

Executive Director Report  
April 4, 2022





# Staffing Update

- Recruitment efforts continue
  - Director Communications, Product Manager (IT), Certification Specialist(s), Associate General Counsel
- Four additional job postings
  - HR Manager, Finance & Budget Manager, Auditor/Compliance Agent (Division of Standards), Business Analyst (IT)
- All functions above currently being done by someone else on an interim basis
- Looking to realize more efficiencies in hiring process (some background check in-house)



# Administrative Update

- New Logo and developing collateral materials
- Communication effort will greatly increase
  - Director of Communications – more proactive outreach
  - Invitations to present at several meetings (associations and conferences), as well as certain stakeholder meetings
- 3<sup>rd</sup> quarter financial report next Commission meeting
- FY23 budgeting has begun



# Continue to get questions

- Use of Force regulations
  - Delta between regulations and SOP
- School Resource Officers
- In scope agencies and in scope individuals
- Addressing some of this questions:
  - Advisory opinions
  - Discussion/decisions at Commission meetings
  - Responding to written requests for opinions



# Recertification Officers A-H

- Distributed to ~660 individuals in Law Enforcement Agencies
  - Lessons from disciplinary records
  - Letter with instructions for recertification
  - Driving traffic to website
  - Communication and outreach effort will continue
- Applicability: All Officers A-H (~10,000 individuals)
- Meeting certain standards will mean additional resources
  - In some cases, not contemplated in current budgets



# Recertification Process (A-H)

1. Attestation Form (Part 1) – Distributed
2. Officer Questionnaire (Part 2) – This meeting
3. Submission Template – Distributed

Submission Template due by June 15, 2022

One or two (not more) submissions: individuals whose Chief attests to and those who don't

Roles of an Evaluator and Interviewer (to facilitate deployment)

Forms include detailed instructions



# Recertification Process (A-H)

- Attestation Form (Part 1)
  - Fifteen (15) Questions (Yes/No)
  - Signature Page
  - Justification if not attesting to good moral character
  - Cannot be completed without Part 2
- Questionnaire (Part 2)
  - Eight (8) Questions
- Submission Template
  - No longer submit to the general mailbox
  - DO NOT modify template (only one row per officer)
  - Instructions / Process for submitting upcoming



# Recertification (A-H) - Exceptions

- Answers may include exceptions for some individuals
  - Implications of certain answers to one or more questions?
  - i.e., never had a psychological evaluation, has not yet completed in service training, etc.
  - Define process for exceptions (conditions, timeframe, waivers?)
  - Add parameters to some of the criteria
  - *Recertification can be issued with conditions.*
- In rare occasions: Chief does not attest to the good moral character and fitness for employment as a Police Officer
  - *Need to define process for this type of exception.*