



# COMMONWEALTH of VIRGINIA

## *Department of Criminal Justice Services*

The Honorable Jackson H. Miller  
Director

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March 2, 2023

The Honorable Janet D. Howell  
Co-Chairman, Senate Finance and  
Appropriations Committee  
Pocahontas Building, 14<sup>th</sup> Floor  
900 East Main Street  
Richmond, VA 23219

The Honorable George L. Barker  
Co-Chairman, Senate Finance and  
Appropriations Committee  
Pocahontas Building  
900 East Main Street  
Richmond, VA 23219

The Honorable Barry D. Knight  
Chairman, House Appropriations Committee  
Pocahontas Building  
900 East Main Street  
Richmond, Virginia 23219

The Honorable Tony O. Wilt  
Chairman, Public Safety Committee  
Pocahontas Building  
900 East Main Street  
Richmond, Virginia 23219

The Honorable Robert B. Bell  
Chairman, Courts of Justice  
Pocahontas Building  
900 East Main Street  
Richmond, Virginia 23219

### ***Annual Report on Compulsory Minimum Training Standards***

Attached please find the ***Annual Report on Compulsory Minimum Training Standards*** in accordance with Title 9.1, Chapter 1, Code of Virginia.

If you have any questions, please contact me. Thank you.

Sincerely,

A handwritten signature in black ink, appearing to read "Jackson H. Miller".

Jackson H. Miller  
Director

Attachment



# Update on the Compulsory Minimum Training Standards for Law Enforcement Officers

## Overview of the Process to Amend the Training Standards and Revise 6 VAC 20-20

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- DCJS submitted a NOIRA on 12/15/2020, after receiving Criminal Justice Services Board formal approval to move forward with a regulatory action on 12/10/2020
- DPB completed its review on 12/23/2020
- Secretary of Public Safety and Homeland Security completed its review on 12/23/2020
- Governor's Office completed its review on 02/05/2021
- NOIRA was published in Vol 17 Issue 17 of the Virginia Register on 03/15/2021
- 30-day public comment period ended on 04/14/2021 with 0 comments received
- This regulatory action along with the appropriate Agency Background Document was submitted to Town Hall on 12/21/2021
- The Proposed stage action was submitted to the Office of the Attorney General on 03/09/2022 and is currently on Day 238 of its review

During this period of time, DCJS continued to meet regularly with SMEs (Subject Matter Experts) from around the entire Commonwealth and the LE CRC (Law Enforcement Curriculum Review Committee). Every performance outcome, training objective, testing criteria, and lesson plan guide was thoroughly reviewed to ensure all legislative mandates were included in the compulsory minimum training standards (even though many were already being taught at criminal justice academies throughout the Commonwealth). DCJS met with the LE CRC eight times in 2021, and held eight public presentations of the proposed amendments to the standards, so that citizens, as well as criminal justice professionals and DCJS stakeholders could be kept abreast of the changes being considered. All LE CRC meetings are public and posted on the Town Hall website, to include meeting agendas and minutes. That information is listed below and meeting minutes attached.

Once the revisions were complete and the LE CRC members were satisfied with the amendments and additions to the training standards, presentations were held electronically due to COVID-19 guidelines, and were posted to both Town Hall, as well as the DCJS website, where they still remain. A recording of the presentation is also posted, as are the revised standards themselves. Overall, DCJS received very positive feedback and was applauded by many constituents for the agency's continued transparency throughout the revision process. Dates for all meetings are listed below. A separate email address ([le.training.standards@dcjs.virginia.gov](mailto:le.training.standards@dcjs.virginia.gov))

was created for the public to send DCJS their thoughts, concerns, and overall feedback. A total of 319 attendees were present for the presentations, and a summary of feedback is attached. DCJS did receive multiple correspondence via email as well, and all content was shared with the LE CRC members.

In the fall of 2021, DCJS held three informational COT meetings, so that the Committee on Training members were able to review all of the LE CRC’s proposed revisions. These meetings were also posted via the Town Hall website, and agendas and meeting minutes included. These are attached, as well.

Ultimately, the COT and the CJSB took a vote on the updated training standards on 12/9/2021, where they were unanimously passed, along with an increased number of Field Training hours (from 100 to 240), and a change to the time requirement currently listed for the completion of training in 6VAC20-20-40 (after a statewide survey was distributed and results analyzed). Meeting minutes are attached, as is the Agency Background Document that is currently posted on the Town Hall website, detailing the changes, though also enumerated below, category-by-category. The COT-approved compulsory minimum training standards are also posted on the DCJS website: <https://www.dcjs.virginia.gov/law-enforcement/Committee%20on%20Training%20Approved%20Training%20Standards>

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**LE CRC Meetings in 2021:**

January 12, 2021  
February 10, 2021  
March 10, 2021  
April 27, 2021  
May 12, 2021  
June 23, 2021  
August 11, 2021  
December 2, 2021

**Presentations of the Proposed Revisions:**

February 16, 2021  
February 17, 2021  
February 22, 2021  
February 23, 2021  
March 1, 2021  
March 3, 2021  
March 9, 2021  
March 14, 2021

**Informational COT Meetings:**

October 29, 2021  
November 19, 2021  
November 30, 2021

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**Detail of Changes to the Law Enforcement  
Compulsory Minimum Training Standards**

**Category 1 – Professionalism**

- Revised wording of POs to enhance clarity and eliminate redundancy
- Fixed grammatical and punctuation errors
- Removed specific POs that do not have statewide applicability
- Increased training and focus on developing and maintaining relationships with the community and how to enhance and build public trust
- Included new PO 1.5 identifying the historical evolution of law enforcement in the United States and its source of authority within the criminal justice system
- Included new PO 1.6 ensuring new officers identify and understand the consequences of biased-based policing, implicit biases, racism, and discrimination, as well as the importance of cultivating a diverse workforce and promoting transparency
- Reorganized category and included content formerly in Communications category to include additional training in cultural diversity, the promotion of understanding and tolerance, and the identification of useful community resources to assist with cultural needs
- Included new PO 1.8 identifying an officer's duty to intervene, requiring the officer to demonstrate (in a scenario or practical exercise) intervening when another officer is subjecting a citizen to unethical or unlawful violations, and a written exercise identifying the liability and potential repercussions associated with failing to intervene
- Created new PO 1.9 focusing on citizen/law enforcement relationships
- Created and included new PO 1.10 focusing on understanding of the requirements for law enforcement certification in the Commonwealth of Virginia

## **Category 2 – Legal**

- Changed multiple written exercises to practical exercises and vice versa
- Revised outdated language and eliminated redundancy as well as renumbered and reorganized category
- Fixed grammatical and punctuation errors
- Added significant amount of content to Training Objectives, which is likely already being taught, but not currently listed within the compulsory minimum training standards
- Added significant amount of additional training to Lesson Plan Guides in all POs, which will be taught to new officers, most involving new (or updated) laws and elements of specific criminal offenses
- Created and included new PO 2.5 relating to knowledge of the law and perjury
- Added significant amount of information relating to Miranda laws, and Fourth Amendment principles in reference to searches and seizures without a search warrant
- Included new PO 2.31 relating to conducting lawful searches and seizures with a search warrant, including a practical exercise requiring the new officer to complete an affidavit for a search warrant, written exercises identifying Knock and Announce principles and new No-Knock search warrant laws in § 19.2-56, who may be present during execution, and standards required to detain a person lawfully present during execution, what items are authorized to be seized, and the return of the search warrant process
- Revised and significantly added content to PO 2.36 identifying the legal basis for the use of force by a law enforcement officer, including the use of deadly force
- Included new PO 2.45 applying knowledge of the law relating to the statute of limitations

### **Category 3 – Communications**

- Revised, rewrote, combined, and renumbered entire category
- Fixed grammatical and punctuation errors
- Included information on communicating with people of different demographics utilizing effective methods and techniques, verbal de-escalation techniques and strategies, and additional information on delivery of death notifications
- Moved PO 3.16 dealing with speaking with family of adult defendants to advise, inform, and notify of court dates, etc. to Field Training, as deemed more appropriate
- Moved current PO 3.2 to Patrol relating to conferences and interviews with parents and/or juveniles
- Included practical and written exercises to document incident/offense reports and related paperwork necessary to facilitate prosecution
- Included new PO 3.5 to prepare and present effective courtroom testimony

### **Category 4 – Patrol**

- Eliminated redundancy and updated language throughout category
- Moved multiple current POs to Investigations and Field Training categories where are more appropriate, causing the need to renumber entire Patrol category
- Added significant amount of information to be taught to Lesson Plan Guide in PO 4.7 relating to protective orders and removed redundancy throughout entire category
- Enhanced PO 4.8 related to victims/witnesses' rights information and available resources
- Created and included new standalone PO 4.11 relating to the identification of possible narcotics overdose and emergency treatment
- Created and included new PO 4.13 relating to human trafficking crimes
- Combined POs 4.11 and 4.18 relating to response to alarms and providing security checks during non-business hours, as well as more information to provide the public to secure homes and businesses
- Rewrote and significantly enhanced PO 4.29 relating to conducting a traffic stop resulting in enforcement action, to include information on pre-textual stops, identifying situations when there is no validity for conducting a stop, utilizing proper safety equipment, and conducting stops during daylight hours vs. nighttime
- Enhanced and rewrote PO 4.35, separating from PO 4.23, to include information on transporting and escorting arrestees and/or prisoners, and subsequent searches of law enforcement vehicles after such transports
- Created and included new PO 4.36 relating to response to, as well as conducting a preliminary or follow-up DUI investigation with the inclusion of multiple practical and written exercises
- Added action verbs to ensure measurability in several POs that were lacking
- Created new PO 4.47 relating to the interaction with persons in crisis and providing crisis resources
- Revised and ultimately created new PO 4.49 relating to taking an individual into custody when probable cause exists that a mental illness or mental health crisis or emergency is occurring, including a significant expansion of training and content on ECOs and TDOs
- Added new PO 4.60 relating to officer response to an active shooter/attack and PO 4.61 response to an ambush in an exterior environment

## **Category 5 – Investigations**

- Removed redundant and outdated language throughout category
- Fixed grammatical and punctuation errors and renumbered entire category
- Combined several POs previously in Patrol category and rewrote to create the new 5.1
- Added practical exercises, to include the demonstration of an interview with a victim or witness in PO 5.4, and added information in the Lesson Plan Guide about interviews and the use of trauma-informed techniques
- Added significant content into the Lesson Plan Guide of PO 5.11 related to evidence collection and items with potential evidentiary value
- Increased the number of practical exercises related to locating and obtaining fingerprints in PO 5.13
- Added additional information about photographic lineups
- Separated two POs for better organization and more effective training related to the investigation of abuse and neglect
- Added a substantial amount of new information on victim-centered response to sexual assault in PO 5.20
- Added additional information on crime scene preservation techniques

## **Category 6 – Defensive Tactics/Use of Force**

- Updated language, combined several POs for clarity, and removed redundancy
- Fixed grammatical and punctuation errors
- Created the new PO 6.1 identifying the factors of the use of force
- Added additional information to the Lesson Plan Guide related to weaponless control techniques
- Created and added a new performance outcome utilizing blocking techniques to defend oneself
- Added more content about defending oneself from an attack, as well as an escape from a chokehold
- Moved several performance outcomes to the Patrol category where they are better suited
- Added multiple practical exercises throughout category to include demonstration of a search (6.7), deployment of inert oleoresin capsicum or its equivalent and executing an arrest after (6.10), the need to use less lethal and reasonable levels of force (6.17), and the ability to transition from deadly force to a less lethal option based on the level of resistance (6.18)

## **Category 7 – Weapons**

- Removed redundancy and outdated information
- Renumbered and reorganized entire category of training
- Created and included new PO 7.1 identifying the cardinal rules of firearm safety
- Enhanced training on safely cleaning and inspecting the duty handgun
- Reduced number of courses for qualification and chose one target (IALEFI-QP) and scoring technique for uniformity
- Created separate daylight and low-light courses for qualification purposes

- Amended training/qualification to now require the use of a hand-held flashlight while firing
- Increased the minimum number of rounds to be fired for training purposes prior to qualification

### **Category 8 – Driver Training**

- Removed outdated language and redundancy and renumbered category
- Added practical exercises for the demonstration of visual and physical inspections of the law enforcement vehicle
- Combined several performance outcomes and created the new PO 8.3 identifying factors to prevent and recover from skids and/or loss of traction, with additional practical and written exercises
- Added a significant amount of content to Lesson Plan Guides related to road blocks and emergency response driving
- Created new PO 8.6 related to the operation of a law enforcement vehicle before, during, and after a pursuit, including the addition of several practical exercises in day and nighttime conditions

### **Category 9 – Wellness**

- Created entire new category focused on officer mental and physical well-being
- Created new PO 9.1 requiring the engagement in physical exercise for a minimum of 60 hours during academy time
- Included new performance outcome requiring the completion of a work performance course to be completed in under 1:36 by the end/graduation of academy training
- Included the simulation of a rescue from a vehicle
- Added new performance outcome identifying the causes and impacts of stress, as well as reduction strategies
- Created new performance outcome related to suicidal ideation, and identifying warning signs and resources available to law enforcement officers

### **Category 10 – Field Training**

- Amended minimum hour requirement from 100 to 240 hours



## **Compulsory Minimum Training Standards for Law Enforcement Officers**

### **Revision Project Presentation Summary**

**Number of Presentations to Date: 10**

**Dates of Presentations and Number of Attendees:**

02/16/2021 via Zoom – 51  
02/17/2021 via Zoom – 37  
02/22/2021 via Webex – 67  
02/23/2021 via Webex – 65  
03/01/2021 via Webex – 12  
03/03/2021 via Webex – 37  
03/09/2021 via Webex – 39  
03/14/2021 via Webex – 11  
~~03/16/2021 via Zoom for DCJS – 89~~  
~~03/17/2021 @ VACP Conference –~~

**Total: 319 stakeholders/attendees not including DCJS**

**Feedback/Comments Received:**

- Multiple questions asked in reference to field training
- Reoccurring questions about the proposed timeline of these revisions and when academies and agencies will be affected
- Several questions asked about when uniform lesson plans can be expected to be rolled out
- Several questions in reference to in-service and whether the new firearms qualifications score would be affecting current officers as well as new recruits at the academy level
- A few questions about the new universal target and whether academies should start to purchase now
- One question about the source of the definition of “reasonable” when discussing use of force
- Received a handful of questions about the source of the subject matter experts utilized and how we chose them
- Nearly all presentations yielded comments thanking DCJS for presenting the information and providing updates to external stakeholders

## **APPENDIX**





[townhall.virginia.gov](http://townhall.virginia.gov)

## Proposed Regulation Agency Background Document

<b>Agency name</b>	Department of Criminal Justice Services
<b>Virginia Administrative Code (VAC) Chapter citation(s)</b>	6 VAC 20-20
<b>VAC Chapter title(s)</b>	Rules Relating to Compulsory Minimum Training Standards for Law Enforcement Officers
<b>Action title</b>	Amendments to the Compulsory Minimum Training Standards and Time Requirement for Completion of Training
<b>Date this document prepared</b>	12/21/2021

This information is required for executive branch review and the Virginia Registrar of Regulations, pursuant to the Virginia Administrative Process Act (APA), Executive Order 14 (as amended, July 16, 2018), the Regulations for Filing and Publishing Agency Regulations (1VAC7-10), and the *Form and Style Requirements for the Virginia Register of Regulations and Virginia Administrative Code*.

### Brief Summary

*Provide a brief summary (preferably no more than 2 or 3 paragraphs) of this regulatory change (i.e., new regulation, amendments to an existing regulation, or repeal of an existing regulation). Alert the reader to all substantive matters. If applicable, generally describe the existing regulation.*

Chapter 6VAC20-20-21 specifies that the Department, under the direction of the board, establish the compulsory minimum training standards for full-time and part-time law enforcement officers in the Commonwealth of Virginia. As such, an individual hired as a law enforcement officer (as defined in § 9.1101 of the Code of Virginia) shall comply with, and meet or exceed, the law enforcement certification

requirements enumerated in 6VAC20-20-21. Through this action, these minimum training standards (with the assistance of subject matter experts and the Law Enforcement Curriculum Review Committee) have been amended and revised to improve performance outcomes, training objectives, testing criteria, and lesson plan guides, and will now be incorporated to the regulation as a new DIBR. As these standards have not been updated in approximately 20 years, outdated and redundant language has also been revised for effectiveness and efficiency in the training of new academy recruits. Revisions include increased training in community policing, verbal de-escalation, implicit bias, duty to intervene, conflict resolution skills with a concentration on individuals with mental illness, and historical events that have influenced citizen and police relationships, as well as the incorporation of a new category of training, Officer Wellness, to name a few. Additionally, this action serves as a periodic review and will also repeal the existing DIBR titled, “Virginia Department of Criminal Justice Services Field Training and On-the-Job Performance Outcomes, published September 2012, Virginia Department of Criminal Justice Services (Revised January 2018). In addition to the revision of the training standards themselves, the time requirement for completion of this training, as detailed in 6VAC20-20-40, is also being amended (and extended) from 12 to 18 months from the date of hire or appointment as a law enforcement officer. The overarching goal of this regulatory action is to enhance both officer and public safety and the efficiency and effectiveness of training, in the Commonwealth of Virginia.

## Acronyms and Definitions

*Define all acronyms used in this form, and any technical terms that are not also defined in the “Definitions” section of the regulation.*

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- Board- Criminal Justice Services Board
- COT- Committee on Training
- DCJS- Department of Criminal Justice Services
- Department- Department of Criminal Justice Services
- LE- Law enforcement
- LE CRC- Law Enforcement Curriculum Review Committee
- SME- Subject matter expert

## Mandate and Impetus

*Identify the mandate for this regulatory change and any other impetus that specifically prompted its initiation (e.g., new or modified mandate, petition for rulemaking, periodic review, or board decision). For purposes of executive branch review, “mandate” has the same meaning as defined in Executive Order 14 (as amended, July 16, 2018), “a directive from the General Assembly, the federal government, or a court that requires that a regulation be promulgated, amended, or repealed in whole or part.”*

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In the 2017 session of the General Assembly, HB1500 was approved, mandating the compulsory minimum training standards for law enforcement officers (6VAC20-20) be reviewed and updated. The

Department of Criminal Justice Services worked closely with the LE CRC for several years to revise and enhance the standards in all categories of training. This included working extensively with SMEs from around the Commonwealth, while also being mindful of the requirements set forth in HB1500 and other language passed in later sessions of the General Assembly. Although this was mandated, formal board approval to move forward with this regulatory action was sought and obtained on December 10, 2020, and the compulsory minimum training standards themselves were approved by the COT and the CJSB on December 9, 2021.

### Legal Basis

*Identify (1) the promulgating agency, and (2) the state and/or federal legal authority for the regulatory change, including the most relevant citations to the Code of Virginia and Acts of Assembly chapter number(s), if applicable. Your citation must include a specific provision, if any, authorizing the promulgating agency to regulate this specific subject or program, as well as a reference to the agency's overall regulatory authority.*

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In addition to the approval of HB1500 in 2017, 6VAC20-20 specifies that, pursuant to the provisions of subdivision 2 of § 9.1-102 of the Code of Virginia, the department, under the direction of the board, establishes the compulsory minimum training standards for full-time and part-time law enforcement officers. An individual hired as a law-enforcement officer, as defined in § 9.1-101 of the Code of Virginia, shall comply with the law-enforcement certification requirements, as enumerated in 6VAC20-20-21, and shall do so in the time frame required in 6VAC20-20-40. Law enforcement officers become certified upon meeting all compulsory minimum training standards and other requirements that include documented completion of all performance outcomes, the law enforcement certification exam, and field training. DCJS is the appropriate promulgating agency based on the statutory authority stated in § 9.1-102, in that the department shall adopt regulations, pursuant to the Administrative Process Act (§ 2.2-4000 et seq.), for the administration of this chapter including the authority to require the submission of reports and information by law enforcement officers within the Commonwealth. Any proposed regulations concerning the privacy, confidentiality, and security of criminal justice information shall be submitted for review and comment to any board, commission, or committee or other body which may be established by the General Assembly to regulate the privacy, confidentiality, and security of information collected and maintained by the Commonwealth or any political subdivision thereof.

### Purpose

*Explain the need for the regulatory change, including a description of: (1) the rationale or justification, (2) the specific reasons the regulatory change is essential to protect the health, safety or welfare of citizens, and (3) the goals of the regulatory change and the problems it's intended to solve.*

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Updating the compulsory minimum training standards and timeframe for completion of training for law enforcement officers in Virginia is essential in protecting the safety and welfare of both officers and

citizens. Although mandated in 2017 by HB1500, DCJS has not updated the performance outcomes, training objectives, testing criteria, and lesson plan guides in the individual categories of training in approximately 20 years. Working with SMEs from a myriad of agencies throughout the Commonwealth in conjunction with the LE CRC, allowed for the significant enhancement of these standards for new law enforcement officers. DCJS has conducted multiple public hearings and presentations of these revised standards throughout 2021, soliciting input and feedback from sheriffs, police chiefs, academy directors, other law enforcement personnel, as well as the public, and has been extremely receptive to suggestions and potential amendments, prior to seeking formal COT approval. These revised standards will now be incorporated by reference in the regulation, replacing the current DIBR, which is no longer applicable. In addition to the compulsory minimum training standards being revised, the number of field training hours is being increased from 100 to 240 hours, as approved by the CJSB on December 9, 2021, to ensure effective and efficient training of new officers. This regulatory package also includes 6VAC20-20-40, which also extends the 12-month time requirement for the completion of such training to 18 months, after a statewide survey and various research was completed, with DCJS' constituents' input. This action also serves as a periodic review, as one has not been conducted in some time.

## Substance

*Briefly identify and explain the new substantive provisions, the substantive changes to existing sections, or both. A more detailed discussion is provided in the "Detail of Changes" section below.*

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Substantial changes and improvements will be made and applied to the performance outcomes, training objectives, testing criteria, and lesson plan guides in each individual category of training. These changes will include enhanced training in community policing, verbal de-escalation, implicit bias, duty to intervene, conflict resolution skills with a concentration on individuals with mental illness, historical events that have influenced citizen/police relationships, the establishment of a new category of training, Officer Wellness, to name just a few. These changes will reflect improved and updated language, in addition to amending the existing number of field training hours required for new law enforcement officers in Virginia, as recommended by the LE CRC and the SMEs that DCJS has continued to work with on this project. Additionally, as recommended by law enforcement personnel throughout the state in multiple meetings conducted by DCJS soliciting input, this regulatory change will also increase the time required for the completion of training, from 12 months to 18 months from the law enforcement officer's date of hire, benefitting all agencies and departments throughout the Commonwealth.

## Issues

*Identify the issues associated with the regulatory change, including: 1) the primary advantages and disadvantages to the public, such as individual private citizens or businesses, of implementing the new or amended provisions; 2) the primary advantages and disadvantages to the agency or the Commonwealth; and 3) other pertinent matters of interest to the regulated community, government officials, and the public. If there are no disadvantages to the public or the Commonwealth, include a specific statement to that effect.*

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There are no issues, nor disadvantages, associated with the regulatory change that effect individual private citizens, businesses, other agencies within the Commonwealth, or government officials. Advantages of this regulatory change include improved, more efficient training for new law enforcement officers, regardless of what agency has hired them or which criminal justice training academy they report/are assigned to.

### **Requirements More Restrictive than Federal**

*Identify and describe any requirement of the regulatory change which is more restrictive than applicable federal requirements. Include a specific citation for each applicable federal requirement, and a rationale for the need for the more restrictive requirements. If there are no applicable federal requirements, or no requirements that exceed applicable federal requirements, include a specific statement to that effect.*

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There are no requirements of this regulatory change that are more restrictive than applicable federal requirements, as there are none associated.

### **Agencies, Localities, and Other Entities Particularly Affected**

*Identify any other state agencies, localities, or other entities particularly affected by the regulatory change. "Particularly affected" are those that are likely to bear any identified disproportionate material impact which would not be experienced by other agencies, localities, or entities. "Locality" can refer to either local governments or the locations in the Commonwealth where the activities relevant to the regulation or regulatory change are most likely to occur. If no agency, locality, or entity is particularly affected, include a specific statement to that effect.*

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There are no other state agencies, localities, or other entities that are particularly affected by this regulatory change.

### **Economic Impact**

*Pursuant to § 2.2-4007.04 of the Code of Virginia, identify all specific economic impacts (costs and/or benefits), anticipated to result from the regulatory change. When describing a particular economic impact, specify which new requirement or change in requirement creates the anticipated economic impact. Keep in mind that this is change versus the status quo.*

**Impact on State Agencies**

<p><i>For your agency:</i> projected costs, savings, fees or revenues resulting from the regulatory change, including:</p> <ul style="list-style-type: none"> <li>a) fund source / fund detail;</li> <li>b) delineation of one-time versus on-going expenditures; and</li> <li>c) whether any costs or revenue loss can be absorbed within existing resources</li> </ul>	<p>There are no projected changes in costs, savings, fees, or revenues associated/resulting from this regulatory change.</p>
<p><i>For other state agencies:</i> projected costs, savings, fees or revenues resulting from the regulatory change, including a delineation of onetime versus on-going expenditures.</p>	<p>There are no projected costs, savings, fees, or revenues resulting from this regulatory change associated with any other state agencies.</p>
<p><i>For all agencies:</i> Benefits the regulatory change is designed to produce.</p>	<p>Benefits include the aforementioned improvements to the training standards for new law enforcement officers employed within the Commonwealth.</p>

**Impact on Localities**

<p>Projected costs, savings, fees or revenues resulting from the regulatory change.</p>	<p>There are no projected costs, savings, fees, or revenues for localities resulting from this regulatory change.</p>
<p>Benefits the regulatory change is designed to produce.</p>	<p>Localities may benefit by knowing that law enforcement officers within their particular jurisdiction and are receiving enhanced training at the academy level, thus keeping the community safer once they are released from training and can work on their own. Otherwise, there is no impact on localities.</p>

**Impact on Other Entities**

<p>Description of the individuals, businesses, or other entities likely to be affected by the regulatory change. If no other entities will be affected, include a specific statement to that effect.</p>	<p>There is no impact on other entities.</p>
<p>Agency's best estimate of the number of such entities that will be affected. Include an estimate of the number of small businesses affected. Small business means a business entity, including its affiliates, that:</p> <ul style="list-style-type: none"> <li>a) is independently owned and operated and;</li> </ul>	<p>No additional entities will be affected by this regulatory change.</p>

<p>b) employs fewer than 500 full-time employees or has gross annual sales of less than \$6 million.</p>	
<p>All projected costs for affected individuals, businesses, or other entities resulting from the regulatory change. Be specific and include all costs including, but not limited to:</p>	<p>There are no projected costs associated that would affect individuals, businesses, or other entities resulting from this regulatory change.</p>
<p>a) projected reporting, recordkeeping, and other administrative costs required for compliance by small businesses;                  b) specify any costs related to the development of real estate for commercial or residential purposes that are a consequence of the regulatory change; c) fees;                  d) purchases of equipment or services; and                  e) time required to comply with the requirements.</p>	
<p>Benefits the regulatory change is designed to produce.</p>	<p>Benefits associated with this regulatory change are enhanced training standards for all new law enforcement officers employed within the Commonwealth of Virginia.</p>

**Alternatives to Regulation**

*Describe any viable alternatives to the regulatory change that were considered, and the rationale used by the agency to select the least burdensome or intrusive alternative that meets the essential purpose of the regulatory change. Also, include discussion of less intrusive or less costly alternatives for small businesses, as defined in § 2.2-4007.1 of the Code of Virginia, of achieving the purpose of the regulatory change.*

No viable alternatives exist to this regulatory change. In addition to the 2017 General Assembly mandate, the agency maintains that this action will be neither burdensome nor intrusive to academies nor citizens, and, on the contrary, will improve the efficiency and effectiveness of training for new law enforcement officers.

## Regulatory Flexibility Analysis

*Pursuant to § 2.2-4007.1B of the Code of Virginia, describe the agency's analysis of alternative regulatory methods, consistent with health, safety, environmental, and economic welfare, that will accomplish the objectives of applicable law while minimizing the adverse impact on small business. Alternative regulatory methods include, at a minimum: 1) establishing less stringent compliance or reporting requirements; 2) establishing less stringent schedules or deadlines for compliance or reporting requirements; 3) consolidation or simplification of compliance or reporting requirements; 4) establishing performance standards for small businesses to replace design or operational standards required in the proposed regulation; and 5) the exemption of small businesses from all or any part of the requirements contained in the regulatory change.*

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Pursuant to 2.2-4007.1B of the Code of Virginia, DCJS maintains there are no alternative regulatory methods that will accomplish the objectives of applicable law while minimizing the adverse impact on small businesses, because this regulatory change will not affect other entities or localities other than the certified criminal justice training academies that conduct the entry-level training for new officers in Virginia.

## Periodic Review and Small Business Impact Review Report of Findings

*If you are using this form to report the result of a periodic review/small business impact review that is being conducted as part of this regulatory action, and was announced during the NOIRA stage, indicate whether the regulatory change meets the criteria set out in Executive Order 14 (as amended, July 16, 2018), e.g., is necessary for the protection of public health, safety, and welfare; minimizes the economic impact on small businesses consistent with the stated objectives of applicable law; and is clearly written and easily understandable.*

*In addition, as required by § 2.2-4007.1 E and F of the Code of Virginia, discuss the agency's consideration of: (1) the continued need for the regulation; (2) the nature of complaints or comments received concerning the regulation; (3) the complexity of the regulation; (4) the extent to which the regulation overlaps, duplicates, or conflicts with federal or state law or regulation; and (5) the length of time since the regulation has been evaluated or the degree to which technology, economic conditions, or other factors have changed in the area affected by the regulation. Also, discuss why the agency's decision, consistent with applicable law, will minimize the economic impact of regulations on small businesses.*

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DCJS is utilizing this regulatory change to serve as a comprehensive periodic review of the regulation, as one has not been conducted in some time. This was announced during the NOIRA stage. The agency has considered the continued need for this regulation and its necessity for the protection of public health, safety, and welfare, and has determined that this regulation is crucial to all law enforcement agencies, academies, and officers in the Commonwealth. The regulation itself, along with all performance



outcomes, training objectives, testing criteria, and lesson plan guides, are clearly written and easily understandable, while maintaining no impact on small businesses or outside entities. 6 VAC20-20 does not overlap or duplicate any federal or other state law or regulation, and any amendments made to 6VAC20-20-21 only enhance the training for new recruits while in the academy and during field training. DCJS maintains that this regulatory change benefits new recruits, LE agencies, training academies, and the general public.

**Public Comment**

*Summarize all comments received during the public comment period following the publication of the previous stage, and provide the agency response. Include all comments submitted: including those received on Town Hall, in a public hearing, or submitted directly to the agency. If no comment was received, enter a specific statement to that effect.*

No comments were received during the previous regulatory stage, but many have been received by the agency directly, after conducting multiple presentations regarding the newly revised training standards. Informational presentations (also recorded and posted via DCJS' website at [https://www.youtube.com/watch?v=-l\\_9KUtNxsc](https://www.youtube.com/watch?v=-l_9KUtNxsc), along with the actual revised training standards themselves, found at <https://www.dcjs.virginia.gov/law-enforcement/law-enforcement-curriculum-reviewcommittee-approved-training-standards>).

Commenter	Comment	Agency response

**Public Participation**

*Indicate how the public should contact the agency to submit comments on this regulation, and whether a public hearing will be held, by completing the text below.*

The Department of Criminal Justice Services is providing an opportunity for comments on this regulatory proposal, including but not limited to (i) the costs and benefits of the regulatory proposal, (ii) any alternative approaches, (iii) the potential impacts of the regulation, and (iv) the agency's regulatory flexibility analysis stated in that section of this background document.

Anyone wishing to submit written comments for the public comment file may do so through the Public Comment Forums feature of the Virginia Regulatory Town Hall web site

at: <https://townhall.virginia.gov>. Comments may also be submitted by mail, email or fax to Kristi Shalton, 1100 Bank St, Richmond, VA 23219, (804) 786-7801, (804) 786-0410 (fax), or [kristi.shalton@dcjs.virginia.gov](mailto:kristi.shalton@dcjs.virginia.gov). In order to be considered, comments must be received by 11:59 pm on the last day of the public comment period.

A public hearing will not be held following the publication of this stage of this regulatory action.

## Detail of Changes

*List all regulatory changes and the consequences of the changes. Explain the new requirements and what they mean rather than merely quoting the text of the regulation. For example, describe the intent of the language and the expected impact. Describe the difference between existing requirement(s) and/or agency practice(s) and what is being proposed in this regulatory change. Use all tables that apply, but delete inapplicable tables.*

*If an existing VAC Chapter(s) is being amended or repealed, use Table 1 to describe the changes between existing VAC Chapter(s) and the proposed regulation. If existing VAC Chapter(s) or sections are being repealed and replaced, ensure Table 1 clearly shows both the current number and the new number for each repealed section and the replacement section.*

**Table 1: Changes to Existing VAC Chapter(s)**

Current chaptersection number	New chaptersection number, if applicable	Current requirements in VAC	Change, intent, rationale, and likely impact of new requirements
20-20	N/A	6VAC20-20-21 requires, pursuant to the provisions of subdivision 2 of § 9.1-102 of the Code of Virginia, that the Department, under the direction of the Board, establishes the compulsory minimum training standards for full-time and part-time law enforcement officers in the Commonwealth. Individuals hired as law enforcement officers shall comply with	Specific changes within the performance outcomes themselves (which will all now be listed as a DIBR within the regulation) are detailed below, listed category by category. Changes to the regulatory text include the addition of a new category- (i). Officer Wellness, which includes physical fitness standards as well as valuable information on officer mental health and well-being, which, while already being taught at most academies throughout the Commonwealth, is not currently listed within the compulsory

		<p>several certification requirements, such as the successful completion of law enforcement basic training at a certified criminal justice training academy, which includes receiving 480 hours of department-approved training in the categories of: Professionalism, Legal, Communication, Patrol, Investigations, Defensive Tactics/Use of Force, Weapons, and Driver Training, in addition to a minimum of 100 hours of approved training in the category of Field Training. An officer does this by meeting or exceeding the field training performance outcomes identified in the Virginia Department of Criminal Justice Services Field Training and On the Job Training Performance Outcomes. Additionally, officers become certified upon meeting all compulsory minimum training standards and other requirements, which include the documented completion of all performance outcomes, successful completion of the law enforcement certification exam, and field training.</p>	<p>minimum training standards. The SMEs, LE CRC, COT, and CJSB agreed unanimously that this information is vital for new recruits, as a career in law enforcement is extremely stressful. Additional changes to the regulatory text include the increase in number of field training hours, from 100 to 240. The CJSB unanimously voted for this increase in hours in December of 2021, as 100 is just not adequate for a new officer to become acclimated with the job. A survey of many agencies across Virginia showed that most agencies are already doing well above the 240 currently.</p>
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20-20	N/A	<p>6VAC20-20-40(A). currently requires law enforcement officers to comply with the requirements of 6VAC20-2021, and states that these individuals shall satisfactorily complete these requirements within 12 months of the date of hire or appointment as a law enforcement officer.</p> <p>6VAC20-20-40(B). states that the director, or the director's designee, may grant an extension of the time limit for completion of the compulsory minimum training standards and other</p>	<p>Amendments to 6VAC20-20-40 include the extension of the 12-month time requirement from the date of hire or appointment for a law enforcement officer to complete his or her training (to 18 months). This gives increased flexibility to agencies and academies and alleviates the strain of having only one year to have the officer complete all required training. DCJS receives a large amount of requests for extensions of this training currently, so in addition to benefitting agencies across the Commonwealth by providing more time, it will also decrease the number of training extension filings submitted to DJCS Field Representatives who ultimately review such submissions.</p>
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		<p>requirements for a medical condition, injury, military service, or administrative leave involving the determination of worker's compensation or disability retirement issues or suspension pending investigation or adjudication of a crime.</p> <p>6VAC20-20-40(C). currently states that the director or the director's designee may review and consider other reasons (e.g., natural disaster, family medical leave, etc.) for granting an extension. If approval is granted, the extension shall not exceed 90 days.</p> <p>6VAC20-20-40(D). states that the director or the director's designee may review and consider requests to renew training extensions if the reason for the original training extension continues and the request occurs before the expiration of the original extension.</p> <p>6VAC20-20-40(E). states that the director shall not grant an extension for failing to pass the compulsory minimum training standards and requirements within the specified time limits and/or failing the certification exam.</p> <p>6VAC20-20-40(F). details that the agency administrator may request an extension from the director or the director's designee, but that the request shall be in writing and include written documentation articulating the reason(s) the individual is unable to complete the required training within the specified time limits. It also</p>	
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		specifies that the request shall be submitted to the	
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	<p>department before the expiration of the specified time limits.</p> <p>6VAC20-20-40(G). Specifies that law enforcement officers who do not satisfactorily complete the compulsory minimum training standards, field training, and other requirements within 12 months of hire or appointment as a law enforcement officer, or who do not receive an extension of the time limit for completion of the requirements, shall be subject to the provisions of § <u>9.1-115</u> of the Code of Virginia.</p> <p>6VAC20-20-40(H). currently states that the department shall notify the agency administrator of individuals not in compliance with the requirements of this section.</p>	
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**Detail of Changes to the Law Enforcement Compulsory Minimum Training Standards**

**Category 1- Professionalism**

- Revised wording of POs to enhance clarity and eliminate redundancy
- Fixed grammatical and punctuation errors
- Removed specific POs that do not have statewide applicability
- Increased training and focus on developing and maintaining relationships with the community and how to enhance and build public trust
- Included new PO 1.5 identifying the historical evolution of law enforcement in the United States and its source of authority within the criminal justice system
- Included new PO 1.6 ensuring new officers identify and understand the consequences of biased-based policing, implicit biases, racism, and discrimination, as well as the importance of cultivating a diverse workforce and promoting transparency
- Reorganized category and included content formerly in Communications category to include additional training in cultural diversity, the promotion of understanding and tolerance, and the identification of useful community resources to assist with cultural needs

- Included new PO 1.8 identifying an officer's duty to intervene, requiring the officer to demonstrate (in a scenario or practical exercise) intervening when another officer is subjecting a citizen to unethical or unlawful violations, and a written exercise identifying the liability and potential repercussions associated with failing to intervene
- Created new PO 1.9 focusing on citizen/law enforcement relationships
- Created and included new PO 1.10 focusing on understanding of the requirements for law enforcement certification in the Commonwealth of Virginia

### **Category 2- Legal**

- Changed multiple written exercises to practical exercises and vice versa
- Revised outdated language and eliminated redundancy as well as renumbered and reorganized category
- Fixed grammatical and punctuation errors
- Added significant amount of content to Training Objectives, which is likely already being taught, but not currently listed within the compulsory minimum training standards
- Added significant amount of additional training to Lesson Plan Guides in all POs, which will be taught to new officers, most involving new (or updated) laws and elements of specific criminal offenses
- Created and included new PO 2.5 relating to knowledge of the law and perjury
- Added significant amount of information relating to Miranda laws, and Fourth Amendment principles in reference to searches and seizures without a search warrant
- Included new PO 2.31 relating to conducting lawful searches and seizures with a search warrant, including a practical exercise requiring the new officer to complete an affidavit for a search warrant, written exercises identifying Knock and Announce principles and new No-Knock search warrant laws in § 19.2-56, who may be present during execution, and standards required to detain a person lawfully present during execution, what items are authorized to be seized, and the return of the search warrant process
- Revised and significantly added content to PO 2.36 identifying the legal basis for the use of force by a law enforcement officer, including the use of deadly force
- Included new PO 2.45 applying knowledge of the law relating to the statute of limitations

### **Category 3- Communications**

- Revised, rewrote, combined, and renumbered entire category
- Fixed grammatical and punctuation errors
- Included information on communicating with people of different demographics utilizing effective methods and techniques, verbal de-escalation techniques and strategies, and additional information on delivery of death notifications
- Moved PO 3.16 dealing with speaking with family of adult defendants to advise, inform, and notify of court dates, etc. to Field Training, as deemed more appropriate
- Moved current PO 3.2 to Patrol relating to conferences and interviews with parents and/or juveniles



- Included practical and written exercises to document incident/offense reports and related paperwork necessary to facilitate prosecution
- Included new PO 3.5 to prepare and present effective courtroom testimony

#### **Category 4- Patrol**

- Eliminated redundancy and updated language throughout category
- Moved multiple current POs to Investigations and Field Training categories where are more appropriate, causing the need to renumber entire Patrol category
- Added significant amount of information to be taught to Lesson Plan Guide in PO 4.7 relating to protective orders and removed redundancy throughout entire category
- Enhanced PO 4.8 related to victims/witnesses' rights information and available resources
- Created and included new standalone PO 4.11 relating to the identification of possible narcotics overdose and emergency treatment
- Created and included new PO 4.13 relating to human trafficking crimes
- Combined POs 4.11 and 4.18 relating to response to alarms and providing security checks during non-business hours, as well as more information to provide the public to secure homes and businesses
- Rewrote and significantly enhanced PO 4.29 relating to conducting a traffic stop resulting in enforcement action, to include information on pre-textual stops, identifying situations when there is no validity for conducting a stop, utilizing proper safety equipment, and conducting stops during daylight hours vs. nighttime
- Enhanced and rewrote PO 4.35, separating from PO 4.23, to include information on transporting and escorting arrestees and/or prisoners, and subsequent searches of law enforcement vehicles after such transports
- Created and included new PO 4.36 relating to response to, as well as conducting a preliminary or follow-up DUI investigation with the inclusion of multiple practical and written exercises
- Added action verbs to ensure measurability in several POs that were lacking
- Created new PO 4.47 relating to the interaction with persons in crisis and providing crisis resources
- Revised and ultimately created new PO 4.49 relating to taking an individual into custody when probable cause exists that a mental illness or mental health crisis or emergency is occurring, including a significant expansion of training and content on ECOs and TDOs
- Added new PO 4.60 relating to officer response to an active shooter/attack and PO 4.61 response to an ambush in an exterior environment

#### **Category 5- Investigations**

- Removed redundant and outdated language throughout category
- Fixed grammatical and punctuation errors and renumbered entire category
- Combined several POs previously in Patrol category and rewrote to create the new 5.1

- Added practical exercises, to include the demonstration of an interview with a victim or witness in PO 5.4, and added information in the Lesson Plan Guide about interviews and the use of trauma-informed techniques
- Added significant content into the Lesson Plan Guide of PO 5.11 related to evidence collection and items with potential evidentiary value
- Increased the number of practical exercises related to locating and obtaining fingerprints in PO 5.13
- Added additional information about photographic lineups
- Separated two POs for better organization and more effective training related to the investigation of abuse and neglect
- Added a substantial amount of new information on victim-centered response to sexual assault in PO 5.20
- Added additional information on crime scene preservation techniques

### **Category 6- Defensive Tactics/Use of Force**

- Updated language, combined several POs for clarity, and removed redundancy
- Fixed grammatical and punctuation errors
- Created the new PO 6.1 identifying the factors of the use of force
- Added additional information to the Lesson Plan Guide related to weaponless control techniques
- Created and added a new performance outcome utilizing blocking techniques to defend oneself
- Added more content about defending oneself from an attack, as well as an escape from a chokehold
- Moved several performance outcomes to the Patrol category where they are better suited
- Added multiple practical exercises throughout category to include demonstration of a search (6.7), deployment of inert oleoresin capsicum or its equivalent and executing an arrest after (6.10), the need to use less lethal and reasonable levels of force (6.17), and the ability to transition from deadly force to a less lethal option based on the level of resistance (6.18)

### **Category 7- Weapons**

- Removed redundancy and outdated information
- Renumbered and reorganized entire category of training
- Created and included new PO 7.1 identifying the cardinal rules of firearm safety
- Enhanced training on safely cleaning and inspecting the duty handgun
- Reduced number of courses for qualification and chose one target (IALEFI-QP) and scoring technique for uniformity
- Created separate daylight and low-light courses for qualification purposes
- Amended training/qualification to now require the use of a hand-held flashlight while firing

- Increased the minimum number of rounds to be fired for training purposes prior to qualification

### **Category 8- Driver Training**

- Removed outdated language and redundancy and renumbered category
- Added practical exercises for the demonstration of visual and physical inspections of the law enforcement vehicle
- Combined several performance outcomes and created the new PO 8.3 identifying factors to prevent and recover from skids and/or loss of traction, with additional practical and written exercises
- Added a significant amount of content to Lesson Plan Guides related to road blocks and emergency response driving
- Created new PO 8.6 related to the operation of a law enforcement vehicle before, during, and after a pursuit, including the addition of several practical exercises in day and nighttime conditions

### **Category 9- Wellness**

- Created entire new category focused on officer mental and physical well-being
- Created new PO 9.1 requiring the engagement in physical exercise for a minimum of 60 hours during academy time
- Included new performance outcome requiring the completion of a work performance course to be completed in under 1:36 by the end/graduation of academy training
- Included the simulation of a rescue from a vehicle
- Added new performance outcome identifying the causes and impacts of stress, as well as reduction strategies
- Created new performance outcome related to suicidal ideation, and identifying warning signs and resources available to law enforcement officers

### **Category 10- Field Training**

- Amended minimum hour requirement from 100 to 240 hours

*If a new VAC Chapter(s) is being promulgated and is not replacing an existing Chapter(s), use Table 2.*

#### **Table 2: Promulgating New VAC Chapter(s) without Repeal and Replace**

New chaptersection number	New requirements to be added to VAC	Other regulations and laws that apply	Change, intent, rationale, and likely impact of new requirements

If the regulatory change is replacing an **emergency regulation**, and the proposed regulation is identical to the emergency regulation, complete Table 1 and/or Table 2, as described above.

If the regulatory change is replacing an **emergency regulation**, but changes have been made since the emergency regulation became effective, also complete Table 3 to describe the changes made since the emergency regulation.

**Table 3: Changes to the Emergency Regulation**

Emergency chaptersection number	New chaptersection number, if applicable	Current <u>emergency</u> requirement	Change, intent, rationale, and likely impact of new or changed requirements since emergency stage



## Committee On Training

Patrick Henry Building  
East Reading Room  
1111 E. Broad Street  
Richmond, VA 23219

### MINUTES

October 29th, 2021

#### Members Present

Chief Kelvin Wright  
Captain Robert Holland  
Mr. Eddie Macon proxy Kristi Wright  
Ms. Tonya Chapman  
Chief James Williams  
Mr. Lamont Carrington  
Superintendent William Smith  
Ms. Mary Biggs

#### Members Absent

Sheriff Anthony Roper  
Mr. Jagdish Katyal  
Mr. Bryan Porter  
Officer Bennie Evans  
Mayor Carolyn Dull  
Ms. Angie Carrera  
Sheriff Vanessa Crawford

#### CRC Members Present:

Director John Cliborne, Crater Criminal Justice Training Academy  
Director Andrew McNally, Central Shenandoah Criminal Justice Training Academy  
Lt. Jonathan Williams, Chesapeake Police Training Academy  
Lt. Edward Pierpont, Chesterfield County Police Training Academy  
Lt. Jane Burns, Fairfax Country Criminal Justice Training Academy  
Captain Rebecca Warren, Hampton Police Training Academy  
Director Mike Harvey, Rappahannock Regional Criminal Justice Training Academy  
Captain Robby Holland, Virginia State Police Training Academy

#### 1. Call to Order.

Chief Wright called the meeting of the Committee on Training (COT) to order at 10:03 A.M.

#### 2. Old Business.

Chief Wright stated there was no old business.

#### 3. New Business: Training Standards Presentation and Review – Lois Kinch and the Law Enforcement CRC

- Ms. Lois Kinch, DCJS Training Standards Coordinator, stated updating the Compulsory Minimum Training Standards for Law Enforcement took 3 years and over 100 SMEs along with the Law Enforcement CRC members to reach this final stage of the process. Ms. Kinch went on to provide an overview of the process taken to update the Compulsory Minimum Training

Standards and Performance Outcomes for Law Enforcement Officers. The following Categories were presented and reviewed:

- Professionalism
  - Communication
  - Driver Training
  - Weapons (Firearms)
  - Officer Wellness
- No questions were asked by the COT members immediately following the presentation
  - Comments and questions submitted via email:
    - Professionalism:
      - Chief Vantrease noted that information on the referral process for DCJS to remove LEO certification and the appeals process should be included in Section 1.4 – ethical principles and standards as they relate to the law enforcement profession
      - Lieutenant Pierpont provided a response to emailed comments by Chief Vantrease - Criteria 1.10.3 (pg 30) already contains the decertification information
      - Discussion on emailed comment by Major Brooke Wright, concerns over pg. 22 in Professionalism, points b. and c. being out of place (b. routine encounters with citizens can escalate or turn deadly very quickly; c. bad choices in split-second decisions and responses)
      - COT determined that these points were not mutually exclusive and should be left in
      - Discussion on emailed comment by Major Brooke Wright, pg. 26 (1.7 LPG #5) she recommended adding “e. Prevents underreporting of crime”
      - COT recommended combining e. to d.: d. Build citizens’ confidence and communication in police/community relations and may or potentially prevent underreporting of crime
      - Chief Branch suggested changing “police officer” to “law enforcement officer”
      - Chief Wright suggested referring to the Code of Virginia on the correct term and wanted to know if SCOPs are considered Law Enforcement Officers. Ms. Kinch advised she will report back to the COT regarding those matters.
      - Kristi Wright (proxy for Mr. Macon) mentioned consistency in terminology for police officer vs law enforcement officer
      - Chief Williams questioned whether on pg. 3.c. “court decisions” should state appellate court decisions. COT wants to keep just “court decisions; and pg. 13 request added language 2.b.ii.1 a. (1). Practice good citizenship, (i.e., youth volunteer work, assist neighbors, be active in schools, or other community service, etc.)
    - Communication:
      - Emailed comments from Major Brooke Wright, Fairfax County Criminal Justice Academy regarding requesting an identification number: Chief Wright suggested removing 3.4(iv) on pg. 42 on obtaining identification number as it is not mandatory, consistency of process, consistency of outcomes
      - Lieutenant Pierpont provided an explanation that it was included but not obligatory

- Director Harvey suggested re-wording 3.4(iv)
  - Ms. Chapman suggested “not required” vs “if available”
  - Chief Williams noted if simply asking is a deterrent and damaging to police/citizen relations
  - Chief Wright suggested “use caution” and modify language to indicate this is an optional step
  - Captain Holland asks his officers to use discretion, and consider if asking for a victim ID number will not hamper relationship or investigation
- Driver Training:
- Emailed comments from Major Wright, Fairfax County Criminal Justice Academy - Pg. 31 driving category 8.6.6.c. – update to “speed or driving behavior” COT recommended adding driving behavior as letter “d.” and moving the current language under “d.” to a new line as “e.”
- Weapons (Firearms):
- Emailed comments from Major Wright, Fairfax County Criminal Justice Academy: pg. 12 – 7.5.5. – posed question on weapon mounted light kits, change to “25 rounds must be with the use of agency issued flashlight or weapon mounted light with a 75% score”
  - Ms. Chapman recommended discussing the increased passing score from 70-75% and universal target first
  - CRC member Director Mike Harvey discussed responses from 15 states on higher qualification scores, looking for consistency across the state which does not currently exist based on types of service weapons, targets, qualifying scores. He explained that we currently have 10 qualification courses of fire and the CRC wants to reduce the number of options, for training and qualification consistency
  - Ms. Chapman has concerns over a higher qualification score failing women and minorities from recruit training. She wanted to know if any testing was done to justify the increase from 70% to 75%
  - Lt. Pierpont provided feedback regarding what their academy has done to test the validity of increasing the firearm score. He stated that since 2018, all recruits have qualified at 75%
  - Ms. Chapman responded that it is great that Chesterfield has the resources to train and provide remedial training, if needed, but she does not think all academies spend additional time to ensure a recruit will qualify
  - Chief Williams expressed concern over the 75% qualifying score not being based on research and why was 75% chosen
  - Ms. Kinch questioned how the current minimum training standard of a 70% qualification score even came about and brought up SMEs and CRC having many discussions on changing the qualifying score
  - Captain Holland sees both sides in wanting to increase the score but considering the impact on recruits, Administrative Code sets 70% qualifying score for existing officers qualifying each year and would potentially require a change to the Code for existing officers to also qualify at 75%. Captain Holland stated he loses 1-2 students each year because they are unable to qualify on firearms at 70% and the majority are females. What is the 75% score fixing? What about good officers who can’t qualify above 70% but have great communication skills?
  - Mr. Carrington suggested more data is needed

- Superintendent Smith concurs with Ms. Chapman, Captain Holland, and requests more research
  - Chief Wright urges differences in environments being policed be considered in weapons training and qualification scores, i.e. rural versus urban, distance versus close range
  - Ms. Chapman concurred with Chief Wright on considering distances and wants differences between regional and independent academies considered, particularly in the individual time that can be taken and resources available to help a recruit achieve a higher qualifying score
  - Ms. Kinch stated there was some testing on new target but information is not currently available
  - Captain Holland stated he does recommend using a universal target for consistency and notes differences between counting of rounds either within the bottle or on the paper in general. Notes that in a stressful situation consistency drops by half of qualifying score. Notes cost of time and equipment/rounds to bring recruits up to qualifying score, as well as access to a range
  - Chief Wright stated that COT is not ready to endorse raising the qualifying score from 70% to 75%
  - Discussion returned back to handheld flashlight training and qualifying
  - Ms. Chapman indicated that she is in favor of the use of weapon-mounted lights and wondered why a recruit would need to use a hand held flashlight, during qualification
  - Lieutenant Pierpont explained the rationale for requiring the use of a hand held flashlight as well as noted his concern over the trigger finger being used to operate weapon mounted light
  - Chief Williams mentioned concern over access to ammunition and being in an ammunition crisis, pg. 12 – 7.5.4 doubling and quadrupling the number of rounds needed for training
  - Director Harvey explained that most agencies set-aside 1000- 1,500 rounds for firearms training and this would not create addition spending. The modifications to the round count is for training recruits before they qualify
- Officer Wellness:
- Chief Vantrease raised concerns via email that section 9.3.1 on demonstrating ability to extract object of at least 150lbs from a vehicle to simulate a rescue may vary based on vehicle type and has concerns on how this might adversely affect recruits based on age/sex/race/body mass
  - Lieutenant Pierpont noted this exercise is to demonstrate the ability of the officer to dig deep and show physical capabilities
  - Ms. Kinch stated this training criteria was based on most recent JTA, mentioned 200lbs weight cap
  - Captain Holland noted the physical demands of the job, along with JTA this was a research based requirement
  - Lieutenant Jane Burns noted the difficulty of extracting a 150lbs from a vehicle for officers of smaller stature and that they may wait for a stronger officer to assist
  - Chief Wright questioned the statement that smaller officers would not attempt to extract a person in an emergency, and wanted clarification between a rescue situation and an officer dealing with a subject who is resisting



- Ms. Chapman mentioned adrenaline of in-the-moment versus training environment
  - Director Harvey stated this exercise was intended as a mock rescue, and that he has been conducting a rescue extraction with 150lbs dummy for 8 years with no adverse effects based on age/race/sex of recruits at Rappahannock Regional CJA
  - Lt. Williams mentioned that the 150lb object is a standardized commercial human-shaped dummy
  - Major Wright, Fairfax emailed concerns: the obstacle course does not measure a level of fitness or growth of knowledge, and not being based on realities of duties of LEO, DCJS should pursue fitness standards that apply scientific knowledge such as functional fitness, injury prevention, and nutrition
  - Ms. Kinch noted that these standards are not created by DCJS but by the SMEs, CRC, and the COT, although it is often the perception that DCJS should focus on different aspects, and legislators also make mandates
  - Chief Wright stated Officer Wellness is new to the profession and there is need to take a step forward with this new topic
  - Lieutenant Pierpont mentioned there are differences across academies, this is a start for universal officer wellness in a basic sense for physical wellness
  - Chief Wright wanted to know if the regional and independent academies felt the current standards were do-able
  - Director Harvey explained the topic was originally much broader but was paired down by the CRC; SMEs originally included financial wellness, nutrition, etc. and this is a start, with some of these topics being more appropriate for agencies and academies to address individually
  - Ms. Kinch stated concerns over various methods of engaging in physical fitness and the complete lack of mandates around this topic for the basic academy which is why the CRC included a minimum of 60 hours of physical fitness activity
  - Northern Virginia Regional Academy emailed concerns about mandating 60 hours of physical activity and an obstacle course and provided statistics on their test of obstacle course with recruits
  - Ms. Kinch reiterated 60 hours is just a minimum
  - Obstacle course is based on by JTA
- Request for any comments or questions from the COT members
  - Kristi Wright suggested that under Professionalism, change should be made from General District Court to District Court on pg. 19 under State System (ii.3) or adding Juvenile Domestic Relations District court as point 4. and renumbering; Making Commonwealth's Attorneys its own section and renumbering on pg. 19; and pg. 20 adding magistrates under 3.a. as (i). Courts (ii). Magistrates
  - ~~Kristi Wright~~ Chief Wright suggested that under Professionalism, change should be made from General Chief Wright, under Officer Wellness, pg. 6 under point 3 add "one's faith"
- Public Comment:
  - Major Brooke Wright, Fairfax County Regional Academy:
    - Voiced concerns over the obstacle course creating a disproportionate failure rate of females versus male by at least half over scaling 5ft wall portion of obstacle course
    - Stated concerns over flashlight versus weapons mounted light in qualifying, understands the need to train on the transition from flashlight to firearm but if

an officer is issued weapons mounted light they should be able to complete the qualifying course with their weapon mounted equipment

- Ms. Chapman agreed with 5ft wall concerns and disproportionate adverse effects for female officers
- Dr. David Bever- LawFit/FireFit, LLC
  - Provided an overview of his decades of work in the area of professional standards for fitness for first responders
  - Advocated fitness for preventing line of duty deaths and injuries positively impacting bottom line of agency budget
  - Noted fitness required for job performance
  - Suggested work performance testing should be required

- **Next Meeting.**

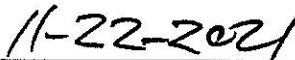
The next meeting is November 19, 2021 at 10:00 A.M.

- **Adjournment.**

Chief Williams adjourned the meeting at 12:19 P.M.

Approved:

  
\_\_\_\_\_  
Chair

  
\_\_\_\_\_  
\_\_\_\_\_

Date



## Committee On Training

Patrick Henry Building  
East Reading Room  
1111 E. Broad Street  
Richmond, VA 23219

### MINUTES

November 30<sup>th</sup>, 2021

#### Members Present

Chief Kelvin Wright  
Captain Robert Holland  
Mr. Eddie Macon  
Chief James Williams  
Mr. Lamont Carrington  
Superintendent William Smith  
Ms. Mary Biggs

#### ~~Members Absent~~

~~Sheriff Anthony Roper~~  
~~Mr. Jagdish Katyal~~  
~~Officer Bennie Evans~~  
Ms. Angie Carrera  
Sheriff Vanessa Crawford  
Mayor Carolyn Dull  
Mr. Bryan Porter  
Ms. Tonya Chapman

#### CRC Members Present:

Director Andrew McNally, Central Shenandoah Criminal Justice Academy Lt.  
Jonathan Williams, Chesapeake Police Training Academy  
Lt. Jane Burns (proxy), Fairfax Country Criminal Justice Training Academy  
Captain Robert Holland, Virginia State Police Training Academy  
Director Mike Harvey, Rappahannock Regional Criminal Justice Academy

#### 1. Call to Order.

Chief Wright called the Committee on Training (COT) meeting to order at 10:01 A.M.

#### 2. Old Business.

Chief Wright stated that due to not having a quorum, the last meeting's minutes could not be adopted.

Ms. Lois Kinch, DCJS, began speaking about the CRC's vote to reduce the number of firearms qualifications courses from 10, and the utilization of a universal target, to allow for more standardization. Ms. Kinch highlighted the courses themselves, and Chief Wright asked if independent and regional academies had reviewed this for practicality.

- Mike Harvey, RRCJA, advised that his academy has fired all courses and have no issue transitioning to proposed changes

- Chief Williams asked about availability to obtain the universal target, Chief Wright asked about implementation date; Lois Kinch advised that DCJS plans to have standards come out at the same time as uniform lesson plans, minimum of 18 months
- Harvey Powers, DCJS, stated that all agencies/academies will have ample time to make the necessary changes to their programs; Chief Wright advised he believes 18 months is an adequate amount of time

Ms. Kinch advised, with regard to the Legal category of training, that she spoke with Mr. Bryan Porter after the last meeting about the Community Caretaker Doctrine and its language.

- Chief Wright asked if these had all been vetted by competent attorneys
- Lois elaborated on attorneys and SMEs that have reviewed and contributed to the Legal category in its entirety

### 3. New Business: Training Standards Presentation and Review – Lois Kinch and the Law Enforcement CRC.

Ms. Lois Kinch, DCJS Training Standards Coordinator, thanked everyone for attending. The following categories of the compulsory minimum training standards for law enforcement officers were presented and reviewed:

- Patrol
- Field Training

Ms. Kinch advised that the revisions and additions are already being taught at most academies throughout the Commonwealth, but are not include in the compulsory minimum training standards; advised many outside agencies and organizations have reviewed and contributed to these categories, such as VDBHDS and Victim/Witness. Went over overall changes to Field Training—explained changes to Field Training; increased number of performance outcomes from approximately 95 to 170, to allow for more practical exercises instead of policy-driven training standards as currently written. Additionally, the LE CRC recommends going from 100 to 240 hours of field training for new officers.

No questions were asked by the COT members immediately following the presentation.

- ~~Comments and questions submitted via email:~~
  - Patrol
    - Director Bob Callahan, NVCJA – re: Performance Outcome 4.5, believes it's more of a legal issue since noise ordinances are often local, or could be taught in Field Training; COT members decided to keep as-is
    - Director Bob Callahan, NVCJA – re: Performance Outcome 4.21, proposing adding language; CRC will put in Lesson Plan Guide
    - Director Bob Callahan, NVCJA – re: Performance Outcome 4.31, High-risk traffic stop language too restrictive; Proxy Jane Burns, Fairfax PD, advised perhaps we could look at rewording
      - Chief Wright advised he would like to see revised language

Director Bob Callahan, NVCJA – re: 4.36, DUI practical is timeconsuming, but supports intent of change; advised NVCJA uses wet lab but cannot put intoxicated person behind the wheel of a vehicle

- Chief Wright asked CRC what intent of PO was; appears to be “worst-case scenario,” under best-case scenario, recruits wouldn’t have to do all of it
- Jonathan Williams advised he didn’t know if it was CRC members’ intent to perform every individual aspect all at once
- Captain Holland asked if all currently observing vehicle in motion or doing a wet lab
- Directors McNally and Harvey advised they utilize wet lab and video scenarios with different patterns of driving
- Jonathan Williams advised their practical involves actual driving and wet lab on a later date

- 
- Major Brooke Wright, re: pg. 13-19, advised needed to add substantial risk order; already listed extensively in PO 4.49
- Major Brooke Wright, re: Performance Outcome 4.20 – proposes adding “when appropriate” in 4.20.4.1.; CRC will add
- Major Brooke Wright, re: pg. 62 Lesson Plan Guide – advised there may be a numbering issues and #1 seems out-of-place; CRC will renumber

- Field Training:
  - Discussed the change from 100 to 240 hours; No objections about increase in hours from present COT members

**4. Public Comment.**

There were no public comments.

**5. Next Meeting.**

The next meeting is December 9, 2021 at 09:30 A.M.

**6. Adjournment.**

Chief Wright thanked everyone for attending and adjourned the meeting at 10:40 A.M.

Approved:

\_\_\_\_\_

Chair

\_\_\_\_\_

\_\_\_\_\_

Date

None advised that changes will be a problem; Decided to keep as-is





## Committee On Training

Patrick Henry Building  
East Reading Room  
1111 E. Broad Street  
Richmond, VA 23219

### MINUTES

November 30<sup>th</sup>, 2021

#### Members Present

Chief Kelvin Wright  
Captain Robert Holland  
Mr. Eddie Macon  
Chief James Williams  
Mr. Lamont Carrington  
Superintendent William Smith  
Ms. Mary Biggs

#### ~~Members Absent~~

~~Sheriff Anthony Roper~~  
~~Mr. Jagdish Katyal~~  
~~Officer Bennie Evans~~  
Ms. Angie Carrera  
Sheriff Vanessa Crawford  
Mayor Carolyn Dull  
Mr. Bryan Porter  
Ms. Tonya Chapman

#### CRC Members Present:

Director Andrew McNally, Central Shenandoah Criminal Justice Academy Lt.  
Jonathan Williams, Chesapeake Police Training Academy  
Lt. Jane Burns (proxy), Fairfax Country Criminal Justice Training Academy  
Captain Robert Holland, Virginia State Police Training Academy  
Director Mike Harvey, Rappahannock Regional Criminal Justice Academy

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- Field Training:
  - Discussed the change from 100 to 240 hours; No objections about increase in hours from present COT members

**4. Public Comment.**

There were no public comments.

**5. Next Meeting.**

The next meeting is December 9, 2021 at 09:30 A.M.

**6. Adjournment.**

Chief Wright thanked everyone for attending and adjourned the meeting at 10:40 A.M.

Approved: \_\_\_\_\_

Chair

\_\_\_\_\_  
 \_\_\_\_\_  
 Date

None advised that changes will be a problem; Decided to keep as-is





## Committee On Training

Patrick Henry Building  
East Reading Room  
1111 E. Broad Street  
Richmond, VA 23219

### MINUTES

December 9<sup>th</sup>, 2021

#### Members Present

Chief Kelvin Wright  
Captain Robert Holland  
Ms. Tonya Chapman  
Chief James Williams  
Mr. Lamont Carrington  
Superintendent William Smith  
Ms. Mary Biggs  
Mr. Edward Macon

#### Members Absent

Sheriff Anthony Roper  
Mr. Jagdish Katyal  
Ms. Angie Carrera  
Sheriff Vanessa Crawford  
Mr. Bryan Porter  
Mayor Carolyn Dull  
Officer Bennie Evans

#### 1. Call to Order.

Chief Wright called the Committee on Training (COT) meeting to order at 09:30 A.M.

#### 2. Approval of past minutes.

Chief Wright entertained a motion for approval of minutes from October 14, 2021 as submitted. Motion made by Mary Biggs, seconded by Tonya Chapman. The motion was passed unanimously.

#### 3. Division Update.

Mr. Harvey Powers, Division Director, DCJS Division of Law Enforcement, provided updates on Compulsory Minimum Training Standards and Performance Outcomes for Law Enforcement Officers; recognized CRC members and DCJS staff Lois Kinch and Kristi Shalton for the work that has been done to impact Virginia Law Enforcement.

#### 4. Public Comment.

Chief Wright made a request for any public comment and no requests were made.

#### 5. Old Business.

Chief Wright reported that there was no old business.


#### 6. New Business: Compulsory Minimum Training Standards

- William Pierce, DOC Training and Development Manager, presented updated Compulsory Minimum Training Standards for Basic Correctional Officers/Department of Corrections resulting in the streamlining of training and a more efficient use of time. Lois Kinch, DCJS Training Standards Coordinator, requested approval from the COT to reduce the number of academy

training hours from 400 to 320 and reduce the number of field training hours from 200 to 120. Chief James Williams made a motion for approval, seconded by Ms. Mary Biggs. The motion was approved by all present board members.

- William Pierce, DOC Training and Development Manager, presented updated Compulsory Minimum Training Standards for Detector Canines and Handlers/Department of Corrections. Lois Kinch, DCJS Training Standards Coordinator and William Pierce asked the COT to approve the Compulsory Minimum Training Standards for Detector Canines and Handlers/Department of Corrections. Superintendent William Smith made a motion for approval, seconded by Ms. Tonya Chapman. The motion was approved by all present board members.
- Lois Kinch and Law Enforcement Curriculum Review Committee presented revised Compulsory Minimum Training Standards for Law Enforcement and asked the COT to approve the revised Compulsory Minimum Training Standards for Law Enforcement. Chief James Williams made a motion for approval, seconded by Ms. Mary Biggs. The motion was approved by all present board members.
- **Next Meeting.**  
To Be Determined.
- **Adjournment.**  
Chief Wright asked for a motion to adjourn the meeting which was made by Ms. Tonya Chapman, seconded by Chief James Williams. The motion and the meeting was concluded.

Approved:

  
Chair

  
Date



# COMMONWEALTH of VIRGINIA

## *Department of Criminal Justice Services*

Shannon Dion  
Director

Megan Peterson  
Chief Deputy Director

Washington Building  
1100 Bank Street  
Richmond, Virginia 23219  
(804) 786-4000  
[www.dcjs.virginia.gov](http://www.dcjs.virginia.gov)

### **Criminal Justice Services Board**

December 9, 2021

***Patrick Henry Building***  
*1111 E. Broad Street*  
*Richmond, VA 23219*  
*East Reading Room*

#### ***Members Present***

Ms. Mary Biggs  
Ms. Valerie Boykin  
Chief Craig Branch  
Ms. Angie Carrera  
Ms. Tonya Chapman  
Officer Bennie Evans, Jr.  
Ms. Lisa Hernandez for  
Mr. Harold Clarke  
Mr. Michael HuYoung  
Mr. David Johnson  
Mr. Jagdish Katyal  
Mr. Edward M. Macon  
Senator Jennifer McClellan  
The Hon. Bryan Porter  
Mr. K. Scott Miles

#### ***Members Present (Cont'd)***

Ms. Pat Smith  
Superintendent William Smith  
Chief James Williams,  
Chair  
Chief Kelvin Wright

#### ***Members Absent***

Sheriff Vanessa Crawford  
The Hon. Karrie Delaney  
The Hon. Sarah Deneke  
The Hon. Carolyn Dull  
Delegate Jerrauld "Jay" Jones  
The Hon. Mary Malveaux  
Senator Joe Morrissey  
Sheriff Anthony Roper  
Colonel Gary Settle  
Mr. Paul Taylor

### **I. Call to Order and Approval of Minutes**

Chairman Chief James Williams called the meeting of the Criminal Justice Services Board (Board) to order at 11:05 a.m. A quorum of the Board was present.

Chief Kelvin Wright made the motion, seconded by Mr. David Johnson, to accept the minutes of the October 14, 2021, meeting of the Board. Ms. Biggs abstained from the vote. The motion passed.

## II. Director's Report

Ms. Shannon Dion, Director of the Virginia Department of Criminal Justice Services (DCJS), gave an update on the recent and upcoming activities of DCJS:

- DCJS has been awarded approximately \$375,000 through a federal program called Project Safe Neighborhoods to reduce gun and gang violence.
- DCJS will be the fiscal agent for two grants to the U.S. Attorney's offices in the Eastern and Western Districts.
- DCJS's Virginia Center for School and Campus Safety (VCSCS) recently pushed out suicide prevention public service announcements using social media platforms including YouTube, Tik Tok and Snap Chat. The view rate has been 55%, exceeding the campaign benchmark of 40%, and users aged between 18 and 24 make up most of the views.
- A grant recommendation will come before the board that will help fund the establishment of a new Victim Witness office in Rappahannock County. If approved by the CJSB, this project will be one of 114 local and state victim assistance agencies that serve victims in Virginia.

## III. Committee Reports

- **Executive Committee**

Chief Williams updated the Board on the results of two decertification appeals that were decided at the Executive Committee meeting held on October 25, 2021.

- **Grants Committee**

Chief Williams gave an update from the Grants Committee which met on November 30, 2021. There was a quorum of committee members present at the meeting. The committee recommended the full Board approve of the following grants:

- Coronavirus Supplemental Emergency Funding in the amount of \$4,133,355 in federal funding for 116 awards.
- Edward Byrne Memorial Justice Assistance Grant funding in the amount of \$2,631,553 in federal funding for 116 awards.
- Juvenile Justice and Delinquency Prevention Program Title II Grant funding in the amount of \$687,917 in federal funds for eight awards.
- Sexual Assault Services Program funding in the amount of \$525,306 in federal funds for 24 awards.
- Victim Witness Grant Program funding in the amount of \$118,348 federal funds for one award.



- The Committee approved reallocation of funding for the most recent Virginia Sexual and Domestic Violence Victim Fund awards, replacing previously approved special funds and Byrne/JAG funding with American Rescue Plan Act funding. The subgrantees will receive the same amount of funding, but the source of funds will change for the remainder of the fiscal year.

Chief Branch made the motion, seconded by Mr. Johnson, to approve the grant funding recommended by the Grants Committee in one block.

*Recusals:*

*Ms. Biggs for the Byrne grants for Cardinal Criminal Justice Academy, Montgomery County Sheriff's Office and the Pamplin College of Business/VA Tech PD, as well as the CESF grants for Cardinal CJA, Western VA Regional Jail Authority, and SASP grant for the People Incorporated of Virginia.*

*Chief Branch for the Byrne grants for Culpeper PD, Fredericksburg PD, and Fredericksburg Sheriff's Office, Rappahannock Regional CJA, Spotsylvania Sheriff's Office, and CESF grants for Caroline County, Culpeper County, Fredericksburg, Madison County, Rappahannock Council Against Sexual Assault, Rappahannock Regional CJA, Spotsylvania, Stafford, and the SASP grant for Rappahannock Council Against Sexual Assault*

*Officer Bennie Evans for the Byrne grants for Alexandria Police Department, Alexandria Sheriff's Office and Arlington C/A and the CESF grants for Alexandria, OAR of Arlington, OAR of Fairfax, and the SASP grant for Alexandria*

*Superintendent K. Scott Miles for the CESF grant for Norfolk and the JJDP grant for Norfolk.*

*Chief Williams for Byrne grant and CESF grant for Central Shenandoah CJA, as well as the CESF grant for Middle River Regional Jail.*

*Chief Wright for the Chesapeake PD.*

The motion passed.

#### **IV. Old Business**

##### ***Compulsory Minimum Training Standards for Law Enforcement Officers: Officer Wellness***

Ms. Lois Kinch, Training Standards Coordinator, DCJS, presented on a proposed new category for the compulsory minimum training standards for law-enforcement officers: Officer Wellness.

Chief Wright then made a motion, seconded by Ms. Tonya Chapman, to approve adding this category to the compulsory minimum training standards. The motion passed unanimously.

***Compulsory Minimum Standards for Law Enforcement Officers: Field Training*** Ms. Lois Kinch, Training Standards Coordinator, DCJS, presented on changes to the Field Training compulsory minimum training standards for law-enforcement officers.

Chief Wright then made a motion, seconded by Superintendent William Smith, to approve the modification of the mandated minimum number of field training hours from 100 hours to 240 hours. The motion passed unanimously.

**V. New Business**

***Compulsory Minimum Standards for Basic Corrections Officers employed by the Department of Corrections***

Ms. Lois Kinch, Training Standards Coordinator, DCJS, presented on Compulsory Minimum Training Standards for Basic Corrections Officers employed by the Department of Corrections.

Chief Wright then made a motion, seconded by Chief Branch, to approve the modification of the mandated minimum number of field training hours from 400 hours to 320 hours. The motion passed unanimously.

***Regulation for Waiver Process for Use of Certain Military Equipment***

Ms. Kristi Shalton, Law Enforcement Program Coordinator, DCJS, gave a report to request the board approve new regulatory language related to the waiver process for the use of certain military equipment.

Mr. Johnson made a motion, seconded by Ms. Carrera, to approve the proposed new language.

**VI. Public Comment**

There was no public comment.

**VII. Adjournment**

The meeting adjourned at 11:40 a.m. The next meeting is scheduled for March 17, 2022, at 11:00 a.m.