



Law Enforcement Training Board

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TO: Adam Horst, Director
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FROM: Rusty K. Goodpaster, Executive Director
Law Enforcement Training Board
Indiana Law Enforcement Academy

SUBJECT: Law Enforcement Training Board/Indiana Law Enforcement Academy Budget Overview

The Law Enforcement Training Board (LETB), its Advisory Council, and the staff of the Indiana Law Enforcement Academy (ILEA), working in unison, pledge to provide the best possible basic and in-service training for Indiana law enforcement officers and their support personnel so they may better serve and protect the citizens and guests of our state. Throughout the training, emphasis is placed upon the values of integrity, caring, commitment, teamwork, competence, and respect.

SUMMARY OF ACTIVITIES

The LETB must approve all curricula and courses for credited in-service and certified basic training programs for other law enforcement agencies. The Academy implements the majority of these approved programs, whether presented at the Academy or at other departments. There are over 575 law enforcement agencies in Indiana with over 15,000 full-time, part-time and reserve officers. Maintaining the training records for those agencies and officers, and every former officer is also the responsibility of the Law Enforcement Training Board and Indiana Law Enforcement Academy. Annually, the Academy continues to train over 400 new officers in the Basic course and more than 2,000 officers in specialized course offerings. If, as anticipated, our Basic course enrollment continues to be more than 90-100 students in a course, we do not have the facilities to overlap courses, therefore, courses will overlap from one calendar year into the next. Our Academy conducts some of the largest training courses for basic officers in the nation. In addition, we certify all of the state's law enforcement instructors and training providers, pre-basic training sites, and all satellite basic academies, reserve officer and jail officer academies, and regional training councils. We are presently working on expanding our capability to offer more courses to more officers at a reduced cost. These tasks are all part of our responsibilities in following Indiana Code IC 5-2-1-1 through IC 5-2-1-15.

ACCOMPLISHMENTS

We measure our success by our ability to provide training that the General Assembly has mandated, within the time period mandated, and by our graduates' abilities to perform their duties in a competent manner. In the 2008/2009 biennium, we implemented a comprehensive Records Management software program that has continued to improve the statewide record keeping requirements for the students and instructors for in-service and continuing education and we have continued to see many improvements as other phases are implemented. This system is saving everyone involved countless hours and has resulted in financial savings for both the ILEA and all of the state's law enforcement agencies. We have also implemented distance learning and video streaming in areas of the Basic curriculum as well as in-service training courses. We continue to research other subjects and areas that will be beneficial to law enforcement officers throughout the state. This is a complex undertaking requiring cooperative agreements between agencies (IDHS and IOIT). Both of these projects will require additional funds and development in the coming years.

In order to handle the many mandated areas of training required by state and federal statutes, our basic course was expanded from twelve to fifteen weeks in 2003. We are also under pressure to include courses concerning homeland security and disaster preparedness in our basic curriculum. We also must train all basic and in-service officers in cultural diversity, dealing with the mentally ill and "human trafficking" issues. Our basic course student population will continue to increase substantially to accommodate the increase in law enforcement officers hired and the Deferred Retirement Option Plan (DROP) program.

KINDLES/E-READERS - We have also implemented the use of e-readers (Kindles) in the Basic class. All materials we were printing for the Basic course were transferred to the Kindles. Students are allowed to download their educational material to a flash drive to take home with them after the course, but the Kindles remain at ILEA for use by the next class.

Once we have established the use of e-readers in the Basic Class, we intend to utilize them in our in-service training sessions for veteran officers. We train 2,000 – 3,000 veteran officers per year in a myriad of subject matter related to law enforcement duties and responsibilities.

TIER I, II & III TRAINING - Currently the Law Enforcement Training Board (LETB) and the Indiana Law Enforcement Academy (ILEA) oversee different entry level basic training courses like the current Basic, Town Marshal, Medicaid Fraud Investigators, Fire Marshals, Gaming Commission, Department of Corrections and others. The LETB now designates what kinds of training would be required, at a minimum, for the various kinds of police agencies.

Tier I training is for those agencies that are currently required to attend the full Basic Academy. Tier II training is for agencies such as: the Town Marshals, Gaming Commission, Department of Corrections, etc. Tier III training is for agencies who are mostly investigatory in nature such as: Medicaid Fraud investigators, Arson investigators, and Securities Commission investigators.

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TIER I, II & III TRAINING - continued

As the legislature creates new police agencies in the future the LETB would then determine, with that agency's input, what Tier training their officers would be required to complete.

Some advantages to this approach are that previously the ILEA delivered training to these groups as each group requested. This caused the ILEA to deliver training on many occasions throughout the year and sometimes for as few as five officers.

This new three tiered approach allows the ILEA to schedule the different tiers training courses on fewer occasions as several agencies will attend the same training course at the same time as opposed to the few attending several courses as was previously done. This allows for a better use of the State's time and resources and ensures more consistent training to the officers.

E-LEARNING - As an additional method to save money while continuing to offer up to date in-service courses for law enforcement officers, we are in the process of developing on-line courses that include the following:

(1) Design a prerequisite, on-line module for the basic (Tier I) course. This would allow students to reduce their time away from home, save Academy resources and shorten their residential training requirement. This on-line prerequisite training would likely be 40 to 120 hours in length.

(2) Create a library of 15-minute, on-line, for credit, training modules. These modules will be self-contained so that officers can access these mini-classes through the Academy website and complete the training without a Law Enforcement Training Board (LETB) certified instructor being present. Each of these modules would then have a certificate that the officer could print and submit to the department training coordinator for inclusion in the officer's training records.

3) Create a library of training links. These links would access training materials through the Academy website and would receive in-service credit through a number of mechanisms such as being offered by a Certified Provider or through an LETB certified instructor.

EASYDRIFT TIRE SHEATHS – The Emergency Vehicle Operations (EVO) section initiated several safety and money saving programs during the last year. A new method for teaching skid recovery was introduced with the purchase of EasyDrift tire sheaths. These are hard fiber casings that attach to standard tires. Because the coefficient of friction is so much less than a standard tire, skid recovery can be taught at speeds as low as 20 mph. Since high speed chases/pursuits are one of the highest liability issues for law enforcement officers, this training must continue to be included in Basic Training. This system will be evaluated over the coming year for cost effectiveness.

In addition, we have also been able to obtain several pieces of costly equipment through federal grants. We obtained a Domestic Violence Grant through the Criminal Justice Institute this year in the amount of \$300,000 to purchase 2 driving simulators, a MILO firearms simulation system and one skid car platform. This has greatly improved our level of EVO training as well as firearms training. We have also obtained a small grant from the Department of Homeland Security in the amount of \$30,000 that enabled us to reband our existing two-way radios and replace those that we could not. This has greatly improved our abilities to communicate in the training sessions and throughout the ILEA campus. Lastly, we obtained a Firehouse Public Safety Foundation (Firehouse Subs) grant for five First Aid kits that are being placed throughout the ILEA campus. We continue to search for grant opportunities to update and/or replace equipment used in our training.

Legislature Continuing to Require Basic and/or In-Service Training on Specific Subject Matter – The Legislature continues to mandate subjects to be added to the Basic Curricula. Although we understand the importance of these subjects, when they are mandated and added or the hours to cover the subject are increased, the cost increases.

Age of Facilities – The main ILEA facilities are 38 years old. The most recent addition was completed over fifteen years ago. So, as with any aged facility, we are dealing with malfunctions, and other areas that have worn out. We were given approval to replace the freezer/coolers in the kitchen in the previous biennial budget. We are in the process of working with the Department of Public Works to obtain bids on the replacement of the freezers/coolers and expect this to occur in the first part of 2013. This will be the most costly equipment to be replaced but is also the beginning of updating our “original” kitchen equipment. With the approval of Priority #3 in our Capital Budget, we will also be able to update additional pieces of antiquated equipment.

PLANS FOR THE 2014/2015 BIENNIUM

In addition, as explained in previous sections, we are submitting “change packages” for the following capital projects for the 2014/2015 biennial budget:

- Indoor Firing Range Upgrade - R & R
- Laboratory Remodel - R & R
- Kitchen Upgrade - R & R
- Emergency Vehicle Operation (EVO) Resurfacing - R & R
- Training Tank (Swimming Pool) Repair and Refurbish - R & R
- Learning Resources Center/Library Conversion to Technology Center - R & R
- Replacement of Carpet for Downstairs Dormitory Hallways/Lounges and Administrative Offices - R&R
- Additional Vehicles (1/FY) - Other Capital

Six of the above listed projects would be considered Repair & Rehabilitation due to their nature. The upgrade of the Indoor Firing Range would replace the old, antiquated equipment with new, up to date equipment. Remodeling the lab into a classroom would enable us to have one additional classroom. The Kitchen Upgrade would enable us to have the ability to obtain up to date repair parts and repair services. The EVO track resurfacing would greatly improve the conditions of the track. The Training Tank Repair and Refurbish would enable us to re-implement water safety training in the Basic courses.

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The LRC Conversion would greatly improve our abilities to perform on-line testing as well as many other on-line benefits. Lastly, the replacement of the carpet will greatly decrease the possibilities of injuries and damage to items due to the increasing flaws in the current carpet.

KEY PERFORMANCE/PROGRAM INDICATORS

Percentage of Basic Students Failing at Least One Exam or Practical Skill During the Course, to Date, for the Calendar Year

The percentage rate continues to lower for Basic students who failed at least one exam compared to previous quarters and, for some periods, is almost nonexistent. Please refer to diagrams submitted with KPI Survey.

Satisfaction Level of Basic and In-Service Students with the Course Content

For Basic students, the survey helps determine if students believe classes are providing them the necessary skills and knowledge to prepare them for the job of police officer. For veteran officers, the survey helps determine if the officer believes the courses are providing them with up-to-date and quality information to assist them in performing their job as a veteran police officer and/or instructor. Students evaluate up to 20 areas of instruction rating them by Strongly Agree, Slightly Agree, Slightly Disagree or Strongly Disagree.

Percentage of Law Enforcement Officers Obtaining Their Mandated 24-Hours of In-Service Instruction

IC 5-2-1-9(g) requires an Indiana law enforcement officer to satisfactorily complete a minimum of 24 hours of in-service training each year in order to be eligible for continued employment as a law enforcement officer. Departments are required to submit training reports on an annual basis for all sworn police officers in their departments. An annual report will be prepared, showing the percentages of departments in compliance or not in compliance.

The Indiana Law Enforcement Academy has maintained a status as one of the preeminent law enforcement training institutions in the country. With the increase in our funding level, we feel that we will be able to continue our current status as a world-class facility as a result of our commitment and the support of the administration, legislature and people of Indiana. We feel confident that we will continue the high level of training currently accomplished and it will allow us to fulfill our obligation to all Hoosiers.

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