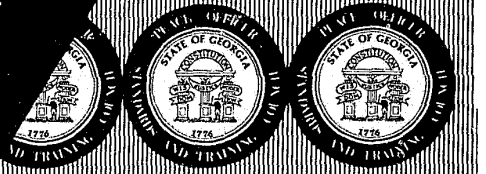


GEORGIA
PEACE OFFICER
STANDARD AND



REPORT FY 1976-77



1976-77 ANNUAL REPORT

46941
17697

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" . . . We can now only afford our best efforts, by professional police officers, against . . . criminal forces. Such professionalism is greatly enhanced by proper law enforcement standards and training. In Georgia, our Peace Officer Standards and Training Council has, through its efforts to apply uniform standards and training to over 10,000 peace officers, given us assurance that our officers enter duty as professionals capable of performing in a knowledgeable, skillful, and more effective manner. Through these efforts we have realized that just as we would not place doctors, lawyers, or teachers into practice without uniform standards and training, we should not place peace officers into practice without these crucial elements. However, these standards and training programs are only as effective as the allegiance and support they receive from the officers performing the daily duties. Thus, each police officer must realize his responsibilities in this regard."

Governor George D. Busbee

- reprinted from "Law and Order"
Magazine, October, 1976.

GEORGIA PEACE OFFICER STANDARDS AND TRAINING COUNCIL

4301 MEMORIAL DRIVE, SUITE 1
DECATUR, GEORGIA 30032

Certification
Division
296-4001

Technical Services
Division
296-4003

Administrative
Division
296-4006

GIST
221-6134



DERRELL R. CARNES - EXECUTIVE DIRECTOR

July 1, 1977

N CJRS

The Honorable George D. Busbee, Governor
and
Members of the General Assembly
State of Georgia
Atlanta, Georgia 30334

MAY 1 1978

ACQUISITIONS

Gentlemen:

The Georgia Peace Officer Standards and Training Council (POST) herewith submits this Annual Report in accordance with Georgia Code Annotated 92A-2104 (b), which summarizes activities and accomplishments for Fiscal Year 1976 - 77.

The ultimate goal of the POST Council is to upgrade law enforcement service in the State of Georgia to insure peace officers are well-equipped to better serve the public they have sworn to protect. This Annual Report is an attempt to outline some of POST's present and future activities; however, there is no way to give a complete accounting of progress achieved during the preceding year. Many of these achievements were accomplished as a direct result of actions by you and the excellent cooperation we have received from you. For example, as a result of legislative action, we were able to coordinate development and implementation of the first Sheriff's - Elect Training Academy in this country, as far as we can determine. We feel that the progress made in both standards and training will have a positive influence on the effectiveness and efficiency of both local and state law enforcement for many years.

Reflecting on the seven years since the establishment of the POST Council and mandatory standards for peace officers in Georgia, we have seen POST develop and grow from its infancy stage to a position in which we are able to serve as a catalyst for improvement in the law enforcement service. However, the task is not small and exceeds the narrow frame-work in which the POST Council is able to serve law enforcement. We hope to continue to earn your support in the future.

Respectfully submitted,

Franklin L. Thornton
Chairman

INTRODUCTION...



WHY POST?

How would you go about upgrading law enforcement? The Georgia General Assembly, working with the state's law enforcement community, decided the best way to accomplish this was to establish certain standards and to require specified training for all peace officers. By requiring certain standards and training, the State of Georgia is able to assure its citizens that competent professionals are being employed as peace officers; individuals capable of providing the type of services the general public expects and deserves. It is clear that as the job of peace officer becomes more complex, demanding and difficult, these standards are even more important.

Recognizing these needs, the Georgia General Assembly enacted the Georgia Peace Officer Standards and Training Act which established minimum standards for the employment of all peace officers in Georgia and requires all officers employed to successfully complete a basic training course. The Georgia Peace Officer Standards and Training Council - better known as POST - was established to administer this law and to certify or license officers meeting such standards.

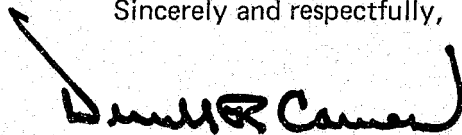
As a result of efforts by POST and many other interested citizens and agencies, law enforcement training has come a long way since its beginning in 1970, and especially since 1974 with the passage of important legislation and state appropriations for POST activities. Just to name a few of these accomplishments, we can now assume that newly hired officers are meeting minimum personal qualification standards as required by state law and will receive a minimum of 240 hours of basic training. Also, it can now be assumed that the training is truly job-related and delivered by competent instructors at quality police academies. Despite this progress, we should not become complacent, for much remains to be done to attain the needed level of law enforcement professionalization.

In the past year POST has been quite active in carrying out its expanded legislative mandates. An amendment increased the number of officers subject to the POST Act from approximately 12,000 to nearly 17,000. Now, all peace officers in Georgia with arrest power are subject to the POST Act. Obviously, this dramatically increased the workload at POST and a record number of officers was certified during 1976. Further, specialized curricula were developed to accommodate the training needs of officers with specialized job functions. New policies were enacted by the Council to facilitate the implementation of the POST Act and research was conducted to insure the "soundness" of the Council's administrative procedures and decisions. To aid the law enforcement community in understanding and complying with the POST Act, administrative manuals which outline agency responsibilities were distributed to each law enforcement unit. Finally, Project CAREERS, designed to promote career development in law enforcement, was begun.

We believe our efforts during the past year have, in some measure, improved the condition and quality of law enforcement in Georgia. On the following pages is a summary of the highlights of POST in Fiscal Year 1976 - 77, and on subsequent pages is a more detailed description of these activities.

We look forward to another successful year as we strive to meet the obligations which the Governor and the General Assembly have entrusted to us.

Sincerely and respectfully,

A handwritten signature in black ink, appearing to read "Derrell R. Carnes". The signature is written in a cursive style with a long, sweeping underline that extends to the left and then curves back up towards the start of the signature.

Derrell R. Carnes,
Executive Director



Sheriff Franklin Thornton
Chairman



Major Lawrence Mahany
Vice-Chairman



Jerry Griffin
Secretary - Treasurer



Major J.E. Benford



Ed Byers



Richard Chambers



John Crane



Chief James Dearing



Capt. Louis Graham



Sheriff Merrill Greathouse



Jim Higdon



Tony Hight



Charles Kent



Liane Levetan



Chief Curtis McClung



Tom Perdue



Chief Leslie Summerford



Vivian Underwood



Lt. Col. Porter Weaver



Rep. Terry N. Coleman



Kirby Atkinson

**MEMBERS OF THE
GEORGIA PEACE OFFICER
STANDARDS AND TRAINING COUNCIL**

EX-OFFICIO MEMBERS

OFFICE REPRESENTED

Mr. Richard Chambers
Assistant Attorney General

Attorney General

Lt. Colonel Porter Weaver
Deputy Commissioner, Department
of Public Safety

Commissioner of
Public Safety

Chief Curtis McClung
Columbus Police Department

President, Georgia Association
of Chiefs of Police

Sheriff Franklin Thornton
Walton County Sheriff's Department

President, Georgia Sheriffs
Association

Mr. Jerry Griffin
Assistant Director, Georgia
Municipal Association

President, Georgia Municipal
Association

Ms. Liane Levetan
County Commissioner
DeKalb County

President, Association County
Commissioners of Georgia

Captain J.E. Benford
Department of Natural Resources
Law Enforcement Division

President, Peace Officer
Association of Georgia

GOVERNOR APPOINTEES

Chief Leslie Summerford
Albany Police Department

Chief of Police

Ms. Vivian Underwood
DeKalb County Police Department

Municipal Peace Officer
Other Than Chief

Major Lawrence Mahany
Savannah Police Department

Municipal Peace Officer
Other Than Chief

Sheriff Merrill Greathouse
Upson County Sheriff's Department

County Sheriff

Mr. John M. Crane
City Manager, City of Marietta

Mayor or City Manager

Mr. Charles Kent
County Commissioner, Tift County

County Commissioner

Chief James Dearing, Georgia State
University Police Department

Peace Officer

Captain Louis Graham
Fulton County Police Department

Peace Officer

ADVISORY MEMBERS

Mr. Ed Byers
President, Regional Academy Directors
and Director, ABAC Regional Police
Academy

Regional Academy Directors

Mr. Jim Higdon, Administrator
State Crime Commission

Dr. Harry Downs, Chairman
State Crime Commission

Mr. Tony Hight, Executive Director
Prosecuting Attorney's Council

Prosecuting Attorney's Council

Mr. Tom Perdue, Administrative
Assistant to the Governor

Governor's Office

LEGISLATIVE LIASON

Representative Terry N. Coleman
Georgia House of Representatives

LEGAL ADVISOR TO POST COUNCIL

Mr. Kirby Atkinson
Attorney General's Office

FISCAL YEAR 1976 - 1977

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- 1,600 peace officers were certified in compliance with the Georgia Peace Officer Standards and Training Act and 680 officers were registered as exempt from mandatory certification provisions during FY 1976 - 77.
- 1,288 state and local peace officers successfully completed the 240-hour "BASIC LAW ENFORCEMENT TRAINING COURSE", from July 1, 1976 through June 30, 1977.
- 233 police training instructors were certified and 214 police trainers successfully completed the POST Instructor Training Course in FY 1976 - 77.
- \$490,431 was provided to state and local law enforcement agencies through the POST Training Cost Reimbursement Program to defray certain costs of basic, advanced / specialized, and other training for 2,084 peace officers.
- Phase I of Project CAREERS was completed with the development of a state-wide job analysis of entry-level peace officers in Georgia.
- The 1976 Georgia General Assembly amended the POST Act to: expand the Council's responsibilities to include providing technical assistance upon request to law enforcement agencies; clarify those persons exempt from certification provisions; enable the Council to voluntarily certify law enforcement support personnel; to expand the voting membership of the Council from 13 to 15 with the additional members to be peace officers appointed by the Governor; and to require all peace officer candidates to successfully complete a job-related, pre-employment examination administered by the Council, effective July 1, 1977 (later repealed).
- Calendar year 1976 POST Council officers elected January 22, 1976 were: Lawrence E. Mahany, Chairman; John M. Crane, Vice-Chairman; and Jerry R. Griffin, Secretary - Treasurer.
- Peace officer Certification procedures were amended, effective April 1, 1976, and a "Basic Course Authorization Form" was developed and required for admission to the Basic Course, ensuring that only qualified peace officer candidates are admitted to costly training programs.

HIGHLIGHTS

- Instructor certification requirements were revised March 8, 1976, effective July 1, 1977, by requiring all instructors to complete the POST Instructor Training Course or its equivalent.
- The concept of a fine and bond forfeiture penalty assessment or "add-on" to all criminal and traffic cases as a means of generating funds for peace officer training was endorsed by the Council on June 25, 1976, by the Georgia Association of Chiefs of Police on August 11, 1976, and by the Georgia Sheriff's Association on November 10, 1976.
- A 240-Hour Basic Investigator's Curriculum with 80-hours of specialized investigative instruction was adopted by the Council June 25, 1976.
- A 4-hour instructional unit on the "Mentally Retarded Offender" was developed and integrated into the Basic Course July 1, 1976, as required by Georgia law.
- A Sheriff's Basic Training Curriculum was adopted by the POST Council on October 4, 1976, after extensive development by the Georgia Sheriffs Association, Georgia Police Academy, and POST. On November 8 through December 17, 1976, the first Sheriff's - Elect Training Academy was conducted in the State of Georgia for 38 newly-elected Sheriffs.
- On November 2, 1976, a Constitutional Amendment which provides that all Sheriffs who take office after January 1, 1977, must meet the minimum standards established by the General Assembly was overwhelmingly passed by a 9 to 1 margin.
- At a meeting on January 6, 1977, called by the Georgia Sheriffs Association, the Sheriffs Association, Peace Officer Association of Georgia, Georgia Municipal Association, Association County Commissioners of Georgia, Georgia Association of Chiefs of Police, Regional Academy Directors, and Peace Officer Standards and Training Council unanimously approved a resolution calling on the General Assembly to appropriate \$1.4 million for funding of basic law enforcement training as required by state law.
- Senate Resolution 31, calling for a fine and bond forfeiture penalty assessment as a means for generating funds for peace officer training, was introduced by Senator Paul Broun of Athens and unanimously approved by the Senate during the 1977 Legislative Session.

HIGHLIGHTS

- At a POST Council meeting on April 8, 1977, calendar year 1977 Council officers elected included: Chairman - Sheriff Franklin N. Thornton; Vice-Chairman - Mrs. Liane Levetan; and Secretary / Treasurer - Mr. Jerry Griffin.



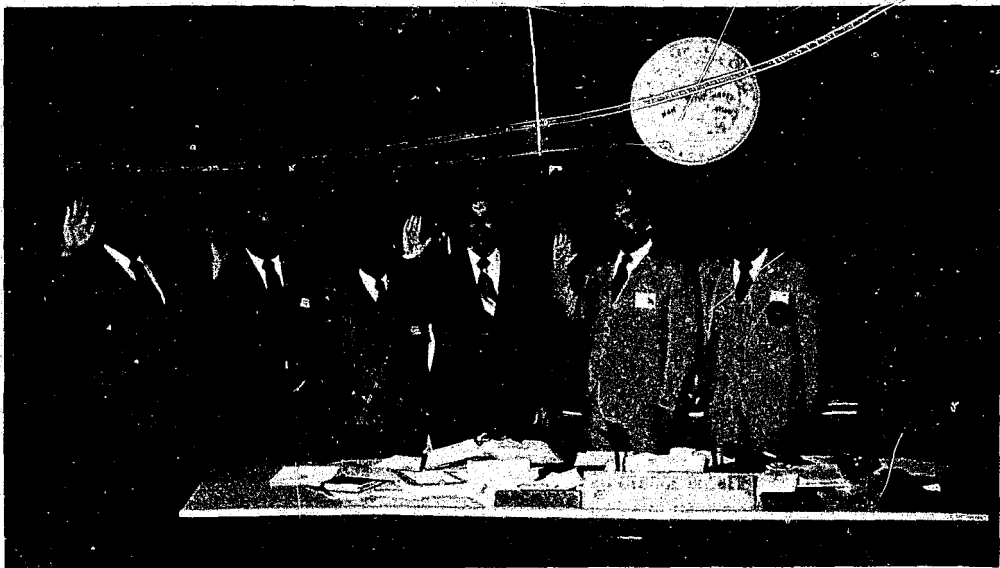
Outgoing POST Council Chairman, Gene Mahany (center) receives Chairman's Gavel from incoming Chairman, Franklin Thornton (right) as Executive Director, Derrell Carnes, looks on.

- The Basic 240-Hour Law Enforcement Training Course was revised by the POST Council on April 8, 1977, for implementation July 1, 1977. This revised curriculum was based on 18 months of experience with this performance-oriented training program and in order to bring this curriculum more in line with identified tasks of peace officers in the State of Georgia.

NOTE: As this Annual Report represents a change from reporting on a calendar year basis to Fiscal Year reporting, major highlights and activities discussed are for the 18 month period of January 1, 1976 to June 30, 1977.

HIGHLIGHTS

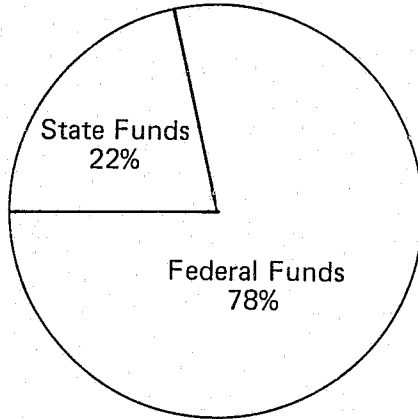
- During the 1977 Georgia General Assembly, the POST Act was amended to: vest in the Council the authority to research, plan and establish policy relative to peace officer training, to develop and coordinate the delivery of peace officer training with such agencies and institutions as the Council may deem appropriate; expand the non-voting advisory membership of the Council from 2 specifically designated to 5 appointed by the Council, require mandatory registration of all exempt peace officers with the Council by December 31, 1977, and further provide that such registration as an exempt peace officer will remain in effect as long as the officer is employed in a same or similar position and has no more than a twelve month break in law enforcement service; repeal the mandatory pre-employment examination and mandate an academy entrance examination for all peace officer candidates prior to admittance to the required basic course, effective January 1, 1978.
- On April 7, 1977, Georgia Governor George Busbee appointed six persons to the POST Council: Chief James Dearing, Georgia State University Police; Captain Louis Graham, Fulton County Police Department; Sheriff Merrill Greathouse, Upson County Sheriff's Department; Commissioner Charles Kent, Tift County Board of Commissioners; Major Lawrence E. Mahany, Savannah Police Department (reappointment); and Investigator Vivian Underwood, DeKalb County Police Department.



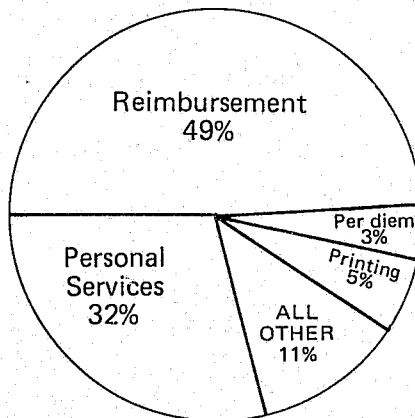
Governor Busbee swears in 6 new POST Council members on April 7, 1977.

POST BUDGET FOR FY 1976 - 1977

While the overall budget for Fiscal Year 1976 - 77 for the Georgia POST Council increased from \$735,558 in Fiscal Year 1975 - 76 to \$1,099,578, it should be noted that state funds allocated decreased from \$286,868 to \$246,008. As depicted on the following chart, federal funds totaling \$853,575 comprised 78% of the total POST budget.

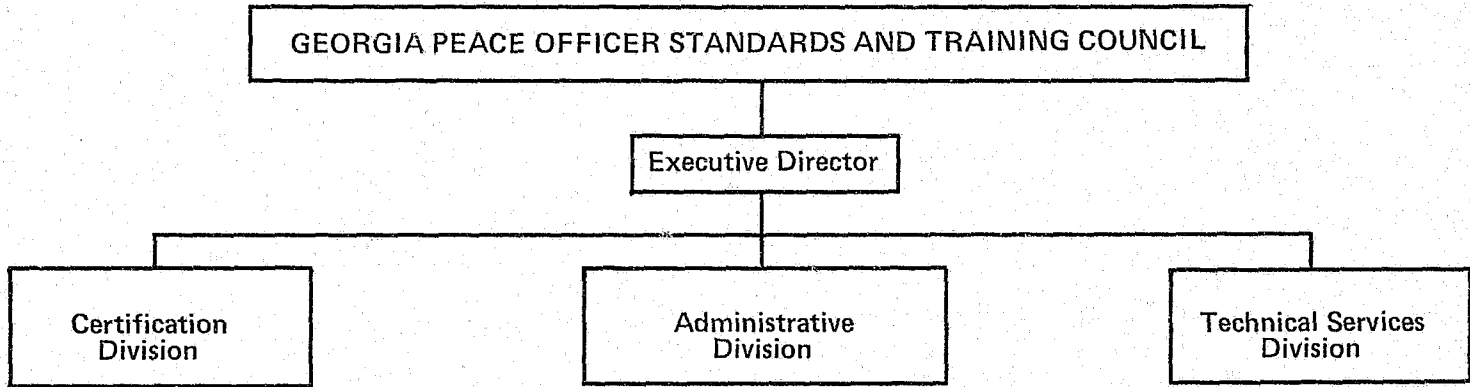


Of the total POST budget of \$1,099,578, it is pointed out that 49% of total monies consisted of federal Law Enforcement Assistance Administration (LEAA) funds awarded by the State Crime Commission to the POST Council to reimburse cities, counties, and state law enforcement agencies for certain costs associated with training law enforcement personnel. The following indicates total POST expenditures by object of expenditure.



INTERNAL ORGANIZATIONAL CHART

July 1, 1977



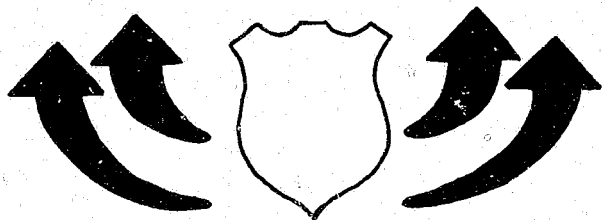
13

Certification of Peace Officers
Certification Technical Assistance
and Records Keeping
Certification Field Inspections and
Non-Compliance Investigations

Administrative Support and
Services
Research and Development
Fiscal Affairs (Budgeting, Ac-
counting, Procurement, Grants,
Management, etc.)
Public Information / News Media
Relations
Training Reimbursement Program

Curriculum Development and
Maintenance
Certification of Regional Police
Academies, Academy Directors,
and Courses of Instruction
Training Program Design, Quality
Control, and Evaluation
Training Technical Assistance
Instructor Development
Library and Audio-Visual Support
Services

S E R V I C E S



AIMED AT UPGRADING LAW ENFORCEMENT

PEACE OFFICER CERTIFICATION

One of the major responsibilities of POST in the pursuit of upgrading law enforcement is the certification of peace officers in Georgia as provided for in the Peace Officer Standards and Training Act of 1970, as amended. To be certified, peace officers must meet certain pre-employment personal qualification standards (high school graduate, 18 years of age, U.S. citizen, etc.) and complete an approved basic training program. A complete listing of peace officer certification requirements can be found on the inside, back cover page.

During FY 1976 - 77, 1,600 officers were certified, a 34% increase over the preceding fiscal year. Also, during this fiscal year, 18 certifications were revoked after formal hearings and 1 appeal hearing before the POST Council was conducted for an applicant who had been denied certification. In total, 62 peace officer certifications were revoked, denied, or suspended.

In addition to the foregoing, POST regularly conducts field inspections to determine if agencies are complying with the provisions of the POST Act and to assist those who are having difficulties. POST conducted 512 on-site inspections or certification compliance visits during FY 1976 - 77. These compliance inspections revealed only 13% of the agencies were in total compliance with the POST Act with 1,187 violations noted for the more than 8,900 officers reviewed. The overwhelming majority of these violations were violations of pre-employment requirements with only 16 cases requiring additional actions or extended follow-up.

POST CERTIFICATIONS FY 1976-77

Georgia Peace Officer Standards and Training Board



hereby awards the
Basic Certificate

This

Day of

19

in

Peace Officers
Certified

1,600

for having fulfilled the requirements for certification as a

Exempt
Peace
Officers

as provided for in the law Registered at Georgia

680

Chairman

Instructors
Certified

Registration Number

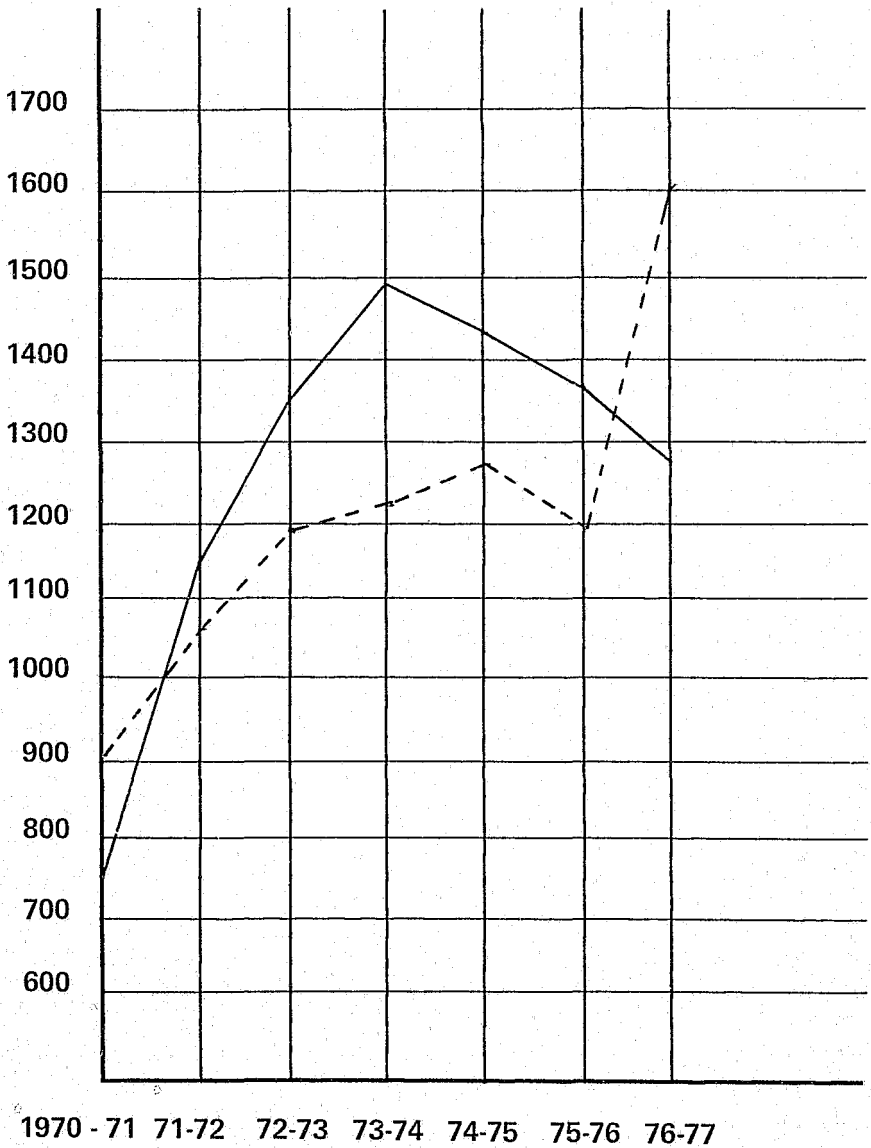
Executive Director

233

COMPARISON OF OFFICERS CERTIFIED

AND BASIC TRAINEES

1970 thru 1977



Number of Peace Officers Trained (Basic Trainees) = _____

Number of Peace Officers Certified = - - - - -

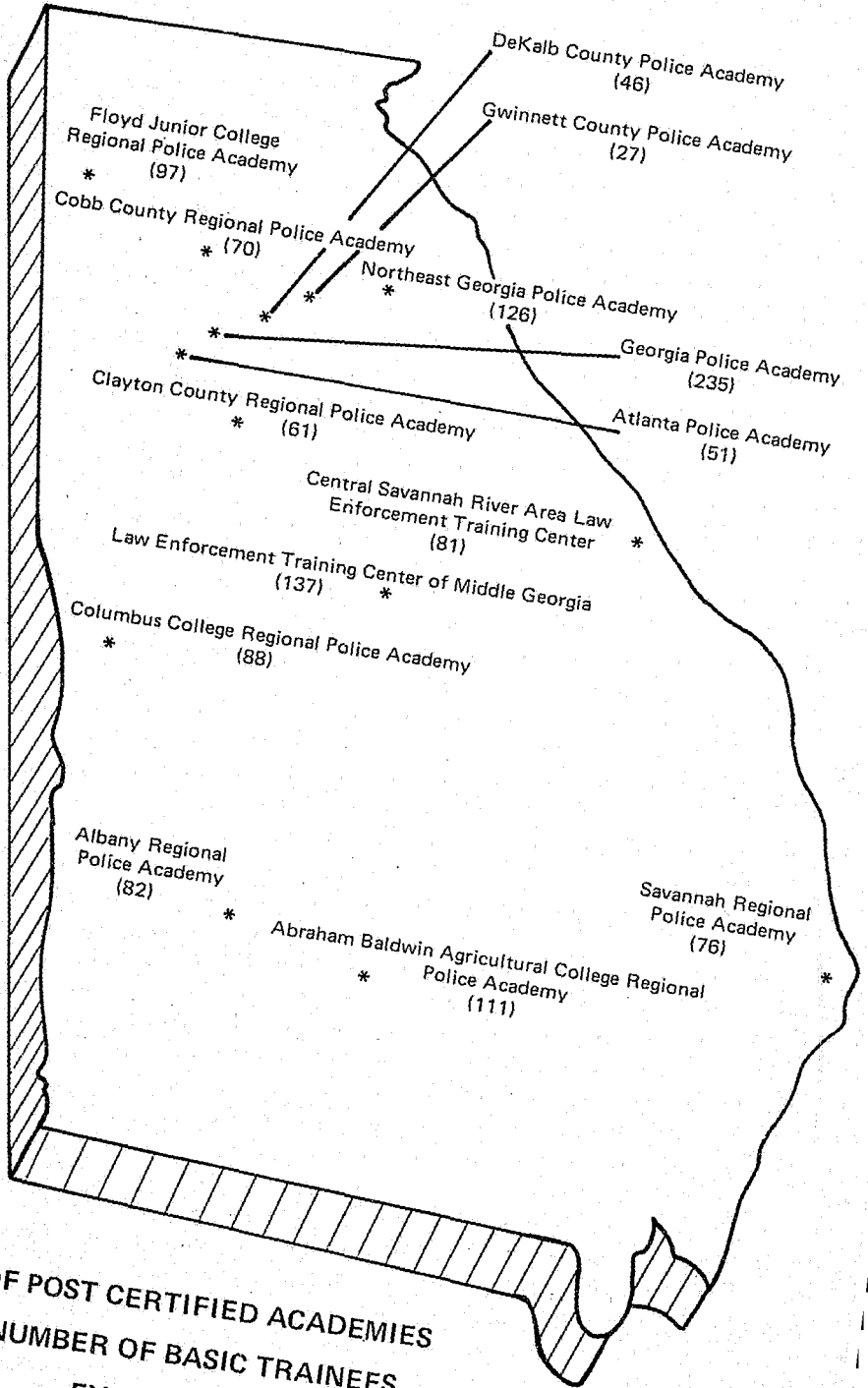
TRAINING DEVELOPMENT

A primary concern of POST is to insure that all basic law enforcement training and advanced / specialized training is of high quality and meets the needs of the law enforcement community of the State of Georgia. Responding to this responsibility during Fiscal Year 1976 - 77, POST developed specialized basic training curricula for conservation rangers, law enforcement investigators, and newly-elected sheriffs. All of these curricula were structured to include the basic core-curriculum of the required 240-hour basic training course with additional training devoted to the particular knowledge, skills and procedures of the specialized function.

In addition, procedures were developed to allow exempt or "grandfathered" peace officers or those officers who completed basic training in another state to become certified by successfully completing an equivalency examination in lieu of attending the basic course. POST staff also coordinated the development and implementation of a Corrections / Detentions (Jail Operations) Course and a Communications / Dispatcher Training Course at the request of the law enforcement community in the state.

During the year, 214 instructors were trained in the POST Instructor Training Program and 233 individuals were awarded Instructor Certification. It is believed the provision of better police academies and instructors will ultimately result in higher quality training programs. With this in mind, a new procedure, including more rigid qualification requirements, was developed for instructor certification. Also, each of the fourteen regional training academies was monitored closely to insure compliance with academy certification guidelines, thereby insuring quality control and on-site evaluation.

Through the regional training system of the state's fourteen POST - certified schools, a forty-hour training program on Georgia Traffic Law was made available to all law enforcement agencies in the state. A Georgia Traffic Law Manual was developed with the Prosecuting Attorney's Council and the State Office of Highway Safety with 20,000 manuals distributed to the state's peace officers.



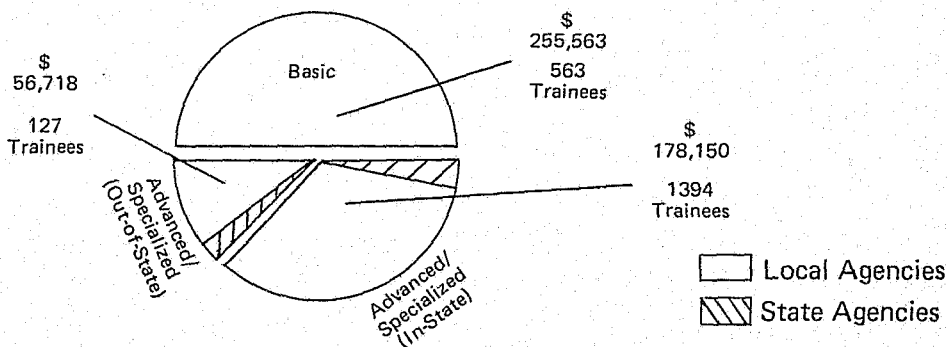
**LOCATIONS OF POST CERTIFIED ACADEMIES
AND NUMBER OF BASIC TRAINEES
FY 1976 - 77**

Finally, one of the most important means of assisting law enforcement agencies is the library services program administered by POST. Through this program, which provides films, audio-slide sets, audio / visual aid equipment and written reference materials, the 234 films and slide sets were loaned out 1,345 times, free of charge, during FY 1976 - 77.

TRAINING REIMBURSEMENT

During Fiscal Year 1976 - 77, \$490,431 was reimbursed to state and local law enforcement agencies for the cost of training 2,084 officers who received over 200,000 hours of POST-approved training. Since these federal Law Enforcement Assistance Administration (LEAA) funds were first awarded by the State Crime Commission in October, 1975, the POST Council has been able to insure that public funds are expended for training officers in quality programs and in training only qualified persons eligible for certification. In addition to the advantages of implementing standards through funding, funds administered by POST act as an incentive for agencies to comply with mandatory training requirements and fosters training beyond the minimum training requirements.

The following summarizes training funds administered during Fiscal Year 1976 - 77.



	% of Total \$	% for Tuition	% for Subsistence	TOTAL
State Advanced/ Specialized	6%	3%	3%	\$30,050
Local Basic	52%	29%	23%	\$255,563
Local Advanced/ Specialized	42%	28%	14%	\$204,818
				\$490,431

STANDARDS AND TRAINING RESEARCH

As the decisions and activities of the POST Council directly impact on the selection or employment of every peace officer in the state, it is important that all requirements or policies aimed at upgrading law enforcement are based on solid information or empirical data which is directly related to the job of peace officer. Specifically, mandatory training must be directly related to the tasks performed by peace officers and any standards established must be directly related to the knowledge, skills, abilities, and personal characteristics required to perform those tasks. During the preceding year, Project CAREERS (Comprehensive Analysis of Requirements for Effective Employee Recruitment, Retention and Selection) was initiated which is to be a comprehensive undertaking to address career development in law enforcement. As the beginning point of this career-oriented research effort, a comprehensive job analysis was conducted which is representative of entry-level peace officers in Georgia. This job analysis provides an empirical data base which statistically describes the job of peace officer in Georgia and makes it possible to embark upon other, more extensive endeavors in the personnel areas of recruitment, selection, training and evaluation.

Project CAREERS

PHASE I MAJOR FINDINGS

- *The job of "Peace Officer" is difficult and complex requiring the performance of a wide variety of tasks under considerable stress and adverse conditions with above - average intelligence, decision - making ability, numerical and verbal aptitude, and manual dexterity a pre-requisite.
- *While "Critical" tasks performed by peace officers across the State of Georgia are different and may vary, the physical and mental requirements and knowledge, skills and abilities required are essentially the same.
- *Only 11% of the required knowledge, skills and abilities of peace officers are usually possessed at time of employment with 44% acquired during formal basic training and approximately 45% acquired either on-the-job or through other training.

MAJOR RECOMMENDATIONS

- *This job analysis information should be utilized in determining the job-relatedness (content validation) of the required basic law enforcement training course.
- *The POST Council should consider establishing a basic core curriculum, based on the critical tasks identified relative to all peace officers, and develop specialized training curricula or modules to supplement this basic core curriculum, founded on this job analysis and other, more specialized job analyses.
- *As 89% of the required knowledge, skills and abilities identified for peace officers in Georgia are acquired after selection and 45% of these are acquired after basic training, attention should be directed toward the development of training programs and mechanisms beyond the basic course which combine systematic training with performance evaluation.

The information gleaned during Phase I of Project CAREERS, developed with input from over 1,200 peace officers in this state, will be available to all law enforcement administrators, trainers, and personnel officers across the state in hopes that these officials can use the information to improve their personnel systems and thereby avoid costly litigation and court intervention which can have a devastating impact upon law enforcement agencies in the state. Additionally, plans are underway to begin utilizing this information to develop advanced levels of professional certification for peace officers, to develop and validate the mandatory academy entrance examination, to conduct a training needs survey, and to content validate the required basic law enforcement training course.

FOSTERING COMMUNICATION

In an effort to fully apprise all law enforcement agencies of their responsibilities under the POST Act, the *POST Administrative Manual* (PAM) was developed and distributed during this reporting period. Specifically, the *PAM* contains a copy of the POST Act, all Administrative Rules of the POST Council, procedures pertaining to peace officer certification and training reimbursement, and serves to assist agencies in complying. Eighteen regional meetings were held around the state with the assistance of Area Planning and Development Commission Criminal Justice Planners to distribute this manual and to discuss POST.

Another medium for increasing communication between POST and peace officers of the state is the *POST Newsletter*. While budget cut-backs forced the reduction of the original monthly *Newsletter* to a bi-monthly publication, over 500 individuals and agencies were added to the mailing list at their request. Currently, the *Newsletter* is sent to all law enforcement agencies, local units of government and training personnel. It is hoped publication of the *Newsletter*, which includes information concerning actions of the POST Council, training schedules, law enforcement job openings, etc., will be resumed on a monthly basis.

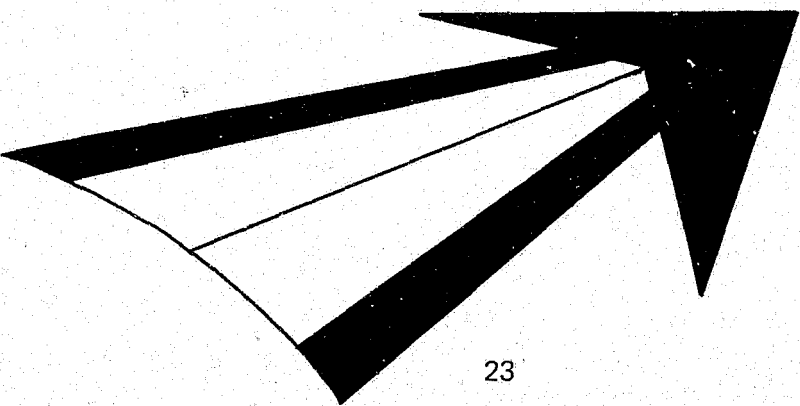
NEWSLETTER

POST ACTIVITY SUMMARY

	FY 70 - 71	FY 71 - 72	FY 72 - 73	FY 73 - 74	FY 74 - 75	FY 75 - 76	FY 76 - 77	TOTAL
1. Number of Peace Officers Certified	905	1,069	1,190	1,225	1,272	1,194	1,600	8,455
2. Number of Exempt Certificates Issued	509	839	422	151	75	NA	NA	1,996
3. Number of Exempt Peace Officers Registered	NA	NA	NA	NA	NA	NA	680	680
4. Number of Basic Trainees	758	1,158	1,360	1,491	1,437	1,376	1,288	8,868
5. Number of Instructors Certified	NA	300	372	66	109	94	233	1,174
6. Number of Instructors Trained in POST I.T. Course	NA	NA	NA	NA	29	77	214	320



- To certify, according to minimum pre-employment and training standards, all peace officers in Georgia subject to the POST Act and to ensure the delivery of quality basic and other identified training which will, ultimately, upgrade law enforcement in the state.
- To seek legislative appropriation of state funds for the cost of mandatory basic training to act as an incentive for assisting local units of government in meeting the intent and requirements of the POST Act.
- To ensure that all state and federal funds appropriated or awarded to the POST Council for training purposes are administered in an equitable manner and according to compliance with established peace officer pre-employment and training standards.
- To promote and ensure the delivery of mandatory basic training of highest quality through the POST - certified and monitored regional and departmental police training academies, stressing commuter-type training.
- To promote and ensure the delivery of quality advanced or specialized training at the Georgia Police Academy, which cannot be conducted economically nor practically, at regional or departmental training academies.
- To ensure the development and acquisition of a state-wide training complex, to include firing ranges and defensive / pursuit driving courses, which is capable of offering highly specialized training which is not now possible with the limited resources of the existing training delivery system.
- To ensure the policies, decisions, and requirements of the POST Council which affect the selection and employment of all peace officers in Georgia are based on sound research and data which fosters truly job-related selection standards and training requirements.
- To develop advanced levels of certification beyond the basic level, based on the attainment of training, education and experience, which should further increase law enforcement professionalism.
- To continue to provide other services and assistance to law enforcement agencies, training academies, and local units of government upon request.



STAFF

GEORGIA PEACE OFFICER STANDARDS AND TRAINING COUNCIL

Derrell R. Carnes
Executive Director

Joy Adams
Secretary
Technical Services Division

Nancy Loyd
Accounting Clerk
Administrative Division

Bob Awtrey
Traffic Safety Training Coordinator
Technical Services Division

Marcelyn (Sam) Nash
Secretary
Certification Division

Jacquelyn H. Barrett
Standards and Training Specialist
Technical Services Division

Linda Percy
Graphics

Ken R. Cook
Management Analyst
Administrative Division

Sonny Phagan
Standards and Training Specialist
Technical Services Division

Janett Cosby
Secretary
Technical Services Division

Henry Pinyan
Chief
Technical Services Division

Carol Eidson
Secretary
Executive

Dave Rannefeld
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Technical Services Division

David Fielding
Chief
Certification Division

Red Ridley
Field Coordinator
Certification Division

George Gant
Field Coordinator
Certification Division

Tallulah S. Roberts
Secretary
Certification Division

Richard Harper
Field Coordinator
Certification Division

Karen Snellgrove
Secretary
Administrative Division

A. Keith Logue
Special Assistant
Executive

Gabe Vadnais
Accountant
Administrative Division

Robert L. (Bob) Lowe, Jr.
Chief
Administrative Division

John White
Graduate Assistant

POST CERTIFIED SCHOOL DIRECTORS

Mr. Ed Byers, Director
Abraham Baldwin Agricultural College
(ABAC) Regional Police Academy
Tifton, Georgia 31794
(912) 386-3257
(GIST) 342-3257

Major Larry Gray
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PEACE OFFICER

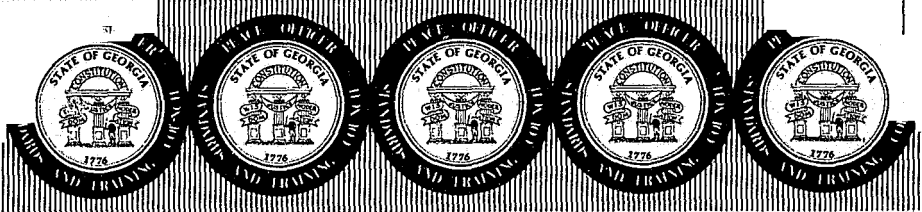
CERTIFICATION REQUIREMENTS

All peace officer candidates, prior to employment, must meet the following nine per-employment standards as established in Georgia Code Annotated 92A-21:

1. Be at least eighteen (18) years of age;
2. Be a citizen of the United States;
3. Have a high school diploma or its recognized equivalent;
4. Not have been convicted by any state or by the Federal Government of any crime, the punishment for which could have been imprisonment in a Federal or state prison or institution; nor shall he have been convicted of sufficient misdemeanors to establish a pattern of disregard for the law; provided the same shall not apply to violation of traffic laws and cases involving the operation of motor vehicles when the applicant has received a pardon;
5. Be fingerprinted and a search made of local, State and National fingerprint files to disclose any criminal record;
6. Possess good moral character as determined by investigation under procedure established by the Council;
7. Have an oral interview with the hiring authority or his representative[s] to determine such things as applicant's appearance, background and ability to communicate;
8. Be found, after examination by a licensed physician or surgeon, to be free from any physical, emotional, or mental condition which might adversely affect his exercising the powers or duties of a peace officer; and
9. Successfully complete a job-related academy entrance examination provided for and administered by the Georgia Peace Officer Standards and Training Council in conformity with State and Federal law.

In addition to the foregoing, within the first twelve months of employment and before mandatory certification can be granted, all officers must successfully complete the basic law enforcement training course as established by the POST Council.

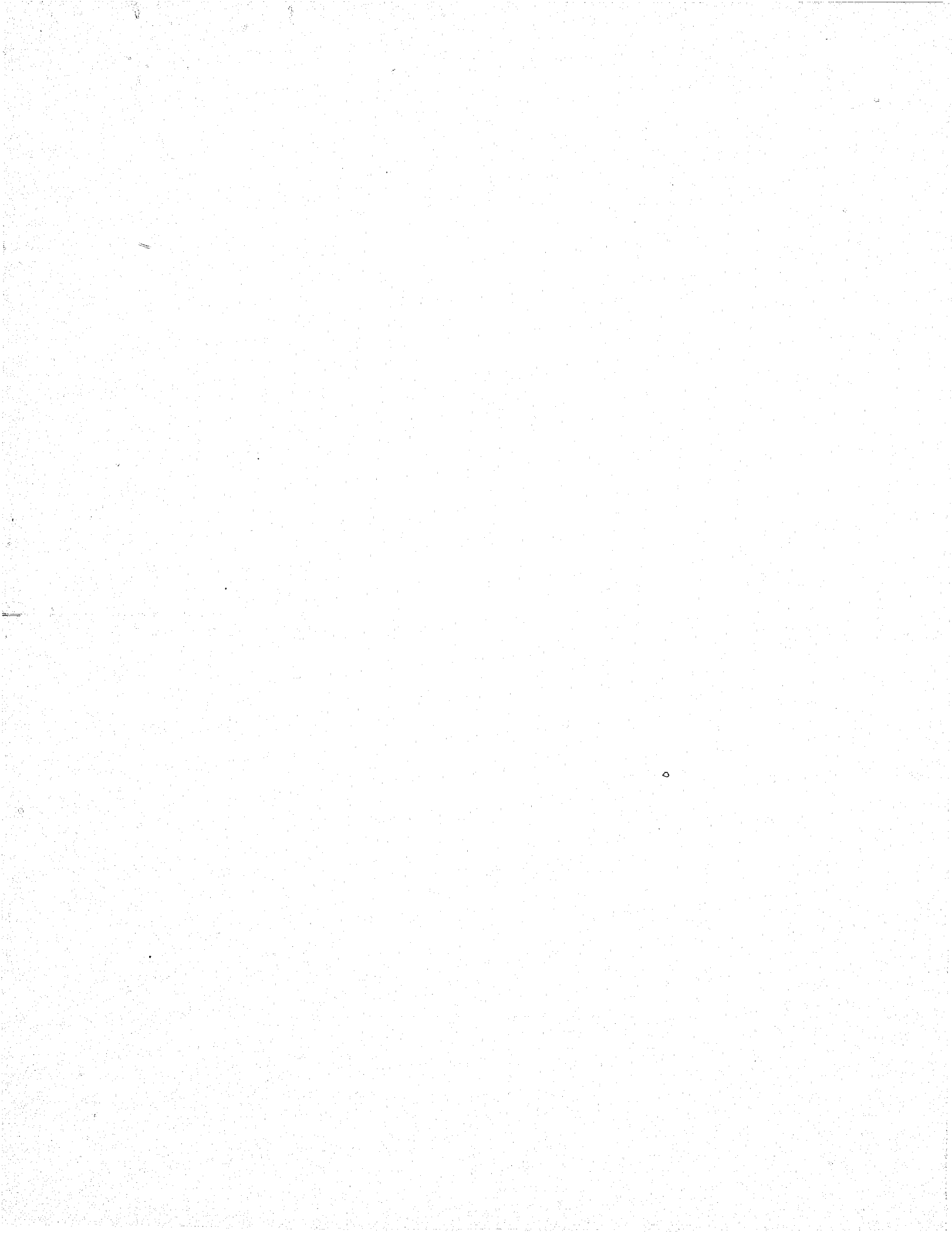
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