

**Montana Department of Justice**  
**Division of Criminal Investigation**

**Montana Law Enforcement  
Academy**

**2015  
Annual Report**



Glen Stinar, Administrator  
Montana Law Enforcement Academy  
Division of Criminal Investigation

## From the Administrator

Since 1959 the Law Enforcement Academy has been providing training services to Montana’s state, county, city, and tribal law enforcement agencies. 2015 tested the staff and facility; however we continued to provide high quality education to law enforcement and public safety individuals in our Basic and Professional Development Programs. We believe it is essential Montana communities receive well qualified and highly trained law enforcement professionals. Through the quality of our courses and the caliber of our training specialists, Academy staff takes pride in helping our communities with this goal. The Academy has continued in its mission to provide an atmosphere where all law enforcement and public safety professionals can participate in the training and educational programs that will enhance their knowledge, hone their skills, and develop the foundation of their ability.



## Legal Authority

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

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

## Our Mission

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

## Core Values

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

## Areas of Focus in Support of Mission Statement

Academy staff believes that in order to achieve organizational success, 4 key areas of focus must be achieved by students who attend basic and professional programs;

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

**Problem Solving/Decision Making** – Public safety professionals are being asked by the communities they serve to become engaged in non-traditional law enforcement problem solving. In making decisions, achieving the “best possible results” should be the goal.

**Fair and Impartial Policing** – For the public to have trust in law enforcement, public safety professionals must treat people with dignity and respect, give individuals the opportunity to be heard, be neutral and transparent in decision making and convey trustworthy motives.

**Technical and Tactical Proficiency** - The diverse environment in which public safety professionals operate require them to have a mastery of a variety of core competencies.

## Law Enforcement Academy Staff and Facilities

In 1997 the Academy moved from Bozeman to the 20 acre Mountain View School in the north Helena valley. The Academy owns and leases 2 additional agricultural tracts totaling 184 acres. The campus has 10 buildings and an overall footprint of 99,817 square feet. These structures include offices, classrooms, conference rooms, dormitory rooms, gymnasium, maintenance shop and a cafeteria that serves 28,000 meals per year. 5 buildings were built in the 1920's, 4 in the 1960's and 1 in 2010. 4 dormitory style buildings provide a 106 bed residential capacity. Other major structures include 2 wells, 1 water tower with a 66,000 gallon capacity and a waste water treatment facility with 3 lagoons and a 2.8 million gallon capacity. Aging infrastructure and insufficient bed space remain the Academies two greatest challenges.



The Academy has 16 FTE's:

- ❖ 1 Administrator
- ❖ 1 Assistant Attorney General
- ❖ 8 Training and Development Specialists
- ❖ 1 Operations Manager
- ❖ 2 Maintenance Workers
- ❖ 1 Custodian
- ❖ 2 Administrative Assistants

The Training and Development Specialists have extensive law enforcement backgrounds and receive advanced training related to their Academy duties. In addition to acting as coaches, mentors, evaluators and trainers for students, they are also asked to testify at Coroner's Inquests, sit on state boards, develop model polices and testify before legislative groups.

## **The State of the Montana Law Enforcement Academy**

In January 2015, the Academy was short an Administrator, Training and Development Specialist, and Domestic Violence Program Manager. In March, the Risk Management Program Manager left. In April, the 2 Custodians left unexpectedly. Legislative cuts later caused the elimination of 1 of the 2 custodial positions. In total, the vacant positions represented 35% of the Academy's workforce. It wasn't until August 10th, when the last of the vacant positions was filled. For the first 8 months of the year, the remaining staff worked tirelessly to ensure training was conducted seamlessly in the absence of a full complement of personnel.

Declining surcharge revenues, the Academy's primary funding source, continue to have a negative impact on Academy operations. The 2003 fiscal note assumption for the surcharge was that a total of \$1,278,122.00 per year would be collected annually. Actual collections have consistently averaged below that. For fiscal years 2009 to 2015, the average deficit was \$330,120.00. Between 2004 and 2015, there were 5 fiscal years in which the Academy experienced a deficit in spending. In 2015, the 64<sup>rd</sup> Legislature passed HJ0008, a joint resolution of the Senate and House of Representatives directing an interim study of Academy funding, operations and campus needs. The final results of the study will be reported to the 65<sup>th</sup> Legislature. The Legislative Finance Administrative Committee was assigned the study, and asked the Department of Justice to develop a data collection and briefing strategy that met the joint resolutions intent. The DOJ strategy was to sync three key area briefings with committee quarterly meetings, with each briefing detailing critical areas of information. A fourth briefing would focus on providing DOJ recommendations in each of the resolution areas to the committee for consideration in the 64<sup>th</sup> Legislative session. The Academy Administrator worked with DOJ staff to prepare and conduct two of the four briefings in 2015. The remaining briefings will be conducted in 2016.

Schedule and topics are as follows;

- ❖ September 2015 Meeting
  - Academy and P.O.S.T. relationship and statutes, facilities and staffing overview, customers and current curriculum information.
- ❖ December 2015 Meeting
  - Survey results from stakeholders, current funding/revenues and expenses.
- ❖ March 2016 Meeting
  - Architecture & Engineering study, funding ideas, opportunities for growth.
- ❖ June 2016 Meeting
  - Department of Justice recommendations.

## Highlights

The Academy was awarded a \$96,235.00 Montana Disaster and Emergency Services Grant funded through the U.S. Department of Homeland Security to obtain an interactive use of force simulator. In August the simulator was delivered to the Academy. This interactive technology enhanced student's verbal skills and tactical response mechanics in a controlled environment. The system is also available to law enforcement agencies in Montana for in-service training at no cost.



The Junior Police Leadership Academy is a 7 day camp funded by the Montana Association of Chiefs of Police and hosted at the Academy each July. This year, 33 high school students from around the state spent the week with staff as well as Officers, Sheriff's Deputies and Highway Patrol Troopers learning about various aspects of law enforcement as well as the value of teamwork and being leaders in their communities.



In September, the Academy offered for the first time, a 10 hour TASER User Certification Course elective during the Law Enforcement Officer Basic Course. In providing this training, the hope is to reduce the logistics and expense associated with agencies conducting this training for their new employees. 42% of the class participated in the elective.

The Academy's model policy guidelines committee met in September, updating 26 policies and creating a 27<sup>th</sup> *Body Worn Camera* policy. The goal of the committee, comprised of public safety stakeholders, is to assist agencies by creating policies for their use that contain "best practice" information and can be tailored to meet individual agency needs. High risk or high liability areas in law enforcement operations are the focus of the model policy committee.

Continuous learning should be a part of an officer's career. In a collaborative effort between the Missoula College of the University of Montana, University of Montana baccalaureate campus and the Law Enforcement Academy, graduates of the 12 week Law Enforcement Officer Basic Course can receive 18 credits toward their Associate of Arts (AA) degree, with a concentration in the Fundamentals of Police Science (FPS). Intended for law enforcement personnel, the AA in FPS provides a pathway for eligible students to pursue a higher education degree using the Law Enforcement Officer Basic Course. The Academy pays the \$35.00 registration fee for students, who then become enrolled. The Fall class had 16 students elect to participate in the program.

Three staff members received individual awards this year. Steve Slocum and David Pellen, both maintenance workers, received DCI Employee Excellence Awards. Mike McCarthy was the Department of Justice's nominee for the Governor's Excellence in Performance Award.

The December Law Enforcement Officer Basic Course included 13 Tribal officers from 5 different Tribal law enforcement agencies. This represented the highest number of Tribal officer graduates the Academy has had in one basic course. As part of the graduation ceremony, Chief Earl Old Person, a nationally recognized Blackfoot Tribal leader, provided comments to students and attendees.



## Basic Programs

The Montana Law Enforcement Academy is responsible for providing education and training to entry-level law enforcement and public safety officers throughout Montana. The Academy accomplishes this by conducting a number of different basic courses. They are offered to a wide variety of law enforcement and public safety officers, and range from 1 to 12 weeks in length. The law enforcement and public safety officers originate from many different agencies that include state, county, city and tribal organizations. The 3 basic programs Academy staff is primarily responsible for are the Law Enforcement Officer Basic Course (12 weeks), Corrections/Detention officer Basic Course (4 weeks) and Public Safety Communicators Course (1 week).

In CY2015, 478 individuals attended the Montana Law Enforcement Academy's basic courses.

Basic Course Title	Male	Female	City	County	State	Tribal Federal	Other
Adult Probation and Parole	6	3	0	0	9	0	0
Basic Coroner	41	4	1	43	0	0	1
Correction Officer Basic Course *	140	53	1	106	79	6	0
Law Enforcement Officer Basic Course*	137	14	53	55	23	18	2
Public Safety Communicator Basic Course*	11	69	10	53	7	10	0
<b>TOTALS</b>	<b>335</b>	<b>143</b>	<b>65</b>	<b>257</b>	<b>118</b>	<b>34</b>	<b>3</b>

\*Indicates multiple courses conducted

## Professional Programs

The Academy also provides a number of professional programs for existing law enforcement and public safety professionals. In CY2015, 544 people attended Montana Law Enforcement Academy Professional Development Program training.

Professional Program Course Title	Male	Female	City	County	State	Tribal Federal	Other
Pre-Employment Background Investigations	8	5	3	3	7	0	0
CJIN	16	2	0	0	18	0	0
Advanced Highway Patrol	7	3	0	0	10	0	0
Civil Process	7	12	0	19	0	0	0
Defensive Tactics Instructor *	15	2	1	6	8	0	2
Defensive Tactics Recertification *	9	1	1	2	6	0	1
Firearms Instructor	27	0	6	12	6	3	0
Fitness Coach	14	0	2	5	7	0	0
Forensic Interviewing	15	17	8	3	17	2	1
Instructor Development *	35	4	15	8	13	0	1
Leadership Management I and II *	45	19	12	31	10	10	1
Leadership Management III *	40	17	12	18	18	9	0
Legal Equivalency *	25	2	16	6	3	1	1
Montana Executive Leadership Institute	14	1	6	1	8	0	0
Officer Involved Shooting	29	2	10	16	5	0	0
Police Vehicle Officer Course	8	2	4	4	2	0	0
Primary SWAT	13	1	7	7	0	0	0
Crucial Conversations	8	30	0	0	38	0	0
Advanced Drug Interdiction	18	2	0	0	18	0	2
Standard Field Sobriety Testing/Intoxilyzer *	45	6	16	18	3	8	6
Blood Stain Pattern Analysis	17	1	5	6	7	0	0
<b>TOTALS</b>	<b>415</b>	<b>129</b>	<b>124</b>	<b>165</b>	<b>204</b>	<b>33</b>	<b>15</b>

\*Indicates multiple courses conducted

## Future Plans and Initiatives

**Eastern Montana Professional Programs** - Continuing education is a key component in local public safety agencies meeting their operational goals. The location of the Academy in Helena is both a geographic and economic constraint for some eastern Montana agencies that limits their



ability to attend Academy programs. To better serve these agencies, the Academy will offer regional programs through select agencies and venues in the eastern portion of the state. The benefits of this goal are twofold. The first is that Eastern Montana agencies will benefit from having a broader selection of training opportunities and the second is that the Academy will benefit from the tuition generated as a result of conducting those courses.

**On Line Training through a Learning Management System** - The MLEA could greatly enhance learning opportunities for law enforcement and public safety officers through the offering of web based curriculums in a variety of topic areas. In the 21st century learning does not have to occur face to face, but rather can be accomplished through web based mediums.

**Offering Training to Department of Justice Staff** – To assist Department of Justice staff with professional development goals, the Academy will offer programs to them too. In August, the Academy sponsored an 8 hour *Crucial Conversations* course to DOJ personnel. This course was attended by 38 DOJ staff from the Board of Crime Control, Motor Vehicle Division, ITSD, Central Services Division, MHP, P.O.S.T. and the Academy.

## Summary

The mission of the Montana Law Enforcement Academy is to serve law enforcement agencies and the communities they represent by providing a positive atmosphere where relevant and realistic training for new and veteran public safety professionals can occur. In 2015, Montana Law Enforcement Academy staff worked tirelessly in coordinating and conducting 12 basic programs totaling 2,520 hours for 478 students. During that same time, 27 professional programs totaling 938 hours were conducted for 544 students. It's not uncommon for more than one class to occur concurrently. If each course occurred consecutively and actual training were considered, staff actually conducted 538 days of training totaling 3,458 hours.

Without the training that occurs at the Academy, Montana's 156 local, state and tribal law enforcement agencies would have nowhere to send their new law enforcement, corrections/detention and public safety telecommunications employees for the basic law enforcement training programs that are, by law, required as a condition of their employment. Academy training ultimately becomes the foundation of skills these same professionals employ across Montana in keeping their communities safe.