

## **WLEA Advisory Board Meeting**

22 April 2024

### Attendees:

Chuck Bayne, Wyoming Law Enforcement Academy  
Jesse Curtis, Wyoming Law Enforcement Academy  
Warren Steele, Wyoming Law Enforcement Academy  
Allison Brooks, Wyoming Law Enforcement Academy  
Megan Doneski, Wyoming Law Enforcement Academy  
Chris Walsh, Wyoming Peace Officer Standards & Training  
Craig Smith, Wyoming Game and Fish Department  
Mark Francisco, Cheyenne Police Department  
Ronnie Jones, Division of Criminal Investigation  
Scott Matheny, Campbell County Sheriff's Office  
Shaina Smith, Smith Psychological Services  
Levi Dominguez, Sheridan County Sheriff's Office  
Michelle Weber, Jackson Police Department  
Megan Pope, Attorney General's Office  
Keith McPheeters, Casper Police Department (*observing*)  
Jeremy Tremel, Casper Police Department (*observing*)

### *Meeting called to order*

Review minutes from the October 2023 Advisory Board Workshop

- Vote to approve the minutes as written:
  - Motion: Mark Francisco
  - Second: Ronnie Jones
  - Vote: all aye, none opposed

2023 Yearly Report

- New Communications Basic curriculum was implemented
- Detention Officer Job Task Analysis was completed
- Kansas Law Enforcement Training Center and Georgia Public Safety Training Center came to Douglas to review WLEA's methodologies for their own education

WLEA Strategic Plan (through 2025)

- The updated version of this document, reflecting current progress, is available in the provided member packet

## Cultural Awareness

- MILO systems (which WLEA currently uses for Use of Force training) also makes counter-bias training modules
- WLEA is open to suggestions on additional resources to cover this topic

## Firearms Qualification Update

- There has been an increase nationwide in violent police encounters
- The WLEA Firearms Qualification was established in 2006
- In November 2023, the firearms cadre held a conference with certified instructors from across the state
  - Current program was discussed, as well as what updates are needed
- 7 certified firearms instructors formed a committee to make the updates
- It was determined that the firearms qualification needs to be “more practical”
  - The distance between officer and suspect in officer involved shootings has increased
- The qualification would still use the same number of rounds
  - No additional cost to agencies for ammo
- WLEA is currently in the process of collecting data on how students are performing on the new qualification
  - The established qualification is still shot for grading purposes
  - Afterwards, the new qualification is shot simply for data collection purposes
  - Data will be collected through 2024
  - If the data looks good, the updated qualification will be presented for approval
- Chris Walsh: In order to get data about realistic shootings, can we get a new Use of Force survey?
  - Historically, WLEA has seen a lack of participation in UOF surveys
  - Chuck Bayne: Would administrators be on board with resurrecting the survey?
  - Keith McPheeters: Yes, we could provide data
  - Scott Matheny: Yes, we could provide data
  - Ronnie Jones: If a checklist was provided of required information, DCI could fill that out with each report, and provide the data to WLEA

## Tactical Fitness

- The Cooper Institute fitness instructor training has changed
- WLEA now has an instructor certified in Tactical Fitness through the National Strength and Conditioning Association
- Rather than students completing PT sessions on their own time, WLEA is moving to more instructor-led sessions
- Some of these updates have already been implemented in both POB and DOB
- This **will not** change the Initial PT Assessment standards, which are based on the Cooper Standards

### Memorial Duties (*team activity for Basic students*)

- The Memorial Duties include raising & lowering the flag and keeping the Memorial itself clear of any debris
- Students are asking if this is mandatory - can they get overtime?
- Michelle Weber: Flag duty should be mandatory
- Levi Dominguez: Agrees that there is an increase in the workforce wanting overtime for 2 minutes
- These duties are currently not part of the “curriculum time”, and therefore not required by POST to meet the 100% attendance stipulation
- Chris Walsh: That time would qualify as “professional development” and could be made into curriculum time
- Overall, Board members agree it is a cultural issue and they want their students to participate
- The recommendation from the Board is to make these duties mandatory
  - Motion: Scott Matheny
  - Second: Levi Dominguez
  - Vote: All aye, none opposed
- WLEA will tell students going forward that this is mandatory

### Peace Officer Job Task Analysis

- 451 officers and supervisors were invited to participate
- 278 responded
- This is a 61% response rate
  - Lower than the Detention response rate, which was in the 90s
- 25 objectives were determined to be added to Peace Officer Basic
- 30 objectives listed on the survey were related to medical aid/first response
  - The responses say that those items should be taught at the academy
  - The Detention Training Advisory Board did elect to have CPR/First Aid added to Detention Officer Basic
- Levi Dominguez: It should be on the agency to provide CPR/First Aid training.
- Keith McPheeters: Meaningful first aid training is extremely important for officers, as they are almost always first on scene. Too many people only know how to apply a tourniquet.
- Chris Walsh: Many small departments across the state have limited training budgets. Challenge officers (*note: those who qualify for Mini-Basic or Criminal Law & Procedures*) must provide proof of CPR training, and POST has seen that this is a hurdle for many agencies.
- Levi Dominguez: It is important to have continuous training, which means it falls to the department anyways after the first time.
- Adding CPR/First Aid would add time to POB, since no topics need to be cut (per the JTA)
- WLEA will put further information together regarding possible curriculum changes for the October meeting

## Advanced Training

- Both campus course and facility usage numbers are up from last year
- Upcoming classes: Interview & Interrogation, Red Dot Instructor (must already be a WLEA certified firearms instructor), Human Trafficking Awareness
- We know people are interested in another Court Security class
  - US Marshals are unable to put the course on this year, but WLEA will try to get it again in 2025

## Training Outcomes

- Craig Smith: The students spend a lot of time doing online learning vs in-person training. How are we determining the outcomes?
- Jesse Curtis: We are seeing the difference in the retention of material on the final cumulative exam
- WLEA has also noticed a tangible difference with many of the lectures being converted to online learning
  - Guest instructors are not as sustainable, due to scheduling issues
  - You can end up with a different person teaching the class each time
  - Online learning is consistent - students are getting the same information every time
- The online assignments require active learning, instead of passive learning sitting in a lecture hall listening to one person talk
- Online assignments on a given topic require less curriculum time than a lecture
  - As a result, that spare time can be used for practicals
- The number of questions the students have to answer increased significantly from pre-online to post-online
- Student performance has increased across the board
- The full report on Training Outcomes is available in the provided member packet

## Fee Increases

- Increases will take effect on 1 July 2024
- Each meal will now cost \$3.75
- Ammo costs will increase once WLEA's current supply is used up
- Communications Basic will increase to \$790 per student

## Facility report

- The full facility report is available in the provided member packet
- WLEA is planning dormitory renovations for the end of 2024
  - This will limit housing for a time
- State Legislature declined WLEA's request for funds to update the firearms ranges
- The current HVAC system will need to be fully replaced if any more parts fail

## Membership

- Scott Matheny
  - Agrees to renew his position on the Board
  - New term will expire in April 2026
- Mark Francisco
  - Agrees to renew his position on the Board
  - New term will expire in April 2026

## *Meeting adjourned*

- Motion: Scott Matheny
- Second: Michelle Weber