Training Unit

2010 Annual Report

Training is one of the most important responsibilities for any law enforcement agency. It serves three broad purposes. First, well-trained officers are generally better prepared to act decisively and correctly in a broad spectrum of situations. Second, training results in greater productivity and effectiveness. Third, training fosters cooperation and unity of purpose. In addition to these three purposes, the training development program established by the Peachtree City Police Department also focuses on improving performance, providing opportunities for individual growth through career development, improving the overall level of employee job satisfaction, and ensuring that skill sets exist amongst employees for future competencies that align with the department's mission, vision, and goals.

Although Georgia POST Council (Police Officers Standards and Training Council) requires a minimum of 20 hours of annual training for officers (not including annual firearms qualification and legal updates), our department's 2010 goals encouraged officers to attend at least 40 hours of training during the year. This training includes core and critical responsibilities such as vehicle pursuits and use of force, as well as a variety of specialization courses such as K-9 Handler, Motorcycle Officer, Special Response Team, Instructor training, Police Mountain Bike, and Crisis Intervention Team.

In 2010, members of the department attended over 10,800 training hours. When compared to 2009 training hours, the police department observed an increase of approximately 44% or 3,318 hours. In addition to increasing the training hours for 2010, another significant goal was to maintain or reduce the use of department overtime for this training. We are pleased to report that even with a 44% increase in training hours, the use of overtime/compensatory time for training was reduced by 13%. Additionally, 75% of the annual required in-service law enforcement training was conducted during the officer's on-duty hours.

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2010 was a challenging year for locating training opportunities. With budget cuts affecting regional training academies and their ability to offer advanced training courses, the department began to focus our efforts on hosting training courses in house. This was accomplished by increasing instructor development, sponsoring nationally recognized training courses at the department, and instructing Georgia POST courses in house. In spite of these challenges, the department was still able to train and develop officers for numerous on-going programs as follows:

1 Officer to Tactical Narcotics Team Officer Training (40 hours)
1 Officer to Gang Resistance Education and Training Instructor (80 hours)
2 Officers to International Police Training Institute Background Investigation (40 hours)
4 Officers to FBI Law Enforcement Executive Development (40 hours)
1 Officer to FBI National Academy (400 hours)
1 Officer to a Basic Motorcycle Officer Certification course (80 hours)
1 K-9 Officer to Basic K-9 Training (240 hours)
4 Officers to Command College (Masters Degree Program) (40 hours each)
1 Drug Recognition Expert Certification (90 hours)
2 Officers certified as Shotgun and Patrol Rifle Instructors (40 hours each)
2 Officers to Basic Police Officer Certification, Basic Mandate (680 hours)
1 Officer to International EMS Mountain Biking Instructor (40 hours)

The Police Department experienced a record year of Field Training in the development of the Reserve Officer Program, officers graduating from Basic Mandate, and Transitional Field Training for officers returning from active military duty. A breakdown on the type of training received and delivered in 2010 is as follows:

Hours	Course
680	Basic Law Enforcement Training
234	SOP/Critical Task Training
1642	Supervision & Management Training
1680	Field Training & Transitional Training
500	Firearms Training
440	Use of Force Training

This information does not include the Special Response Team training, which is discussed its annual report.

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Field Training Program

The Peachtree City Police Department is continually pursuing recruitment of qualified candidates and places a special emphasis on the training and development of these new recruits. Once an individual has been selected for police officer employment, he or she is immediately placed into the Field Training Program and assigned a Field Training Officer (FTO).

If uncertified, the Recruit is required to attend and successfully complete a 10-week basic mandate course, which is commonly referred to as the Police Academy. During this time, the recruit is learning basic police procedures, criminal statutes, emergency vehicle operation, basic firearm qualifications and officer safety. The recruit is tested weekly and must successfully complete each test before being allowed to continue with the training. During this time, the Recruit is in constant contact with his/her FTO and providing the FTO with updates on their progress.

Once the Recruit has successfully completed mandate training, he/she begins an intensive 8-week on-the-job training process directly working with his/her Field Training Officer. The FTO monitors the recruit's performance and indoctrinates the recruit with practical application of criminal statutes, officer safety, departmental policy and procedures, and field performance standards. The FTO has a great amount of responsibility during the development of a new officer.

At the completion of the FTO Program, the Recruit will attend a release conference with the Chief of Police. The purpose of the meeting is to determine if the recruit is eligible for release. If it is determined that the recruit is ready for release, he or she will then be assigned to one of the four Patrol Division Teams. In the event that a recruit is not prepared to be released from the Field Training Program, the recruit will be assigned a new FTO for a specific amount of time determined by the Chief of Police.

During 2010, (4) Full-Time and (4) Reserve Police Officers were assigned to the Field Training Program. We also conducted an abbreviated two-week FTO Program for (2) officers who returned from a one-year military deployment. This was to ensure that performance concerns and training were evaluated before releasing them to full-duty status. The new recruits were exposed to all four-patrol shifts, depending on assignments, and received training from the Community Response Team, the Criminal Investigations Division and the Fayette County 911 Center. There was only one (1) full-time officer who resigned before completing the Field Training Program in 2010.

Special Purpose Vehicles

The department has a host of Special Purpose Vehicles, such as bicycles, ATVs, all purpose vehicles, golf carts, a motorcycle, and various types of trailers. Officers received yearly in-service training on the use of these vehicles. Our Police Mountain Bike Training program has been supplemented with certification of Cpl. Terry Blackburn as an International Police Mountain Biking and Emergency Medical Service Instructor. Cpl. Blackburn is only one of two instructors in the State of Georgia who actively instructs this course. Additionally, Cpl. Blackburn is the only active EMS Bike Instructor in the State of Georgia. Cpl. Blackburn has delivered 578 hours of training to the police and fire department since his certification.