

# Annual Report to the President, the Attorney General, and the Congress

## Calendar Year 2002

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# **The Police Corps**

**Annual Report to the President,  
the Attorney General, and  
the Congress**

**Calendar Year 2002**





## **Message From the Director**

As we struggle to reconcile the needs of domestic security with the interests of a democratic society, our cities, towns, and counties need thoughtful officers who empower neighborhoods, build coalitions, and maintain public order. We believe that the Police Corps produces such officers.

The Police Corps is founded on the belief that higher education and rigorous training emphasizing character and leadership offer the best preparation for the increasingly complex work of policing. This annual report summarizes the challenges and accomplishments of the Police Corps during the past year and the outlook for the year to come. The Police Corps will continue to work with state and local law enforcement to ensure the safety and security of our citizens.

Robert H. Maxwell  
Director  
Office of the Police Corps and Law Enforcement Education

# The Police Corps—2002

## **Purpose**

To address violent crime by increasing the number of police with advanced education and training who serve on community patrol; and

To provide educational assistance ... to students who possess a sincere interest in public service in the form of law enforcement.

- 42 U.S.C. § 14091

## **Core elements**

**Educational assistance.** The Police Corps provides scholarships on a competitive basis to students who agree to earn bachelors' degrees, complete Police Corps training, and then serve at least four years as patrol officers with state and local law enforcement agencies in areas of great need. Students may attend an institute of higher education in any state.

**Rigorous, residential Police Corps training.** The Police Corps funds states to develop and conduct 16 to 24 weeks of intense, innovative basic law enforcement training for Police Corps participants. Police Corps training goes well beyond typical recruit training in both depth and scope, meeting and exceeding existing state requirements.

**Service on community patrol.** Following Police Corps training, Police Corps participants serve a minimum of four years as sworn officers with local and state law enforcement agencies in areas of great need. Wherever feasible, Police Corps officers serve on patrol.

**Support for state and local law enforcement agencies.** Most police departments and sheriffs' offices that employ Police Corps officers receive \$10,000 per participant for each of the four years of required service completed before November 2002.

# The Police Corps

## Education

Up to \$30,000 toward a bachelor's degree or graduate study



## Training

Sixteen to 24 weeks of intense, residential Police Corps training. Stipend of \$400 per week.



## Service

At least four years as an officer on community or preventive patrol.

## Support for Local Law Enforcement (through October 2002)

Up to \$40,000 per Police Corps officer over four years

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# Overview of the Police Corps During Calendar Year 2002

Calendar Year 2002, much like 2001, was a year of challenges for the Police Corps. Prior to 2001, the young program expanded annually to additional states, and was able to accept essentially all individuals who met the stringent admission standards. At the national level, the Office of the Police Corps and Law Enforcement Education (Office of the Police Corps) put priority on raising awareness of the program; state Police Corps concentrated on enhancing recruitment.

During 2001 and 2002, budgetary constraints obliged the Office of the Police Corps to deny funding to states interested in establishing new state Police Corps, to restrict the activities of certain participating states, and to restrict the number of participants accepted to the program. The Police Corps began 2001 with 27 participating states and several more expressing interest. It concluded 2002 without further growth.

Even with the budgetary challenges, the Police Corps program made significant strides during 2002. Twenty-one states conducted Police Corps academies during the year, training recruits from 24 states. As a result, the number

of Police Corps officers serving on the streets of America's communities grew substantially over the course of the year, as did the number of law enforcement agencies participating in the program. At year's end, close to 1000 Police Corps officers were serving throughout the nation, with over 420 additional participants in college or training, preparing to join them.

In 2002, the Police Corps also made progress on these key aspects of the program:

- established a single point of contact at the Office of the Police Corps for each participating state;
- developed specific training principles that build upon the Police Corps Guidelines for Training; and
- developed an expanded process for assessing Police Corps training.

Further, the following goals were established for Calendar Year 2003:

- evaluate up to five state Police Corps training programs using peer assessment teams;
- sponsor a formal assessment by an independent contractor of the effectiveness of Police Corps officers in the field;
- enhance the terrorism prevention and response training provided in Police Corps academies;
- evaluate the feasibility of incorporating successful Police Corps training techniques in state and local law enforcement academies;





- provide opportunities for members of neighboring law enforcement agencies to attend advanced training events at Police Corps academies; and
- study the feasibility of creating regional academies for Police Corps training.

*These graduates bring something to the department that regular hires don't.*

Chief Scott Fleuter  
Ashland (OR) Police Department  
January 2003



# Police Corps Background

The Police Corps was created by the Violent Crime Control and Law Enforcement Act of 1994 to address violent crime by helping state and local law enforcement agencies increase the number of officers with advanced education and training assigned to community patrol. The program is designed to motivate highly-qualified young people to serve our nation's municipalities, counties, and states as police officers and sheriffs' deputies. It does this by offering Federal educational assistance ("scholarships") to college students and college graduates who agree to serve as patrol officers for at least four years.

All Police Corps participants must earn a bachelor's degree and successfully complete Police Corps training. Police Corps training is 16 to 24 weeks of rigorous, wide-ranging residential training designed to produce officers with the skills, confidence, attitudes, and ethics that characterize outstanding law enforcement officers. During training, recruits receive a stipend of \$400 per week, as well as residential quarters and meals. They do not receive salaries or related employment benefits.

Under the Police Corps Act, a state that is interested in establishing a program prepares a state plan that is submitted for review and approval by the Office of the Police Corps. (See Appendix 1 for a list of state lead agencies.) In general, interested states must demonstrate a broad understanding of and commitment to the goals of the Police Corps, as well as the capacity to satisfy the special consultation, outreach, and training requirements of the program.

The Police Corps uses Interagency Agreements to award funds to state Police Corps programs. In 2002, virtually all expenditures fell into one of three categories: (1) costs of Police Corps training and other typical costs of program administration, including staff such as program directors, trainers, and support personnel; facilities; equipment; applicant testing; recruit housing, meals, and stipends; and some expenses associated with recruiting; (2) costs of educational assistance for college; and (3) costs of annual payments to state and local law enforcement agencies.<sup>2</sup>

Expenditures in 2002 also included modest payments to participating states (typically \$50,000) that lead agencies may use to defray a portion of the costs associated with outreach and the administration of the educational assistance component of the program.

Congress appropriated \$30 million for the Police Corps in Fiscal Years 1999 and 2000, and \$29.5 million for Fiscal Year 2001. For Fiscal Years 2002 and 2003, appropriations were \$14.435 million and \$15 million, respectively. For Fiscal Year 2004, the President has requested an appropriation of \$30 million.

The Office of the Police Corps is a component of the Office of Justice Programs (OJP), U.S. Department of Justice. Calendar Year 2002 represents the program's fourth full year of operation at OJP. Prior to December 1998, the Police Corps was administered through the Office of Community Oriented Policing Services.

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<sup>1</sup>The Police Corps was authorized as Title XX of the Violent Crime Control and Law Enforcement Act, Public Law 103-322 (42 U.S.C. §§14091 *et seq.*, the "Police Corps Act").

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<sup>2</sup>In November 2002, the Police Corps Act was amended to eliminate annual payments to participating law enforcement agencies. The 2002 amendments also increased the weekly training stipend and authorized the Director of the Office of the Police Corps to increase the maximum scholarship amount. In light of the current budgetary constraints, the Office of the Police Corps has not increased the maximum award.



## **Scholarships for Children of Fallen Officers**

Police Corps scholarships are available to dependent children of law enforcement officers killed in the line of duty in states with Police Corps programs. These scholarships carry no service or repayment obligation. An eligible student may receive up to a total of \$30,000 for undergraduate study at any accredited institution of higher education in the United States.

As of the end of 2001, the Office of the Police Corps had provided scholarships to 46 dependents of fallen officers from the following states:

Alaska	Kentucky	North Carolina
Arkansas	Maryland	Oregon
Connecticut	Missouri	Texas
Georgia	Mississippi	Wisconsin
Indiana	Nevada	

# Accomplishments of 2002: Participation in the Police Corps

## States with Police Corps Programs

Twenty-seven states actively participate in the Police Corps. Of those, 21 are funded for full operations; six receive support for more limited programs. Budgetary limitations precluded the Office of the Police Corps from accepting any new states during 2002.

## Total Police Corps Participants and Participants in College

Under the Police Corps Act, the Police Corps is open to students of all races, ethnic backgrounds, and academic majors. Family income and resources are not considered. Students apply to the state in which they wish to serve, regardless of where they attend college. Recent college graduates also may apply. If accepted to the Police Corps, a participant becomes eligible for up to \$30,000 in educational assistance toward the costs of a bachelor's degree or graduate study.

Admission to the Police Corps is a competitive process. First, state Police Corps programs evaluate applicants using demanding selection standards and tests. Next, top-ranked applicants are reviewed by eligible law enforcement agencies in light of their own hiring standards. In essence, Police Corps participants must satisfy two distinct sets of criteria: the selection standards of the state Police Corps, and the hiring standards of the agency with which they intend to serve.

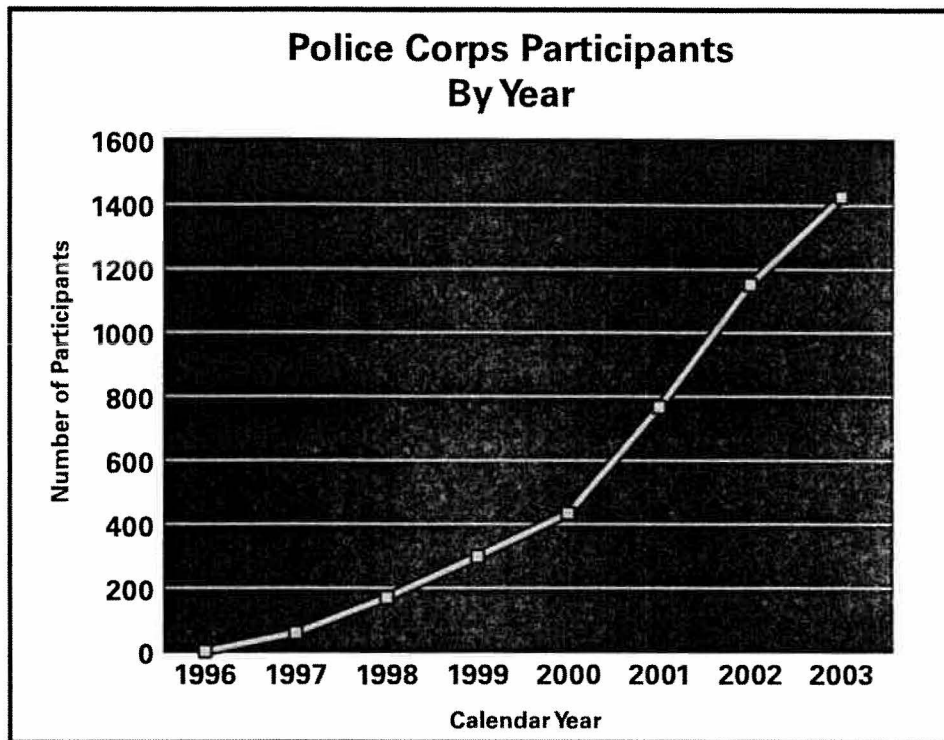
As the following chart demonstrates, interest and involvement in the Police Corps have grown steadily since the program's inception in

late 1996, and continued to do so during 2002. At the beginning of the year, the Police Corps had approximately 1,150 participants nationwide, including 340 attending college as

## Police Corps Programs as of December 2002

Alaska*	Mississippi
Arizona*	Missouri
Arkansas	Nevada*
Colorado	North Carolina
Connecticut*	Ohio*
Florida	Oklahoma
Georgia	Oregon
Illinois	South Carolina
Indiana	Texas
Kentucky	Utah
Maryland	Virginia*
Massachusetts	Washington
Michigan	Wisconsin
Minnesota	

\*Funded for limited program only



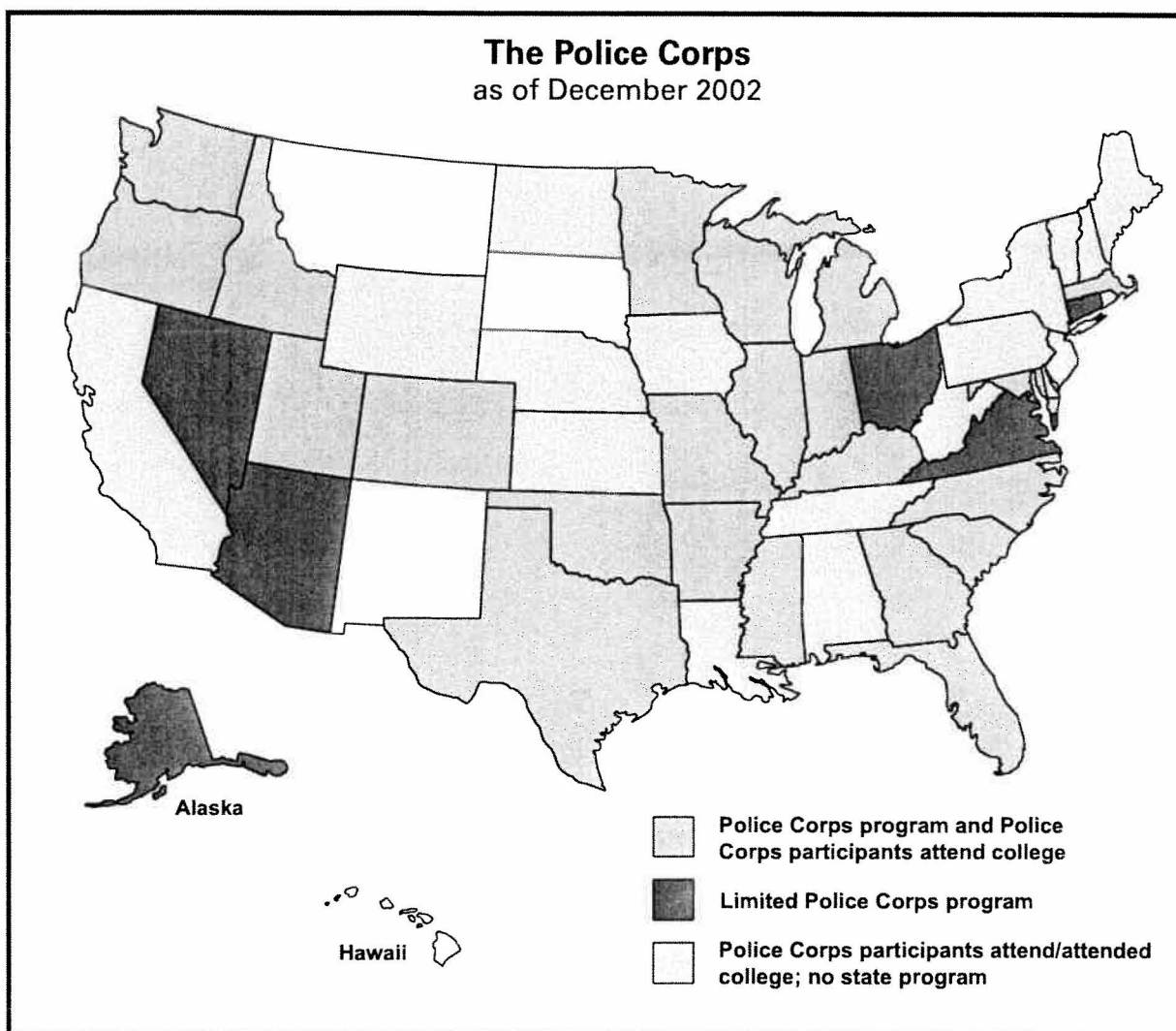
undergraduates. As of December 31, 2002, the program had 1,425 participants, including 311 attending college as undergraduates. (See also Appendix 2, Status of Police Corps Participants as of December 2002.) Women accounted for 16 percent of all participants at year end; racial and ethnic minorities accounted for 13 percent.

Because Police Corps participants may attend college in any state, a significant number attend (or attended) colleges in states that do not yet formally participate in the Police Corps. The 1,425 participants in the Police Corps as of December 2002 represent approximately 450 different public and private non-profit colleges in 46 states.

The map on the next page summarizes the different levels of state involvement in the Police Corps at the close of 2002.

### **Serving Police Corps Officers and Participating Law Enforcement Agencies**

Once a Police Corps participant completes his or her bachelor's degree and Police Corps training, the four years of required service begin. Police Corps participants must start on patrol and, wherever feasible, must serve all four years on community and preventive patrol. Typically, Police Corps participants become police officers or sheriffs' deputies with local agencies in areas that have a special need for additional police officers. In larger agencies that serve a range of communities, Police Corps participants are expected to be deployed to the challenging beats where they can be most effective. At present, no more than 25 percent of a state's participants may be assigned to statewide agencies.



The agencies selected to participate in the Police Corps can be crucial to the success of a state program. Ideally, participating agencies should represent significant need, support the Police Corps goal of expanding and enhancing basic recruit training, and be willing to work cooperatively with the state program as Police Corps officers move through their years of service.

During 2002, the number of Police Corps officers on the streets of the nation increased significantly, as did the number of law enforcement agencies employing them. At the start of

the year, over 630 Police Corps officers were serving in 20 Police Corps states. By year end, nearly 1,000 Police Corps officers were on the streets in 24 states. Almost 100 additional participants would join them early in 2003.

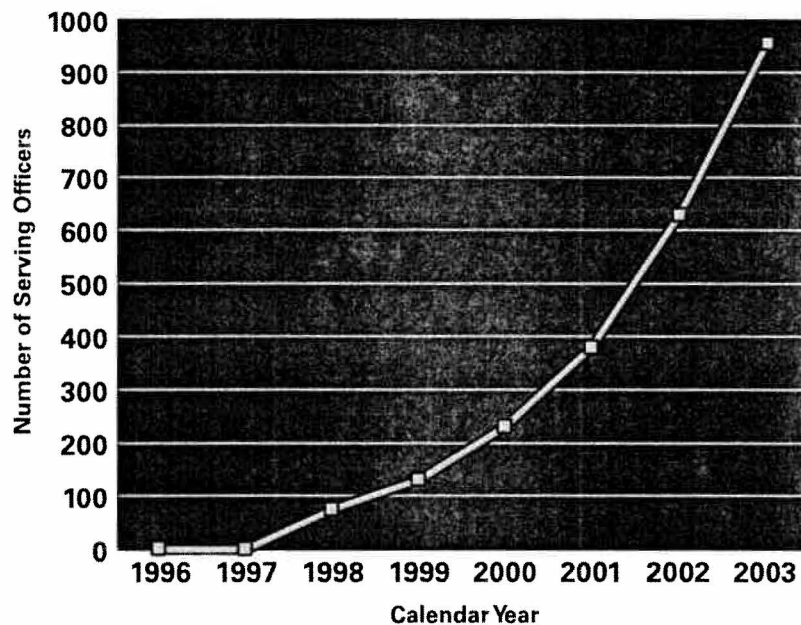
At the start of 2002, Police Corps officers were serving with 210 law enforcement agencies. By year end, the number of participating agencies had jumped to over 350.



### States with Serving Police Corps Officers as of December 31, 2002

Arizona	Maryland	Oklahoma
Arkansas	Massachusetts	Oregon
Colorado	Michigan	South Carolina
Florida	Minnesota	Texas
Georgia	Mississippi	Utah
Illinois	Missouri	Virginia
Indiana	Nevada	Washington
Kentucky	North Carolina	Wisconsin

### Serving Police Corps Officers By Year



### Police Corps Officers Serving Beyond Four Years

Under the Police Corps Act, Police Corps participants may, but need not, remain in policing after they serve four years. During 2002, its sixth full year of operation, the second contingent of Police Corps officers to serve the nation those who were sworn in during 1998 completed their four years of required service. Officers in Oregon, Maryland, Missouri, North Carolina, and South Carolina achieved this distinction. Nearly all remain in law enforcement.

*They come to us prepared, their eyes wide open to the world where people live with problems—serious problems. ... You can just watch them—there is a difference. It's easy to see which one is the Police Corps graduate.*

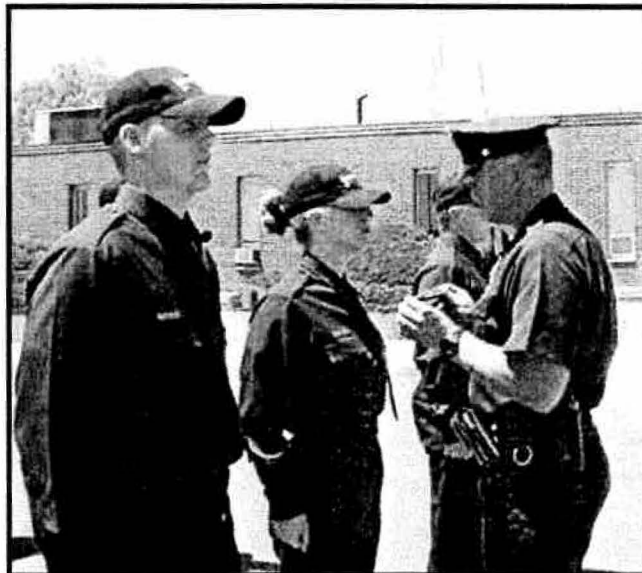
Randy Butler  
Field Training Officer  
Portland (OR) Police Bureau  
January 2003

*[I intend to] keep coming back for more officers until you tell me I can't get any more.*

Chief Steve Gillikin  
Smithfield (NC) Police Department

### Recognition for Police Corps Officers

As illustrated by the chart on the following page, serving Police Corps officers received numerous commendations and awards during 2002. Not surprisingly, state Police Corps programs also received excellent feedback on Police Corps officers throughout the year.



## Awards and Commendations for Police Corps Officers Selected Examples from 2002

### Arkansas

**Deputy Michael Hollingsworth**  
Deputy of the Year  
Hot Springs County Sheriff's  
Department

### Florida

**Deputy David Oliver**  
Commendation  
Hillsborough County Sheriff's  
Office

**Deputy Bryan Schmick**  
Deputy of the Month  
Hillsborough County Sheriff's  
Office

**Officer Matthew Doherty**  
**Officer Yu Matsui**  
Commendations  
Jacksonville Sheriff's Office

**Officer Felicia Pecora**  
**Officer Matthew Simons**  
**Officer Chris Smith**  
Commendations  
Tampa Police Department

### Georgia

**Deputy Jennifer Balch**  
Commendation  
Dade County Sheriff's Office

**Officer Jeremy Lakeman**  
Commendation  
Fayetteville Police Department

**Officer Amy Navarre**  
Rookie of the Year  
Macon Police Department

**Officer Angie Reedy**  
Commendation  
Marietta Police Department

**Officer Robert Stewart**  
Commendations  
Suwanee Police Department

### Illinois

**Officer Jesse Ital**  
Commendation  
Carbondale Police Department

**Officer Michael Aschbrenner**  
Commendation  
Champaign Police Department

**Officer Joshua Nelson**  
Award of Merit  
Downer's Grove Police Department

### Kentucky

**Cadet Heather Catt**  
First woman to receive Kentucky's  
"Fit for Duty" award  
Kentucky Police Corps

**Officer Paul McClanahan**  
Officer of the Year—2003  
Mt. Sterling Police Department

### Maryland

**Officer David Williamson**  
Police Officer of the Year—  
Southwestern District  
Baltimore City Police Department

### Massachusetts

**Officer Eric Johnson**  
Commendation  
University of Massachusetts /  
Amherst Police Department

### Minnesota

**Officer Eric Carlson**  
Commendation  
Edina Police Department

**Trooper Michael Bell**  
**Trooper Robert Zak**  
Commendations  
Minnesota State Patrol

### Missouri

**Officer David Parchim**  
Officer of the Month, June 2002  
Arnold Police Department

**Officer James Sikes**  
Officer of the Month, July 2002  
Arnold Police Department

**Officer Alicia Tucker**  
Commendation for Lifesaving  
Arnold Police Department

**Officer Amy Boller**  
Commendations  
Florissant Police Department

**Officer Mark Moore**  
**Officer Brett Burgess**  
Commendations  
Maryland Heights Police  
Department

**Officer Andy Powelson**  
Commendation  
Overland Police Department

**Officer Kerry Krueger**  
Commendation  
Richmond Heights Police  
Department

### Nevada

**Deputy Mark Jongsma**  
Commendation  
Carson City Sheriff's Office

### North Carolina

**Officer Sandra Vaughn-Barrow**  
Police Medal  
Greenville Police Department

**Officer Amy Donbrowo**  
Commendations  
Winston-Salem Police Department

### Oregon

**Officer Jason Faulk**  
Life Saving Medal  
Portland Bureau of Police

**Officer Justin Faw**  
Commendation  
2001 Medal of Valor  
Portland Bureau of Police

**Officer Andrew Kofoed**  
Commendations  
2003 Medal of Valor  
Portland Bureau of Police

**Officer Ryan Hilsenteger**  
**Officer Park Singh**  
Commendations  
Portland Bureau of Police

# Accomplishments of 2002:

## Police Corps Training

Before joining a law enforcement agency and beginning service as a patrol officer, each Police Corps participant must complete 16 to 24 weeks of rigorous, residential Police Corps training. Training may take place during college summer breaks or upon college graduation. All Police Corps training must satisfy both the pertinent state requirements and the Police Corps Guidelines for Training.

Police Corps training is the most crucial element of the program and is intended to go well beyond traditional recruit training in experience, range, and realism. Designed to develop the physical, moral, and analytical capabilities of the trainees, Police Corps training places special emphasis on leadership, integrity, fitness, effective communication, understanding the social context of crime, problem solving in multi-cultural settings, and commitment to the principles embodied in the Constitution, including respect for the dignity of all people.

To achieve these aims, the Police Corps emphasizes training approaches that accurately reflect the complex situations and challenges that confront patrol officers in communities hard hit by crime, poverty, or social disorder. Recruits

routinely train in uniform, with gear similar to what they will use on patrol. Since patrol officers often face their most serious challenges at night and on weekends, significant training takes place at these times. Since experience interacting with the community is vital to good judgment, recruits go into the community during training; work with youth; hear from victims, community leaders, service agencies, and outstanding rank and file officers; and study issues relating to community and social context as training progresses. To develop skills and judgment, recruits handle increasingly complex and realistic hands-on scenarios.

For states interested in such approaches, the Police Corps offers an opportunity to develop, test, and refine innovative basic training at a reduced cost to the state.

*On several chilly nights last November, from ten o'clock until six in the morning, a college campus in Missouri was transformed into an imaginary metropolis, Corps City East, meant to be one of the more dangerous neighborhoods in America. Drama students and off-duty St. Louis undercover cops were imported ... to play perpetrators; a dispatcher and a squad car were borrowed from a local police department; a block of dormitories were transformed into a low-income housing project. The scenarios came fast at first, then intermittently, punctuated by long, deep-night lulls. This was the final exam for twenty-five cadets, participants in the Police Corps.*

Joe Klein  
"The Supercop Scenario"  
*The New Yorker*  
March 18, 2002

## Training for Police Corps Participants

Police Corps training is not static. The Police Corps philosophy emphasizes innovation, ongoing assessment, and continuous improvement. As the program grows and develops, the training grows and develops with it.

During 2002, 21 states conducted Police Corps training. The following examples illustrate some of the developments in the program during 2002.

### Arizona

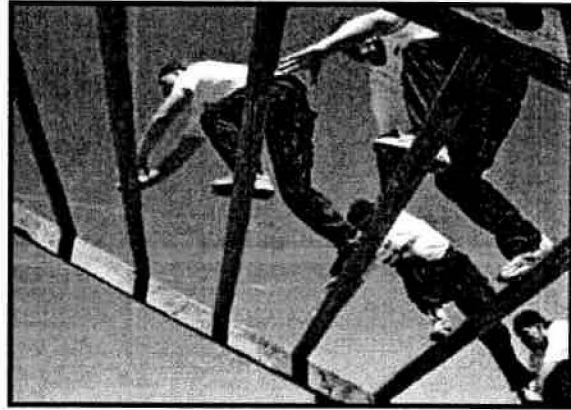
In preparation for training with the Nevada and Utah Police Corps in early 2003, the Arizona Police Corps developed a 40-hour training on domestic violence that includes site visits to shelters and direct interaction with victims of domestic violence.

### Arkansas

The Arkansas Police Corps retained its status as the longest and most rigorous academy in Arkansas. In 2002, the Arkansas Police Corps enhanced its program with 40 hours of crisis intervention training designed to better prepare officers to work with individuals suffering from mental illness.

*If an outsider looked in, the sight of a cadet preparing to climb, mount, and launch off of a 30 foot log pole may not seem like a training event. In actuality, the cadet is learning to conquer personal fears, to accomplish a task he never believed he would attempt, gain control of his emotions in order to perform physically, and to trust and believe in himself enough to complete the task.*

Gary Turner  
Director, Illinois Police Corps  
2002



### Colorado

The Colorado Police Corps training offered recruits over 1,400 hours of training more than double the training provided by any other academy in the state. As part of the training, recruits worked twice a week for 20 weeks with at-risk children in the Big Brothers Big Sisters program. The state's annual evaluation of certified academies placed the Colorado Police Corps above all others in the state. In 2002, the state Peace Officer Standards and Training Board endorsed the Colorado Police Corps performance-based approach as a model for other academies.

### Florida

The Florida Police Corps held its third Police Corps academy during 2002, once again producing the most highly trained recruits in the state. Recruits trained for more than 1,600 hours, more than double the number of hours required by the state.

The state held its first "retraining seminar," in which serving Police Corps officers and trainees together partici-





Attorney General John Ashcroft at the Florida Police Corps

pated in three days of advanced training on such topics as racial profiling, use of discretion, citizen encounter issues, and use of defensive tactics in building searches.

In March 2002, Attorney General John Ashcroft and Asa Hutchinson (then Administrator of the Drug Enforcement Administration, now Under Secretary for Border & Transportation Security, Department of Homeland Security) observed Florida Police Corps training and met with new recruits.

### Georgia

The Georgia Police Corps expanded its use of scenario-based training to increase the realism of its third Police Corps training. Scenario training was set up to mirror an actual tour of duty, from roll call and inspection to calls for service in which role players portrayed victims, complainants, suspects, and other officers, and finally reports and final debriefing. Similarly, fitness training incorporated drills that simulated challenges officers might face on duty. During these drills, recruits wore duty gear, boots, and body armor.

### Illinois

The second class of Illinois Police Corps Academy graduated on August 23, 2002, after completing over 1,300 hours of training. Scenario-based training included a week of

“Police City,” in which recruits were dispatched to a variety of calls as the primary officer. New elements in the 2002 training included a land navigation course designed to prepare officers for searches in wooded locations and desolate areas and specialized training on responding to the needs of senior citizens.

### Indiana

The Indiana Police Corps, which commenced its third academy on October 14, 2002, incorporated instruction on domestic terrorism. All Police Corps academies now are expected to include training on terrorism, with emphasis on state and local law enforcement’s role in first response and prevention activities.

### Kentucky

The Kentucky Police Corps conducted its second full Police Corps academy during 2002, providing close to 1300 hours of training, much of it “hands on.” To prepare them to work effectively with Kentucky’s burgeoning Hispanic population, trainees received unusually intensive instruction in Spanish that included not only classroom instruction but immersion experiences in Spanish-speaking communities.

In 2002, a Kentucky Police Corps cadet, Heather Catt, became the first woman to receive the Kentucky’s “Fit for Duty” award.





The award is given to those cadets who are in or above the 80th percentile in the final physical training tests.

### **Maryland**

The Maryland Police Corps class of 2002 underwent special training on "Hot Spots," a community mobilization and crime prevention program. Trainees worked with community intervention teams to identify possible strategies to reduce crime and improve quality of life in troubled neighborhoods.

### **Massachusetts**

During 2002, the Massachusetts Police Corps prepared trainees to interact effectively with youth by partnering with the Office of the United States Attorney and Weed and Seed to host and assist with a one-week "Drug Edu-

cation for Youth" camp. Trainees also received specialized training on child abuse through the Dianne DeVanna Center for the Prevention of Child Abuse and Neglect.

### **Michigan**

The Michigan Police Corps added a three-day program on terrorism and counter-terrorism to its 2002 academy. The training included an all-day mock disaster exercise with scenarios.

### **Minnesota**

The inaugural Minnesota Police Corps class graduated on June 7, 2002, after successfully completing a 22-week training program that incorporated many hours of scenario-based training and confidence-building exercises, including a simulation of a car rollover into a lake. Minnesota recruits participated in the

## **Police Corps Community Partners**

Police Corps programs often partner with community organizations, drawing on their knowledge and perspectives to enhance Police Corps training and to broaden outreach and recruitment efforts. Police Corps cadets give back to their communities, through participation in youth mentoring and other community programs during training.

A sample of the organizations that worked with the Police Corps during 2002:

- Big Brothers Big Sisters
- Boy Scouts of America
- Boys and Girls Clubs
- Boys and Girls Town
- Bridging the Gap Institute (GA)
- Coalition Against Domestic Violence (AZ)
- Colorado Christian Home Tennyson Center for Children and Families
- Crisis Ministries (SC)
- Dianne DeVanna Center for the Prevention of Child Abuse and Neglect (MA)
- Father Bill's Homeless Shelter (MA)
- Habitat for Humanity
- Morgan Nick Foundation for Missing and Exploited Children (AR)
- Mothers Against Drunk Driving
- National Guard Youth Challenge
- New Life Evangelistic Shelter (MO)
- Optimists' Club

*I remember [our instructor] saying during training that "practice doesn't make perfect ... perfect practice makes perfect." To me that statement, in a broader sense, is representative of what the Police Corps training stands for. We do things right, we do the right things, and we do it at one hundred percent, 24/7.*

Police Corps Officer Garrett Fritch  
Florissant (MO) Police Department

Toastmasters program which develops effective public speaking skills through practice and peer review.

### Mississippi

In 2002, the Mississippi Police Corps academy delivered 1300 hours of training, more than triple the state requirement. The training curriculum was reorganized to fully integrate eight learning domains including ethics, leadership, problem-solving, and community. Most training weeks included a full day of scenarios in which recruits applied what they had learned during the preceding days and weeks.

To better understand the communities in which they will work, the 2002 academy recruits heard from the son of Vernon Dahmer, who was killed by the Ku Klux Klan in 1960 near the training site. Mr. Dahmer, Jr., spoke of his father, the killing, and growing up in Mississippi in the 1950's and 1960's. Recruits also heard from Bobby Smith, a former Louisiana State Trooper blinded by an attack while on duty. Dr. Smith addressed issues of survival and recovery from traumatic events.

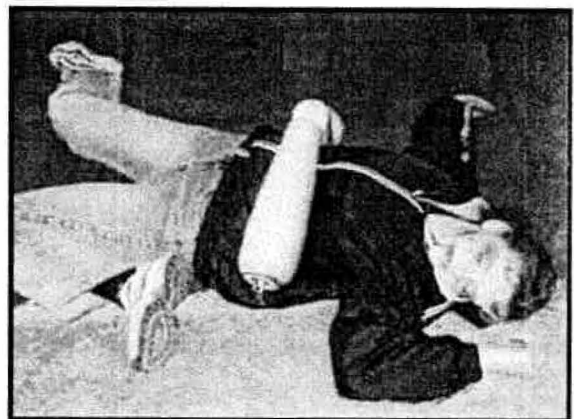
### Missouri

The Missouri Police Corps conducted a 1500-hour academy, making Police Corps officers the most highly-trained recruits in the state. Recruits received advanced training adapted in part from a military model to prepare them as officers to make sound decisions under pressure. Recruits also completed an extensive 65-hour program on counter-terrorism, and trained to respond to "active shooter" situations where one or more suspects are firing at individuals in a location such as a school.

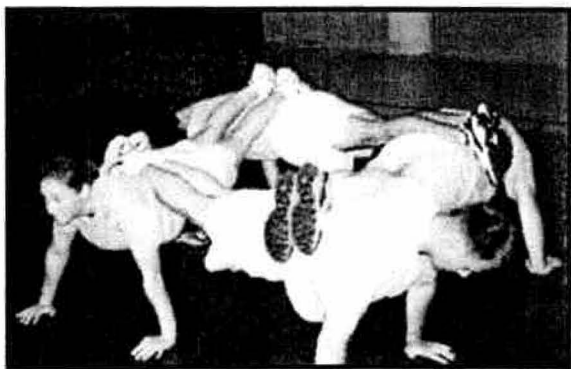
Every four weeks, Missouri Police Corps recruits and instructors alike made a "shift change," with all academy activities rotating to a night schedule for one week to simulate real police schedules.

### Nevada

The Nevada Police Corps graduated its first class on February 15, 2002. Recruits received specialized training in crime scene investigation previously available only to in-service officers. Later in the year, the Nevada Police Corps commenced work with the Arizona and Utah programs to develop a multi-state academy based in Utah.



Scenario-based training on terrorism response



### North Carolina

The North Carolina Police Corps academy incorporated rapid deployment training to prepare recruits to respond to an active shooter in a school. In addition, North Carolina recruits completed over 100 hours of Spanish language instruction, trained in land navigation, and worked as tutors and mentors for youth from National Guard Tarheel Challenge, an educational program for at-risk teenagers.

### Ohio

Ohio Police Corps staff developed a 16-hour basic training on counter-terrorism for recruits. The Colorado, Indiana, Kentucky, and Oklahoma Police Corps academies all drew upon the Ohio program during 2002.

### Oklahoma

The Oklahoma Police Corps completed its second academy in 2002. In one training exercise, recruits were put "on call" with local police and sheriff's departments, as well as a unit of the state highway patrol. Under strict supervision, recruits

responded to calls and became involved in crime scene investigation.

### Oregon

The Oregon Police Corps extended its training to 21 weeks and 1,300 hours, and enhanced its program with a week of crisis intervention training focused on people with mental illness. Oregon recruits experienced an intense "poverty simulation" the first such simulation conducted for police in Oregon and handled "dispatched scenarios" where they responded in uniform to calls for service and other challenges dramatized with the help of role players.

### South Carolina

The South Carolina Police Corps intensified its training in counter-terrorism and Spanish, and increased the number of practical exercises. The academy—1,100 hours over 18 weeks—far surpassed the state requirement of 400 hours. Counter-terrorism training alone—which included a certification course in emergency response to terrorism, advanced instruction on incendiary and explosive devices, and advanced training on hazardous materials—exceeded 50 hours. Leadership and ethics training also received special emphasis.

*I had physical reactions. I was sweating. I had emotional reactions because I was frustrated. I was humiliated. It affected my inner personal skills, because I didn't want to look anyone in the eye. ... That's going to stick with me for a long time, because I really felt the pain of it.*

"Police Cadets Get Taste of Life in Poverty"

Oregon Public Broadcasting

January 30, 2002

(Cadet's reaction to applying for welfare during simulation)

## Utah

The Utah Police Corps continued to increase the amount of scenario-based training in its academy. Each Friday, recruits were put through hands-on scenarios that required them to apply newly-acquired skills and knowledge. The 2002 academy saw the launch of training on "sudden custody death" and its prevention, as well as the expansion of training on counter-terrorism with a new class on the religious and criminal motives of terrorists.

In early 2003, Police Corps officer Karen Jones of the Sandy (UT) Police Department was one of four officers who received national attention after locating missing teenager Elizabeth Smart. Officer Jones, who questioned alleged abductor Brian Mitchell, received recognition from both the mayor and the chief of police for her role.



## Virginia

The first recruits of the Virginia Police Corps graduated from training in December 2002. At present, Virginia Police Corps recruits train jointly with participants in the North Carolina Police Corps.

## Wisconsin

Wisconsin graduated its second Police Corps class on November 8, 2002. Recruits completed an expanded 1400-hour academy that included additional evening and weekend training.



## Specialized Programs for Police Corps Trainers and Other Law Enforcement Professionals

### Weaponless Arrest and Control Tactics

During 2002, the Office of the Police Corps offered two three-week train-the-trainer sessions on weaponless arrest and control tactics to experienced Police Corps trainers and selected trainers from participating law



enforcement agencies. The training sessions were intended to prepare trainers to train more effectively on these critical skills, and to guide recruits to examine the ethical and moral considerations surrounding the use of force.

### **The Police Corps Staff Development Program**

Police Corps training demands much of Police Corps trainers and staff. The Police Corps Staff Development Program, administered through the University of Southern Mississippi and the Mississippi Police Corps, provides them with much-needed support.

During 2002, the Police Corps Staff Development Program conducted two intense training programs. The first was a two-week "basic school" in Mississippi to orient new Police Corps directors and trainers to the goals and core values of the program and the critical



components of Police Corps training. The second was a three-week "leadership school" in Utah for front-line supervisors of Police Corps officers and Police Corps officers themselves.

Unlike other programs for police supervisors, which typically focus on management and administrative issues, the Police Corps Leadership School focused on such issues as internal politics, coaching and mentoring, and advanced decision-making techniques. Speakers included law enforcement officials responsible for security at the 2002 Winter Olympics and a former POW and military commander who spoke on leadership in the face of adversity.

Both the basic school and the leadership school were well-attended and received strong, positive evaluations.

In the early fall of 2002, the Director of the Office of the Police Corps asked the Police Corps Staff Development Program to further define Police Corps training standards and to develop a process to assess training activities in participating states.

By the end of the year, a working group of Police Corps directors convened by the Staff Development Program developed draft training standards that expand upon existing guidelines and proposed procedures for site visit and peer review assessments. Assessments of state programs were to commence early in 2003.

# Outreach

The Police Corps Act requires state Police Corps to reach out to prospective applicants among members of all racial, ethnic, and gender groups. During 2002, state programs continued to make special efforts to meet this goal. In addition to maintaining web sites and addressing criminal justice groups, they worked closely with colleges that have a high proportion of minority students, contacted school counselors, placed advertisements in a wide range of community and campus newspapers, met with student groups of all types, and spoke to community organizations, churches, and ethnic associations.

Publicity in the print media enhanced this outreach. Local newspapers ran numerous articles on state Police Corps activities during 2002. At the national level, Police Corps training was described and praised in March 2002, when *The New Yorker* published a major article by Joe Klein on the program. In it, he wrote that the Police Corps is beginning to have a significant impact on the way police officers are trained in many states and that

Police Corps graduates have performed very well on the street in the most stressful circumstances. In April 2002, the *Christian Science Monitor* wrote of the New York City Police Department seeking 'a few young Ivy League college graduates to bring the best of the academy into the heart of police work.' The article noted the Police Corps as one of the programs 'Scouting for Street Smarts' in a world which has evolved from J. Edgar Hoover's day where when 'bad guys' got machine guns, law enforcement agents got machine guns, to now, when bad guys have education.

As part of its outreach efforts, the Office of the Police Corps publicized the program at conferences of the Academy of Criminal Justice Sciences and the National Association of Student Financial Aid Administrators, promoted the Police Corps in the Black EOE Journal and G.I. Jobs Military Guide to Transition and Education, and maintained relationships with a number of national law enforcement organizations and associations.





# Future Directions

## Plans for 2003

During Calendar Year 2003, the Office of the Police Corps intends to strengthen the Police Corps nationwide. Top priorities will include the following:

- enhance the terrorism prevention and response training being provided in Police Corps academies;
- evaluate the feasibility of incorporating successful Police Corps training techniques in state and local law enforcement academies;
- provide opportunities for members of neighboring law enforcement agencies to attend advanced training events at Police Corps academies, such as presentations by nationally-recognized speakers;
- evaluate up to five state Police Corps training programs using peer assessment teams;
- sponsor a formal assessment by an independent contractor of the effectiveness of Police Corps officers in the field, the results of which will inform future legislative requests and program development and operations at the national and state levels; and
- study the feasibility of creating regional academies for Police Corps training.



# **Appendices**

**Appendix 1:  
Lead Agencies for the Police Corps**

**Appendix 2:  
Status of Police Corps Participants  
as of December 2002**

**Appendix 3:  
Police Corps Contacts**



## Appendix 1: Lead Agencies for the Police Corps

Alaska	Fairbanks Police Department / University of Alaska at Fairbanks
Arizona	Arizona POST /Central Arizona College
Arkansas	University of Arkansas at Little Rock
Colorado	Colorado Department of Public Safety
Connecticut	Connecticut Peace Officers Standards and Training Council
Florida	University of North Florida
Georgia	Georgia Public Safety Training Center
Illinois	Illinois Law Enforcement Training & Standards Board
Indiana	Indiana Criminal Justice Institute
Kentucky	Kentucky Department of Criminal Justice Training
Maryland	Governor's Commission on Crime Control and Prevention
Massachusetts	Massachusetts Criminal Justice Training Council
Michigan	Criminal Justice Institute at Ferris State University
Minnesota	Minnesota Department of Public Safety
Mississippi	University of Southern Mississippi
Missouri	Mineral Area College
Nevada	Nevada Commission on Peace Officer Standards and Training
North Carolina	North Carolina Department of Crime Control and Public Safety
Ohio	University of Toledo
Oklahoma	Oklahoma Department of Public Safety
Oregon	Oregon Department of State Police
South Carolina	The Citadel, in partnership with South Carolina Department of Public Safety
Texas	Sam Houston State University
Utah	Utah Department of Public Safety
Virginia	Virginia Department of Criminal Justice Services
Washington	Washington Criminal Justice Training Center
Wisconsin	Wisconsin Office of Justice Assistance

## Appendix 2: Status of Police Corps Participants as of December 2002

<b>Status</b>	<b>Number</b>
High school	0
College freshman	11
College sophomore	45
College junior	100
College senior	155
Awaiting Police Corps training	44
In Police Corps training	89
Ready to commence service	24
1st year of required service	336
2nd year of required service	236
3rd year of required service	154
4th year of required service	120
5+ years of service	88
Other	23
<b>Total</b>	<b>1,425</b>

## **Appendix 3: Police Corps Contacts**

### **Alaska**

[www.uaf.edu/akcorps/](http://www.uaf.edu/akcorps/)  
800-221-0083

### **Arkansas**

[www.ualr.edu/~cjdept/polcorps.html](http://www.ualr.edu/~cjdept/polcorps.html)  
888-311-6831

### **Arizona**

[www.azpolicecorps.com](http://www.azpolicecorps.com)  
800-237-9814 x1956

### **Colorado**

[www.dcj.state.co.us/policecorps](http://www.dcj.state.co.us/policecorps)  
866- 832-6258

### **Connecticut**

[www.post.state.ct.us/police%20corps.htm](http://www.post.state.ct.us/police%20corps.htm)  
203-238-6638

### **Florida**

[www.floridapolicecorps.com](http://www.floridapolicecorps.com)  
904-713-4896

### **Georgia**

[www.gapolicecorps.org](http://www.gapolicecorps.org)  
877-267-4630

### **Illinois**

[www.ptb.state.il.us/police\\_corps/index.shtml](http://www.ptb.state.il.us/police_corps/index.shtml)  
309- 298-3350

### **Indiana**

[www.in.gov/cji/policecorps](http://www.in.gov/cji/policecorps)  
877-824-6948

### **Kentucky**

[docjt.state.ky.us/pcorps/](http://docjt.state.ky.us/pcorps/)  
866-592-6777

### **Maryland**

[www.policecorps.net](http://www.policecorps.net)  
888-972-6777

### **Massachusetts**

[www.masspolicecorps.com](http://www.masspolicecorps.com)  
866-267-7766

### **Michigan**

[www.ferris.edu/education/michiganpolicecorps/](http://www.ferris.edu/education/michiganpolicecorps/)  
231-591-2710

### **Minnesota**

[www.dps.state.mn.us/patrol/policecorps/](http://www.dps.state.mn.us/patrol/policecorps/)  
651-628-6722

### **Mississippi**

[www.mississippipolicecorps.org](http://www.mississippipolicecorps.org)  
800-767-7334

### **Missouri**

[www.mocorps.org](http://www.mocorps.org)  
866-267-7787

### **Nevada**

[www.nevadapolicecorps.state.nv.us](http://www.nevadapolicecorps.state.nv.us)  
877-592-6777

### **North Carolina**

[www.ncpolicecorps.org](http://www.ncpolicecorps.org)  
919-773-2823

### **Ohio**

[ohiopoliccorps.utoledo.edu/](http://ohiopoliccorps.utoledo.edu/)  
419-530-4142

### **Oklahoma**

[www.dps.state.ok.us/policecorps/](http://www.dps.state.ok.us/policecorps/)  
877-898-2212

### **Oregon**

[www.oregonpolicecorps.com](http://www.oregonpolicecorps.com)  
800-848-3957

### **South Carolina**

[www.citadel.edu/scpolicecorps](http://www.citadel.edu/scpolicecorps)  
843-953-6908



### **Texas**

[www.texaspolicecorps.org](http://www.texaspolicecorps.org)  
936-294-3344

### **Utah**

[www.policecorps.utah.gov](http://www.policecorps.utah.gov)  
801-965-4650

### **Virginia**

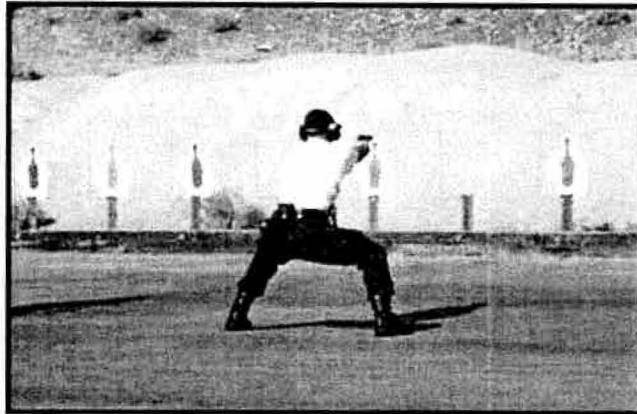
[www.dcjs.org/vapolicecorps](http://www.dcjs.org/vapolicecorps)  
804-786-4005

### **Washington**

[www.cjtc.state.wa.us/CJTC/policecorps/](http://www.cjtc.state.wa.us/CJTC/policecorps/)  
866-492-7472

### **Wisconsin**

[policecorps.wi.gov](http://policecorps.wi.gov)  
608-266-7185



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