

The chairman inquired of the committee if the committee desired to introduce a committee bill as requested by Mr. Wrobley. The consensus was that the committee did not wish to do so.

The chairman pointed out to the committee that in his state of the judiciary address, Chief Justice Schroeder had pointed out the staffing problem that the court of appeals has. Since in that address, the chief justice had requested the Judiciary Committee to monitor the situation, the chairman asked whether the matter would be dealt with by the Ways and Means Committee. Senator Gaines indicated he would check on that issue and report back to the committee.

Steve Starr introduced Leslie F. Nuessen to explain proposed legislation. A copy of the material submitted by Chief Nuessen is attached hereto. He explained the desire for different control over the Law Enforcement Training Academy, and recommendations for increased funding of the academy. The committee discussed the proposals with Chief Nuessen.

Chief John Foster of Lenexa also testified in support of the proposed legislation. The committee discussed the proposal with Chief Foster.

Chief Myron Scofe, of Overland Park, also testified in support of the proposal. The committee discussed the proposal with Chief Scofe.

The chairman requested the committee to return to the committee room for further discussion of business at approximately 12:15, following adjournment of the Senate.

When the committee met again at 12:15, Senate Gaines stated that he had discussed the matter of the staffing of the court of appeals, and the Ways and Means Committee would prefer this committee to introduce a bill on the subject, conduct a hearing, and make a determination as to whether that approach should be followed. Senator Gaines moved to introduce such a bill; Senator Mulich seconded the motion, and the motion carried.

Senator Everett moved that the committee introduce a bill dealing with aggravated kidnapping; Senator Gaines seconded the motion, and the motion carried.

The chairman read a letter from David Fromme of the Wyandotte County Bar Association regarding K.S.A. 61-2102. Following discussion, Senator Gaines moved that a committee bill be introduced on the subject; Senator Mulich seconded the motion, and the motion carried.

The chairman inquired of staff whether any bill had been introduced to carry out the recommendations of the Citizens' Commission on Judicial Compensation. Senator Gaines stated that the governor's proposal on judicial salaries had been introduced by the Ways and Means Committee this morning. Following committee discussion, Senator Gaines moved to introduce a bill to implement the recommendations of the Citizens' Commission on Judicial Compensation. Senator Mulich seconded the motion. The chairman stated that he felt that

the legislature should give consideration to increasing the salaries of the elected state officials, since those officials would be elected this year for a four year term. Following discussion, it was the consensus of the committee that that matter could be considered at the hearing on the bill, rather than being made a part of the bill when it was originally introduced. The motion carried.

Mr. Griggs reported that he had met with the chiefs during the noon recess of the committee and had determined the matters they wanted in the proposed legislation. Following committee discussion, Senator Gaines moved to introduce such a bill; Senator Parrish seconded the motion, and the motion carried.

Steve Starr presented a request to the committee to introduce a bill making it a misdemeanor offense to carry a firearm into a tavern or private club. Following committee discussion, Senator Gaines moved to introduce such a bill, but with the penalty a Class E Felony; Senator Simpson seconded the motion, and following further committee discussion, the motion carried, with Senator Parrish voting "no."

Steve Starr presented a second proposal for the introduction of a committee bill to amend K.S.A. 21-4204 so that it would be applicable to any type of firearm, rather than just a hand gun. Following committee discussion, the committee decided not to introduce such a bill.

The meeting adjourned.

These minutes were read and approved
by the committee on 2-15-78.

GUESTS

SENATE JUDICIARY COMMITTEE

NAME	ADDRESS	ORGANIZATION
Ed Strarus	Topeka	Coop. Churches
(Rev) Donald J. Miller	723 S Bank Elkhart, KS	Catholic Agency for Migration American Affairs
Victor S. Marshall	220 E. First - El Dorado, Ks.	Ks. Assn. Chiefs of Police
Paul Groves	Topeka	AAUW & KCCY
Keshu L. Ruesler	Emporia Police Dept	Emporia, Kansas
Gene Meyer	Senators	
James DeLooney	Winn City, Kansas	Kansas Catholic Conference
Steve Starr	T.P.D.	Topeka
Myron E. Seape	Osceola Park Police Dept, O.P., Kans	
John L. Foster	Lenexa, Police Dept Lenexa, Ks.	166215
Robert Sloman	Topeka	Ks. Adv. Com M.A.A.
Jan Price	# 112 W 6 th	American Civil Liberties Union of Ks

STATEMENT OF (Rev.) DONALD J. FIEDLER,
DIRECTOR OF DIOCESE OF DODGE CITY CATHOLIC AGENCY
FOR MEXICAN-AMERICAN AFFAIRS

P. O. Box 546
Elkhart, Kansas 67950

February 3, 1978

TO THE HONORABLE MEMBERS OF
THE SENATE JUDICIARY COMMITTEE:

My name is Father Donald J. Fiedler, Elkhart, Kansas. I am the director of the Diocese of Dodge City Catholic Agency for Mexican-American Affairs which is an affiliate of the United States Catholic Conference, Washington, D.C. I am appearing on behalf of this agency in support of Senate Bill No. 736, which seeks to amend K.S.A. 21-4409.

By way of background information, K.S.A. 21-4409 presently prohibits Kansas citizens from "knowingly employing an alien illegally in the territory of the United States" and makes such action a Class "C" misdemeanor.

Our agency, since its formation two years ago, has given assistance to some two hundred cases of undocumented aliens, not only in Kansas but from other states such as Colorado, New Mexico, Texas and Oklahoma. These cases involve 800 individuals. We have attempted to assist these people pursuant to their request in legalizing their status in the United States. These numbers do not reflect the total number of people who have contacted our office since there are numerous additional persons who contact us for help when we are unable to give them assistance.

In the course of our experience in this area, a serious problem has arisen. When undocumented aliens are discovered living in this country, they may be given docket control permits allowing them to remain in the United States for a period ranging from a few days to five or six months. These permits may be given for a number of reasons including pregnancies, health reasons, or financial reasons. Generally, however, the permits allow the alien a period of time to get his financial affairs in order prior to being returned to Mexico.

As a result of K.S.A. 21-4409, plus a recent Kansas Attorney General's ruling indicating that the statute applies to all aliens who are illegally within the United States even those on docket control, aliens within Kansas are not allowed to work pending period prior to their returning to Mexico. Immigration and Naturalization Authorities' stamp "no employment" on the back of the docket control permit in every case involving a Kansas

To Honorable Members of
Senate Judiciary Committee
February 6, 1978
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alien. We are advised that they take this action solely as a result of K.S.A. 21-4409. It is also the policy of the Immigration and Naturalization Authorities to contact the alien's employer and advise him that "no employment" is stamped on the alien's docket control permit. This affectively prohibits the employer from continuing the alien's employment without incurring the risk of criminal prosecution.

Innumerable hardships occur as a result of the policy of the Immigration and Naturalization Authorities. When an alien loses his employment, he is unable to pay his bills or debts or be in a position to put things financially in order prior to leaving this country. If there is a sickness in his family or his wife is pregnant, he is unable to pay medical bills and loses medical insurance programs he might otherwise have with his employer. I have discussed these hardships with the Immigration and Naturalization Authorities, both in Garden City and Kansas City, Missouri, and they have advised me that there is nothing they can do since it is a Kansas law that is dictating their actions and not a federal law.

As a result of the interpretation of K.S.A. 21-4409 being made by the Federal Immigration and Naturalization Authorities and as a result of Attorney General Curt Schneider's opinion supporting their interpretation, we request that the statute be amended to exempt from the statute employers who hire, or retain in employment, aliens who are on docket control. We believe the amendment as submitted by Senator Hayden in Senate Bill No. 736 will accomplish this end.

We submit that Senate Bill No. 736 is in the best interest of Kansas and Kansans, that the bill will permit fairness and justice for all parties in Kansas including aliens and that the bill should favorably be considered by your Honorable Committee.

Respectfully submitted,



(Rev.) Donald J. Fiedler
Director of the Agency

January 31, 1978

The Honorable Leroy Hayden
Senator, 39th District
Statehouse
Topeka, Kansas 66612

Dear Senator Hayden:

Re: Senate Bill #736

I am submitting to you this written support on behalf of the Senate Bill #736 which is an amendment to KSA 21-4409 regarding employment of the undocumented aliens.

As an ex-illegal alien, having arrived here in the year of 1927 at the age of three, and a Kansan for over 50 years, I feel qualified to speak out in behalf of and in support of such an amendment. (For the record, I became naturalized while in the armed forces in 1944 in Prince County, Virginia.)

Needless to say, the discrimination, the lack of human rights and understanding toward a people of low socio-economics is a problem, has always been, and will continue to be. Beefing up our borders is not the solution; the solution as I see it is that the United States and Mexico will have to sit down and come to a solution in upgrading Mexico's economy. As it stands now with the unemployment at around 40% or higher, it would be inhuman to let one's family slowly starve--there has to be a way out. The only thing that this undocumented worker is guilty of is being poor, hungry and Mexican.

Whether we want to admit it or not, they are contributing to the economy of this country. No matter where they may be, they are taxed just like the rest of us. They pay but they do not file claims for fear of discovery and deportation, so they ordinarily pay more than need by by not claiming for refund.

It then becomes a question as to how are all these Mexicans handled? What happens to these millions of Dollars?

When this undocumented alien is placed on docket control and then given a few days to perhaps a few months, how is he to pay his bills and put his things in order before deportation. This is a great hardship for someone that wants to leave a clean slate as he is planning on returning.

Even though placed on such docket control, it would be an advantage to allow them to remain on the work force and not a continued burden on our judicial institutions.

The Honorable Leroy Hayden
Senator, 39th District

January 31, 1978
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It is my sincerest hope that in the name of human kindness and human decency, our legislators will find it in their hearts to deal with this bill fairly and justly.

Sincerely, and
For the good of all mankind,
I remain,

Pete Sandoval
1201 North 11th
Garden City, Kansas 67846

PS:jac

February 3, 1978

TESTIMONY PRESENTED TO THE SENATE JUDICIARY COMMITTEE ON FEBRUARY 13, 1978 IN TOPEKA, KANSAS. THIS TESTIMONY RELATED TO PROPOSED LEGISLATION TO IMPROVE LAW ENFORCEMENT TRAINING IN THE STATE OF KANSAS.

GENTLEMEN:

I AM LESLIE F. NUESSEN, CHIEF OF POLICE OF EMPORIA, KANSAS. I HAVE SERVED IN THAT CAPACITY AS CHIEF FOR 3½ YEARS. I HAVE BEEN IN LAW ENFORCEMENT FOR JUST OVER 12 YEARS. I ALSO SERVE AS PRESIDENT OF THE KANSAS ASSOCIATION OF CHEIFS OF POLICE AND I SPEAK TO YOU TODAY IN BOTH OF THESE CAPACITIES.

FOR THE PAST SEVERAL YEARS, THERE HAS BEEN A MOUNTING INTEREST IN THE QUALITY OF LAW ENFORCEMENT TRAINING IN KANSAS. CHIEFS OF POLICE AND, TO SOME EXTENT, SHERIFFS ARE CONCERNED WITH THEIR LEGAL LIABILITY FOR INSUFFICIENT AND INADEQUATE TRAINING OF POLICE OFFICERS AND SHERIFF'S DEPUTIES. THE KANSAS ASSOCIATION OF CHIEFS OF POLICE DETERMINED THAT A COMPREHENSIVE STUDY OF TRAINING PROGRAMS IN THE STATE WAS NEEDED. PRIOR TO THIS, THERE HAD BEEN MANY FRAGMENTED ATTEMPTS TO MAKE IMPROVEMENTS IN THE TRAINING, BUT DUE TO LACK OF ANY TYPE OF COORDINATED EFFORT ON THE PART OF LAW ENFORCEMENT, MOST OF THESE ATTEMPTS MET WITH FAILURE. IN FEBRUARY, 1977, THE KANSAS ASSOCIATION OF CHIEFS OF POLICE MADE A FORMAL REQUEST TO THE GOVERNOR'S COMMITTEE ON CRIMINAL ADMINISTRATION TO SEEK TECHNICAL ASSISTANCE FROM THE LAW ENFORCEMENT ASSISTANCE ADMINISTRATION OF THE U.S. DEPARTMENT OF JUSTICE. SUBSEQUENTLY, THE REQUEST WAS APPROVED FOR A STUDY TO BE MADE OF THE CURRENT STATUS OF LAW ENFORCEMENT TRAINING IN THE STATE OF KANSAS AND THE STUDY WAS COMPLETED

IN SEPTEMBER OF 1977. A STEERING COMMITTEE MET PRIOR TO THE START OF THIS STUDY AND ALSO MET AGAIN JUST PRIOR TO THE COMPLETION OF THE WRITTEN PRODUCT. THIS STEERING COMMITTEE WAS MADE UP OF REPRESENTATIVES FROM ALL AREAS OF LAW ENFORCEMENT IN THE STATE OF KANSAS. THERE WERE ALSO REPRESENTATIVES ON THE STEERING COMMITTEE FROM THE UNIVERSITY OF KANSAS AND FROM THE KANSAS LAW ENFORCEMENT TRAINING CENTER. A LIST OF MEMBERS OF THE STEERING COMMITTEE IS SHOWN ON PAGE 1-2 OF THE STUDY. THE FINAL WRITTEN REPORT OF THIS STUDY WAS PRESENTED TO THE KANSAS ASSOCIATION OF CHIEFS OF POLICE IN OCTOBER OF 1977.

IN 1968, LEGISLATION WAS PASSED BY THE KANSAS LEGISLATURE WHICH SET MINIMUM HOURLY TRAINING REQUIREMENTS FOR LAW ENFORCEMENT OFFICERS, AND ESTABLISHED THE KANSAS LAW ENFORCEMENT TRAINING CENTER AS A DIVISION OF THE UNIVERSITY OF KANSAS. THE MINIMUM TRAINING HOURS REQUIRED HAS BEEN INCREASED TWICE SINCE THAT TIME TO ITS PRESENT MINIMUM OF 200 HOURS. THE DEAN OF THE DIVISION OF CONTINUING EDUCATION OF THE UNIVERSITY OF KANSAS IS PRESENTLY DESIGNATED AS THE EX-OFFICIO DIRECTOR OF THE KANSAS LAW ENFORCEMENT TRAINING CENTER. HE IS REQUIRED TO APPOINT AN ASSOCIATE DIRECTOR OF THE DIVISION OF CONTINUING EDUCATION TO SERVE AS DIRECTOR OF POLICE TRAINING AT THE KANSAS LAW ENFORCEMENT TRAINING CENTER. THE STUDY POINTS OUT THAT IN THE PAST, LAW ENFORCEMENT TRAINING HAS HAD A LOW PRIORITY WITH THE UNIVERSITY OF KANSAS. CONSEQUENTLY, IMPROVEMENTS IN LAW ENFORCEMENT TRAINING HAVE BEEN SLOW IN COMING DUE TO LACK OF FUNDING AND SUPPORT FROM THE UNIVERSITY OF KANSAS. THE KANSAS LAW ENFORCEMENT TRAINING CENTER IS DESIGNATED AS THE CENTRAL LAW ENFORCEMENT TRAINING ACADEMY FOR THE STATE AND IS LOCATED NEAR HUTCHINSON AT THE FORMER SITE OF A U.S. NAVAL AIR STATION. THE BUILDINGS ARE

OLD AND THE CENTER HAS REACHED ITS CAPACITY AT THIS TIME. THE PRIMARY DUTIES OF KLETC ARE THE TRAINING AND CERTIFICATION OF ALL LAW ENFORCEMENT, CORRECTIONS AND PROBATION OFFICERS IN THE STATE. THEY MUST ALSO CERTIFY ALL THE LOCAL TRAINING ACADEMIES LOCATED THROUGHOUT THE STATE. THE KLETC ALSO SPONSORS OTHER SEMINARS AND ADVANCED TRAINING SCHOOLS. EVEN WITH THIS, MANY OF OUR OFFICERS MUST GO OUT OF STATE TO RECEIVE MUCH ADVANCED TRAINING.

THE STATUTE WHICH ESTABLISHED THE LAW ENFORCEMENT TRAINING STANDARDS FOR KANSAS ALSO ESTABLISHED A LAW ENFORCEMENT ADVISORY COMMISSION. THIS COMMISSION IS ONLY ADVISORY IN NATURE AND HAS NO REAL AUTHORITY IN ESTABLISHING RULES AND REGULATION OR MINIMUM STANDARDS FOR TRAINING OF LAW ENFORCEMENT OFFICERS IN THE STATE OF KANSAS.

THE BOARD OF DIRECTORS OF THE KANSAS ASSOCIATION OF CHIEFS OF POLICE HAVE MET SEVERAL TIMES AND IN ADDITION, HAVE ALSO CALLED A MEETING WITH ALL OTHER REPRESENTATIVES OF LAW ENFORCEMENT ASSOCIATIONS AND AGENCIES IN THE STATE IN ORDER TO DISCUSS PROPOSED CHANGES TO IMPROVE LAW ENFORCEMENT TRAINING IN THE STATE. THE FOLLOWING RECOMMENDATIONS WERE MADE BY THE BOARD OF DIRECTORS OF THE KANSAS ASSOCIATION OF CHIEFS OF POLICE AND I PRESENT THEM TO YOU ON THEIR BEHALF.

FIRST, IT IS RECOMMENDED THAT THE LEGISLATURE ENACT A LAW THAT WOULD CREATE AN INDEPENDENT COMMISSION WHOSE MEMBERSHIP IS DRAWN FROM THE CRIMINAL JUSTICE COMMUNITY, WITH THE AUTHORITY TO PROMULGATE RULES AND REGULATIONS FOR LAW ENFORCEMENT TRAINING AND EDUCATION THROUGHOUT THE STATE. IT IS RECOMMENDED THAT THIS BE STRICTLY AN INDEPENDENT COMMISSION THAT IS NOT ATTACHED TO ANY STATE UNIVERSITY. RECOMMENDED COMPOSITION OF THE COMMISSION IS LISTED ON PAGE 4-3 OF THE STUDY. THE COMMISSION SHOULD HOLD SPECIAL POWERS IN

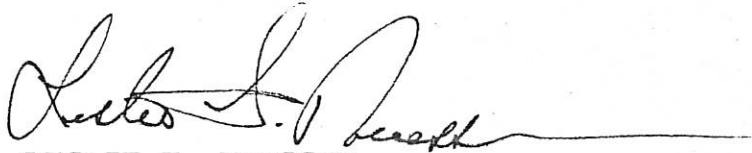
CONNECTION WITH THE EMPLOYMENT AND TRAINING OF CRIMINAL JUSTICE PERSONNEL. THIS AUTHORITY IS EXPLAINED ON PAGE 4-4 OF THE STUDY.

SECONDLY, IT IS RECOMMENDED THAT IN ORDER TO MAKE NECESSARY IMPROVEMENTS IN LAW ENFORCEMENT TRAINING, ADDITIONAL FUNDING IS NECESSARY. CURRENTLY, THE TOTAL BUDGET FOR THE LAW ENFORCEMENT TRAINING CENTER AT HUTCHINSON IS SLIGHTLY OVER \$300,000 ANNUALLY. IT HAS BEEN ESTIMATED BY KLETC PERSONNEL THAT ONE MILLION DOLLARS ANNUALLY WOULD BE NECESSARY TO CONDUCT AN INDEPTH TRAINING PROGRAM FOR THE STATE OF KANSAS AND ALSO TO ASSIST IN THE FUNDING OF THE INDEPENDENT TRAINING ACADEMIES LOCATED THROUGHOUT THE STATE. IT IS ESTIMATED THAT ABOUT \$750,000 COULD BE GENERATED BY COLLECTING A \$1.00 LEVY WHICH WOULD BE ADDED TO ALL TRAFFIC AND CRIMINAL COSTS AND FINES RECEIVED BY MUNICIPAL AND DISTRICT COURTS IN THE STATE. ABOUT \$500,000 COULD BE COLLECTED FROM TRAFFIC FINES AND ABOUT \$250,000 FROM CRIMINAL CASES. THIS AMOUNT, PLUS ADDITIONAL MONEY FROM THE STATE GENERAL FUND IN THE AMOUNT OF \$250,000 ANNUALLY COULD PROVIDE THE NEEDED ONE MILLION DOLLARS NECESSARY FOR TRAINING. ABOUT 450 OFFICERS ATTEND THE BASIC TRAINING COURSE AT THE KLETC EACH YEAR. ABOUT 300 OFFICERS ARE CERTIFIED BY ATTENDING THE 15 LOCAL ACADEMIES IN THE STATE. THIS STUDY RECOMMENDS THAT THE LOCAL ACADEMIES CONTINUE TO OPERATE, BUT WITH FUNDING ASSISTANCE FROM THE STATE. THE PRESENT KLETC COULD NOT HANDLE THE LOAD IF ALL THE LOCAL ACADEMIES WERE TO CEASE OPERATION. IT IS ALSO ADVANTAGEOUS TO HAVE ACADEMIES LOCATED THROUGHOUT THE STATE TO SAVE ON TRAVEL TIME. THE ONE MILLION DOLLAR BUDGET WOULD BE SUFFICIENT TO FUND ALL TRAINING EXPENSES WITHOUT USING ADDITIONAL TAX MONEYS FROM THE STATE GENERAL FUND ABOVE WHAT IS CURRENTLY BEING USED TO FINANCE THE PRESENT OPERATION. RECOMMENDATIONS ON FUNDING CAN BE FOUND ON PAGE 4-1 AND FOLLOWING PAGES OF THE STUDY.

GENTLEMEN, I WILL CLOSE WITH THESE FEW BRIEF REMARKS. ON

DECEMBER 6, 1977, A MEETING WAS CALLED BY THE KANSAS ASSOCIATION OF CHIEFS OF POLICE AND REPRESENTATIVES FROM ALL LAW ENFORCEMENT ASSOCIATIONS AND AGENCIES IN THE STATE WERE ASKED TO ATTEND. THE PURPOSE OF THIS MEETING WAS TO DISCUSS LAW ENFORCEMENT TRAINING AND PROPOSED LEGISLATION BASED ON RECOMMENDATIONS OF THIS STUDY. SINCE THAT TIME, I HAVE BEEN IN CONTACT WITH OFFICERS OF THE KANSAS SHERIFFS ASSOCIATION AND ALSO THE KANSAS PEACE OFFICERS ASSOCIATION. I HAVE BEEN INFORMED THAT THEY SUPPORT IMPROVEMENT IN LAW ENFORCEMENT TRAINING AND ALSO INCREASED FUNDING IN ORDER TO MAKE THESE IMPROVEMENTS POSSIBLE.

I FEEL THAT THIS REQUEST PRESENTED TO YOU TODAY REGARDING IMPROVEMENTS IN LAW ENFORCEMENT TRAINING IS ONE OF THE MOST IMPORTANT ISSUES FACING LAW ENFORCEMENT IN THE STATE. YOU HAVE BEEN PRESENTED WITH A COPY OF THE STUDY WHICH GOES INTO MUCH DETAIL DEALING WITH THE PRESENT STATUS AND RECOMMENDED IMPROVEMENTS OF TRAINING. I THANK YOU FOR YOUR TIME AND YOUR CONSIDERATION OF THIS VERY IMPORTANT MATTER.



LESLIE F. NUESSEN
CHIEF OF POLICE
EMPORIA POLICE DEPARTMENT
EMPORIA, KANSAS 66801

SUMMARY OF FINDINGS, CONCLUSIONS, AND RECOMMENDATIONS

Presented on the following pages is a summary of the findings and conclusions of the Project Team assembled by the U. S. Law Enforcement Assistance Administration to study and evaluate the training of law enforcement and corrections officers in the State of Kansas. Following each finding and conclusion in this summary is one or more recommendations for specific action to be taken by the State to overcome the problems cited. The findings, conclusions, and recommendations are presented within the categories of Overall, Delivery System, Law Enforcement Officer Training, and Corrections Officer Training.

During the task analysis conducted as Part I of the overall study (and the subject of a separate report), the Project Team found that line managers and supervisors in most law enforcement agencies in Kansas did not perceive training as their responsibility. In fact, the responsibility for training is first and foremost a function of line management and supervision. If the State is to be successful in implementing any of the recommendations presented herein, the implementation must involve first-level supervisors, line managers, heads of agencies, and others who can give valuable input concerning the constantly changing operational needs for current viable training.

Training can never be used as a substitute for good management, but it can be used to support good management. The improved attitudes, skills, and knowledge gained by training serve not only as a tool for job enrichment but also as a preparation for other positions within the agency. By training the individual officer, the whole agency can benefit through increased effectiveness and efficiency.

OVERALL

1. ● Finding and Conclusion

The mission of law enforcement training at the State level in Kansas is not adequately defined, it lacks goals and objectives. A mission statement must be developed, consisting of specific goals and objectives.

● Recommendation

The mission of statewide law enforcement training in Kansas should be defined and documented using a "systems" approach.

2. ● Finding and Conclusion

The authority vested by law in the Law Enforcement Advisory Commission is so limited as to make the Commission almost totally ineffective. Moreover, the present Commission does not adequately represent the user agencies.

● Recommendation

The Legislature should enact the creation of an independent Commission, whose membership is drawn from the criminal justice community, with the authority to promulgate rules and regulations for law enforcement training and education throughout the State.

3. ● Finding and Conclusion

As a division of the University of Kansas, the Kansas Law Enforcement Training Center (KLETC) reportedly has been given a priority of 95th out of 95 for funding and improvement. Although the accuracy of the statement has not been verified, the Project Team believes that KLETC occupies a very low ranking in the University's plans for funding, improvement, and expansion.

● Recommendation

The independent Commission recommended in No. 2 be given full authority to promulgate rules and regulations for KLETC. The University of Kansas should have one representative member on the Commission.

4. ● Finding and Conclusion

With modifications, the KLETC has adequate facilities for the present, but it has neither the staff nor the facilities to address the recommendations contained in this report. Moreover, regional facilities are required to provide for more prompt and less remote training of officers.

● Recommendation

Regional academies should be established to provide basic training for officers, while KLETC takes on a new role of providing more specialized and advanced training, together with effective monitoring and supervision of all regional academies.

5. ● Finding and Conclusion

Some 71 percent of the KLETC budget is supplied by LEAA grants. This is an unstable and perhaps temporary source of revenue to operate an effective statewide training program.

● Recommendation

Various alternate methods of funding should be considered for the KLETC, including general revenue funding and penalty assessments. Penalty assessments are considered a more stable funding source.

6. ● Finding and Conclusion

There are little or no data to determine the number of officers trained each year or even the total number of officers in the State.

● Recommendation

A central records system should be established for all peace officers in the State. A file should be maintained of all officers employed in the State so that a census can be obtained and completion of training verified.

7. ● Finding and Conclusion

State law requires that officers be trained within 1 year of employment; however, this is by voluntary compliance. It is all but impossible for the State to enforce the "1 year" rule under the present system.

● Recommendation

New officers should be registered with the state immediately upon the completion of departmental employment processing, and this requirement should be backed by legislation.

DELIVERY SYSTEM

8. ● Finding and Conclusion

All of the local academies surveyed by the Project Team are willing to have officers from other jurisdictions

attend their training programs. The academies appear to be willing to expand their programs, with State assistance, so that they can provide regional service.

- Recommendation

A system of regional academies should be developed and supported by the state, with KLETC established as the accrediting agency for the regional academies.

9. ● Finding and Conclusion

The existing local academies develop their individual training programs with little or no guidance from the State (KLETC). Individual curricula at the regional academies may not be satisfactory in the light of State requirements.

- Recommendation

The State should provide leadership by developing new and innovative training programs at the regional academies, as well as at the KLETC.

10. ● Finding and Conclusion

Monitoring of the existing local academies is sporadic or nonexistent, and some academies have never been visited by the Director of Police Training at the KLETC. The State does not effectively monitor, nor does it even provide input to, the individual academies.

- Recommendation

All certified academies should be monitored on a regular basis by the Director of the KLETC.

11. ● Finding and Conclusion

Since all of the existing academies are located in eastern Kansas, the smaller agencies in the western part of the State must incur disproportionate expenses to have their officers trained.

- Recommendation

The State should establish one or two regional academies in the western portion, as well as in southeastern Kansas, utilizing the resources and facilities available at community colleges and vocational-technical schools. These academies should be staffed by the KLETC while in session, with each having one full-time training officer.

12. ● Finding and Conclusion

One existing academy is housed directly across the street from another, with no interaction between the two. Since the State provides no leadership in training, much duplication and waste exists.

- Recommendation

The State should take a leadership role in creating a mechanism for interaction between the various academy directors.

13. ● Finding and Conclusion

The staffs of the various training centers do not possess the necessary expertise in such areas as evaluation, testing, and curriculum to improve the system.

- Recommendation

Training coordinators and staff members should be provided with special training in the areas of testing, evaluation, and curriculum development.

Mandatory training and certification of coordinators and instructors should be instituted.

An examination bank, consisting of validated questions, should be established by the KLETC.

The KLETC should administer a post-test at the conclusion of each academy class on which an officer must attain a minimum passing score to be certified.

The KLETC should implement a program of evaluation of basic training courses.

14. ● Finding and Conclusion

There is no uniform method of instruction at the various academies. An instructional delivery system is needed to ensure uniformity in the presentation and coverage of material at each academy.

● Recommendation

A uniform instructional delivery system should be designed and implemented to ensure that each academy graduate has attained a predetermined level of competency, based on current training needs analysis.

15. ● Finding and Conclusion

Each academy has its own unique system of course examinations and evaluations.

● Recommendation

Testing policies at the academies should be designed to meet a predetermined uniform purpose.

The KLETC should develop and control a uniform, statewide testing system to determine: Individual competence, instructor performance, system performance, and other necessary factors.

16. ● Finding and Conclusion

Proof of training furnished for certification by the State consists of a form listing only the officer's name that is sent to the KLETC. The present system of certification is lax and needs to be restructured.

● Recommendation

The KLETC should receive and maintain class rolls and grades for officers graduating from the various regional academies.

17. ● Finding and Conclusion

The standards for certification of individual officers differ at each academy. Thus, the current certification process does not guarantee that a certified officer possess a minimal level of competency.

- Recommendation

A policy should be developed to establish both specific requirements for the certification of academies and uniform standards for the certification of individual officers.

18. ● Finding and Conclusion

Officers are certified without receiving any documentation that shows completion of certification requirements. Thus, the officer has no personal record of certification.

- Recommendation

Officers should receive certificates to demonstrate certification by the State for all training.

LAW ENFORCEMENT OFFICER TRAINING

19. ● Finding and Conclusion

The training that can be offered within the 200 hours mandated by State law is inadequate to effectively meet the needs of law enforcement officers.

- Recommendation

A review of minimum training standards should be made and requirements for curriculum be established in light of job and task analyses (i.e., training should be based on job tasks and job requirements, not on folklore or mystique).

20. ● Finding and Conclusion

The job performance requirements of the different law enforcement officers in the State were found to be very similar, contrary to frequently held beliefs among law enforcement executives and officers.

- Recommendation

A standard "core curriculum" be developed and instituted throughout the State as a minimum requirement for regional academies offering basic training.

21. ● Finding and Conclusion

Many law enforcement officers have no training although they are serving in a sworn capacity, since they are allowed to work up to 1 year before attending an academy. This leads not only to ineffectual performance of duties, but also poses a threat to the community.

● Recommendation

Mandatory, short (5 to 10 days) preservice training be given to all entering law enforcement officers in such basic areas as firearms and law.

22. ● Finding and Conclusion

During the past year, three civilians were killed in one Kansas jurisdiction and ten vehicles were wrecked in another in pursuit driving incidents. Insufficient training in pursuit driving had been given, and a legal liability on the part of the agency probably exists as a result.

● Recommendation

Analytic tools such as task analysis should be used to determine the training needed, and such training should be given to correct the problem.

CORRECTIONS OFFICER TRAINING

23. ● Finding and Conclusion

The present corrections training is very decentralized, with each institution conducting its own program.

● Recommendation

The numerous academies and the corrections training programs presently conducted by the State should be consolidated into a centrally located academy with regional branches.

24. ● Finding and Conclusion

There is very little contact between the KLETC and the corrections training programs in the State.

- Recommendation

Basic certification training of corrections officers should be conducted by a centralized State criminal justice academy or one of its branches.

25. ● Finding and Conclusion

The 200 hours required by statute for the basic training of corrections officers is sufficient at this time.

- Recommendation

The basic training should be augmented by job orientation and on-the-job training in the employee's assigned institution by an Institutional Training Officer.

26. ● Finding and Conclusion

Currently, officers are certified on the basis of nothing more than attendance at 200 hours of classroom training.

- Recommendation

Certification by the KLETC should mean that the officer has met a set of standards and successfully completed certain performance criteria, not that he has spent 200 hours in a classroom.

27. ● Finding and Conclusion

Training of nonuniformed supervisory and management corrections personnel falls below national standards.

- Recommendation

Programs should be developed to require and provide 40 hours per year of training for supervisory and management corrections personnel.

28. ● Finding and Conclusion

Under current statute, an officer who completes basic training in the corrections program is certified by the KLETC and is, therefore, certified for any law enforcement position.

- Recommendation

Certification of officers should not be transferrable from corrections, to police, to parole.

29. ● Finding and Conclusion

The State corrections program is not available to city and county corrections (jail) personnel.

- Recommendation

Corrections officer certification training should be the same for all corrections officers in the State and, at the least, city and county jailers should be permitted to attend the State training.

30. ● Finding and Conclusion

Probation and parole officer training is presently left to individual supervisors.

- Recommendation

Probation and parole officer training should be more structured on a statewide level, and a separate program for these personnel should be developed that includes familiarization with all of the other agencies with which the officer must deal (e.g., mental health, drug abuse).