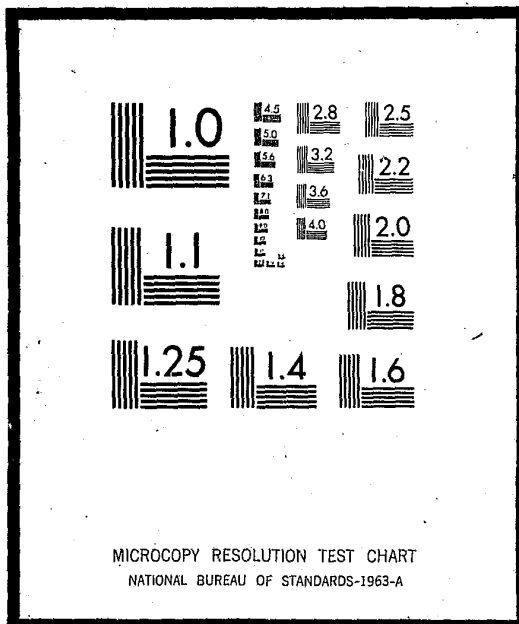


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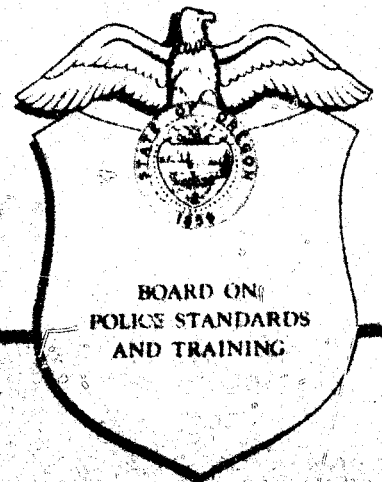
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# **DISTRICT ADVANCED TRAINING FOR POLICE OFFICERS**

**A PROJECT REPORT**

**014279**

**#: 72A 259.2 (095.91)  
FISCAL YEAR 1972-73**





# BOARD ON POLICE STANDARDS AND TRAINING

SUITE 404, THE EXECUTIVE HOUSE

325 13th STREET N.E. • SALEM, OREGON • 97310 • Phone 378-3674 378-3675

## PROJECT REPORT

### DISTRICT ADVANCED TRAINING FOR POLICE OFFICERS

GRANT 72A 259.2

(095.91)

7-01-72 TO 6-30-73

#### STAFF:

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CHIEF, REGIONAL TRAINING

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TRAINING COORDINATOR

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## INTRODUCTION

This Project Report presents the activities of the District Advanced Training Section during the 1972-73 fiscal year. The District Advanced Training program has been made possible as a result of an L.E.A.A. grant awarded by the Oregon Law Enforcement Council.

Through this project, which has now completed its third year of operation, the Board on Police Standards and Training has been able to provide advanced and specialized training in both new concepts and traditional police skills to law enforcement personnel throughout the state, in locations selected to provide maximum opportunity for officer participation. Utilizing the instructional talents and expertise of persons selected from law enforcement and other branches of the Criminal Justice system, as well as other professions, training programs have been taken to the officers in the field who have responded enthusiastically at this opportunity to refresh and increase their knowledge and police skills. Statistics for the first three years of the project are impressive, showing a total attendance of 4,928 and 67,935 manhours of instruction.

Highlights of this year's schedule included the Jail Operations Course, Workshop for Police-School Liaison Officers, Police Video Technicians School, and the annual Chiefs and Sheriffs Seminar, which this year dealt with the topic of Labor Relations for Police Management. Each of these programs provided coverage of subjects and material not previously offered by the Board and were selected because of their relevancy to current trends and needs in law enforcement.

The continued interest and participation of our law enforcement officers, combined with the cooperation and assistance extended by their Chiefs and Sheriffs, has been a major factor in the success of the programs described in the following pages.

WORKSHOP FOR POLICE-SCHOOL LIAISON OFFICERS

This three and one-half day workshop conducted in Woodburn during the latter part of August was the result of close cooperation and joint planning between the project staff and the Mid-Willamette Valley Council of Governments (District III Community Liaison program). Through special arrangements with the Woodburn Police Department and School District, the class was held in the Jr. High School. Participating officers were provided meals in the school cafeteria and lodging in a local motel. This arrangement allowed for a maximum exchange of information regarding the success or failure of various programs, and the sharing of mutual problems, ideas and concepts of police-school liaison activities.

Participating in the workshop were thirty-one officers representing twenty-three law enforcement agencies. Over half of those in the class were experienced school liaison officers, while others were either in the process of initiating new programs or assigned to other areas of community relations.

Classroom instruction and discussion focused on the liaison officers role and involvement in the school, identifying and planning specific programs and communication skills. The class was structured so that maximum use could be made of small and large group discussion periods directed at problem solving and police-school relationships. Educators from local school districts were invited and participated in the small group discussion periods.

Heading the team of recognized leaders in police-school liaison programs who participated as instructors and discussion leaders was Dr. William E. Becker, Director of the National Center for Community Education in Flint, Michigan. Dr. Becker's associates included Dr. Gregory Boothroyd, Western Michigan University; Det. Peter Gallagher, Bloomfield Township Police Department, and Trooper Lee McDowell of the Michigan State Police.

WORKSHOP FOR POLICE-SCHOOL LIAISON OFFICERS

COURSE EVALUATION

- Content: Specialized material directed at a specific group of officers assigned in the area of Police Community Relations.
- Format: Classroom lecture, discussion and group interaction.
- Support Material: Adequate Audio-Visual aids-- good hand-out material.
- Distribution: Most departments within the state who are engaged in such programs were able to have representation in the class.
- Student Reaction: Exceptional group of officers keenly interested in the topic presented, resulted in excellent reaction.

WORKSHOP FOR POLICE/SCHOOL LIAISON OFFICERS

POLICE VIDEO TECHNICIANS SCHOOL

A T T E N D A N C E

D I S T R I C T S

Loca- tions	Coun- ty	City	OSP	Other	Total Depts.		1	2	3	4	5	6	7	8	9	10	11	12	13	14	Total Dists. Repre.	
WOOD- BURN	8	23		2	23	City	3	1	8	2	4	2	3									7
Aug. 22						Cnty		2	4	1	1											
23																						
24																						
25																						
<b>TOTAL</b>	<b>8</b>	<b>23</b>		<b>2</b>	<b>23</b>		<b>3</b>	<b>3</b>	<b>12</b>	<b>3</b>	<b>5</b>	<b>2</b>	<b>3</b>									<b>7</b>

Classroom Hours: 26 Hrs.

Manhours of Instruction: 858

Responding to a specific training need created by the increased acquisition and utilization of video equipment by law enforcement agencies, a five-day class for officers responsible for video application within their respective departments was conducted at Camp Withycombe during the month of September.

A survey of the video capabilities of law enforcement agencies throughout the state indicated that the instruction offered should, to some extent, be basic in its nature. Professionally qualified consultants and instructors assisted in designing this specialized course of training and provided much of the equipment required for its presentation.

The course content included presentations on the functions, operation and maintenance of video equipment, production techniques, lighting, staging, graphics, scripting, special effects, editing and legal aspects, with the instruction designed to relate to law enforcement application in specific areas of criminal investigations and training.

In presenting their material the instructors utilized classroom lectures, demonstrations and field tours of television studios located at Mr. Hood Community College, KATU-TV and the training division of the Portland Police Bureau. Lab and workshop assignments provided the officers with the opportunity to actually work with the equipment and to stage their own productions relevant to training and criminal investigations.

Instructors for the five-day program were Mr. William Hunker, Mt. Hood Community College; Mr. Sid Tompkins, Oregon Audio Video Systems; Mr. Ferris Top, Mt. Hood Community College; Mr. John Moore, Chief Trial Counsel, Oregon State Department of Justice, and Project Director Robert Gheysen.

Thirty-three officers, representing twenty departments and nine districts participated in the course.

POLICE VIDEO TECHNICIANS SCHOOL

COURSE EVALUATION

Content: Designed to present basic but needed instruction in utilization of video equipment. May have been too technical in nature for departments with limited resources and equipment.

Format: Good, however, subsequent suggestions by attending officers indicate that additional time should be provided for demonstrations and practical application of equipment usage.

Support Material: Excellent hand-out material including an outline on the use of video tape in Criminal Trials developed specifically for this class by Mr. John Moore of the Attorney General's Office. This outline was subsequently widely disseminated to Oregon Law Enforcement personnel.

Distribution: Adequate for the present time.

Student Reaction: Well received. Varied levels of experience of the participating officers and equipment available to individual departments determined individual reaction. Most realize the difficulties involved in structuring a course of this type to meet the needs of all involved. Most officers were interested in further instruction in this area.

POLICE VIDEO TECHNICIANS SCHOOL

A T T E N D A N C E						D I S T R I C T S														Total Distrs. Repre.				
Loca- tions	Coun- ty	City	OSP	Other	Total Depts.	1	2	3	4	5	6	7	8	9	10	11	12	13	14					
CAMP WITHY- COMBE Sept. 11 thru 15	9	19	1	4	20	City	1	2	3	2	4	1	4	1						1				9
						Cnty.			1		3	2		3										
<b>TOTAL</b>	<b>9</b>	<b>19</b>	<b>1</b>	<b>4</b>	<b>20</b>		<b>1</b>	<b>2</b>	<b>4</b>	<b>2</b>	<b>7</b>	<b>3</b>	<b>4</b>	<b>4</b>						<b>1</b>				<b>9</b>

Classroom Hours: 40 Hrs.

Manhours of Instruction: 1,290



HOMICIDE AND ROBBERY INVESTIGATION SEMINAR

In response to numerous requests from law enforcement agencies, four additional presentations of this 1972 program were conducted in Klamath Falls, Bend, Coos Bay, and Ontario.

The material presented in this three-day seminar was similar to that of the previous year and focused on the subjects outlined below:

Homicide Investigation

Response, organization, crime scene procedure and other aspects relating to death investigation.

The Pathology of Homicide

A review of the science of Pathology and how it applies to death investigation.

Robbery

Types of robbery including bank robbery, prevention, methods of operation, patrol techniques, tactical response, intelligence and investigative procedures.

Physical Evidence

Procedures and techniques for the collection, identification, preservation and analysis of crime scene evidence.

Law and Case Preparation

Legal instruction on Criminal Law, search and seizure and case preparation applicable to the crimes of Homicide and Robbery.

Appearing as instructors in one or more presentations of this three-day seminar were many of the personnel who participated in the 1972 program and included:

Roy H. Keene  
Chief of Police  
Roseburg, Oregon

Don L. Newell  
Chief of Police  
Beaverton, Oregon

Special Agent Harold Clark  
Federal Bureau of Investigation  
Portland, Oregon

William J. Brady, MD  
Chief Medical Investigator  
State of Oregon

Larry Lewman, MD  
Deputy Chief Medical  
Investigator

Ed Wilson, MD  
Deputy Medical Investigator

Lt. Robert Pinnick  
Oregon State Police

Cpl. Ronald Tobias  
Oregon State Police

Sgt. Reggie Madsen  
Oregon State Police

Trooper Jonathan Spilker  
Oregon State Police

James A. Sanderson  
Trial Division  
District Attorney  
Assistance Division  
Attorney General's Office  
State of Oregon

HOMICIDE AND ROBBERY INVESTIGATION SEMINAR

COURSE EVALUATION

Content: Extensive coverage of the investigative, medical and legal aspects pertaining to the crimes of Homicide and Robbery.

Format: Classroom lecture supported by extensive use of 16mm training films, video-tapes, slides and sight-sound programming.

Support Material: Good hand-out material, including an outstanding outline on Search and Seizure prepared by Mr. James Sanderson of the Attorney General's staff. A new sight-sound program on the Oregon State Crime Lab system produced by the Board on Police Standards and Training and Oregon State Police provided the first uniform instruction and explanation on the Crime Lab function and capabilities relevant to the processing of physical evidence. New material pertaining to utilization of the Law Enforcement Data System in robbery investigations provided information not previously known by many attending officers.

Distribution: Combined 72-73 presentations total 10 and provided 548 officers the opportunity to participate in this training.

Student Reaction: Good. Additional material upgraded quality of course resulting in improved student reaction.

HOMICIDE AND ROBBERY INVESTIGATION SEMINAR

A T T E N D A N C E						D I S T R I C T S														Total Dists. Repre.					
Loca- tions	Coun- ty	City	OSP	Other	Total Depts.	1	2	3	4	5	6	7	8	9	10	11	12	13	14						
KLAMATH FALLS Dec. 5 6 7	2	19			3	City										19									2
						Cnty.											2								
BEND Jan. 9 10 11	4	29		2	8	City		2								27									3
						Cnty.													3	1					
COOS BAY Jan. 23 24 25	9	60			14	City	1			3	3	53													5
						Cnty.				1		6	2												
ONTARIO Feb. 13 14 15	7	21		16	8	City																	3	18	3
						Cnty.																			
TOTAL	73	78	0	18	33		1	2			4	3	59	4		30	20	1	6	21				13	

Others Include:

District Attorney & Staff (Malheur County)  
Idaho Police Officers

Classroom Hours: 84 Hrs.

Manhours of Instruction: 3,374

JAIL INSTRUCTORS COURSE

This special two and one-half day course represented the first stage in the development of a regional training program for county and city jail officers, and was conducted in response to a request from the Oregon State Sheriffs' Association whose members had identified this as one of their top training priorities.

The course objectives were to provide instruction to selected personnel who could subsequently offer training within their own agencies and to identify instructors and curriculum for the future regional program dealing with jail operations. Program planning and coordination were completed with the cooperation and assistance of the Oregon Law Enforcement Council staff, Corrections Division and the U.S. Bureau of Prisons.

The course was presented in Salem during the month of January, with the first day of training being conducted within the confines of the Oregon State Penitentiary. Instruction was provided by a team from the U.S. Bureau of Prisons and a representative from the U.S. Marshal's office in Portland.

Their material covered the basic principles and practices of jail procedure and management but was designed specifically for presentment to the experienced jail or corrections officer serving in a training or supervisory capacity. The last half day of the program was utilized by Board on Police Standards and Training staff for course evaluation, future planning and selection of instructor personnel.

Seventeen persons, representing Sheriff's Departments, Corrections Division, the Oregon State Penitentiary and Correctional Institution, and the Parole and Probation office, participated in this training. From this group, four instructors and one alternate were selected to participate in the subsequent Jail Operations Course.

INSTRUCTOR TEAM

Myron "Pat" Adams  
Community Programs Officer  
Bureau of Prisons  
Seattle, Washington

Bob Reilly  
Deputy U.S. Marshal  
Portland, Oregon

Jack Chadwick  
Community Programs Officer  
Bureau of Prisons  
Portland, Oregon

C. M. "Doc" Robinson  
Technical Assistant  
Bureau of Prisons (Retired)  
Lacey, Washington

J. J. "Jake" Parker  
Correctional Advisor  
Region 10 LEAA  
Bureau of Prisons  
Seattle, Washington

JAIL INSTRUCTORS COURSE

COURSE EVALUATION

Content:

Corrections philosophy, jail security, prisoner transportation, supervision, classification, personnel selection and administrative and legal aspects were among subjects covered by the panel of instructors.

Format:

Classroom lecture and extensive group discussion. Training films supplemented by demonstrations of search techniques, prisoner custody and transportation. Pre and post tests were utilized for class evaluation and discussion purposes. Tour of Oregon State Penitentiary was also provided to class members.

Support Material:

Hand-out material pertaining to legal aspects, and a series of programmed instruction books and an instructors guide were provided to each participant.

Distribution:

Met course objectives and provided foundation for future presentation.

Student Reaction:

Generally good, however, varied opinion as to whether content of presentation actually aided those who had no previous experience as instructors. Contents of pre and post test criticized as being too ambiguous.



The District Attorneys, or their representatives, with expertise on legal matters combined with their knowledge of jail operations within their own or nearby jurisdictions, were able to effectively address themselves to legal aspects that were of great importance at the local level.

Providing their assistance and services to the Board on Police Standards and Training for this regional training program were:

Richard Forcum	Deputy District Attorney, Jefferson County
Robert Hamilton	Deputy District Attorney, Marion County
David Hilgeman	Deputy District Attorney, Marion County
Miles Mylenchuk	Law Clerk, Clackamas County
Jack Olsen	District Attorney, Umatilla County
William T. Park	Deputy District Attorney, Clatsop County
Scott Parker	Deputy District Attorney, Clackamas County
Doyle Schiffman	District Attorney, Douglas County
Ken Stewart	Deputy District Attorney, Clackamas County
Robert Warren	Chief Deputy District Attorney, Jackson County
Frank J. Yraguen	District Attorney, Malheur County

## JAIL OPERATIONS

### COURSE EVALUATION

#### Content:

Specialized instruction on topics relating to prisoner admissions, supervision, officer-prisoner relations and legal issues. Actually represented first formal instruction in the area of jail operations for many of the personnel in attendance. Stressed throughout the course was the extremely important role of the Jail or Correctional Officer and the professional qualities desired for this position.

#### Format:

Instructor teams supplemented their instruction with audio-visual materials, contraband displays and demonstrations which required class participation in proper techniques and methods of searching and transporting prisoners. Pre and post tests were used not only for evaluation and grade determination but were integrated into classroom presentation.

#### Support Material:

Excellent. Better than average training films and a new sight-sound program dealing with the searching of female suspects were utilized. The sight-sound program obtained by the Board for this particular class has subsequently been requested by many departments for in-service training purposes. Two outlines, one developed by the four instructors on the subject of Jail Operations, and one prepared by Marion County District Attorney Gary Gortmaker and his staff considered excellent resource material for jail personnel.

#### Distribution:

Good state-wide coverage provided opportunity for most departments to send representatives of their jail staff.

#### Student Reaction:

Quality of instruction, material presented and the attendance by many officers not previously exposed to formal classroom training in this area resulted in excellent student response.

JAIL OPERATIONS

ADVANCED CRIMINOLOGY

A T T E N D A N C E					D I S T R I C T S														Total Dists. Repre.			
Loca- tions	Coun- ty	City	OSP	Other	Total Depts.		1	2	3	4	5	6	7	8	9	10	11	12		13	14	
SALEM March 14 15	14	10			9	City Cnty.			3	7												3
ROSE- BURG March 20 21	11	4			5	City Cnty.				1	3											3
MADRAS March 20 21	8	5			4	City Cnty.										5						2
SEASIDE March 27 28	6	18			6	City Cnty.	18															2
MEDFORD March 27 28	11	15			8	City Cnty.								15								3
CAMP WITHY- COMBE Apr. 3 4	21	2			5	City Cnty.		2														3
PENDLE- TON Apr. 3 4	11	10	3	15	6	City Cnty.												7	3			2
VALE Apr. 10 11	6	4			6	City Cnty.												1	3	4		3
TOTAL	88	68	3	15	N/A		22	21	14	14	2	13	5	22		10	2	19	6	6		21

OTHERS INCLUDE:

DA Staff  
Blue Mountain Community College

Classroom Hours: 112 Hrs.

Manhours of Instruction: 2,390

There is a continuing need for quality courses of instruction dealing with criminal investigations. For this reason, and because of the success and high evaluation of two similar presentations conducted during the fall of 1971, a third class was scheduled for this year.

This course, designed for experienced officers with investigative and command responsibilities, was presented in Medford during the first week of April. Forty-eight officers representing twenty-six departments and nine administrative districts were in attendance. This instruction covered the interpretation of the psychological, sociological and biological theories of criminal behavior and their application to police planning, operations, investigation, and crime prevention. The material is similar to that which is included in the curriculum of the FBI National Academy.

Special Agent Supervisors Conrad Hassel and Thomas Strentz of the FBI Academy staff in Quantico, Virginia, were assigned by the Bureau to provide this specialized training for Oregon officers. Their efforts and the material presented were highly commended by the participating officers.

ADVANCED CRIMINOLOGY

COURSE EVALUATION

Content: In-depth instruction covering concepts and theories relative to criminal behavior and their application to investigative assignments.

Format: As in previous presentations, required individual and group participation with specific projects.

Support Material: "Abnormal Psychology" by Colville, Rouke and Costello, was the course textbook and was provided by the Board for each officer in attendance. Additional hand-out material provided.

Distribution: Pre-registration required for this course and all departments requesting participation were accommodated. Response by attending officers as to quality and value of this instruction would indicate, however, that similar presentations should be made available on an annual basis.

Student Reaction: Personal interviews with participating officers indicated high degree of satisfaction.

ADVANCED CRIMINOLOGY

A T T E N D A N C E						D I S T R I C T S														Total Dists. Repre.						
Loca- tions	Coun- ty	City	CSP	Other	Total Dests.		1	2	3	4	5	6	7	8	9	10	11	12	13		14					
MEDFORD	11	34	3		26	City	1		3	1	4		1	2	1	1	1								9	
Apr. 2						Cnty.			2	3	1		1	3			1									
<b>TOTAL</b>	<b>11</b>	<b>34</b>	<b>3</b>		<b>26</b>		<b>1</b>		<b>5</b>	<b>4</b>	<b>5</b>		<b>2</b>	<b>24</b>	<b>1</b>	<b>1</b>	<b>2</b>								<b>9</b>	

Classroom Hours: 40 Hrs.

Manhours of Instruction: 1,870

## SNIPER SUPPRESSION TRAINING

The project staff cooperated with the Oregon-Washington Lawman's Association, Federal Bureau of Investigation, Portland Police Bureau, and the Multnomah County Sheriff's Office in the planning, coordination and funding of this timely 4-hour presentation conducted in Portland during the second week of March.

Principal speaker of this program was Major Thomas A. Drake of the New Orleans, Louisiana Police Department. Major Drake commanded the New Orleans officers who participated in the recent Howard Johnson Motor Hotel sniper incident which occurred in that city. His very candid commentary supplemented by a slide presentation of photographs taken during and after the incident vividly portrayed the problems encountered by law enforcement officers when confronted with such a situation. Special Agent Darrell Mills of the Federal Bureau of Investigation concluded this outstanding program providing background and tactical information on similar incidents which have confronted police agencies throughout the country.

302 Oregon officers, representing 42 agencies, attended this training session. They were joined by 243 out-of-state officers and other criminal justice system personnel.

As an indication of the excellent cooperation existing between Oregon and Washington, the Washington Law Enforcement Officers Training Commission certified the program which allowed Washington officers to receive training credits for their attendance.

The total attendance is believed to be an all-time record response to a police training presentation in the State of Oregon. An alliance with Oregon-Washington Lawman's Association on future programs of this caliber is planned.

## SNIPER SUPPRESSION TRAINING

### COURSE EVALUATION

Content: Focused on a subject which is not unique to any particular agency or section of the country. Pointed out the many problems confronting an agency which suddenly finds itself dealing with the sniper.

Format: Basically lecture. Size of audience restricted individual participation.

Support Material: Slide and video presentations more than adequate. Timeliness of topic and caliber of those persons appearing on the program was such that extensive use of support material was not necessary.

Distribution: Attendance probably represents the largest group of law enforcement officers to ever attend a single training session in Oregon.

Student Reaction: "Standing room only" crowd with very few "drop-outs" is indicative of the interest and reaction to this presentation.



SNIPER SUPPRESSION TRAINING

CHIEFS AND SHERIFFS SEMINAR

A T T E N D A N C E						D I S T R I C T S														Total Dists. Repre.		
Loca- tions	Coun- ty	City	OSP	Other	Total Depts.		1	2	3	4	5	6	7	8	9	10	11	12	13		14	
PORT- LAND Mar. 8	108	187	7	243	42	City	15	113	19	15	20		4		1							8
						Cnty.	2	74	14	6	11				1							
TOTAL	108	187	7	243	42		17	187	33	21	31		4	1	1							8

OTHERS INCLUDE:

Washington Police Officers

Classroom Hours: 4 Hrs.

Manhours of Instruction: 2,180

This year's executive seminar for Chiefs and Sheriffs focused on a subject which has become one of extreme importance to law enforcement administrators. "Labor Relations for Police Management" was the theme of a program which was designed to respond to police labor management problems confronting Oregon law enforcement today. Police unions and the collective bargaining process were among topics receiving extensive coverage during the two-day seminar conducted in Portland on May 10 - 11 and in Eugene on May 17 - 18.

The program was developed specifically for the Board by the Oregon Local Government Personnel Institute, which arranged an outstanding faculty composed of persons having special expertise in the field of police labor relations. Highlights of the program included a panel of law enforcement officers, moderated by Springfield Police Chief Mark Johannessen, who presented their views from the side of labor, and a presentation on Employee Relations and Communications by Dr. Dominic LaRusso, Professor of Speech, University of Oregon.

The timing of the presentation was particularly unique. There were administrators in the audience who represented departments that had formed associations within the past year for the express purpose of negotiating for improved salaries and/or working conditions. Some of their departments had only recently completed or were presently engaged in the process of collective bargaining. These gentlemen had a keen awareness of the problems which sometimes develop, ones which may have considerable effect on department operations and on their role as administrators.

Providing their expertise on specific labor related subjects were:

Dr. John Abernathy, Associate  
Professor of Economics,  
Southern Oregon College,  
Oregon Public Employee Relations  
Board Arbitrator

Dr. Dominic A. LaRusso,  
Professor of Speech,  
University of Oregon

Bruce P. Bischof,  
Assistant Attorney General  
Oregon Dept. of Justice  
General Counsel to the State  
Labor -Management Relations Bd.

Gary Long, Personnel Director  
City of Eugene  
Eugene, Oregon

Lon Mills, Director  
Oregon Local Government  
Personnel Institute

Dr. Peter Feuille, Assistant  
Professor of Management  
University of Oregon  
Co-author of "Police Unionism -  
Power and Impact"

Lyndon A. S. "Tuck" Wilson, Jr.  
Attorney representing 12 police  
associations in Oregon and  
Southern Washington

CHIEFS AND SHERIFFS SEMINAR

COURSE EVALUATION

Content: Good coverage on the roles and structures of police unions, the collective bargaining process and its impact on police administration.

Format: Well structured program utilizing the expertise and personal experience of the faculty and selected participants to provide an in-depth look at the history, present status and future of police bargaining.

Support Material: Very limited, but successfully offset by the faculty and the Chiefs and Sheriffs themselves.

Distribution: Total attendance less than anticipated and less than previous year. Preparation and presentment of department budgets prevented attendance by many who would have otherwise participated in the seminar. There were some, however, who felt that the topic was not one of concern at this time.

Student Reaction: Good. Notable increase in program effectiveness and individual response at second presentation.

To provide the reader with some insight as to the content of this seminar, the complete program is shown below.

THURSDAY

8:30 - 9:00 a.m.  
Registration

9:00 - 9:15 a.m.  
Welcome and orientation; review of seminar content and discussion of objectives . . . . .BPST Staff

9:15 - 10:30 a.m.  
The Collective Bargaining Process - what is it and how it developed - extent and nature of police organization in Oregon - Oregon laws and procedures. . . . .Lon Mills

10:30 a.m. Coffee

10:45 - 11:45 a.m.  
Role of Labor Organization in Law Enforcement. Police union structure - purpose - methods . . . . .Pete Feuille

12:00 - 1:30 p.m.  
Luncheon - Why Police Join Unions. . . . . "Tuck" Wilson

1:45 - 2:45 p.m.  
Views from the Side of Labor. . . .  
Panel Members:  
-Roy S. Juul, President, Washington County Police Officers Association  
-Gary L. Olson, Chairman of the Negotiating Committee, Eugene Police Patrolman's Association  
-Captain Leo Miller, Portland Police Bureau  
Moderator:  
-Chief of Police Mark Johannessen, Springfield, Oregon

2:45 p.m. Coffee

3:00 - 4:00 p.m.  
Impact of Bargaining on Police Administration. . . . . Pete Feuille

4:00 - 5:00 p.m.  
Preparing for Bargaining  
-Gathering and preparing data  
-Role of management team  
-Role of police chief  
-Role of elected officials . . . Gary Long

6:30 p.m.  
No Host "Attitude Adjustment"

7:00 p.m.  
Dinner - Employee Relations and Communications . . . . . Dominic LaRusso

FRIDAY

8:30 - 9:30 a.m.  
Bargaining film - discussion

9:30 - 10:30 a.m.  
The Negotiating Process  
-Planning  
-Strategies  
-Table bargaining . . . . . Bruce Bischof

10:30 a.m. Coffee

10:45 - 11:45 a.m.  
Impasse Resolution - definitions  
- purpose  
-Mediation  
-Fact finding  
-Arbitration  
  .Voluntary  
  .Compulsory  
  .Advisory  
  .Binding . . . . . Lon Mills

12:00 - 1:00 p.m.  
Luncheon - Using Impasse Tools. . . . . John Abernathy

1:15 - 2:30 p.m.  
The Written Agreement  
-Management rights  
-Other critical clauses  
-Pitfalls in labor language . . Bruce Bischof

2:30 p.m. Coffee

2:45 - 3:30 p.m.  
Contract Administration - Handling Grievances. . . . . Gary Long

3:30 - 3:45 p.m.  
Future of Police Bargaining. . . Lon Mills

3:45 - 5:00 p.m.  
Wrap-up - Questions and Answers  
Experience Panel  
-John Abernathy  
-Bruce Bischof  
-Pete Feuille  
-Gary Long  
-Lon Mills  
-"Tuck" Wilson

CHIEFS AND SHERIFFS SEMINAR

TRAINING SUPPORT ACTIVITIES

Curriculum Research

With few exceptions, basic curriculum research and course development has been provided almost entirely by the project staff. This enables selected instructors, who may not have the time or resource materials, to more adequately prepare and enlarge upon the scope of their presentation. Hand-out materials and other publications which are developed often receive broad distribution even after the course completion.

Instructor Selection

When all other planning and formulative processes have been completed, and when curriculum is established, selection of the best available instructors becomes a matter of prime importance. Locating the right person for the instruction contemplated is a most difficult process. Identifying and obtaining the instructors most qualified for the subject matter to be delivered is very critical. Too often it is discovered that the best instructor is not easily available because of his regular duty commitments. Early planning and identification, coupled with the cooperation of department heads, are the only immediate solutions to the problem of instructor availability. Increasingly larger numbers of professionals from other disciplines in the criminal justice system, and from the private sector, are being utilized to deliver instruction in those areas for which they are best qualified.

Training Inventory Data

Continuing progress is being made in the design, test and installation of an automated system of maintaining officer training records. Under the title of Law Enforcement Personnel Inventory System (LEPIS) this agency and the systems and programming staff of the Law Enforcement Data System (LEDS) are proceeding with the development of a complete officer profile inventory to include qualifications, special abilities, training, formal education and employment history. The files will be so structured to provide a geographic base from which to analyze future training needs. Individual training records planned for production by September, 1973.

A T T E N D A N C E					D I S T R I C T S														Total Distrs. Repre.			
Loca- tions	Coun- ty	City	OSP	Other	Total Depts.		1	2	3	4	5	6	7	8	9	10	11	12		13	14	
PORT- LAND May 10 11	7	18		4	24	City	2	6	1	1	1				1	1			1	2	1	10
						Cnty.		2	2	1					2	1						
EUGENE May 17 18	9	21	1	3	25	City		1	3	3	5	2	4	2			1					9
						Cnty.				1	2		1	4	1							
TOTAL	16	39	1	7	N/A		2	9	6	6	8	2	5	6	3	3	1	1	2	1	14	

Others Include:

Board on Police Standards and Training

Classroom Hours: 32 Hrs.

Manhours of Instruction: 1,008

PROJECT ADMINISTRATION

Authorization for an extension of time to provide for the completion of this project was granted by the Oregon Law Enforcement Council on June 7, 1973. The extension period, from June 30, 1973, to October 31, 1973, allowed the project staff to complete consultant contracts and a priority training program that would not have otherwise been possible. The extension period is being managed concurrently with the 73-74 project and the costs of the special program will be reflected in both budgets. There was no change in the funding of this grant and training activities occurring during this period will be detailed in the 73-74 summary.

ATTENDANCE SUMMARY

1972 - 1973

Course	Number of Present.	Length of Present.	Man Hrs. Instr.	Cnty.	City	OSP	Others	Total Attend.															Total Dist. Repre					
									1	2	3	4	5	6	7	8	9	10	11	12	13	14						
Workshop for Police-School Liaison Officers	1	26 hrs	858	8	23		2	33	City	3	1	8	2	4	2	3										7		
									Cnty	2	4	1	1															
Police Video Technicians School	1	40 hrs	1,290	9	19	1	4	33	City	1	2	3	2	4	1	4	1						1			9		
									Cnty	1							3	2		3								
Homicide & Robbery Investigation Sem.	4	21hrs	3,374	73	78		18	169	City	1	2				3	3	5						27	19		3	18	11
									Cnty							1		6	4									
Jail Instructors Course	1	21hrs	336	5			11	16	City																		4	
									Cnty	2	1					2		1										
Jail Operations	8	14 hrs	2,390	88	68	3	15	174	City	18		5	7	1	3		15		5			7	3	4	13			
									Cnty	4	2	9	7	1	10	5	7		5	2	12	1	2					
Advanced Criminology	1	40 hrs	1,870	11	34	3		48	City	1		3	1	4		1	2	1		1	1					9		
									Cnty			2	3	1		1	3					1						
Sniper Suppression Training	1	4 hrs	2,180	108	187	7	243	545	City	15	11	19	15	20		4	1									8		
									Cnty	2	7	14	6	11					1									
Chiefs/Sheriffs Seminar	2	16 hrs	1,008	16	39	1	7	63	City	2	7	4	4	6	2	4	2	1		1	1	1	1	2	1	14		
									Cnty		2	2	2	2		1	4	2	2									
									City																			
									Cnty																			
TOTAL	19	182 hrs	13,306	318	448	15	300	1,081		47	226	75	50	62	25	82	62	5	44	25	23	14	28	N/A				

**END**