Section 1: Agency Information

1. Enter the number of full-time **and** part-time paid agency employees for the pay period that included December 31, 2022. *If none, enter '0'.*

   ▪ Count employees who were regularly scheduled to work less than 35 hours per week as part-time.

Pay period **that included December 31, 2022**:	Full-time	Part-time
a. Sworn personnel with general arrest powers		
b. Sworn personnel with limited or no arrest powers (e.g., jail or correctional deputies)		
c. Non-sworn/civilian personnel		
d. *Total number of employees (sum of rows a, b, and c)*		

2. Enter your agency's total operating budget for the **fiscal year** that included December 31, 2022.

   ▪ Include jail administration costs.
   ▪ Do NOT include building construction costs or major equipment purchases.
   ▪ If the budget is not available, provide an estimate and check the box below.

   Operating Budget: $ ☐☐☐ , ☐☐☐ , ☐☐☐ .00

   Please mark if this figure is an estimate ☐

Section 2: Post-Academy Training Characteristics

INSTRUCTIONS: For purposes of this survey, "**post-academy training**" is defined as **law enforcement training provided to full-time sworn personnel with general arrest powers** at any point in their career following any recruit/field training. To qualify as "post-academy" training, expenses for the training should be approved or provided by your agency (e.g., paid by the agency, course registration approved by the agency). Training can be in-person or web-based distance learning.

"Post-academy training" includes:

   ▪ Mandatory training required to maintain officer certification or licensure.
   ▪ Mandatory training required by law or other mandate (e.g., state or local legislation, judicial ruling, consent decree, or collaborative reform).
   ▪ Promotional training provided by your agency.
   ▪ Elective training provided by your agency beyond requirements of the law.
   ▪ Elective or mandatory training provided by other law enforcement, state, or federal agencies beyond the requirement of law.

Do NOT include any training:

   ▪ Associated with basic academy training or field training programs for new officers or deputies.
   ▪ Used in lieu or as part of disciplinary action.

3. Enter your agency's **total budget for post-academy training** for the **fiscal year** that included December 31, 2022.

   ▪ Include staff salaries and overtime.
   ▪ Do NOT include building construction costs, major equipment purchases, and grants.
   ▪ If the post-academy training budget is unavailable or cannot be separated from the total training budget including academy and field training, provide an estimate and check the box below.

   Post-academy training budget: $ ☐☐☐ , ☐☐☐ , ☐☐☐ .00

   Please mark if this figure is an estimate ☐

FOR THE REMAINDER OF THIS SURVEY, WHEN YOU SEE 'CALENDAR YEAR 2022' OR 'IN 2022', PLEASE CONSIDER JANUARY 1 THROUGH DECEMBER 31, 2022.

4. In the **calendar year 2022**, did your agency …

	Yes	No
Provide any post-academy training to your agency's full-time sworn personnel using trainers employed or contracted by your agency?	○	○
Provide any post-academy training to full-time sworn personnel from an outside agency?	○	○
Send full-time sworn personnel to participate in training provided by an outside agency or organization?	○	○

5. Enter the **minimum** annual number of **post-academy training hours** that were **required** for your agency's full-time sworn personnel **as of December 31, 2022**. *If no training was required, enter '0'.*

	Hours
a. Hours mandated by State Peace Officer Standards and Training (POST) or state law	☐☐☐
b. Hours mandated by local (e.g., county, city) law	☐☐☐
c. Additional training hours required, <u>but not mandated by law</u>	☐☐☐
d. *Total hours of training (sum of rows a, b, and c)*	☐☐☐

6. In **2022**, did your agency have specific training available in the event of a **promotion or assignment** to any of the positions listed below? *Indicate yes or no for each row. If the position did not exist in 2022, select N/A.*

	Yes	No	N/A
Chief executive	○	○	○
Intermediate supervisor (below chief executive and above sergeant or first-line supervisor)	○	○	○
Sergeant or equivalent first-line supervisor	○	○	○
Detective, violent crime	○	○	○
Detective, property crime	○	○	○

7. Did your agency **authorize or provide** any of the following for full-time sworn personnel in **2022**? *Indicate yes or no for each row.*

	Yes	No
College tuition reimbursement	○	○
Education incentive pay	○	○
Flexible hours to attend college	○	○
Flexible hours to attend law enforcement conferences	○	○
Special skills proficiency pay	○	○

Section 3: Providers of Post-Academy Training

8. For **post-academy training** that occurred in **2022** (that is, January 1 through December 31, 2022), how many of the total number of personnel serving as **trainers or instructors** worked full-time **or** part-time in each category shown below?
   - Full-time trainers or instructors are those regularly scheduled for 35 hours or more per week for the purpose of preparing and/or delivering training content.
   - Please report each trainer or instructor only once.
   - If there were either no full-time or no part-time trainers or instructors, enter 0 in the row for the appropriate group.

	Full-time trainers or instructors	Part-time trainers or instructors
Sworn personnel employed by your agency	☐☐☐	☐☐☐
Retired law enforcement personnel employed by your agency	☐☐☐	☐☐☐
Non-sworn/civilian personnel employed by your agency	☐☐☐	☐☐☐
Sworn personnel NOT employed by your agency	☐☐☐	☐☐☐
Retired law enforcement personnel NOT employed by your agency	☐☐☐	☐☐☐
Non-sworn/civilian personnel NOT employed by your agency	☐☐☐	☐☐☐

9. In **2022**, what was the **minimum education requirement** for your agency's **full-time** post-academy **trainers or instructors**? Please select only one answer. *Select "Not applicable" if your agency did not have full-time or part-time trainers or instructors in 2022.*
   - ○ Graduate degree required
   - ○ Bachelor's degree required
   - ○ Associates degree required
   - ○ Some college but no college degree required
   - ○ High school diploma or equivalent required
   - ○ No minimum education requirement for our instructors
   - ○ Not applicable – There was no formal education requirement

10. In **2022**, what was the **minimum** number of years of law enforcement experience required for your agency's **full-time** post-academy **trainers or instructors**? *If there was no minimum requirement, enter 0.*

    _____

11. In **2022**, were any of the following **certifications required** for **full-time** post-academy **trainers or instructors** used by your agency? *Indicate yes or no for each row.*

	Yes	No
Academy/instructor certification	○	○
State Peace Officer Standards and Training (POST) or State certification	○	○
Subject matter or specialty certification (e.g., firearms certified, driving certified, first aid certified, etc.)	○	○
Other (Please specify) _____	○	○

12. In **2022**, were any of the following methods used to **evaluate the performance** of **full-time** post-academy **trainers or instructors**? *Indicate yes or no for each row.*

	Yes	No
Peer evaluations (i.e., evaluated by other training personnel)	○	○
Student feedback/evaluations	○	○
Supervisory evaluation	○	○
Other (Please specify) _____	○	○

Section 4: Post-Academy Training Content

INSTRUCTION: You will now be asked about **three specific topic areas** of post-academy training. Please consider any post-academy training for full-time sworn personnel provided by your agency **in calendar year 2022**. We understand that these categories may not reflect your course titles and the list is not comprehensive. Please give us your best estimates, even if a topic was integrated throughout the curriculum.

Section 4a: Use of Force Continuum / Situational Use of Force

DEFINITION: For the following questions, training on **use of force continuum/situational use of force** means formal instruction on how much force may be used against a resisting subject in a given situation.

13. Was post-academy training on **use of force continuum/situational use of force** mandatory, optional, or not provided in **2022** to full-time sworn personnel with general arrest powers?
    - Include training regardless of who provided it (e.g., by your agency, by an outside agency).
    - If the training had an initial mandatory component with additional option components, classify it as mandatory.
    - Do NOT include brief self-paced readings on topic areas throughout the year.
    - If training requirements differed by department, enter information for the main or general department only.
      - ○ Mandatory for all full-time sworn personnel
      - ○ Optional or mandatory only for some full-time sworn offices
      - ○ Not provided in 2022 → *SKIP to Question 22*

14. In **2022**, what was the **minimum** number of hours required for the training on **use of force continuum/situational use of force** provided to full-time sworn personnel with general arrest powers?
    _____

15. In **2022**, did your agency use any personnel from the following agencies/organizations to provide the training within your agency on **use of force continuum/situational use of force**? *Indicate yes or no for each row.*

	Yes	No
Personnel (sworn or non-sworn/civilian) employed by your agency	○	○
Outside law enforcement agency	○	○
Other state or local government	○	○
State POST	○	○
Federal government	○	○
Colleges or universities	○	○
For-profit organizations (e.g., businesses, corporations, LLCs)	○	○
Non-profit organizations (e.g., NGOs, philanthropies)	○	○
Other (please specify) _____	○	○

16. In **2022**, were any of the following methods used in the training of **use of force continuum/situational use of force**?
Indicate yes or no for each row.

	Yes	No
In-person classroom lecture	○	○
In-person group activities	○	○
Pre-recorded video, lecture, or presentations	○	○
Real-time, distance-based learning (e.g., video conference or webinar)	○	○
Roll-call training	○	○
Scenario-based exercises, live action (e.g., role playing or simulated events with trainers)	○	○
Scenario-based exercises, technology-based simulations (e.g., virtual reality; FATS)	○	○
Written or interactive web-based distance learning	○	○

17. In **2022**, did your agency use any of the following metrics to measure successful completion of the post-academy training on **use of force continuum/situational use of force**? *Indicate yes or no for each row.*

	Yes	No
Attendance	○	○
Knowledge-based test	○	○
Satisfaction or feedback survey	○	○
Skills-based test	○	○

18. In **2022**, did your agency use any of the following data to examine the effectiveness of the training on **use of force continuum/situational use of force**? *Indicate yes or no for each row.*

Data Source	Yes	No
Arrest data	○	○
Body-worn camera footage	○	○
Calls for service data	○	○
Civilian complaints	○	○
Community feedback surveys	○	○
Crime or incident data	○	○
Follow-up surveys with participants (e.g., weeks or months after training)	○	○
Officer observations	○	○
Use of force incidents	○	○
Other (Please specify) _____	○	○

19. For which of the following reasons was **use of force continuum/situational use of force** training provided to full-time sworn personnel in **2022**? *Indicate yes or no for each row.*

	Yes	No
Agency accreditation requirements	○	○
Community input or recommendations (e.g., advisory board, commission reports, conversations with the community	○	○
Consent decree	○	○
Grant requirements	○	○
Internal agency decision by chief executive and command staff	○	○
Judicial ruling	○	○
Law enforcement advisory board input or recommendation	○	○
State or local legislative requirement	○	○
State- or POST- commission standard or requirement	○	○
Other (Please specify) _____	○	○

20. Going forward, how often do you plan to offer refresher training on **use of force continuum/situational use of force**?
    ○ Two or more times per year
    ○ Once a year
    ○ Once every 2 years
    ○ Once every 3 or more years
    ○ Ad-hoc (e.g., as needed but no fixed time interval)
    ○ Not repeated (e.g., single training with no refresher)

21. In **2022**, did your post-academy training provide any instruction on how to identify or respond to **potential excessive force** used by other officers or deputies?
    ○ Yes
    ○ No

→ SKIP TO QUESTION 26.

> ## ANSWER QUESTIONS 22-25 IF TRAINING ON USE OF FORCE CONTINUUM/ SITUATIONAL USE OF FORCE WAS <u>NOT</u> PROVIDED TO FULL-TIME SWORN PERSONNEL IN 2022.

22. What are the reasons that your agency did **not** provide training on **use of force continuum/situational use of force in 2022**? *Indicate yes or no for each row.*

	Yes	No
Already provided in basic academy or field training	○	○
Already provided in post-academy training before 2022	○	○
Cost of implementing training too high	○	○
COVID-related health restrictions, no alternative training model available	○	○
Insufficient staffing/inability to take sworn personnel off assignment	○	○
Lack of appropriate course	○	○
Lack of appropriate facilities or equipment	○	○
Lack of budget or financial support	○	○
Lack of qualified trainers	○	○
No perceived need for the training	○	○
Other (Please specify) _____	○	○

23. Did your agency provide training on **use of force continuum/situational use of force** at any time after **December 31 2022**?

- ○ Yes
- ○ No → *SKIP to Question 26*

24. How likely is your agency to provide **use of force continuum/situational use of force** training in the next **12 months**?

- ○ Very likely
- ○ Somewhat Likely
- ○ Somewhat Unlikely
- ○ Very unlikely
- ○ Unsure / Don't know

25. What factors will determine whether your agency will provide **use of force continuum/situational use of force** training in the next 12 months? **If provided since 2022,** please respond as to the factors which led to the most recent training being offered. *Indicate yes or no for each row.*

	Yes	No
Ability to find appropriate course	○	○
Ability to find qualified trainers	○	○
Availability of funding	○	○
Directive from your agency's Chief executive (chief, sheriff, director, or agency head)	○	○
Free or low-cost training	○	○
Guidance or directive from local government	○	○
Guidance or directive from state government	○	○
Guidance or directive from federal government	○	○
Improved officer availability	○	○
Public expectations	○	○
Requirement of accreditation	○	○
Other (Please specify) _____	○	○

Section 4b: Peer Intervention Programs

DEFINITION: For the following questions, training on **peer intervention programs** means guidance or instruction onskills and/or strategies for intervening and speaking up when a colleague is engaged in misconduct or about to make a mistake that could negatively impact the officer, their family, their career, the agency's relationship with the community, or the community itself.

26. Was post-academy training on **peer intervention programs** mandatory, optional, or not provided in **2022** to full-time sworn personnel with general arrest powers?

   ▪ Include training regardless of how it was provided (e.g., by your agency, by an outside agency).
   ▪ If the training had an initial mandatory component with additional option components, classify it as mandatory.
   ▪ Do NOT include brief self-paced readings on topic areas throughout the year.
   ▪ If training requirements differed by department, enter information for the main or general department only.

   ○ Mandatory for all full-time sworn personnel
   ○ Optional or mandatory only for some full-time sworn personnel
   ○ Not provided in 2022 → *SKIP to Question 34*

27. In **2022**, what was the **minimum** number of hours required for the training on **peer intervention programs** provided to full-time sworn personnel with general arrest powers?

   _____

28. In **2022**, did your agency use any personnel from the following agencies/organizations to provide training within your agency on **peer intervention programs**? *Indicate yes or no for each row.*

	Yes	No
Personnel (sworn or non-sworn/civilian) employed by your agency	○	○
Outside law enforcement agency	○	○
Other state or local government	○	○
Federal government	○	○
Colleges or universities	○	○
For-profit organizations (e.g., businesses, corporations, LLCs)	○	○
Non-profit organizations (e.g., NGOs, philanthropies)	○	○
Other (please specify) _____	○	○

29. In **2022**, were any of the following methods used in the training of **peer intervention programs**? *Indicate yes or no for each row.*

	Yes	No
In-person classroom lecture	○	○
In-person group activities	○	○
Pre-recorded video, lecture, or presentations	○	○
Real-time, distance-based learning (e.g., video conference or webinar)	○	○
Roll-call training	○	○
Scenario-based exercises, live action (e.g., role playing or simulated events with trainers)	○	○
Scenario-based exercises, technology-based simulations (e.g., virtual reality; FATS)	○	○
Written or interactive web-based distance learning	○	○

30. In **2022**, did your agency use any of the following metrics to measure successful completion of post-academy training on **peer intervention programs**? *Indicate yes or no for each row.*

	Yes	No
Attendance	○	○
Knowledge-based test	○	○
Satisfaction or feedback survey	○	○
Skills-based test	○	○

31. In **2022**, did your agency use any of the following data as evidence on the effectiveness of the training on **peer intervention programs**? *Indicate yes or no for each row.*

Data Source	Yes	No
Arrest data	○	○
Body-worn camera footage	○	○
Calls for service data	○	○
Civilian complaints	○	○
Community feedback surveys	○	○
Crime or incident data	○	○
Follow-up surveys with participants (e.g., weeks or months after training)	○	○
Officer observations	○	○
Reported instances of peer interventions	○	○
Use of force incidents	○	○
Other (Please specify) _____	○	○

32. For which of the following reasons was training on **peer intervention programs** provided to full-time sworn personnel in **2022**? *Indicate yes or no for each row.*

	Yes	No
Agency accreditation requirements	○	○
Community input or recommendations (e.g., advisory board, commission reports, conversations with the community	○	○
Consent decree	○	○
Grant requirements	○	○
Internal agency decision by chief executive and command staff	○	○
Judicial ruling	○	○
Law enforcement advisory board input or recommendation	○	○
State or local legislative requirement	○	○
State- or POST- commission standard or requirement	○	○
Other (Please specify) _____	○	○

33. How often do you plan to offer refresher training on **peer intervention programs** moving forward?
    ○ Two or more times per year
    ○ Once a year
    ○ Once every 2 years
    ○ Once every 3 or more years
    ○ Ad-hoc (e.g., as needed but no fixed time interval)
    ○ Not repeated (e.g., single training with no refresher)

➔ SKIP TO QUESTION 38.

> ### ANSWER QUESTIONS 34-37 IF TRAINING ON PEER INTERVENTION PROGRAMS WAS NOT PROVIDED TO FULL-TIME SWORN PERSONNEL IN 2022.

34. What are the reasons that your agency did **not** provide training on **peer intervention programs in 2022**? *Indicate yes or no for each row.*

	Yes	No
Already provided in basic academy or field training	○	○
Already provided in post-academy training before 2022	○	○
Cost of implementing training too high	○	○
COVID-related health restrictions, no alternative training model available	○	○
Insufficient staffing/inability to take personnel off assignment	○	○
Lack of appropriate course	○	○
Lack of appropriate facilities or equipment	○	○
Lack of budget or financial support	○	○
Lack of qualified trainers	○	○
No perceived need for the training	○	○
Other (Please specify) _____	○	○

35. Did your agency provide training on **peer intervention programs** at any time after **December 31 2022**?

- ○ Yes
- ○ No → *SKIP to Question 38*

36. How likely is your agency to provide training on **peer intervention** training in the next **12 months**?

- ○ Very likely
- ○ Somewhat Likely
- ○ Somewhat Unlikely
- ○ Very unlikely
- ○ Unsure / Don't know

37. What factors will determine whether your agency will provide training on **peer intervention programs** in the next 12 months? **If provided since 2022,** please respond as to the factors which led to the most recent training being offered. *Indicate yes or no for each row.*

	Yes	No
Ability to find appropriate course	○	○
Ability to find qualified trainers	○	○
Availability of funding	○	○
Directive from your agency's Chief executive (chief, sheriff, director, or agency head)	○	○
Free or low-cost training	○	○
Guidance or directive from local government	○	○
Guidance or directive from state government	○	○
Guidance or directive from federal government	○	○
Improved officer availability	○	○
Public expectations	○	○
Requirement of accreditation	○	○
Other (Please specify) _____	○	○

Section 4c: De-escalation

DEFINITION: For the following questions, training on **de-escalation** means formal instruction on skills and/or strategies for taking action or communicating (verbally or non-verbally) during a potential force encounter, with the goals of stabilizing the situation, reducing the immediacy of the threat, and minimizing the use of force necessary. Such training may include topics such as alternatives to the use of force and safely responding to an individual experiencing a mental, behavioral, or suicidal crisis.

38. Was post-academy training on **de-escalation** mandatory, optional, or not provided in **2022** to full-time sworn personnel with general arrest powers?

    - Include training regardless of how it was provided (e.g., by your agency, by an outside agency).
    - If the training had an initial mandatory component with additional option components, classify it as mandatory.
    - Do NOT include brief self-paced readings on topic areas throughout the year.
    - If training requirements differed by department, enter information for the main or general department only.

      ○ Mandatory for all full-time sworn personnel

      ○ Optional or mandatory only for some full-time sworn personnel

      ○ Not provided in 2022 → *SKIP to Question 46*

39. In **2022**, what was the **minimum** number of hours required for the training on **de-escalation** provided to full-time sworn personnel with general arrest powers?

    _____

40. In **2022**, did your agency use any personnel from the following agencies/organizations to provide training within your agency on **de-escalation**? *Indicate yes or no for each row.*

	Yes	No
Personnel (sworn or non-sworn/civilian) employed by your agency	○	○
Outside law enforcement agency	○	○
Other state or local government	○	○
Federal government	○	○
Colleges or universities	○	○
For-profit organizations (e.g., businesses, corporations, LLCs)	○	○
Non-profit organizations (e.g., NGOs, philanthropies)	○	○
Other (please specify) _____	○	○

41. In **2022**, were any of the following methods used in the training of **de-escalation**? *Indicate yes or no for each row.*

	Yes	No
In-person classroom lecture	○	○
In-person group activities	○	○
Pre-recorded video, lecture, or presentations	○	○
Real-time, distance-based learning (e.g., video conference or webinar)	○	○
Roll-call training	○	○
Scenario-based exercises, live action (e.g., role playing or simulated events with trainers)	○	○
Scenario-based exercises, technology-based simulations (e.g., virtual reality; FATS)	○	○
Written or interactive web-based distance learning	○	○

42. In **2022**, did your agency use any of the following metrics to measure successful completion of post-academy training on **de-escalation**? *Indicate yes or no for each row.*

	Yes	No
Attendance	○	○
Knowledge-based test	○	○
Satisfaction or feedback survey	○	○
Skills-based test	○	○

43. In **2022**, did your agency use any of the following data as evidence on the effectiveness of training on **de-escalation?** *Indicate yes or no for each row.*

Data Source	Yes	No
Arrest data	○	○
Body-worn camera footage	○	○
Calls for service data	○	○
Civilian complaints	○	○
Community feedback surveys	○	○
Crime or incident data	○	○
Follow-up surveys with participants (e.g., weeks or months after training)	○	○
Officer observations	○	○
Use of force incidents	○	○
Other (Please specify) _____	○	○

44. For which of the following reasons was training on **de-escalation** provided to full-time sworn personnel in **2022**? Indicate yes or no for each row.

	Yes	No
Agency accreditation requirements	○	○
Community input or recommendations (e.g., advisory board, commission reports, conversations with the community	○	○
Consent decree	○	○
Grant requirements	○	○
Internal agency decision by chief executive and command staff	○	○
Judicial ruling	○	○
Law enforcement advisory board input or recommendation	○	○
State or local legislative requirement	○	○
State- or POST- commission standard or requirement	○	○
Other (Please specify) _____	○	○

45. How often do you plan to offer refresher training on **de-escalation** moving forward?

- ○ Two or more times per year
- ○ Once a year
- ○ Once every 2 years
- ○ Once every 3 or more years
- ○ Ad-hoc (e.g., as needed but no fixed time interval)
- ○ Not repeated (e.g., single training with no refresher)

→ SKIP TO QUESTION 50

> **ANSWER QUESTIONS 46-49 IF TRAINING FOR DE-ESCALATION WAS <u>NOT</u> PROVIDED TO FULL-TIME SWORN PERSONNEL IN 2022.**

46. What are the reasons that your agency did **not** provide training on **de-escalation** in **2022**? *Indicate yes or no for each row.*

	Yes	No
Already provided in basic academy or field training	○	○
Already provided in post-academy training before 2022	○	○
Cost of implementing training too high	○	○
COVID-related health restrictions, no alternative training model available	○	○
Insufficient staffing/inability to take personnel off assignment	○	○
Lack of appropriate course	○	○
Lack of appropriate facilities or equipment	○	○
Lack of budget or financial support	○	○
Lack of qualified trainers	○	○
No perceived need for the training	○	○
Other (Please specify) _____	○	○

47. Did your agency provide training on **de-escalation** at any time after **December 31 2022**?
   - ○ Yes
   - ○ No → *SKIP to Question 50*

48. How likely is your agency to provide training on **de-escalation** in the next **12 months**?
   - ○ Very likely
   - ○ Somewhat Likely
   - ○ Somewhat Unlikely
   - ○ Very unlikely
   - ○ Unsure / Don't know

49. What factors will determine whether your agency will provide training on **de-escalation** in the next 12 months? **If provided since 2022,** please respond as to the factors which led to the most recent training being offered. *Indicate yes or no for each row.*

	Yes	No
Ability to find appropriate course	○	○
Ability to find qualified trainers	○	○
Availability of funding	○	○
Directive from your agency's Chief executive (chief, sheriff, director, or agency head)	○	○
Free or low-cost training	○	○
Guidance or directive from local government	○	○
Guidance or directive from state government	○	○
Guidance or directive from federal government	○	○
Improved officer availability	○	○
Public expectations	○	○
Requirement of accreditation	○	○
Other (Please specify) _____	○	○

Section 4d: Additional Post-Academy Training Topics

INSTRUCTIONS: You will now be asked about additional training topics and their requirements. Please indicate whether your agency provided post-academy training instruction on the following subject areas at any time **during calendar year 2022**.

- Include training regardless of how it was provided (e.g., by your agency, by an outside agency).
- Only include training for your full-time sworn personnel with general arrest powers.
- For each subject area that was mandatory or optional, complete the questions under the "If applicable" heading.
- For trainings that had an initial mandatory component with additional optional components, classify it as mandatory.
- If training data was different by department, enter this information for the main or general department only.
- Do NOT include brief self-paced readings on topic areas throughout the year.
- For annual training:
  - Please enter the number of hours per 1 year.
  - For training required more than once a year, please enter the total number of hours per 1 year.
  - For training not required annually, please enter the hours and the frequency of the requirement.(e.g., hours of training every 2 years, if the training is only required every 2 years).
- We understand that these categories may not reflect your course titles and the list is not comprehensive. Please give us your best estimates, even if a topic was integrated throughout the curriculum

50. For each of the following **training topics**, was the training provided to **full-time sworn personnel** in **2022**? If yes, please indicate whether it was optional or mandatory for full-time sworn personnel.

Training Topic	Was training provided in 2022?		Complete **only** if training was available in 2022. Select only one option.	
	No	Yes	Optional or mandatory only for some full-time sworn personnel	Mandatory for all full-time sworn personnel
Civilian complaint process	○	○	→ ○	○
Criminal/constitutional law	○	○	→ ○	○
Firearms proficiency	○	○	→ ○	○
Martial arts training (e.g., ju-jitsu)	○	○	→ ○	○
Physical comply and control tactics	○	○	→ ○	○
Procedural justice				
Public order/protest management/mass demonstrations	○	○	→ ○	○
Substance use disorders (e.g., opioids, methamphetamines, hallucinogens)	○	○	→ ○	○
Racial profiling, unbiased policing, implicit bias	○	○	→ ○	○
Response to an active shooter	○	○	→ ○	○
Traffic enforcement safety/tactics	○	○	→ ○	○

51. For each of the following **training topics**, is the training required on a regular basis? If yes, please indicate how frequently the training is required (e.g., every **1** year, every **4** years), and provide the **minimum required number of training hours** for each repeated occurrence.

Training Topic	Is the training required on a regular basis?		Complete **only** if training is required on a regular basis		
	No	Yes		How <u>frequently</u> is the training required?	What is the minimum required number of training hours for each repeated occurence?
Civilian complaint process	○	○	→	*every* ☐☐ *year(s)*	☐☐☐
Criminal/constitutional law	○	○	→	*every* ☐☐ *year(s)*	☐☐☐
Firearms proficiency	○	○	→	*every* ☐☐ *year(s)*	☐☐☐
Martial arts training (e.g., ju-jitsu)	○	○	→	*every* ☐☐ *year(s)*	☐☐☐
Physical comply and control tactics	○	○	→	*every* ☐☐ *year(s)*	☐☐☐
Procedural justice	○	○	→	*every* ☐☐ *year(s)*	☐☐☐
Public order/protest management/mass demonstrations	○	○	→	*every* ☐☐ *year(s)*	☐☐☐
Substance use disorders (e.g., opioids, methamphetamines, hallucinogens)	○	○	→	*every* ☐☐ *year(s)*	☐☐☐
Racial profiling, unbiased policing, implicit bias	○	○	→	*every* ☐☐ *year(s)*	☐☐☐
Response to an active shooter	○	○	→	*every* ☐☐ *year(s)*	☐☐☐
Traffic enforcement safety/tactics	○	○	→	*every* ☐☐ *year(s)*	☐☐☐

52. For each of the following **operations training** topics, please indicate if it was not offered in 2022, optional or mandatory only for some full-time sworn personnel, or mandatory for all full-time sworn personnel. In the rightmost columns, indicate if personnel complete this training at least once per year or less than once per year **as per policy in 2022**.

Training Topic	Please select **one** choice for each subject area				Complete **only** if training was offered in 2022	
	Not offered in 2022	Optional or mandatory only for some full-time sworn personnel	Mandatory for all full-time sworn personnel		Personnel take this training…	
					At least once per year	Less than once per year
Basic first aid /CPR	○	○	○	→	○	○
Criminal investigation procedures/techniques	○	○	○	→	○	○
Evidence processing and storage	○	○	○	→	○	○
Interrogation/interviewing	○	○	○	→	○	○
Patrol procedures/techniques	○	○	○	→	○	○
Pursuit procedures (e.g., foot, vehicle)	○	○	○	→	○	○
Reporting in-custody deaths	○	○	○	→	○	○
Reporting use of force	○	○	○	→	○	○
Report writing/RMS data entry	○	○	○	→	○	○
Strip search/stop and frisk	○	○	○	→	○	○

53. For each of the following **defensive tactics trainings,** please indicate if it was not offered in 2022, optional or mandatory only for some full-time sworn personnel, or mandatory for all full-time sworn personnel. In the rightmost columns, indicate if personnel complete this training at least once per year or less than once per year **as per policy in 2022**.

Training Topic	Please select **one** choice for each subject area				Complete **only** if training was offered in 2022	
	Not offered in 2022	Optional or mandatory only for some full-time sworn personnel	Mandatory for all full-time sworn personnel		Personnel take this training…	
					At least once per year	Less than once per year
Electronic control weapons	○	○	○	→	○	○
Less-lethal weapons (e.g., OC spray, baton, etc.)	○	○	○	→	○	○

54. For each of the following **safety- and wellness-related trainings,** please indicate if it was not offered in 2022, optional or mandatory only for some full-time sworn personnel, or mandatory for all full-time sworn personnel. In the rightmost columns, indicate if personnel complete this training at least once per year or less than once per year **as per policy in 2022**.

| | Please select **one** choice for each subject area | | | | Complete **only** if training was offered in 2022 | |
| | | | | | Personnel take this training… | |
Training Topic	Not offered in 2022	Optional or mandatory only for some full-time sworn personnel	Mandatory for all full-time sworn personnel		At least once per year	Less than once per year
Health, fitness, and nutrition	○	○	○	→	○	○
Sexual harassment	○	○	○	→	○	○
Stress prevention/management	○	○	○	→	○	○
Suicide prevention/mental health awareness	○	○	○	→	○	○

55. For each of the following **special population or situation trainings**, please indicate if it was not offered in 2022, optional or mandatory only for some full-time sworn personnel, or mandatory for all full-time sworn personne. In the rightmost columns, indicate if personnel complete this training at least once per year or less than once per year **as per policy in 2022**.

| | Please select **one** choice for each subject area | | | | Complete **only** if training was offered in 2022 | |
| | | | | | Personnel take this training… | |
Training Topic	Not offered in 2022	Optional or mandatory only for some full-time sworn personnel	Mandatory for all full-time sworn personnel		At least once per year	Less than once per year
Crimes against children	○	○	○	→	○	○
Domestic violence	○	○	○	→	○	○
Elder abuse	○	○	○	→	○	○
Hate crimes/bias crimes	○	○	○	→	○	○
Homeless persons	○	○	○	→	○	○
Human trafficking	○	○	○	→	○	○
Juveniles	○	○	○	→	○	○
Responding to victims of sexual assault	○	○	○	→	○	○

56. For each of the following **special topics trainings**, please indicate if it was not offered in 2022, optional or mandatory for some full-time sworn personnel, or mandatory for all full-time sworn personnel. In the rightmost columns, indicate if personnel complete this training at least once per year or less than once per year **as per policy in 2022**.

Training Topic	Please select **one** choice for each subject area				Complete **only** if training was offered in 2022	
	Not offered in 2022	Optional or mandatory only for some full-time sworn personnel	Mandatory for all full-time sworn personnel		Personnel take this training…	
					At least once per year	Less than once per year
Community partnership building/collaboration	○	○	○	→	○	○
Cyber/internet crimes	○	○	○	→	○	○
Unmanned aerial systems (drones)	○	○	○	→	○	○
DUI	○	○	○	→	○	○
Facial recognition	○	○	○	→	○	○
Public records / FOIA	○	○	○	→	○	○

57. In **2022,** did your agency provide specific training for full-time sworn personnel **following a promotion or assignment** to any of the positions listed below? *Indicate yes or no for each row. If the position did not exist or if no new assignments were made in 2022, select N/A.*

	Yes	No	N/A
Data, crime, or intelligence analyst	○	○	○
Community policing officer	○	○	○
Crisis intervention team	○	○	○
K9	○	○	○
School resource officer (SRO)	○	○	○
SWAT/Hostage	○	○	○

Section 5: Current Formal Wellness Programs

The next questions ask about **formal wellness programs** currently available to full-time sworn personnel within your agency.   For these questions, please define a formal wellness program as: a program intended to reduce factors that interfere with employee physical and/or mental health by providing resources, training, and/or intervention services.

58. In the **calendar year 2022** (that is, January 1 through December 31, 2022), did your agency offer any of the following formal wellness programs for use by full-time, sworn personnel?

- If no programs were offered to full-time sworn personnel, indicate a response in one of the two left columns
- If programs were offered to full-time sworn personnel,
  - Indicate how it was managed and origination year.
  - *Note: If more than one program was offered for any given category, base your answers on the longest running program that was still active in 2022.*

	No – *Select one*		Yes – *Please select one*			If yes, what year did it start?
	Not offered in 2022, but **offered/ plan to offer in 2023 or later**	Not offered with **no plan to offer in future**	Managed **directly within the agency**	Managed through agency contract **with external partner**	Managed by state or local **government, other than agency**	*If yes,* what year did it start?
Alcohol and chemical dependency treatment	○	○	○	○	○	→
Child care programs	○	○	○	○	○	→
Coping skills to manage trauma	○	○	○	○	○	→
Fatigue management	○	○	○	○	○	→
Financial literacy education	○	○	○	○	○	→
General stress management	○	○	○	○	○	→
Nutrition and dietary education	○	○	○	○	○	→
Peer support programs	○	○	○	○	○	→
Physical fitness	○	○	○	○	○	→
Psychological and mental health care treatment	○	○	○	○	○	→
Resources for expectant mothers	○	○	○	○	○	→
Suicide awareness	○	○	○	○	○	→
Support for families of sworn personnel	○	○	○	○	○	→
Other _____	○	○	○	○	○	→

IF <u>NO</u> FORMAL WELLNESS PROGRAMS WERE OFFERED TO FULL-TIME SWORN PERSONNEL IN 2022, SKIP TO QUESTION 63.

59. What was your agency's estimated **budget** dedicated to the **formal wellness programs** you indicated or provided in **calendar year 2022?**

Wellness Program
Budget:

$ ☐☐☐ , ☐☐☐ , ☐☐☐ .00

Please mark if this figure is an estimate ☐

60. How many total **full-time** agency personnel worked in wellness programs as their **primary responsibility** as of **December 31, 2022**? Please provide separate counts for sworn and non-sworn full-time agency personnel.

	Full-time agency personnel
Sworn	☐☐☐
Non-Sworn	☐☐☐

61. Were any formal wellness programs offered in the **calendar year 2022** available for full-time sworn personnel to use **confidentially**?

	Yes (available and confidential)	No (available but not confidential)	N/A, program not offered in 2022
Alcohol and chemical dependency treatment	○	○	○
Child care programs	○	○	○
Coping skills to manage trauma	○	○	○
Fatigue management	○	○	○
Financial literacy education	○	○	○
General stress management	○	○	○
Nutrition and dietary education	○	○	○
Peer support programs	○	○	○
Physical fitness	○	○	○
Psychological and mental health care treatment	○	○	○
Resources for expectant mothers	○	○	○
Suicide awareness	○	○	○
Support for families of sworn personnel	○	○	○
Other (Please specify) _____	○	○	○

62. Did your agency collect **and** regularly assess data (i.e., monthly, quarterly, or yearly) on the number of full-time sworn personnel served by each formal wellness program offered in the **calendar year 2022?**

Wellness Program Offered	Collect **and** regularly assess data in 2022?			Complete **only** if data were **not** collected and regularly assessed in **2022**. Select only one option.		
	Yes	No		Program offered but data not collected and assessed	Program offered but data were confidential	N/A, program not offered in 2022
Alcohol and chemical dependency treatment	○	○	→	○	○	○
Child care programs	○	○	→	○	○	○
Coping skills to manage trauma	○	○	→	○	○	○
Fatigue management	○	○	→	○	○	○
Financial literacy education	○	○	→	○	○	○
General stress management	○	○	→	○	○	○
Nutrition and dietary education	○	○	→	○	○	○
Peer support programs	○	○	→	○	○	○
Physical fitness	○	○	→	○	○	○
Psychological and mental health care treatment	○	○	→	○	○	○
Resources for expectant mothers	○	○	→	○	○	○
Suicide awareness	○	○	→	○	○	○
Support for families of sworn personnel	○	○	→	○	○	○
Other (Please specify) _____	○	○	→	○	○	○

Section 6: Current Wellness Policies & Training

63. Does your agency **currently** have policies for full-time sworn personnel **mandating** any of the following practices? *Indicate yes or no for each row.*

	Yes	No
Regularly scheduled (e.g., annually, quarterly) psychological evaluations	○	○
Response protocols after critical incidents that occurred on-duty (e.g., officer involved shooting)	○	○
Response protocols after critical incidents that occurred off-duty (e.g., death in family, divorce)	○	○
Administrative leave policy to collect weapons when there may be concerns about suicide.	○	○
Temporarily reduced access to service weapon when an officer is considered at a higher risk of suicide	○	○

64. Are any of the following full-time sworn personnel currently provided training on potential **warning signs of depression and suicide risk**? *Indicate one response for each row.*

	Yes, **mandatory** training	Yes, **optional** training	No
Chief executive	◯	◯	◯
Intermediate supervisor (below chief executive and above sergeant or first-line supervisor)	◯	◯	◯
Sergeant or equivalent first-line supervisor	◯	◯	◯
Deputies/Officers	◯	◯	◯