



LAW ENFORCEMENT ISSUES EVERY ELECTED OFFICIAL SHOULD KNOW

- 1 Hiring a Police Chief**
 - Do not automatically replace a chief (evaluate what you have)
 - National search for new chief
 - Hiring panel selected by the mayor (include citizen members, e.g., educator/business leader/faith based)
 - Background check (contact all immediate supervisors)

- 2 Hiring Police Officers**
 - National recruiting
 - Open process for applications
 - Hiring panel selected by the chief of police (include a citizen member, e.g., educator/business leader/faith based)
 - Background check (contact all immediate supervisors)
 - Planning/budget for hiring and training new officers

- 3 Budget**
 - Paying police officers competitively
 - Number of officers
 - 24-hour coverage (Can I afford and pay competitively?)
 - Benefits vs other agencies
 - Morale

- 4 Risk Management**
 - Leadership
 - Policy
 - Training
 - Safety and liability review (conducted by KLC Insurance Services Law Enforcement Loss Control staff)
 - Law Enforcement Safety Committee (monthly meeting to review pursuits, accidents and injuries)

- 5 Leadership**
 - Promotion selection board (non-departmental member)
 - Leadership training for all command officers (provided free by DOCJT)

- 6 Policy**
(Kentucky Model Policy Committee)
 - Pursuit (*Gonzalez*) serious felony only with exception
 - Diminished capacity
 - Mandatory vest policy
 - Training on policy

- 7 General Training**
 - What should we train?
 - Clear constitutional duty implicated by recurrent situations that the employee is likely to face (*Canton vs. Harris*)

- 8 Driving Training**
(Number one killer of citizens and police officers' pursuits/emergency runs)
 - Annual training on driving to include both classroom and track
 - Annual review of pursuit and emergency vehicle operations policies
 - Review and accountability for pursuits and emergency vehicle operations

- 9 Firearms Training**
(Court rulings requires training/ Kentucky Statute)
 - Minimum two annual qualifications
 - Minimum one low-light training
 - Moving targets
 - Simulator/response to resistance decision making (provided free by KLC Insurance Services)

- 10 Other Critical Areas of Training and Documentation**
 - Dealing with persons of diminished capacity/excited delirium
 - Handcuffing, less lethal, first aid, off-duty action, 12 critical tasks (utilize KLC's annual training calendar)
 - SWAT 16 hours a month or 192 hours annually
 - Training must be documented/Bridge online training system (provided free by KLC Insurance Services)