

# **ARKANSAS COMMISSION ON LAW ENFORCEMENT STANDARDS AND TRAINING**

## **2018 ANNUAL REPORT**



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# COMMISSION



The Commission on Law Enforcement Standards and Training (CLEST) was created in 1975 for the purpose of establishing minimum selection and training standards for admission to employment as a law enforcement officer in Arkansas. All applicants for law enforcement positions must meet the requirements established by CLEST and complete CLEST-approved training to obtain certification. The commission is comprised of a director and ten members representing law enforcement, education, and the general public that meet quarterly to review training and certification matters.



Commission Chair  
Chief Robert Harrison



Commission Vice Chair  
Chief Percy Wilburn



Commissioner  
Mr. Barry Phillips



Commissioner  
Dr. James Golden



Commissioner  
Mr. Thomas Marsh



Commissioner  
Richard Wingard



Commissioner  
Sheriff Boyd Hicks



Commissioner  
Sheriff Doc Holladay



Commissioner  
Mr. Barney H. Reeves



Commissioner  
Lt. Stacie Rhoads

# DIRECTOR



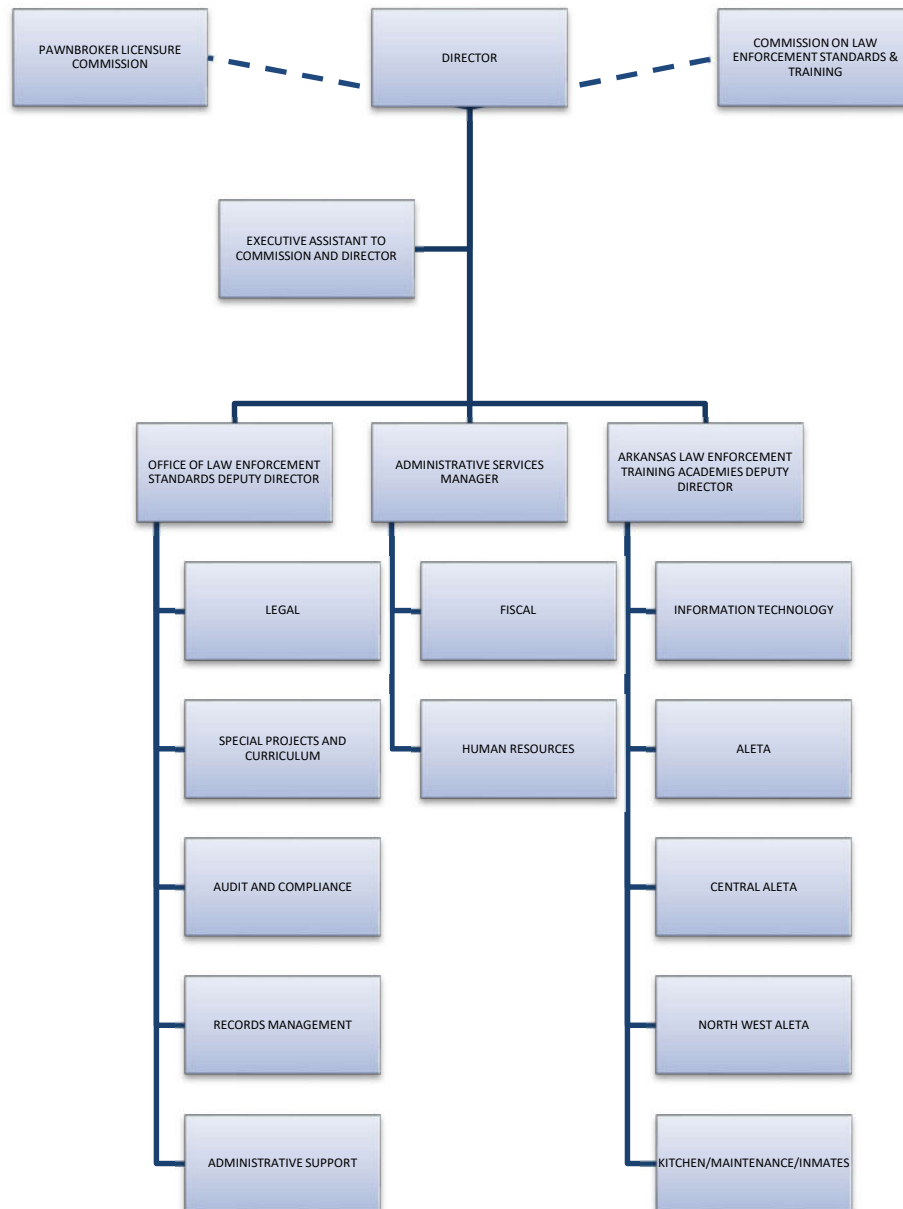
On January 14, 2015, Jami Cook was appointed by Governor Asa Hutchinson as the Director of the Commission on Law Enforcement Standards and Training. Prior to appointment, Jami served as the Arkansas State Police Program Director, responsible for policies, procedures, training, strategic planning, research and development, and special projects. In 2009, Jami was appointed as a Commissioner to the Commission on Law Enforcement Standards and Training where she served until her appointment as director in 2015. Jami started her law enforcement career as a Newport Police officer in 1994.

In 2018, Jami had the honor of serving the following boards and committees:

- Arkansas School Safety Commission
- IADLEST 2<sup>nd</sup> Vice President
- IADLEST Personnel Committee
- Arkansas Attorney General's Missing Persons Working Group
- AACP Model Policy and Accreditation Committee
- Arkansas Crisis Response Team – Chair
- Prescription Drug Overdose Advisory Council
- Arkansas Traffic Incident Management Executive Committee
- Tactical Emergency Casualty Care (TECC) Stakeholders Group



# ORGANIZATION



# FISCAL



## Commission on Law Enforcement Standards and Training

### FY2018 Annual Financial Report

July 1, 2017 - June 30th, 2018

<b>FUND:</b>	<b>Total FY18</b>					
<b>Operating</b>	<b>Appropriation</b>					<b>FY18</b>
	<b>3,300,944.00</b>					<b>Expenses</b>
REGULAR SALARIES						2,065,266.55
PERSONAL SERVICE						
MATCHING						720,485.12
OPERATING						
EXPENSE						791,456.34
TRAVEL						16,783.06
PROFESSIONAL FEES						5,320.20
M & R						6,790.91
TOTAL						3,606,102.18
<b>FUND: 911</b>	<b>Total FY18</b>					<b>FY18</b>
	<b>Appropriation</b>					<b>Expenses</b>
	<b>141,556.00</b>					
REGULAR SALARIES						52,243.96
PERSONAL SERVICE						
MATCHING						16,772.40
OPERATING						
EXPENSE						50,240.58
TRAVEL						8,683.68
PROFESSIONAL FEES						15,000.00
CAPITAL OUTLAY						16,621.93
TOTAL						159,562.55

### F.0950.2018.TECC

Grant approved 9-18-18 for through ADEM								\$67,370.00
					<b>Qty</b>	<b>Unit</b>	<b>Price</b>	
C.A.T. TQ Trainer Blue					120	\$27.79	\$3,334.80	
Z-Medica Hem Control Trainer					5	\$348.00	\$1,740.00	
700-1297 NAR Eagle w/Combat Gauze - Black					593	\$105.00	\$62,265.00	
							TOTAL:	\$67,339.80

# STANDARDS



The Commission establishes the minimum selection and training standards for admission to employment as a law enforcement officer in the State of Arkansas. All applicants for law enforcement employment must meet the requirements established by the Commission and complete Commission-approved training to obtain certification. Commissioned law enforcement officers must continue to meet minimum standards in order to maintain their law enforcement status. The Office of Law Enforcement Standards oversees employment, training, and certification requirements established by the Commission.



Brad King  
Deputy Director  
Standards Division

## 2018 OFFICER DECERTIFICATION

Meeting Date	Decertified	Not Decertified	Requests for Decertification
January	11	1	7
April	10	1	17
July	10	2	8
October	7	0	12

## STANDARDS STAFF:

Amanda Yarbrough	CLEST Attorney
Mandy Hill	Education & Instruction Coordinator
Brian Johnson	CLEST Senior Agent
Kaleisha Wise	CLEST Agent
Annette Cagle	Administrative Specialist
Charley Higgins	Administrative Specialist
Rhonda Price	Administrative Specialist
Susan Miller	Administrative Specialist

In late 2017, CLEST purchased online course content from Legal and Liability Risk Institute. The online content was used to create 72 online courses for use on the ACADIS Portal. The online courses were published to the portal in January, 2018. The courses can be accessed by any law enforcement officer, civilian jailer, or dispatcher in the State of Arkansas with portal access. Access to the ACADIS portal is offered free of charge. In addition to the 72 online courses, CLEST staff developed three specialized courses for use on the ACADIS Portal: Portal Training; 911 De-escalation Strategies for Dispatchers; and Fentanyl Warning for Law Enforcement. There were more than 19,000 online course completions for 2018.

In 2018, CLEST began “pre-approving” certain courses. Pre-approval allows agencies to conduct training without first requesting course approval from the Standards office. Pre-approved courses for 2018 included Racial Profiling and Firearms Qualifications. Each pre-approved course was given a unique course number for use by all agencies throughout the year, regardless of when the training was conducted. Standardized course numbers provide CLEST agents better clarity when auditing agencies for compliance with minimum standards.



CLEST continually implemented and updated portal procedures in 2018. As a result, agency portal use continued to grow throughout the year. At the close of the year, a significant number of the state's law enforcement agencies were actively using the portal to submit information to the Standards office. Agencies can use the portal for the following:

- Submit Certificate requests
- Enroll in ALETA training and receive confirmation of enrollment
- Submit lesson plans for course approval
- Receive course approval
- Report completed training
- Report and update K-9 status
- Report changes in employment status
- Upload documents related to appointment, change in status, and separation of an officer
- Request decertification of a law enforcement officer
- Submit completed out-of-state training for approval
- Submit college transcripts

The CLEST website was redesigned to provide more up-to-date information to agencies across the State. Significant updates include:

- Course numbers for approved courses are posted
- Frequently Asked Questions for the ACADIS Portal are posted with detailed answers
- Detailed descriptions for all online courses
- Curriculum for all pre-approved courses is posted for agency review and use
- All CLEST Regulations and Specifications are published for easy accessibility

In an effort to streamline training, CLEST began development of an online Part-Time II/Auxiliary course. New objectives were established and CLEST staff conducted a thorough review of the curriculum to determine what portions of the curriculum could be delivered online versus the portions of curriculum that would remain the responsibility of the hiring agency. The online portion of the Part-time II/Auxiliary course is currently in the development stages. In connection with the development of the online Part-Time II/Auxiliary training course, CLEST staff finalized an agreement with the Bureau of Justice Assistance for the addition of BJA's VALOR training curriculum to CLEST's learning management system. The curriculum was provided at no cost to CLEST or the Arkansas law enforcement community.

CLEST staff developed a survey connected to the basic law enforcement training courses delivered by ALETA, NW ALETA, and Central ALETA. The goal of the survey was to pinpoint successes and areas of improvement. The survey was sent to all law enforcement agencies with portal access. CLEST received overwhelmingly positive feedback from the law enforcement community and will continually work to improve the quality of training delivered to basic students. Future surveys will target the strengths and weaknesses of each basic academy.

After reviewing and updating the strategic plan for the agency with CLEST staff, the Standards office prepared a legislative packet for the 2019 session and proposed rule packet in anticipation of all legislative changes.



# ALETA



Fred Weatherspoon is the Deputy Director at the Arkansas Law Enforcement Training Academy and has been employed at ALETA since 1995. He is responsible for the oversight of daily operations at ALETA, NW ALETA, and Central ALETA.



Charles Ellis  
Training Supervisor  
ALETA



Juan Reyes  
Training Supervisor  
ALETA

ALETA held three basic training academies in 2018: **January 14, 2018 – April 13, 2018; May 6, 2018 – August 3, 2018; and September 16, 2018 – December 14, 2018**, resulting in 230 new law enforcement officers in 2018.

## ALETA STAFF:

Liz Jones	CLEST Senior Agent
Dan Keithley	CLEST Senior Agent
Johnie Adkins	CLEST Senior Agent
Ronnie Poole	CLEST Senior Agent
Robert Reeder	CLEST Senior Agent
Tony Madlock	CLEST Senior Agent
Craig Lawson	CLEST Senior Agent
Erin Smelser	CLEST Senior Agent
Rodney Franklin	CLEST Senior Agent
Scott Rosson	CLEST Agent
David Williams	CLEST Agent
Michelle Blann	Administrative Specialist
Sue Albritton	Administrative Specialist
Brenda Davis	Administrative Specialist
Pam Sanders	Administrative Specialist
Dana Wetherbee	Administrative Specialist
Terri Haynes	Administrative Specialist
Curtis B. Sharp	Computer Support Specialist
Cindy Tuberville	Food Preparation Manager
Kim Hammock	Food Preparation Supervisor
Kim Stinnett	Food Preparation Supervisor
Peggy Mahan	Cook
Susan Daniel	Cook
Amy Inman	Cook
Robert Allen	Maintenance Supervisor
Travis Sanders	Maintenance Specialist
Mitchell Genn	Public Safety Security Officer
Morris Misenheimer	Public Safety Security Officer
Paul Aymond	Public Safety Security Officer
Kristi Branch	Fiscal Support Manager
Linda Oliver	Grants Specialist
Sheena Waller	Human Resources Specialist

6373 Hussey Rd.  
East Camden, AR 71701  
(870) 574-1810

Act 423 of 2017 mandated that agencies have at least one officer within the department complete 40-hour Crisis Intervention Team training. ALETA began conducting CIT training in 2017. ALETA continued conducting training in 2018 with the assistance of law enforcement officers and mental health care professionals throughout the state. Twelve CIT courses were conducted in 2018 at various locations in the state, including: Little Rock (2), Jonesboro, Washington County, Fort Smith (2), East Camden, North Little Rock, West Memphis, Midway (Baxter County), and Texarkana. 402 officers received training in 2018, resulting in a total of 496 officers and 180 agencies in compliance with Act 423 by the end of 2018.

### 2018 CIT TRAINING

Dates	Graduated
1/8/2018-1/12/2018	37
2/5/2018-2/9/2018	30
3/5/2018-3/9/2018	25
4/16/2018-4/20/2018	40
5/14/2018-5/18/2018	26
6/18/2018-6/22/2018	38
7/9/2018-7/13/2018	39
8/20/2018-8/24/2018	27
9/10/2018-9/14/2018	19
10/22/2018-10/26/2018	28
11/12/2018-11/16/2018	39
12/3/2018-12/7/2018	44

In 2018, ALETA offered specialized courses in the following areas:

Patrol Rifle	Self Aid/Buddy Aid	CID	Coroner: Crime Scene Photography
Law Enforcement Refresher	Marijuana Leaf Field Test Certification	MILO	Off Duty Encounters
Firearms Instructor	Instructor Development		

### 2018 BASIC PAROLE AND PROBATION COURSES

Dates	Training Hours	Graduated
1/21/2018-3/2/2018	259.83	21
5/13/2018-6/22/2018	259.83	25
8/5/2018-9/14/2018	259.83	20

### 2018 ELECTIVE COURSES

Course	Hours	Graduated
Arkansas Court Security Officer	36	144
First Aid CPR/AED)	18	110
Radar Elective	48	197
Arkansas Boating & Accident Reporting	6	34
Civil Process	18	137

In order for a coroner or deputy coroner to receive ARMDI certification they must complete the 40-hour Arkansas Medicolegal Death Investigation Course. Through a partnership with the Arkansas Coroners Association, ALETA conducts the required training and Arkansas ARMDI certification is recognized by the American Board of Medicolegal Death Investigators. In addition to conducting the medicolegal death investigation course, ALETA offers advanced training in Crime Scene Photography. In 2018, the Arkansas Coroners Association allowed certified law enforcement officers to attend ARMDI training. Law enforcement officers are not eligible to receive ARMDI certification; however, attending the training allows law enforcement officers to network and develop strong working relationships with the coroner community.

In December, 2017, ALETA received 800 Individual First Aid Kits through a Homeland Security grant. The kits contain items such as tourniquet's, chest seals, and clot gauze and are intended for use in stopping the bleed after a major traumatic event. Through 2018, ALETA trained more than 800 officers on the concepts of TECC and distributed more than 700 kits to officers receiving the training. ALETA received 593 additional kits in December, 2018 and will continue to distribute kits in 2019.

Renovations to the ALETA campus for 2018 include:

- New paint, flooring, and HVAC systems in the student dormitories
- Upgraded energy efficient lighting systems installed throughout the facility

\*ALETA thanks the many partners that contributed to the energy efficient renovation efforts through grant funding.



# NORTHWEST ALETA



Clint Scrivner  
Training Supervisor  
NW ALETA

3424 South Downum Rd  
Springdale, AR 72762  
(479) 361-3410  
(479) 361-3412

## NW ALETA STAFF:

Gregg Harrison	CLEST Agent
Bob Selph	CLEST Agent
Dianne Smith	Administrative Specialist

NW ALETA held three basic academies in 2018: **January 22, 2018 – April 20, 2018; April 30, 2018 – July 27, 2018; and August 20, 2018 – November 16, 2018**, resulting in 98 new law enforcement officers in 2018.

In 2018, NW ALETA offered specialized courses in the following areas:

K-9 Training	Ronin Combat Strategies	Firearms Qualifications	40 Hour Refresher	Tactical Training	Courtroom Security
Firearms Instructor	Heroin & Fentanyl Abuse	Building Clearing	Patrol Rifle	BAC	LEFR
SFST	Awareness to Human Trafficking	Precision Rifle	Breach Training & Breaching Methodologies	ALERT Level 1 & Refresher	High Risk
FTO	CIT	In Service	DT Refresher	Threat Assessment	LOW Light Pistol and Rifle
Search Houses	VCQB	EOD	CQB	SWAT CQC	Active Shooter Refresher
Retired Firearms Qualification	CID In Service	MLFT	Off-Duty Range	Suits	

## 2018 ELECTIVE COURSES

Class Name	Course Hours	Students Graduated
LEFR	552	69
Courtroom Security	300	25
Civil Process	300	50
Total:	1,152	144

The increased need for law enforcement officers in Arkansas has created a demand for space in all academies operated by the Commission on Law Enforcement Standards and Training. As a result of the increased need, NW ALETA successfully implemented a third session of the basic law enforcement training academy at its facility. With the addition of the third academy at NW ALETA, CLEST now offers 8 sessions of the basic law enforcement training academy throughout the year. NW ALETA's successful implementation of a third basic academy could not have been realized without the tireless efforts of the NW ALETA team.

NW ALETA completed its Main Building Access/Security project. Updates include:

- Exterior doors equipped with magnetic locks
- Key card access points for all exterior door (keypad codes/prox cards/access fobs)
- Individual security codes
- Bullet resistant glass and doors at front entry with push button access

In order to effectively address generational differences associated with today's recruits, NW ALETA has taken steps to increase the use of scenario-based training methods. These methods include enhanced training in Traffic Stops, Critical Incident Management, Officer Survival, Domestic Violence/Sexual Assault, and Policing People with Disabilities.

NW ALETA re-launched the basic Precision Rifle course in 2018. The course qualifies the officer to carry a precision rifle and provides basic training in proper use of a precision rifle. In addition to administering the basic course, NW ALETA began developing curriculum for a multi-staged set of qualification courses for the precision rifle. The "intermediate" and "advanced" precision rifle courses will provide rigorous enhanced training to officers seeking further qualification with a precision rifle.

NW ALETA's partnership with the Law Enforcement Support Office and its military surplus equipment resulted in the acquisition of trailers, tools, and safety equipment for use by NW ALETA. NW ALETA also procured a Mobile Command Center that can be utilized when training off-site. All equipment was acquired at no cost to the agency or the State of Arkansas. NW ALETA thanks its many partners for their continued support in providing elite training to the NW Arkansas law enforcement community.



# CENTRAL ALETA



Bernie Mosley  
Training Supervisor  
Central ALETA

#4 State Police Plaza Drive  
Little Rock, AR 72209  
(501) 682-4753  
(501) 682-1582

## CENTRAL ALETA STAFF:

Joe Duboise

CLEST Agent

Central ALETA held two basic academies in 2018: **March 18, 2018 – June 15, 2018**; and **September 2, 2018 – November 30, 2018**, resulting in 51 new law enforcement officers in 2018.

2018 ELECTIVE COURSES		
Class Name	Course Hours	Students Graduated
ACIC Telecommunications	4	23
Civil Process	12	48
Court Security Officers	24	44
Radar/Lidar	16	42
<b>TOTAL:</b>	56	157

While still in its infancy, Central ALETA has proven itself as a valuable partner for agencies across Central Arkansas. Central ALETA staff assisted local agencies throughout 2018 in the following ways:

- Taught a Racial Profiling course at a Court Security Officer Training
- Taught a Racial Profiling course at the new Sheriff's School
- Coordinated with CJI to teach two "Stop the Bleed" courses to School Resource Officers
- Coordinated with the law enforcement coordinator at the Department of Justice U.S. Attorney's Office to host ALERRT Solo Officer Rapid Deployment (SORD) Training
- Conducted Firearms Instructor training

Through the generous donation of Camp Robinson, Central ALETA now has a permanent building on the base to conduct basic training and a conex container to be used for storing equipment. Also, beginning in 2018, Camp Robinson now provides open barracks housing for basic students at no cost. Central ALETA also procured an equipment trailer from the LESO program.



# TELECOMMUNICATIONS



Liz Jones  
Training Instructor and  
Telecommunication Office  
Coordinator  
P.O. Box 3106  
East Camden, AR 71701  
Fax: (870) 574-1810

In 2018, Training Instructor Liz Jones and her staff completed the curriculum for a 40-hour communications course. The new course meets all national standards set by APCO and NENA. The curriculum, training manual, and lesson plans are available for download at [www.clest.org/telecommunications](http://www.clest.org/telecommunications). A new instructor development course for telecommunicators was developed and will be introduced in 2019. A new course - *Hiring and Training Millennials* – was added in 2018. The course addresses hiring and retention problems associated with younger generations. The course is currently taught by Dr. Gene Smith with Elite Training.

Telecommunicators are now able to create an account on the CLEST ACADIS Portal. Having a portal account grants a telecommunicator access to the library of online training offered by CLEST. In addition to receiving portal access, telecommunicators now receive CLEST-certified training credit for all classes at the APCO/NENA state conference.

Through the generous donations of ALETA, the new 911 telecommunicator training facility is projected to conduct its inaugural class in early 2019.

The following telecommunication courses were offered in 2018:

Class/Course Title	Hours	Location	Graduated
Basic Telecommunication Certification Course	24	ALETA	25
Basic Telecommunication Certification Course	40	ALETA	32
Basic Telecommunication Certification Course	40	ALETA	37