

***THE NORTH CAROLINA SHERIFFS'
EDUCATION AND TRAINING STANDARDS COMMISSION
FINAL COMMISSION MINUTES***

DATE: September 20, 2024

TIME: 8:30 A.M.

LOCATION: The Lodge at Flat Rock
42 McMurray Road, Flat Rock, North Carolina, 28731

SUBMITTED BY: Richard Squires, Director

I. CALL TO ORDER

Sheriff Alan Norman

The North Carolina Sheriffs' Education and Training Standards Commission meeting was called to order by Sheriff Alan Norman on Friday, September 20, 2024.

Chairman Norman requested a roll call of Commission members. Alex Radford recorded the following:

MEMBERS PRESENT

MEMBERS ABSENT

Sheriff Shelton White

Mr. George Dunlap

Sheriff Jack Smith

Sheriff Terry Johnson

Mr. Marc Nichols

Mr. Jamie Markham

Sheriff Jeff Crisco

Ms. Jennifer Fisher

Sheriff Mike Roberson

Sheriff Don Brown

Sheriff Alan Norman

Sheriff James McVicker

Sheriff Lowell Griffin

Sheriff Banks Hinceman

Sheriff Van Shaw

Sheriff Ed McMahan

Sheriff Chip Hughes

STAFF

Richard Squires	Director - Sheriffs' Standards Division
Sirena Jones	Deputy Director - Sheriffs' Standards Division
Melissa Bowman	Sheriffs’ Standards Division
Alex Radford	Sheriffs’ Standards Division
Joy Strickland	NC Department of Justice, Legal Counsel
Leslie Cooley Dismukes	NC Department of Justice, Criminal Bureau Chief
Trey Piland	Sheriffs’ Standards Division
Andy Stone	Sheriffs’ Standards Division
Alan Jones	Sheriffs' Standards Division

Alex Radford declared a quorum was present.

Sheriff Lowell Griffin addressed the Commission to welcome everyone to Henderson County.

Legal Counsel Joy Strickland read the Ethics Reminder to the Commission. Ms. Strickland asked whether any member had a known conflict or appearance of conflict with respect to any matters coming before the Commission at this time. Negative response.

VISITORS

Trevor Allen	NC Justice Academy
Chris Anderson	NC Justice Academy
Alex Gazaway	NC Justice Academy
Amber Cox	NC Justice Academy
Eddie Caldwell	NC Sheriffs’ Association
Lauren Earnhardt	NC Sheriffs’ Association
Timothy Fuss	Cape Fear Community College
Benjamin Zellinger	NC Department of Justice
Sheriff Kevin H. Bean	Caldwell County Sheriff’s Office
Clayton K. Albrecht	Caldwell County Sheriff's Office
Dayton A. Sigmon	Caldwell County Sheriff's Office
Keischa M. Lovelace	Durham County Sheriff's Office
Laurie Austin	Durham County Sheriff's Office
Kimberly D. Lane	Durham County Sheriff's Office
Victor Willis	Henderson County Sheriff's Office
David Mahoney	Henderson County Sheriff's Office

Sheriff Alan Norman

II. MINUTES OF THE JUNE 21, 2024, AND SEPTEMBER 5, 2024, MEETINGS

A **MOTION** was made by Commissioner George Dunlap to approve the minutes of the June 21, 2024, and September 5, 2024, minutes, meeting: Second by Commissioner Marc Nichols. **MOTION CARRIED.**

III. CERTIFICATES/AWARDS/RESOLUTIONS

A **MOTION** was made by Sheriff Mike Roberson to approve the list of Professional Certificates and Service Awards; Second by Sheriff Jeff Crisco. **MOTION CARRIED**

Chairman Alan Norman and Retired Sheriff Alan Jones presented the advance certificate to newly appointed Sheriff from Caldwell County, Sheriff Kevin H. Bean.

Sheriff Lowell Griffin presented Corporal Victor Willis with his Advance Certificate.

Chairman Norman presented a resolution of appreciation for Retired Sheriff Alan Jones for his years of service on the Sheriffs’ Training and Standards Commission.

IV. INFORMATIONAL REPORTS

*N.C. Sheriffs’ Association

Eddie Caldwell

Mr. Eddie Caldwell of the North Carolina Sheriffs’ Association addressed the Sheriffs’ Commission with his updates.

Mr. Caldwell reported that Operation Catch-up had concluded; after 4 months of working closely with staff from various Sheriffs’ Offices and the certification team at the Sheriffs’ Standards Division, 2,800 backlogged applications were caught up. There was a need identified during this project and that was to push out more training to the Sheriffs’ Offices when submitting applications. Director Squires noted that there is a plan for workshops all throughout the rest of the year and next year.

The Office of Sheriff Refresher Course was taught August 26 & 27, 2024. There was 35 Sheriffs who attended the class.

Mr. Caldwell reported the Statewide Misdemeanant Confinement Program (SMCP) Training at 5 locations across the state had been completed for 2024.

Mr. Caldwell reported the legislative update training and Law Enforcement Officer Retirement Training Classes were on the following dates:

- Haywood County – Tuesday, October 29, 2024
- Catawba County– Wednesday, October 30, 2024
- Pitt County– Wednesday, November 13, 2024
- Duplin County– Thursday, November 14, 2024
- Wake County– Thursday, November 21, 2024

In cooperation with the North Carolina Justice Academy, the legislative update training will be included in the 2025 mandatory in-service training (MIST) required of all law enforcement officers.

The North Carolina Sheriffs’ Association Fall Meeting will be held at the Cherokee Conference Center from November 1-5, 2024. There will be several training panel discussions for all the Sheriff’s.

Mr. Caldwell reported the Sheriffs’ Executive Assistant Institute will be held at the Rizzo Center at UNC Chapel Hill. Currently, there are 63 students enrolled and the course begins on January 5-10, 2025. Graduation will be on the 10th and all Sheriff’s should plan to attend the ceremony.

***North Carolina Justice Academy**

Trevor Allen

Director Trevor Allen addressed the Commission members and thanked them for the opportunity to present the North Carolina Justice Academy updates.

Mr. Allen reported training statistics for In-Person Courses, In Person Students, On-line Courses, Online Instructor Updates and SRO Updates.

Synopsis of all the updates is attached.

***BLET REVISIONS Updates**

Alex Gazaway

Mr. Gazaway presented an update on the PILOT BLET. He briefed the Commission on the status of the BLET Revision Project pursuant to the Job Task Analysis. Mr. Gazaway informed the Commission about the August 2023 pilot program and went through the pilot test Data.

Synopsis of the BLET Pilot Test Data Summary is attached.

***Probable Cause Committee**

Sheriff Ed McMahon

Sheriff McMahon reported that the Probable Cause Committee met on September 19, 2024. During that session, the Committee reviewed a total of forty (40) cases. Eleven (11) cases were closed pursuant to the Probable Cause Policy. No probable cause was found in nine (9) cases. Probable cause was found in nineteen (19) cases with ten (10) of those cases resulting in Consent Agreements. Eight (8) Consent Agreements were signed and are presented for approval today. Two (2) of those Consent Agreements may be executed at your next meeting. One (1) case was postponed until the November 2024 meeting.

A **MOTION** was made by Sheriff Shelton White to approve the Probable Cause Committee’s recommendation of the eight (8) signed Consent Agreements; seconded by Sheriff Van Shaw.
MOTION CARRIED

Commission Legal Council, Joy Strickland also noted that she would be working on some changes to the Probable Cause policy and wanted to update the Sheriffs’ Commission.

V. DIVISION REPORT

Richard Squires

Director Squires presented the Division Report to the Sheriff’s Commission. He advised that the Division currently has three open full-time positions:

1. A certification specialist position that supports the telecommunicator certification program. This position closed on Friday, September 6, 2024, and staff are in the process of reviewing applications.
2. An administrative support position supporting the telecommunication certification program. The posting of this position is on hold.
3. An administrative support position supporting the Piedmont Region. Interviews have been conducted and a candidate has been submitted to HR for salary qualification.

Part time positions:

Certification Section:

1. This position supports in assisting with the processing of certifications, staff is in the process of hiring a temporary certification specialist and a temporary administrative assistant. These positions are currently posted.

Investigations:

1. The Division is also in the process of hiring four (4) part-time investigators to assist with numerous investigations.

Scanning Project:

1. The Division is in the process of hiring two (2) part-time administrative positions to assist in the scanning of the Division’s certification files into Acadis.

***RAPBACK**

The Division is still working with the SBI to find a solution for the Commission to participate in RapBack.

***OPERATION CATCHUP UPDATE**

As of September 16, 2024, the Division is waiting on pending information for 27 certification files.

***CERTIFICATION WORKSHOPS**

The Division currently has certification workshops scheduled for the following dates:

2024

- October 1, 2024 - Haywood County
- December 18, 2024 - NCJA Salemburg

2025

- January 14, 2025 - Rowan County
- January 31, 2025 - Henderson County
- February 12, 2025 - NCJA Salemburg
- March 5, 2025 - Duplin County
- April 9, 2025 - NCJA Edneyville
- May 1, 2025 - Wake County
- June 3, 2025 - Pitt County
- July 9, 2025 - NCJA Edneyville
- August 20, 2025 - Caldwell County
- October 7, 2025 - Wake County
- December 16, 2025 - NCJA Salemburg

***INACTIVE COST DISCUSSION**

Discussion referenced the cost of maintaining inactive individuals in the Acadis system.

***TRANSITION TO ELECTRONIC SUBMISSION OF DOCUMENTATION ON OCTOBER 1, 2024**

Effective October 1, 2024, the Division will start requiring the electronic submission of certification documentation. The Division has created regional email addresses for deputy and detention officers and a separate one for telecommunicator documentation. The email addresses are:

- SScerteast@ncdoj.gov
- SScertcentral@ncdoj.gov
- SScertpiedmont@ncdoj.gov
- SScertwest@ncdoj.gov
- Telecommunicatorcert@ncdoj.gov

The Division also has emails that allows the electronic submission documentation for professional certificates, in-service end-of-year compliance reports, and submission of training pre/post deliveries and instructor certifications.

- Professional Certificates – SSprocert@ncdoj.gov
- Training/Instructors – SStraining@ncdoj.gov
- In-service (End of year compliance) – SSinservice@ncdoj.gov

The Sheriffs’ Standards Division and the Criminal Justice Standards Division will begin the process of scanning all our certification files into Acadis. The Division will have three temp employees who will work with volunteers to scan the files into the system.

Staff has also created a memorandum along with questions and answers that will be sent out to all agencies pertaining to the transition.

VI. ACTION ITEMS

Richard Squires

***ORGANIZATION BY LAWS**

Due to the periodic review of all the Commission rules in the upcoming year, I would like to propose the Commission consider approving the creation of a new Committee, named Rules and Standards Committee. I would propose that the Committee would meet during the morning of the Final Agency Decisions.

The Commission asked to table the discussion until the next meeting.

***CEASE AND DESIST NOTIFICATIONS**

Director Squires proposed to continue to allow staff to issue cease and desist notices for:

1. Deficient certification packets
2. Deputies not completing BLET
3. Not receiving documentation within ten (10) working days of the request
4. After three (3) attempts fails to submit the proper documentation.

After discussion, the Commission directed staff to continue working with agencies to correct deficiencies in the same manner as with operation catch up – continue to ask for needed documentation to be submitted within days of the request.

The Commission decided to move forward with all the requests.

***CONSIDERATION OF MOVING COMMISSION MEETINGS TO WEDNESDAY, THURSDAY AND FRIDAY**

Director Squires proposed that we move the Commission meetings to three days. This would allow the Commission more time to address items before them.

The Commission asked to table the discussion until the next meeting.

***TRAINING EXTENSIONS**

Director Squires would like the Commission to considering stopping the granting of training request unless there is a medical reason the officer could not attend training within their one-year probationary period or being called up for military service.

The Commission asked to table the discussion until the next meeting.

***SEPARATIONS – DISCUSSION TO REQUIRE THE COMPLETION OF IA**

The Division staff currently reviews separation to for indications from the previous agency of a potential rule violations. During the process staff will reach out to the agency and request any IA’s pertaining to the individual’s separation. In some cases, the agency would indicate that no IA was initiated or was not completed due to the individual resigning. I would like to propose the Commission vote to allow staff to come back to the Commission with proposed rule language that would require an agency to complete a IA regardless of whether or not the individual had resigned

The Commission asked to table the discussion until the next meeting.

***ADMINISTRATIVE RULES**

Melissa Bowman

Melissa Bowman addressed the Commission and presented several rules for their consideration for adoption, rulemaking authority, or tabled by the Commission.

- “Purpose” rules of 12 NCAC 10B .0501, .0701, .1001, .1101, .1201, .1301, .1401, .1501, .1601, and .2001 consider as unnecessary.
- 12 NCAC 10B .0408 Verification of Records to Division
- 12 NCAC 10B .0409 Employing Agency Retention of Certification Records
- 12 NCAC 10B .0305 Background Investigation

The Sheriffs’ Commission decided to table the purpose rules so they could have more time to review the information before a final vote.

A **MOTION** was made by Sheriff Van Shaw to grant rulemaking authority for 12 NCAC 10B .408; Second by Sheriff Don Brown. **MOTION CARRIED**

A **MOTION** was made by Sheriff Lowell Griffin to grant rulemaking authority for 12 NCAC 10B .0409; Second by Sheriff Mike Roberson. **MOTION CARRIED**

A **MOTION** was made by Sheriff Shelby White to grant rulemaking authority for 12 NCAC 10B .0409; Second by Sheriff James McVicker. **MOTION CARRIED**

***RULES UPDATE**

Melissa Bowman addressed the Commission and presented several rules updates:

- **12 NCAC 10B .1302 Telecommunicator Certification Course**
 - Submitted to RRC on September 5, 2024
 - If approved, effective date will be October 1, 2024
- **12 NCAC 10B .0601 Detention Officer Certification Course**
 - Submitted to RRC on September 5, 2024
 - If approved, effective date will be July 1, 2025
- **12 NCAC 10B .0402, .0403, .0404, .0503**
 - Rules related to a return to deputies being able to complete BLET during their probationary period
 - Comment period ends September 30, 2024
 - Next step is to adopt at November Commission Meeting
 - Proposed effective date is February 1, 2025, but will be contingent on RRC approval of rules
- **Lateral Transfer Rule**
 - Joint Committee Meeting on October 4, 2024, discuss further

***DURHAM COUNTY EXTENSION REQUEST**

At the last Commission meeting the Commission voted to approve training extension for 86 detention officers. The Commission also voted to require the Durham County Sheriff’s Office to report at the end of each month a list of individuals who completed DOCC and their completion date. The Commission also voted to require the monthly turnover rate by name and certification type. This information was required to be reported by the end of each month.

The Division received reports from the Durham County Sheriff’s Office on: July 8, 2024, August 5, 2024, and September 5, 2024. Attorney Keischa M. Lovelace and Captain Kimberly D. Lane with the Durham County Sheriff’s Office were present for the meeting and asked the commission to allow another extension. They stated that by the end of the year, they would be in a better position after graduation with all the classes going on now.

A **MOTION** was made by Commissioner Marc Nichols to go into closed session to discuss Durham’s request and personnel matters; Second by Sheriff Mike Roberson. **MOTION CARRIED**

A **MOTION** was made by Sheriff Chip Hughes to go into opened session; Second by Sheriff Shelby White. **MOTION CARRIED**

A **MOTION** was made by Sheriff Ed McMahon to Approve the request for extensions until December 31, 2024; Second by Sheriff Alan Norman. **MOTION CARRIED**

The Commission summarized the closed session matters as follows:

The Franklin County Sheriff’s Office requested a six (6) month training extension for Allyson Holmes to obtain her Basic Law Enforcement Training (BLET) certification. The extension would be granted until April 16, 2025, if approved.

The Stanly County Sheriff’s Office requested a twelve (12) month extension for Katherine Michelle Braswell to Complete Detention Officer Certification Course (DOCC). The extension would be granted until October 2, 2025, if approved.

The Warren County Sheriff’s Office requested an extension for Ashley Macon Pearsall to Complete Telecommunicator Course training. She has completed the training.

The Warren County Sheriff’s Office requested a six (6) month extension for Jordan Tyler Stevenson to Complete Detention Officer Certification Course (DOCC). The extension would be granted until April 27, 2025, if approved.

The Brunswick County Sheriff's Office requested an extension for Luis Avila to Complete Detention Officer Certification Course (DOCC). He has completed the training.

The Brunswick County Sheriff's Office requested an extension for Angel Estrada-Aguillon to Complete Detention Officer Certification Course (DOCC). He has completed the training.

The Buncombe County Sheriff's Office requested a six (6) month extension for Shellie Katlin Long to Complete Detention Officer Certification Course (DOCC). The extension would be granted until May 27, 2025, if approved.

The Duplin County Sheriff's Office requested a three (3) month extension for Rhonda Pickett Thomas to Complete Detention Officer Certification Course (DOCC). The extension would be granted until January 9, 2025, if approved.

The Greene County Sheriff's Office requested a six (6) month extension for Quanshay Nicole Johnson to Complete Detention Officer Certification Course (DOCC). The extension would be granted until February 26, 2025, if approved.

The Graham County Sheriff's Office requested a nine (9) month training extension for Joshua Dylan Cooley to obtain his Basic Law Enforcement Training (BLET) certification. The extension would be granted until September 23, 2025, if approved.

The Wake County Sheriff's Office requested a nine (9) month extension for Carl Robert Stell Jr. to complete the requirements for Deputy Sheriff Challenge. The extension would be granted until May 26, 2025, if approved.

The Northampton County Sheriff's Office requested a nine (9) month training extension for Rekillya Shaneka Mallory to obtain her Basic Law Enforcement Training (BLET) certification. The extension would be granted until May 28, 2025, if approved.

The Northampton County Sheriff's Office requested a six (6) month training extension for Jonathan De'Vante Buffaloe to obtain his Basic Law Enforcement Training (BLET) certification. The extension would be granted until May 8, 2025, if approved.

The Guilford County Sheriff's Office requested six (6) months past her return date an extension for Jonquil Latecia Smith to Complete Detention Officer Certification Course (DOCC). The agency related she would be called up to active duty until September 30, 2026, which the request would be for March 30, 2027.

The Granville County Sheriff's Office requested a ninety (90) day extension for Christopher Scott Cox to Complete Detention Officer Certification Course (DOCC). The extension would be granted until December 15, 2024, if approved.

The Granville County Sheriff's Office requested a ninety (90) day extension for Jonathan Dwayne Mangum Jr. to Complete Detention Officer Certification Course (DOCC). The extension would be granted until November 29, 2024, if approved.

The Granville County Sheriff's Office requested four (4) ninety (90) day extensions for Betsey Lue Terry, Justin Wyatt Earp Adams, Jasmine Nicole Artis and Gloria Jean Alston to Complete Detention Officer Certification Course (DOCC). The extensions would be granted until December 5, 2024, if approved.

The New Hanover County Sheriff's Office requested a six (6) month extension for Kristopher Allen Withem to complete the requirements for Deputy Sheriff Challenge. The extension would be granted until May 11, 2025, if approved.

The Montgomery County Sheriff's Office requested a six (6) month extension for Stacy Renee Moore to Complete Detention Officer Certification Course (DOCC). The extension would be granted until January 23, 2025, if approved.

The Montgomery County Sheriff's Office requested a six (6) month extension for Mark Wendell Perry to Complete Detention Officer Certification Course (DOCC). The extension would be granted until February 21, 2025, if approved.

The Washington County Sheriff's Office requested a nine (9) month training extension for Garry Wayne Koonce Jr. to obtain his Basic Law Enforcement Training (BLET) certification. The extension would be granted until June 1, 2025, if approved.

The Rutherford County Sheriff's Office requested a break in service waiver request for Brandi Rose Cole. Requests the Commission to consider waiving the break in service requirements. If granted, she would not be required to attend DOCC again and she would not be required to complete BLET.

The Chatham County Sheriff's Office requested a break in service waiver request for Christopher Franklin Fox. If granted, Mr. Fox would not be required to complete BLET.

The Madison County Sheriff's Office request that the Commission grant an education waiver for Kevin Dwight McHone. Mr. McHone would have until March 8, 2025, to meet the educational requirements.

The Concord Police Department requested a three (3) month Telecommunicator Certification Course extension for Brianna Nicole Lyles. The extension would be granted until December 18, 2024, if approved.

The Concord Police Department requested a three (3) month Telecommunicator Certification Course extension for Camden Elizabeth Bickerstaff. The extension would be granted until January 18, 2025, if approved.

The Wake County Sheriff’s Office requested a six (6) month Telecommunicator Certification Course extension for Angelica T. Hands. The extension would be granted until February 16, 2025, if approved.

The Commission Discussed in closed session the eight (8) consent agreements from the Probable Cause Committee.

A **MOTION** was made in closed session by Sheriff Van Shaw to approve the consent agreements; Second by Sheriff Shelton White. **MOTION CARRIED**

A **MOTION** was made by Sheriff Jeff Crisco to go into open session; Second by Sheriff Don Brown. **MOTION CARRIED**

Director Squires addressed the Commission regarding next year’s Commission dates.

- March 20-21, 2025
- June 12-13, 2025
- September 11-12, 2025
- December 4-5, 2025

VII. ADJOURNMENT

A **MOTION** was made by Commissioner Marc Nichols to adjourn the September 2024 Sheriffs’ Commission meeting; Second by Sheriff Mike Roberson. **MOTION CARRIED**

NC JUSTICE ACADEMY REPORT
SHERIFFS' EDUCATION AND TRAINING STANDARDS COMMISSION
September 20, 2024

PERSONNEL

- Instructor/Developer: In-Service (2) – Candidates selected for salary qual.
- Instructor/Developer – Aaron Moore moved from In-service team to BLET
- Instructor/Developer – Criminal Investigations: Anthony Stafford began Sept. 9
- Instructor/Developer – Weathering the Storm: Heather Perkins began Aug. 26

TRAINING STATISTICS

In-Person Courses: <u>337</u>	In-Person Students: <u>7,740</u>	Online Courses: <u>153</u>
Online: <u>191,008</u>	Instructor Update: <u>6,575</u>	SRO Update: <u>2,307</u>

NEWS, NEW COURSES, AND EVENTS:

BLET Revision Update – Alex Gazaway provided an update to the CJ Commission, which voted to implement the new curriculum, beginning January 1, 2025.

Internet Upgrades – NCJA is planning to replace old cables with Fiber Optics and upgrade the IT infrastructure on both campuses.

2025 Course Scheduling – All 2025 courses are published in Acadis®.

2026 MIST – Joint In-Service Training Committee meets on September 25 to approve 2025 lesson plans and identify 2026 topics.

DOCC – New curriculum implementation date is July 1, 2025.

CALEA – Year 4 audit completed this week; On-site Assessment October 28-30.

2025 Peace Officers' Memorial Day Ceremony: Save the date: Tuesday, May 6, 2025.

BLET Pilot Test Summary

Test Topic	Students	Failed 1st Test	Failed Re-Test	Final Pass Rate	Average Test Score
Orientation	264	10	0	100%	86.2
Ethical Problem Solving	262	32	7	97.33%	81.43
Communication & De-Escalation Skills	251	53	10	96.01%	77.5
Officer Health & Wellness	255	20	3	98.82%	83.25
Field Notes & Report Writing	234	36	3	98.72%	83.21
Arrest, Search, Seizure & Constitutional Law	238	59	23	90.37%	77.37
First Responder	151	19	3	98.01%	83.21
Interview & Interrogation	233	26	0	100%	82.05
Crisis Intervention	229	49	6	97.38%	80.35
Responding to Crime Victims	223	12	0	100%	85.11
Property Crimes	142	20	0	100%	81.02
Person Crimes	213	22	0	100%	83.43
Criminal Investigation	226	33	0	100%	81.81
LEO Driver Training	139	15	1	99.28%	84.02
Missing Persons	207	52	1	99.52%	73.92
Crimes Against the Public	204	50	1	99.51%	80.53
Human Trafficking	212	34	0	100%	79.04
Deceased Persons	205	61	0	100%	75.87
Sexual Assaults	129	3	1	99.22%	86.65
Controlled Substances	196	38	1	99.49%	79.11
Hate Crimes	198	62	3	98.48%	74.59
Juvenile Law	211	40	0	100%	77.83
Domestic Violence	193	15	0	100%	85.75
Homeland Security	138	22	1	99.28%	80.71
Traffic Crash Investigation	136	5	0	100.00%	85.72
Traffic Law Enforcement	123	10	0	100.00%	84.21
Motor Vehicle Law	202	99	4	98.02%	74.01
Crime Prevention	131	33	0	100.00%	76.52
Firearms	182	18	0	100.00%	83.11

BLET Pilot Test Summary

Test Topic	Students	Failed 1st Test	Failed Re-Test	Final Pass Rate	Average Test Score
Explosives & HAZMAT Emergencies	123	9	0	100.00%	82.5
Crowd Management	122	1	0	100.00%	91.11
Transporting & Processing	129	15	0	100.00%	82.97
Courtroom Security	128	20	1	99.22%	83.33
Testifying in Court	132	9	2	98.48%	81.04
Civil Process	122	13	0	100.00%	82.75
Compliance & Control Tactics	128	18	0	100.00%	82.93
Patrol Techniques	122	1	0	100.00%	92
Rapid Deployment	122	0	0	100.00%	93.73

