothing else matters. We owe this law enforcement community a lot for giving us that peace of mind, for ourselves and for our children who are growing up in that environment.”

(Franklin) Kentucky State Police Lt. Col. Leslie Gannon

“We are public servants, and the community – the public – deserves to get the same qualified service regardless of what agency responds.”

The call to law enforcement is unique, and those willing to serve daily face trials most Kentucky citizens would like to pretend do not exist in their own communities. Yet despite those challenges, these officers work sometimes for little more than minimum wage.

“It takes an awful lot of money to hire somebody, pay their salary, send them to the academy, get them equipped and get them on the road ready to be a police officer,” said DOCJT Deputy Commissioner Herb Bowling. “And [the officers] get out there and find out that they can’t survive financially. I think once they get into it, most of them really would like to stay. But if it comes down to being a police officer or feeding your family, you are going to feed your family.”

In light of those responsibilities, former Justice and Public Safety Cabinet Secretary Dan Cherry said he sees a disconnect between what citizens expect from law enforcement and how they are compensated.

“I think about it like a citizen – there are all these competing needs,” he said.

“How do I retain the officers that I have without throwing something out there and letting them know that not only are we going to pay them, but the state is supporting them in their endeavors and their jobs to protect the people of the commonwealth?” asked Georgetown Police Chief Greg Reeves.

“We owe it to the officers to provide them with the standards, to provide them with the resources, to provide them with the knowledge and the training – it is absolutely essential for their well being and safety,” said Daviess County Sheriff Keith Cain. “I think we need to bear in mind

Same job, no incentive

Law enforcement personnel across the state hope to see an increase in the annual \$3,100 stipend. Commissioner Bob Foster of the Attorney General’s Office

(Madison) DOCJT Physical Training and Defensive Tactics Instructor Gina Smith

“The ... POPS [standards] have taken us well beyond the days of an applicant just meeting an age requirement, not being convicted of a felony offense and holding a valid operator’s license.”

represents the many agencies who are certified by POPS and meet all the requirements, but do not receive annual stipends.

Other officers serving state departments of Fish and Wildlife Resources, Alcoholic Beverage Control, the Department of Insurance, Charitable Gaming and Agriculture all meet the same stan-

dards as municipal and county law enforcement, but have never been part of the fund.

They simply want to be included.

“Not only are these officers POPS certified, it is the right thing to do,” Foster said of including the officers in KLEFPF funding. “They undergo all the same pre-hire testing, training and attend the same training academy. The only fair thing to do is to include all officers who do the training, have the same responsibilities and are fellow law enforcement officers.”

Kentucky State Police Commissioner Rodney Brewer and Bizzack both agreed that including the 328 excluded officers is a parity issue and that since the standards are upheld uniformly across agencies, so should the proficiency pay for meeting those standards.

“We owe it to the officers to provide them with the standards, to provide them with the resources, to provide them with the knowledge and the training – it is absolutely essential for their well being and safety,” said Daviess County Sheriff Keith Cain. “I think we need to bear in mind

what that [KLEFPF] money is for. It is proficiency pay. And if you really believe that, and indeed I think all of us do, these officers need to be compensated for that which they are providing – proficient law enforcement service.”



KLEC: POPS Training and KLEFPF Management

/Elizabeth Thomas, Public Information Officer

Created in 1966 by then-Gov. Edward Breathitt, the Kentucky Law Enforcement Council oversees virtually every aspect of POPS training and KLEFPF management for the entire state.

In 1968, legislation was sponsored in the Kentucky General Assembly to create mandatory training for peace officers. It only passed when the training was rewritten as voluntary. In 1972, the council implemented legislation requiring an incentive program for officers who attended training: 15 percent of an officer's salary. In 1982, that stipend was fixed at \$2,500. Sporadically, the stipend grew to a stan-

dardized \$3,100, where it has remained stagnant since 2001.

The duties of KLEC have expanded since its inception. By law, the council prescribes standards for training for all Kentucky law enforcement academies so that peace officers can retain their eligibility to participate in the KLEFPF fund. It also prescribes minimum qualifications for law enforcement instructors, prescribes minimum standards for attendance and expulsion conditions, inspects and evaluates training schools, monitors KLEFPF and administers the POPS pre-employment process for all law enforcement applicants.

Kentucky law states that the governor

will appoint 11 of the 20 KLEC members to four-year terms. Those appointed must include one city manager or mayor, three sheriffs, five police chiefs, a U.S. Attorney or his designee, and one citizen. Professional law enforcement organizations fill the other seats on the council, such as Kentucky's attorney general; the Kentucky State Police commissioner; Southern Police Institute director; one member of the Kentucky Bar Association, the dean of Eastern Kentucky University's College of Justice & Public Safety; and the presidents of the Fraternal Order of Police, Kentucky Peace Officers' Association, Kentucky Association of Chiefs of Police and Kentucky Sheriffs' Association. **J**

POPS requires that applicants:
• *have a background investigation*
• *submit fingerprints for a criminal background check*

KLEC STAFF AND BOARD MEMBERS

Larry Ball, executive director

Support and Records Section

- Melissa Beck, administrative section supervisor
- Joe Boldt
- Kelly Adkins
- DeAnna Boling
- Elizabeth McIntosh

Testing Services Section

- Pam Shaw, administrative section supervisor
- Rick Bastin
- Mike Beck
- Gary Davis
- Don Nicholson
- Jarred Ball

KLEC executive committee

- Sheriff Keith Cain – Daviess County, chair
- Mayor Darrell Pickett – Glasgow, vice-chair
- Chief Mike Ward – Alexandria, Certification Committee chair

- Dean Allen Ault – Eastern Kentucky University, Curriculum Committee chair
- Lt. Col. Leslie Gannon – Kentucky State Police, Peace Officers Professional Standards chair

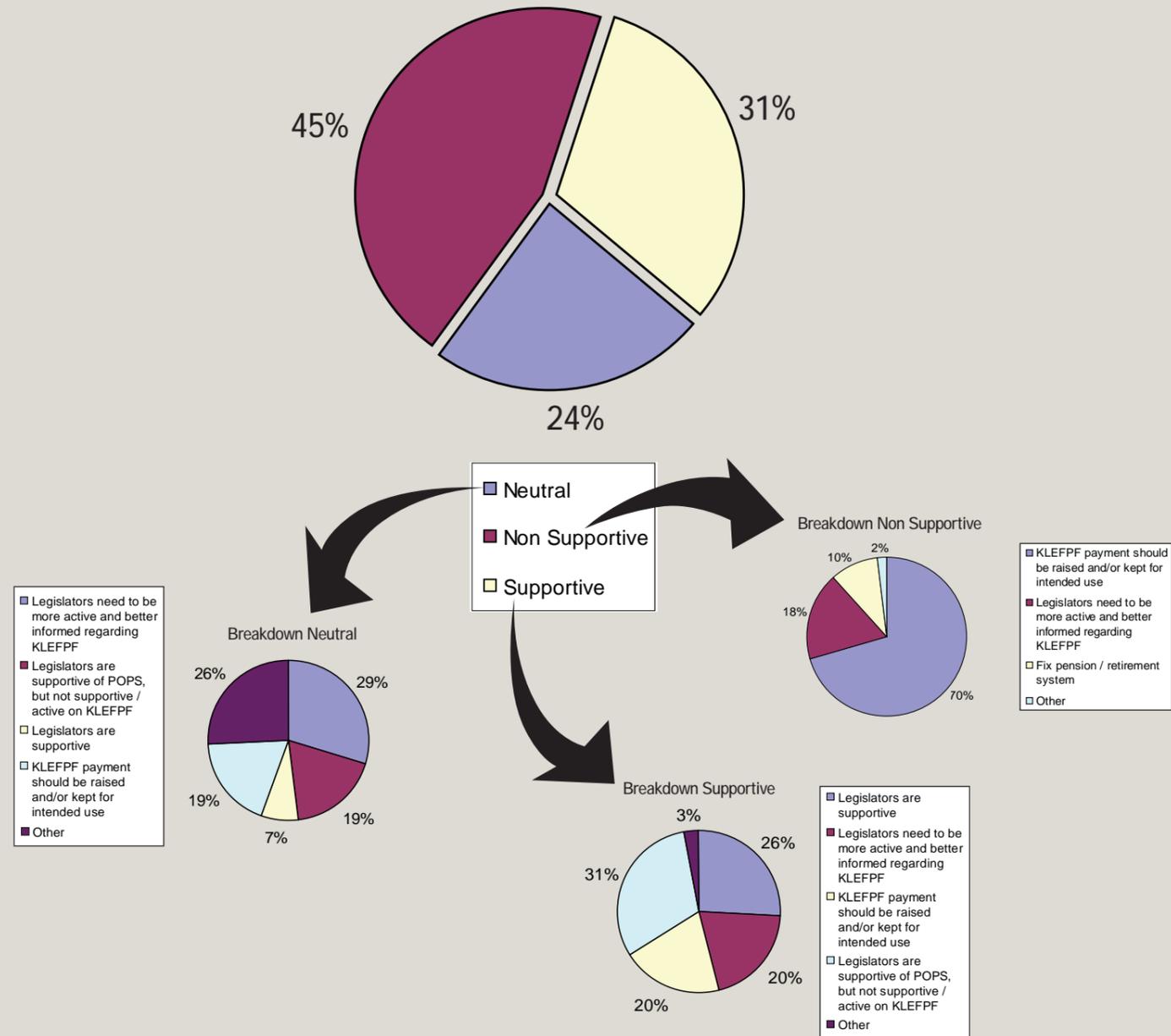
Other Board Members

- Judge-Executive Carolyn Belcher, Bath County
- Sheriff Chris Eaton, Barren County
- Commissioner Robert Foster, of the Kentucky Bureau of Investigation Office of the Attorney General
- Chief Wayne Hall, University of Louisville Department of Public Safety
- Law Enforcement Coordinator Gary Howard, for the U.S. Attorneys Office for the Western District of Kentucky
- Director Tom Hughes, JD, Ph.D., Southern Police Institute
- Commander Alan Martin, Lexington police of the Investigative Support Section
- Luke Morgan, Lexington attorney
- Chief Michael Ormerod, Prestonsburg Police Department
- Chief Robert Ratliff, Ashland Police Department
- Chief Greg Reeves, Georgetown Police Department
- Michael "Spike" Jones, current FOP president, will assume KLEC position in February 2010
- Martin Scott, Fraternal Order of Police past president
- Chief Glenn Skeens, Owensboro Police Department
- Sheriff Steve Sparrow, Oldham County
- Sheriff Charlie Williams, Hardin County



OPINIONS OF CHIEFS, SHERIFFS AND OFFICERS ON LEGISLATIVE SUPPORT FOR POPS AND KLEFPF IN PAST 10 YEARS

In August 2009, a survey was taken of virtually all Kentucky chiefs and sheriffs and a representative sample of law enforcement officers to review the successes and trials of 10 years of Peace Officer Professional Standards. The survey results are shown via graphs throughout this publication.



POPS requires that applicants:

- be interviewed by their potential employing agency's executive or designee*