

Comments from Slide 12

	Please briefly detail your law enforcement experience and what additional training you think officers need to safely and effectively perform their duties:
8/29/2020	
	I've been in Law enforcement for 28 years and working knowledge in every level of law enforcement. With good training comes good officers. To often we as supervisors look at the bottom line and do not push training for our officers> I believe training is the most important part of my job. Making sure my employees are trained to the best of their and my ability. All agencies that I have worked for in Law enforcement have stressed defusing situations not make them worse. if you work good with the community you will have a strong department with strong trust in that area.
	vfed
	almost 50 years. all levels. most important would be mandatory cit. Officers also need to understand their reactions to stress and have methods to cope with same. I would increase academy requirements for courses in report writing, investigations, community relations above the number of hours spent on technical studies. Our recruits can drive, shoot guns and fight but do not have good people skills, language skills are lacking, and there investigation skills are not adequate. further, the skill level produced by each academy appears to be very different. Different or better testing is likely in order to improve the overall product that is licensed by the state.
	23 years; 20 in Mo. I am unaware of what other agencies require beyond the standards.
	22 years from patrol, swat, community services. Officers aren't problem. Society has lost respect for others. Command staffs are issues. Self serving
	I have been a law enforcement officer for 22 years and have been in a supervisory role for about 16 years. I believe that our department does an outstanding job at continual training and reassessment of current training practices to ensure we are adaptable to new techniques.
	Extensive career in law enforcement, 22 years. Priority training that is up to date on the current laws and "best practices". Mock trial training is so beneficial to help an officer understand how important details are in a trial settling
	I have been a law enforcement officer in Missouri for thirty-nine years with two agencies. I have been with my current agency for more than thirty-six years and the police chief since 2007. I believe officers need access to more training covering topics such as implicit bias, ethical decision-making, self-defense tactics (both physical and the use of verbal de-escalation tactics), and the essence of being a public servant. Officers have access to a variety of training to enhance skills, but I believe emphasizing the concepts of public service and how law enforcement officers can enhance safety and security of citizens through and understanding of social issues impacting their community would be helpful. Also, I believe there should be more training focused on line supervisors, command officers, and chiefs that focus on their responsibilities in holding officers accountable for their actions and for conducting thorough background investigations on police officer candidates.
	10+ years law enforcement experience, to include six years as a patrol supervisor. Easier access to training classes with practical application would be helpful. Having to maintain 20 CEU's a year is proving to be challenging, especially with the fact that it is our responsibility to find and pay for these courses. Quite simply, many departments do not pay enough for us to be able to afford good, quality training and instead have to settle on low cost, computer training which is quickly forgotten.
	I am a veteran officer (26 years). I feel we can always be reminded of training in the area of critical thinking.

	Please briefly detail your law enforcement experience and what additional training you think officers need to safely and effectively perform their duties:
	15 years experience, 8 as a detective. Training is always beneficial; however, as unpopular as the opinion may be I believe that defensive tactics, ground fighting, grappling, and general use of force techniques/tactics could use much more focus. the proper and reasonable use of force is an unfortunate reality of law enforcement. Frequent and repeated training in these areas will build the confidence of younger officers, especially in the current environment where they are fearful to take action, lessen injury to both officers and suspects, and potentially prevent the escalation of force in certain scenarios.
	24 years of law enforcement experience working in smaller agencies of generally in municipalities of a population of 30,000 or less to state agencies conducting criminal investigations throughout the state. Additional training regarding mental health issues and wrap around services, current policing trends, police liability, de-escalation, and leadership training.
	Over all training for Police Officers in Missouri is good. It seems when an incident occurs in the US, the Police Officer is the first person to be accused of doing something wrong and the same old narrative Police have poor training. I think the citizens of Missouri need some education on what the law is and stop blaming Police for their mistakes.
	de-escalation, scenario based firearms training (more than simple target shooting), Basic first aid, psychology of communication (what are the basic types of moods - anger, happy, confused, sad and what type of response works best to deal with these moods).
	Hands on active shooter scenarios and ambush scenarios
	Mandated defensive tactics programs and mandated CIT programs for every officer.
	De-escalation tactics, communication training such as interview and interrogation.
	44 years of police experience.....mostly in supervisory position. More training in handling large gatherings and the proper use of force and de-escalation in such instance.
	Not answering
	FATS simulators are a nice tool for training scenarios, but they inherently create the mindset that a firearm is needed in the scenario. As training time on these devices is limited, various scenarios to practice in completely constrained situations would enhance deescalation and also see how officers handle the situations
	30+ years in law enforcement including patrol, special ops., Community Policing, Public Relations & Grant Writing, SERT, and undercover narcotics task force. Promoted through ranks to Chief of Police and assignments included time as a police academy director. Greater emphasis should be placed on critical skills such as tactical communications, dealing with EDPs, use of force judgment training, defensive tactics, and community policing strategies. Quit wasting time and money on unproven strategies such as implied bias training. There is NO universal consensus on whether this actually exists, as the very nature of the alleged phenomenon is based on the unconscious aspect of the human mind. The factual training approach for this at best would be to present it for awareness (conscious mind) so that conscious acts of illegal discrimination can be avoided.

	Please briefly detail your law enforcement experience and what additional training you think officers need to safely and effectively perform their duties:								
	<p>I have 20+ years in law enforcement and have been a trainer/educator in law enforcement since 2003, including fulfilling a role as director of training in one organization. I have trained and continue to train officers in basic training academies, inservice trainings, and as an approved provider and I am constantly amazed at how many officers I train are typically deficient in their knowledge of critical topic categories... An example of these observations... I have trained officers for many years in many topics, but use of force and police skill tactics is my expertise. One training environment I assist with is a "finishing" school for officers that have recently completed basic academy training and are now being squared away for their FTO phases. My student officers come from many State academies. When I ask them basic questions like, "What is the landmark case Graham v Conner about?" They consistently cannot answer. I ask, "What are the elements of a domestic assault?" Crickets! I effectively find myself retraining basic academy "graduates". Not good... The bottom line is, without standards of "proficiency" in critical core categories, officers are effectively faking it until they make it early in their careers. This is not to say that there are not outstanding cops in this state, but they didn't necessarily get that way based on the training standards of the State. Those that flourish are typically motivated by personal needs or have outstanding leadership structures they work for, but these types of situations are perceivably on a fewer and farther between side of the bell curve. Most law enforcement organizations do not have the funding to establish effective leadership much less to establish standards on who they hire. The larger organizations often have better training platforms and resources, but often the classes are a "check the box" scenario rather than courses with strict proficiency Standards. I've brought up just a few of many deep rooted issues. If POST truly wants to create a realistic and lasting change in training, some very serious flaws are going to have to get unraveled. If I was going to start somewhere I would "make certain" that basic academies are not being run like puppy mills and, instead, being run with strict proficiency standards that will illicit higher fail rates. It should not be "easy" to become a law enforcement officer.</p>								
	More assistance with officer mental wellbeing.								
	Patrol Officer, Field Training Officer, and currently the Crime Prevention Officer for my department. I think officers need additional training in resource availability for treating mental health consumers and especially the finding shelter for the homeless.								
	I have been doing this for almost 14 years now. I love taking training in person over online based training. I work a small department and we have a very small training budget. Most of our training comes from online based training. I am okay with having to take more training but I would like to see it be quality based training not quantity based.								
	I think we need to spend less time worrying about what people think and more time actually enforcing the laws.								
	<p>I have been employed in various roles in Law Enforcement</p> <table border="0"> <tr> <td>2 yrs 76-77</td> <td>Patrolman, Detective, Det Sgt, Det Lt. 20 yrs service</td> </tr> <tr> <td></td> <td>81-Dec 83.</td> </tr> <tr> <td></td> <td>, 1 yr 6 months</td> </tr> <tr> <td>01-01-73-03-01-76, Captain Dec 13-77 -August 15 79, Captain 1-1-2017 ?</td> <td>0-1-2001/12-31-2016</td> </tr> </table> <p>Today's Law Enforcement Officer gets lots of technical training but seems to lack training on how to talk to people You run from one call to another and do not spend enough time listening to the average citizen..</p>	2 yrs 76-77	Patrolman, Detective, Det Sgt, Det Lt. 20 yrs service		81-Dec 83.		, 1 yr 6 months	01-01-73-03-01-76, Captain Dec 13-77 -August 15 79, Captain 1-1-2017 ?	0-1-2001/12-31-2016
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	I have 6 years of law enforcement experience and all 6 of those years the local academy I train at offers the same classes. So in order to meet my POST hour requirement I take the same classes from the same instructors that taught me in the academy and I do not learn anything new. The number one problem in Law Enforcement is lack of quality training.								

	Please briefly detail your law enforcement experience and what additional training you think officers need to safely and effectively perform their duties:
	15 year LEO. Needs: >Digital and information Literacy. >Attributes and Competency Form of Measurement, i.e. Leadership Model >Appropriate Developmental Counseling Format. >Appropriate Evaluation Format. >Professional Development Model. Example:
	14 Years 1 year supervisor Outside of already required POST training, need training in force protection, rioting, protesting, civil disturbances and peaceful protests. We have been called for service and have responded with no training or experience in this area of law enforcement.
	My experience is diverse with military, corrections, high level security and body guard duties. I would like for us to reinforce the need for community policing and dealing with children with special needs. Two areas that are in the fore front of review in areas across the united states. I would also like to see additional training in just approaching and talking to people not at them, this is a skill that is very important.
	I believe the current trainings are efficient.
	10 years of experience. Currently assigned to the SRO unit. CIT trained Racial Profile Instructor. Commissioner Officers should be CIT certified. Mandatory De-escalation training bi-annually.
	I have been a Law Enforcement Officer for 34 years, working for various departments with a wide variety of duties. I believe some areas of Law Enforcement in the State of Missouri are funded disproportionately, with some Officers receiving the training and equipment needed to do the job, and others tasked with the job of also providing their own equipment and training. I believe all agencies working within Missouri be funded appropriately so that Officers can receive training, equipment and services necessary to do their job. I would like to see more standardized training at a State level, where all Officers are receiving at least some of the same quality training.
	25 years.
	fifteen year law enforcement officer, currently assigned to investigations. Court room testimony,
	Have been serving as a deputy then police officer since 1994 all in jurisdictions with under 25k residents. Officers need additional physical skills training such as arrest and control training and integrated use of force training(force on force) The current CIT program also needs expanded and include better legal training on when a person can be seized for non criminal cause. Officers would also benefit from more after action report training.
	n/a
	Have been in Law Enforcement since 1984 and have been a Police Trainer/Administrator since 1988. I believe that an emphasis should be placed on Verbal Judo and Ethics. I also believe that Officers should have to attend a First Aid/CPR/PPE class every 2 years.
	Black History and more specifically the history of police brutalities police against black people.

	Please briefly detail your law enforcement experience and what additional training you think officers need to safely and effectively perform their duties:
	<p>Nearly 29 years of full-time law enforcement experience. Began as a probationary officer and advanced up the ranks to the that of the Chief of Police which I held held for over 14 years. Our department has between 38 to 40 officers depending on the budget year along with 15 civilian positions. More in-depth training regarding use of force situations. Emphasis needs to be put on developing deescalation skills, situational awareness and tactical positioning. At our department we utilize hands-on scenario training with the use of Simunition weapons and rounds. Officers are put through a wide range of scenario from domestics, traffic stops to hand even mentally ill subjects. Officer are critiqued and offered verbal and practical instruction on how better to handle situations they encounter emphasizing deescalation, situational awareness and tactical positioning. Its more about training their minds than the physicality of it. It is our belief that this form of training can greatly reduce the quantity of use of force incidents, the level of force use and frequency to which higher levels of force are used. It also reduces the liability facing the agency and it lethal force is utilized the agency will be able to demonstrate the efforts put forth to minimize the use of force and in particular deadly force.</p>
	20 Years law enforcement. Patrol, Detective, Front line Supervisor, Command Staff. There needs to be more Defensive tactics training, more physical fitness training and standards. More 4th Amendment training.
	I just started my 23 year of service. I have worked at the city and State level. I am currently a School Resource Officer starting my 7 year with my school.
	-Investigator, in civilian law enforcement for 7 years, military police for 6 years prior. -I do not believe additional mandatory training is required.
	I have 32 years experience. I believe that CIT, de-escalation training and officer safety should be emphasized.
	20+ years
	5 years. FTO. Traffic Officer, Narcotics Officer
	38 years in Law Enforcement and 19 years as Chief of Police More training in Civil Unrest.
	<p>40+ years of service. I believe critical stress debriefings are to far and inbetween in most law enforcement agencies. We leave the tramatic vehicluar accident or other tramatic scene to the immediately respond to the next call, significant or not throughout our shift then do it again. If our training really cared about our officers they would incorporate mandatory one on one counseling each month to help the office and identify potential problem officers to help with job stress and well-being..</p>
	<p>I have 15 Years as a patrol officer with a major Dept. I believe that Officers need more training in the area of properly applying knowledge learned in a classroom/training environment. I believe that the major disconnect is between ideal condition training, laws intended to guide/restrict officers, and the practical real-world broken society we live in. More reality training, better FTO programs, and better proactive leadership at police departments will help. Command staff who has not worked the streets in 20+ years and politicians who have never been on the streets are deciding the fate of officers who have to make split-second life or death decisions. We are given less and less of the benefit of the doubt. This causes stress and second-guessing. Officers then make more mistakes worrying about their careers and the ability to feed their families instead of focusing on the problems at hand. This gets officers killed or causes them to make mistakes they normally would not make. More training is needed for officers wishing to transition out of law enforcement as well. Just like the military, it can be a frightening prospect of leaving a career you have known for 10, 15, 20 years to start all over again and lost knowledge of the civilian employment world.</p>
	Over 25 years as officer. More scenario based classes, shoot/no shoot scenarios

	Please briefly detail your law enforcement experience and what additional training you think officers need to safely and effectively perform their duties:
	I have been in law enforcement for the past decade and feel that the smaller agencies should receive more in person training. Although, most officers/deputies that I have worked with understand their role and responsibilities.
	I worked for a small town agency for one year then moved to my current department which I have served for the last 6 years. I believe that MUCH more defensive tactics training such as Jiu Jitsu would be beneficial in reducing excessive force complaints, ultimately saving lives of officers and offenders. I also believe that more training in searches/seizures and crisis intervention would be beneficial.
	Attended multiple inserts and online trainings fulfilling all post requirements.
	Field Training Officer Narcotics Detective Trained on Pistol, rifle and shotgun combat life saving training counter ambush training highway interdiction trained All officers need combat life saver training. All officers need extensive active shooter training all officers need training that pertains to day to day interactions with people
	I have some 30 years of law enforcement experience, mostly as a road officer/deputy and supervisor. I have been an investigator for the last 3 years. The overwhelming need for LE training is in the area of physical fitness. For as long as I have been an officer, fitness is usually left up to the individual as optional and I believe the evidence of recent times has shown this is unacceptable. Not only because officers must resort to more lethal or injurious means to protect themselves or effect an arrest, but because of the poor perception by the public of its protectors as soft, lazy and therefore unprofessional. I think an across the line level of fitness can be established without demanding the officer be an athlete or have an elite level of fitness.
	I have been a LEO for over 8 years and I have been in investigations for 4. I believe there needs to be better scrutiny of applicants, at the academy and hiring levels, in order to weed out the people who are coming into the career with ill intentions or with prejudiced beliefs. I also believe the initial training needs to be more thorough and longer. When I came out of the academy, I felt unprepared. Being a LEO is a very important job with a lot of responsibility; the officer has to be concerned with the safety and rights of the officer, their coworkers, and the public. I had to go to school for a bachelor's degree for four years for a profession with not even half of the responsibility; yet I was only in the LEO academy for 12 weeks. I feel the training needs to be longer and more thorough, including internships; not necessarily 4 years, nor living on campus away from your family like the MSHP, but more than 12 weeks.
	De-escalation, use of force options, etc.
	I have 30 years of experience, 8 patrol, 10 investigation, 12 administration at the position of assistant chief. Perhaps more training on effective ways to deal with unlawful protest or protest locations.
	31 years as a police officer and supervisor. Training which emphasizes alternatives to adversarial encounters
	26 years LEO experience, mostly in a command level position. Maintained CALEA accreditation for several years for our department. Master firearms instructor. etc. More initial POST training for new recruits in the academy on community relations, involvement with the community and less on everyone is out to hurt or kill the officer. Definitely teach officer safety and the fundamentals of police work and the dangers it can pose to the officers, but not every scenario or the main theme in training should be that the outcome is a violent one.
	Three years on a small department and three on a sheriff office as a patrolman. I am a college graduate and a POST approved specialist in several topics.

Comments from Slide 12

	Please briefly detail your law enforcement experience and what additional training you think officers need to safely and effectively perform their duties:
	13 years as road deputy sheriff, retired from county and work part time for two municipalities within the county. All officers should be required to have FUNCTIONING body and car video systems. I am also a certified law enforcement training officer.
	Most officers are dealing with CIT type calls and mental health. We really need to team together with the local health care networks and have a better relationship with them. I brought a subject to the hospital for CIT and I was met with rude nurses who did not want to deal with this. This happens all the time and these subjects in crisis are released right away. All officers need some CIT training and I think medical staff needs some better understanding of why we are brining subjects to them.
	I have been a law enforcement officer for over twenty years. I believe that we have reached the proper level of continuing training for officers to perform their duties on a professional level. The current climate may require an increase in initial training at the academy level to ensure new officers are prepared to face the adverse conditions they may be placed in during the course of their careers.
	Started full time LE in 1983. Have been patrolman, detective, Detective Bureau Commander, Retired as a Lieutenant in 2005 but after short time got back in LE as an Investigator with a Prosecutors Office (commissioned as Deputy Sheriff) currently. I feel the current standards of Missouri POST are effective.
	Officer since 1997. Trainer for most of that. Officers, particularly entry level ones need more training on how to talk to people. Many have forgotten the value of talking someone into handcuffs.
	20 years in law enforcement with the past seven as a Chief of Police. Without a doubt the greatest opportunity for improvement is practical defensive/control tactics including ground avoidance/ground escape. Body cameras and in-car cameras are vital to documenting uses of force to the best of our ability. Until prosecutor and judicial reform take place where criminals are held accountable, the effectiveness of any training will be minimal.
	I have over three decades of progressively responsible experience in law enforcement, the last 29 of which have been with the Department. I currently serve as the Director of I believe officers need to receive CLEE training in several key areas - effective communication, de-escalation and defensive tactics.
	I'm currently the Training Coordinator for the Missouri Police Department and constantly evaluate the department training needs making those changes on an annual basis.
	Mental health training
	23 years as a law enforcement officer and 13 years as a supervisor. Tactical communication is critical as it is the foundation for de-escalation, decreasing use of force, and complaints on officers.
	I have been in law enforcement for 2 1/2 years Training needs to focus on practical applications that the officer encounters daily. Training such as building clearing, traffic stops, DWI procedure, assault investigations, etc.

	Please briefly detail your law enforcement experience and what additional training you think officers need to safely and effectively perform their duties:
	<p>11 years of service. I started at an agency in SW Missouri and currently am working at an agency in Central Missouri. I have been assigned to patrol, SWAT, traffic, community policing and internal affairs. Effective communication with individuals from all walks of life is something that I see LEO's need more of. With the younger generation becoming officers, it is my opinion that they have difficulties communicating with people one on one due to lack of in person communication skills. Up-to-date case law reviews. With the ever changing case law and confusion of when we can apply certain decisions from case law across the country, it could be helpful for officers to know current decisions in a timely manner. This could be something developed by a state level agency and shared via a web portal or reoccurring online meetings. More robust de-escalation tactics and techniques being taught at the academy stage. Similar to a CIT program. We as LE agencies must adapt to the needs and wants of our communities and start phasing out older thought processes of dealing with members of our communities.</p>
	<p>20+ years of Law Enforcement from rural population counties to large metro population areas. I have worked in Narcotics/Meth and Evidence gathering/photography. I began to work with the administrative side as a supervisor in 2005. I have been through several Supervisor/Administrative courses. Firearms courses and Department instructor in Handgun/Shotgun/Patrol Rifle (AR-15) and Taser Instructor. I currently hold the Position of Administrative Assistance to the Assistance Chief and Chief of Police at the rank of Captain. I have been a Command supervisor since early 2018. I believe Officers need a more diverse training in Communication skills, Mental Awareness, and Diversity. With the diverse population, and the position Police are in for today's world, the Officer must have excellent communications skills. I believe the Officer must speak TO individuals and NOT AT the individual.</p>
	Officer mental health due to challenging times we are working in and demands on law enforcement officers.
	<p>Thirty five years experience with my agency and the last 10 as Chief of Police. FBI National Academy graduate, former President and board member of the , member of LEEDA, IACP, and a host of other professional associations. Consistently over the last number of years, law enforcement officers have been asked to perform functions that are more social service than law enforcement. Numerous training hours now are spent on these issues both for entrant officers in the Police Academy and as on-going training. Deciding who you want your Police to be needs to be discussed before training is decided, but unfortunately due to many reasons that will vary by community. A good understanding of the basics should be key to ongoing training requirements. Defensive tactics, communications skills, firearms proficiency are paramount. To that end, I believe the current POST requirements have been refined and do a good job meeting these goals.</p>
	Law Enforcement for 5 years, 7 months, POST certified for 10 months, being fairly new to being POST certified I am still in the learning process of all duties, regulations, etc... and would welcome any training.
	I have worked as a law enforcement officer since 2005 off and on. I would say we need better mental health training and more resources to help with these individuals. And a better understanding of the laws we enforce.
	I have approximately 23 years law enforcement experience. I think more emphasis should be applied to teaching officers how to handle high stress situations. How to handle situations where people are trying to initiate a response from the officer, such as individuals displaying an aggressive verbal assault on the officer, but not taking it to the level that would require action. Teaching officers how to work well with other agencies. How to work well within their own department.

	Please briefly detail your law enforcement experience and what additional training you think officers need to safely and effectively perform their duties:
	I have been a Deputy Sheriff since July 2011, I am an active shooter and EVOC instructor. I think that law enforcement needs more practical training on situations that we deal with on a daily basis. For example mandatory driving training. This is the one thing that almost every officer in the state does on a daily basis and yet most officers never get more training than what was required at a basic academy.
	27 years in LE, detective since 2002. I think officers need more training in general communication skills so they can talk to people.
	30 years of law enforcement. Realistic force on force training. Simmunition or other reality based training.
	26 years as officer for a Municipal Agency as Patrol, COP, Investigations and DARE. 10 years currently as Deputy for a county as DARE / Community Resources / Civil We currently receive more than requirements for POST.
	None
	I am a 15 year law enforcement veteran. Law enforcement officers need more training in race, gender, and ethnic awareness. We are far behind the rest of nation when it comes to these matters. We greatly need training in mental health awareness and it should be mandatory training for all officers in the State of Missouri.
	I have been in law enforcement for over 20 years. I think there should be a requirement during a 3 year licensing cycle an officer have an hour of reporting or speaking up if they see something unethical or illegal. I do not think the requirement should be yearly, because it would put too much of a burden on a department or officer. There are not enough classes out there to make this class interesting. The officers would be hearing the same information every year.
	I am in my 36th year in law enforcement. One of the more promising programs I have seen is Fair and Impartial Policing. This training deals with bias as well as decision making. Any training that can include citizens side by side with officers, for example CIT. Always the big challenges include funding, and ability to take personnel off the street to train.
	Community policing is not taught or stressed enough in academy classes. I believe this needs to be added to the curriculum. During interview process for employment, many don't have an understanding of what community policing is. De-escalation needs to be stressed more.
	3 years sheriff's office. Need more psych patient training.
	I am a twenty one year retired veteran of the police department, I worked briefly with department, I currently working as a bailiff for . I think training is key, of course defensive tactics. But learning how to treat people with respect, until they threaten your safety. I think what being in law enforcement for twenty six years has taught me , try to treat everyone with respect first, co workers and of course offenders and possible offenders. Unfortunately maybe for some it might take at least ten years of experience to achieve.
	3 years working as detective. Civil unrest training much needed.
	I have been a Reserve Deputy for 10 years. I think training is sufficient, except I would like more training in empty hand control/self defense.
	I have 19 years law enforcement experience with my agency. Currently assigned to our training division and in charge of maintaining POST records for our officers as well as updating POST with officer hiring/separations.
	32 years in law enforcement. Some time needs to be allowed for "local training" as far as local agency/environment specific issues.
	Conflict management training.

	Please briefly detail your law enforcement experience and what additional training you think officers need to safely and effectively perform their duties:
	I have worked in law enforcement for 25 years and attended mandated training as well as professional development training. Additional training: 4th Amendment Understanding of Search and Seizure Verbal Judo. Ability to speak with confidence and knowledge to de-escalate situations Departments need to have a robust Field Training program Situation Awareness
	I have worked in law enforcement for approximately 3 years and am currently assigned to the jail division at my agency. I am a POST certified Deputy. I believe our officers could specifically benefit from more crisis intervention training.
	25+ years, in patrol and in several specialized units. To remain effective and current, officers need regular case law updates, to keep pace with statute changes and relevant new court opinions. For safety, officers need more range time, with more dynamic drills to maintain and advance proficiency.
	2 years as a patrol officer in mo. 2 year patrol officer at , 1 year Detective, 14 years as a patrol Sergeant at . Active Shooter Instructor and Accident Re-constructionist. 1 hour a week of Defensive Tactics training instead of 4 hours every 2 years.
	37 years experience. Investigative, Specialized Units Hostage Negotiator and Patrol experience
	x
	I work in the jail
	I believe more training needs to be offered in areas such as de escalation and mental health awareness. Leadership training should also be a focus, leadership is not just for the patrolmen, deputy or trooper, leadership starts at the lower ranks and is just as important as it is for the higher ranks.
	I have been in law enforcement for 20 years. I have worked in dispatch, road patrol, extraditions, court security, jailer, and detective. I think that officers need to be kept up to date with the latest trends that are ever-changing, so that we can do our jobs to the best of our ability. If there are lawsuits going on, over a particular technique and/or tool we use, on the west coast, then, it might be in our best interest to not do that or use that until the majority agrees. I've seen too many instances where an officer from one department does something and then another from a completely different agency does same thing and gets sued. The standards need to be set across the board, not changed due to state lines and or interpretation.
	MORE TRAINING TO UNDERSTAND RACE/EQUALITY. ADDITIONAL TRAINING FOR OFFICER AWARENESS AND SAFETY.
	I have 5 years with POST and have had many chances to gain additional training. I think the training that law enforcement doesn't get enough of is any training that helps with the officers personal mental health.
	5 years as a reserve deputy in a Missouri County. 23 years as a patrol officer, detective and first line supervisor, 2 years as police chief. Officers in small police departments are severely lacking in defensive tactics training which leads to reliance on less lethal weapons.
	I began my career in the police force in 1995. I have served in the following assignments: Investigations, patrol, jail, SWAT, Honor Guard, C.E.R.T., and the Police Academy. I believe that the training that is already in play is efficient and appropriate. The police force that I know and love is dedicated to serving the public safely and effectively.

	Please briefly detail your law enforcement experience and what additional training you think officers need to safely and effectively perform their duties:
	32+ years law enforcement. Commander/CEO since 2005. FBINA Graduate, Several Major Command Schools. I believe that the current level of training offered in our County is more than sufficient to provide the appropriate level of training for officers to perform their duties. It is much more important that we educate the legislators and the public about the actual training we currently participate in and the level of professionalism that the overwhelming majority of departments and officers conduct themselves with. We have to take a positive approach at recapturing the narrative and not add additional training because that is the perception of what we need. This is absolutely imperative, we cannot train ourselves out of the current state of affairs.
	25 yrs experience No comment on training. This has a lot to do with POST refusing to budge on any consideration for COVID 19 training cancellations and how difficult it's going to be to get hours in before the end of the year! Why recommend?
	Over 20 total years with 5 different agencies, my current agency for over 15 years. I have been a patrol officer, first-line supervisor, detective unit supervisor, HNT team leader, CIT coordinator, Neighborhood Watch coordinator, fleet manager, property manager, evidence manager, hiring manager, and am currently the academy and training director for my agency and its regional training academy. I believe agencies need to focus training on policy, law, procedure, and the overall decision making process. As an LEO, it seems the areas we struggle in are the decision making arenas. LEOs are called on to make life-altering decisions almost constantly during their shift, albeit split-second, the LEO needs the tools to make the right decision. It seems like the smallest of decisions have the largest effect on the out future; but big decisions are more visible and need not be ignored. Core decision making instruction, ethics, human rights, constitutional law, state law, department policy and procedure area areas that would aid an LEO in this arena.
	28 years General License Instructor Firearms
	20 years federal law enforcement (Patrol, Traffic Accident Investigations, K-9, Supervisory roles), 1 year asset protection, 3 years as a Bailiff (Current Position)
	None
	I have 32 years of experience but still enjoy learning about new practices or laws.
	Law enforcement Officer for 15 years, (road patrol, k9 unit, first line supervisor, current command staff) More hands on defensive tactics training in techniques that work (example Jiu Jitsu,) also CIT training mandatory for all officers as it provides a good baseline for officers when dealing with mental illness, and drug and alcohol abuse.
	30 years law enforcement experience, retired patrol division commander, current reserve patrol officer and executive director of a police academy. Also 10 years experience as a graduate professor for an area university. Officers in our area are exceptionally trained compared to other parts of Missouri where budgets and resources are greatly limited. In fact, I would attest that officers in my area are among the best trained and educated police officers in the U.S.
	I have been in law enforcement for 9 years. I currently am the CIT training coordinator with I am the training coordinator for the Department and handling the training coordination in th police department. I believe we need to have training and funding for training in multiple ares of law enforcement. However one area I believe we should have more training in is the updates and changes to laws and supreme court rulings. Officers are usually the last to know if there is a change, unless we continuously monitor the changes. However, that does not provide an understanding of the changes. I also would like to see training in the areas required for POST, online training, LGBTQ and sexual trafficking. These areas have training, they are just seen in the bigger areas.

	Please briefly detail your law enforcement experience and what additional training you think officers need to safely and effectively perform their duties:
	27 years of experience. Every officer must complete hours in de-escalation techniques.
	I have worked in Patrol, on our downtown bike squad, assigned to KCI airport, and also investigations. I feel we are trained well and the only additional training I think might benefit everyone is to make everyone a CIT officer.
	I am a thirty year veteran having served as a Patrol Officer and Detective within my agency. These roles included Bicycle Patrol, Patrol, Motor Patrol, plain clothes, under cover and currently as a digital forensic examiner. In my experience over the years, I believe an emphasis on personal mental health is lacking. Many unrecognized personal stressors lead to less than acceptable performance. Although this concept may not be quantifiable at this time due to a lack of awareness or evaluation following an unacceptable event. Many times the solution to the problem is termination and more recently prosecution. Should a review of personnel files following a serious disciplinary action that lead to termination be completed. It may corroborate my belief that this is an area of training that is lacking within the State.
	Consistent training in verbal communication! Many newer officers grew up using social media, texting, etc as their primary means of communication. Learning to speak one on one with irate/upset/angry/grieving citizens on calls for service is a steep learning curve for many. Learning to say the right thing is an acquired skill.
	Currently the Chief of Police. At this point I believe additional training on current/new laws and statutes. Some officers still apply old law or techniques to current policing and it may not be the proper way of conducting themselves any longer. I think the officers need more training on stress also. With today's current events, I feel it is affecting law enforcement heavily, however some officers don't realize it.
	25 years experience, certified firearms instructor, trained sniper, CIT instructor, Taser instructor, SWAT team member, and police academy instructor (generalist and specialist). There needs to be a universal standard for physical fitness.
	Not at this time.
	Five years as a Trooper with the MSHP, 17 years with SLCPD, 4 as precinct officer, 8 as Detective and 5 as a Sergeant.
	None. We receive plenty of training each year.
	No comment
	25 years experience as an officer in various capacities. I have Instructed at the basic academy level for over 10 years and I have instructed CEU courses. Officers need more situational decision making training. They need more focused defensive tactics training.
	none
	As a supervisor that critiques calls for service I believe some formal trauma informed awareness and mental health training is lacking. Coming out of this pandemic calls for service involving mental health will be on the rise. With the current times people act in ways they may not have previously due to circumstances surrounding this pandemic, i.e. loss of job, loss of loved one, loss of fellowship. It can be very easy to escalate a person in a situation where they normally would not.
	Officer since 1986.

	Please briefly detail your law enforcement experience and what additional training you think officers need to safely and effectively perform their duties:
	Over 13 years of Patrol, 5 years supervisor experience. Certified in multiple different areas, currently and past, LVNR, Taser, DRE, FTO and Instructor to name a few. In my own experience, when trying to go hands on, I find there are too many different levels of knowledge and experience. For example, I proposed a training system for our department which would incorporate an individual with martial arts experience for a consistent approach to defensive tactics. I proposed two times a month, which would provide consistency and unified approaches to going hands on with individuals. Using someone with martial arts as their discipline would be more beneficial than sending an officer to a 5 day course, with no follow up and knowledge base extending past their 5 day instructor course. You are lucky to get two DT days in a year period of time. That is not how a lot of people learn, they learn through repetition, which a one or two day DT training does not provide. I think there is too little emphasis on defensive tactics and de-escalation. If you have two Officers who have been training together, the same tactics, I believe the outcome may be different in certain circumstances. As far as other training, personally, I don't think Officers get much from the online training. Often it does not pertain to what we deal with, but it is just one of those mandatory classes we have to do to stay up on our CEU's.
	10+ year officer and training seems to be repetitive
	I have 27 years experience working primarily in investigations at the local, county and state levels. I have worked as a line officer and supervisor. I believe officers could use more training in the areas of community policing and effectively communicating with the public, as well as proper ways to conduct law-enforcement actions that will preclude enforcement, thus gaining public trust.
	3 1/2 years as a patrol officer, 1 year in professional standards/ internal investigations. My first 2 years of experience were with a rural agency where I was type 2 certified on the dmt, trained in accident investigations, juvenile investigations and basic investigations. I worked most cases from start to finish as there was no "specialized unit" to take over my cases. My last 2 1/2 years have been with an urban county as well as including in the corrections setting. I have worked nearly every type of case, excluding a homicide in this capacity. I feel the most important training officers can have in this current climate is CIT training, de- escalation/ communication training, defensive tactics and training on all less lethal options available. We need to be able to protect ourselves just as much as we protect those around us.
	33 years experience; 22 as a supervisor.
	Law Enforcement Officer for 24 years. Have performed duties as jailer, patrol, FTO, undercover narcotics, cyber crimes, investigations, instructor and administration. A lot of agencies are hiring individuals that should never been approved to be police officers to begin with just to have a body for a number. Agencies need to start following up officers mental awareness after a serious and dramatic event rather than ignoring the signs. I have unfortunately presented in front of post in regards to removing some ones license when I was undercover for some ones bad decision. A bad cop is worse than a criminal to a certain degree and I have no issue with dealing with such.
	More medical training. Better communication equipment
	I have a total of ten years experience. More active shooter hands on training.
	Na
	10 years on road patrol; training; Riot control training
); 7 years in HR. Training needed: More mental health training; Community policing

	Please briefly detail your law enforcement experience and what additional training you think officers need to safely and effectively perform their duties:
	A full 40 hour CIT Mental Health course for every officer and a 24 hour refresher every 5 years.
	44 years, no additional training from what we have is needed. Actually parts of training could be eliminated.
	I have been a police officer for 24 years. I think officers should be trained more in areas of dealing with job stress and less on racial issues. Not that racial issues are less important, but it feels like it's shoved down our throats in this day and age. If police deal with citizens of a race other than white it is more times than not, considered racism.
	I have 15 years experience, 5 years patrol, 3 years in the public housing unit, and the rest in our crime lab processing crime scenes. I think our department does a decent job with training but we really need to start looking at some of our own regional mistakes and, cases on our department and critiquing the job we did and seeing where officers made honest mistakes and try and learn from them.
	10 years of Patrol and Patrol supervisory experience. Case law updates regularly from reputable sources. Hand to hand combat training to enforce less reliance on "gadgets". Verbal judo.
	Law Enforcement and County Jails are a JOKE. After 25+ years of Federal Law Enforcement I am very dissatisfied with Missouri training, requirements and policies within jails or lack of. is also mismanaged causing the state issues.
	20 + year of law enforcement experience and I believe all law enforcement officers should receive Crisis Intervention Team training
	none
	I have been a Police Officer for 25 years with . I have watched the relationship with law enforcement and the community change dramatically. I think that when things happen on our end people forget that we are human and that mistakes or made. In the light of recent events training is key, in order for the law enforcement community to gain the trust of the citizens we serve. De escalation, culture diversity, sensitivity, use of force and additional training for PTSD that officer's have experienced during their tours of duty. Monthly evaluation and discussion if an officer has had complaints made against he or she to work with that officer to get them the help and additional resources to help them be successful and confident with doing their job in law enforcement.
	15 years with the same agency. Member of Command Staff. Past K9 handler, SWAT, FTO. Communication seems to be a large issue with younger members of law enforcement. They are very technologically sound but seem to lack the ability to read people and communicate. Never been a big fan of the "treat everyone with respect but have a plan to kill them" mentality. I think if you are tactically sound, have the ability to communicate effectively and read people, having a plan to kill them, or teaching new officers that is detrimental.
	10 years experience, more training in domestic violence and CIT
	31 years, roles in Investigations, narcotics, patrol and investigations, as a line officer and supervisor. Refocus training on officer survival and physical skills, and scale back the diversity and bias training! Fentanyl awareness training should be required at the primary level.
	I have been an officer since 1994. I have found new officer dont know verbal judo.

	Please briefly detail your law enforcement experience and what additional training you think officers need to safely and effectively perform their duties:
	<p>I have been an officer with my agency for 43+ years progressing from a patrol officer in 1977 to Sergeant in 1983 to Lieutenant/Watch commander in 1999. From 1987 to 1990 I was an Acting Lieutenant in command of an</p> <p>During my career I have served as field training officer, supervisor of all building facilities and vehicle fleet, firearms instructor and program manager and training coordinator in addition to my daily duties as a Patrol Watch Commander. On several occasions I have served as the Acting Chief of Police during his absence. My highest priority for ALL police officer is that of overall officer safety; everyone needs to go home at the end of the shift. I try to enroll officers in a variety of sessions that enhance this need. It is difficult to be sure that officers are not lulled into complacency regardless of how busy their agency is or what type of population they primarily serve. Officers today can easily fail to recognize potential threats and prepare and act accordingly because of the fear of being sued for their actions. To that end, de-escalation training is essential for avoiding situations where officers may need to use additional force but may be reluctant because of fear of criminal, civil or departmental discipline.</p>
	27 years in law enforcement, need more training with officer safety.
	Nearly five years. It's ridiculous there is a survey asking how much training is needed or recommended. This is only being done because of the black live matter movement and the media's portrayal of small events in history, compared to the how much actually goes on throughout. These events a picked and chosen for the political advancement of somebody.
	Over 10 years experience. All the required training that is required now is sufficient.
	I have worked in law enforcement for just under 10 years, with around half of that in investigations.
	<p>I have 26 years of police experience. I have been assigned to patrol, SWAT as an officer. Supervised the Violent Offender Unit, Task Force Officer for the DEA, FBI and USMS. Commander of Tactical Operations, Warrant Fugitive, Intelligence and patrol. Fundamental training such as car stops, pedestrian stops should be incorporated with CET using scenarios from incidents that have "gone bad" I am a firm believer in After Action Reviews, learn from your mistakes, but its even better to learn from others mistakes, then you don't pay the consequence. Know the laws and department policy. One of the best classes I have taken was Verbal Judo, basically they have the last word you have the last act. There needs to be a revision of this class for todays police officers.</p>
	Over 50 years as a commissioned law enforcement officer. I think current training options are adequate.
	None. General public/Citizens need training.
	10 years as an officer (FTO). Two items that need more training is deescalation techniques and defensive tactics. Too many young officers lack the ability to engage citizens/suspects in conversation and I think this leads to more instances of use of force. I also feel young officers lack enough training/skills to defend themselves when having to use physical force, which has the possibility of having to resort to deadly force.
	Licensed and commissioned since 1994 with a municipality, then a sheriff's department. In a supervisory position since 2006, then head of the department since 2016. I think generally training topics are chosen by agencies depending on their specific areas and the types of incidents they deal with the most.
	I have worked for several years in both rural counties and municipalities in mid Missouri. I feel more officers need more training with talking with people. I've seen more and more newer officers struggle with having confidence when having to speak with people and citizens observe that behavior and can get the wrong impression of an officer.

	Please briefly detail your law enforcement experience and what additional training you think officers need to safely and effectively perform their duties:
	Multiple years in corrections, under a year on the street.
	20+ years. Provide free online training regarding de-escalating, response to Civil Unrest and courses on duty to intervene and report police abuse.
	40 years with police, sheriff, jail and emergency management. From patrol to Chief of Police and Deputy Sergeant.
	Civil Law and more traffic education Enforcement.
	30 years of law enforcement experience as both line officer and supervision.
	I believe the current training topics/length are sufficient, but a significant issue is that the standards never change throughout a police officer's career. This results in a one-year officer receiving the same training as a 30 year officer. Their knowledge base is substantially different and by the time someone reaches 30 years in policing, having the same topic over and over and over for this long makes the training dreadfully stale. Additionally, POST standards don't take into account an individual's rank. The result is that a Chief or Captain receives the same training as an officer. Wouldn't it be more appropriate for the higher levels to receive training more focused upon supervision and management?
	N/A
	20+ years of continuous LE service. 12+ years as a firearms instructor in handgun, rifle and shotgun. Taser instructor, Less Lethal Impact Munitions Instructor, AR15 and Glock Armorer and Active Shooter Instructor. I believe more training in verbal deescalation, diversity training and Positive presence will be a necessity for future policing.
	I have 27 years in Law Enforcement and a previous supervisor with another agency. I am very old school. Majority of the agencies have went to all online training. I strongly believe we need more hands on especially for the new officers. Defense tactics, firearms, car stops. Etc.
	I think there needs to be more training with dealing with the public and de-escalation.
	N/A
	15 years L.E. experience. Two different department. Past federal detachment and currently a member of a proactive unit. Considerations for more training should include better and more defensive tactics and range time.
	Na
	I have worked thirty-two years as a city police officer and seven years as a county officer. My personal opinion is that law enforcement has become more and more militarized and gone away from policing. Communication skills need to be emphasized to a much greater degree. I have personally witnessed a large amount of "petty" stops of motor vehicles in order to stop people and search the cars, then harass the individuals for no apparent reason. Some of these stops were for not using turn signals or license plate lights being out (when they were not out). Once individuals were stopped the officers would escalate the situation until a ticket was written or the person was arrested, in many cases. This has caused the community to distrust law enforcement, for good reason. In my first years in policing, we built relationships with the community and were able to solve problems. That has been difficult in this current culture. I have seen this problem starting in the 1980s and 1990s and continues today. We need to get back to more community policing.

	Please briefly detail your law enforcement experience and what additional training you think officers need to safely and effectively perform their duties:
	I am an 18 year veteran officer with bachelors degrees in Juvenile and Criminal Justice. I have worked in various sections of the department to include FTO, SRO, Detective, Bike Patrol, SWAT, Firearms training and qualifications. More emphasis on peer mental health, self care, and other aspects similar could me a great impact. Also more in the Juvenile Justice System would also be beneficial.
	I was a full time officer for 27 years, I currently am a Private Security Supervisor but have 2 reserve commissions
	20+ years of law enforcement in urban and suburban police departments
	32 years, officers have plenty of training. The public and the media needs the training.
	41 years full time (not in Missouri) over half in investigation. 6 Years in administration. 8 additional years as a part time officer 6 of which is in Missouri. Additional training needed in defusing volatile incidents.
	I began my law enforcement career in 1990 working a rural Sheriffs Office in SW Mo. After ten years I began working Federally. Law Enforcement training should currently focus on Graham v Connor and assured that until the law changes Mo will support them. Between the Rona and current political environment I have witnessed Officers at many levels hesitant to react to what's presented looking instead for cell phone cameras instead of the task had hand. This is a very simplistic view of training needs but one that needs to be addressed.
	I have over 25 years of law enforcement experience and am currently an investogator in my department. I believe officers need training in threat assessment and understanding a threat. I also believe officers need to know when it is ok to shoot and not to shoot. I believe that due to the current issues with civil unrest, officers are afraid to act for fear of civil repercussions.
	Over 36 years service, worked basic street operations, Homeland Security responses, worked SWAT operations and supervisor of team. Set on advisory committee's. Certified arson investigators, trained in CTO, along with many special police operations.
	Five years experience.
	My department performs lots of training and I have SWAT courses I teach that are POST approved.
	I have been a police officer for over 40 years. What police officers need are effective leaders who will stand up for them in the face of media pressure and attacks by activists and other anti-police entities.
	I have been an officer for 14.5 years. I think we get a good amount of training at this time. De-escalation is a great tool needed to do our jobs but should not replace defensive tactics. If de-escalation does not work you must have the tactics to safely secure the subject with minimal injury.
	I feel that online learning is not effective. It is much much more effective to get hands on and classroom instruction. Maybe a combination of the two should be considered.
	27 years reserve officer. City-County—City Legal updates. Classes geared toward the Reserve community. Law changes statue changes.

	Please briefly detail your law enforcement experience and what additional training you think officers need to safely and effectively perform their duties:
	I have been a Missouri Police Officer since 1990 and in law enforcement since 1986. I truly feel that when things began going to statistics when an officers value was placed in something that can placed on a spread sheet, this is when we switched from being Peace Officers to being Law Enforcement. The words have completely different meanings. To directly answer your question, I do not think one size fits all. I believe that in the rural areas there needs to be more training on the original purpose of community policing. By this I mean administrators and academies need to work to train these officers in relationships, in the CIT methods, and mostly not to concentrate on the numbers and the para military mindset that is prevalent in larger departments. Chiefs and command staff need to be in the community hearing what officers are or are not doing, not behind desks looking at numbers that the aldermen can understand.
	Master Patrol Officer, 6.5 years experience, Patrol Officer, Traffic Crash Reconstructionist, Special Response Team member, investigator. More training in defensive tactics such as Brazilian jujitsu or other control type defenses. Field force training for mass protests.
	Normal training. Officers need more training in reference to officers being ambushed and attacked. Officers are being slaughtered Need more training on PTSD
	I think everyone needs to get over their fear of Covid-19. Nobody dies from it
	None
	I have 15 years sworn and approximately 4 years before that with Code Enforcement in the city of I believe wholeheartedly that officers are being adequately trained in the majority of things we do daily. If there's anything that I would suggest, it would be cross training with the public on the do's and don't's along with why we do things on interaction. I believe education on why we do things a certain way, and what the public should do in those interactions is key to moving forward.
	12+ years in law enforcement for 3 different agencies. More realistic training on use of force scenarios would be helpful. All they teach in the academies is worst case scenario. When the recruits reach the street they have no idea how to deal with someone who isn't resisting. They have no people skills.
	15 years experience
	n/a
	I have 35 year of police experience - I retired from after 33 years of service (Deputy Chief) in April 2018 to accept the position. Line level officers need a standardized regional "in-service" training program that provides standardized quality officer training - the on-line training modules lack critical immediate feedback, interaction, or hands-on-scenario based trainings.
	I have 47 years of experience in Law Enforcement, and believe that Missouri LEOs need more training In how to effectively deal with a public health crisis such as we are facing.
	I have been a law enforcement officer for 23 years. I have served in all capacities from detention officer to homicide investigator. I believe Missouri Officers need more training in verbal communications, defensive tactics, use of force, critical decision making and report writing.

	Please briefly detail your law enforcement experience and what additional training you think officers need to safely and effectively perform their duties:
	Since the change to the 24 hours of training per yer, the online training that most departments have gone to isn't an effective way to get quality training. I think there needs to be more training that is in a classroom setting and not in an online format. Personally and withing my department; we do the majority of our 24 hours of training between the months of October and December, just to ensure that we have met the minimum 24 hour requirement.
	I have been post certified for seven years, and worked in corrections for ten years before that.
	The rise in training hours has made training lame. Agencies depend on online training for most of the hours. Once upon a time training hours were real. Also too many one and two day "you're a trainer" classes. Too many people teaching that aren't experts in anything. But on the other hand police have their hands in issues that they weren't dealing with 20 years ago.
	I retired as a captain with a municipal police department. I'm now a captain with a college department. I believe the current minimum POST training requirement training is adequate. The proper changes were implemented a few years ago.
	I have been a CEO of a private multi-million dollar business for 33 years. I have employed over 1000 people during my career as a CEO. I went to the at the age of IT was a life long dream to be an LEO. I was a reserve officer at the Department. After a year of watching the Chief work on his private business during his duty hours and watching endless policy violations, I and three other reserve officers filed a complaint with the Mayor and Alderman. We were systematically terminated. I have filed a lawsuit that is now in Federal Court. After my conversation with POST investigator i determined it was fruitless to file a complaint. With a staff of two investigators, POST is clearly not interested in maintaining a high level of accountability in law enforcement. Equally, disappointing is the lack of a training program that has any relevance. It is my understanding the syllabus has not changed in years and the 24 hours of annual training are even less meaningful. The Show Me State is a no show. It is also interesting the civilian oversight of POST is nonexistent. Oversight is a group of establishment veterans which ensures cronyism will continue. I believe change is possible while at the same time know I would never be asked for how years of business experience could benefit the world of law enforcement.
	I have been a law enforcement officer for 20 years, as a small agency police officer, deputy sheriff and I believe all law enforcement officers should attend Crisis Intervention training, I have been very impressed with the program. Mental Health issues are becoming more apparent in today's society and these CIT programs have given better was to deal with mental health needs of consumers and officers. I think that POST should start requiring specific training for specific functions. The general law enforcement works as a basic need, but Police Officers, Deputy Sheriffs, Park Rangers, State Troopers, and Conservation Agents all have different duties and functions. All should have the basic law enforcement training, but there should be set standard of additional training for each position. Example: Deputy Sheriffs should have additional focus on court functions, civil process, jail operations and road patrol. Park Rangers should have local ordinances, boat training, ATV training and Wildlife Codes. Police Officers should have local ordinances, code enforcement, etc. These should not be agency specific but set statewide standards. Maybe offset costs with grant funding.
	I went to the academy back in 2007. My academy was 6 months long and they didn't cover a lot of the things that I've had to see and deal with. It was a full time academy.

	Please briefly detail your law enforcement experience and what additional training you think officers need to safely and effectively perform their duties:
	Applicants for any police academy should be required to demonstrate a practical level of basic education. We are getting too many job applications by POST licensed individuals who are borderline functionally illiterate. They cannot read and complete many of the forms needed in the performance of daily duty assignments. Some do not possess the math skills to complete their own time sheet. How are they able to graduate from an academy like that? Why are they allowed to graduate like that? I realize we are all shorthanded, but it isn't fair to the recruit or the public they are hired to serve to bring some of these people on board, knowing they may never meet minimal standards. I think this is something we all need to consider when "helping " someone get through the academy.
	24 years of experience as a patrolman, SRO supervisor, detective and now Lt. Special training in DWI, interview and interrogation, child abuse, sexual abuse, white collar crimes, computer forensics, and CIT. More training needs for deescalation and Officer safety techniques.
	Recently retired after 22 years with my department. We received 8 hours in-service training each month, firearms training and qualification, live fire training, simulator and simunitions training during the year. Officers also routinely took specialized training pertaining to their specific duties.
	I've been in law enforcement since 1995 I believe the most important thing is they need more real life training
	23 years as a commissioned officer, 13 as a Sergeant, 5 as a Captain. Attended the FBI National Academy and have a Masters Degree in Criminal Justice Administration. I believe officers need more training on when and when not to respond to resistant behavior by individuals they intend to detain or arrest. We train officers too much on the arrest and how to overcome verbal or physical resistance. Similar to no pursuit policies, I believe more departments need to create and institute policies that allow them to delay action or even evacuate and clear the call when someone is non-compliant. As we look at most of the current cases of police brutality claims, the one thing these cases all have in common are non-compliance by the suspect/victim. I know this is a simplistic explanation, but with enough research and development, I believe it could be one of the police reforms that many have been asking for.
	NA
	I am a 30+ year police officer who retired from a municipal agency and went on to serve as an investigator for the local prosecuting attorney's office. I have attended NUMEROUS hours of training including advanced training in many areas. I think officers receive enough training hours each year and that these training requirements have become burdensome for many officers and departments. I believe that current issues in law enforcement is more about supervision than a lack of training. I also believe that someone who has been in law enforcement for over 20 years and has attended the required training throughout his or her's career should be able to be grandfathered in and only have to attend shooting qualification and criminal law updates.
	I have been a police officer for 35 years and it had become very evident that no amount of training in any subject matter will have any meaningful impact on our profession. Prosecutors do not follow the law, they attempt to make law. Public perception is more important than fact, and city, state and federal authorities and politicians do not support law enforcement. We are a necessary evil that is now being de-funded.

Comments from Slide 12

	Please briefly detail your law enforcement experience and what additional training you think officers need to safely and effectively perform their duties:
	36 years in Law Enforcement in Missouri. I do see a need for change. Not a major overhaul but we seem to be stuck in the late 70's early 80's. Technology has surpassed us...yes we have computers in the cars I get that but we have issues on both sides of that...for one you have the old time cops who don't like to or really know how to use the computer and would rather talk face to face with people. Unfortunately that sometimes gets taken out of context when dealing with the younger generation who don't know how to talk to people unless its behind a computer or cell phone. Then you have the young Officers who have become computer cops and loser site of dealing with people. We are an organization who deal with people every day and we really need to get to know people again....an example would be back to foot beats. what better way to get to know people. and keep officers in schools (RSO's). some wouldn't like that im sure.."what me walk around outside the protection of my car???" yes!!! Not saying all officers fall into these two categories this is just an example. there are many more
	I have been a police officer for 32.5 years. has lots of continuing education and training that is tailored to what is current in policing and our city. police officers do not have any areas that we have not trained in but topics are always changing. I believe smaller departments generally have less time and funding for training. POST needs to decide what every officer needs to have. POST upgraded requirements just a few years ago.
	I am a 40 year veteran of full time law enforcement. I have a masters degree in Criminal Justice and have been teaching/training LEO's since 1985. I am a college professor and teach Criminal Justice courses to undergraduate students. I am disheartened by what is accepted in our Basic Academy training. Much of the course work is at least 30 years old. They have bearing upon passing the written test, but are so outdated as to make them culturally irrelevant. Officers are expected to be so skilled at things like Crisis Intervention, yet have only rudimentary physical skills. Officers KNOW they are not capable of handling themselves in a physical altercation and they are scared. The frightened, overweight, out of shape cop then overreacts and uses more force than necessary. Our academy curriculum should be totally scrapped and restarted with modern policing in mind. We have over 700 Law Enforcement Agencies in this state. 500 of them are 1-5 person organizations. The smaller counties and small towns should band together and for cooperative agencies consolidating resources and personnel.
	I am a 36 year veteran of police work and have worked in all aspects of the profession. There needs to be required training in defensive tactics, weapon retention, proper use of force, less lethal weapons and legal applications. De-escalation, mental health, with instruction on street diagnosis and how to approach subject in mental distress.
	I have 42 years experience, I have attended numerous schools to include but not limited to : University of Louisville - Command Officer College, Missouri Command College, and several investigation classes. LEEDA and to many to list. Deescalation- I like the Fair and Impartial Policing by Lorie Fridell, Ph.d - excellent training- I not sure if there is a class to teach common sense and patients-so mental health awareness for them and the public and that it is ok to ask for hlp.
	34 years of law enforcement experience Academy Instructor TFO TFL Accreditation Manager Divisional Commander
	I have been in law enforcement for 15 years. I think all officers need the required training and a once a year refresher on deescalation scenarios.
	5 years experience.
	I think the requirements currently in place are adequate. Some of the trainings that are approved may not be.
	15 years. Officers already have mandated yearly training. They don't need any additional....STOP WATCHING CNN.

	Please briefly detail your law enforcement experience and what additional training you think officers need to safely and effectively perform their duties:
	Our leadership needs to take training on how to enforce the law, not basing every decision on how it will look to the ultra liberal board of aldermen or the mayor. Everyone above the rank of Captain has displayed that they are utterly inept and unable to make a decision that doesn't involve cow-towing to violent criminals and rioters.
	I am a 20-year vet in law enforcement, I think that training in Ambush situations, Crowd Control Tactics, and Tactical fire arms with less than lethal is needed.
	More skills related training(e.g; interviewing, evidence collection, crime scene processing). Practical stuff.
	I have thirty years of experience in law enforcement. I have worked every case possible. I do not have any suggestions.
	Ethical and Moral Training!
	Graduated academy in 2006, was employed full time for 6 years, changed to part time in 2012 to present. Training needed is how to deal with agitated citizens. Think of citizens as customers and you are providing a service.
	Forty plus years as a law enforcement officer in the States of Virginia and Missouri Have been a Deputy Chief of Police for three years, Six years as the Chief of Police and two years thus far with the Missouri.
	I've been a Policeman for 26 years. I have worked in various units within the department. I have always voiced my concern with the lack of training in firearms and defensive tactics training. We don't carry a tactical rifle in our patrol vehicles which is complete insanity in today's world.
	Extensive narcotics training. Don't know what training other officers need.
	1 year of service, graduated LETI one year ago. Any training is good training.
	Fifth year experience mostly in administration with court system.
	with the current environment, I believe that many training sessions can be handled via virtual or something such as zoom I feel that bringing officers from various locations into a single location, regardless of social distancing and masks makes for a potential contamination and spread. I would like to see the state encourage virtual training
	CIT Training - De- escalation -
	I have nearly 20 years in law enforcement, in varying capacities from patrol, FTO, supervision, and investigations. Within that time I have seen a general decline in the caliber of officers coming from the available academies. In my opinion, academies are now required to shorten blocks of training to incorporate more areas of concern as the political climate regarding this field changes and more instructional blocks are required. So, from this standpoint, I believe the issue is not a new topic of instruction, but the length and detail of the training would be more important.
	No comment. I do not believe this survey is anonymous
	Been in law enforcement for almost 5 years. Training needs to be more than just doing online free training that satisfy the requirements. It needs to be hands on training that is actually beneficial and can save the lives of officers and the people we serve.
	I think almost all police training is terrible, and should be reworked to stress things that actually work in practical exercises instead of powerpoint presentations that only serve to check boxes.
	32 years as a police officer. More training in the area of deescalation

Comments from Slide 12

	Please briefly detail your law enforcement experience and what additional training you think officers need to safely and effectively perform their duties:
	Been in Law Enforcement over 20 years holding various supervisory positions. More decision based training is needed. Need a whole hearted in-depth reorganization of Diversity and Inclusion training. Currently is approached as a check the box type of training. The training needs to have a built in system to address issues with staff who act inappropriately during class or make inappropriate comments during training. To often these incidents are brushed off as a training gaff when it really is indicative of how the officer will act on the street when faced with the same situation.
	New to LE only been a few year. I feel the training I get is for the most part helpful in my day to day dutys. Always wanting to better myself as a officer.
	It's not the Officer, we need to hold the department responsible instead of letting the Officer resign instead of termination and move on to another department. Post needs to raise it's standard. There are officer's that are in arrears with child support all over this state but due to them being an Officer families won't proceed but those same officer's arrest others for the same violation. We must work to raise this standard.
	Experience: Sheriff's Deputy/ Law Enforcement has given a substantial amount to community policing/public affairs/diversity recruiting, etc. Law Enforcement Officers need better help with enforcing the law, that will make Missouri a desirable safe place to live and work.
	Commissioned in Law Enforcement in early 1984, Reserve Officer in , since that time. Commanded the Reserve unit from approx. 1990 until 2016. Still a Reserve Officer with CCSO and as a Deputy Marshal in the
	I believe that departments need to be better funded in order to provide manpower to have at least two officers on duty at a time. I believe that in person training is more effective than online. I believe that if you provide enough in-person training and people to work the job would be easier and safer for the police and the public.
	16 years of service and training requirements are good right now but i did prefer the 3 year training window over the 1 year
	I have been a Deputy Sheriff for the past 12 years and currently serve as a Detective. I have experience in just about every aspect of Law Enforcement from the jail to Investigations. I served as a patrol Deputy for 8 years as well as SWAT. I was the Team Leader for 4 years. I have 4 years service as a Detective. Primarily investigating Child Sex crimes, Homicide, Child Abuse, Stolen Property, and Violent crimes. If I had to pick one aspect cops need more and better training in it would be Child Sex crimes. The average cop on patrol does not have the training or knowledge to successfully investigate and give the prosecuting attorney a solid case to prosecute. Most cops dont like working these cases for obvious reasons but I believe that there are more cops with the ability to work these kinds of cases but they need to know how to win. If they dont feel like they can win then they will shy away from them or do just the bare minimum and send it to the Detectives as fast as they can. There are a lot of very important things patrol can do initially when taking the call that can set investigators up for success or failure.
	Over 10 years in law enforcement and have seen more changes, legally, than what any other profession has seen in 10 years. But those changes are not implemented into training for almost two years after being put into place. Leaving the officer vulnerable to violate a right.
	Little over a year as a police officer. Officers need additional training in understanding their scope of action. Too much information comes from third party sources that leaves an officer too timid to do his duty in the face of potential criminal and civil action. A confident police officer is a competent police officer.

	Please briefly detail your law enforcement experience and what additional training you think officers need to safely and effectively perform their duties:
	I have 30 years plus experience. I believe officers need more Constitutional Rights & Statutory Law training. These laws are constantly changing and being re-interpreted and the communication from legislation/courts are not very good.
	I have been active in LE since 1997. I believe that mental health awareness when it comes to taking care of co-workers is very important to be added.
	24 years experience, 8 in management.
	I have 26 years of law enforcement experience beginning as a corrections officer, working my way up to the command level. I believe all officers would benefit from both crisis intervention training and de-escalation training.
	27 years of experience with continued POST training and additional Department training.
	I have been in law enforcement for 20 years and have served as corrections officer, police officer, k9 officer, deputy sheriff, tactical officer, supervisor, instructor, and training officer. I feel like officers need mandatory use of force training to include legal and hands on training with dynamic scenarios to improve their working knowledge and confidence in making use of force decisions that could better protect both them and the public they serve. I also feel that officers need more mandatory communication/conflict resolution training to mitigate potential uses of force.
	BASIC ACADEMY AND EXCEED THE ANNUAL REQUIREMENT FOR CLEE
	I have been a law enforcement officer in the State of Missouri for 26 years. I believe that basic training should be sufficiently re-enforced with a meaningful field training program. Identified training deficiencies discovered after the successful completion of a field training program should be addressed on a case-by-case basis.
	.
	Bailiff/court security
	My duties currently are within the Emergency Services Division under Emergency Management. I have started in 1987 as a reserved for a small city and still employed for 33 years. Started with the Sheriff's office in 1991 to 2000 and back again in 2002 to current for total of 27 years. My duties were in the Jail to Sergeant of the jail when I left in and returned to assume duties in Emergency Management for the current term. I believe we all need updates on Missouri Statutes as these are always changing. All of our jobs require the same knowledge , skills and task to complete our jobs no matter what our positions are.
	Twenty-five years experience as a commissioned officer. In that amount of time it seems to me the training got longer but the people coming out of the academies aren't getting any smarter. I think academies are passing people through and collecting their money whether they are good candidates or not. I think de-escalation techniques are good but I also think officers need to maintain a certain level of physical abilities in case de-escalation does not work and they must fight. Many officers never receive any level of physical training after the academy and fighting skills perish without maintenance. And I use the term "fight" because that's what any physical altercation can become, a fight for your life.
	37 years
	26-years in law enforcement; 14-years as Assistant Chief of Police; 3-years (& currently) Chief of Police BS-Criminal Justice Administration; AS-Law Enforcement; FBI-LEEDA Central States Law Enforcement Executive Development training I feel that our officers would benefit from additional de-escalation tactics & dealing with mentally ill

	Please briefly detail your law enforcement experience and what additional training you think officers need to safely and effectively perform their duties:
	My career in law enforcement began in 1980 when no additional training was required after graduation from a training academy. During my career the CLEE training has increased to the current level. I believe CLEE training is valuable to the average officer to continue to improve their skill set and in some cases will require those who would not attend training to do so. CLEE training will require departments to continue to train their officers even if they would not typically make this investment. In order to continue to push our profession in standing requiring CLEE training is essential. As the profession continues to evolve this training will help each officer move with it. Whatever additional training officers would need to safely and effectively perform their duties must be looked at as society changes and the circumstances that we work in change. I would recommend eliminating or vastly limiting the amount of CLEE training that can be done online. This is not effective training and does not allow for interaction.
	Retired police Lieutenant with a small town agency. Currently court marshal working in court house. I really think more training in excited delirium. Younger officers need communication skills, less time with their phones and face to face communication.
	24 years with duties including, patrol, k9, supervision, investigations, civil process service. ALL need more education into officer well-being, mental health and suicide prevention, Supervisors need extensively more education in recognition and handling officers mental health.
	I have 10 years in law enforcement, five of which are with a major metropolitan department. We need more training on law and statutes as it pertains to federal and state mandates as the laws at this present time are constantly changing. There needs to be more specialized training in situations that arise in normal operations. There is plenty of racial profiling and CIT, however, those aren't the only training requirements and because of this there needs to be a better variety, especially in my department.
	Academy followed by FTO (like everyone), now with 11 years on at his agency. Transfer to SWAT, followed by extensive in house and outside courses on tactics, firearms, instructor certs, etc. Most officers are utterly lacking in 'defensive tactics' (a terrible name) abilities, leading to hesitation in using force when appropriate. Ultimately, much greater levels of force are applied which might well have been avoided. When the 'polyester pile' is a primary technique, we are failing both our fellow officers and community. 'Annual refresher' of a single day per year is laughably inadequate (compare to the BJJ practitioners training 2 to 4 days per week). In depth knowledge of case law and precedent is severely lacking. The vast majority of officers can explain, reasonably articulately, what we do. Very few can give the 'why'. A lack of understanding often drives poor decision making. More training is needed, but is not alone the solution. Training is widely referred to as "LCD" (Lowest Common Denominator). As in, the training is directed at getting the least capable officer through the 'box check'. Again, when we accept this, we fail both ourselves and our communities. The vast majority of people will rise to the level of expertise and professionalism expected. Low expectations serve no one well. In short: more, better, and ongoing training in DT, decision making under stress and the law. Have high expectations, expect them to be met.
	I have been in law enforcement for 29 years. Things have changed a lot since that time. Currently I am a shift supervisor, a training officer, and the commander of our SWAT team. Officers should learn to become more in touch with the public. What I have seen from my past training of new personnel is that they have a difficult time in just talking and dealing with the public. There should be more time for the younger generation to get out from behind the technology and actually deal with a person face to face.

	Please briefly detail your law enforcement experience and what additional training you think officers need to safely and effectively perform their duties:
	<p>I believe there are training and standards in place that cultivate a good environment. I believe there are failures starting at the academy level when standards are sacrificed for \$ and bodies in seats. I observed this myself. Accountability then becomes the issue when agencies decide not to take action when officers commit violations that might need to be reported to POST. How do so many officers bounce around from agency to agency? How are these small muni's allowed to hire these officers with clearly blemished, bruised or broken history on the job. If officer's know unofficially about someone's past, that means a command level person chose not to report this party to POST. Anything to avoid a lawsuit is not the answer. People on the street threaten to sue us all the time, why does it get overlooked when it's internal? I believe the inconsistent actions and decisions by some command level officers and elected officials make them fearful of being outed themselves. Ultimately, let the person walk away and go down the road to another agency without any official black marks. How do you train that out of an officer? You can't. There are many steps in the process when it comes to hiring an officer. If you don't turn over the obvious stones and look under them you are inviting a problem into your agency. Don't act shocked when it goes south. I believe there is a leadership problem that causes most agencies to not always make the best decisions. Elected officials press on the police administration for their desires, goals or objectives and these commanders are making more money than they expected to or fearful of losing their job they allows unrealistic expectations to be placed on officers with unrealistic parameters. There are many officers out there that don't really appreciate what is to be expected of them and lose site the right way of doing things. Expectations from above to do more with less is continuous for many smaller agencies.</p>
	<p>I have 33 years of experience, which includes patrol, patrol supervisor, FTO supervisor, investigations, training coordinator. During todays times, I feel more de-escalation type of training is needed. We also still need to maintain a higher standard of officer safety and not lose this during the de-escalation incidents. Need to look at more best practices training or information when performing law enforcement duties.</p>
	<p>I have over 22 years experience in law enforcement and have been fortunate to have attended many leadership courses. I think our officers need more leadership training. Being a leader doesn't mean being a commander or the chief of police. Front line officers and sergeants can have just as much influence if provided the proper training and opportunity. We often focus on the basics, safety and legal updates. We need to put more of a focus on leadership, within the community and within our agencies.</p>
	<p>We need more Officer Wellness programs. An officer with a sound mind and stability makes for a week rounded officer. Less complaints. Less stress or at least the ability to deal appropriately with stress.</p>
	<p>8 years of experience, 3 as a supervisor. More hands on training, use of force and legal updates.</p>
	<p>I have 26 years law enforcement experience. I think current training standards are adequate.</p>
	<p>What's in place is good. Maybe go back to 3 year reporting requirements instead of yearly .</p>
	<p>Currently have 14 years experience, with my current position as a police Chief. There needs to be more mental health training, for officers dealing with people with mental health disorders,</p>
	<p>I believe we have ample training on a very wide platform. I believe we can quickly get off into the weeds when we over specialize officers training. Training outside of the focus of law enforcement can be detrimental.</p>
	<p>In the core curriculum there is hardly no mental health coverage within the core curriculum and what is there isn't taught by a licensed professional on mental health. This could make a difference in how a law enforcement officer can deal, handle and process stressors of the job better.</p>

Comments from Slide 12

	Please briefly detail your law enforcement experience and what additional training you think officers need to safely and effectively perform their duties:
	I have been a police officer for almost 3 years. I think police academy training is adequate but could be improved. I think more funding should be available for training for small/rural departments.
	25 years experience, additional DT training, I have found many officers get 0 DT hours after graduating academy.
	10+ years holding ranks of Patrol Deputy, FTO, Detective and currently a state level investigator. We need more development of good investigative skills...not bias training. I do not feel we as a state encourage good communication skills and we are shying away from teaching how to do this job due to the us vs. them mentality that is growing due to the unchecked civil unrest. I feel we are trying as a law enforcement community to disengage from our actual purpose and trying to engage in social work. Yes, we need to be well versed in mental health issues and the correlation of the illnesses and crime, but we just keep talking about how to appease the groups who oppose the police.....NEWS FLASH....no matter what you train us in...they are going to complain....So let's get back to training on how to do good investigative work.
	In law enforcement since 2001. More emphasis on officer safety could be useful for smaller agencies who do not receive that as part of their department training.
	Graduated from the Law Enforcement Training Institute at the University of Missouri in Columbia in 2018. Spent two years working as an officer for [redacted] and currently a full time Deputy at the [redacted]. The trainings we receive annually are great and I only believe additional training should be required for officers that receive complaints in certain aspects of duties from citizens. Example if too many complaints regarding an officers attitude or behavior then that officer should be required to complete a post certified community outreach course or something similar to the situation the complaints arise from.
	I have been on patrol, specialized units and Detective Bureaus over the past 18+ years. Training is of the utmost importance for staying current. Additional training on changes to the laws relative to weapons, sexual assault and juvenile age which have all changed dramatically in the past few years would be beneficial. Additionally, more specialized training (offered by other POLICE agencies by current or former OFFICERS, DETECTIVES and/or supervisors would be beneficial. More training on Homicide, death investigations and crime scene analysis would be great. Also training on interview and interrogation, statement analysis and deceptive behavior would be of interest.
	Officers need better training in non lethal tactics including open hand and intermediate weapons. Officers should be required more concurrent training in these tactics, as well as, deescalation.
	20 years More training on conflict management resolution strategies
	In Law Enforcement since 1999. Tactics in all areas.
	I have been in law enforcement for 30 years and nearly 20 as a supervisor/command role. I believe training as fallen off over the last 10 years or so even though requirements have gone up. Its hard to get officers into basic training classes such as accident investigation, law updates, report writing and morals and ethics.
	21 years experience, more defensive tactics, better fitness/exercise/healthy eating training, more shooting,
	Over my 15 years within law enforcement I believe the 4th Amendment should be covered more.
	I have been in law enforcement for 13 years now but, only a patrolman for approximately seven months. I would like to see more defensive driving/pursuit driving as well as more realistic weapons training at the academy level.

	Please briefly detail your law enforcement experience and what additional training you think officers need to safely and effectively perform their duties:
	I have been in Law Enforcement for 34 years, started as a Deputy in the Detention Center and worked my way up to Captain. I think Officers today need to be problem solvers more than report takers. I believe in CIT teams and also how to deescalate tactics. Officers today need to be well rounded and not just out to make a bust, we have to look at the entire situation before acting. I think firearms training and shoot not shoot training is a must. I also think that real life situational training to get officers stress up so they will know how to control there emotions when they need too. I also think we have to much technology in our vehicles which are a distraction and have caused many traffic accidents for in attention. I also think that a pursuit driving course should be mandatory.
	25 years law enforcement experience, 16 years as a commander. Many departments, ours included, make training a priority. Its important to review what and you are training annually to make sure you are training in current tactics.
	I have completed two (2) Missouri academy's, the 120 and 685 hour academies, a Florida 800 hour academy and two (2) Federal academies. Additionally, I have completed thousands of hours of training, including Northwester Universities Staff and Command School. I think broadtail officers need to receive more training on community oriented policing. I believe officers have gotten away from the collaborative nature of the job, and often see themselves as above the people they are charged with protecting.
	thirty five years of law enforcement experience
	25 year officer - inconsistent training in dealing with the use of force
	As the individual officer chooses which courses they will attend, an informed and comprehensive answer is not possible.
	I have 31 years experience. Patrol, tactical team, detective
	I have been in Law Enforcement for 21 years. I have spent 10 years on Patrol and 11 years in investigations. I have been a supervisor for 8 of the 21 years. I believe additional training in officer safety has always and will continue to be an area that additional training is needed. This will be something that will help maintain and recruit officers during this time of decent and attacks on Law Enforcement.
	I am a 23 year veteran who has served as an FTO and Detective. My department does a good job with relevant training. Training with regard to protest response as well as MAC Tac are necessary in this climate.
	Have been a law enforcement officer for 4 years. I beleive training needs to be more widely available and should range on times and days more so than it does....e.g. night and weekend classes. This would allow officers such as myself who work nights to be able to attend training without altering sleep patterns and schedules and would also encourage officers to take training beyond the minimal required.
	N/A
	26 years with the ' Overall, training is outstanding. Going forward, perhaps more emphasis on communication, de-escalation and use of force.

Comments from Slide 12

	Please briefly detail your law enforcement experience and what additional training you think officers need to safely and effectively perform their duties:
	Over 36 years LE experience in St. Louis area. Supervisory and Command since 1995. I STRONGLY believe we fail to adequately train and this is a contributing factor to the ongoing problems with officer's decisions in use of force incidents. Practical, real life role play style training is needed to practice scenarios, and matched with a thorough critique and discussion by experienced officers after the role play incident. This is invaluable for reinforcing good habits, tactics, and decisions.. This role play style training assures officers have a good knowledge of laws and Department rules, helps them react well when under stressful situations, and vital messages can be given regarding use of force, tactics, and successfully deescalating calls for service. Additionally, and most important, this RP training can reinforce officer safety tenants that will help stop repeated mistakes that get our officers injured and killed. Most departments do not provide this style of dynamic training built on real life scenarios that reinforce all of the important topics that continue to alienate the police from the public. Until this type of training is pressed into all police departments, I believe we will continue to struggle with very unfortunate use of force events.
	I am not currently an officer but licensed
	I have been in law enforcement since April, 1997. My roles in the profession have included patrol, DARE officer, traffic officer, PIO, detective, patrol sergeant, detective sergeant, lieutenant, captain, and now chief of police. Officers would benefit from ongoing training in sunshine laws, arrest rights, Constitutional rights, protest rights and procedures, de-escalation, and legal ramifications.
	I have been in law enforcement just under 20 years. In my opinion our line officers need more updates in case law, specifically in the 4th amendment as it pertains to lawful searches and seizures.
	20 years experience. Currently hold an executive level position at my agency. Officers need more legal protection from malicious prosecutions. They need to feel that they can perform the tasks asked of them without fear of prosecution or jail. Officers need more education on Missouri Statutes that specific to law enforcement officers such a mandated reporting, misuse of official information, Brady violations, etc. Additionally, officers need ongoing mental health evaluations and support. Annual mandated mental health evaluations for all commissioned personnel.
	Retired for 27 years as LEO, half as an officer and half as a sergeant. Now, working as a FTE with / as a deputy. Sharing incidents and consequences, convictions, etc with all LEO's so people can read and know first hand examples of what not to do would be beneficial. State Law with additional protection for whistle blowers in a LE setting...very tough culture to break.
	Entered Law Enforcement in 1982. Transitioned to a federal law enforcement career in 1994. Retired 2014 and began working for current department. Became Chief in 2014. I am also an Academy instructor.
	DOMESTIC VIOLENCE
	I did 8 years in patrol and am currently assigned to the crime laboratory. More training in communications would be beneficial.
	30+years rural Missouri police officer/deputy sheriff. No such thing as too much training.
	Officers need more training in community relations and community policing. Officers need to be experts and motivated to dismount their vehicles and interact with the public they serve. Visual presence through mount patrol does not bring community trust and support. Officers need training in open posture and effectively and empathetic public communication.
	No

	Please briefly detail your law enforcement experience and what additional training you think officers need to safely and effectively perform their duties:
	I have 4 years as a jail administrator 4 years as an officer. Continued training is paramount to to our line of work. Verbal Judo is amazing rather than hands on immediately. Making that training affordable for small departments with virtually no budget for training or offering it for free would be amazing
	30 years of full time experience.
	There needs to be a shift from the warrior mindset to the guardian mindset. We don't go into battle every day against the citizens we protect, but we do go out to insure their safety and security.
	Law classes Physical fitness Racial Profiling Racial Diversity
	Been in law enforcement for over 20 years working detention, school resource, narcotics, domestic abuse, road patrol and general investigations units. I also serve on our department's tactical response team and a member of the firearms training unit. I serve on several committees for a regional counter-terrorism response. The training I believe officers need to perform their duties is more stress inoculation. Most instances where law enforcement finds themselves afterwards in a questionable scenario is when introduced into a highly stressful situation. Departments do not have the money or resources to bring this training to the officers. If Officers are exposed to stressful training I believe they would make better real time decisions. In addition to stress inoculation I think classes on stresses of the job and ways to deal with the stress other than diet and exercise. Have real training on where to get help, how to protect yourself against litigation.
	I have been in law enforcement for 35 years. I have been a front line officer, Sergeant and then Lieutenant. I have supervised a traffic unit and accident investigations unit and most recently assigned to handle major investigations... Additional training would be; Being a LEO and posting on social media (Do's and Don't); Handling and dealing with some of the current tactics used Antifa and others at protests (Officers need to be trained how the protesters are trying to goad the LEO into saying or doing something on video).
	I've been in law enforcement a little under a year. I don't know of any specific training that would help but I do always learning
	I have over 20 years of law enforcement experience between the mid-Missouri area and the Kansas City area. I am a big believer in the Crisis Intervention Training program (CIT) thru KCPD and NAMI. I have completed the Basic, Advanced, Juvenile, and Veterans course. These should be made part of the basic law enforcement academy curriculum.
	I have 20 years experience and have worked a beat, served as a traffic officer/crash reconstructionist, and now work in the detective bureau. I work for a department which has held a CALEA accreditation for several years. We receive all the training necessary to do a great job. Having never worked in a smaller agency I'm not sure I am qualified to say what others may need. I feel as though training may not be the issue and it is centered more on a candidate choosing right from wrong, or deviating from training they have received.
	I have over 30 years law enforcement experience. Officers today need training in mental health for the citizens they serve and for themselves. We need to change the way we deal with citizens. Saying you have to do this because I told you so does not work anymore. Creative ways of handling a persons problems have to be taught, thinking outside the box should be encouraged. More respect needs to be shown to all types of persons with different personalities. People today need to know that law enforcement respects them. More classes on how to deal with difficult people and change the overall mindset of the law enforcement officer. Officers need to be taught how times change and how to adapt.

Comments from Slide 12

	Please briefly detail your law enforcement experience and what additional training you think officers need to safely and effectively perform their duties:
	I have been a Police Officer for 17 years. I have been the Police Chief of the : Department for 5 plus years. I believe the training we are provided gives the officers the training they need to properly perform there duties.
	30 year Sergeant with a suburban St. Louis municipality. Officers in today's agencies need implicit bias awareness training, de-escalation training and use of force/force continuum understanding.
	I think response to civil unrest is desperately needed.
	Going on 15 years. Officers should focus on communication skills not only with public but also with fellow officers.
	vds
	You were notified about , as it states above. Nothing was done. Now he has federal charges. We need all the training we can get.
	None currently comes to mind.
	Police Officer for over 28 years, I have been the Chief of Police for 14 years. Currently I am an instructor with the Semo Law Enforcement Academy. - Develop training at a fair price which would allow agencies to recruit people to fill jobs in our communities.
	Self health - I.e. nutrition, exercise, overweight problems, mental health and stress. Traffic enforcement - advantages of actually doing it such as decreased accidents, improved visibility in the community, help cutting down on other crimes.
	Detective with 15 years experience. The training that would most benefit officers would be practical training. I understand the need to check certain boxes for racial profiling, etc.; however, this training is often boring, repetitive, and does not teach anything new. The best training I have ever attended was training in which I actually learned something, not just a reinforcement of policy and procedures that have been learned already.
	Great experience, further firearms and tactics training
	Personally I would like more training in crisis situations/mental illness but I believe in general officers should have more training in deescalation and self defense and should regularly practice within their departments. Working in law enforcement is not easy and officers should be supported and encouraged to come home to their families every day.
	15 plus years experience both as a line officer and supervisor. The two areas that could be potential areas for training opportunities is that of de-escalation and use of lethal force..
	I have been in law enforcement for 29 years. I have served many positions, including that of Chief of Police and a duly elected Sheriff. Cultural sensitivity is a must needed platform for today's LEO to function. It should be treated as a primary function and there should be a system of accountability developed for officers to adhere to and know what is expected of them. This should be standards within departments of 1 officer to hundreds of officers. Also new officers should be exposed to community oriented details and dealing with young people. Also, mandatory training for every officer on how to effectively deal with mental health emergencies.
	na
	19 years as a Deputy Sheriff for 2 different large Sheriffs Departments; most of that time as a front line supervisor and SWAT operator. I also spent nearly a year working for POST in the Continuing Education section between departments. The amount of training available to most departments at low or no cost is completely sufficient in my opinion. During my time as a supervisor and working for POST I was amazed at the number of courses available all over the country that are approved for CLEE credit.

	Please briefly detail your law enforcement experience and what additional training you think officers need to safely and effectively perform their duties:
	15 years LEO experience, including supervisory role at my previous agency. I firmly believe that mental health is a must need for us, so any training where we can recognize that our brothers and sisters are struggling and get appropriate help would be amazing.
	I think training is good but we must receive the support of the prosecutes
	8 years and there is no other training I can think of
	Continued expansion into CIT and managing stress in officers life. This also should be expanded to corrections and all areas of the criminal justice system.
	16 years of Law enforcement experience. I believe officers need to have CIT training to deal with mental health and mentally impaired issues. My area has a high percentage of both and I am much more capable of handling these types of individuals with the proper training.
	I have worked patrol for multiple agencies. Having access to more training in general that can be accessed by anyone in law enforcement. Having my community resources without having to jump through a lot of hoops.
	In the city of we shoot qualifications twice a year. In the military, I shot on average four times a year to maintain proficiency. More time training in national standards and more time shooting would be a great benefit to all departments.
	20 years as LEO. Assignments include patrol, traffic, detective, SWAT, command. Officers need more training in conflict resolution, first and fourth amendments, and vehicle operations.
	No previous experience.
	Road officer for 13 years Detective for 4 years Road sgt for 5 years
	I have 9 years of law enforcement experience. I'm currently an instructor of firearms, baton, handcuffs, flashlight, defensive driving, stop the bleed, traffic incident management, milo firearm simulator, and taser. Officers need more hands on training in high liability situations.
	Basic CIT is a great program to deal with people with mental illness. However it does not adequately address how to deal with people who are having a one time crisis besides getting them to a hospital for an evaluation. If the person is not a danger to themselves or others then the hospitals discharge the person with no avenue for them to get assistance.
	I started in corrections moved to patrol Supervise patrol unit CIT Training Medical first responder Correct the racial profiling reporting system to ensure correct info is reported, right now there are areas needing to be on it. With that info maybe it will be more of a reliable tool. Now it is guided and leans against the officer no matter the circumstance
	I've been in law enforcement for 24 years and have seen several changes occur. I've worked in many phases of law enforcement including patrol, traffic, mounted patrol, SRO, and now manager of the accreditation process. Society is constantly changing so the training has to change to conform to the new standards. Increased training on officer safety involving incidents and traffic stops must continue because of the complacency in our job over the last several months/years which has kept officers from performing their duties as usual- everyone has taken a back seat for fear of an incident which may happen and increase liability.
	I have been in law enforcement for 27 years in Missouri. I believe many smaller departments like ours may be lacking in defensive tactics training. More firearms training would benefit us as well.
	None

Comments from Slide 12

	Please briefly detail your law enforcement experience and what additional training you think officers need to safely and effectively perform their duties:
	I have over 22 years of law-enforcement experience. Officers need more training and de-escalation techniques and every officer in the state should be required to be CIT certified. This would be a good first basic step towards making sure officers can effectively communicate with diverse populations.
	I have been an LEO for over 10 years now. I am currently a K9 officer, on duty supervisor at times, field training officer, Investigator with the Major Case Squad, and many other things within the department. My biggest thing I have seen over and over again with new officers or even older officers are Officer Safety. It has gotten terrible. With new officers, I believe they need extra training on how to speak with people. A lot i train come out of the academy with no respect, very aggressive, and just very low people skills.
	Currently a Sergeant and have served 4 years with the same agency. I would prefer to see less on line training and more in person hands on classroom setting as soon as safely possible.
	almost 30 years experience in LE in Missouri....i think deescalation and communication are important to develop. I think the understanding of and testing for emotional intelligence is also important. These two topics would also dovetail into decision making scenario based training.
	I have almost 30 years experience, mostly associated with investigations and supervision. Training I would like to see entails qualified immunity along with report writing and court testimony.
	24 years experience. Additional training would involve de-escalation strategies
	35 years and wrok from Patrolman to Chief of Police including 13 years as a detective and 10 years patrol supervisor.
	Additional firearms training and dealing with mental health illnesses
	Fitness training daily, monthly rsmo law reviews.
	More on digital training and crime scene investigations
	Patrol, Investigator, Administration and plant security. Communication skills is a priority for training.
	30+ years. Training regarding decision making and consequences.
	Seven years full time experience. None
	We need to invest in the health and wellness of our officers.
	More online training to do at their own pace
8/24/2020	
	N/A
	My law enforcement experience consists of working as an officer for a municipality and also working as an officer for a University as a police officer for 11 years. Training includes Unbiased Policing, Command College, Management Development, First Line Supervision, FTO Training, and Criminal Investigations. I believe officers need Biased based police training to understand how their personal biases can affect how they police the community.
	I have a twenty years of law enforcement experience and I've been assigned to the training academy for well over ten year. My agency continues to train officers in de-escalation, racial profiling, biased based policing, and cultural diversity. No matter how much training you give officers you can't teach ethics, integrity and how to not be prejudice.

	Please briefly detail your law enforcement experience and what additional training you think officers need to safely and effectively perform their duties:
	There should be a greater emphasis on fitness and wellness training; and officers should be paid for exercising off-duty. It has been my experience that officers who engage in rigorous fitness programs deal with stress better, project a more confident and competent image to those they deal with, and use less force. The State should consider legislation mandating 3 hours per week of compensation for officers to work out; and departments should be given CLEAR protection from lawsuits for discipline or termination of officers who do not meet minimum fitness standards. POST might consider adding a requirement for more range time. Not more hours; more frequent range events.
	While I am familiar with the concept of this law, I was unfamiliar of the actual wording. In this day of virtual training, it would be nice if MOPOST developed an annual training (or every 3 years) required for relicensing. Nothing dramatic, but maybe a 1 hour webinar. Most officers don't know what is required for relicensing or how the process works, they rely on their department to do it for them. They aren't even familiar with laws like this.
	There is never enough time, money, or training staff to effectively address the variety of necessary training fundamentals and necessary reinstruction for the officers of a large urban organization.
	Graduated from the _____ in 2009, worked for the _____ as a Patrolman until 2011. I'm presently employed by the _____ Department in the position of Sergeant. Definitely more simulation hands on training with the MILO system or other real life scenario training. Diversity training in the field not just in classrooms to get officers out of there comfort zones.
	((Approx 10 yrs line officer, approx 2.5 yrs supervisor, approx 1.5 yrs professional development officer (recruitment/retention) FTO/CSI/SWAT/ instructor firearms-less lethal munitions/ background investigator/ generalist instructor))) Officers need measured accountability for day to day skills which can be implemented using an equivalent of powerDMS and consistent objective measurement (testing/ practical demonstration) to show and prove level of proficiency - depending on the discipline, use an independent evaluation by a non biased LE official. This can be done in shift meetings - and the oversight maintained needs to be implemented and documented by first line supervisors, both positive and negative feedback, with the ultimate goal being the improvement and maintenance of high standards by officers. Always striving for better. Scenarios are absolutely imperative and placing officers in Training situations outside of their comfort zone to be well rounded and equipped in the real scenarios.
	12 years of Missouri law enforcement experience - 7 operational & 5 supervisory Trauma-Informed Interviewing Crisis Intervention Team Verbal Defense & Influence (non & de-escalation tactics) Diversity & Bias Training Threat Assessment Officer Wellbeing

Comments from Slide 12

	Please briefly detail your law enforcement experience and what additional training you think officers need to safely and effectively perform their duties:
	<p>90% of all agencies in my opinion will allow the law-enforcement officer to resign without reporting anything to post I have seen this done for even child sexual offenses. And later that same officer became a predator again. There are times When the sheriff or the chief should have the option to allow that officer to resign on a very minimal offense that violated their standard operating procedures. However I believe these officers that continue to be allowed to have a Missouri post certification is why we have so many shootings that the media takes Extreme attention to in a negative way. I do not believe that very many law-enforcement officers get into the profession as I did 20 years ago to serve and protect their community. I believe lack of reporting to Missouri post and Allowing these officers to just go to another agency has caused the problems that we are in today. One officer in particular his name is : if you look into his record he has been to multiple agencies and you would have to ask yourself why who keeps account of that and why they continue to move agencies he is a horrible aggressive officer not just to the African-American public but to the LGBT community and even to poor white individuals. We have more people in law-enforcement now for the power they feel then the ones who want to serve and protect our community. If you talk to those people they are actually afraid they second-guess every call Which becomes very dangerous to that person who really is trying to serve and protect the community because we all know that second guessing can cost you your life! Thank you for listening.</p>
	<p>I have approximately 13 years of law enforcement. I don't necessarily feel that 'additional' training is needed, but what I do think, is that in-seat (face-to-face) training is critical, and reliance on online/virtual training should be kept to a minimum. While it is easier, cheaper, and frankly safer during this pandemic, it does not hold the same weight as in-seat training does, and does not allow for collaborative discussion among officers from varying personal/professional backgrounds which provides a greater depth to any training topic when real-world experiences and encounters can serve as a sounding/learning board for fellow law enforcement officers.</p>
	<p>Full time, certified police officer for 15 years; certified reserve officer 27 years since. Legal updates and technical updates are the most important. Some of the mandated classes required are redundant and not necessary to have to take every year. It is a shame the online classes have the testing procedure; they always take longer than the time stated and some up to twice as long to complete. (Just to prove your compliance.). This year is a scramble because of few in person classes.</p>
	<p>Please give up the fallacy that additional training is what is needed for more effective policing. Get back on the streets and realize/remember that we deal with the mentally ill, drunk, and "high" members of society when they are unable to keep their actions within the realm of normalcy, in addition to criminals. It seems that much of the newer training is NOT intended to promote officer safety, but rather to encourage officers to excessively sacrifice their safety because the subject will not/cannot follow commands. If POST is proposing additional training in firearms and defensive tactics, then yes, I can agree with that.</p>
	na
	<p>Law enforcement officer for approximately 16 years. More in person training seminars where face to face discussion is utilized versus the growing dependence on virtual online training.</p>
	<p>19 years of service. Patrol, Community Policing, SWAT and Traffic.</p>
	<p>I have worked at various departments including low funded rural areas. Better funding for these low end departments is critical for officer success and their ability to get much needed training!</p>
	<p>I've worked as a patrol officer the. All the way up to a small town police chief. I went to a county department and worked as a road deputy. Updated status and procedure training is where departments lack.</p>

	Please briefly detail your law enforcement experience and what additional training you think officers need to safely and effectively perform their duties:
	28 years of experience and currently a sergeant at a central MO Police Department. Ethics and de-escalation is always needed. However it all comes down to money. Our training budget is usually the first to get cut when cuts are needed. Small departments like ours, find it very difficult to pay a competitive salary to keep officers. So we are constantly training new officers and they move on in 2 to 3 years to better paying departments or just quit law enforcement all together. One of the big problems, is the basic training. There was a basic training police academy at Moberly Area Community College, however that has closed because it was too expensive for the college to keep it going. The next closest is now in Columbia at LETI, and that isn't big enough to keep a supply of recruits for all of the area law enforcement agencies. Even when officers come out of the academy, it is still a good solid 3 to 4 month they are with a FTO before they can be trusted on their own.
	15 years in service.
	Retired Army CID Special Agent in Charge, Chief of Police of small community. Licensed Generalist Law Enforcement Instructor. Coroner.
	20 years Currently serving as a sergeant. Conflict resolution, training that there is officer discretion when it comes to arresting and enforcement, that not every situation requires a heavy hand. And more tolerance and patience "contempt of cop" issues are a root to a lot of conflicts.
	I believe officers, over the last twenty years, have grown accustomed to gadgets and have gotten away from good ole communication and defensive tactics. More defensive tactics should be required.
	CIT
	25 years of contiguous experience in one department including patrol, patrol supervisor, investigations supervisor and management in operations. Generalist instructor license and specialist license in firearms instruction. Teaching basic level instruction for MSATA and CMPA academies at one time or another for the past 12 years. My department has had no liability in the last 25 years in use of force issues. I believe the reason for this is the fact that we have always extensively trained in physical skills (control and defensive tactics) and have the ability to control and manage non-compliant and resisting situations more effectively and with less probability of injuries to officers or suspects. We think it is important to include discussions about use of force in physical skills and firearms training to insure that all officers have a very good working knowledge of appropriate and effective use of force. We review all use of force incidents, and even if the force used was appropriate in a given circumstance but other options may have existed, we include those options in the next physical skills in house training sessions and often recreate the incident in the training environment to explore those "better" options. Our department has also utilized the Lateral Vascular Neck Restraint system for the last 16 years, strictly adhering to the prescribed annual training and re-certifications prescribed by that system. We have had dozens of actual field uses resulting in zero injuries to suspects or officers and no citizen complaints when the system has been used in an incident. Removing LVNR as a use of force option, I predict, is going to have detrimental consequences, at least for my department. In use of force training, the element I have seen often missed is the severity of the crime for which we are effecting an arrest.
	I have been in Law Enforcement since 1974. The single most important thing that should be taught in detail, and use to be, is report writing. During my visit to one of our local academies, when I ask about report writing the response was each department has their own way of doing things. I agree procedures may differ but the basic content and order is the same. Next is the collection of evidence and testifying in court. What else I see is an attitude issue.

Comments from Slide 12	
	Please briefly detail your law enforcement experience and what additional training you think officers need to safely and effectively perform their duties:
	Training in dealing with individuals with various mental/cognitive disabilities Many legal aspects (including current issues with use of force) and the applicable case law (for example - I am not sure that all peace officers understand the issues with the usage of a taser, how the Court has changed the standard) - landscape is always changing and many peace officers do not get updated sometimes for years
	32 years in the job. Officers need more training on mental health and also PTSD and how to recognize and talk to a person with the above.
	I think defining whether or not it matters if you know if your superiors have reported this. At some agencies, this may or may not be a problem.
	Experience in Police, Sheriff, and State Level Law Enforcement Training would be beneficial in the areas of hand to hand defensive tactics, legal studies, and non-lethal tactics.
	Law enforcement officers need increased training in de-escalation scenario based.
	fedw
	Crisis intervention technique training should become a mandatory part of all Peace Officer Standards Training for academy cadets. The ability to quickly recognize persons with a impairment, affliction or disability will assist them in deescalating the situation.
	I work in a county jail. Training is needed on ethical decision making and officer/citizen interactions.
	35 years actively employed as a commissioned Police Officer. I started with 120 hours, which was certainly not adequate. The current level for a Class A is reasonable, but no amount of training will cover every circumstance that police officers are expected to deal with. I have worked with police officers that have multiple master's degrees and even a few phd's and that doesn't cover ever circumstance that officers may have to deal with. Continuing education with actual hands-on, in person training is necessary. Training on de-escalation and means to control one's own temper would be good.
	Been in law enforcement 22 years, how to deal with the unrest and bashing of law enforcement as well as how to deal with the stigma law enforcement deals with in today's times.
	for nearly 10 years. does well with continuing education, but could offer more up to date training regarding RSMO's and Constitutional Law refreshers.
	21 years out of state service-retired. 3 years in state service and current. Additional Training Officers need access to and time allotment to complete the mandated training which currently exists. So many areas, so many specified hours in specific areas, with little resources or knowledge to maintain or obtain training.
	Administration/Deputy Additional training needed would include professionalism and ethics.
	26 years with Federal Prison System 13 and one half years as a school police officer 4 and one half years as a Bailiff for Associate and Circuits Training to provide the officer with knowledge working with subjects with mental health issues for all ages. Better coping skills for officers to decompress after critical incidents.
	20 years in Law enforcement. I believe more officers, especially the younger generation, need to learn better communication skills.

	Please briefly detail your law enforcement experience and what additional training you think officers need to safely and effectively perform their duties:
	I have over 3 years civilian law enforcement and over 5 years federal law enforcement. My training consists of active shooter user and instructed and CIT trained. Officers need more training in CIT. in my years of experience I noticed many officers who attend a civilian police academy tend to go into the real world and tread citizens like crap, which results in people hating officers. Treat everyone with respect until otherwise. Let them set the ton.
	I'm am the CIT Supervisor for my agency and mental health awareness and de-escalation skills are in huge demand. I believe a standard yearly training on these skills needs to be established state wide.
	8 years of law enforcement experience Ethics training and self testing Knowledge of basic laws and updates Knowledge of dwi/dwi-drugs process
	I've been doing this job for over a decade; I'm currently a Detective. We should be paid to train in Jujitsu or MMA, and weight training. A lot of this kids coming on now - despite growing up in a "technological age" can't successfully navigate basic software, file transfers, etc. There is no way to be in Law Enforcement without having basic training in technology.
	20 years experience, all aspects. Patrol, investigations, community liason, admin/supervisor. CIT training should be mandatory for all officers, as we seem to be dealing with persons in crisis much more often, and I see a lot of officers unprepared and untrained to deal with them. I think situation awareness should also be stressed more, avoiding the "routine" or "commonplace" mindsets so many officers seem to fall into.
	28 years as a licensed peace officer. I am concerned that we spend most of our training hours and budget on the new core curriculum (which is repeated each year and has become quite redundant) that we have no resources left to train for such daily encountered law enforcement tasks such as thefts and criminal investigations, etc. If an officer hasn't learned how to deal with the public fairly by now, he/she never will.
	Na
	17 years of law enforcement experience covering all aspects of LE to include tactical operations and police instructor. Greater focus and training on the safe application of force to effectively arrest a subject who is resisting. The longer it takes to subdue someone who is resisting the greater the likelihood that an injury will occur to either the officer or the suspect.
	Officers should be required to know the citizens and community they police and not only when it's a critical 911 emergency. Officers need to be trained on how to handle community relations. Their are more calls for service regarding disputes and disagreements and officers don't know how to help.
	25 YEARS AS A POLICE OFFICER. INSTRUCTOR FOR 23 YEARS. POST CLASSES NEED TO BE UPDATED. POST IS WAY BEHIND ON TRAINING CHANGES. THE CURRICULUM FOR POST TRAINING IS OUT DATED. WHEN AN OFFICER TRANSFERR FROM ANOTHER STATE THEY SHOULD ATTEND AT LEAST A 40 HR LAW CLASS FOR MISSOURI.
	I have been with the Police Department since 2001. I feel there needs to be training on leadership for our department supervisors. We have several supervisors which provide younger officers bad advice on issues and fail to access things with a bigger picture mentality.
	30 years experience including traffic safety, detective bureau, and line platoon supervision. Caliber Press offers tremendous training for life experiences. Verbal Judo was an excellent course that should be mandatory for all law enforcement agencies. Updates from MoDot
	More overall training. More practical application training. More in depth firearm training.

Comments from Slide 12

	Please briefly detail your law enforcement experience and what additional training you think officers need to safely and effectively perform their duties:
	I have 27 years of law enforcement experience and hold a Masters Degree. The one thing I have always said that is lacking for new officers in today's environment is: people skills. The ability to talk to people of varying socioeconomic backgrounds.
	See later explanations.
	I have 5 years of experience and have worked at the state, county, and now municipal levels. I think officers need more training like Brazilian Jiu Jitsu, communication training, and I think the CIT program should be expanded into the training.
	X
	I have 12 years of experience in law enforcement. Currently I believe our training standards are on par for a national average.
	Mental illnesses within our ranks and working harder to get rid of the stigma of we only help others and spend little time on our own well beings. Many new recruits have never been in a physical altercation and this presents new challenges which must be addressed
	10 years of law enforcement experience If common sense could be trained...
	25 years of federal law enforcement.
	I am a Sergeant. Better verbal and non verbal communication classes. Different ethnic classes and more attentive listening type of courses. Also continue the current self protection classes.
	30+ years Federal Investigator 12 years State Investigator Bias/Racial Instructors need to have their materials certified and monitored, I have seen some very poor Bias/Racial Instructors.
	I have over 15 years of law enforcement experience which includes patrol duties, narcotics interdiction, investigations, and my current command staff position. I believe we over emphasize some topics and lack emphasis on others. From a perspective of leadership the idea to re-enforce racial profiling, sexual harassment, and interpersonal perspectives areas are PC and needed, however, the quality of the training provided is horrible. It's usually some older, monotone, low budget video they watch then have numerous attempts to pass a generically easy multiple choice test. The training is watered down and not taken seriously. We need those trainings, however they can be included in other more pertinent training to the patrol officer (the majority of our officers). We need training on current law changes, traffic stop safety such as dealing with sovereign citizens & the "I know my rights" crowd of today. The racial profiling, sexual harassment, and interpersonal perspectives topics can be included in the more advanced and interesting training topics. Patrol officers need to know and understand current law changes and the case laws being set. Budgets for payroll and training need expanded. Supplement programs to get police officers to a minimum salary of \$30,000 is a horrible way to treat those willing to lay their life down for their neighbors. Find ways to use fines to fund such programs or training. I am blessed to work for a Sheriff which knows how to budget and utilize the funds we have and is an excellent grant writer, however that barely gets us by. Some agencies do not have that type of leadership. State health care & retirement for all first responders would be an excellent way to raise pay, provide better benefits to our public servants, and assist with the quality of our future recruiting classes.
	I have 30+ years experience as a Missouri. What we do is SO unlike other agencies. Much of the training we receive is geared to regular law enforcement agencies, and we really don't get that much out of it. (We don't do car stops or vehicle pursuits. We seldom do searches of people or buildings. We don't arrest people and seldom even handcuff anybody.) I do feel the most valuable classes for us are the cultural awareness type classes and classes in de-escalation and communication.

	Please briefly detail your law enforcement experience and what additional training you think officers need to safely and effectively perform their duties:
	Law Enforcement Professional for 20 years, being a supervisor for 16 years. I think we need better access/information to provide victims of Domestic Violence, Incurable Juveniles, Victims of Human Trafficking, Training in dealing with Special Needs people, and Civil Unrest.
	I am a 21 year veteran of law enforcement who has attended a variety of very specialized training courses and seminars. I've worked patrol, S.W.A.T., traffic, firearms instruction, SFST instruction, DRE, and crash reconstruction. I've been a first line supervisor and I have been the CEO of two police agencies. Officer safety as it relates to sound tactics, courtroom testimony, and report writing are the largest training related deficiencies in training I've observed in police officers during my career.
	29 years of law enforcement experience in a mid-size agency (50+ officers) in the State of Illinois. 7 of 29 years was spent in a Commander's role, 8 years in supervisory positions. Currently, Chief of Police for a small agency (30 officers) in the State of Missouri (18 months). More simulated, virtual reality, based training needs to be developed. These types of training opportunities are more interactive, powerful, and engaging. They improve knowledge retention and minimize complacency. In most cases, feedback is in realtime and instructors can effectively gauge the learning process.
	Been in L.E. for approximately 17.5 yrs. I worked out starting as a line officer and have worked through the ranks and now hold the position of Admin LT. I oversee the Evidence/Property room, Records Clerk, (11 Center and Investigations unit). Understanding culture/cultures within our own Country. Inner City vs Rural etc. The differences between them as well as how different individuals are raised and how it translates into their adult life.
	I started in a county jail and within 6 months I was promoted to a jail supervisor after 6 months and to the Chief Jailer after a year. I put myself thru the academy and maintained my position as Chief Jailer/ Deputy for a period of 10 years. DWhen I left the Sheriffs department I moved out of the area and after a short period of time I accepted a position as an officer of a small city in Southwest Mo. where I was promoted to Sergeant and then 6 years ago I was made the Chief of Police .
	Officers need more communication skills when using escalation and de-escalation for use of force as well as more defensive tactics training.
	I've been a police officer for nine (9) years, during which I've worked in the capacity of patrolman, detective and am currently a field training officer. The most critical areas I've observed officers could benefit from a training standpoint have lately been confidence in their abilities and ways to boost their moral toward the profession.
	Current standards are good.
	I have been a certified officer since 1997 and have experience working in rural police departments, county sheriff's offices, and international narcotics and law enforcement. Police officers deal with a myriad of situations today almost to the point that there cannot be training for every specific situation. Police officers are often left to their own devices to figure out some situations and hope that they turn out well essentially. There is a big focus on de-escalation and that is all well and good but it takes two sides to come together to come to a good resolution to a situation. Police work is getting too intermingled with social work and steps need to be taken to re-establish the lines between the two.

	Please briefly detail your law enforcement experience and what additional training you think officers need to safely and effectively perform their duties:
	I have been in Law Enforcement for over 40 years (Military, Municipal, Task Force and County). I have had a myriad of training in near every subject you can think of. My concern is more cost than quantity or quality. Most training providers are very proficient in their fields and provide quality training. The cost is problematic. While specific training is mandated by statute and rule, the cost is left hanging. Officers are then required to insure they maintain set standards; however, departments are limited in funding, thus making the officer financially responsible for maintaining his license requirements or lose his job (overly simplified but true in the long run).
	I don't believe the issue is particularly a training issue as much as it is a Character issue. It seems lying is tolerated and the idea that a good credit score somehow means you are a good person. I believe there should be a racial profiling exam. I believe officers should receive deescalation training that is pass or fail. This training should deal with psychology and involve empathetic communication scenarios and dialogue.
	I have been in Law Enforcement since 1973, starting as a reserve with _____ - Graduating the _____ Academy in November of 1974 staying for over 20 plus years. Leaving _____ I joined several Municipal departments over the next 20 years being continually trained through the _____, and various continued Education classes. Left after another 20 plus years, and worked as a MO State License investigator in Criminal Defense area for the Local, State & Federal Courts. Continued my training yearly through _____ State training courses keeping my Post requirements up to date. Worked under Public Sector as Director of _____ for several years before going back to court appointed cases. After an unforeseen illness due to cancer, Went back to Law Enforcement, being re-instated as an active Post Certified Officer in August of 2019. Currently and active officer in a municipal department St Louis County uniform Patrol, Evidence and Property Control, taking online courses through MO Sheriff Association, Private companies State organizations and those offered through department to keep training up to date. With all the changing law, would like to see more accessible classes offered to keep up to date, relative to these ever changing areas.
	13 years LEO experience more statute training more search/seizure training
	31 years experience, including 8 as sheriff of McDonald County. BS in CJAD, AS in Law Enforcement. We need more training in real world crap and not all the feel good bullshit that came out of Ferguson. We also need a path to certification that is more streamlined and paid for by the state. Lack of quality applicants is affecting all law enforcement agencies in the state. POST requirements are too lengthy, cost is too high and people don't want to be cops anymore. The State needs to take a bigger part in paying for and providing low cost training. Also, what works for the shithole metro areas of ST. Louis and KC doesn't work for the decent parts of the state.
	Long term officer. Need to teach more about the new deescalation, what it is, what we are supposed to do with it. Many of us were never taught this process. Possible less firearm training as an example and start teaching all of these new topics including what is now expected of an officer in today's environment.
	cdvds

