

POST COUNCIL MEETING

December 6, 2010

*Public Safety Education and Training Center
Sandy, UT*

MINUTES

On December 6, 2010, a regularly scheduled POST Council meeting was held at 10:00am at the Public Safety Education and Training Center, in Sandy, Utah. Chairman Bud Cox conducted the meeting.

The following POST Council members were in attendance:

Sheriff Bud Cox, Chairman, Davis County Sheriff's Office
Director Mike Larsen, Vice-Chairman, Orem DPS
Sheriff Lamont Smith, Kane County Sheriff's Office
Deputy Director Robyn Williams, Department of Corrections (Proxy for Executive Director Patterson)
Chief Terry Keefe, Layton City P.D.
Chief Val Shupe, South Ogden City P.D.
Commissioner LuWayne Walker, Juab County Commissioner
Major Mike Kuehn, Utah Highway Patrol (Proxy for Colonel Daniel Fuhr)
Councilman Robert D. Robertson, Murray City Council
John Crowley, UPOA
Sheriff Lynn Nelson, Cache County Sheriff's Office
Attorney General Mark Shurtleff, Attorney General's Office
SAC Jim McTighe, FBI
Chief Chris Burbank, Salt Lake City Police Department

The following POST Council member was in attendance via telephonic:

Vice-President Donna Dillingham-Evans, Dixie State College

The following were excused and/or absent:

Mayor Joe Ritchie, Roy City
Colonel Daniel Fuhr, Utah Highway Patrol (Proxy – Major Kuehn)
Executive Director Patterson, Department of Corrections (Proxy – Deputy Director Williams)
Dr. Sterling R. Provost, At Large

POST staff present:

Scott Stephenson, Director
Kelly Sparks, Deputy Director
Shaunna McCleve, Administrative Secretary
Bryant Green, POST Investigations (DOC)
Paul Kotter, POST Investigation
Erin Nixon, Technician
Rich Fordham, POST Investigations
Wade Breur, POST Basic Training Bureau Chief
Lana Taylor, DPS Legal Counsel representing POST, Asst. Attorney General
John Jacobs, Training Manager
Al Acosta, POST Investigations Bureau Chief

Others present:

Holly Dixon, UPOA
Chris Sorensen
Dana Lee Sorensen
Dan Sorensen
Jason Livingston
Jack Rickards, Weber State Police Academy
Nat Carlisle, Salt Lake Tribune
Todd Johnson, DPS – PIO
James Cordova, Carbon County SO
Nathan Curtis, Sevier County SO
Guy Adams, Carbon County SO
Gerald Shiew, Carbon County SO
Geri Miller-Fox, Utah Correction Academy
Lori Prichard, KSL TV
Kelly Just, KSL TV
Greg Jolley, DIO
Steve Pyper, DIO
James Allred, DIO
Kent Stokes, West Valley PD
Dusten Hansen, West Valley PD

WELCOME AND INTRODUCTIONS

The meeting was called to order at 10:05am. Chairman Bud Cox welcomed those in attendance at POST Council. Chairman Cox welcomed Donna Dillingham-Evans via teleconference and excused Colonel Fuhr, Mayor Joe Ritchie, Executive Director Patterson and Sterling Provost.

APPROVAL OF POST COUNCIL MINUTES

The POST Council minutes of September 7, 2010, were reviewed and the following motion was made:

Motion: *Commissioner Luwayne Walker motioned to approve the minutes of September 7, 2010.*
Second: *Sheriff Nelson seconded the motion.*
Vote: *The motion passed with all in favor.*

DISPATCH TRAINING CURRICULUM APPROVAL

Deputy Director Kelly Sparks informed the Council a new dispatch curriculum has been developed. He explained how the committee was established and introduced the Dispatch Curriculum Review Executive Committee members. The committee drafted an instructor policy to establish consistency in what is being taught. The executive committee will continue to meet to develop exam criteria, processes and continued training. The following motion was made and curriculum was approved.

*Attachment 1 “approved curriculum”

Motion: *Robbie Robertson motioned to accept the proposed dispatch training curriculum.*
Second: *Chief Shupe seconded the motion.*
Vote: *The motion passed with 12 in favor. (Donna Dillingham-Evans abstained)*

SATELLITE ACADEMY AUDIT REPORT

Lt. Wade Breur presented his findings on the Bridgerland Applied Technology Center Academy audit. He reported one exception discovered during the audit-this exception was revealed while reviewing their testing procedure. The academy would schedule a test, giving cadets open access to the test, leaving the system vulnerable to misuse. [After the POST Council meeting, it was determined the testing procedures used did not leave the testing system vulnerable to misuse.]

CURRICULUM FOLLOW-UP FROM SEPTEMBER PC MEETING

Lt. Wade Breur reported on POST's review of the basic training curriculum in regards to alcohol and substance abuse. The basic curriculum has been expanded to address issues that may arise with officer's misusing alcohol and drugs. The cadets will learn about programs to assist them if they develop an addiction. Lt. Breur said Chief Shupe, POST's Curriculum Chair, reviewed and provided feedback on the curriculum. Lt. Breur stated POST has expanded on the current curriculum and is seeking Council approval of the amended course.

Chief Keefe asked if the course under discussion contains disciplinary information. Disciplinary guidelines are covered under the Ethics block of training. Chief Keefe proposed that disciplinary guidelines be reiterated in this portion of the training.

*Attachment 2 "approved curriculum"

Motion: *Chief Keefe motioned to accept the proposed curriculum update and include POST Council's role in disciplining officers.*

Second: *Sheriff Lamont Smith seconded the motion.*

Vote: *The motion passed with all in favor.*

Discussion: Chief Burbank would like to see an in-service substance abuse training course developed.

Motion: *Chief Chris Burbank motioned to have POST research and present a study for an alcohol program at the next POST Council meeting.*

Second: *Sheriff Lynn Nelson seconded the motion.*

Discussion: Chairman Cox asked if this program would only be for those in the decertification process. Chief Burbank stated he believes this type of class should be available for any officer who needs assistance. VP Dillingham-Evans questioned if the Council had the authority to force an officer to attend this training. Atty. Taylor stated the new guidelines offer flexibility for the Council to include counseling as part of a sanction.

Special Agent in Charge McTighe asked if it should be POST or the employing agency that requires the officer to attend counseling.

Chairman Cox stated the agency or the POST Council could require an officer to attend this program. Atty. Taylor stated the program could be utilized when an officer's conduct or substance usage violates policy, but does not rise to the level of POST's involvement. At that time the employer would address the issue and have the option to use this training resource.

Vote: *The motion passed with all in favor.*

REPORT ON IN-SERVICE TRAINING AUDIT

Director Scott Stephenson reported POST audited the in-service hours for approximately 9300 officers. He informed the Council all officers were in compliance with state statute and no officers were reported to the Utah Retirement System.

SEVIER COUNTY SO PROPOSAL FOR SFO ACADEMY

Sheriff Nathan Curtis addressed the Council to request a Special Function Officer Academy. It has been about 5 years since they have sponsored a class and are in need of certified officers in the area. They will be using POST Certified Instructors, use their own facility and cover the cost for the academy. Director Scott Stephenson supports the sheriff in his request and stated POST will provide some instructor resources for the academy.

Motion: *Commissioner Luwayne Walker motioned to accept the proposal for the Sevier County SFO academy.*

Second: *John Crowley seconded the motion.*

Discussion: It was asked if other agencies could attend. Sheriff Curtis stated all agencies in the area are welcome to participate. They will begin sometime in March.

Vote: *The motion passed with all in favor.*

DISCIPLINARY ACTIONS

Director Scott Stephenson presented the following cases to the POST Council:

JEROME WATSON

Offense – Assault

Category – C

Recommended Discipline – Revocation

Status – Terminated 11/3/2009

Motion: *Chief Val Shupe motioned to accept POST's recommendation for revocation of Jerome Watson's peace officer certification.*

Second: *Sheriff Lynn Nelson seconded the motion.*

Vote: *The motion passed with all in favor (Dep. Dir. Robyn Williams abstained).*

LYLE T. FREEMAN

Offense – Theft

Category – A

Recommended Discipline – Revocation

Status – Resigned 7/31/08

Motion: *Sheriff Lynn Nelson motioned to accept the POST's recommendation for revocation of Lyle Freeman's peace officer certification.*

Second: *Chief Terry Keefe seconded the motion.*

Vote: *The motion passed with all in favor (Dep. Dir. Robyn Williams abstained).*

KEVIN L. FRANCIS

Offense – Possession of Controlled Substance

Category – A

Recommended Discipline – Revocation

Status – Resigned 5/2009

Motion: *Sheriff Lamont Smith motioned to accept the POST's recommendation for revocation of Kevin Francis' peace officer certification.*

Second: *Commissioner Luwayne Walker seconded the motion.*

Vote: *The motion passed with all in favor.*

KELLY EAST

Offense – Unfit for Duty

Category – F

Recommended Discipline – Indefinite Suspension

Status – Terminated 1/2010

Motion: *Chief Terry Keefe motioned to accept the POST's recommendation for indefinite suspension of Kelly East's peace officer certification.*

Second: *Chief Chris Burbank seconded the motion.*

Discussion: Attorney General asked what "Indefinite Suspension" meant and if the officer would be required to come before the Council to receive reinstatement. Director Stephenson stated he would not need to come back to the Council to be reinstated, but would need to be medically cleared prior to the suspension being lifted.

Vote: *The motion passed with all in favor.*

NATHAN A. BARNES

Offense – Theft

Category – A

Recommended Discipline – Revocation

Status – Terminated 8/12/2008

Motion: *Robbie Robertson motioned to accept the POST's recommendation for revocation of Nathan Barnes' peace officer certification.*

Second: *Sheriff Lynn Nelson seconded the motion.*

Vote: *The motion passed with all in favor (Dep. Dir. Robyn Williams abstained).*

JESSE L. BARLOW

Offense – Lying on POST Application, Lying under Garrity

Category – B

Recommended Discipline – Revocation

Status – Terminated 8/22/2009

Commissioner LuWayne Walker asked if POST was going back to something that occurred when this person was a juvenile. Dir. Stephenson stated the charges are Lying on a POST Application and Lying under Garrity.

Motion: *Attorney General Mark Shurtleff motioned to accept the POST's recommendation for revocation of Jesse Barlow's peace officer certification adding repetitiveness of conduct as an aggravator.*

Second: *Robbie Robertson seconded the motion.*

Discussion: Chief Shupe asked why the sanction was revocation. Atty. Taylor said there are two separate offences. One date he failed to report on an application and on another date he lied under Garrity.

Vote: *The motion passed with all in favor.*

LANCE GREENER

Offense – Custodial Sexual Relations

Category – A

Recommended Discipline – Revocation

Status – Terminated 8/22/2009

Motion: *Chief Val Shupe motioned to accept the POST's recommendation for revocation of Lance Greener's peace officer certification.*

Second: *Chief Chris Burbank seconded the motion.*

Vote: *The motion passed with all in favor.*

JOHN LIVINGSTON

Offense – Theft

Category – B

Recommended Discipline – 3.5 year suspension

Status – Terminated 8/18/2008

Commissioner LuWayne Walker stated he would like to see Livingston’s certification revoked for the repetitiveness of conduct. Director Larson asked why there were not three different violations. Atty. Taylor stated the prosecutor would have concerns with the charge of burglary because he was an employee who had access to the area where money was secured. Chief Keefe is concerned with the repetitiveness of conduct.

Motion: *Chief Terry Keefe motioned to revoke John Livingston’s peace officer certification.*

Second: *John Crowley seconded the motion.*

Vote: *The motion passed with all in favor.*

JOHN GERALD SHIEW

Offense – Lying under Garrity

Category – B

Recommended Discipline – 3 year suspension

Status – Still employed

John Shiew addressed the Council and stated he did not come to the meeting to dispute the facts. He apologized for his actions and told the Council he would like to return to law enforcement in the future.

Director Larsen asked if the person was on parole or probation [he was inquiring if there was a violation of custodial sexual misconduct]. Investigator Kotter stated she was not on parole or probation. Dep. Dir. Williams stated the report indicated she was under the supervision of family drug court. Atty. Taylor said she was not being supervised by the Department of Corrections as the statute requires for a violation to occur. Attorney General Shurtleff asked if Shiew was aware she was under court probation. John Shiew stated he did know she was under family court supervision.

Motion: *Attorney General Mark Shurtleff motioned to accept POST’s recommendation of a 3 year suspension of John Shiew’s peace officer certification.*

Second: *Robbie Robertson seconded the motion.*

Vote: *The motion passed with all in favor.*

JASON LIVINGSTON

Offense – Lying under Garrity

Category – B

Recommended Discipline – 3 year suspension

Status – Still employed

Jason Livingston came before the Council and thanked them for addressing alcohol problems with officers. He told the Council of his accomplishments in his career and would like to return to law enforcement.

Commissioner Walker stated there was no evidence Jason Livingston provided alcohol to a minor and thought it could be mitigated to an 18 month suspension. Chief Burbank was concerned that a minor was able to obtain alcohol in the officer’s home-viewing this as aggravating the situation. Atty. Taylor replied the allegation in this case is limited to “Lying under Garrity”. There were inconsistency throughout the investigation and there was not enough evidence obtained to establish criminal conduct. The ALJ ruled Mr. Livingston lied under Garrity.

Attorney General Shurtleff stated Mr. Livingston lied numerous times and feels this aggravates the case. He also asked if Livingston was consuming alcohol that day. Investigator Kotter stated he was intoxicated.

Motion: *Attorney General Mark Shurtleff motioned not to accept POST's recommendation of a 3 year suspension and to revoke Jason Livingston's peace officer certification.*
Second: *Chief Chris Burbank seconded the motion.*
Vote: *The motion passed with 9 in favor 4 against.*

MARK BAUGH

Offense – Falsified Statement
Category – B
Recommended Discipline – 3 year suspension
Status – Resigned 3/19/2010

Chief Keefe asked if there was an insurance claim made. Investigator Kotter stated, no.

Motion: *Commissioner Luwayne Walker motioned to accept POST's recommendation for a 3 year suspension of Mark Baugh's peace officer certification.*
Second: *Sheriff Lynn Nelson seconded the motion.*
Vote: *The motion passed with all in favor.*

LEISHA G. LARSON

Offense – Sexual Conduct on Duty
Category – B
Recommended Discipline – 3 year suspension
Status – Resigned 2/08/2010

Motion: *Sheriff Lynn Nelson motioned to accept POST's recommendation for a 3 year suspension of Leisha Larson's peace officer certification.*
Second: *Sheriff Lynn Nelson seconded the motion.*
Vote: *The motion passed with all in favor.*

BRADY ELLIS

Offense – Assault on a prisoner
Category – C
Recommended Discipline – 2 year suspension
Status – Resigned 10/14/2009

Motion: *Chief Chris Burbank motioned to accept POST's recommendation for a 2 year suspension of Brady Ellis' peace officer certification.*
Second: *Chief Terry Keefe seconded the motion.*
Vote: *The motion passed with all in favor.*

SCOTT WATSON SMITH

Offense – Lying on a POST Application
Category – C
Recommended Discipline – 2 year suspension
Status – Terminated 6/9/2010

Chief Burbank asked why this recommendation is not consistent with the previous case of lying. Atty. Taylor stated in the guidelines a false statement on an application does not constitute lying under oath or lying under Garrity, thus the sanction is less. The Council discussed the possibility of changing the guidelines. Atty. General Shurtleff states he believes it is much easier to rehabilitate someone who lied on an application verses someone who lied under Garrity and there should be a distinction between them.

Motion: Chief Terry Keefe motioned to accept POST's recommendation for a 2 year suspension of Scott Smith's peace officer certification.
Second: Sheriff Lynn Nelson seconded the motion.
Vote: The motion passed with all in favor (Director Larson abstained).

BRENT GROTH

Offense – Lying on a POST Application
Category – C
Recommended Discipline – 2 year suspension
Status – N/A (not employed)

Motion: Chief Val Shupe motioned to accept POST's recommendation for a 2 year suspension of Brent Groth's peace officer certification.
Second: Sheriff Lynn Nelson seconded the motion.
Vote: The motion passed with all in favor.

JOHN R. DUTSON

Offense – DUI
Category – D
Recommended Discipline – 1 year suspension
Status – Terminated 1/21/2009

Motion: Sheriff Lamont Smith motioned to accept POST's recommendation for a 1 year suspension of John Dutson's peace officer certification.
Second: Robbie Robertson seconded the motion.
Vote: The motion passed with all in favor.

RICHARD B. THOMPSON

Offense – DUI
Category – D
Recommended Discipline – 1 year suspension
Status – Terminated 9/2008

Motion: Sheriff Lynn Nelson motioned to accept POST's recommendation for a 1 year suspension of Richard Thompson's peace officer certification.
Second: Chief Chris Burbank seconded the motion.

Discussion: VP Dillingham-Evans inquired why it has taken so long (2 years) for the matter to come before the Council. Atty. Taylor stated the officer, if not terminated by his agency, could have worked until POST Council suspended his certification.

Attorney General stated the accident and high BaC (.17) after several hours should aggravate this case.

Sub-Motion: Atty. General Mark Shurtleff motioned to not accept POST's recommendation of a 1 year suspension and recommended a 2 year suspension of Richard Thompson's peace officer certification.
Second: Commissioner Luwayne Walker seconded the motion.
Vote: The motion passed with 13 in favor and 1 opposed.

DAVID M. MORREY

Offense – DUI

Category – D

Recommended Discipline – 1 year suspension

Status – Terminated 5/14/2010

Motion: *Sheriff Lynn Nelson motioned to accept POST's recommendation for a 1 year suspension of David Morrey's peace officer certification.*

Second: *Robbie Robertson seconded the motion.*

Vote: *The motion passed with all 12 favor and 1 opposed (Dep. Dir. Robyn Williams abstained).*

SHANE C. WHITAKER

Offense – Solicitation of Prostitution

Category – D

Recommended Discipline – 1 year suspension

Status – Terminated 7/16/2010

POST received a letter from Whitaker's chief administrator by email today, due to everyone not having an opportunity to read this; the Council tabled the case until the end of disciplinary cases.

John Crowley asked if POST considered the letter from the chief while formulating the recommendation to the Council. Investigator Green stated the letter was not considered because the letter was received the day of the Council meeting. Atty. General Shurtleff was concerned about not having more information regarding Whitaker possible usage of department vehicle and duty status during the solicitation.

Motion: *Attorney General Mark Shurtleff motioned to accept POST's recommendation for a 1 year suspension of Shane Whitaker's peace officer certification.*

Second: *Chief Val Shupe seconded the motion.*

Vote: *The motion passed with all in favor (VP Dillingham-Evans abstained).*

ANTHONY LEYBA

Offense – DUI

Category – D

Recommended Discipline – 1 year suspension

Status – Not Employed

Motion: *Chief Val Shupe motioned to accept POST's recommendation for a 1 year suspension of Anthony Leyba's peace officer certification.*

Second: *Commissioner Luwayne Walker seconded the motion.*

Vote: *The motion passed with all in favor.*

GREGORY JOLLEY

Offense – DUI

Category – D

Recommended Discipline – 1 year suspension

Status – Still Employed

Gregory Jolley addressed the Council and thanked his colleagues who were in attendance. Jolley reported to the Council he is attending counseling for past traumatic events. Due to these events, he used alcohol as a coping mechanism. Mr. Jolley presented a confidential medical evaluation to the Council.

Motion: *Attorney General Mark Shurtleff motioned to accept POST's recommendation for a 1 year suspension of Gregory Jolley's peace officer certification.*
Second: *Chief Terry Keefe seconded the motion.*
Vote: *The motion passed with all in favor.*

KORY NEWBOLD

Offense – DUI
Category – D
Recommended Discipline – 9 month suspension
Status – Terminated Retired 3/03/2010

Motion: *Robbie Robertson motioned to accept POST's recommendation for a 9 month suspension of Kory Newbold's peace officer certification.*
Second: *Chief Val Shupe seconded the motion.*
Vote: *The motion passed with all in favor.*

TERRY J. MACKEY

Offense – Disorderly Conduct
Category – E
Recommended Discipline – Letter of Caution
Status – Still employed

Motion: *Sheriff Lynn Nelson motioned to accept POST's recommendation for a "Letter of Caution" to Terry Mackey.*
Second: *John Crowley seconded the motion.*
Vote: *The motion passed with all in favor (Dep. Dir. Robyn Williams abstained).*

DAN SORENSEN

Offense – Public Intoxication
Category – E
Recommended Discipline – Letter of Caution
Status – Still Employed

Dan Sorensen addressed the Council and reported he is in counseling.

Motion: *Chief Val Shupe motioned to accept POST's recommendation for a "Letter of Caution" to Dan Sorensen.*
Second: *Sheriff Lynn Nelson seconded the motion.*
Vote: *The motion passed with all in favor (Dep. Dir. Robyn Williams abstained).*

ANGELIA A. CANO

Offense – Criminal Mischief
Category – D
Recommended Discipline – 3 month suspension
Status – Still employed

Chief Burbank asked if domestic violence should aggravate this case. Atty. Taylor stated domestic violence would normally be an aggravator, but Dir. Stephenson stated this situation did not involve a physical violence that would aggravate the situation.

Motion: *Commissioner Luwayne Walker motioned to accept POST's recommendation for a 3 month suspension of Angelia Cano's peace officer certification.*
Second: *Chief Val Shupe seconded the motion.*
Vote: *The motion passed with all in favor.*

JOHN SALAZAR

Offense – DUI
Category – D
Recommended Discipline – 2 year suspension
Status – Resigned/Retired 11/30/2009

Motion: *Sheriff Lamont Smith motioned to accept POST's recommendation for a 2 year suspension of John Salazar's peace officer certification.*
Second: *Robbie Robertson seconded the motion.*
Vote: *The motion passed with all in favor.*

JUSTIN G. CHAMBERS

Offense – Lied on POST Application
Category – C
Recommended Discipline – 3 ½ year suspension
Status – Not employed

Commissioner Walker asked about the domestic violence and why charges were not filed. Lt. Acosta stated POST referred this back to the local agency and the victim would not cooperate with the criminal investigation.

Motion: *Robbie Robertson motioned to accept POST's recommendation for a 3 ½ year suspension of Justin Chambers' peace officer certification.*
Second: *Chief Val Shupe seconded the motion.*
Vote: *The motion passed with all in favor.*

POST returned to the Shane Whitaker case.

Director Stephenson reported the following:

5 officers voluntarily relinquished their certification
Disciplinary statistics for the cases presented at this meeting:
Average age of officers-35, oldest 61, youngest 24
Average years of service-6.32, longest 23 years, shortest 0 years
Gender-25 males, 2 females
Consent agreements signed-16
ALJ hearings-1
Order of default-10

RECOGNITION [Sheriff Cox is retiring on January 3, 2011]

Director Stephenson thanked Chairman Bud Cox for his service in law enforcement and on the Council. He has been a member of the Council for almost eight years and has served as Chairperson for the last two years.

ELECTION OF NEW VICE-CHAIRMAN

Chairman Cox opened the floor for nominations of a Vice-Chairman.
Chief Shupe nominated Chief Keefe
Sheriff Lynn Nelson nominated Sheriff Lamont Smith

As Vice Chair, Director Larsen will assume Chair responsibilities on the Council.
Chief Terry Keefe was elected Vice Chair.

SCHEDULE NEXT MEETING

The next meeting was scheduled for March 23, 2011 at 10am. The Council meeting will be held at Dixie State College in St. George.

ADJOURN FOR LUNCH

Sheriff Lamont Smith motioned to adjourn.
Sheriff Lynn Nelson seconded the motion.
Meeting adjourned at 12:40pm.

ATTACHMENT 1

Utah Peace Officer Standards and Training Basic Dispatcher Training Program

Unit No.	Unit Title	Course Hours
Unit 1	Course Orientation	1
Unit 2	Role of the Public Safety Dispatcher – Overview of Public Safety Organizations	1
Unit 3	Communications Technology	2
Unit 4	Basic Telephone Communication Skills	4
Unit 5	Crime Classification/Definitions – Utah Criminal Code	3
Unit 6	Law Enforcement Call Taking Classification/Interrogation	6
Unit 7	Law Enforcement Dispatching	8
Unit 8	Fire Dispatching and Interrogation	4
Unit 9	Emergency Medical Dispatcher (EMD)	1
Unit 10	State and National Computer Files	1
Unit 11	Legal Aspects of Public Safety Dispatching	4
Unit 12	Homeland Security	2
Unit 13	Health and Wellness – Stress Management	3
	Total Hours	40

ATTACHMENT 2

HEALTHY LIFESTYLES

PHYSICAL FITNESS

CORE.1080

COURSE GOAL

The goal of this course is for the cadet to develop a desire to achieve a high level of wellness, both physiological and psychological. The cadet will understand the correlation of wellness and a positive attitude in their professional and private lives. Concepts will include guidance and resources to develop a physical fitness routine, eating habits and knowledge to recognize unhealthy behavior.

COURSE DIRECTION

This course is designed to increase awareness of available resources and to provide the cadet guidance to assist them in having a positive and healthy law enforcement career.

LEARNING OBJECTIVES

COMPONENTS OF PHYSICAL FITNESS CORE.1080.101

The cadet will identify the components of balanced physical fitness:

- ◆ Cardiovascular endurance
- ◆ Anaerobic power
- ◆ Muscular strength
- ◆ Muscular endurance
- ◆ Flexibility
- ◆ Body composition

PHYSICAL FITNESS IN LAW ENFORCEMENT CORE.1080.102

The cadet will identify the positive effects of being in good physical condition when working in law enforcement:

- ◆ Ability to place a subject under control and handcuff them with reduced likelihood of excessive force
- ◆ More endurance and improved performance of essential physical tasks when needed
- ◆ Professional appearance in uniform
- ◆ Subjects less likely to physically challenge a fit officer
- ◆ Improved job performance, less sick time used, recover quicker when sick, feel better, better self-esteem and quality rest/sleep

UTAH PEACE OFFICER STANDARDS AND TRAINING

HEALTHY LIFESTYLES

PHYSICAL FITNESS

CORE.1080

RISK FACTORS FOR CORONARY HEART DISEASE CORE.1080.103

The cadet will understand risk factors for coronary heart disease:

- ◆ Elevated Blood Cholesterol Level
- ◆ High blood pressure)
- ◆ Cigarette Smoking
- ◆ Diabetes
- ◆ Family History
- ◆ Sedentary Lifestyle
- ◆ Obesity
- ◆ Alcohol and drug abuse

NUTRITIONAL PROGRAM CORE.1080.104

The cadet will identify the key elements of nutrition to assist with weight management.

- ◆ Key objectives of a nutritional program
 - Identify the necessary nutrients to sustain healthy body functioning and to provide fuel for body movement
 - Minimizing the negative effects of some foods on the risk of disease
 - Balancing calories for proper weight control (calories in-calories out)
- ◆ Essential nutrients a diet must contain; water, minerals, vitamins, protein, fats, carbohydrates
- ◆ Guidelines of a prudent diet
 - Eat a variety of foods
 - Increase consumption of complex carbohydrates and fiber
 - Decrease consumption of saturated and trans fats, cholesterol, sodium, and simple sugars
 - Take in only enough calories to maintain ideal body weight (calories in-calories out)
 - Avoid the following: nicotine, alcohol (if used, use in moderation), and caffeine (if used, use in moderation)

HEALTHY LIFESTYLES

PHYSICAL FITNESS

CORE.1080

SUBSTANCE ABUSE CORE.1080.105

The cadet will understand the effects of abusing the following substances and how they can affect their law enforcement career.

- ◆ Illegal drugs – Proven to be highly addictive and destructive to health and well being. The use of such drugs will have an adverse impact on a cadet's professional and private life
- ◆ Prescription drugs – These drugs generally have a higher rate of abuse
 - May be considered more socially acceptable
 - Prescribed by a doctor
 - Readily available
- ◆ Over the counter drugs – Easily accessible and are generally believed to be safe
- ◆ Tobacco – Highly addictive and has proven health risks
- ◆ Alcohol – The Law Enforcement Wellness Association reports that 25 % of police officers nationwide are addicted to alcohol. *Dying from the Job: The Mortality Risk for Police Officers, J. Violanti*. The following list of unacceptable behavior may be influenced by alcohol abuse:
 - Absenteeism
 - Complaints/misconduct
 - Traffic accidents/DUI
 - Off-duty misconduct
 - Domestic violence
- ◆ Alcohol links to suicide - Suicide is linked to alcohol intoxication across a diverse range of officer groups. This is according to data from 17 states reported in the Centers for Disease Control and Prevention's (CDC's) *Morbidity and Mortality Weekly Report (MMWR) June 17, 2009*
- ◆ Steroids – high psychological dependence; people who use steroids may believe they provide a physical or psychological advantage while performing their jobs

RECOGNIZING ADDICTION CORE.1080.106

Cadets will identify some common forms of addictions such as:

- ◆ Drugs
- ◆ Alcohol
- ◆ Tobacco

UTAH PEACE OFFICER STANDARDS AND TRAINING

HEALTHY LIFESTYLES

PHYSICAL FITNESS

CORE.1080

- ◆ Gambling
- ◆ Internet addiction

The cadet will recognize some common physical, behavioral, and psychological warning signs of addiction to include:

Physical:

- ◆ Changes in appetite and sudden weight loss or gain
- ◆ Deterioration of physical appearance and grooming habits

Behavioral:

- ◆ Neglecting responsibilities/ drop in work performance
- ◆ Unexplained need for money or financial problems
- ◆ Engaging in secretive or suspicious behaviors
- ◆ Taking unnecessary risks

Psychological:

- ◆ Unexplained change in mood and personality
- ◆ Sudden mood swings, irritability, or angry outbursts
- ◆ Lack of motivation; lethargic appearance

TREATMENT AND ASSISTANCE PROGRAMS CORE.1080.107

- ◆ Many law enforcement agencies offer employee assistance programs which include the following:
 - Employee Assistance Programs (EAP)
 - Life counseling assistance
 - Professional psychiatric counseling
 - Addiction counseling
 - Other treatment and assistance programs outside of an officer's agency may include:
 - Numerous programs designed to treat addictions
 - Private professional services
 - Government/community sponsored
 - Religious sponsored

HEALTHY LIFESTYLES

PHYSICAL FITNESS

CORE.1080

ASSESSMENTS

- ❖ The concepts presented in this course will be assessed through weekly and certification exams.

PREREQUISITES

- ❖ None

DRAFT