

Pennsylvania Chiefs of Police Association

3905 North Front Street, Harrisburg, PA 17110 • Tel: (717) 236-1059 • Fax: (717) 236-0226 • Web Site: <http://www.pachiefs.org>

Pennsylvania House Judiciary Committee

Public Hearing - Police Training and Departmental Accreditation

Good morning, Chairpersons Kauffman and members of the House Judiciary Committee. I am Scott L. Bohn, Executive Director of the Pennsylvania Chiefs of Police Association (PCPA). With me this morning is Chief John English. Chief English is the PCPA President and the Chief of Police in Edgeworth Borough in Allegheny County. I would like to thank you for inviting us to participate in a discussion regarding Police Training and Department Accreditation.

The Pennsylvania Chiefs of Police Association (PCPA) is an association of police leaders, who are committed to professional law enforcement and to providing guidance on best practices and policy. We are the respected voice of over 1,100 law enforcement executives in Pennsylvania. Part of our mission is to assist and support Pennsylvania police departments in attaining the highest level of professionalism.

Training

The Municipal Police Officers Education and Training Commission, or MPOETC, was created by the legislature by Act 120 of 1974 to establish and administer the minimum courses of study for basic and in-service training for police officers and to revoke an officer's certification when an officer fails to comply with the basic and in-service training requirements or is convicted of a criminal offense or the commission determines that the officer is physically or mentally unfit to perform the duties of his office.

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There are approximately 23,000 municipal officers in Pennsylvania trained in accordance with Act 120 who serve with, an estimated, 1,072 departments. Some of the police departments are very large while others may have one or two personnel. Municipal police in Pennsylvania receive their basic training at one of 24 training academies across the Commonwealth. Five academies are operated by municipalities and fourteen are operated by colleges or the Pennsylvania State System of Higher Education. The Pennsylvania State Police operates an Academy in Hershey plus four Regional Training Centers each authorized to conduct Act 120 training.

The basic police training curriculum teaches traditional basic police training such as report writing, and criminal procedures, plus police officers are provided training to recognize mental illness, intellectual disabilities and autism. Officers are provided proper techniques to interact with and de-escalate individuals engaging in behavior indicative of mental illness, or intellectual disability. Officers are also given instruction on services available to individuals with mental illness, intellectual disabilities, or autism. Trainees receive training in Community-Oriented Policing and Problem Solving as well. In total, the Basic Police Syllabus totals 919 hours of training.

As an example, the current Use of Force in Law Enforcement, lesson plan is based on the in-service course developed in 2016. This course was built by a committee that included a member of the MPOETC Training Section staff, an officer from Philadelphia, several attorneys, and an external use of force expert. This training addresses the specific laws related to using force as a police officer, however the concept of legally and carefully using force as an officer is reinforced throughout the academy. The 2020 basic police training has several training modules that apply to use of force by officers. Modules such as Laws and Criminal Procedure, Responding to Special Needs, and Patrol Procedures and Operations either teach a specific force-related skill, skills related to de-escalating situations, or some aspect of decision-making related to if, when, how, and how much force an officer might be required to use in the performance of their assigned

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duties. None of these lessons are called “use of force” nor does the term necessarily occur in the lesson plan, however the concepts are interrelated and build upon one another.

Trainees currently receive instruction in Human Relations that includes Personal Bias and Procedural Justice, Cultural and Religious Considerations, and Perceptions of Human Behavior and Communications. This training was developed directly from the 21st Century Policing, the Police Executive Research Forum, and other national initiatives. The cultural awareness training is taught to help the trainees identify the behaviors that foster and those that harm effective minority community relations. They also receive instruction in identifying issues of cultural diversity that may adversely impact successful interviewing. They learn the characteristics of effective interpersonal communication skills as well as the barriers to effective listening. The goal is to foster effective communications with those they are sworn to protect and to establish police legitimacy.

The topics addressed by the Departments in both the Basic and In-Service training environments include, but are not limited to:

- Criminal Justification Statute
- Precedent Case Law
- Department Policy Considerations
- Legal Police - Citizen Interactions
- Officer’s Duty to Intervene
- Shooting at or from Vehicles
- Stress Response and Management
- Decision-Making under Stress
- Appropriate Threat Assessments
- De-Escalation Techniques
- Crisis Intervention and Communication
- Signs and Symptoms of Mental Illness
- Cultural Diversity and Inclusion

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- Prevention of Profiling Behaviors
- The Use of Firearms
- The Deployment of Conducted Energy Weapons
- The Application of Oleoresin Capsicum Spray
- The Deployment of an ASP Baton
- The Implementation of Hands-On Control Techniques
- Response to an Active Shooter Incident
- Rendering First Aid
- Scenario-Based Exercises

PATVN

The Pennsylvania Virtual Network (PAVTN) is powered by the PCPA. The on-line training curriculum is available to police officers in Pennsylvania. It is available 24/7 and is extremely cost-efficient. Virtual training allows officers additional man hours serving their communities and saves municipalities financial resources. PATVN.Net has two curricula: the PAVTN curriculum and the Municipal Police Officers' Education and Training Commission (MPOETC) curriculum. All Law enforcement personnel are welcome to take the PAVTN curriculum courses. The MPOETC courses are governed by PSP. To take the MPOETC curriculum, officers must be a certified municipal police officer and have an active MPO certification number or be otherwise approved. As of 7/01/2020, the PAVTN has 24,460 registered users. We have attached a list of the MPOETC and PATVN curriculum available to law enforcement members.

The PCPA is proud of the training programs our municipal police officers receive. We believe it is of paramount importance to continue to re-evaluate our curriculum to ensure an effective balance between maintaining officer safety and the civil rights of the citizens and visitors to the Commonwealth. Additionally, the basic and continuing educational opportunities available to

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Pennsylvania's police officers enable them to interact respectfully and effectively with individuals from the Commonwealth's diverse communities.

PAVTN Current Training Courses

MPOETC Curriculum

2012

Legal Updates 2013 (12-201)

Search and Seizure (12-419)

2013

Legal updates 2013 (13-201)

Emergency Vehicle Operations (13-336)

Managing Special Events (13-335)

Threat Assessment (13=334)

2014

Legal Update 2014 (14-201)

Technology Update: Introduction to Social Media (14-422)

Crimes Against the Elderly: Transient Criminal Groups (14-221)

Invisible Wounds: Traumatic Brain Injury & Post-Traumatic Stress (14-337)

2015

Legal Update 2015 (15-201)

Civil Law (15-202)

Human Trafficking (15-423)

Domestic Violence MPOETC Elective (15-802)

2016

Legal Updates 2016 3-hour mandatory course (16-201)

Use of Force 6-hour elective course (16-203)

Tactical Medicine 3-hour elective (16-202)

Frist Responders Addiction Course 3-hour

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2017

MPOETC 2017 Legal Updates
MPOETC 2017 Procedural Justice
MPOETC 2017 Responding to Drug Overdose Cases
MPOETC 2017 Intelligence

2018

MPOETC Legal Updates
MPOETC PJ Tactics and De-escalation
MPOETC Assessing and Planning for Active Assaults
MPOETC Officer Safety: Detecting and Avoiding Ambush Situations

2019

MPOETC Legal Updates
MPOETC Unknown Risks Vehicle Stops
MPOETC Advanced Interviewing Techniques
MPOETC Criminal Technology and Electronic Evidence

2020

MPOETC Legal Updates 2020 (20-001)
MPOETC Officer Safety: Explosive Devices (20-002)
MPOETC Operational Planning and Crowd Management (20-003)
MPOETC Personal Leadership (20-004)

Continuing Law Enforcement Electives

MPOETC CLEE Conviction Integrity
MPOETC CLEE Responding to Victims Trauma
MPOETC CLEE Substance Abuse Prevention for First Responders
MPOETC CLEE Investigating Strangulation
MPOETC CLEE Investigating Stalking
MPOETC CLEE Protection of Victims of Sexual Violence or Intimidation Act
MPOETC CLEE Responding to Veterans in Crisis
MPOETC CLEE Responding to Victims with Disabilities
MPOETC CLEE Delivering Death Notifications
MPOETC CLEE Responding to Child Victims

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MPOETC CLEE Responding to IPV on Campus
MPOETC CLEE Responding to Elder Abuse
MPOETC CLEE Responding to a Domestic Violence Call

PAVTN Curriculum

Investigation

Conviction Integrity
Sexual Assault
Stalking

Introduction to Investigating Human Trafficking
Responding to a Domestic Violence Call 2015
Trauma Victim Response
Responding to Veterans in Crisis
Investigating Strangulation

Programs/Systems

Forensic Identification – fingerprinting and booking
Mobile Identification
DUI Crackdowns
Fingerprinting
Mobile Fingerprint ID Device Use
PA SAVIN
Protection from Abuse Database (PFAD) for Law Enforcement

Roll Call

Lethality Assessment Program (LAP)
Protection of Victims of Sexual Violence or Intimidation Act
ACT 27 of 2015 the SAFER Law
ACT 139 and the administration of Naloxone 2015
ACT 139 and the administration of Naloxone 2016
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ACT 139 and the administration of Naloxone 2019
ACT 139 and the administration of Naloxone 2020

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Suspicious Activity Reporting
Encountering person with autism
Missing Persons with Alzheimer's
PACFile (efile Juvenile Allegations)
PA VDRS
ACT 27 revised

SORNA Curriculum

Legal Requirements
PA SORT
Fingerprinting
DNA

PCPA Accreditation Program

I am grateful to provide the House Judiciary with an overview of the potential positive impacts of law enforcement accreditation as an element in any applied solution moving forward. The PCPA introduced the Pennsylvania Law Enforcement Accreditation process for police departments in 2001, thus ensuring participating agencies and their policies reflect the most modern and progressive 21st-century policing practices that promote community trust and accountability.

Pennsylvania has one of the largest numbers of local law enforcement agencies in the nation. There are over 1,000 agencies of varying sizes and demographics. This large number of agencies has advantages and disadvantages in delivery of law enforcement services. As incomprehensible as it may seem, there are law enforcement agencies in the Commonwealth operating without any written policy or existing with outdated or inadequate policy as the basis for decision making. This scenario is not only short sighted, it serves as the foundation for uncontrolled risk and resultant liability. The Pennsylvania Chiefs of Police Association introduced the Pennsylvania Law Enforcement Accreditation Program to the Commonwealth in

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July 2001. Since then, over 300 agencies have enrolled and 126 agencies currently have attained accredited status. Those Departments service approximately 60% of Pennsylvania's certified police officers.

Accreditation is a progressive and time-proven way of helping institutions evaluate and improve their overall performance. The cornerstone of this strategy lies in the promulgation of standards containing a clear statement of professional objectives. Participating administrators then conduct a thorough analysis to determine how existing operations can be adapted to meet these objectives. When the procedures are in place, a team of independent professionals is assigned to verify that all applicable standards have been successfully implemented. The process culminates with a decision by an authoritative body that the institution is worthy of accreditation. Its uniqueness and relevance to Pennsylvania law enforcement is demonstrated by over 139 standards and 200 bullet points (sub-standards) specific to legislated legal mandates. These mandates govern a wide array of standards for police departments and law enforcement agencies including key requirements for the:

- Organization and Management Role
- Law Enforcement Functions
- Staff Support Responsibilities
- Legal Statutory Mandates

These standards include requirements for policy development and training on use of force, pursuit, evidence and property management, domestic violence and a multitude of issues that will have policy impact upon an agency. This framework requires agencies to develop, train, implement, and provide proof of compliance with agency directives. Accreditation is a symbol of quality, shows that the organization meets certain performance standards, and supplies an opportunity for that organization to evaluate their operation against national and statewide standards. Further, meeting a standard promotes research, exhibits broad thinking, and attention to detail.

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Consequently, accreditation affords the law enforcement agency the opportunity to share innovative ideas, as well as, traditional methods with other departments. It supplies law enforcement agencies a method to coordinate and monitor progress of their organization, and helps reach the goal of crime reduction, improved operations, and enhanced service to citizens.

Accreditation demands timely review of policy, procedure, training, and actual provision of proofs of agency compliance, with a team of outside independent third-party evaluators. This is completed annually after awarding of accredited status, and loss of accredited status by an agency for failure to meet the defined standards is not rare, (approximately 10%). High expectations and defined outcomes are inherently part of the program. Citizens win because their law enforcement agency has taken the initiative to comply with a set of objectives and peer-developed standards. Standards compliance creates an agency that is more open and responsive to citizen input. Citizens appreciate representatives from the “outside” looking at their respective agency and they view transparency and accountability as positives. Citizens have a greater sense of confidence knowing the agency has met stringent standards by establishing a quality set of rules, regulations, policies, and procedures which address operational readiness issues. Law enforcement officers’ benefit as established guidelines exist and address the many conditions an officer may find himself or herself in. Most officers want to do the right thing in their jobs. Exacting standards and effective modeling of solutions assist in achieving this objective.

It is the desire of the Pennsylvania Chiefs of Police to encourage and support Pennsylvania law enforcement agencies to enroll in, engage in, and complete the accreditation process to advance professional law enforcement and public confidence. We recognize that accreditation is not a singular solution to the current situation, but it does provide an immediate, available and valuable framework that we feel serves as a viable foundation as we move forward in seeking positive outcomes to the many challenges facing Pennsylvania communities and policing agencies. In closing, the Pennsylvania Chiefs of Police Association stands ready to partner with the legislature

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and other key stakeholders to address these issues as we move forward together. I have attached a list of Accreditation Commission members and Agencies enrolled in our process.

We would be happy to answer any questions you may have for us.

Scott L. Bohn

Scott L. Bohn, Executive Director
Pennsylvania Chiefs of Police Association

John English

John English, President
Pennsylvania Chiefs of Police Association
Edgeworth Borough



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Richard Hammon, PA Accreditation Manager, PCPA

PLEAC Committee Appointments – 2020

Administrative Committee

Lee Benson, Chair
Guy Hettinger
Frank Lavery
Jesse Lesko
George Swartz

Standards Committee

Thomas King, Chair
Leon Crone
Joseph Daly
David Ellis
Ronald MacPherson
David Madrak
Thomas Rudzinski

Assessment Committee

Jason Hendershot, Chair
Donald Bergmann
Anthony Cortazzo
Sean Jennings
S. Michael Murphy

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Strategic Planning Committee

Michael Moravec, Chair
Beth Dombrowsky
Patrick Molloy
Thomas Ogden
Albert Walker

Pennsylvania Law Enforcement Accreditation Commission Members

James W. Adams, Chief of Police (Retired), Upper Allen Township Police Department
Term: 2020 (C) (**Chairperson**)

Thomas E. Rudzinski, Chief of Police, Manheim Township Police Department
Term: 2021 (C) (**Co-Chairperson**)

Lee Benson, Chief of Police (Retired), West Whiteland Township, Police Department
Term: 2021 (SE)

Donald Bergmann, Chief of Police, University of Scranton Police Department
Term: 2022 (NE)

Scott L. Bohn, Executive Director, PA Chiefs of Police Association

Anthony E. Cortazzo, Chief of Police, Baldwin Borough Police Department
Term: 2022 (W)

Leon G. Crone, Jr., Captain, Lower Allen Township Police Department
Term: 2020 (PPAC)

Joseph J. Daly, Chief of Police, Springfield Township Police Department
Term: 2022 (SE)

Beth Dombrowsky, Coordinator, HACC Law Enforcement Training Center
Term: 2021 (At Large)

David Ellis, Chief of Criminal Investigations, Pennsylvania Office of Attorney General
Term: 2021 (State)

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Richard E. Hammon, Accreditation Program Coordinator, PA Chiefs of Police Association

Jason Hendershot, Chief of Police, Clarion University Police Department, Term: 2023 (W)

Guy W. Hettinger, Chief of Police, Penn Township Police Department
Term: 2023 (C)

Christopher Wagner, Chief of Police, Pocono Mountain Regional Police Department
Term: 2023 (NE)

Sean P. Jennings, Captain, Pennsylvania State Police, Bureau of Research & Development
Term: 2020 (PSP)

Thomas R. King, Assistant Borough Manager, State College Borough Police Department
Term: 2021 (Municipal)

Frank J. Lavery, Jr., Esquire, Lavery Law
Term: 2021 (Law)

Jesse J. Lesko, Jr., Chief of Police, Findlay Township Police Department
Term: 2020 (W)

Ronald T. MacPherson, Chief of Police, Upper Southampton Township Police Department
Term: 2020 (SE)

David E. Madrak, Professional Standards Officer, Upper Dublin Township Police Department
Term: 2020 (AM)

Patrick Molloy, Chief of Police, Abington Township Police Department
Term: 2023 (SE)

Michael A. Moravec, Chief of Police, Kingston Township Police Department
Term: 2021 (NE)

S. Michael Murphy, Chief of Police, Upper Moreland Township Police Department
Term: 2021 (At Large)

Thomas A. Ogden, Jr., Chief of Police, Carnegie Mellon University Police Department
Term: 2021 (W)

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Andrea N. Sullivan, Accreditation Administrative Assistant, PA Chiefs of Police Association

George J. Swartz, Chief of Police, Spring Garden Township Police Department

Term: 2022 (C)

Albert L. Walker, Chief of Police, Hanover Township Police Department Term: 2020 (NE)

Pennsylvania Law Enforcement Accreditation

Indicates an Accredited Agency *

Agencies

ADAMS COUNTY (0)

ALLEGHENY COUNTY (8)

Allegheny County *

Allegheny County Sheriff *

Baldwin Borough *

Carnegie Mellon University *

Duquesne University *

Findlay Township *

Pittsburgh City *

Point Park University *

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BEAVER COUNTY (1)

New Sewickley Township*

BERKS COUNTY (1)

Spring Township *

BLAIR COUNTY (0)

BRADFORD COUNTY (0)

BUCKS COUNTY (14)

Bensalem Township *

Bristol Township *

Dublin Borough*

Falls Township *

Lower Makefield Township *

Lower Southampton Township*

Middletown Township *

Newtown Township *

Northampton Township*

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Quakertown Borough *

Richland Township *

Solebury Township *

Upper Southampton Township *

Warminster Township *

BULTER COUNTY (1)

Butler County Sheriff*

CAMBRIA COUNTY (0)

CARBON COUNTY (0)

CENTRE COUNTY (3)

Ferguson Township *

Patton Township *

State College Borough *

CHESTER COUNTY (7)

East Brandywine Township*

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North Coventry Township *

Phoenixville Borough *

Southern Chester County Regional*

Upper Uwchlan Township *

Westtown/East Goshen Regional *

West Whiteland Township*

CLARION COUNTY (1)

Clarion University *

CLEARFIELD COUNTY (1)

Sandy Township *

CLINTON COUNTY (0)

COLUMBIA COUNTY (0)

CRAWFORD COUNTY (0)

CUMBERLAND COUNTY (10)

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Camp Hill Borough *

Carlisle Borough *

East Pennsboro Township*

Hampden Township *

Lower Allen Township *

Middlesex Township *

Silver Spring Township*

Upper Allen Township *

West Shore Regional *

DAUPHIN COUNTY (7)

Derry Township *

Harrisburg City *

Lower Paxton Township *

Penbrook Borough *

Pennsylvania Capitol Police *

Susquehanna Township *

Swatara Township *

DELAWARE COUNTY (6)

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Delaware County Sheriff *

Haverford Township*

Marple Township *

Newtown Township*

Springfield Township *

Villanova University*

ELK COUNTY (0)

ERIE COUNTY (1)

North East Borough*

FAYETTE COUNTY (0)

FRANKLIN COUNTY (0)

INDIANA COUNTY (0)

LACKAWANNA COUNTY (1)

The University of Scranton *

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LANCASTER COUNTY (4)

East Lampeter Township *

Franklin & Marshall College *

Lititz Borough *

Manheim Township *

LAWRENCE COUNTY (0)

LEBANON COUNTY (1)

Annville Township *

LEHIGH COUNTY (5)

Allentown City *

Emmaus Borough *

South Whitehall Township*

Upper Macungie Township *

Upper Saucon Township *

LUZERNE COUNTY (4)

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Dallas Township *

Hanover Township *

Kingston Township *

Swoyersville Borough *

LYCOMING COUNTY (0)

MERCER COUNTY (0)

MIFFLIN COUNTY (0)

MONROE COUNTY (1)

Pocono Mountain Regional *

MONTGOMERY COUNTY (25)

Abington Township *

Cheltenham Township *

Douglass Township *

East Norriton Township *

Franconia Township *

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Hatboro Borough*

Hatfield Township *

Horsham Township *

Jenkintown Borough *

Lower Gwynedd Township*

Lower Merion Township *

Lower Pottsgrove Township *

Lower Providence Township *

Lower Salford Township *

Montgomery County Sheriff *

Montgomery Township *

Telford Borough *

Towamencin Township *

Upper Dublin Township *

Upper Gwynedd Township *

Upper Merion Township *

Upper Providence Township *

West Norriton Township *

Whitemarsh Township *

Whitpain Township *

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MONTOUR COUNTY (0)

NORTHAMPTON COUNTY (10)

Bethlehem City *

Bethlehem Township *

Colonial Regional *

Easton City *

Forks Township *

Lehigh University *

Lower Saucon Township *

Northampton County Sheriff *

Palmer Township *

Slate Belt Regional*

NORTHUMBERLAND COUNTY (1)

Coal Township *

PHILADELPHIA COUNTY (1)

Philadelphia City *

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POTTER COUNTY (0)

SCHUYLKILL COUNTY (0)

SOMERSET COUNTY (0)

UNION COUNTY (0)

WARREN COUNTY (1)

Warren City *

WASHINGTON COUNTY (1)

Peters Township*

WESTMORELAND COUNTY (2)

Murrysville Municipality *

Penn Township*

WYOMING COUNTY (0)

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YORK COUNTY (7)

Fairview Township *

Newberry Township *

Penn Township *

Springettsbury Township *

Spring Garden Township *

York Area Regional *

York City *

STATEWIDE (1)

Pennsylvania State Police *