Opening Welcome
POST Commission Chairperson Sheriff Mark Owen called the meeting to order at approximately 1:00 p.m. with the Pledge of Allegiance and Oath of Honor.

Commissioners Present:
Commission Chairperson, Sheriff Mark Owen ................................................................. Platte County SO
Commissioner Chief Michael Wiegand.............................................................................. Eureka PD
Commissioner Chief Paul Williams................................................................................. Springfield PD
Commissioner Chief Gary Hill .......................................................................................... Lincoln University PD
Commissioner Captain Benjamin Jones .......................................................... Missouri State Highway Patrol
Commissioner Sheriff David Marshak ............................................................................ Jefferson County SO
Commissioner Director John Worden ............................................................................. Law Enforcement Training Institute

Commissioners Not Present:
Commissioner Dr. Emanuel Cleaver III ............................................................................ Public Member
Commissioner Detective Edward Clark.......................................................... St. Louis Metropolitan Police Department

DPS/POST Staff Present:
Sandra Karsten....................................................................................................................... DPS Director
Kevin Bond ......................................................................................................................... DPS Deputy Director
Nathan Weinert................................................................................................................... DPS General Counsel
Mike O’Connell .................................................................................................................. DPS Communications Director
Tyler Hobbs ......................................................................................................................... DPS Legislative Director
Jeremy Spratt ..................................................................................................................... POST Program Manager
Troy Thurman ...................................................................................................................... MoDEx Program Manager
Cheryl Parris ....................................................................................................................... POST Program Senior Specialist
Review of October 6, 2021 POST Commission Meeting Minutes
Commission Chairperson Owen asked for a motion to approve the meeting minutes as presented. Commissioner Williams made a motion to approve and was seconded was by Commissioner Jones. Votes were unanimously in favor of approval.

Site Visit - Greene County Sheriff’s Office Basic Training Center
On March 3, 2022, Jeremy Spratt and Les Martin conducted a site visit of the proposed Greene County Sheriff’s Office Basic Training Center. Mr. Spratt briefly went over the detailed report provided to the members of the POST Commission, which included photographs of the proposed training facility and their offsite training locations. Mr. Spratt said there were no negative findings and POST was able to review and approve all of the proposed basic training center’s lesson plans.

There were only two questions, which were posed by Commissioner Williams. He asked Sergeant Killingsworth if they still planned to hold their first basic training class on June 1, 2022. Sergeant Killingsworth said the proposed start date had been moved to May 5, 2022. Commissioner Williams also asked where the proposed Driver Training courses would be held. Sergeant Killingsworth said the location was a
parking lot of the North Point Church on Norton Road. Commission Chairperson Owen asked for a motion to recommend to Director Karsten to issue a basic training center license to the Greene County Sheriff’s Office Law Enforcement Academy. Commissioner Marshak made a motion to approve the recommendation and was seconded by Commissioner Williams. Votes were unanimously in favor of making that recommendation.

**How to Increase Law Enforcement Officers (Apprenticeships, Career Center Credit)**

Director Karsten said she has had numerous conversations with Deputy Director Kevin Bond and law enforcement leaders across the state on how we can increase officers, how we can increase quality applicants to basic training centers, and how we can recruit officers from other states to become licensed Missouri officers. As part of those conversations, they have looked at different options, but she would like to hear from the POST Commission on how we can improve and fill the vacancies that exist in our law enforcement agencies across Missouri.

Director Karsten said many agencies have vacancies and the quality of some applicants they receive are not of the quality they would like. She discussed the recent rule revision that allows basic training students to take the licensing exam at 20 years of age if they are employed as a civilian with a law enforcement agency. They cannot become commissioned until they turn 21, but this was intended to help law enforcement agencies retain qualified applicants.

Director Karsten then discussed Missouri’s 19 career centers that have a criminal justice program in high school, which have an average of about 300 graduating students per year. Some will go into the military, some will go on to college, but the career center directors will say that there is a need to bridge the gap between when they are graduating and when they are eligible to begin a law enforcement career.

Director Karsten said a representative of Missouri’s Department of Higher Education and Workforce Development would be providing a presentation on how apprenticeships work and how they might be able help law enforcement agencies recruit career center students to help with law enforcement vacancies, while the students are working toward attending a basic training academy.

Deputy Director Bond said that when he was a sheriff, he was able to use workforce development funds to hire jailers and dispatchers who would then complete the basic academy to become patrol officers. He was able to utilize the apprenticeship programs to augment his staff, which worked very well.

Deputy Director Bond introduced Ms. Jeanna Caldwell with the Missouri Department of Higher Education and Workforce Development who provided a presentation on the apprenticeship program. Ms. Caldwell explained there are already police officer registered apprenticeship programs in Springfield and St. Louis, which makes this easy to replicate with other law enforcement agencies. She discussed “earn and learn” situations using incumbent worker training funds and other programs communities can tap into to build the workforce pipelines they need. She stated that registered apprenticeship programs allow students to be supported in a structured manner so they meet specific standards while earning an income. She stated that registered apprentice programs can be tailored to a specific law enforcement agency’s needs, which would also allow an opportunity for the student to earn college credit.

Director Karsten discussed a need for a registered apprenticeship programs for the crime labs across the state, similar to the need for registered apprenticeship programs for law enforcement agencies.
Commissioner Williams stated that the registered apprenticeship program has worked very well for Springfield’s Fire Department, but the training standards for firefighters is a lot different than the training standards for law enforcement officers.

Ms. Caldwell stated that these programs have a lot of potential for a community to retain persons to work in the law enforcement field. Ms. Caldwell said her office is focused on public sector registered apprenticeship programs. When asked by Director Karsten what other states are doing with registered apprenticeship programs, Ms. Caldwell stated that Missouri leads the way with these programs, especially with their firefighter and corrections programs, and other states look to Missouri on how their programs are working. Ms. Caldwell further stated that she does not know of another state to point to as an example.

Ms. Caldwell said that students who complete a registered apprenticeship program can receive a U.S. Department of Labor credential, which acknowledges their hours of on the job training, along with a minimum of 144 hours of related classroom or academic training, which is recognized throughout the nation.

Commissioner Williams said there needs to be a broader discussion on registered apprenticeship programs before there would be any consideration given for basic training credit for this program. Ms. Caldwell said that registered apprenticeship programs can be used to supplement basic training and not replace it, unless that is what the commission decides.

When asked by Commissioner Marshak, Director Karsten said the state is in support of registered apprenticeship programs and asked Ms. Caldwell where Missouri ranks in the use of registered apprenticeship programs. Ms. Caldwell said that Missouri currently ranks in the top three in the nation for new apprentices and with students who complete an apprenticeship program. With the addition of the Missouri National Guard participating in a registered apprenticeship program, she believes Missouri will return to being number two in the nation.

Director Karsten said the intent of this presentation was to start the discussion and thought process on how registered apprenticeship programs could be used to recruit the next generation of law enforcement officers and no decision has to be made today. Ms. Caldwell was thanked for her presentation.

**East Central College – Phelps Law Enforcement Training Center Application**

Phelps County Sheriff Kern began the presentation by explaining that he has spent the last six months meeting with various groups and individuals within his community about the need for a basic training center in his area. He said his office has elected to partner to East Central College in this application because they have a stable foundation and already provide fire academy training, ambulance staff training, and a nursing program. He said there is not a sufficient number of qualified law enforcement applicants in his area to fully staff local law enforcement agencies. Sheriff Kern further said that William Loughridge, who is a captain with the Rolla Police Department, would be serving as the assistant academy director, but Captain Loughridge is not part of the college.

Sheriff Marshak asked what the minimum number of students the proposed training center would need to be able to hold a basic training class. Ms. Christina Ayers, who is listed as the proposed basic training center’s director, said that their target is 8 to 10 basic training students their first year, but she will start a basic training course the first year with 5 or 6 basic training students. She said this is not a profit generating situation for them, they just want to cover costs, as they have other existing programs to shift resources to run a smaller program.

Sheriff Kern said his office will be providing training weapons, the firearms range, and all labs will be offered at the sheriff’s office. He said all the students will need to provide is ammunition and the cost of instruction.
Ms. Ayers said that the cost of consumables, such as ammunition, will be rolled into tuition costs so student aid or student loans can be used to cover these costs.

When asked by Commissioner Williams, Sheriff Kern stated that they have multiple licensed basic training instructors between the Rolla Police Department, the Phelps County Sheriff’s Office, and the Missouri State Highway Patrol. Sheriff Kern said he has plans to sponsor basic training students to cover the cost of basic training while employing these students in his office.

When asked by Commissioner Hill, Captain Loughridge said the Rolla Police Department is currently down three officers. Sheriff Kern said the 911 dispatch center is down eight employees, he is down four road deputies, and the St. James Police Department is down five officers. Ms. Ayers said their goal is to offer one part-time basic training course per year.

When asked by Commissioner Williams, Sheriff Kern said he thinks there will be a continued need to offer an annual basic course in the Rolla area. Ms. Ayers said that basic training graduates will have the option of completing additional general education courses to earn their Associate of Applied Science degree, which could be completed prior to the start of basic academy training. When asked by Commissioner Worden, Ms. Ayers said students will receive 40 hours of college credit upon completion of the basic training academy, and an Associate of Applied Science degree is 60 credit hours. Commissioner Williams stated that 40 hours was on the high end of college credit awarded for basic training, as Springfield Police Department’s Academy is 1,100 hours of basic training and his students only earn 32 hours of college credit, so he cautioned her about not awarding too many academic hours and to research this further. Sheriff Kern stated that their proposed academy would be a little over 700 hours of basic training.

Commission Chairperson Owen asked if there are existing basic training centers offering basic training in their area. Sheriff Kern stated that Pulaski County is hosting basic training courses through the Missouri Sheriffs’ Association Training Academy, but he has been sending his students to Columbia for basic training. Ms. Ayers said that the Missouri Sheriffs’ Association Training Academy will not run a basic training program unless they have at least ten students.

When asked by Commission Chairperson Owen, Ms. Ayers said she would be the point of contact for POST if questions or issues would arise. Ms. Ayers said she does not have prior law enforcement experience, which is why they have identified Captain Loughridge as the assistant academy director, so they have someone with a law enforcement experience available. Sheriff Kern said they would also have an advisory board that will oversee the operation of the proposed basic training center.

When asked by Commissioner Hill, Sheriff Kern said he had not considered partnering with an existing basic training center to umbrella their basic training academy, but he had concerns trying to work through an existing basic training center, and multiple individuals, to update lesson plans and to manage the basic training program.

After a five minute break, the POST Commission reconvened to take comments on the application from members of the audience. Mr. Kevin Merritt, the Executive Director of the Missouri Sheriffs’ Association, said the Missouri Sheriff’s Association Training Academy provides a part-time basic academy in Waynesville, which is approximately 30 minutes to the west of the proposed basic training center and a basic training academy in Salem, which also approximately 30 minutes from the proposed basic training center. Mr. Merritt said that even though they continue to advertise for the Salem academy in Dent County, they have not recently had enough applicants to start a class.

Mr. Merritt said it was stated that the unnamed basic training center, which he knows to be the Missouri Sheriffs’ Association Training Academy, would not hold an academy class unless they have a minimum of ten basic training students, which is not correct. Mr. Merritt stated that in August 2020, they started a basic training
class in Poplar Bluff with eight students; in August 2021, they started a basic training class in Poplar Bluff with eight students; they started a basic training class in Jefferson City with seven students; they started a basic training class in 2022 in Reeds Spring with seven students; and a basic training class in Camdenton with six students. Mr. Merritt said he was confused by the allegation that the unnamed basic training center would not start a basic class with fewer than ten students.

Mr. Merritt said that in reviewing the applicant’s proposed rules and regulations, he determined that the proposed rules and regulations are verbatim, including their typographical errors, punctuations, and hyphens, to the rules and regulations of the Missouri Sheriffs’ Association. He said his rules and regulations are not copyrighted, but he is not pleased to see that and he has concerns that a basic training center applicant would not do their own work. Mr. Merritt said he authored many of the rules and regulations for the Missouri Sheriffs’ Association and they are his original materials and his original thoughts, which were specifically written for the Missouri Sheriffs’ Association. Sheriff Kern said the proposed basic training center’s rules and regulations were provided to them by the Cass County Sheriff’s Office.

Ms. Ayers said she could speak to the requirement of a minimum of ten students to start a basic training course. When researching for their application, she said the statement of a minimum of ten students required was found on the Missouri Sheriffs’ Association website. Mr. Merritt said that ten students is their goal, but they routinely offer basic training courses with fewer than ten students.

When asked by Commission Chairperson Owen, Mr. Merritt said the Missouri Sheriffs’ Association currently has a basic academy class in session in Waynesville. Mr. Merritt said the Waynesville class started with thirteen students, but is now down to twelve students.

Commissioner Williams asked Mr. Merritt when the last basic training class had been held in the East Central service area. Mr. Merritt said the Missouri Sheriff’s Training Academy has recently held basic training classes in Salem and in Union. He also said that within the last couple of weeks, he had a meeting with the East Central College in Union to develop a plan to transition college students from their career center into the Missouri Sheriffs’ Association Union academy.

Dr. Joanne Kurt-Hilditch commented that the Central Missouri Police Academy offers 835 hours of basic training, but they only award 18 college credit hours.

Commissioner Marshak said he appreciates Mr. Merritt’s work and he stands by the things Mr. Merritt has done and his work ethic, and his office has hired graduates of the Missouri Sheriffs’ Association Training Academy.

Seeing that there were no additional comments, Commissioner Williams made a motion to give preliminary approval of East Central College’s application to become a licensed basic training center, authorizing Department of Public Safety staff to conduct a site visit and report back to the POST Commission. The motion was seconded by Commissioner Marshak. Commission Chairperson Owen and Commissioner Worden voted no, and the remaining POST Commissioners voted in favor of the motion. The motion carried.

MoDEx Program Update
The MoDEx process, Information Sharing Coordinator, Troy Thurman presented 12 slides/handouts (below) to the POST Commission about the FY22 financial data and the FY 23 budget request.

- Slide 3 covered the FY22 MoDEx monthly fund balance as of April 1, 2022 is $1,050,118.05. The fund is averaging $39,909.97 per month in deposits. There is an estimated $119,729.91 in total deposits remaining for April, May, and June.
• Slide 4 covered the FY22 MoDEx expenditures, deposits and interest for each month. Mr. Thurman highlighted the two spikes in expenditures were when computer services work was completed to improve the infrastructure and maintenance fees were paid.

• Slide 5 covered the FY22 funding expenditure disbursement and percentage of funding spent. Slide 6 covered FY20 funding expenditure disbursement and percentage of funding spent. Slide 7 compared the major differences side by side in expenditures between FY20 and FY22 where MoDEx chose to change direction for better fiscal and system management and improvements. It was highlighted that no funding was expended for expansion in FY20 because the majority of funding (66.1128%) was being spend for maintenance.

• Slide 9 covered FY23 Management & Administration (M&A) funding estimates and budget request. The equipment and supplies line was explained. The travel and training line was explained that the plan is to attend at least 4 Sheriff’s Conferences, 2 Police Chief’s Conferences, and 3 Investigator Conferences in FY 23.

• Slide 10 covered the vendor maintenance cost. The 5 year average was used for the FY 23 budget request. Mr. Thurman explained that the Office of Administration is negotiating contracts renewals for FY23 and that 10% was added to the FY22 numbers to absorb the final contracted cost for maintenance. The $113,726.34 requested will sustain the MoDEx process exactly as it is currently, without any improvements and/or additions with the vendors listed.

• Slide 11 is the FY23 budget request. Mr. Thurman explained the slide. The current fund balance of $1,050,118.05 was at the top. The FY23 budget requested was in the middle and totaled $700,118.05 which is approximately a $169,156.95 increase from last year. The $350,000 at the bottom of the slide was explained as providing a reserve previously approved by the POST Commission.

Commissioner Williams commented by highlighting slide 7 and thanked Mr. Thurman and Director Karsten on behalf of law enforcement agencies in Missouri for efforts to get MoDEx to the point where it can expand moving to where it was intended to be all along and not just funneling money to one vendor that Missouri was not seeing the benefit from.

Commission Chairperson Owen asked if there were any questions from the commission, and there were none. Hearing none, Commission Chairperson Owen stated he would entertain a motion to accept the MoDEx budget. Commissioner Warden made a motion to accept the FY2023 proposed budget for MoDEx. Commissioner Jones seconded the motion. Commission Chairperson Owen asked if there was any further discussion, and there was none. The motion was put to the Commission for a vote and the motion passed unanimously.

Director Karsten said she wanted to thank Troy for his patience, persistence, and foresight to make welcome changes for the betterment of law enforcement and to provide information in a more timely and accurate fashion than we ever have before. Commission Chairperson Owen said he agreed with Director Karsten’s comments.

Attached Presentation Slides 1 through 12
POST Program Disciplinary Report
Jeremy Spratt reported that the following actions were taken by the POST Program from September 28, 2021 through March 31, 2022.

Peace Officers:

Cases initiated: 133
Licenses revoked: 10
Licenses probated: 10
Licenses suspended: 9
Voluntary surrender (permanent): 19
Letters of Reprimand: 15
No action after investigation: 53
Officers under immediate suspension (pending hearing): 17
Backlogged Cases/Pending Director’s Decision: 0
Basic Training/License Applicants:

Applicant questionnaires reviewed and approved for entry: 143
Applicants pending: 16
Applicants denied entry: 3
Applicants allowed entry after investigation/hearing: 20
Denied application for license: 6

Current Caseload:

Active cases at POST: 167
Active cases at the AG’s office: 123
Total caseload: 290

SB689 and HB2439 Updates
Department of Public Safety Legislative Director Tyler Hobbs provided an update on Senate Bill 689 and House Bill 2439, which contain the legislative priorities of the POST Commission.

Mr. Hobbs thanked the members of the POST Commission who testified on behalf of both bills, which shows the wide support we have from the law enforcement community for these bills. Mr. Hobbs said that both bills have passed out of their respective committees and sit on the calendar for both the House and the Senate. Mr. Hobbs said there were not a lot of public safety bills this session, so our bills are moving slowly. When asked by Commissioner Williams, Mr. Hobbs said no one testified in opposition to either bill.

Training Center Audits
Jeremy Spratt reported that since the previous POST Commission meeting, the following basic training centers were audited:

- MSSU Law Enforcement Academy (License Renewed)
- Lincoln University Law Enforcement Training Academy (License Renewed)
- Drury University Law Enforcement Academy (License Renewed)
- Central Missouri Police Academy (License Renewed)
- University of Missouri Law Enforcement Training Institute (License Renewed)
- Mineral Area College Law Enforcement Academy (License Renewed)
- Missouri Sheriff’s Association (License Renewed)
- FBI – St. Louis (License Renewed)
- Missouri Police Chiefs’ Association (License Renewed)
- Missouri Safety Center Institute for Public Safety (License Renewed)
- United States Attorney’s Office – Eastern District of Missouri (License Renewed)
- United States Attorney’s Office – Western District of Missouri (License Renewed)
Public Comments
There were no comments.

Next Meeting
The next POST Commission meeting is scheduled for Wednesday, October 5, 2022, at 1:00 p.m. in the Lewis and Clark Building, Jefferson City, Missouri. The mandatory training center directors’ meeting will be held at 10:00 a.m. on October 5, 2022.

Miscellaneous
Director Karsten said that the Warriors Rest Foundation has contracted with the Department of Public Safety to provide no cost stress management training to first responders, law enforcement, fire and EMS personnel. Training locations are being finalized, to include Joplin, Kansas City, and Jefferson City.

Director Karsten said that twenty-four hours of POST Continuing Law Enforcement Education training credit will be awarded and she encouraged members of the POST Commission to spread the word about the training. Director Karsten said she has received positive feedback about the training opportunity and DPS is looking for additional training locations.

In talking about the apprenticeship programs and the law enforcement career centers, Director Karsten said the career center leaders’ annual meeting is scheduled for July 27, 2022, in Springfield, and she would encourage anyone who would like to know more about their programs to attend the meeting.

Adjourn
Commissioner Williams moved to adjourn the meeting at approximately 3:15 p.m. The meeting was then adjourned by Commission Chairperson Owen.