

ARKANSAS COMMISSION ON LAW ENFORCEMENT STANDARDS AND TRAINING

2021 ANNUAL REPORT



TABLE OF CONTENTS



COMMISSION.....	3
DIRECTOR.....	5
ORGANIZATION.....	6
FISCAL.....	7
STANDARDS	8
ALETA.....	9
NW ALETA.....	11
CENTRAL ALETA.....	12
TELECOMMUNICATIONS.....	13
LESO.....	14

COMMISSION



The Commission on Law Enforcement Standards and Training (CLEST) was created in 1975 for the purpose of establishing minimum selection and training standards for admission to employment as a law enforcement officer in Arkansas. All applicants for law enforcement positions must meet the requirements established by CLEST and complete CLEST-approved training to obtain certification. The commission is comprised of a director and ten members representing law enforcement, education, and the general public that meet six times per year to review training and certification matters.



Commission Chair
Chief Percy Wilburn



Commission Vice Chair
Mr. Doc Holladay



Commissioner
Mr. Barry Phillips



Commissioner
Dr. James Golden



Commissioner
Mr. Thomas Marsh



Commissioner
Mr. Richard Wingard



Commissioner
Captain Stacie Rhoads



Commissioner
Sheriff Lafayette Woods



Commissioner
Sheriff Ron Brown



Commissioner
Chief Mike Reynolds

DIRECTOR



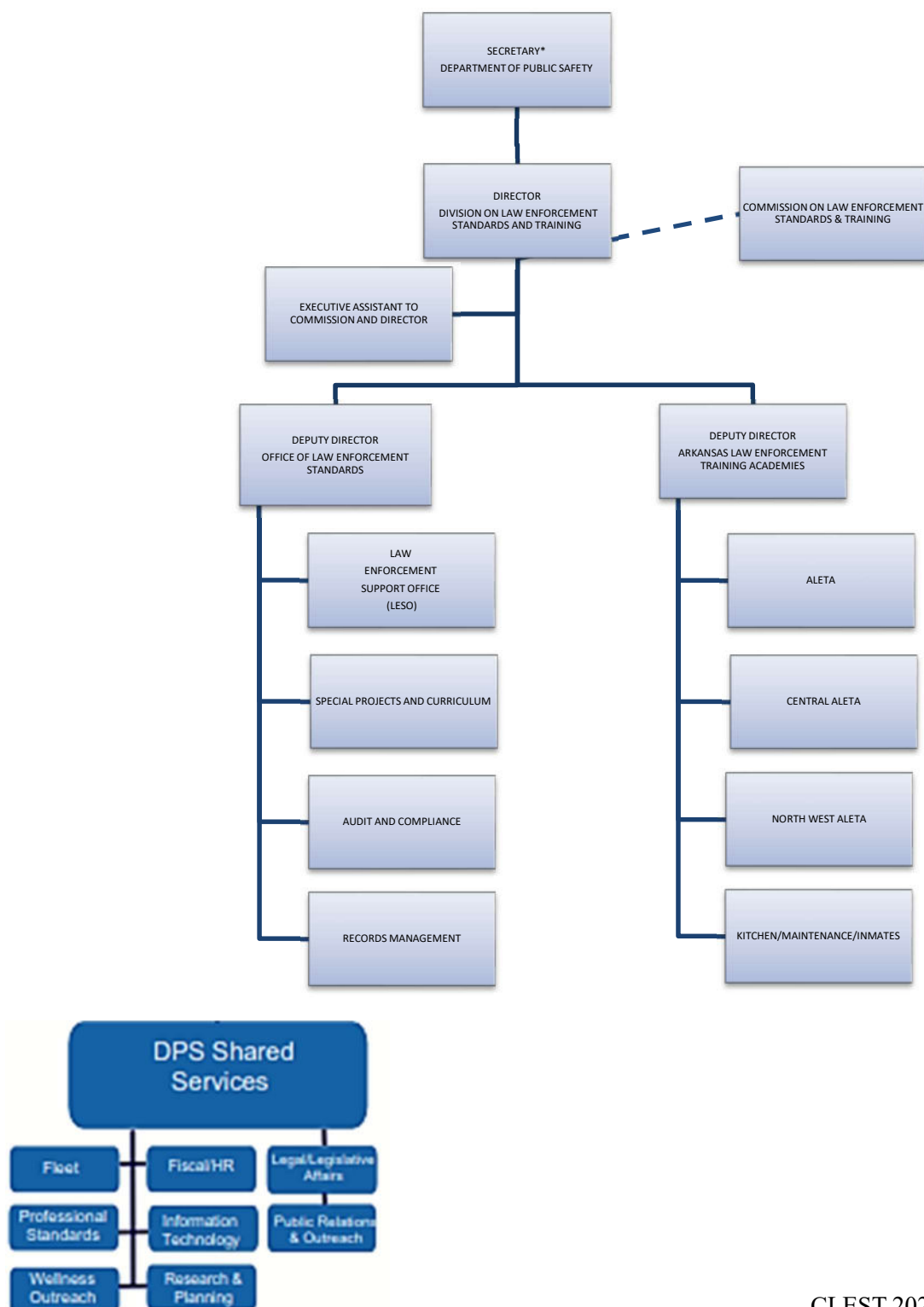
On January 14, 2015, Jami Cook was appointed by Governor Asa Hutchinson as the Director of the Commission on Law Enforcement Standards and Training. Prior to appointment, Jami served as the Arkansas State Police Program Director, responsible for policies, procedures, training, strategic planning, research and development, and special projects. In 2009, Jami was appointed as a Commissioner to the Commission on Law Enforcement Standards and Training where she served until her appointment as Director in 2015. Jami started her law enforcement career as a Newport Police officer in 1994. In addition to her responsibilities as the CLEST Director, Director Cook serves as the Secretary of the Department of Public Safety and is responsible for the oversight and management of CLEST, the Division of Arkansas State Police (ASP), Arkansas Division of Emergency Management (ADEM), Arkansas Crime Information Center (ACIC), Arkansas Crime Victims Reparations Board, Arkansas State Crime Lab, and various other boards and commissions.

In 2021, Jami had the honor of serving in the following ways:

- CARES Act Steering Committee
- American Rescue Plan Steering Committee
- National Working Group: IADLEST Officer Safety and Wellness Training
- International Association of Chiefs of Police National Consortium on Preventing Law Enforcement Suicide
- Continued support related to the Arkansas Levee Task Force Report
- Continued support related to the Task Force to Advance the State of Law Enforcement in Arkansas
- International Association of Directors of Law Enforcement Standards and Training
- Arkansas Attorney General's Missing Persons Working Group



ORGANIZATION



FISCAL



COMMISSION ON LAW ENFORCEMENT STANDARDS AND TRAINING FY2021 Annual Financial Report July 1, 2020 - June 30, 2021

	Total FY21 Authorized Appropriation	FY 21 Expenses
<u>FUND: Operating</u>	<u>\$3,801,830</u>	
Regular Salaries		\$ 1,650,760.54
Personal Services Matching		\$ 599,835.82
Operating Expenses		\$ 784,257.81
Conference & Travel		\$ 7,668.53
Professional Fees		\$ 450.00
<u>Total</u>		<u>\$ 3,042,972.70</u>

	Total FY21 Authorized Appropriation	FY 21 Expenses
<u>FUND: 911</u>	<u>\$264,779</u>	
Regular Salaries		\$ 42,837.90
Personal Services Matching		\$ 17,537.30
Operating Expenses		\$ 81,087.69
Conference & Travel		\$ 46.22
Professional Fees		\$ 11,400.00
<u>Total</u>		<u>\$ 152,909.11</u>

STANDARDS



Brad King
Deputy Director
Standards Division

The Commission establishes the minimum selection and training standards for admission to employment as a law enforcement officer in the State of Arkansas. All applicants for law enforcement employment must meet the requirements established by the Commission and complete Commission-approved training to obtain certification. Commissioned law enforcement officers must continue to meet minimum standards in order to maintain their law enforcement status. The Office of Law Enforcement Standards oversees employment, training, and certification requirements established by the Commission.

2021 OFFICER DECERTIFICATION

Meeting Date	Decertified	Not Decertified	Requests for Decertification
January	10	3	15
March	4	1	8
May	11	0	9
July	13	0	10
September	7	1	13
November	12	0	7

STANDARDS STAFF:

Amanda Yarbrough	CLEST Attorney
Mandy Hill	Education & Instruction Coordinator
Brian Johnson	CLEST Senior Agent
Kaleisha Wise	CLEST Agent
Annette Cagle	Administrative Specialist
Charley Higgins	Administrative Specialist
Rhonda Price	Administrative Specialist
Kreasha Williams	Legal Services Specialist

The 93rd Session of the Arkansas General Assembly convened on January 11, 2021. Throughout the legislative session, CLEST staff worked closely with legislators and other stakeholders to assist in the advancement of law enforcement across the state. CLEST's proposed legislation passed the General Assembly as Act 218 of 2021. Generally, Act 218 updated and clarified training and employment standards for Part-Time officers and imposed additional reporting requirements related to an officer's separation from a law enforcement agency – specifically, untruthfulness and excessive force are now independent elements that must be reported to CLEST when an officer is separated from the agency for one of those reasons. During the session, CLEST staff worked with more than 100 law enforcement agencies to ensure compliance with existing minimum standards and clarity related to the changes imposed by Act 218. In addition to CLEST's proposed legislation, the General Assembly passed Act 792, which requires law enforcement officers to complete duty-to-intervene training annually.

Following the 2021 legislative session, CLEST updated its rules to ensure compliance with state law and to implement recommendations from the Task Force. Significant rule changes included:

- An exception to the citizenship requirement to allow Marshallese citizens eligibility for Law Enforcement Certification;
- Increased racial profiling mandatory annual training to 4 hours;
- Updated minimum standards to include duty-to-intervene training;
- Updated training requirements for Field Training Officer Certification; and
- Updated reasons for decertification.

In 2021, CLEST updated its online courses, including Valor's #Calmiscourageous, Current Trends in Dealing with Inmate Aggression Successfully, Interaction and De-escalation of Individuals on the Autism Spectrum, Defund/Disband the Police, Investigating Cases of Child Homicide and Unexplained Cases of Child Death Part 1, Investigation Cases of Child Homicide and Unexplained Cases of Child Death Part 2, Characteristics of being a Great Supervisor, Administrative Investigations for In-Custody Deaths, Duty to Intervene, and updated Racial Profiling. CLEST also recorded a record high for online course completions, totaling more than 88,000 in 2021.

ALETA



Fred Weatherspoon is the Deputy Director at the Arkansas Law Enforcement Training Academy and has been employed at ALETA since 1995. He is responsible for the oversight of daily operations at ALETA, NW ALETA, and Central ALETA.



Juan Reyes
Training Supervisor
ALETA



Craig Lawson
Training Supervisor
ALETA

ALETA STAFF:

Ronnie Poole	CLEST Senior Agent
Tony Madlock	CLEST Senior Agent
Erin Smelser	CLEST Senior Agent
John Ferguson	CLEST Senior Agent
Scott Rosson	CLEST Agent/Training Supervisor
Kelvin Sergeant	CLEST Agent
Jonathan Chambers	CLEST Agent
Amie Martin	CLEST Agent
Michelle Stokes	Administrative Specialist
Sue Albritton	Administrative Specialist
Pam Sanders	Administrative Specialist
Terri Haynes	Administrative Specialist
Melissa Reynolds	Administrative Specialist
Curtis B. Sharp	Computer Support Specialist
Kim Hammock	Food Preparation Supervisor
Kim Stinnett	Food Service Manager
Peggy Mahan	Food Preparation Supervisor
Susan Daniel	Cook
Travis Sanders	Maintenance Supervisor
Kenneth Workman	Maintenance Specialist
Mitchell Genn	Public Safety Security Officer
Morris Misenheimer	Public Safety Security Officer
Paul Aymond	Public Safety Security Officer

ALETA held three basic training academies in 2021: **January 10, 2021 – April 9, 2021; May 2, 2021 – July 30, 2021; September 12, 2021 – December 10, 2021**, resulting in 212 new law enforcement officers in 2021.

6373 Hussey Rd.
East Camden, AR 71701
(870) 574-1810

2021 ELECTIVE COURSES

Course	Course Hours	Graduated
Arkansas Court Security Officer	12	143
Community Engagement	10	212
Radar Elective	8	204
Civil Process	6	90

CRISIS INTERVENTION TRAINING

CLEST staff continued assisting agencies throughout 2021 in delivering Crisis Intervention Training. To date, more than 2,000 officers have received the 40-hour CIT course and more than 1,200 have received 16-hours of CIT training while attending the basic academy.

In June 2020, Deputy Director Fred Weatherspoon was appointed chairman of Governor Asa Hutchinson's Task Force to Advance the State of Law Enforcement in Arkansas. The Task Force presented its final report, which included 27 recommendations to advance law enforcement in Arkansas, to Governor Hutchinson on December 17, 2020. Throughout 2021, CLEST worked with legislators, staff, and other stakeholders to implement various recommendations from the Task Force Report including:

- Crediting officers with CLEST training hours for their participation in community efforts during their time at the basic police academy.
- Introducing Duty to Intervene training as a stand-alone block of instruction in all ALETA academies and developing an online Duty to Intervene course offered free of charge on CLEST's online learning management system.
- Updating and expanding annual racial profiling training curriculum, including introduction of the curriculum to CLEST's online learning management system.

COVID safety measures continued throughout 2021, including modifications to class size and delivery of instruction. Classrooms, dorms, and the cafeteria were disinfected on a continual basis, ensuring continued operations of all facilities throughout the year.

In addition to the basic academy, ALETA-Camden conducted the following specialized and advanced training in 2021:

- 40-hour Instructor Development;
- 40-hour Criminal Investigation I;
- 40-hour Firearms Instructor;
- Field Training Officer (*The Field Training Program was updated during 2021. New material will begin in April 2022);
- In cooperation with the Arkansas Association of Counties, conducted Jail Standards and Admin courses;
- In cooperation with the Arkansas Coroner's Association, the Arkansas Department of Health, and the Arkansas State Crime Laboratory, conducted Arkansas Medicolegal Death Investigation courses in various locations across the state; and
- MILO training, Patrol Rifle, Advanced Handgun Skills, Part time Refresher, and CPR at various locations across the state.

In 2021, CLEST hired Retired Police Chief Kelvin Sergeant as a training instructor at ALETA-Camden after he retired as the Chief of Police for the Pine Bluff Police Department in June 2021.



NORTHWEST ALETA



Clint Scrivner
Training Supervisor
NW ALETA

3424 South Downum Rd
Springdale, AR 72762
(479) 361-3410
(479) 361-3412

NW ALETA STAFF:

Gregg Harrison	CLEST Agent
Bob Selph	CLEST Agent
Dianne Smith	Administrative Specialist
Shannon McCuin	911 Training Coordinator

NW ALETA held three basic academies in 2021:
January 10, 2021 – April 8, 2021; April 25, 2021 – July 22, 2021; and August 15 – November 11, 2021,
resulting in 87 new law enforcement officers in 2021.

2021 ELECTIVE COURSES

Class Name	Course Hours	Students Graduated
Courtroom Security	12	20
Civil Process	6	21
LE First Responder	8	86
First Aid/CPR	6	11

In 2021, ALETA-NW completed the CONEX construction project and opened scheduling for local, state, and federal agencies to utilize the facility for practical training, including, Active Shooter, Building Entry, Breaching, Hostage Rescue, SIM Training, K-9 Training, and Drone Training.

ALETA-NW conducted the first ALERRT Train-the-Trainer course allowed in the United States following the COVID pandemic shutdown. Three ALERRT Train-The-Trainer classes were conducted throughout the year, resulting in 31 new ALERRT instructors for the State of Arkansas. ALETA-NW also worked with multiple agencies such as CJI, FLETC/DOJ, and the University of Illinois to deliver training in areas including: Human Trafficking, Counterfeit Currency and Cyber & Financial Crimes, School Resource Officer Basic Training, Undercover Investigations, Child Passenger Safety Tech, and Investigations for Law Enforcement: A Trauma-Informed Approach

Beginning in 2021, ALETA-NW entered into a partnership with Northwest Arkansas Community College's National Child Protection Training Center to conduct a series of webinar training events that trained over 300 civilian and law enforcement participants in: I Will Find You, He Said, She Said, Digital Forensics 101, Leveraging, Internet 101, and Child Exploitations 101. CLEST is grateful for this valuable partnership and hopes to continue to offer this valuable training into the future.

ALETA-NW's transition to the State DIS system was completed in 2021, allowing better access to division-wide files, immediate IT support, and increased cyber security. The transition also allows for the technologically updated classrooms to integrate with curriculum, presentation materials, and online portal testing. This upgrade also allowed for the uninterrupted continuation of training during the pandemic by utilizing a virtual learning model until such time students could return to in-person training.

In 2021, ALETA-NW began working with the International Association of Directors of Law Enforcement Standards and Training (IADLEST) to secure ALETA's accreditation through the IADLEST National Certification Program. ALETA hopes to complete the accreditation process in 2022.



CENTRAL ALETA



Joe Duboise
Training Supervisor
Central ALETA

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Little Rock, AR 72209
(501) 682-4753
(501) 682-1582

CENTRAL ALETA STAFF:

Amanda Chaney	CLEST Agent
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2021 ELECTIVE COURSES

Class Name	Course Hours	Students Graduated
Civil Process	6	46
Court Security Officers	12	27
Radar/Lidar	8	44

Central ALETA held two basic academies in 2020: **February 7, 2021 – May 7, 2021** and **August 21, 2021 – October 30, 2021**, resulting in 43 new law enforcement officers in 2021.

In addition to the basic academy, Central ALETA assisted local agencies in hosting and conducting Part-Time and Refresher Practical Training. Central ALETA also hosted and conducted a 40-hour Firearms Instructor School and 32-hour Field Training Officer School. Central ALETA is grateful for its many partners around the state that assist in ensuring that it is able to continue to provide essential training and services to the Central Arkansas law enforcement community. In 2021, Central ALETA partnered with:

- Camp Joseph T. Robinson Military Post and the Arkansas Department of the Military in their continued support with hosting Central ALETA on its facilities and providing critical personnel and resources to assist in delivering law enforcement training throughout the year;
- The Department of Community Corrections, assisting them with instruction during their basic academy;
- The Illinois Coalition against Sexual Assault, hosting a Sexual Assault awareness class available to law enforcement and civilian personnel across the state;
- The Arkansas State Police, assisting with EVOC Training for its basic law enforcement cadets and use of the ASP EVOC track for Central ALETA recruit training;
- Jacksonville Police Department and Searcy Police Department for the use of their facilities, conducting Firearm Instructor School, Tactical Firearm training, and basic cadet firearm trainings and qualification; and
- Adjunct instructors from across the state that assist with training at the basic academy, specialized training, and advanced training throughout the year. Through these relationships, Central ALETA provides unique knowledge, insight, and experience to officers in the Central Arkansas law enforcement community.

Central ALETA would also like to specifically thank and recognize James Ray with the Law Enforcement Support Office. Not only does James fulfill the job responsibilities assigned to his office, he also assists Central ALETA with the basic academy, providing instruction and classroom monitoring. James is a tremendous asset to Central ALETA!



TELECOMMUNICATIONS



Shannon McCuin
Training Instructor and
Telecommunication Office
Coordinator
3424 South Downum Rd
Springdale, AR 72762
(479) 361-3410

The following telecommunication courses were offered in 2021:

	Date	Location	Available slots	Students Enrolled
1	02/15/2021	NWALETA	20	9
2	03/08/2021	MOUNTAIN VIEW	30	6
3	04/05/2021	BLYTHEVILLE	20	14
4	04/19/2021	CAMDEN	24	21
5	08/02/2021	CAMDEN	20	18
6	10/11/2021	CAMDEN	20	11
7	11/15/2021	BLACK RIVER	35	14
8	12/06/2021	CALETA	25	25
TOTALS			194	118

In 2021, there were eight Basic Telecommunicator Courses held at various locations in Arkansas, resulting in 118 graduates from the Basic Telecommunicator Course. In addition to the Basic Telecommunicator Course, in partnership with ALETA-NW, the Telecommunications Program provided Public Safety Instructor Development training to law enforcement officers and personnel.

To assist in its reporting requirements to the Arkansas 911 Board, CLEST has adjusted some of the requirements for agencies requesting to teach their own basic telecommunications course. Agencies will continue submitting through the portal for approval. At the conclusion of their course, the exam will be proctored.

The Telecommunications landing page was updated to include training information: register for training, upcoming training, and online free training. Register for training takes the user to the portal to view available training which is open/upcoming to register. Upcoming Training link takes the user to a list of all available training for the current year (this is fluid as classes will be added throughout the year as they are confirmed). Online free training link takes the user to our online free training, which is hosted outside of ACADIS, for example, the Telephone CPR course.

The Instructor Development Course has been updated to the Public Safety Instructor Development Course taken by Sworn personnel and Telecommunicators. Utilizing Surface Pro Tablets, students can use google classroom (which hosts all course material, rubric evaluations, digital critiques), and for testing via the ACADIS portal.

In August 2021, the Telephone CPR course required by Act 505 of 2021 was implemented into the Telecommunications curriculum.



LESO

James Ray has served as the Arkansas Law Enforcement Support Office (LESO) State Point of Contact since February, 2014. Prior to working for the LESO program, James worked for the North Little Rock Police Department and the Arkansas State Capitol Police. After leaving law enforcement, James worked at ADEM / Federal Surplus Property as the compliance and eligibility branch manager.

James' experience in law enforcement and excess government property allocation and compliance is a perfect match for the Arkansas Law Enforcement Support Office program. James serves on the Defense Logistics Agency (DLA) Law Enforcement Support Office state working group as a permanent member to assist DLA with policy and oversight of the LESO program.



James Ray
LESO Coordinator
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The National Defense Authorization Act authorizes the Secretary of Defense to transfer excess Department of Defense (DOD) personal property to local law enforcement agencies with special emphasis given to counter-drug and counter-terrorism. The Arkansas Law Enforcement Support Office (LESO) program (formerly the 1208 program) allows law enforcement agencies to receive DOD excess property. Vehicle and Asset Management, through an agreement between the Defense Logistics Agency and the State of Arkansas, has been charged with the administration of the program.

The Defense Logistics Agency (DLA) defines eligible participants for the LESO program as government agencies whose primary function is the enforcement of applicable federal, state, and local laws, and whose compensated law enforcement officers have powers of arrest and apprehension. All DOD excess property can be used for counter-drug and other law enforcement activities with the exception of the operation of jails.

In 2021, LESO allocated more than 2 million dollars in equipment to law enforcement agencies across the State of Arkansas, including: Alexander Police Department, Bella Vista Police Department, Benton County Sheriff's Office, CLEST, Chidester Police Department, Cleburne County Sheriff's Office, Grant County Sheriff's Office, Highfill Police Department, North Little Rock Police Department, Jefferson County Sheriff's Office, Little Rock Police Department, McGhee Police Department, Ozark Police Department, Prairie Grove Police Department, Sulphur Springs Police Department, Saline County Sheriff's Office, and others.