

## **2023 LEMAS PATOW OMB Attachments**

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## **34 USC 10132: Bureau of Justice Statistics**

Text contains those laws in effect on December 19, 2019

Pending Updates: Pub L. 116-92 (12/20/2019) [[View Details](#)]

### **From Title 34-CRIME CONTROL AND LAW ENFORCEMENT**

Subtitle I-Comprehensive Acts

CHAPTER 101-JUSTICE SYSTEM IMPROVEMENT

SUBCHAPTER III-BUREAU OF JUSTICE STATISTICS

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## **§10132. Bureau of Justice Statistics**

### **(a) Establishment**

There is established within the Department of Justice, under the general authority of the Attorney General, a Bureau of Justice Statistics (hereinafter referred to in this subchapter as "Bureau").

### **(b) Appointment of Director; experience; authority; restrictions**

The Bureau shall be headed by a Director appointed by the President. The Director shall have had experience in statistical programs. The Director shall have final authority for all grants, cooperative agreements, and contracts awarded by the Bureau. The Director shall be responsible for the integrity of data and statistics and shall protect against improper or illegal use or disclosure. The Director shall report to the Attorney General through the Assistant Attorney General. The Director shall not engage in any other employment than that of serving as Director; nor shall the Director hold any office in, or act in any capacity for, any organization, agency, or institution with which the Bureau makes any contract or other arrangement under this Act.

### **(c) Duties and functions of Bureau**

The Bureau is authorized to-

- (1) make grants to, or enter into cooperative agreements or contracts with public agencies, institutions of higher education, private organizations, or private individuals for purposes related to this subchapter; grants shall be made subject to continuing compliance with standards for gathering justice statistics set forth in rules and regulations promulgated by the Director;
- (2) collect and analyze information concerning criminal victimization, including crimes against the elderly, and civil disputes;
- (3) collect and analyze data that will serve as a continuous and comparable national social indication of the prevalence, incidence, rates, extent, distribution, and attributes of crime, juvenile delinquency, civil disputes, and other statistical factors related to crime, civil disputes, and juvenile delinquency, in support of national, State, tribal, and local justice policy and decisionmaking;
- (4) collect and analyze statistical information, concerning the operations of the criminal justice system at the Federal, State, tribal, and local levels;
- (5) collect and analyze statistical information concerning the prevalence, incidence, rates, extent, distribution, and attributes of crime, and juvenile delinquency, at the Federal, State, tribal, and local levels;
- (6) analyze the correlates of crime, civil disputes and juvenile delinquency, by the use of statistical information, about criminal and civil justice systems at the Federal, State, tribal, and local levels, and about the extent, distribution and attributes of crime, and juvenile delinquency, in the Nation and at the Federal, State, tribal, and local levels;
- (7) compile, collate, analyze, publish, and disseminate uniform national statistics concerning all aspects of criminal justice and related aspects of civil justice, crime, including crimes against the elderly, juvenile delinquency, criminal offenders, juvenile delinquents, and civil disputes in the various States and in Indian country;
- (8) recommend national standards for justice statistics and for insuring the reliability and validity of justice statistics supplied pursuant to this chapter;
- (9) maintain liaison with the judicial branches of the Federal Government and State and tribal governments in matters relating to justice statistics, and cooperate with the judicial branch in assuring as much uniformity as feasible in statistical systems of the executive and judicial branches;
- (10) provide information to the President, the Congress, the judiciary, State, tribal, and local governments, and the general public on justice statistics;

- (12) conduct or support research relating to methods of gathering or analyzing justice statistics;
- (13) provide for the development of justice information systems programs and assistance to the States, Indian tribes, and units of local government relating to collection, analysis, or dissemination of justice statistics;
- (14) develop and maintain a data processing capability to support the collection, aggregation, analysis and dissemination of information on the incidence of crime and the operation of the criminal justice system;
- (15) collect, analyze and disseminate comprehensive Federal justice transaction statistics (including statistics on issues of Federal justice interest such as public fraud and high technology crime) and to provide technical assistance to and work jointly with other Federal agencies to improve the availability and quality of Federal justice data;
- (16) provide for the collection, compilation, analysis, publication and dissemination of information and statistics about the prevalence, incidence, rates, extent, distribution and attributes of drug offenses, drug related offenses and drug dependent offenders and further provide for the establishment of a national clearinghouse to maintain and update a comprehensive and timely data base on all criminal justice aspects of the drug crisis and to disseminate such information;
- (17) provide for the collection, analysis, dissemination and publication of statistics on the condition and progress of drug control activities at the Federal, State, tribal, and local levels with particular attention to programs and intervention efforts demonstrated to be of value in the overall national anti-drug strategy and to provide for the establishment of a national clearinghouse for the gathering of data generated by Federal, State, tribal, and local criminal justice agencies on their drug enforcement activities;
- (18) provide for the development and enhancement of State, tribal, and local criminal justice information systems, and the standardization of data reporting relating to the collection, analysis or dissemination of data and statistics about drug offenses, drug related offenses, or drug dependent offenders;
- (19) provide for improvements in the accuracy, quality, timeliness, immediate accessibility, and integration of State and tribal criminal history and related records, support the development and enhancement of national systems of criminal history and related records including the National Instant Criminal Background Check System, the National Incident-Based Reporting System, and the records of the National Crime Information Center, facilitate State and tribal participation in national records and information systems, and support statistical research for critical analysis of the improvement and utilization of criminal history records;
- (20) maintain liaison with State, tribal, and local governments and governments of other nations concerning justice statistics;
- (21) cooperate in and participate with national and international organizations in the development of uniform justice statistics;
- (22) ensure conformance with security and privacy requirement of section 10231 of this title and identify, analyze, and participate in the development and implementation of privacy, security and information policies which impact on Federal, tribal, and State criminal justice operations and related statistical activities; and
- (23) exercise the powers and functions set out in subchapter VII.

**(d) Justice statistical collection, analysis, and dissemination**

**(1) In general**

To ensure that all justice statistical collection, analysis, and dissemination is carried out in a coordinated manner, the Director is authorized to-

- (A) utilize, with their consent, the services, equipment, records, personnel, information, and facilities of other Federal, State, local, and private agencies and instrumentalities with or without reimbursement therefor, and to enter into agreements with such agencies and instrumentalities for purposes of data collection and analysis;
- (B) confer and cooperate with State, municipal, and other local agencies;
- (C) request such information, data, and reports from any Federal agency as may be required to carry out the purposes of this chapter;
- (D) seek the cooperation of the judicial branch of the Federal Government in gathering data from criminal justice records;
- (E) encourage replication, coordination and sharing among justice agencies regarding information systems, information policy, and data; and
- (F) confer and cooperate with Federal statistical agencies as needed to carry out the purposes of this subchapter, including by entering into cooperative data sharing agreements in conformity with all laws and regulations applicable to the disclosure and use of data.

**(2) Consultation with Indian tribes**

The Director, acting jointly with the Assistant Secretary for Indian Affairs (acting through the Office of Justice Services) and the Director of the Federal Bureau of Investigation, shall work with Indian tribes and tribal law enforcement agencies to establish and implement such tribal data collection systems as the Director determines to be necessary to achieve the purposes of this section.

**(e) Furnishing of information, data, or reports by Federal agencies**

Federal agencies requested to furnish information, data, or reports pursuant to subsection (d)(1)(C) shall provide such information to the Bureau as is required to carry out the purposes of this section.

#### **(f) Consultation with representatives of State, tribal, and local government and judiciary**

In recommending standards for gathering justice statistics under this section, the Director shall consult with representatives of State, tribal, and local government, including, where appropriate, representatives of the judiciary.

#### **(g) Reports**

Not later than 1 year after July 29, 2010, and annually thereafter, the Director shall submit to Congress a report describing the data collected and analyzed under this section relating to crimes in Indian country.

(Pub. L. 90–351, title I, §302, as added Pub. L. 96–157, §2, Dec. 27, 1979, 93 Stat. 1176 ; amended Pub. L. 98–473, title II, §605(b), Oct. 12, 1984, 98 Stat. 2079 ; Pub. L. 100–690, title VI, §6092(a), Nov. 18, 1988, 102 Stat. 4339 ; Pub. L. 103–322, title XXXIII, §330001(h)(2), Sept. 13, 1994, 108 Stat. 2139 ; Pub. L. 109–162, title XI, §1115(a), Jan. 5, 2006, 119 Stat. 3103 ; Pub. L. 111–211, title II, §251(b), July 29, 2010, 124 Stat. 2297 ; Pub. L. 112–166, §2(h)(1), Aug. 10, 2012, 126 Stat. 1285 .)

### **REFERENCES IN TEXT**

This Act, referred to in subsecs. (b) and (c)(11), is Pub. L. 90–351, [June 19, 1968](#), 82 Stat. 197 , known as the Omnibus Crime Control and Safe Streets Act of 1968. For complete classification of this Act to the Code, see Short Title of 1968 Act note set out under section 10101 of this title and Tables.

### **CODIFICATION**

Section was formerly classified to section 3732 of Title 42, The Public Health and Welfare, prior to editorial reclassification and renumbering as this section.

### **PRIOR PROVISIONS**

A prior section 302 of Pub. L. 90–351, [title I, June 19, 1968](#), 82 Stat. 200 ; Pub. L. 93–83, [§2, Aug. 6, 1973](#), 87 Stat. 201 ; Pub. L. 94–503, [title I, §110, Oct. 15, 1976](#), 90 Stat. 2412 , related to establishment of State planning agencies to develop comprehensive State plans for grants for law enforcement and criminal justice purposes, prior to the general amendment of this chapter by Pub. L. 96–157.

### **AMENDMENTS**

**2012-**Subsec. (b). Pub. L. 112–166 struck out ", by and with the advice and consent of the Senate" before period at end of first sentence.

**2010-**Subsec. (c)(3) to (6). Pub. L. 111–211, §251(b)(1)(A), inserted "tribal," after "State," wherever appearing.

Subsec. (c)(7). Pub. L. 111–211, §251(b)(1)(B), inserted "and in Indian country" after "States".

Subsec. (c)(9). Pub. L. 111–211, §251(b)(1)(C), substituted "Federal Government and State and tribal governments" for "Federal and State Governments".

Subsec. (c)(10), (11). Pub. L. 111–211, §251(b)(1)(D), inserted ", tribal," after "State".

Subsec. (c)(13). Pub. L. 111–211, §251(b)(1)(E), inserted ", Indian tribes," after "States".

Subsec. (c)(17). Pub. L. 111–211, §251(b)(1)(F), substituted "activities at the Federal, State, tribal, and local" for "activities at the Federal, State and local" and "generated by Federal, State, tribal, and local" for "generated by Federal, State, and local".

Subsec. (c)(18). Pub. L. 111–211, §251(b)(1)(G), substituted "State, tribal, and local" for "State and local".

Subsec. (c)(19). Pub. L. 111–211, §251(b)(1)(H), inserted "and tribal" after "State" in two places.

Subsec. (c)(20). Pub. L. 111–211, §251(b)(1)(I), inserted ", tribal," after "State".

Subsec. (c)(22). Pub. L. 111–211, §251(b)(1)(J), inserted ", tribal," after "Federal".

Subsec. (d). Pub. L. 111–211, §251(b)(2), designated existing provisions as par. (1), inserted par. (1) heading, substituted "To ensure" for "To insure", redesignated former pars. (1) to (6) as subpars. (A) to (F), respectively, of par. (1), realigned margins, and added par. (2).

Subsec. (e). Pub. L. 111–211, §251(b)(3), substituted "subsection (d)(1)(C)" for "subsection (d)(3)".

Subsec. (f). Pub. L. 111–211, §251(b)(4)(B), inserted ", tribal," after "State".

Pub. L. 111–211, §251(b)(4)(A), which directed insertion of ", tribal," after "State" in heading, was executed editorially but could not be executed in original because heading had been editorially supplied.

Subsec. (g). Pub. L. 111–211, §251(b)(5), added subsec. (g).

**2006-**Subsec. (b). Pub. L. 109–162, §1115(a)(1), inserted after third sentence "The Director shall be responsible for the integrity of data and statistics and shall protect against improper or illegal use or disclosure."

Subsec. (c)(19). Pub. L. 109–162, §1115(a)(2), amended par. (19) generally. Prior to amendment, par. (19) read as follows: "provide for research and improvements in the accuracy, completeness, and inclusiveness of criminal history record information, information systems, arrest warrant, and stolen

Subsec. (d)(6). Pub. L. 109–162, §1115(a)(3), added par. (6).  
1994-Subsec. (c)(19). Pub. L. 103–322 substituted a semicolon for period at end.  
1988-Subsec. (c)(16) to (23). Pub. L. 100–690 added pars. (16) to (19) and redesignated former pars. (16) to (19) as (20) to (23), respectively.  
1984-Subsec. (b). Pub. L. 98–473, §605(b)(1), inserted provision requiring Director to report to Attorney General through Assistant Attorney General.  
Subsec. (c)(13). Pub. L. 98–473, §605(b)(2)(A), (C), added par. (13) and struck out former par. (13) relating to provision of financial and technical assistance to States and units of local government relating to collection, analysis, or dissemination of justice statistics.  
Subsec. (c)(14), (15). Pub. L. 98–473, §605(b)(2)(C), added pars. (14) and (15). Former pars. (14) and (15) redesignated (16) and (17), respectively.  
Subsec. (c)(16). Pub. L. 98–473, §605(b)(2)(A), (B), redesignated par. (14) as (16) and struck out former par. (16) relating to insuring conformance with security and privacy regulations issued under section 10231 of this title.  
Subsec. (c)(17). Pub. L. 98–473, §605(b)(2)(B), redesignated par. (15) as (17). Former par. (17) redesignated (19).  
Subsec. (c)(18). Pub. L. 98–473, §605(b)(2)(D), added par. (18).  
Subsec. (c)(19). Pub. L. 98–473, §605(b)(2)(B), redesignated former par. (17) as (19).  
Subsec. (d)(1). Pub. L. 98–473, §605(b)(3)(A), inserted ", and to enter into agreements with such agencies and instrumentalities for purposes of data collection and analysis".  
Subsec. (d)(5). Pub. L. 98–473, §605(b)(3)(B)–(D), added par. (5).

### **EFFECTIVE DATE OF 2012 AMENDMENT**

Amendment by Pub. L. 112–166 effective 60 days after Aug. 10, 2012, and applicable to appointments made on and after that effective date, including any nomination pending in the Senate on that date, see section 6(a) of Pub. L. 112–166, set out as a note under section 113 of Title 6, Domestic Security.

### **EFFECTIVE DATE OF 1984 AMENDMENT**

Amendment by Pub. L. 98–473 effective Oct. 12, 1984, see section 609AA(a) of Pub. L. 98–473, set out as an Effective Date note under section 10101 of this title.

### **CONSTRUCTION OF 2010 AMENDMENT**

Pub. L. 111–211, title II, §251(c), July 29, 2010, 124 Stat. 2298, provided that: "Nothing in this section [amending this section and section 41507 of this title] or any amendment made by this section-

"(1) allows the grant to be made to, or used by, an entity for law enforcement activities that the entity lacks jurisdiction to perform; or

"(2) has any effect other than to authorize, award, or deny a grant of funds to a federally recognized Indian tribe for the purposes described in the relevant grant program."

[For definition of "Indian tribe" as used in section 251(c) of Pub. L. 111–211, set out above, see section 203(a) of Pub. L. 111–211, set out as a note under section 2801 of Title 25, Indians.]

### **DATA COLLECTION**

Pub. L. 115–391, title VI, §610, Dec. 21, 2018, 132 Stat. 5245, provided that:

"(a) NATIONAL PRISONER STATISTICS PROGRAM.-Beginning not later than 1 year after the date of enactment of this Act [Dec. 21, 2018], and annually thereafter, pursuant to the authority under section 302 of the Omnibus Crime Control and Safe Streets Act of 1968 (42 U.S.C. 3732) [now 34 U.S.C. 10132], the Director of the Bureau of Justice Statistics, with information that shall be provided by the Director of the Bureau of Prisons, shall include in the National Prisoner Statistics Program the following:

"(1) The number of prisoners (as such term is defined in section 3635 of title 18, United States Code, as added by section 101(a) of this Act) who are veterans of the Armed Forces of the United States.

"(2) The number of prisoners who have been placed in solitary confinement at any time during the previous year.

"(3) The number of female prisoners known by the Bureau of Prisons to be pregnant, as well as the outcomes of such pregnancies, including information on pregnancies that result in live birth, stillbirth, miscarriage, abortion, ectopic pregnancy, maternal death, neonatal death, and preterm birth.

"(4) The number of prisoners who volunteered to participate in a substance abuse treatment program, and the number of prisoners who have participated in such a program.

the Food and Drug Administration while in custody in order to treat substance use disorder.

"(6) The number of prisoners who were receiving medication-assisted treatment with medication approved by the Food and Drug Administration prior to the commencement of their term of imprisonment.

"(7) The number of prisoners who are the parent or guardian of a minor child.

"(8) The number of prisoners who are single, married, or otherwise in a committed relationship.

"(9) The number of prisoners who have not achieved a GED, high school diploma, or equivalent prior to entering prison.

"(10) The number of prisoners who, during the previous year, received their GED or other equivalent certificate while incarcerated.

"(11) The numbers of prisoners for whom English is a second language.

"(12) The number of incidents, during the previous year, in which restraints were used on a female prisoner during pregnancy, labor, or postpartum recovery, as well as information relating to the type of restraints used, and the circumstances under which each incident occurred.

"(13) The vacancy rate for medical and healthcare staff positions, and average length of such a vacancy.

"(14) The number of facilities that operated, at any time during the previous year, without at least 1 clinical nurse, certified paramedic, or licensed physician on site.

"(15) The number of facilities that during the previous year were accredited by the American Correctional Association.

"(16) The number and type of recidivism reduction partnerships described in section 3621(h)(5) of title 18, United States Code, as added by section 102(a) of this Act, entered into by each facility.

"(17) The number of facilities with remote learning capabilities.

"(18) The number of facilities that offer prisoners video conferencing.

"(19) Any changes in costs related to legal phone calls and visits following implementation of section 3632(d)(1) of title 18, United States Code, as added by section 101(a) of this Act.

"(20) The number of aliens in prison during the previous year.

"(21) For each Bureau of Prisons facility, the total number of violations that resulted in reductions in rewards, incentives, or time credits, the number of such violations for each category of violation, and the demographic breakdown of the prisoners who have received such reductions.

"(22) The number of assaults on Bureau of Prisons staff by prisoners and the number of criminal prosecutions of prisoners for assaulting Bureau of Prisons staff.

"(23) The capacity of each recidivism reduction program and productive activity to accommodate eligible inmates at each Bureau of Prisons facility.

"(24) The number of volunteers who were certified to volunteer in a Bureau of Prisons facility, broken down by level (level I and level II), and by each Bureau of Prisons facility.

"(25) The number of prisoners enrolled in recidivism reduction programs and productive activities at each Bureau of Prisons facility, broken down by risk level and by program, and the number of those enrolled prisoners who successfully completed each program.

"(26) The breakdown of prisoners classified at each risk level by demographic characteristics, including age, sex, race, and the length of the sentence imposed.

"(b) REPORT TO JUDICIARY COMMITTEES.-Beginning not later than 1 year after the date of enactment of this Act [Dec. 21, 2018], and annually thereafter for a period of 7 years, the Director of the Bureau of Justice Statistics shall submit a report containing the information described in paragraphs (1) through (26) of subsection (a) to the Committee on the Judiciary of the Senate and the Committee on the Judiciary of the House of Representatives."

### **INCLUSION OF HONOR VIOLENCE IN NATIONAL CRIME VICTIMIZATION SURVEY**

Pub. L. 113–235, div. B, title II, Dec. 16, 2014, 128 Stat. 2191 , provided in part: "That beginning not later than 2 years after the date of enactment of this Act [div. B of Pub. L. 113–235, Dec. 16, 2014], as part of each National Crime Victimization Survey, the Attorney General shall include statistics relating to honor violence".

### **STUDY OF CRIMES AGAINST SENIORS**

Pub. L. 106–534, §5, Nov. 22, 2000, 114 Stat. 2557 , provided that:

"(a) IN GENERAL.-The Attorney General shall conduct a study relating to crimes against seniors, in order to assist in developing new strategies to prevent and otherwise reduce the incidence of those crimes.

"(b) ISSUES ADDRESSED.-The study conducted under this section shall include an analysis of-

"(1) the nature and type of crimes perpetrated against seniors, with special focus on-

"(A) the most common types of crimes that affect seniors;

"(B) the nature and extent of telemarketing, sweepstakes, and repair fraud against seniors;  
and

"(C) the nature and extent of financial and material fraud targeted at seniors;

"(2) the risk factors associated with seniors who have been victimized;

"(3) the manner in which the Federal and State criminal justice systems respond to crimes against seniors;

"(4) the feasibility of States establishing and maintaining a centralized computer database on the incidence of crimes against seniors that will promote the uniform identification and reporting of such crimes;

"(5) the effectiveness of damage awards in court actions and other means by which seniors receive reimbursement and other damages after fraud has been established; and

"(6) other effective ways to prevent or reduce the occurrence of crimes against seniors."

### **INCLUSION OF SENIORS IN NATIONAL CRIME VICTIMIZATION SURVEY**

Pub. L. 106-534, §6, Nov. 22, 2000, 114 Stat. 2557 , provided that: "Beginning not later than 2 years after the date of enactment of this Act [Nov. 22, 2000], as part of each National Crime Victimization Survey, the Attorney General shall include statistics relating to-

"(1) crimes targeting or disproportionately affecting seniors;

"(2) crime risk factors for seniors, including the times and locations at which crimes victimizing seniors are most likely to occur; and

"(3) specific characteristics of the victims of crimes who are seniors, including age, gender, race or ethnicity, and socioeconomic status."

### **CRIME VICTIMS WITH DISABILITIES AWARENESS**

Pub. L. 105-301, Oct. 27, 1998, 112 Stat. 2838 , as amended by Pub. L. 106-402, title IV, §401(b)(10), Oct. 30, 2000, 114 Stat. 1739 , provided that:

"SECTION 1. SHORT TITLE.

"This Act may be cited as the 'Crime Victims With Disabilities Awareness Act'.

"SEC. 2. FINDINGS; PURPOSES.

"(a) FINDINGS.-Congress finds that-

"(1) although research conducted abroad demonstrates that individuals with developmental disabilities are at a 4 to 10 times higher risk of becoming crime victims than those without disabilities, there have been no significant studies on this subject conducted in the United States;

"(2) in fact, the National Crime Victim's Survey, conducted annually by the Bureau of Justice Statistics of the Department of Justice, does not specifically collect data relating to crimes against individuals with developmental disabilities;

"(3) studies in Canada, Australia, and Great Britain consistently show that victims with developmental disabilities suffer repeated victimization because so few of the crimes against them are reported, and even when they are, there is sometimes a reluctance by police, prosecutors, and judges to rely on the testimony of a disabled individual, making individuals with developmental disabilities a target for criminal predators;

"(4) research in the United States needs to be done to-

"(A) understand the nature and extent of crimes against individuals with developmental disabilities;

"(B) describe the manner in which the justice system responds to crimes against individuals with developmental disabilities; and

"(C) identify programs, policies, or laws that hold promises for making the justice system more responsive to crimes against individuals with developmental disabilities; and

"(5) the National Academy of Science Committee on Law and Justice of the National Research Council is a premier research institution with unique experience in developing seminal, multidisciplinary studies to establish a strong research base from which to make public policy.

"(b) PURPOSES.-The purposes of this Act are-

"(1) to increase public awareness of the plight of victims of crime who are individuals with developmental disabilities;

"(2) to collect data to measure the extent of the problem of crimes against individuals with developmental disabilities; and

"(3) to develop a basis to find new strategies to address the safety and justice needs of victims of crime who are individuals with developmental disabilities.

"SEC. 3. DEFINITION OF DEVELOPMENTAL DISABILITY.

"In this Act, the term 'developmental disability' has the meaning given the term in section 102 of the Developmental Disabilities Assistance and Bill of Rights Act of 2000 [42 U.S.C. 15002].

"SEC. 4. STUDY.

"(a) IN GENERAL.-The Attorney General shall conduct a study to increase knowledge and information about crimes against individuals with developmental disabilities that will be useful in developing new strategies to reduce the incidence of crimes against those individuals.

"(b) ISSUES ADDRESSED.-The study conducted under this section shall address such issues as-

"(1) the nature and extent of crimes against individuals with developmental disabilities;

"(2) the risk factors associated with victimization of individuals with developmental disabilities;

"(3) the manner in which the justice system responds to crimes against individuals with developmental disabilities; and

"(4) the means by which States may establish and maintain a centralized computer database on the incidence of crimes against individuals with disabilities within a State.

"(c) NATIONAL ACADEMY OF SCIENCES.-In carrying out this section, the Attorney General shall consider contracting with the Committee on Law and Justice of the National Research Council of the National Academy of Sciences to provide research for the study conducted under this section.

"(d) REPORT.-Not later than 18 months after the date of enactment of this Act [Oct. 27, 1998], the Attorney General shall submit to the Committees on the Judiciary of the Senate and the House of Representatives a report describing the results of the study conducted under this section.

"SEC. 5. NATIONAL CRIME VICTIM'S SURVEY.

"Not later than 2 years after the date of enactment of this Act, as part of each National Crime Victim's Survey, the Attorney General shall include statistics relating to-

"(1) the nature of crimes against individuals with developmental disabilities; and

"(2) the specific characteristics of the victims of those crimes."



# Attachment 2. LEMAS PATOW Survey

2023 LEMAS PATOW (Post-Academy Training and Officer Wellness) Survey

## 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?	<input type="radio"/>	<input type="radio"/>
Provide any post-academy training to full-time sworn personnel from an outside agency?	<input type="radio"/>	<input type="radio"/>
Send full-time sworn personnel to participate in training provided by an outside agency or organization?	<input type="radio"/>	<input type="radio"/>

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. <i>Total hours of training (sum of rows a, b, and c)</i>	□□□

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	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Intermediate supervisor (below chief executive and above sergeant or first-line supervisor)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sergeant or equivalent first-line supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Detective, violent crime	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Detective, property crime	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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	<input type="radio"/>	<input type="radio"/>
Education incentive pay	<input type="radio"/>	<input type="radio"/>
Flexible hours to attend college	<input type="radio"/>	<input type="radio"/>
Flexible hours to attend law enforcement conferences	<input type="radio"/>	<input type="radio"/>
Special skills proficiency pay	<input type="radio"/>	<input type="radio"/>

**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	<input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/>
Retired law enforcement personnel employed by your agency	<input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/>
Non-sworn/civilian personnel employed by your agency	<input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/>
Sworn personnel NOT employed by your agency	<input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/>
Retired law enforcement personnel NOT employed by your agency	<input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/>
Non-sworn/civilian personnel NOT employed by your agency	<input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/>

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	<input type="radio"/>	<input type="radio"/>
State Peace Officer Standards and Training (POST) or State certification	<input type="radio"/>	<input type="radio"/>
Subject matter or specialty certification (e.g., firearms certified, driving certified, first aid certified, etc.)	<input type="radio"/>	<input type="radio"/>
Other (Please specify) _____	<input type="radio"/>	<input type="radio"/>

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)	<input type="radio"/>	<input type="radio"/>
Student feedback/evaluations	<input type="radio"/>	<input type="radio"/>
Supervisory evaluation	<input type="radio"/>	<input type="radio"/>
Other (Please specify) _____	<input type="radio"/>	<input type="radio"/>

## 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	<input type="radio"/>	<input type="radio"/>
Outside law enforcement agency	<input type="radio"/>	<input type="radio"/>
Other state or local government	<input type="radio"/>	<input type="radio"/>
State POST	<input type="radio"/>	<input type="radio"/>
Federal government	<input type="radio"/>	<input type="radio"/>
Colleges or universities	<input type="radio"/>	<input type="radio"/>
For-profit organizations (e.g., businesses, corporations, LLCs)	<input type="radio"/>	<input type="radio"/>
Non-profit organizations (e.g., NGOs, philanthropies)	<input type="radio"/>	<input type="radio"/>
Other (please specify) _____	<input type="radio"/>	<input type="radio"/>

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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	<input type="radio"/>	<input type="radio"/>
In-person group activities	<input type="radio"/>	<input type="radio"/>
Pre-recorded video, lecture, or presentations	<input type="radio"/>	<input type="radio"/>
Real-time, distance-based learning (e.g., video conference or webinar)	<input type="radio"/>	<input type="radio"/>
Roll-call training	<input type="radio"/>	<input type="radio"/>
Scenario-based exercises, live action (e.g., role playing or simulated events with trainers)	<input type="radio"/>	<input type="radio"/>
Scenario-based exercises, technology-based simulations (e.g., virtual reality; FATS)	<input type="radio"/>	<input type="radio"/>
Written or interactive web-based distance learning	<input type="radio"/>	<input type="radio"/>

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	<input type="radio"/>	<input type="radio"/>
Knowledge-based test	<input type="radio"/>	<input type="radio"/>
Satisfaction or feedback survey	<input type="radio"/>	<input type="radio"/>
Skills-based test	<input type="radio"/>	<input type="radio"/>

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	<input type="radio"/>	<input type="radio"/>
Body-worn camera footage	<input type="radio"/>	<input type="radio"/>
Calls for service data	<input type="radio"/>	<input type="radio"/>
Civilian complaints	<input type="radio"/>	<input type="radio"/>
Community feedback surveys	<input type="radio"/>	<input type="radio"/>
Crime or incident data	<input type="radio"/>	<input type="radio"/>
Follow-up surveys with participants (e.g., weeks or months after training)	<input type="radio"/>	<input type="radio"/>
Officer observations	<input type="radio"/>	<input type="radio"/>
Use of force incidents	<input type="radio"/>	<input type="radio"/>
Other (Please specify) _____	<input type="radio"/>	<input type="radio"/>

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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	<input type="radio"/>	<input type="radio"/>
Community input or recommendations (e.g., advisory board, commission reports, conversations with the community)	<input type="radio"/>	<input type="radio"/>
Consent decree	<input type="radio"/>	<input type="radio"/>
Grant requirements	<input type="radio"/>	<input type="radio"/>
Internal agency decision by chief executive and command staff	<input type="radio"/>	<input type="radio"/>
Judicial ruling	<input type="radio"/>	<input type="radio"/>
Law enforcement advisory board input or recommendation	<input type="radio"/>	<input type="radio"/>
State or local legislative requirement	<input type="radio"/>	<input type="radio"/>
State- or POST- commission standard or requirement	<input type="radio"/>	<input type="radio"/>
Other (Please specify) _____	<input type="radio"/>	<input type="radio"/>

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 NOT 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	<input type="radio"/>	<input type="radio"/>
Already provided in post-academy training before 2022	<input type="radio"/>	<input type="radio"/>
Cost of implementing training too high	<input type="radio"/>	<input type="radio"/>
COVID-related health restrictions, no alternative training model available	<input type="radio"/>	<input type="radio"/>
Insufficient staffing/inability to take sworn personnel off assignment	<input type="radio"/>	<input type="radio"/>
Lack of appropriate course	<input type="radio"/>	<input type="radio"/>
Lack of appropriate facilities or equipment	<input type="radio"/>	<input type="radio"/>
Lack of budget or financial support	<input type="radio"/>	<input type="radio"/>
Lack of qualified trainers	<input type="radio"/>	<input type="radio"/>
No perceived need for the training	<input type="radio"/>	<input type="radio"/>
Other (Please specify) _____	<input type="radio"/>	<input type="radio"/>

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	<input type="radio"/>	<input type="radio"/>
Ability to find qualified trainers	<input type="radio"/>	<input type="radio"/>
Availability of funding	<input type="radio"/>	<input type="radio"/>
Directive from your agency's Chief executive (chief, sheriff, director, or agency head)	<input type="radio"/>	<input type="radio"/>
Free or low-cost training	<input type="radio"/>	<input type="radio"/>
Guidance or directive from local government	<input type="radio"/>	<input type="radio"/>
Guidance or directive from state government	<input type="radio"/>	<input type="radio"/>
Guidance or directive from federal government	<input type="radio"/>	<input type="radio"/>
Improved officer availability	<input type="radio"/>	<input type="radio"/>
Public expectations	<input type="radio"/>	<input type="radio"/>
Requirement of accreditation	<input type="radio"/>	<input type="radio"/>
Other (Please specify) _____	<input type="radio"/>	<input type="radio"/>

**Section 4b: Peer Intervention Programs**

**DEFINITION:** For the following questions, training on **peer intervention programs** means guidance or instruction on skills 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	<input type="radio"/>	<input type="radio"/>
Outside law enforcement agency	<input type="radio"/>	<input type="radio"/>
Other state or local government	<input type="radio"/>	<input type="radio"/>
Federal government	<input type="radio"/>	<input type="radio"/>
Colleges or universities	<input type="radio"/>	<input type="radio"/>
For-profit organizations (e.g., businesses, corporations, LLCs)	<input type="radio"/>	<input type="radio"/>
Non-profit organizations (e.g., NGOs, philanthropies)	<input type="radio"/>	<input type="radio"/>
Other (please specify) _____	<input type="radio"/>	<input type="radio"/>

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	<input type="radio"/>	<input type="radio"/>
In-person group activities	<input type="radio"/>	<input type="radio"/>
Pre-recorded video, lecture, or presentations	<input type="radio"/>	<input type="radio"/>
Real-time, distance-based learning (e.g., video conference or webinar)	<input type="radio"/>	<input type="radio"/>
Roll-call training	<input type="radio"/>	<input type="radio"/>
Scenario-based exercises, live action (e.g., role playing or simulated events with trainers)	<input type="radio"/>	<input type="radio"/>
Scenario-based exercises, technology-based simulations (e.g., virtual reality; FATS)	<input type="radio"/>	<input type="radio"/>
Written or interactive web-based distance learning	<input type="radio"/>	<input type="radio"/>



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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	<input type="radio"/>	<input type="radio"/>
Knowledge-based test	<input type="radio"/>	<input type="radio"/>
Satisfaction or feedback survey	<input type="radio"/>	<input type="radio"/>
Skills-based test	<input type="radio"/>	<input type="radio"/>

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	<input type="radio"/>	<input type="radio"/>
Body-worn camera footage	<input type="radio"/>	<input type="radio"/>
Calls for service data	<input type="radio"/>	<input type="radio"/>
Civilian complaints	<input type="radio"/>	<input type="radio"/>
Community feedback surveys	<input type="radio"/>	<input type="radio"/>
Crime or incident data	<input type="radio"/>	<input type="radio"/>
Follow-up surveys with participants (e.g., weeks or months after training)	<input type="radio"/>	<input type="radio"/>
Officer observations	<input type="radio"/>	<input type="radio"/>
Reported instances of peer interventions	<input type="radio"/>	<input type="radio"/>
Use of force incidents	<input type="radio"/>	<input type="radio"/>
Other (Please specify) _____	<input type="radio"/>	<input type="radio"/>

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	<input type="radio"/>	<input type="radio"/>
Community input or recommendations (e.g., advisory board, commission reports, conversations with the community)	<input type="radio"/>	<input type="radio"/>
Consent decree	<input type="radio"/>	<input type="radio"/>
Grant requirements	<input type="radio"/>	<input type="radio"/>
Internal agency decision by chief executive and command staff	<input type="radio"/>	<input type="radio"/>
Judicial ruling	<input type="radio"/>	<input type="radio"/>
Law enforcement advisory board input or recommendation	<input type="radio"/>	<input type="radio"/>
State or local legislative requirement	<input type="radio"/>	<input type="radio"/>
State- or POST- commission standard or requirement	<input type="radio"/>	<input type="radio"/>
Other (Please specify) _____	<input type="radio"/>	<input type="radio"/>

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

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	<input type="radio"/>	<input type="radio"/>
Ability to find qualified trainers	<input type="radio"/>	<input type="radio"/>
Availability of funding	<input type="radio"/>	<input type="radio"/>
Directive from your agency's Chief executive (chief, sheriff, director, or agency head)	<input type="radio"/>	<input type="radio"/>
Free or low-cost training	<input type="radio"/>	<input type="radio"/>
Guidance or directive from local government	<input type="radio"/>	<input type="radio"/>
Guidance or directive from state government	<input type="radio"/>	<input type="radio"/>
Guidance or directive from federal government	<input type="radio"/>	<input type="radio"/>
Improved officer availability	<input type="radio"/>	<input type="radio"/>
Public expectations	<input type="radio"/>	<input type="radio"/>
Requirement of accreditation	<input type="radio"/>	<input type="radio"/>
Other (Please specify) _____	<input type="radio"/>	<input type="radio"/>

**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	<input type="radio"/>	<input type="radio"/>
Outside law enforcement agency	<input type="radio"/>	<input type="radio"/>
Other state or local government	<input type="radio"/>	<input type="radio"/>
Federal government	<input type="radio"/>	<input type="radio"/>
Colleges or universities	<input type="radio"/>	<input type="radio"/>
For-profit organizations (e.g., businesses, corporations, LLCs)	<input type="radio"/>	<input type="radio"/>
Non-profit organizations (e.g., NGOs, philanthropies)	<input type="radio"/>	<input type="radio"/>
Other (please specify) _____	<input type="radio"/>	<input type="radio"/>

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	<input type="radio"/>	<input type="radio"/>
In-person group activities	<input type="radio"/>	<input type="radio"/>
Pre-recorded video, lecture, or presentations	<input type="radio"/>	<input type="radio"/>
Real-time, distance-based learning (e.g., video conference or webinar)	<input type="radio"/>	<input type="radio"/>
Roll-call training	<input type="radio"/>	<input type="radio"/>
Scenario-based exercises, live action (e.g., role playing or simulated events with trainers)	<input type="radio"/>	<input type="radio"/>
Scenario-based exercises, technology-based simulations (e.g., virtual reality; FATS)	<input type="radio"/>	<input type="radio"/>
Written or interactive web-based distance learning	<input type="radio"/>	<input type="radio"/>

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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	<input type="radio"/>	<input type="radio"/>
Knowledge-based test	<input type="radio"/>	<input type="radio"/>
Satisfaction or feedback survey	<input type="radio"/>	<input type="radio"/>
Skills-based test	<input type="radio"/>	<input type="radio"/>

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	<input type="radio"/>	<input type="radio"/>
Body-worn camera footage	<input type="radio"/>	<input type="radio"/>
Calls for service data	<input type="radio"/>	<input type="radio"/>
Civilian complaints	<input type="radio"/>	<input type="radio"/>
Community feedback surveys	<input type="radio"/>	<input type="radio"/>
Crime or incident data	<input type="radio"/>	<input type="radio"/>
Follow-up surveys with participants (e.g., weeks or months after training)	<input type="radio"/>	<input type="radio"/>
Officer observations	<input type="radio"/>	<input type="radio"/>
Use of force incidents	<input type="radio"/>	<input type="radio"/>
Other (Please specify) _____	<input type="radio"/>	<input type="radio"/>

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	<input type="radio"/>	<input type="radio"/>
Community input or recommendations (e.g., advisory board, commission reports, conversations with the community)	<input type="radio"/>	<input type="radio"/>
Consent decree	<input type="radio"/>	<input type="radio"/>
Grant requirements	<input type="radio"/>	<input type="radio"/>
Internal agency decision by chief executive and command staff	<input type="radio"/>	<input type="radio"/>
Judicial ruling	<input type="radio"/>	<input type="radio"/>
Law enforcement advisory board input or recommendation	<input type="radio"/>	<input type="radio"/>
State or local legislative requirement	<input type="radio"/>	<input type="radio"/>
State- or POST- commission standard or requirement	<input type="radio"/>	<input type="radio"/>
Other (Please specify) _____	<input type="radio"/>	<input type="radio"/>

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 NOT 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	<input type="radio"/>	<input type="radio"/>
Already provided in post-academy training before 2022	<input type="radio"/>	<input type="radio"/>
Cost of implementing training too high	<input type="radio"/>	<input type="radio"/>
COVID-related health restrictions, no alternative training model available	<input type="radio"/>	<input type="radio"/>
Insufficient staffing/inability to take personnel off assignment	<input type="radio"/>	<input type="radio"/>
Lack of appropriate course	<input type="radio"/>	<input type="radio"/>
Lack of appropriate facilities or equipment	<input type="radio"/>	<input type="radio"/>
Lack of budget or financial support	<input type="radio"/>	<input type="radio"/>
Lack of qualified trainers	<input type="radio"/>	<input type="radio"/>
No perceived need for the training	<input type="radio"/>	<input type="radio"/>
Other (Please specify) _____	<input type="radio"/>	<input type="radio"/>

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	<input type="radio"/>	<input type="radio"/>
Ability to find qualified trainers	<input type="radio"/>	<input type="radio"/>
Availability of funding	<input type="radio"/>	<input type="radio"/>
Directive from your agency's Chief executive (chief, sheriff, director, or agency head)	<input type="radio"/>	<input type="radio"/>
Free or low-cost training	<input type="radio"/>	<input type="radio"/>
Guidance or directive from local government	<input type="radio"/>	<input type="radio"/>
Guidance or directive from state government	<input type="radio"/>	<input type="radio"/>
Guidance or directive from federal government	<input type="radio"/>	<input type="radio"/>
Improved officer availability	<input type="radio"/>	<input type="radio"/>
Public expectations	<input type="radio"/>	<input type="radio"/>
Requirement of accreditation	<input type="radio"/>	<input type="radio"/>
Other (Please specify) _____	<input type="radio"/>	<input type="radio"/>

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

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

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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 <b>one</b> choice for each subject area			Complete <b>only</b> 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	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→ <input type="radio"/>	<input type="radio"/>
Criminal investigation procedures/techniques	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→ <input type="radio"/>	<input type="radio"/>
Evidence processing and storage	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→ <input type="radio"/>	<input type="radio"/>
Interrogation/interviewing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→ <input type="radio"/>	<input type="radio"/>
Patrol procedures/techniques	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→ <input type="radio"/>	<input type="radio"/>
Pursuit procedures (e.g., foot, vehicle)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→ <input type="radio"/>	<input type="radio"/>
Reporting in-custody deaths	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→ <input type="radio"/>	<input type="radio"/>
Reporting use of force	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→ <input type="radio"/>	<input type="radio"/>
Report writing/RMS data entry	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→ <input type="radio"/>	<input type="radio"/>
Strip search/stop and frisk	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→ <input type="radio"/>	<input type="radio"/>

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 <b>one</b> choice for each subject area			Complete <b>only</b> 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	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→ <input type="radio"/>	<input type="radio"/>
Less-lethal weapons (e.g., OC spray, baton, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→ <input type="radio"/>	<input type="radio"/>



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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**.

Training Topic	Please select <b>one</b> choice for each subject area			Complete <b>only</b> 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
Health, fitness, and nutrition	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→ <input type="radio"/>	<input type="radio"/>
Sexual harassment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→ <input type="radio"/>	<input type="radio"/>
Stress prevention/management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→ <input type="radio"/>	<input type="radio"/>
Suicide prevention/mental health awareness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→ <input type="radio"/>	<input type="radio"/>

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 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 <b>one</b> choice for each subject area			Complete <b>only</b> 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
Crimes against children	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→ <input type="radio"/>	<input type="radio"/>
Domestic violence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→ <input type="radio"/>	<input type="radio"/>
Elder abuse	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→ <input type="radio"/>	<input type="radio"/>
Hate crimes/bias crimes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→ <input type="radio"/>	<input type="radio"/>
Homeless persons	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→ <input type="radio"/>	<input type="radio"/>
Human trafficking	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→ <input type="radio"/>	<input type="radio"/>
Juveniles	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→ <input type="radio"/>	<input type="radio"/>
Responding to victims of sexual assault	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→ <input type="radio"/>	<input type="radio"/>

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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 <b>one</b> choice for each subject area			Complete <b>only</b> 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	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→ <input type="radio"/>	<input type="radio"/>
Cyber/internet crimes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→ <input type="radio"/>	<input type="radio"/>
Unmanned aerial systems (drones)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→ <input type="radio"/>	<input type="radio"/>
DUI	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→ <input type="radio"/>	<input type="radio"/>
Facial recognition	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→ <input type="radio"/>	<input type="radio"/>
Public records / FOIA	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→ <input type="radio"/>	<input type="radio"/>

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	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Community policing officer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Crisis intervention team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
K9	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
School resource officer (SRO)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
SWAT/Hostage	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**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	
Alcohol and chemical dependency treatment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→ <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
Child care programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→ <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
Coping skills to manage trauma	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→ <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
Fatigue management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→ <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
Financial literacy education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→ <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
General stress management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→ <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
Nutrition and dietary education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→ <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
Peer support programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→ <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
Physical fitness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→ <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
Psychological and mental health care treatment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→ <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
Resources for expectant mothers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→ <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
Suicide awareness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→ <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
Support for families of sworn personnel	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→ <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	→ <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>

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

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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	<input type="text"/> <input type="text"/> <input type="text"/>
Non-Sworn	<input type="text"/> <input type="text"/> <input type="text"/>

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 <u>not</u> confidential)	N/A, <u>program not offered</u> in 2022
Alcohol and chemical dependency treatment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Child care programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Coping skills to manage trauma	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fatigue management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Financial literacy education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
General stress management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Nutrition and dietary education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Peer support programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Physical fitness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Psychological and mental health care treatment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Resources for expectant mothers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Suicide awareness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support for families of sworn personnel	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (Please specify) _____	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

**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	<input type="radio"/>	<input type="radio"/>
Response protocols after critical incidents that occurred on-duty (e.g., officer involved shooting)	<input type="radio"/>	<input type="radio"/>
Response protocols after critical incidents that occurred off-duty (e.g., death in family, divorce)	<input type="radio"/>	<input type="radio"/>
Administrative leave policy to collect weapons when there may be concerns about suicide.	<input type="radio"/>	<input type="radio"/>
Temporarily reduced access to service weapon when an officer is considered at a higher risk of suicide	<input type="radio"/>	<input type="radio"/>

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.

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	Yes, <b>mandatory</b> training	Yes, <b>optional</b> training	No
Chief executive	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Intermediate supervisor (below chief executive and above sergeant or first-line supervisor)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sergeant or equivalent first-line supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Deputies/Officers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

February 2023

# **Law Enforcement Management and Administrative Statistics**

## **2023 Supplement**

### **Cognitive Interview Findings and Recommendations**

Prepared for

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# 1. Introduction

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The Bureau of Justice Statistics (BJS) has conducted the Law Enforcement Management and Administrative Statistics (LEMAS) survey periodically since 1987. When administered, LEMAS collects data from over 3,000 general purpose, county, and local law enforcement agencies. Data are obtained on topics such as agency responsibilities, operating expenditures, job functions of sworn and civilian employees, officer salaries and special pay, demographic characteristics of officers, weapons and armor policies, education and training requirements, computers and information systems, vehicles, special units, and community policing activities. In 2016, BJS adapted the LEMAS survey to include a core and supplement structure. LEMAS supplement surveys are designed to allow for a more comprehensive examination on key topics in law enforcement. The core and supplemental surveys are conducted on 4-year schedules – with the next LEMAS supplement taking place in 2023 and the next LEMAS core planned for 2024. With the 2023 supplement, BJS is interested in exploring two current issues facing law enforcement agencies nationwide — (1) *post-academy training* and (2) *resources for officer mental health and well-being*.

This report summarizes the findings and recommendations from cognitive interviews with law enforcement personnel using the 2023 LEMAS supplemental questionnaires. The purpose of the cognitive interviews was to identify potential problems and improvements to the LEMAS supplemental questionnaires. Cognitive interviews were conducted from July through November 2022 by three trained cognitive interviewers from RTI International (RTI).

A goal of 40 completed cognitive interviews was established, broken down by two stratification categories: agency type (local police department, sheriff’s office, or state agency) and agency size (small: 99 or fewer full-time equivalent [FTE] sworn officers, and large: 100 or more FTE sworn officers). RTI selected an initial sample of 69 agencies to recruit for participation in the interviews which was drawn from agencies that participated in the 2020 LEMAS core administration that indicated a willingness to help with research into future studies. The sample consisted of 40 primary agencies and 29 replacement agencies to account for the possibility that some agencies would not participate or would be unreachable.

To engage these agencies, RTI first emailed each primary sample agency to request their participation in the cognitive interviews. Once an agency expressed interest in participating, an interviewer was assigned to email them to schedule the cognitive interview. The email included the draft questionnaires (one per topic, see *Appendix D*), three possible dates for the cognitive interview, and a request that participants complete and return the questionnaires prior to the date of the cognitive interview. The initial contact email and interviewer email are included in *Appendix A*. Non-responders were contacted with a follow-up email and phone call with RTI calling every few days, and after several unsuccessful contact attempts, the recruiters began contacting the corresponding replacement agencies.

Despite these repeated and varied contact attempts, as of August 30, recruitment was not on track to reach the target goals and 104 additional agencies were added to the sample from September through November. These agencies included the remaining cases not selected as the initial sample of LEMAS volunteers, referrals from RTI staff, and 2022 Census of State and Local Law Enforcement Agencies' participants who also indicated a willingness to help test questions for future surveys. Recruitment efforts to all agencies resulted in 23 completed interviews with 12 local police departments, 9 sheriff's offices, and 2 state police agencies. Small agencies were underrepresented in the participating sample, with only 8 completing an interview. *Table 1* presents the participation goals and number of agencies completing interviews by agency type and size. The full list of participating agencies is presented in *Appendix B*.

**Table 1. Participation Targets, by Agency Type and Size**

Agency Type	Agency Size	Participants	Target
Local PD	Large	7	9
Local PD	Small	5	10
Sheriff	Large	6	9
Sheriff	Small	3	10
State	Large	2	2
<b>Total</b>		<b>23</b>	<b>40</b>

*Table 2* shows the disposition of all cases contacted.

**Table 2. All Case Disposition, by Agency Type and Size**

Agency Type	Agency Size	Initial Contact	Unable to Contact	Refusal	Recruited	Unable to Contact After Recruitment	Withdrew After Recruitment	Completed
Local PD	Large	22	6	2	14	6	1	7
Local PD	Small	111	77	5	29	19	5	5
Sheriff	Large	13	3	0	10	4	0	6
Sheriff	Small	24	14	0	10	7	0	3
State	Large	3	0	0	3	1	0	2
<b>TOTAL</b>	Large	38	9	2	27	11	1	15
<b>TOTAL</b>	Small	135	91	5	39	26	5	8

All interviews were conducted by phone with the cognitive interviewers following a cognitive interview protocol with scripted probes (see *Appendix C*). The interviewers also used spontaneous probes as necessary to clarify key concepts or issues. The findings of all the interviews were considered together to identify recommendations for potential revisions to the questionnaire.

Findings and recommendations from the cognitive interviews are presented in this report in two sections: *Question-Specific Discussion* and *Miscellaneous Topics*. Each section presents a discussion of findings and recommended changes to the surveys (if any).

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## 2. Question-Specific Discussion

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This section presents images of each section/question of the draft LEMAS supplemental questionnaires, along with a discussion of findings and recommendations related to that specific section/question. The recommendations presented for each section/question are based on findings from the cognitive interviews. Throughout this section, RTI includes recommendations for additional changes that may improve the questionnaire, but are not explicitly identified through cognitive testing.

### Post-Academy Characteristics Introduction

#### Section 2: Post-Academy Characteristics

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 of disciplinary action.

### Findings

The paragraph at the beginning of the Post-Academy Characteristics section provides a definition of the term “post-academy training.” Participants were asked to give their definition of “post-academy training” after reading the first paragraph. Nearly all of them said that any training after the academy (in-field, specialized, in-service, etc.) could be considered “post-academy training.” Participants were also asked if there was anything confusing about this section. Two agencies stated that there might be confusion around the term “post,” as California (and other states) trainings have the term P.O.S.T (Peace Officer’s Standards and Training) in their vernacular. Additionally, one agency pointed out the instruction: “do not include any training specifically related to field training programs for new officers or deputies” and noted that it would be difficult to distinguish between officers in field training from fully sworn officers.



### Question 3 Recommendations (Based on CLETA)

CLETA encountered similar challenges to respondents providing an accurate estimate with respect to operating budget. Recommendations based on feedback to the CLETA instrument suggested that if the question is retained in CLETA, that the phrase “Include staff salaries” should be added to the description below the question. A similar change to the LEMAS would appear as:

Include staff salaries but exclude building construction costs, major equipment purchases, and grants. If the budget is not available, provide an estimate and check the box.

### Question 4

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

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

### Findings

Question 4 asks about the various ways agencies can provide full-time sworn personnel with training. Participants were asked how easy or difficult it was to answer this question with “Yes” or “No.” Nearly all agencies said it was easy and that it would be difficult if they had to provide some type of count of officers sent to training. Participants were also asked if they noticed that question 4 asked about “calendar year,” and whether that differed from “fiscal year.” Only two participants reported not noticing it referred to “calendar year,” and many agencies stated that there was a difference between calendar and fiscal years. Participants mentioned April, June, July, September, and October as various starting points for their fiscal years.

Participants were also asked how many officers they sent to receive outside training. Nearly all agencies stated that they could not report this off the top of their head, and this would be difficult to track down. Additionally, participants were asked what it means to provide “any post-academy training.” Many agencies defined it in terms of training after the academy (i.e., field training, in-service training), or referenced their previous answer about “what post academy training means.” However, one agency was confused because of the usage of the phrase “post,” since the term “P.O.S.T.” was part of their vernacular.

Finally, participants were asked if it would be easier to answer the question with the number of full-time officers who participated. Nearly all agencies expressed a preference for the “Yes” or “No” format, as the number may be difficult to obtain. Only one agency stated they would reword the question and ask for estimates of full-time sworn officers who participated in trainings; they stated that the wording should remove “your agency” for item c.

#### Question 4 Recommendations (Based on Interviews)

We recommend deleting ‘your agency’ from item c, as it appears redundant when one reads the question in its entirety. Additionally, we recommend adding dates (i.e., In the calendar year 2022 (that is, January 1 through December 31, 2022)) to describe the calendar year to emphasize and draw the participant’s attention to the different time frame. We recommend keeping this question in a “Yes” or “No” format and not ask about number of officers sent to training, as that seemed to pose a problem for nearly all agencies.

#### Question 5

5. What was the minimum annual number of **post-academy hours of training** 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 POST or state law	
b. Hours mandated by local law	
c. Additional training hours required, but not mandated by law	
d. Total hours of training (sum of rows a, b, and c)	

#### Findings

Question 5 asks about the minimum annual number of hours of post-academy training required for full-time sworn personnel. Participants were asked how difficult it was to answer the question with many participants indicating that these numbers were easy to provide, noting that their state has minimum requirements they can easily review. However, three participants said that either it was difficult because they had to sum the training requirements themselves, or they do not directly work in training so it would be difficult to report. These three participants were all from large agencies. Notably, two agencies stated the term “POST” was confusing and it would be useful to have a definition.

Participants were also asked what reference period they were thinking of when answering this question. Nearly all referenced the calendar year, with only one referencing the fiscal year. Participants were then asked to describe other situations where a training might be mandated that are not listed here. Participants offered the following potential situations, with each only being mentioned by one participant unless noted otherwise:

- Accreditation related trainings
- Critical incident training
- Specialized assignments
- Legislative or local
- Trainings from lawsuits
- Active shooter training (two agencies mentioned this)

### Question 5 Recommendations (Based on Interviews)

We recommend defining “POST” to avoid any confusion from participants who may not be familiar with the term.

### Question 5 Recommendations (Based on CLETA)

We suggest following the conventions used in CLETA when referring to POST standards, by editing the first row to read as:

- a. Hours mandated by State Peace Officer Standards and Training (POST) or State law

### Question 5a

5a. For agency training **not mandated by law** during 2022, were any of the following used to develop the content of your agency’s additional training?

	Yes	No
Job task analysis or needs analysis		
State- or POST- commission standards or requirements		
Subject matter expert input or recommendations		
Law enforcement advisory board input or recommendations		
Academy staff input or recommendations		
Formal community input or recommendations (e.g., advisory board, commission reports)		
Informal community needs or request (e.g., conversations with the community, general feedback from community)		
State legislative requirements		
Local legislative requirements		
Internal agency decisions by chief executive and command staff		
Consent decree		
Judicial ruling		
Agency accreditation requirements		
Grant requirements		
Other (Please specify):		

### Findings

Question 5a asks about how trainings not mandated by law were developed. Participants were asked to describe in their own words what the question was asking. Most participants interpreted the question correctly, as asking about how they develop non-mandated training, and what they use to develop those trainings. Participants were then asked how they decided on their answer for “State legislative requirements,” “Local legislative requirements,” and “Consent decree.” Participants expressed confusion about the rows where “state legislative” and “local legislative” requirements were listed. These participants described confusion surrounding what they interpreted as contradictory instructions: the stem refers to “non-mandated” training, while the items refer to “requirements.” Many participants who answered “Yes” to these rows explained they did so because the trainings were mandated. Participants were also asked what

reference period they were thinking about when answering this question. Nearly all participants considered the calendar year, while one said, “our biannual year.”

**Question 5a Recommendations (Based on Interviews)**

While participants understood what the question was asking, there was some confusion around the terms “state legislative requirements” and “local legislative requirements,” with the term “requirements” interpreted as equivalent to “mandated.” If those items remain, we recommend using another term, such as “guidelines or priorities” to minimize confusion. We also recommend adding dates to the calendar year for further clarification and to be consistent with other questions within the supplement that reference “calendar year.”

**Question 6**

6. 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? *If the position does not exist or if no new assignments were made 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			

**Findings**

Question 6 asks about specific trainings provided to full-time sworn personnel following a promotion or assignment. Participants were asked how they interpret “N/A.” All participants understood N/A to mean not applicable, with 12 participants interpreting this option to be used when there is no such position in the agency. For “Chief Executive”, 6 answered “N/A”, 6 answered “Yes”, and 10 answered “No”. Participants who answered “Yes” or “No” to “Chief executive,” were asked what this training would entail. Of the 16 who responded, 9 stated they did not know exact trainings, but other agencies referenced the following:

- Command level supervision
- Chief’s course (2 agencies)
- Executive development (2 agencies)
- FBI related trainings (2 agencies)

**Question 6 Recommendations (Based on Interviews)**



If dates are added to similar questions referencing '2022', that revision should also be made here. Participants did not show difficulty answering this question.

## Question 7

7. Did your agency authorize or provide any of the following for full-time sworn personnel in 2022?

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

### Findings

Question 7 asks whether an agency authorized or provided various training/education benefits to full-time sworn personnel. Participants were asked how easy or difficult it was to answer this question using a “Yes” or “No” format. All participants said the format was easy, with only one agency expressing confusion around the difference between “education incentive pay” and “college tuition reimbursement.”

Participants were also asked how they interpreted the term “authorize” as it is used in the question. Most interpreted it as either “approving,” “giving permission,” “permitting,” or “allowing” personnel participation. While some participants interpreted it as “providing,” only three participants suggested that the term was related to costs.

### Question 7 Recommendations (Based on Interviews)

We recommend adding “other than college tuition reimbursement” to “Education incentive pay” to clarify the difference between the two items and delete “or provide” in the question text, as most participants found “authorize” to be similar.

## Question 8

8. As of December 31, 2022, how many personnel were serving as post-academy trainers or instructors in each category shown below?

	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		

### Findings

Question 8 asks about the number of personnel serving as post-academy trainers or instructors. Participants were asked whether the phrase, “trainers or instructors” led them to exclude any other individuals who are paid to facilitate trainings. Ten participants said “No,” with one participant noting they included all personnel who have provided or can provide training (e.g., external trainers and the chief deputy). Four participants stated that they restricted their responses to only those personnel who work directly for them and did not include external trainers. Generally, participants appeared to differ with respect to who they included with participants giving some of the following examples:

- One stated they only included instructors authorized to train per the state
- One stated they excluded adjunct instructors and administrative support
- One was unsure whether line-level trainers were wanted, and whether sergeants/captains should be included

Participants were also asked what reference period they were thinking of when they answered this question. Nearly all participants considered the calendar year, while one said, “our biannual year.”

### Question 8 Recommendations (Based on Interviews)

This item appeared to be interpreted differently by participants in terms of who should be included as trainers and instructors. This item may be a candidate to cut from the survey due to respondent difficulty or questions about data quality. If the item is kept, an example of who to include and who not to include as trainers/instructors, using the responses from the cognitive interviewing participants, could be added.

### Question 8 Recommendations (Based on CLETA)

The 2022 CLETA instrument included an item that provided instructions around what respondents should count as full-time instructors for basic recruit academy courses. In an effort to align the two instruments, we recommend using the following wording which has been adapted from the CLETA instrument:

For post-academy training that occurred in 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 are either no full-time or no part-time trainers or instructors, enter 0 in the row for the appropriate group.*

## Question 10

10. In 2022, were any of the following certifications required for full-time post-academy trainers or instructors used by your agency?

	Yes	No
State- or POST- certification		
Academy certification		
Qualified subject matter expert		
Other (Please specify)		

### Findings

Question 10 asks about required certifications for full-time post-academy trainers. Participants were asked to describe in their own words, what “certifications” referred to in this question. They described how “certifications” meant that a person was a subject matter expert in an area and had qualified or otherwise met requirements to teach in that area. They described certifications as being issued by a higher governing body, with some participants specifically referencing POST, Criminal Justice Standards & Training Commission (CJSTC), and Florida Department of Law Enforcement (FDLE). One participant stated they do not require certificates to teach.

Participants were asked whether any of the certifications listed were confusing or unclear. Two participants mentioned confusion around “POST-certification,” with one saying they did not know what the term meant. Another participant was being unsure whether a “subject matter expert” was something distinct from “state-certifications,” and another reported that “academy certification” was unclear.

Participants were asked whether additional certifications should be included in this question. They offered the following suggestions:

- Job related certifications to cover a variety of specific areas (K9)
- Company/vendor specific courses (e.g., TASER or ASP Baton) (two agencies mentioned)
- Instructor development course

### Question 10 Recommendations (Based on Interviews)

Although participants understood what was meant by “certification,” the specific certifications referenced were not understood by some. To help clarify, we recommend adding the definition of POST and providing examples of “Academy certification” and “Qualified subject matter expert.”

## Question 10 Recommendations (Based on CLETA)

The 2022 CLETA instrument includes a similar question with respect to trainers and instructors at the academy. In an effort to address the issue found through interviews and better align the instruments, we recommend making the following changes:

- Changing “Academy certification” to “Academy/instructor certification”
- Changing “Qualified Subject Matter Expert” to “Subject matter or specialty certification (e.g., firearms certified, driving certified, first aid certified, etc.)”
- Changing “State- or POST- certification to “State Peace Officer Standards and Training (POST) or State certification”

## Question 12

12. For post-academy training conducted in 2022, did your agency use any personnel from the following agencies/organizations to provide training within your agency?

	Yes	No
Outside law enforcement agency		
State or local government		
Federal government		
For-profit organizations (e.g., businesses, corporations, LLCs)		
Non-profit organizations (e.g., NGOs, philanthropies, community groups)		
Colleges or universities		

## Findings

Question 12 asks about agencies/organizations that may have been used for post-academy training. Participants were asked how easy or difficult it was to answer this question using a “Yes” or “No” format. Nearly all participants said the format was easy, with many stating because it is easy to recall who they have used for training previously. One participant stated the first three rows were easy, but the last three required some research.

Participants were also asked what additional groups, agencies, or organizations should be included in the table. Most stated they felt there should be no additions, but those who provided a response suggested the following additions:

- Red Cross
- Local medical providers (not a non-profit)
- Vendors/Manufacturers
- Church groups

Participants were also asked to describe what a “community group” means in their own words. A few participants referenced church groups when providing a description, while others described them as special-interest or advocacy groups. Participants who answered “Yes” to “Non-Profits” were asked if their answer would change if “community group” was not included. Three participants stated it would change their answer, with one stating they only answered “Yes” because they work with a specific organization.

## Question 12 Recommendations (Based on Interviews)

Overall, participants found this question easy to answer. Although most said they had no suggested additions, an ‘Other’ category could be added to capture the few additions that may be mentioned.

## Question 14

### Section 4: Post-Academy Training Content

14. For the tables on the next three pages, please indicate whether your agency provided post-academy training instruction on the following subject areas **since 2018**.
- ❖ Include training regardless of how it is 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 is **mandatory** or **optional**, complete the questions under the “If applicable” heading.
  - ❖ 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.

Training subject area	Please select one choice for each subject area			If applicable (complete if training is mandatory or optional)			
	Mandatory for all full-time sworn officers	Optional or mandatory only for some full-time sworn officers	Not provided since 2018	Number of hours for most recent training	Frequency since 2018		
					More than once per year	Once per year	Less than once per year
Operations							
First-aid/CPR	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Computers/information systems (e.g., records or case management systems, new software)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Emergency vehicle operations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Evidence processing and storage	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Interrogation/interviewing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Criminal investigation procedures/techniques	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Patrol procedures/techniques	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Traffic enforcement safety/tactics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strip search/stop and frisk	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Foot pursuits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vehicle pursuits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
SWAT/Hostage	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
School resource officer (SRO)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Hazardous materials and Weapons of Mass Destruction (WMD) incidents	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Training subject area	Please select one choice for each subject area			If applicable (complete if training is mandatory or optional)			
	Mandatory for all full-time sworn officers	Optional or mandatory only for some full-time sworn officers	Not provided since 2018	Number of hours for most recent training	Frequency since 2018		
					More than once per year	Once per year	Less than once per year
Defensive Tactics							
Reporting use of force	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Electronic control weapons	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
OC spray	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Baton	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Firearms skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Physical comply and control tactics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Martial arts training (e.g. ju-jitsu)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Legal Updates							
Legal Updates (including local, state, and federal)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual harassment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Community Policing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Community partnership building/collaboration	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Problem solving	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Self-Improvement							
Health, fitness, and nutrition	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Stress prevention/management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Training subject area	Please select one choice for each subject area			If applicable (complete if training is mandatory or optional)			
	Mandatory for all full-time sworn officers	Optional or mandatory only for some full-time sworn officers	Not provided since 2018	Number of hours for most recent training	Frequency since 2018		
					More than once per year	Once per year	Less than once per year
Agency Management							
In-custody deaths	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Civilian complaints	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Body-worn cameras	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
First line Supervision	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leadership training	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Special Topics							
Crimes against children	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Cyber/internet crimes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Domestic violence	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
DUI	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Elder abuse	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ethics and integrity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Hate crimes/bias crimes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Human trafficking	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Substance use disorders (e.g., opioids, methamphetamines, hallucinogenics)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Responding to victims of sexual assault	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Juveniles	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Public records / FOIA	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



## Findings

Question 14 asks about various kinds of content that could be covered by post-academy trainings. Participants were asked whether the instructions were helpful, and how difficult it was to navigate the table in general. Nearly all participants said the instructions were helpful, with a few participants stating they kept returning to the instructions for guidance. However, some participants who described the instructions as not helpful only did so because they felt filling out the table was self-explanatory. In terms of difficulties, two participants noted the third bullet-point in the instructions was confusing. Two other participants stated the “If Applicable” heading above the “Frequency” and “Hours” columns was confusing and could be formatted better.

Participants were also asked how they calculated the number of hours for the most recent training. Ten participants stated they referenced either a computer program, list, or report that details the course and hours for each course. Seven participants stated that at least some of the numbers were estimates and did not refer to a specific list or record. In terms of issues, some participants pointed out the following challenges when calculating numbers:

- Confusion around how to calculate hours when some topics were embedded in other trainings with no dedicated hours
- Difficulty calculating for those trainings that were less than an hour

One participant left this section blank because it was “too heavy of a lift.”

Participants were also asked how they determined that a training is offered more than once per year. Nearly all participants stated that it was either common knowledge that some trainings are offered more frequently (e.g., some having multiple trainings per year required), or they referred to a record or list. Participants raised the following issues when it came to determining whether a training was offered more than once per year:

- Some trainings are mandatory, but they have additional trainings that are optional. In these cases, it was unclear which box to check.
- One participant had difficulty because they had to think about prior to COVID versus after COVID.
- Another participant stated they often just have brief readings on a specific topic throughout the year and was unsure whether that would count as more than once per year.

Participants were also asked if there were any column headings or training subject areas that are unclear or confusing. Nearly all participants said there was no confusion, with one agency mentioning that the “Optional or mandatory” columns can be confusing for trainings where only some sessions are mandatory. Participants were then asked whether any training subject areas should be added. They stated the following topics could be added:

- Less lethal
- First Aid/CPR
- Narcan
- De-escalation

It should be noted that these topics are currently listed in this table or the table of topics in Question 15.

Participants were asked what reference period they were thinking of when filling out the table. Eleven referenced the calendar year and 10 referenced “since 2018.” Three participants reported some difficulty. This difficulty stemmed from the reference period:

- preceding their employment.

- a long period (the participant suggested 2-3 years would be more reasonable).

Finally, participants were asked how consistently these programs have been offered since 2018, and how the frequency impacted their ability to report information. Most participants stated trainings are generally consistent and continuous, with the caveat of COVID impacts. However, one participant stated some trainings are only regular for specific divisions and are less frequent for general departments. This participant answered by thinking about the training offered for the general department.

#### Question 14 Recommendations (Based on Interviews)

We recommend a few changes to this section:

- Change the recall lower bound from 2018 to 2021. Almost half the respondents replied in terms of the calendar year, and others had difficulty recalling back to 2018. This change may also alleviate the issue of having to think of training pre- and post-covid.
- For trainings that have an initial mandatory component with additional optional components, classify it as mandatory.
- If training data is different by department, add an instruction to enter this information for the main or general department only.
- Add an instruction to not include brief self-paced readings on topic areas throughout the year.

#### Question 14 Recommendations (Based on CLETA)

Training topics in this table should be aligned with the training topics in the CLETA data collection instrument.

#### Question 14a

14a. Please indicate whether your post-academy training provided instruction on the following additional subject area **since 2018**.

- ❖ If your agency has never provided post-academy training on a topic, please check NA – Never provided
- ❖ Include training regardless of how it is 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 is **mandatory** or **optional**, complete the questions under the “If applicable” heading.
- ❖ 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.

Training subject area	Please select one choice for each subject area				If applicable (complete if training is mandatory or optional)			
	Mandatory for all full-time sworn officers	Optional or mandatory only for some full-time sworn officers	Not provided since 2018	NA – Never provided	Number of hours for most recent training	Frequency since 2018		
						More than once per year	Once per year	Less than once per year
Agency Technical								
Facial recognition	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Drones	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
LPR	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (Please Specify): _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## Findings

This question includes a table that requests information about possible specialized content areas that could be covered by post-academy trainings. Participants were asked whether the subjects listed under “Agency Technical” might overlap with subjects already listed in a previous table presented in question 14. Nearly all agencies said the trainings listed did not stand out as redundant or overlapping with training presented in question 14. All 23 agencies stated that the topics listed in this table would be stand-alone trainings and not part of those in question 14.

## Question 14a Recommendations (Based on Interviews)

Any recommended changes made for Question 14 should be made to this table as well:

- Change the recall lower bound from 2018 to 2021.
- For trainings that have an initial mandatory component with additional optional components, classify it as mandatory.
- If training data is different by department, add an instruction to enter this information for the main or general department only.
- Add an instruction to not include brief self-paced readings on topic areas throughout the year.

## Question 14a Recommendations (Based on CLETA)

Training topics in this table should be aligned with the training topics in the CLETA data collection instrument.

## Question 15

15. For the following topics, please consider any post-academy training for full-time sworn personnel provided by your agency **since 2018**

- ❖ Include training regardless of how it is 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 is **mandatory** or **optional**, complete the questions under the “If applicable” heading.
- ❖ 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.

Training subject area	Please select one choice for each subject area			If applicable complete if training is mandatory or optional)	
	Mandatory for all full-time sworn officers	Optional or mandatory only for some full-time sworn officers	Not provided since 2018	Number of hours for most recent training	Month and year of last training
Public order / Protest management / Mass demonstrations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_ _	_/_ [MM/YYYY]
Racial profiling, unbiased policing, implicit bias	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_ _	_/_ [MM/YYYY]
Response to an active shooter	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_ _	_/_ [MM/YYYY]
Use of force continuum/situational use of force	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_ _	_/_ [MM/YYYY]
De-escalation/verbal judo	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_ _	_/_ [MM/YYYY]
Procedural justice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_ _	_/_ [MM/YYYY]
Suicide prevention/mental health awareness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_ _	_/_ [MM/YYYY]
Peer intervention training	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_ _	_/_ [MM/YYYY]
Responding to persons with mental illness/behavioral health issues (e.g., crisis intervention)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_ _	_/_ [MM/YYYY]
Homeless persons	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_ _	_/_ [MM/YYYY]

## Findings

This question provides a table which lists additional training subject areas. Participants were asked whether the subjects listed in this table overlapped with subjects already listed in the previous tables. While many participants said they did not see any overlap of trainings with those listed in previous questions, some did see overlap, or thought that

some trainings listed might be overly “inclusive.” Some topics this way included: “Use of force,” “Mental Health,” and “Procedural justice.”

Participants were also asked how common it is for stand-alone trainings to be provided on the subjects listed in the table. Nearly all participants said it would be common to offer separate or distinct trainings on these topics, but noted again that they might also be included in biannual trainings or some other training.

Participants were then asked whether any of the column headings or subject areas listed in the table were unclear or confusing. Nearly all participants saw nothing else confusing. One participant noted difficulty finding information on when certain classes listed were held, and they could not find the records. Another similarly said they could not take the time to find out the hours, month, and year of last training. Another noted they were unsure if they should provide the number of hours if the training was optional.

### **Question 15 Recommendations (Based on Interviews)**

Any recommended changes made for Questions 14 and 14a should be made to this table as well:

- Change the recall lower bound from 2018 to 2021.
- For trainings that have an initial mandatory component with additional optional components, classify it as mandatory.
- If training data is different by department, add an instruction to enter this information for the main or general department only.
- Add an instruction to not include brief self paced readings on topic areas throughout the year.
- Change collection of month and year of last training to frequency of training columns from Questions 14 and 14a. The frequency information proved easier to recall than last date of training.

### **Question 15 Recommendations (Based on CLETA)**

Training topics in this table should be aligned with the training topics in the CLETA data collection instrument.

## Question 16

16. Did your agency use any personnel from the following agencies/organizations to provide training within your agency on public order /protest management/mass demonstrations?

	Yes	No
Outside law enforcement agency		
Other state or local government		
Federal government		
For-profit organizations (e.g., businesses, corporations, LLCs)		
Non-profit organizations (e.g., NGOs, philanthropies)		
Colleges or universities		

### Findings

This question asks about possible agencies or organizations they may have collaborated with to provide training. Participants who marked “Yes” were asked to elaborate on their response. Some of the reasoning offered for their responses include:

- having partnerships with other agencies to train with one another
- FBI several trainings, specifically the FBI Lead Academy
- Without certain experts within the agency, outside SMEs invited in for training

### Question 16 Recommendations (Based on Interviews)

None.

## Overall Training Survey

### Findings

At the end of the interview, participants were asked whether they were thinking about in-person training, web-based distance learning, or both when answering questions. Two participants stated they were only considering in-person, with one of these participants stating they forget that web-based learning is offered.

Participants were also asked whether there were any questions they would recommend cutting from this survey and were offered the opportunity to identify other areas where there may have been issues. Multiple participants stated the survey was very lengthy, with one suggesting the questions containing the large tables could be reduced. Participants had the following additional suggestions and comments:

- combining the subject areas of procedural justice and racial profiling

- clarification on the first question around whether we are requesting the number currently employed or the number they are authorized to employ
- difficulty answering question 20 because of COVID
- on questions asking for number, being offered a way to report that the numbers are not tracked by the agency
- much of the survey does not apply to small agencies (i.e., a 2-person agency)

### **Recommendations (Based on Interviews)**

BJS may consider combining the “Procedural justice” and “Racial profiling” subject areas. We recommend including in the survey instructions/introduction that the survey is meant for all sizes of LEAs and some of the questions may not apply to them. In those instances, they are to answer to the best of their ability. We also recommend adding a comment box at the end of the post-academy training portion of the survey to elaborate on any answers they have provided, or any reasons for missing data. Additionally, we recommend including an instruction towards the beginning of the survey for all participants to include web-based training in their answers.

## Mental Health Question 1

1. 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 formal wellness programs were offered to full-time sworn personnel, please select the applicable Not Offered category for each program and skip to Question 4.

	<i>If managed by agency</i>			<i>If managed by government</i>	<i>Not offered</i>	
	Yes, managed directly within the agency	Yes, through agency contract with external partner	<i>If either agency option is Yes, since what year? If more than one program, enter the origination date of the oldest program that was still active in 2022.</i>	Yes, managed by government	No such program available in 2022; don't intend to make available within 2023	<i>No such program available in 2022, but intend to make available at some point within 2023</i>
Physical fitness	<input type="checkbox"/>	<input type="checkbox"/>	____ (YYYY)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
General stress management	<input type="checkbox"/>	<input type="checkbox"/>	____ (YYYY)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Coping skills to manage trauma	<input type="checkbox"/>	<input type="checkbox"/>	____ (YYYY)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Psychological and mental health care treatment	<input type="checkbox"/>	<input type="checkbox"/>	____ (YYYY)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nutrition and dietary education	<input type="checkbox"/>	<input type="checkbox"/>	____ (YYYY)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Alcohol and chemical dependency treatment	<input type="checkbox"/>	<input type="checkbox"/>	____ (YYYY)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Peer support programs	<input type="checkbox"/>	<input type="checkbox"/>	____ (YYYY)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Support for families of sworn personnel	<input type="checkbox"/>	<input type="checkbox"/>	____ (YYYY)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Financial literacy education	<input type="checkbox"/>	<input type="checkbox"/>	____ (YYYY)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fatigue management	<input type="checkbox"/>	<input type="checkbox"/>	____ (YYYY)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other _____	<input type="checkbox"/>	<input type="checkbox"/>	____ (YYYY)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>





### **Mental Health Question 1a Recommendations (Based on Interviews)**

This item had a high level of non-response, and participants indicated reporting even an estimate may be difficult. BJS may opt to remove this item from the survey. Alternatively, we could ask participants to answer to the best of their ability regarding the budget for items they indicated “Yes” to in Question 1 and check a box indicating the value is an estimate; we could also provide a comment box and ask participants to explain why they cannot provide an answer. Specifically, the question text could appear as:

What is your agency’s estimated budget dedicated to the formal wellness programs you indicated are provided in calendar year 2022?

### **Mental Health Question 1b**

1b How many total full-time agency employees work in wellness programs as their primary responsibility as of December 31, 2022? Please provide separate counts for sworn and non-sworn full-time agency employees.

	Full-time agency employees
Sworn	
Non-Sworn	

### **Findings**

This question asks about full-time agency employees who work on wellness programs. Participants were asked to describe in their own words the meaning of “full-time agency employees work in wellness programs as their primary responsibility,” and whether they would count contractors under their definition. All participants interpreted the phrase as referring to someone whose sole responsibility is to work on the wellness program. Eight also stated they would not include contractors under their interpretation. One participant stated they did include contractors, while other participants noted that they explicitly put 0 because they only had contractors.

Participants were then asked whether they included staff who were partially assigned to work on these wellness programs. All responded “No” as that scenario did not exist for any agencies we talked to.

### **Mental Health Question 1b Recommendations (Based on Interviews)**

None

## Mental Health Question 2

2. For the formal wellness programs offered in the calendar year 2022, does your agency collect and regularly assess (i.e., every month, quarter, or year) data on *the number of officers served by each program?*

	Yes	No	N/A, program not offered in 2022 or data not available to agency
Physical fitness			
General stress management			
Coping skills to manage trauma			
Psychological and mental health care treatment			
Nutrition and dietary education			
Alcohol and chemical dependency treatment			
Peer support programs			
Support for families of sworn personnel			
Financial literacy education			
Fatigue management			
Other (Please specify):			

### Findings

This question asks if the agency collects and regularly assesses data on participation in any of the formal wellness programs offered. Participants were asked how easy this question was to answer, and what time frame they were thinking about when answering the question. All participants said this question was easy to answer because they either do not have access to data or know it is confidential and not tracked. Only three out of the 23 participants said “Yes” to all items in the table, while all other participants answered “No” or “N/A”. All participants stated they were answering with respect to the calendar year.

### Mental Health Question 2 Recommendations (Based on Interviews)

Due to limited variability in the answers to this item, we suggest either deleting it from the survey or distinguishing between two possible N/A categories for paper versions of the instrument. If kept, we suggest including an “N/A, no program offered in 2022” and “N/A, data not available to department”.

### Mental Health Question 3

3. Are any of the formal wellness programs offered in the calendar year 2022 available confidentially?

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

#### Findings

This question asks about the confidentiality of the formal wellness programs. Participants were asked to describe what “confidentially” means as it is used in the question. All participants who responded to this described confidentiality as it being information that is either not shared or tracked, and the use of the program is not shared with others.

#### Mental Health Question 3 Recommendations (Based on Interviews)

None.

### Mental Health Question 4

4. Does your agency mandate any of the following policies for full-time sworn personnel?

	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)		
Officer allowed access to service weapon while off-duty		
Temporarily reduced access to service weapon when an officer is considered at a higher risk of suicide		

#### Findings

This question asks about policies the agency mandates related to officer mental health. Participants were asked whether there was anything confusing or unclear about this question. One participant stated the phrase, ‘officer allowed to access service weapon,’ was odd; they interpreted the phrase to mean that officers have access to their gun at home. Another participant stated they did not understand how it was related to wellness. A different participant said that the last row was confusing because, while they had an administrative leave policy to collect weapons when there may be concerns about suicide, this is an administrative leave policy and not meant to specifically address suicide.

### **Mental Health Question 4 Recommendations (Based on Interviews and Additional Feedback)**

We recommend specifying what is meant by “Officer allowed access to service weapon while off-duty.” Additionally, we recommend re-wording the question stem. Since a policy mandates an action be taken (instead of a policy being mandated), we suggest changing the question to “Does your agency have policies for full-time sworn personnel mandating any of the following practices?”

### **Mental Health Question 6**

6. Is suicide awareness training a part of your agency’s curriculum for...

	Yes	No	Don’t Know	N/A (agency does not operate an academy)
Academy or field training?				
Post-academy or in-service training?				
Student feedback/evaluations?				

### **Findings**

This question asks whether suicide awareness training is incorporated into the curriculum for various trainings. If participants marked “Yes,” they were asked to elaborate on their response. Eight of these participants stated they know the topic is covered to some extent in the academy and post-academy trainings.

### **Mental Health Question 6 Recommendations (Based on Interviews)**

None.

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### 3. Miscellaneous Topics

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#### Burden

Participants who completed the survey prior to the cognitive interview provided an estimate of how long it took to complete. **Table 3** presents the average estimated time reported by the participants by agency type, as well as the minimum and maximum time reported.

**Table 3. Average Estimated Time for Survey Completion, by Agency Type**

	Local Police	Sheriff	State
N	9	5	2
Mean	2 hours and 6 minutes	2 hours 44 minutes	5.5 hours
Min	45 minutes	45 minutes	1 hour
Max	4 hours and 30 minutes	4 hours	10 hours

On average, participants from local police departments reported spending 2 hours and 6 minutes on the entire survey, while participants from Sherriff’s offices reported spending an average of 2 hours and 44 minutes on the survey. There were only two participants from state police agencies, with one reporting spending an hour on the survey and one reporting spending 10 hours on the survey.

Participants commented on the length of the survey, with one participant describing the length of the survey as “daunting.” Seven participants described the survey as long or requesting a large amount of information. There were no positive or neutral comments about the survey length. Recruitment for these cognitive interviews was difficult – likely due to how busy many of the contacted agencies are – and those who participated may have more interest, availability, or staff support than is typical. This would suggest that negative reactions to the burden among the full survey frame would be substantial and would likely impact response rates.

Cognitive interview participants filled out a paper survey before the cognitive interview. The burden associated with entering responses to the 2023 survey will be relatively less for the majority of participants who are likely to respond online. However, as currently designed, the survey will still require significant effort to gather the information needed to respond to the questions. In the previous section, we suggested a couple of questions to reduce the burden, but additional cuts may be needed to bring down the burden of completing the 2023 LEMAS supplemental survey.

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## ***Appendix A: Recruitment Emails***

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### **INITIAL CONTACT/RECRUITMENT EMAIL (SENT BY RTI RECRUITER)**

Good afternoon [AGENCY CONTACT],

My name is [RTI RECRUITER] with RTI International. We are working with the U.S. Department of Justice's Bureau of Justice Statistics (BJS) to develop a survey on post-academy training and agency resources related to police suicide. This effort is part of the Law Enforcement Management and Administrative Statistics (LEMAS) program. BJS has run the LEMAS program since 1987.

Before sending any survey nationally, we ask for direct feedback from agencies. BJS relies on you to provide data. We need to ensure all survey questions and instructions are as clear as possible, and relevant for a wide range of agencies. We cannot produce a high-quality survey or results without help from law enforcement which is why we are asking for your agency's help with feedback on the current survey draft.

This request is going to a select group of agencies across the country. [AGENCY NAME] was chosen as a [LEATYPE] with [LEASIZE] full-time equivalent sworn personnel. We hope that your agency will be able to assist us with this effort.

If you agree to provide feedback, we will:

- provide a copy of the LEMAS supplemental draft surveys to your agency's point of contact;
- ask the assigned point of contact to complete the survey;
- return a copy of the completed draft to us, and;
- schedule a brief phone interview (1-hour maximum) with RTI staff to discuss the survey.

We hope to collect feedback through the next month. Recognizing that your time is limited, our team will be flexible to accommodate your schedule.

BJS is the best source for nationally-representative, unbiased statistics about law enforcement. Results can be used for benchmarking to national counts and helping agencies address questions from the public. Published reports are found on the BJS website, <https://bjs.ojp.gov/>. However, these data and reports are only possible with the cooperation with law enforcement agencies.

Thank you for your consideration. Please let us know if you have any questions or concerns. You can contact Jeanne Snodgrass, the RTI International LEMAS Supplement Study Manager at [snodgrass@rti.org](mailto:snodgrass@rti.org) or (919) 452-9037.

## **SCHEDULING EMAIL (SENT BY COGNITIVE INTERVIEWER)**

Hello [AGENCY CONTACT]

My name is [COGNITIVE INTERVIEWER] and I'm with RTI International, a survey research company, reaching out to you on behalf of the Bureau of Justice Statistics.

Thank you for agreeing to help us develop the next iteration of the Law Enforcement Management and Administrative Statistics, or LEMAS, survey program.

As part of this process, we are asking that you

- Select a date and time below that works best for you to conduct our interview.
- Download and fill out the attached survey forms.
- Email your completed forms back to me before the date and time of our interview. We will refer to the during our interview.

[Optional: Although the training pdf looks long, there are many questions that you will probably skip]

Would any of the three dates and times below fit with your schedule?

[Insert 3 dates and times]

If you have any questions, please feel free to let me know.

Thanks again,

[insert name]

## **REMINDER EMAIL**

Hello [AGENCY CONTACT]

Thank you again for agreeing to help us develop the next iteration of the Law Enforcement Management and Administrative Statistics, or LEMAS, survey program.

This is a reminder of our interview appointment at [DATE and TIME]

Please have your completed surveys with you so that we can refer to them during our interview.

If you have any questions, please feel free to let me know.

Thanks again,

[insert name]



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## ***Appendix B: Cognitive Interview Participants***

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**Table B1. Participating Agencies**

<b>Agency Type</b>	<b>Agency Size</b>	<b>Agency Name</b>
Local PD	Large	Gloucester Township Police
Local PD	Large	Murfreesboro Police Department
Local PD	Large	Fort Smith Police Department
Sheriffs	Large	The Broward Sheriff'S Office
Sheriffs	Large	Travis County Sheriff'S Office
Sheriffs	Large	Montgomery County Sheriffs Office
State PD	Large	Iowa Department Of Public Safety
Sheriffs	Large	Collin County Sheriffs Office
Sheriffs	Large	Steuben County Sheriff'S Office
State PD	Large	Florida Highway Patrol
Local PD	Large	Lakeland Police Department
Local PD	Large	Dallas Police Department
Local PD	Large	Oceanside Police Department
Sheriffs	Large	Iberia Parish Sheriff'S Office
Local PD	Large	Salt Lake City Police Department
Sheriffs	Small	Wicomico County Sheriff'S Office
Sheriffs	Small	Scotts Bluff County Sheriff'S Office
Local PD	Small	Canton Police Department
Local PD	Small	Windsor Police Department
Local PD	Small	Prosper Police Department
Sheriffs	Small	Boyd County Sheriffs Office
Local PD	Small	Upland Police Department
Local PD	Small	Carpentersville, IL Police Department

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# **Appendix C: Cognitive Interview Protocol**

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## **2023 LEMAS Supplemental Surveys: Cognitive Interview Protocol**

### **Post-Academy Training and Mental Health Resources**

DATE: \_\_\_ \_\_\_ / \_\_\_ \_\_\_ / 2 0 2 2  
M M D D

START TIME: \_\_\_ \_\_\_ : \_\_\_ \_\_\_ AM / PM

Hello, I'm [NAME] with RTI, calling on behalf of the Bureau of Justice Statistics.

Thanks for agreeing to help us develop the questionnaires for the 2023 Law Enforcement Management and Administrative Statistics Supplemental Surveys. This call will take about an hour. If this time still works for you, I'd like to start with a short summary of the goals for today's call and explain a bit about how I'll conduct the interview.

IF NO LONGER A GOOD TIME, OFFER TO RESCHEDULE

IF STILL GOOD TIME, CONTINUE

The purpose of this conversation is to get your feedback on draft questions for the Law Enforcement Management and Administrative Statistics, or LEMAS, survey program. The LEMAS program incorporates use of a core survey and periodic supplemental surveys to address special topics. The core and supplemental surveys are conducted every 4 years – with the next supplements taking place in 2023 and the next core taking place in 2025.

BJS is interested in exploring two topics through upcoming LEMAS supplemental surveys: a.) post-academy training and b.) officer mental health, well-being, and resources to support officer health. As we get ready for the supplemental surveys, we're asking staff from law enforcement agencies to review the draft questionnaires. During this call, I'll ask for your reactions to the draft questions – including things like question wording, clarity of instructions, and information your agency tracks related to the survey questions.

Please keep in mind that there are no right or wrong answers to my questions. One of our main goals is to draft questions that make sense, so if anything about the questions is confusing or unclear, you can help by pointing this out. Also, if you're not sure how you would respond to any of the questions, please tell me that, too. Finally, please let me know if you believe any questions or topics were omitted, or any answer choices or response categories that were missing or insufficient.

I am interested in hearing all your feedback on the survey, but because there is a lot to discuss and we only have an hour, sometimes I might ask that we move on to the next question before you've had a chance to share everything on your mind. At the end of the interview, you can share any important feedback that you didn't have a chance to share earlier. Your participation is completely voluntary and you do not have to answer any question you do not wish to, but your responses will help improve the LEMAS supplemental surveys.

Do you have any questions before we begin?

First, do you happen to recall approximately how much time you spent completing the questionnaires? And please include the time you and any others at your agency spent gathering information needed to answer the questions.

Post-Academy Training	Mental Health	Total
HOURS	_____ HOURS	
MINUTES	_____ MINUTES	

I'm planning to discuss only some of the questions on the questionnaires, but if you have comments or concerns about any of the questions I skip, please feel free to share them with me at any time.

1. The first thing I'd like to discuss is the paragraph at the beginning of the **Post-Academy Characteristics** section. Please read the first paragraph, starting at "For purposes of this survey..."

- a. In your own words, what does "post-academy training" mean?

- b. Looking at that paragraph and the bullet points that follow, is there anything confusing or unclear about this section?

IF YES: What do you find unclear?

2. **Question 3** asks about the post-academy training budget for the fiscal year.

- a. How easy or difficult is it for you to report this number? What makes it easy/difficult?

- b. What training costs are you including when reporting this number?

- i. How easy or difficult is it to exclude academy training costs from this number? What makes it easy/difficult?

- c. Did you include any funding received for training through grants in this number? If NO: Why not?

3. Now let's look at **Question 4**. It asks about the various ways you can provide full-time sworn personnel with training.
- a. The previous question referenced "the fiscal year that included December 31, 2022", and this question references "the calendar year 2022". Did you notice that? Are those time frames different or are they the same? IF DIFFERENT: How are they different?

- b. How easy or difficult was it to answer this question with "Yes" or "No"? What makes it easy/difficult?

- c. IF YES TO 4B OR 4C: How many officers did you send to receive outside training? IF NECESSARY: If your agency only sent 1 officer to outside training, would you have reported "Yes" or "No"?

- d. For your agency, what does it mean to "provide any post-academy training"?

- e. Would it be easier for you to answer this question with the number of full-time sworn officers who participated, or do you prefer the question the way it is?

4. I'd now like to discuss **Question 5**. It asks about the minimum number of hours of training required.

- a. How easy or difficult was it for you to answer this question? What made it easy/difficult?

- b. What time period were you thinking about when you answered this question?

c. What other situations where a training might be mandated are not listed here?

5. The next question I'd like to discuss is **Question 5a**. It asks about how you developed trainings not mandated by law.

a. In your own words, what is this question asking?

b. How did you decide on your answer for "State legislative requirements" and

c. "Local legislative requirements"? How did you decide on your answer for "Consent decree"?

d. What time period were you thinking about when answering this question?

e. Was there anything about this question that was confusing or unclear?

6. Ok, let's look at **Question 6**. It asks about specific trainings provided following a promotion or assignment.

a. How did you interpret "N/A" in the context of this question?

b. IF YES OR NO TO CHIEF EXECUTIVE TRAINING: What does "training on the Chief Executive position" typically entail?

7. Turning to **Question 7**. It asks whether your agency authorized or provided various benefits to full-time sworn personnel.

a. How easy or difficult was it to answer this question with “Yes” or “No”? What makes it easy/difficult?

b. How did you interpret “authorize” as it is used in this question? What does that mean?

8. I’d now like to look at **Question 8**. It asks about individuals serving as post-academy trainers or instructors.

a. This question asks specifically about “trainers or instructors.” Did that lead you to exclude any other individuals who are paid to facilitate trainings?

b. What time period were you thinking of when you answered this question?

9. Now let’s look at **Question 10**.

a. In your own words, what does the term “certifications” refer to in this question?

b. Are any of the certifications listed unclear or confusing?

c. What additional certifications should be included in this question?

10. **Question 12** asks about agencies/organizations your agency may have used for post-academy training.

a. How easy or difficult was it to answer this question with “Yes” or “No”? What makes it easy/difficult?

b. What additional groups, agencies, or organizations should be included?

c. In your own words, what is a “community group”? IF YES TO NON-PROFITS: If “community groups” was not included under “Non-profit organizations,” would your response change to this question?

11. Let’s turn to the **table in Question 14**. This table asks about various kinds of content that could be covered by post-academy trainings.

a. Were the instructions helpful or not helpful? How easy or difficult was it for you to fill out this table? What made it easy/difficult?

b. How easy or difficult was it for you to get the data needed to answer these questions? What made it easy/difficult?

c. How did you calculate the number of hours for the most recent training?

d. IF MARKED MORE THAN ONCE PER YEAR:

i. How did you determine that a training is offered more than once per year?

e. Are there any column headings that are unclear or confusing? Are there any training subject areas that are unclear or confusing?

f. Are there any training subject areas that are not listed that you think should be added to this table?

g. When filling out this table, what time period were you thinking of?

h. How easy or difficult was it to answer in terms of programs offered since 2018? What made it easy/difficult?

i. How consistently have these programs been offered (or not offered) since 2018? How did that affect your ability to fill out this table?

12. I'd now like to look at the table included as part of **Question 14a**. It mentions possible specialized content areas that could be covered by post-academy trainings.

a. Thinking about the section in the bottom left, labeled "Agency Technical" --

i. Do you think any of these subjects overlap with subjects already listed in the previous table in Question 14?

ii. Would any of these trainings be provided as part of the trainings listed for Question 14?

13. Now let's go to **the table for Question 15**. This table lists additional training subject areas that we might ask more information about.

a. Thinking about the training subjects listed in the table --

i. Do you think any of these subjects overlap with subjects already listed in the previous tables?

1. Were there any stand-alone trainings specifically on these subjects that you considered when responding to a previous question?



ii. How common is it for stand-alone trainings to be provided on these specific subjects? (IF COMMON, PLEASE ELABORATE.)

iii. Are any of the subject areas confusing or unclear? Are any of the column headings confusing or unclear?

14. Now, let's look at **Question 16**. It asks about possible agencies or organizations you may have collaborated with to provide training. For [ITEMS ANSWERED AS YES], could you tell me a bit more about that?

15. Overall, when answering these questions about post-academy training, were you thinking about in-person training, web-based distance learning, or both?

16. Were there any questions or items you would recommend cutting from this survey? [FOR ANY RESPONSES] Could you tell me why?

17. What other issues did you see with the survey questions that we did not discuss?

END TIME: \_\_\_\_ : \_\_\_\_ AM / PM

**[TRANSITION TO THE ORGANIZATIONAL PROGRAMS, POLICIES, AND TRAINING TO ADDRESS POLICE MENTAL HEALTH MODULE]**

I would next like to ask about the questionnaire that focuses on resources supporting officer mental health. **Would you be able to answer questions related to this section, or would I need to speak with someone else?**

**R WILL ANSWER – CONTINUE WITH QUESTION 17**

**SOMEONE ELSE WILL ANSWER – COLLECT CONTACT INFORMATION, THANK RESPONDENT AND END CALL.**

DATE: \_\_\_ \_\_\_ / \_\_\_ \_\_\_ / 2022 [IF SECOND RESPONDENT]  
M M D D

START TIME: \_\_\_ \_\_\_ : \_\_\_ \_\_\_ AM / PM

**IF SECOND RESPONDENT: RE-READ INTRODUCTION AT BEGINNING OF PROTOCOL.** First, do you happen to recall approximately how much time you spent completing this questionnaire? And please include the time you and any others at your agency spent gathering information needed to answer the questions.

\_\_\_\_\_ HOURS

\_\_\_\_\_ MINUTES

18. **Question 1 in this survey** asks about formal wellness programs that your agency might offer to full-time sworn personnel.

a. In your own words, what does the word “offer” mean to you as it’s used in this question?

b. If your agency had offered a single training that covered two topics in this table, how would you respond to this question?

c. IF MARKED “YES,” MANAGED BY GOVERNMENT: You marked “Yes, managed by government.” Does the government manage these programs directly, or through a contract?

d. If your agency offered a temporary wellness program, such as peer support for 3 months after an incident, would you include that here? Would you include it under one of the programs already listed or should it be listed on its own?

e. Are any of the column headings confusing or unclear?

19. Looking at **Question 1A**, it asks you to estimate the budget dedicated to formal wellness programs in calendar year 2022.

a. IF ANSWERED: How easy or difficult was it to answer this question? What makes it easy/difficult?

b. IF NOT ANSWERED: This question was not answered. Can you tell me more about why?

20. Looking at **Question 1B**, it asks about full-time agency employees who work on these wellness programs.

a. In your own words, what does the phrase “full-time agency employees work in wellness programs as their primary responsibility” mean?

i. PROBE: Would you include contractors under this definition?

b. When answering this question, did you include staff who were partially assigned to work on these wellness programs? Did you include contractors?

21. Let’s look at **Question 2**. It asks about the data collected and used to assess formal wellness programs offered.

a. How easy or difficult was it for you to answer this question? What made it easy/difficult?

b. What time frame were you thinking about when answering this question?

22. **Question 3** asks about the confidentiality of your formal wellness programs. What does “confidentially” mean to you as it’s used in this question?

23. **Question 4** asks about policies your organization might mandate related to officer mental health. Was there anything about this question that was confusing or unclear?

24. IF YES TO ANY ITEM IN QUESTION 6. Let’s look at **Question 6**. You answered “Yes” to [ITEM]. Can you tell me more about that?

25. Is there anything else about these questions that you would like to bring up?

Thank you very much for taking the time to provide feedback. We will combine your comments with feedback from other participants into an overall report. That report will help BJS evaluate the questionnaire and determine whether to make any changes.

END TIME: \_\_\_ \_\_\_ : \_\_\_ \_\_\_ AM / PM

Is there anything else you would like to talk about today?

Thanks again!

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***Appendix D: Post-Academy Training and Mental Health Resources Questionnaires***

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## 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.

- ❖ Count employees who were regularly scheduled to work less than 35 hours per week as part-time. If none, enter '0'.

Pay period that included December 31, 2022:		
	Full-time	Part-time
a. Sworn personnel with general arrest powers		
b. Officers/deputies 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. *If the budget is not available, provide an estimate and check the box below. DO NOT include building construction costs or major equipment purchases.*

Operating Budget:

\$     ,     ,     .00

Please mark if this figure is an estimate

## Section 2: Post-Academy Characteristics

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 of disciplinary action.

3. Enter your agency's total budget for post-academy training for the **fiscal year** that included December 31, 2022. *If the budget is not available, provide an estimate and check the box below. DO NOT include building construction costs or major equipment purchases.*

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

Please mark if this figure is an estimate

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

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

5. What was the minimum annual number of **post-academy hours** of training 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 POST or state law	
b. Hours mandated by local law	
c. Additional training hours required, but not mandated by law	
d. Total hours of training (sum of rows a, b, and c)	

The next few questions refer to the **calendar year 2022**, that is, January through December 2022.

**IF ADDITIONAL TRAINING HOURS (ITEM C IN QUESTION 5) IS 1 OR HIGHER, GO TO QUESTION 5a BELOW, OTHERWISE GO TO QUESTION 6.**

5a. For agency training **not mandated by law** during 2022, were any of the following used to develop the content of your agency's additional training?

	Yes	No
Job task analysis or needs analysis		
State- or POST- commission standards or requirements		
Subject matter expert input or recommendations		
Law enforcement advisory board input or recommendations		
Academy staff input or recommendations		
Formal community input or recommendations (e.g., advisory board, commission reports)		
Informal community needs or request (e.g., conversations with the community, general feedback from community)		
State legislative requirements		
Local legislative requirements		
Internal agency decisions by chief executive and command staff		
Consent decree		
Judicial ruling		
Agency accreditation requirements		
Grant requirements		
Other (Please specify):		

6. 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? *If the position does not exist or if no new assignments were made 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?

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

### Section 3: Providers of Post-Academy Training

8. As of **December 31, 2022**, how many personnel were serving as post-academy trainers or instructors in each category shown below?

	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		

Questions 9, 10 and 11 ask about full-time post-academy trainers **only in the calendar year 2022.**

9. In 2022, what was the minimum education requirement for your agency's **full-time** post-academy trainers or instructors?

- a. Graduate degree required
- b. Four-year college degree required
- c. Two-year college degree required
- d. Some college but no college degree required
- e. High school diploma or equivalent required
- f. Minimum education requirement varied by training subject
- g. Not applicable – There was no formal education requirement



10. In 2022, were any of the following certifications required for **full-time** post-academy trainers or instructors used by your agency?

	Yes	No
State- or POST- certification		
Academy certification		
Qualified subject matter expert		
Other (Please specify)		

11. 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:

\_\_\_\_\_

12. For post-academy training conducted in 2022, did your agency use any personnel from the following agencies/organizations to provide training within your agency?

	Yes	No
Outside law enforcement agency		
State or local government		
Federal government		
For-profit organizations (e.g., businesses, corporations, LLCs)		
Non-profit organizations (e.g., NGOs, philanthropies, community groups)		
Colleges or universities		

13. In 2022, were any of the following used to evaluate the performance of post-academy trainers or instructors used by your agency?

	Yes	No
Supervisory evaluation		
Peer evaluations		
Student feedback/evaluations		
Other (Please specify) _____		

**Section 4: Post-Academy Training Content**

14. For the tables on the next three pages, please indicate whether your agency provided post-academy training instruction on the following subject areas **since 2018**.

- ❖ Include training regardless of how it is 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 is **mandatory** or **optional**, complete the questions under the “If applicable” heading.
- ❖ 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.

Training subject area	Please select one choice for each subject area			If applicable (complete if training is mandatory or optional)			
	Mandatory for all full-time sworn officers	Optional or mandatory only for some full-time sworn officers	Not provided since 2018	Number of hours for most recent training	Frequency since 2018		
					More than once per year	Once per year	Less than once per year
Operations							
First-aid/CPR	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Computers/information systems (e.g., records or case management systems, new software)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Emergency vehicle operations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Evidence processing and storage	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Interrogation/interviewing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Criminal investigation procedures/techniques	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Patrol procedures/techniques	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Traffic enforcement safety/tactics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strip search/stop and frisk	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Foot pursuits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vehicle pursuits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
SWAT/Hostage	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
School resource officer (SRO)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Hazardous materials and Weapons of Mass Destruction (WMD) incidents	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Training subject area	Please select one choice for each subject area			If applicable (complete if training is mandatory or optional)			
	Mandatory for all full-time sworn officers	Optional or mandatory only for some full-time sworn officers	Not provided since 2018	Number of hours for most recent training	Frequency since 2018		
					More than once per year	Once per year	Less than once per year
Defensive Tactics							
Reporting use of force	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Electronic control weapons	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
OC spray	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Baton	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Firearms skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Physical comply and control tactics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Martial arts training (e.g. ju-jitsu)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Legal Updates							
Legal Updates (including local, state, and federal)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual harassment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Community Policing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Community partnership building/collaboration	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Problem solving	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Self-Improvement							
Health, fitness, and nutrition	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Stress prevention/management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Training subject area	Please select one choice for each subject area			If applicable (complete if training is mandatory or optional)			
	Mandatory for all full-time sworn officers	Optional or mandatory only for some full-time sworn officers	Not provided since 2018	Number of hours for most recent training	Frequency since 2018		
					More than once per year	Once per year	Less than once per year
Agency Management							
In-custody deaths	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Civilian complaints	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Body-worn cameras	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
First line Supervision	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leadership training	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Special Topics							
Crimes against children	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Cyber/internet crimes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Domestic violence	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
DUI	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Elder abuse	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ethics and integrity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Hate crimes/bias crimes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Human trafficking	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Substance use disorders (e.g., opioids, methamphetamines, hallucinogenics)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Responding to victims of sexual assault	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Juveniles	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Public records / FOIA	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**14a.** Please indicate whether your post-academy training provided instruction on the following additional subject area **since 2018**.

- ❖ If your agency has never provided post-academy training on a topic, please check NA – Never provided
- ❖ Include training regardless of how it is 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 is **mandatory** or **optional**, complete the questions under the “If applicable” heading.
- ❖ 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.

Training subject area	Please select one choice for each subject area				If applicable (complete if training is mandatory or optional)			
	Mandatory for all full-time sworn officers	Optional or mandatory only for some full-time sworn officers	Not provided since 2018	NA – Never provided	Number of hours for most recent training	Frequency since 2018		
						More than once per year	Once per year	Less than once per year
Agency Technical								
Facial recognition	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Drones	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
LPR	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (Please Specify): _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**14b.** Since 2018, did your agency provide specific training for full-time sworn personnel following a promotion or assignment to any of the positions listed below?

*If the position does not exist or if no new assignments were made in 2022, select N/A.*

	Yes	No	N/A
School resource officer (SRO)			
SWAT/Hostage negotiations			
Community police officer			
K9			
Crisis intervention team			
Civilian or intelligence analyst (sworn or non-sworn/civilian)			

**14c.** Since 2018, did your post-academy training provide any instruction on how to identify or respond to potential excessive force used by other officers or deputies?

- a. Yes
- b. No

**15. For the following topics, please consider any post-academy training for full-time sworn personnel provided by your agency since 2018**

- ❖ Include training regardless of how it is 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 is **mandatory** or **optional**, complete the questions under the “If applicable” heading.
- ❖ 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.

Training subject area	Please select one choice for each subject area			If applicable complete if training is mandatory or optional)	
	Mandatory for all full-time sworn officers	Optional or mandatory only for some full-time sworn officers	Not provided since 2018	Number of hours for most recent training	Month and year of last training
Public order / Protest management / Mass demonstrations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_ _	_/_ [MM/YYYY]
Racial profiling, unbiased policing, implicit bias	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_ _	_/_ [MM/YYYY]
Response to an active shooter	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_ _	_/_ [MM/YYYY]
Use of force continuum/situational use of force	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_ _	_/_ [MM/YYYY]
De-escalation/verbal judo	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_ _	_/_ [MM/YYYY]
Procedural justice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_ _	_/_ [MM/YYYY]
Suicide prevention/mental health awareness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_ _	_/_ [MM/YYYY]
Peer intervention training	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_ _	_/_ [MM/YYYY]
Responding to persons with mental illness/behavioral health issues (e.g., crisis intervention)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_ _	_/_ [MM/YYYY]
Homeless persons	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_ _	_/_ [MM/YYYY]

**If training related to Public order / Protest management / Mass demonstrations was *mandatory or optional* -> Answer questions on Pages 10-11**

**If training on this topic was not provided since 2018: Go to Page 12**

For the following questions on **public order/protest management/mass demonstrations**, please answer according to how the post-academy training was most recently provided.

16. Did your agency use any personnel from the following agencies/organizations to provide training within your agency on public order /protest management/mass demonstrations?

	Yes	No
Outside law enforcement agency		
Other state or local government		
Federal government		
For-profit organizations (e.g., businesses, corporations, LLCs)		
Non-profit organizations (e.g., NGOs, philanthropies)		
Colleges or universities		

16a. Who provides or instructs post-academy training on public order/protest management/mass demonstrations?

	Yes	No
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		

17. Are any of the following methods used in the training of this public order/protest management/mass demonstrations?

	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)		
Written or interactive web-based distance learning		
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)		
Roll-call training		

18. How did your agency measure successful completion of the post-academy training on this public order/protest management/mass demonstrations?

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

19. Does your agency use any of the following data to gather evidence on the effectiveness of training on public order/protest management/mass demonstrations?

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

20. How often is training on public order/protest management/mass demonstrations repeated for full-time sworn personnel after the initial training on this topic is provided?

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

21. Why is training on public order/protest management/mass demonstrations provided to full-time sworn personnel?

	Yes	No
Job task analysis or needs assessment		
State- or POST- commission standard or requirement		
Subject matter expert input or recommendation		
Law enforcement advisory board input or recommendation		
Academy staff input or recommendation		
Formal community input or recommendations (e.g., advisory board, commission reports)		
Informal community needs or request (e.g., conversations with the community, general feedback from community)		
State legislative requirement		
Local legislative requirement		
Internal agency decision by chief executive and command staff		
Consent decree		
Judicial ruling		
Agency accreditation requirements		
Grant requirements		
Other (Please specify) _____		



**If training related to Racial profiling, unbiased policing, implicit bias was *mandatory or optional***

**-> Answer questions on Pages 12-13**

**If training on this topic was not provided since 2018: Go to Page 14**

For the following questions on racial profiling, unbiased policing, implicit bias, please answer according to how the post-academy training was most recently provided.

**22.** Did your agency use any personnel from the following agencies/organizations to provide training within your agency on racial profiling, unbiased policing, implicit bias?

	Yes	No
Outside law enforcement agency		
Other state or local government		
Federal government		
For-profit organizations (e.g., businesses, corporations, LLCs)		
Non-profit organizations (e.g., NGOs, philanthropies)		
Colleges or universities		

**22a.** Who provides or instructs post-academy training on this racial profiling, unbiased policing, implicit bias?

	Yes	No
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		

**23.** Are any of the following methods used in the training of this racial profiling, unbiased policing, implicit bias?

	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)		
Written or interactive web-based distance learning		
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)		
Roll-call training		

**24.** How did your agency measure successful completion of the post-academy training on this racial profiling, unbiased policing, implicit bias?

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

25. Does your agency use any of the following data to gather evidence on the effectiveness of training on racial profiling, unbiased policing, implicit bias?

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

26. How often is training on racial profiling, unbiased policing, implicit bias repeated for full-time sworn personnel after the initial training on this topic is provided?

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

27. Why is training on racial profiling, unbiased policing, implicit bias provided to full-time sworn personnel?

	Yes	No
Job task analysis or needs assessment		
State- or POST- commission standard or requirement		
Subject matter expert input or recommendation		
Law enforcement advisory board input or recommendation		
Academy staff input or recommendation		
Formal community input or recommendations (e.g., advisory board, commission reports)		
Informal community needs or request (e.g., conversations with the community, general feedback from community)		
State legislative requirement		
Local legislative requirement		
Internal agency decision by chief executive and command staff		
Consent decree		
Judicial ruling		
Agency accreditation requirements		
Grant requirements		
Other (Please specify) _____		

**If training related to responses to an active shooter was *mandatory or optional***

**-> Answer questions on Pages 14-15**

**If training on this topic was not provided since 2018: Go to page 16**

For the following questions on **responses to an active shooter**, please answer according to how the post-academy training was most recently provided.

**28.** Did your agency use any personnel from the following agencies/organizations to provide training within your agency on responses to an active shooter?

	Yes	No
Outside law enforcement agency		
Other state or local government		
Federal government		
For-profit organizations (e.g., businesses, corporations, LLCs)		
Non-profit organizations (e.g., NGOs, philanthropies)		
Colleges or universities		

**28a.** Who provides or instructs post-academy training on responses to an active shooter?

	Yes	No
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		

**29.** Are any of the following methods used in the training of responses to an active shooter?

	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)		
Written or interactive web-based distance learning		
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)		
Roll-call training		

**30.** How did your agency measure successful completion of the post-academy training on responses to an active shooter?

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

31. Does your agency use any of the following data to gather evidence on the effectiveness of training on responses to an active shooter?

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

32. How often is training on responses to an active shooter repeated for full-time sworn personnel after the initial training on this topic is provided?

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

33. Why is training on responses to an active shooter provided to full-time sworn personnel?

	Yes	No
Job task analysis or needs assessment		
State- or POST- commission standard or requirement		
Subject matter expert input or recommendation		
Law enforcement advisory board input or recommendation		
Academy staff input or recommendation		
Formal community input or recommendations (e.g., advisory board, commission reports)		
Informal community needs or request (e.g., conversations with the community, general feedback from community)		
State legislative requirement		
Local legislative requirement		
Internal agency decision by chief executive and command staff		
Consent decree		
Judicial ruling		
Agency accreditation requirements		
Grant requirements		
Other (Please specify) _____		

**If training related to use of force continuum/situational use of force was *mandatory or optional* ->**

**Answer questions 16-17**

**If training on this topic was not provided since 2018: Go to page 18**

For the following questions on **use of force continuum/situational use of force**, please answer according to how the post-academy training was most recently provided.

**34.** Did your agency use any personnel from the following agencies/organizations to provide training within your agency on use of force continuum/situational use of force?

	Yes	No
Outside law enforcement agency		
Other state or local government		
Federal government		
For-profit organizations (e.g., businesses, corporations, LLCs)		
Non-profit organizations (e.g., NGOs, philanthropies)		
Colleges or universities		

**34a.** Who provides or instructs post-academy training on use of force continuum/situational use of force?

	Yes	No
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		

**35.** Are any of the following methods used in the training of use of force continuum/situational use of force?

	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)		
Written or interactive web-based distance learning		
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)		
Roll-call training		

**36.** How did your agency measure successful completion of the post-academy training on use of force continuum/situational use of force?

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

37. Does your agency use any of the following data to gather evidence on the effectiveness of training on use of force continuum/situational use of force?

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

38. How often is training on use of force continuum/situational use of force repeated for full-time sworn personnel after the initial training on this topic is provided?

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

39. Why is training on use of force continuum/situational use of force provided to full-time sworn personnel?

	Yes	No
Job task analysis or needs assessment		
State- or POST- commission standard or requirement		
Subject matter expert input or recommendation		
Law enforcement advisory board input or recommendation		
Academy staff input or recommendation		
Formal community input or recommendations (e.g., advisory board, commission reports)		
Informal community needs or request (e.g., conversations with the community, general feedback from community)		
State legislative requirement		
Local legislative requirement		
Internal agency decision by chief executive and command staff		
Consent decree		
Judicial ruling		
Agency accreditation requirements		
Grant requirements		
Other (Please specify) _____		

**If training related to de-escalation/verbal judo was *mandatory or optional***

**-> Answer questions 18-19**

**If training on this topic was not provided since 2018: Go to page 20**

For the following questions on **de-escalation/verbal judo**, please answer according to how the post-academy training was most recently provided.

**40.** Did your agency use any personnel from the following agencies/organizations to provide training within your agency on de-escalation/verbal judo?

	Yes	No
Outside law enforcement agency		
Other state or local government		
Federal government		
For-profit organizations (e.g., businesses, corporations, LLCs)		
Non-profit organizations (e.g., NGOs, philanthropies)		
Colleges or universities		

**40a.** Who provides or instructs post-academy training on de-escalation/verbal judo?

	Yes	No
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		

**41.** Are any of the following methods used in the training of de-escalation/verbal judo?

	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)		
Written or interactive web-based distance learning		
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)		
Roll-call training		

**42.** How did your agency measure successful completion of the post-academy training on de-escalation/verbal judo?

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

43. Does your agency use any of the following data to gather evidence on the effectiveness of training on de-escalation/verbal judo?

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

44. How often is training on de-escalation/verbal judo repeated for full-time sworn personnel after the initial training on this topic is provided?

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

45. Why is training on de-escalation/verbal judo provided to full-time sworn personnel?

	Yes	No
Job task analysis or needs assessment		
State- or POST- commission standard or requirement		
Subject matter expert input or recommendation		
Law enforcement advisory board input or recommendation		
Academy staff input or recommendation		
Formal community input or recommendations (e.g., advisory board, commission reports)		
Informal community needs or request (e.g., conversations with the community, general feedback from community)		
State legislative requirement		
Local legislative requirement		
Internal agency decision by chief executive and command staff		
Consent decree		
Judicial ruling		
Agency accreditation requirements		
Grant requirements		
Other (Please specify) _____		



**If training related to procedural justice was *mandatory or optional***

**-> Answer questions on Page 20-21**

**If training on this topic was not provided since 2018: Go to Page 22**

For the following questions on **procedural justice**, please answer according to how the post-academy training was most recently provided.

46. Did your agency use any personnel from the following agencies/organizations to provide training within your agency on procedural justice?

	Yes	No
Outside law enforcement agency		
Other state or local government		
Federal government		
For-profit organizations (e.g., businesses, corporations, LLCs)		
Non-profit organizations (e.g., NGOs, philanthropies)		
Colleges or universities		

46a. Who provides or instructs post-academy training on procedural justice?

	Yes	No
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		

47. Are any of the following methods used in the training of procedural justice?

	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)		
Written or interactive web-based distance learning		
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)		
Roll-call training		

48. How did your agency measure successful completion of the post-academy training on procedural justice?

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

49. Does your agency use any of the following data to gather evidence on the effectiveness of training on procedural justice?

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

50. How often is training on procedural justice repeated for full-time sworn personnel after the initial training on this topic is provided?

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

51. Why is training on procedural justice provided to full-time sworn personnel?

	Yes	No
Job task analysis or needs assessment		
State- or POST- commission standard or requirement		
Subject matter expert input or recommendation		
Law enforcement advisory board input or recommendation		
Academy staff input or recommendation		
Formal community input or recommendations (e.g., advisory board, commission reports)		
Informal community needs or request (e.g., conversations with the community, general feedback from community)		
State legislative requirement		
Local legislative requirement		
Internal agency decision by chief executive and command staff		
Consent decree		
Judicial ruling		
Agency accreditation requirements		
Grant requirements		
Other (Please specify) _____		

**If training related to suicide prevention/mental health awareness was *mandatory or optional***

**-> Answer questions on Page 22-23**

**If training on this topic was not provided since 2018: Go to Page 24**

For the following questions on **suicide prevention/mental health awareness**, please answer according to how the post-academy training was most recently provided.

**52.** Did your agency use any personnel from the following agencies/organizations to provide training within your agency on suicide prevention/mental health awareness?

	Yes	No
Outside law enforcement agency		
Other state or local government		
Federal government		
For-profit organizations (e.g., businesses, corporations, LLCs)		
Non-profit organizations (e.g., NGOs, philanthropies)		
Colleges or universities		

**52a.** Who provides or instructs post-academy training on suicide prevention/mental health awareness?

	Yes	No
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		

**53.** Are any of the following methods used in the training of suicide prevention/mental health awareness?

	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)		
Written or interactive web-based distance learning		
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)		
Roll-call training		

**54.** How did your agency measure successful completion of the post-academy training on suicide prevention/mental health awareness?

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

55. Does your agency use any of the following data to gather evidence on the effectiveness of training on suicide prevention/mental health awareness?

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

56. How often is training on suicide prevention/mental health awareness repeated for full-time sworn personnel after the initial training on this topic is provided?

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

57. Why is training on suicide prevention/mental health awareness provided to full-time sworn personnel?

	Yes	No
Job task analysis or needs assessment		
State- or POST- commission standard or requirement		
Subject matter expert input or recommendation		
Law enforcement advisory board input or recommendation		
Academy staff input or recommendation		
Formal community input or recommendations (e.g., advisory board, commission reports)		
Informal community needs or request (e.g., conversations with the community, general feedback from community)		
State legislative requirement		
Local legislative requirement		
Internal agency decision by chief executive and command staff		
Consent decree		
Judicial ruling		
Agency accreditation requirements		
Grant requirements		
Other (Please specify) _____		

**If training related to peer intervention training was *mandatory or optional***

**-> Answer questions on Page 24-25**

**If training on this topic was not provided since 2018: Go to Page 26**

For the following questions on **peer intervention training**, please answer according to how the post-academy training was most recently provided.

**58.** Did your agency use any personnel from the following agencies/organizations to provide training within your agency on peer intervention training?

	Yes	No
Outside law enforcement agency		
Other state or local government		
Federal government		
For-profit organizations (e.g., businesses, corporations, LLCs)		
Non-profit organizations (e.g., NGOs, philanthropies)		
Colleges or universities		

**58a.** Who provides or instructs post-academy training on peer intervention training?

	Yes	No
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		

**59.** Are any of the following methods used in the training of peer intervention training?

	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)		
Written or interactive web-based distance learning		
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)		
Roll-call training		

**60.** How did your agency measure successful completion of the post-academy training on peer intervention training?

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

61. Does your agency use any of the following data to gather evidence on the effectiveness of training on peer intervention training?

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

62. How often is training on peer intervention training repeated for full-time sworn personnel after the initial training on this topic is provided?

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

63. Why is training on peer intervention training provided to full-time sworn personnel?

	Yes	No
Job task analysis or needs assessment		
State- or POST- commission standard or requirement		
Subject matter expert input or recommendation		
Law enforcement advisory board input or recommendation		
Academy staff input or recommendation		
Formal community input or recommendations (e.g., advisory board, commission reports)		
Informal community needs or request (e.g., conversations with the community, general feedback from community)		
State legislative requirement		
Local legislative requirement		
Internal agency decision by chief executive and command staff		
Consent decree		
Judicial ruling		
Agency accreditation requirements		
Grant requirements		
Other (Please specify) _____		

**If training related to responding to persons with mental illness/behavioral health issues was *mandatory or optional* -> Answer questions on Page 26-27**

**If training on this topic was not provided since 2018: Go to Page 28**

For the following questions on **responding to persons with mental illness/behavioral health issues**, please answer according to how the post-academy training was most recently provided.

**64.** Did your agency use any personnel from the following agencies/organizations to provide training within your agency on responding to persons with mental illness/behavioral health issues?

	Yes	No
Outside law enforcement agency		
Other state or local government		
Federal government		
For-profit organizations (e.g., businesses, corporations, LLCs)		
Non-profit organizations (e.g., NGOs, philanthropies)		
Colleges or universities		

**64a.** Who provides or instructs post-academy training on responding to persons with mental illness?

	Yes	No
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		

**65.** Are any of the following methods used in the training of responding to persons with mental illness/behavioral health issues?

	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)		
Written or interactive web-based distance learning		
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)		
Roll-call training		

**66.** How did your agency measure successful completion of the post-academy training on responding to persons with mental illness/behavioral health issues?

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

67. Does your agency use any of the following data to gather evidence on the effectiveness of training on responding to persons with mental illness/behavioral health issues?

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

68. How often is training on responding to persons with mental illness/behavioral health issues repeated for full-time sworn personnel after the initial training on this topic is provided?

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

69. Why is training on responding to persons with mental illness/behavioral health issues provided to full-time sworn personnel?

	Yes	No
Job task analysis or needs assessment		
State- or POST- commission standard or requirement		
Subject matter expert input or recommendation		
Law enforcement advisory board input or recommendation		
Academy staff input or recommendation		
Formal community input or recommendations (e.g., advisory board, commission reports)		
Informal community needs or request (e.g., conversations with the community, general feedback from community)		
State legislative requirement		
Local legislative requirement		
Internal agency decision by chief executive and command staff		
Consent decree		
Judicial ruling		
Agency accreditation requirements		
Grant requirements		
Other (Please specify) _____		



**If training related to homeless persons was *mandatory or optional***

**-> Answer questions on Pages 28-29**

**If training on this topic was not provided since 2018: Go to Page 30**

For the following questions on **homeless persons**, please answer according to how the post-academy training was most recently provided.

**70.** Did your agency use any personnel from the following agencies/organizations to provide training within your agency on homeless persons?

	Yes	No
Outside law enforcement agency		
Other state or local government		
Federal government		
For-profit organizations (e.g., businesses, corporations, LLCs)		
Non-profit organizations (e.g., NGOs, philanthropies)		
Colleges or universities		

**70a.** Who provides or instructs post-academy training on homeless persons?

	Yes	No
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		

**71.** Are any of the following methods used in the training on homeless persons?

	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)		
Written or interactive web-based distance learning		
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)		
Roll-call training		

**72.** How did your agency measure successful completion of the post-academy training on homeless persons?

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

73. Does your agency use any of the following data to gather evidence on the effectiveness of training on homeless persons?

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

74. How often is training on homeless persons repeated for full-time sworn personnel after the initial training on this topic is provided?

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

75. Why is training on homeless persons provided to full-time sworn personnel?

	Yes	No
Job task analysis or needs assessment		
State- or POST- commission standard or requirement		
Subject matter expert input or recommendation		
Law enforcement advisory board input or recommendation		
Academy staff input or recommendation		
Formal community input or recommendations (e.g., advisory board, commission reports)		
Informal community needs or request (e.g., conversations with the community, general feedback from community)		
State legislative requirement		
Local legislative requirement		
Internal agency decision by chief executive and command staff		
Consent decree		
Judicial ruling		
Agency accreditation requirements		
Grant requirements		
Other (Please specify) _____		

**If training related to Public order / Protest management / Mass demonstrations was not provided since 2018**

**-> Answer questions on Page 30**

**Otherwise: Go to Page 31**

76. What are the reasons that your agency has not provided training on Public order / Protest management / Mass demonstrations ?

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

77. How likely are you to consider providing Public order / Protest management / Mass demonstrations training in the next 12 months?

- a. Very likely
- b. Somewhat Likely
- c. Somewhat Unlikely
- d. Very unlikely
- e. Unsure / Don't know

78. What factors will determine whether or not you would provide Public order / Protest management / Mass demonstrations training in the next 12 months?

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

**If training related to racial profiling, unbiased policing, implicit bias was not provided since 2018**

**-> Answer questions on Page 31**

**Otherwise: Go to Page 32**

79. What are the reasons that your agency has not provided training on racial profiling, unbiased policing, implicit bias?

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

80. How likely are you to consider providing racial profiling, unbiased policing, implicit bias training in the next 12 months?

- a. Very likely
- b. Somewhat Likely
- c. Somewhat Unlikely
- d. Very unlikely
- e. Unsure / Don't know

81. What factors will determine whether or not you would provide racial profiling, unbiased policing, implicit bias training in the next 12 months?

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

**If training related to response to an active shooter was not provided since 2018**

**-> Answer questions on Page 32**

**Otherwise: Go to Page 33**

82. What are the reasons that your agency has not provided training on response to an active shooter?

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

83. How likely are you to consider providing response to an active shooter training in the next 12 months?

- a. Very likely
- b. Somewhat Likely
- c. Somewhat Unlikely
- d. Very unlikely
- e. Unsure / Don't know

84. What factors will determine whether or not you would provide response to an active shooter training in the next 12 months?

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

**If training related to use of force continuum/situational use of force was *not* provided since 2018**

**-> Answer questions on Page 33**

**Otherwise: Go to Page 34**

85. What are the reasons that your agency has not provided training on use of force continuum/situational use of force?

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

86. How likely are you to consider providing use of force continuum/situational use of force training in the next 12 months?

- a. Very likely
- b. Somewhat Likely
- c. Somewhat Unlikely
- d. Very unlikely
- e. Unsure / Don't know

87. What factors will determine whether or not you would provide use of force continuum/situational use of force training in the next 12 months?

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

**If training related to de-escalation/verbal judo was *not* provided since 2018**

**-> Answer questions on Page 34**

**Otherwise: Go to Page 35**

88. What are the reasons that your agency has not provided training on de-escalation/verbal judo?

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

89. How likely are you to consider providing de-escalation/verbal judo training in the next 12 months?

- a. Very likely
- b. Somewhat Likely
- c. Somewhat Unlikely
- d. Very unlikely
- e. Unsure / Don't know

90. What factors will determine whether or not you would provide de-escalation/verbal judo training in the next 12 months?

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

**If training related to procedural justice was *not* provided since 2018**

**-> Answer questions on Page 35**

**Otherwise: Go to Page 36**

91. What are the reasons that your agency has not provided training on procedural justice?

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

92. How likely are you to consider providing procedural justice training in the next 12 months?

- a. Very likely
- b. Somewhat Likely
- c. Somewhat Unlikely
- d. Very unlikely
- e. Unsure / Don't know

93. What factors will determine whether or not you would provide procedural justice training in the next 12 months?

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



**If training related to suicide prevention/mental health awareness was *not* provided since 2018**

**-> Answer questions on Page 36**

**Otherwise: Go to Page 37**

94. What are the reasons that your agency has not provided training on suicide prevention/mental health awareness?

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

95. How likely are you to consider providing suicide prevention/mental health awareness training in the next 12 months?

- a. Very likely
- b. Somewhat Likely
- c. Somewhat Unlikely
- d. Very unlikely
- e. Unsure / Don't know

96. What factors will determine whether or not you would provide suicide prevention/mental health awareness training in the next 12 months?

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

**If training related to peer intervention training was *not provided since 2018***

**-> Answer questions on Page 37**

**Otherwise: Go to Page 38**

97. What are the reasons that your agency has not provided training on peer intervention?

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

98. How likely are you to consider providing peer intervention training in the next 12 months?

- a. Very likely
- b. Somewhat Likely
- c. Somewhat Unlikely
- d. Very unlikely
- e. Unsure / Don't know

99. What factors will determine whether or not you would provide peer intervention training in the next 12 months?

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

**If training related to responding to persons with mental illness/behavioral health issues was *not* provided since 2018**

**-> Answer questions on Page 38**

**Otherwise: Go to Page 39**

**100.** What are the reasons that your agency has not provided training on responding to persons with mental illness/behavioral health issues?

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

**101.** How likely are you to consider providing responding to persons with mental illness/behavioral health issues training in the next 12 months?

- a. Very likely
- b. Somewhat Likely
- c. Somewhat Unlikely
- d. Very unlikely
- e. Unsure / Don't know

**102.** What factors will determine whether or not you would provide responding to persons with mental illness/behavioral health issues training in the next 12 months?

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

103. What are the reasons that your agency has not provided training on homeless persons?

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

104. How likely are you to consider providing homeless persons training in the next 12 months?

- a. Very likely
- b. Somewhat Likely
- c. Somewhat Unlikely
- d. Very unlikely
- e. Unsure / Don't know

105. What factors will determine whether or not you would provide homeless persons training in the next 12 months?

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

## Section 1: Current Programs

The first questions ask about formal wellness programs currently available to full-time sworn personnel within your agency. For this survey, 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.

1. 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 formal wellness programs were offered to full-time sworn personnel, please select the applicable Not Offered category for each program and skip to Question 4.

	If managed by agency			If managed by government	Not offered	
	Yes, managed directly within the agency	Yes, through agency contract with external partner	If either agency option is Yes, since what year? If more than one program, enter the origination date of the oldest program that was <i>still</i> active in 2022.	Yes, managed by government	No such program available in 2022; don't intend to make available within 2023	No such program available in 2022, but intend to make available at some point within 2023
Physical fitness	<input type="checkbox"/>	<input type="checkbox"/>	____ (YYYY)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
General stress management	<input type="checkbox"/>	<input type="checkbox"/>	____ (YYYY)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Coping skills to manage trauma	<input type="checkbox"/>	<input type="checkbox"/>	____ (YYYY)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Psychological and mental health care treatment	<input type="checkbox"/>	<input type="checkbox"/>	____ (YYYY)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nutrition and dietary education	<input type="checkbox"/>	<input type="checkbox"/>	____ (YYYY)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Alcohol and chemical dependency treatment	<input type="checkbox"/>	<input type="checkbox"/>	____ (YYYY)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Peer support programs	<input type="checkbox"/>	<input type="checkbox"/>	____ (YYYY)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Support for families of sworn personnel	<input type="checkbox"/>	<input type="checkbox"/>	____ (YYYY)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Financial literacy education	<input type="checkbox"/>	<input type="checkbox"/>	____ (YYYY)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fatigue management	<input type="checkbox"/>	<input type="checkbox"/>	____ (YYYY)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other _____	<input type="checkbox"/>	<input type="checkbox"/>	____ (YYYY)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



## Section 2: Current Policies & Training

4. Does your agency mandate any of the following policies for full-time sworn personnel?

	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)		
Officer allowed access to service weapon while off-duty		
Temporarily reduced access to service weapon when an officer is considered at a higher risk of suicide		

5. Are any of the following full-time sworn personnel provided training on potential warning signs of depression and suicide risk?

	Yes	No
Chief executive		
Intermediate supervisor (below chief executive and above sergeant or first-line supervisor)		
Sergeant or equivalent first-line supervisor		
Deputies/Officers		

6. Is suicide awareness training a part of your agency's curriculum for...

	Yes	No	Don't Know	N/A (agency does not operate an academy)
Academy or field training?				
Post-academy or in-service training?				
Student feedback/evaluations?				

public record. Before including your address, phone number, email address, or other personal identifying information in your comment, you should be aware that your entire comment—including your personal identifying information—may be made publicly available at any time. While you can ask us in your comment to withhold your personal identifying information from public review, we cannot guarantee that we will be able to do so.

**Abstract:** Pursuant to the Animal Welfare Act (AWA), its Regulations (AWAR), and the Interagency Research Animal Committee (IRAC), any entity or institution that uses vertebrate animals for research, testing, or training purposes must have an oversight committee to evaluate all aspects of that institution's animal care and use. To be in compliance, the NPS is responsible for managing and maintaining an Institutional Animal Care and Use Committee (IACUC) that has the experience and expertise necessary to assess and approve all research, testing, or training activities involving vertebrate animals on NPS-managed lands and territories. All research, testing, or training projects involving animals taking place on NPS territories must be approved by the NPS IACUC prior to their commencement. IACUC will collect the following information in the current forms from submitters for consideration by the committee:

- IACUC General Submission (GS) Form (NPS Form 10–1301)
- IACUC Amendment Form (NPS Form 10–1301A)
- IACUC Annual Review Form (NPS Form 10–1302)
- IACUC Concurrence Form (NPS Form 10–1303)
- IACUC Field Study Form (NPS Form 10–1304)

As directed by the AWA, NPS IACUC is a self-regulating entity that currently consists of a Chair, NPS Regional members, and two additional members (a veterinarian serving as the “Attending Veterinarian” and another individual serving as the “Unaffiliated Member at-Large”).

**Title of Collection:** NPS Institutional Animal Care and Use Committee (IACUC) General Submission, Annual Review, Concurrence, Field Study, and Amendment Forms.

**OMB Control Number:** 1024–0265.

**Form Numbers:** NPS Forms 10–1301, 10–1301A, 10–1302, 10–1303 and 10–1304.

**Type of Review:** Extension of a currently approved collection.

**Respondents/Affected Public:** State and local governments; nonprofit organizations and private businesses.

**Respondent's Obligation:** Mandatory.  
**Total Estimated Annual Number of Responses:** 230.

**Estimated Completion Time per Response:** 15 min to 3 hours (times vary depending upon the activity).

**Total Estimated Annual Burden Hours:** 140 Hours.

**Frequency of Collection:** On occasion.

**Total Estimated Annual Nonhour Burden Cost:** None.

An agency may not conduct or sponsor and a person is not required to respond to a collection of information unless it displays a currently valid OMB control number.

The authority for this action is the Paperwork Reduction Act of 1995 (44 U.S.C. 3501 *et seq.*).

**Phadrea Ponds,**

*Information Collection Clearance Officer,  
National Park Service.*

[FR Doc. 2023–10400 Filed 5–15–23; 8:45 am]

**BILLING CODE 4312–52–P**

**DEPARTMENT OF JUSTICE**

**[OMB Number 1121–0NEW]**

**Agency Information Collection Activities; Proposed eCollection eComments Requested; New Collection; 2023 Law Enforcement Administrative and Management Statistics (LEMAS) Supplement Survey—Post-Academy Training and Officer Wellness (PATOW)**

**AGENCY:** Bureau of Justice Statistics, Department of Justice.

**ACTION:** 60-day Notice.

**SUMMARY:** The Department of Justice (DOJ), Office of Justice Programs, Bureau of Justice Statistics, will be submitting the following information collection request to the Office of Management and Budget (OMB) for review and approval in accordance with the Paperwork Reduction Act of 1995.

**DATES:** Comments are encouraged and will be accepted for 60 days until July 17, 2023.

**FOR FURTHER INFORMATION CONTACT:** If you have additional comments especially on the estimated public burden or associated response time, suggestions, or need a copy of the proposed information collection instrument with instructions or additional information, please contact Jennifer K. Gellie, Acting Chief, Counterintelligence and Export Control Section, National Security Division, 175

N Street NE, Constitution Square Building Three, Suite 1.100, Washington, DC 20002, email: [fara.public@usdoj.gov](mailto:fara.public@usdoj.gov), telephone: (202) 233–0776.

**SUPPLEMENTARY INFORMATION:** Written comments and suggestions from the public and affected agencies concerning the proposed collection of information are encouraged. Your comments should address one or more of the following four points:

—Evaluate whether the proposed collection of information is necessary for the proper performance of the functions of the Bureau of Justice Statistics, including whether the information will have practical utility;

—Evaluate the accuracy of the agency's estimate of the burden of the proposed collection of information, including the validity of the methodology and assumptions used;

—Evaluate whether and if so how the quality, utility, and clarity of the information to be collected can be enhanced; and

—Minimize the burden of the collection of information on those who are to respond, including through the use of appropriate automated, electronic, mechanical, or other technological collection techniques or other forms of information technology, *e.g.*, permitting electronic submission of responses.

**Abstract:** The LEMAS core survey, conducted every 3 to 4 years since 1987, is based on a nationally representative sample of approximately 3,500 general-purpose LEAs and provides national estimates of law enforcement salaries, expenditures, operations, equipment, information systems and policies and procedures. In addition to these regular surveys, BJS also fields LEMAS supplement surveys to capture detailed information on specific topics pertaining to specific issues in law enforcement. BJS implemented this model of regular LEMAS core surveys and thematic supplement surveys following recommendations from the National Research Council. The first LEMAS supplement survey was fielded in 2017 (OMB Control Number 1121–0354, expired 2/28/2019), with a focus on body-worn camera use among law enforcement agencies. The 2023 LEMAS supplement focuses on two topics, post-academy law enforcement training and agency responses to suicide. Post-academy training is defined as law enforcement training provided to full-time sworn personnel with general arrest powers at any point in their law enforcement career following any recruit or field training. Applicable



topics include the number and types of training instructors used; training budgets; the resources that are accessible to officers through the agency’s training program; the number of instruction hours provided for each training topic; and the types of special training programs offered to active full-time sworn personnel. The 2023 LEMAS supplement will also address law enforcement agency responses to suicide. The Federal Bureau of Investigation (FBI) launched the Law Enforcement Suicide Data Collection (LESDC) in January 2022 (OMB Control Number 1110–0082). The 2023 LEMAS supplement survey is intended to be a supporting effort to LESDC by collecting agency-level information on formal wellness programs currently available to full-time sworn personnel and related policies and training.

**Overview of This Information Collection:**

*Type of Information Collection:* New collection.

*The Title of the Form/Collection:* 2023 Law Enforcement Administrative and Management Statistics (LEMAS) Supplement Survey—Post-Academy Training and Officer Wellness (PATOW).

*The agency form number, if any, and the applicable component of the Department sponsoring the collection:* No agency form number at this time. The applicable component within the Department of Justice is the Bureau of Justice Statistics (BJS), in the Office of Justice Programs.

*Affected public who will be asked or required to respond, as well as the obligation to respond:* Affected public is

State, Local and Tribal Governments and the obligation to respond is voluntary.

*An estimate of the total number of respondents and the amount of time estimated for an average respondent to respond:* An agency-level survey will be sent to approximately 3,500 LEA respondents. The expected burden placed on these respondents is about 1.75 hours per respondent.

*An estimate of the total annual burden (in hours) associated with the collection:* There are an estimated 6,125 total burden hours associated with this information collection.

*An estimate of the total annual cost burden associated with the collection, if applicable:* The estimated annual cost burden for this collection is \$0.

**TOTAL BURDEN HOURS**

Activity	Number of respondents	Frequency	Total annual responses	Time per response	Total annual burden (hours)
LEMAS Supplement Survey .....	3,500	1	3,500	1.75	102
Unduplicated Totals .....	3,500	.....	3,500	.....	102

*If additional information is required contact:* John R. Carlson, Department Clearance Officer, United States Department of Justice, Justice Management Division, Policy and Planning Staff, Two Constitution Square, 145 N Street NE, 4W–218, Washington, DC.

Dated: May 11, 2023.

**John Carlson,**

*Department Clearance Officer for PRA, U.S. Department of Justice.*

[FR Doc. 2023–10419 Filed 5–15–23; 8:45 am]

**BILLING CODE 4410–18–P**

**DEPARTMENT OF JUSTICE**

[OMB Number 1121–0094]

**Agency Information Collection Activities; Proposed eCollection Comments Requested; Annual Survey of Jails (ASJ)**

**AGENCY:** Bureau of Justice Statistics, Department of Justice.

**ACTION:** 30-Day notice.

**SUMMARY:** The Department of Justice (DOJ), Office of Justice Programs, Bureau of Justice Statistics, will be submitting the following information collection request to the Office of Management and Budget (OMB) for review and approval in accordance with

the Paperwork Reduction Act of 1995. The proposed information collection was previously published in the **Federal Register**, on February 22, 2023, allowing a 60-day comment period. Following publication of the 60-day notice, the Bureau of Justice Statistics received four comments. Two of the comments expressed support for the continuation of the Annual Survey of Jails. The other two comments suggested new items to collect in the survey, including diagnosed disability and education level at admission; education and job training received during incarceration; job preparedness upon release; information on people who identify as transgender; jail population counts by combined race/ethnicity and sex categories; and admissions and releases from jail by race/ethnicity.

**DATES:** Comments are encouraged and will be accepted for 30 days until June 15, 2023.

**FOR FURTHER INFORMATION CONTACT:** If you have comments especially on the estimated public burden or associated response time, suggestions, or need a copy of the proposed information collection instrument with instructions or additional information, please contact Zhen Zeng, Bureau of Justice Statistics, 810 Seventh Street NW, Washington, DC 20531 (email:

*Zhen.Zeng@usdoj.gov*; telephone: 202–598–9955).

**SUPPLEMENTARY INFORMATION:** Written comments and suggestions from the public and affected agencies concerning the proposed collection of information are encouraged. Your comments should address one or more of the following four points:

- Evaluate whether the proposed collection of information is necessary for the proper performance of the functions of the agency, including whether the information will have practical utility;
- Evaluate the accuracy of the agency’s estimate of the burden of the proposed collection of information, including the validity of the methodology and assumptions used;
- Enhance the quality, utility, and clarity of the information to be collected; and/or
- Minimize the burden of the collection of information on those who are to respond, including through the use of appropriate automated, electronic, mechanical, or other technological collection techniques or other forms of information technology, e.g., permitting electronic submission of responses.

Written comments and recommendations for this information collection should be submitted within

**COLORADO**

**San Miguel County**

Bachelor Mine (Historic Radium, Uranium, and Vanadium Mining Resources in the Uravan Mineral Belt, Colorado MPS), Cty. Rd. Z13 southwest of Naturita, Naturita vicinity, MP100009310

*Authority:* Section 60.13 of 36 CFR part 60.

Dated: August 2, 2023.

**Sherry A. Frear,**

*Chief, National Register of Historic Places/ National Historic Landmarks Program.*

[FR Doc. 2023–17191 Filed 8–10–23; 8:45 am]

**BILLING CODE 4312–52–P**

**INTERNATIONAL TRADE COMMISSION**

[USITC SE–23–038]

**Sunshine Act Meetings**

**AGENCY HOLDING THE MEETING:** United States International Trade Commission.

**TIME AND DATE:** August 16, 2023 at 11:00 a.m.

**PLACE:** Room 101, 500 E Street SW, Washington, DC 20436, Telephone: (202) 205–2000.

**STATUS:** Open to the public.

**MATTERS TO BE CONSIDERED:**

1. *Agendas for future meetings:* none.
2. Minutes.
3. Ratification List.
4. Commission vote on Inv. Nos. 731–TA–1104 (Third Review) (Polyester Staple Fiber (PSF) from China). The Commission currently is scheduled to complete and file its determinations and views of the Commission on August 24, 2023.
5. *Outstanding action jackets:* none.

**CONTACT PERSON FOR MORE INFORMATION:** Sharon Bellamy, Acting Supervisory Hearings and Information Officer, 202–205–2000.

The Commission is holding the meeting under the Government in the Sunshine Act, 5 U.S.C. 552(b). In accordance with Commission policy, subject matter listed above, not disposed of at the scheduled meeting, may be carried over to the agenda of the following meeting. Earlier notification of this meeting was not possible.

By order of the Commission.

Issued: August 9, 2023.

**Sharon Bellamy,**

*Acting Supervisory Hearings and Information Officer.*

[FR Doc. 2023–17371 Filed 8–9–23; 11:15 am]

**BILLING CODE 7020–02–P**

**DEPARTMENT OF JUSTICE**

[OMB Number 1121–0NEW]

**Agency Information Collection Activities; Proposed eCollection eComments Requested; 2023 Law Enforcement Administrative and Management Statistics (LEMAS) Supplement Survey—Post-Academy Training and Officer Wellness (PATOW)**

**AGENCY:** Bureau of Justice Statistics, Department of Justice.

**ACTION:** 30-Day notice.

**SUMMARY:** The Bureau of Justice Statistics, Office of Justice Programs, Department of Justice (DOJ), will be submitting the following information collection request to the Office of Management and Budget (OMB) for review and approval in accordance with the Paperwork Reduction Act of 1995. The proposed information collection was previously published in the **Federal Register** on May 16, 2023, allowing a 60-day comment period.

**DATES:** Comments are encouraged and will be accepted for 30 days until September 11, 2023.

**FOR FURTHER INFORMATION CONTACT:** If you have comments especially on the estimated public burden or associated response time, suggestions, or need a copy of the proposed information collection instrument with instructions or additional information, please contact: Sean E. Goodison (email: *Sean.Goodison@usdoj.gov*; telephone: 202–307–0765), Bureau of Justice Statistics, 810 Seventh Street NW, Washington, DC 20531.

**SUPPLEMENTARY INFORMATION:** Written comments and suggestions from the public and affected agencies concerning the proposed collection of information are encouraged. Your comments should address one or more of the following four points:

- Evaluate whether the proposed collection of information is necessary for the proper performance of the functions of the agency, including whether the information will have practical utility;
- Evaluate the accuracy of the agency’s estimate of the burden of the proposed collection of information, including the validity of the methodology and assumptions used;
- Enhance the quality, utility, and clarity of the information to be collected; and/or
- Minimize the burden of the collection of information on those who are to respond, including through the use of appropriate automated, electronic,

mechanical, or other technological collection techniques or other forms of information technology, e.g., permitting electronic submission of responses.

Written comments and recommendations for this information collection should be submitted within 30 days of the publication of this notice on the following website *www.reginfo.gov/public/do/PRAMain*. Find this particular information collection by selecting “Currently under 30-day Review—Open for Public Comments” or by using the search function and entering either the title of the information collection. This information collection request may be viewed at *www.reginfo.gov*. Follow the instructions to view Department of Justice, information collections currently under review by OMB.

DOJ seeks PRA authorization for this information collection for three (3) years. OMB authorization for an ICR cannot be for more than three (3) years without renewal. The DOJ notes that information collection requirements submitted to the OMB for existing ICRs receive a month-to-month extension while they undergo review.

**Overview of This Information Collection**

1. Type of Information Collection: New collection.
2. Title of the Form/Collection: 2023 Law Enforcement Administrative and Management Statistics (LEMAS) supplement survey—Post-Academy Training and Officer Wellness (PATOW).
3. Agency form number, if any, and the applicable component of the Department of Justice sponsoring the collection: No agency form number at this time. The applicable component within the Department of Justice is the Bureau of Justice Statistics (BJS), in the Office of Justice Programs.
4. Affected public who will be asked or required to respond, as well as a brief abstract: Affected Public: State, local and tribal governments (Respondents will be general purpose state, county, and local law enforcement agencies (LEAs), including local and county police departments, sheriff’s offices, and primary state law enforcement agencies. BJS plans to publish this information in reports and reference it when responding to queries from the U.S. Congress, Executive Office of the President, the U.S. Supreme Court, state officials, international organizations, researchers, students, the media, and others interested in criminal justice statistics.)

*Abstract:* The LEMAS core survey, conducted every 3 to 4 years since 1987, is based on a nationally representative sample of approximately 3,500 general-purpose LEAs and provides national estimates of law enforcement salaries, expenditures, operations, equipment, information systems and policies and procedures. In addition to these regular surveys, BJS also fields LEMAS supplement surveys to capture detailed information on specific topics pertaining to specific issues in law enforcement. BJS implemented this model of regular LEMAS core surveys and thematic supplement surveys following recommendations from the National Research Council. The first LEMAS supplement survey was fielded in 2017 (OMB Control Number 1121-0354, expired 2/28/2019), with a focus on body-worn camera use among law enforcement agencies.

The 2023 LEMAS supplement focuses on two topics, post-academy law enforcement training and officer wellness programs associated with agency responses to suicide. Post-academy training is defined as law enforcement training provided to full-time sworn personnel with general arrest powers at any point in their law enforcement career following any recruit or field training. Applicable topics include the number and types of training instructors used; training budgets; the resources that are accessible to officers through the agency's training program; the number of instruction hours provided for each training topic; and the types of special training programs offered to active full-time sworn personnel. The 2023 LEMAS supplement will also address law enforcement agency wellness programs associated with responses to suicide. The Federal Bureau of Investigation (FBI) launched the Law Enforcement Suicide Data Collection (LESDC) in January 2022 (OMB Control Number 1110-0082). The 2023 LEMAS supplement survey is intended to be a supporting effort to LESDC by collecting agency-level information on formal wellness programs currently available to full-time sworn personnel and related policies and training.

5. Obligation to Respond: Voluntary.
  6. Total Estimated Number of Respondents: 3,500.
  7. Estimated Time per Respondent: 1.75 hours.
  8. Frequency: Annually.
  9. Total Estimated Annual Time Burden: 6,125 hours.
  10. Total Estimated Annual Other Costs Burden: \$210,210.
- If additional information is required, contact: Darwin Arceo, Department

Clearance Officer, Policy and Planning Staff, Justice Management Division, United States Department of Justice, Two Constitution Square, 145 N Street NE, 4W-218 Washington, DC 20530.

Dated: August 8, 2023.

**Darwin Arceo,**

*Department Clearance Officer for PRA, U.S. Department of Justice.*

[FR Doc. 2023-17238 Filed 8-10-23; 8:45 am]

**BILLING CODE 4410-18-P**

## DEPARTMENT OF LABOR

### Agency Information Collection Activities; Submission for OMB Review; Comment Request; Defined Benefit Plan Annual Funding Notice

**ACTION:** Notice of availability; request for comments.

**SUMMARY:** The Department of Labor (DOL) is submitting this Employee Benefits Security Administration (EBSA)-sponsored information collection request (ICR) to the Office of Management and Budget (OMB) for review and approval in accordance with the Paperwork Reduction Act of 1995 (PRA). Public comments on the ICR are invited.

**DATES:** The OMB will consider all written comments that the agency receives on or before September 11, 2023.

**ADDRESSES:** Written comments and recommendations for the proposed information collection should be sent within 30 days of publication of this notice to [www.reginfo.gov/public/do/PRAMain](http://www.reginfo.gov/public/do/PRAMain). Find this particular information collection by selecting "Currently under 30-day Review—Open for Public Comment" or by using the search function.

*Comments are invited on:* (1) whether the collection of information is necessary for the proper performance of the functions of the Department, including whether the information will have practical utility; (2) the accuracy of the agency's estimates of the burden and cost of the collection of information, including the validity of the methodology and assumptions used; (3) ways to enhance the quality, utility and clarity of the information collection; and (4) ways to minimize the burden of the collection of information on those who are to respond, including the use of automated collection techniques or other forms of information technology.

**FOR FURTHER INFORMATION CONTACT:** Nicole Bouchet by telephone at 202-693-0213, or by email at [DOL\\_PRA\\_PUBLIC@dol.gov](mailto:DOL_PRA_PUBLIC@dol.gov).

**SUPPLEMENTARY INFORMATION:** As required by Section 101(f) of the Employee Retirement Income Security Act of 1974, an annual notice of the plan's funded status to the plan's participants and beneficiaries and other specified interested parties (each labor organization representing such participants or beneficiaries, each employer that has an obligation to contribute under the plan, and the Pension Benefit Guaranty Corporation) is required to be disclosed. For additional substantive information about this ICR, see the related notice published in the **Federal Register** on February 8, 2023 (88 FR 8317).

This information collection is subject to the PRA. A Federal agency generally cannot conduct or sponsor a collection of information, and the public is generally not required to respond to an information collection, unless the OMB approves it and displays a currently valid OMB Control Number. In addition, notwithstanding any other provisions of law, no person shall generally be subject to penalty for failing to comply with a collection of information that does not display a valid OMB Control Number. See 5 CFR 1320.5(a) and 1320.6.

DOL seeks PRA authorization for this information collection for three (3) years. OMB authorization for an ICR cannot be for more than three (3) years without renewal. The DOL notes that information collection requirements submitted to the OMB for existing ICRs receive a month-to-month extension while they undergo review.

*Agency:* DOL-EBSA.

*Title of Collection:* Defined Benefit Plan Annual Funding Notice.

*OMB Control Number:* 1210-0126.

*Affected Public:* Private Sector—Businesses or other for-profits; Not-for-profit Institutions.

*Total Estimated Number of Respondents:* 32,209.

*Total Estimated Number of Responses:* 58,201,069.

*Total Estimated Annual Time Burden:* 166,067 hours.

*Total Estimated Annual Other Costs Burden:* \$5,758,314.

(Authority: 44 U.S.C. 3507(a)(1)(D))

**Nicole Bouchet,**

*Acting Departmental Clearance Officer.*

[FR Doc. 2023-17200 Filed 8-10-23; 8:45 am]

**BILLING CODE 4510-29-P**

## Attachment 6: Prenotification Letter

[DATE]

[addressblock]

Dear <<Title>> <Name>>:

I am pleased to announce that the Bureau of Justice Statistics (BJS) has begun preparing for the 2023 Law Enforcement Management and Administrative Statistics Post-Academy Training and Officer Wellness (LEMAS PATOW) Survey.

This supplemental survey is an important part of BJS's Law Enforcement Core Statistics program, which includes law enforcement agency surveys of state, county, and local law enforcement agencies in the United States. Together, these surveys provide key nationally representative data on personnel, policies, and agency activities.

We have included a letter of support from <<orgtypes>> organizations to further demonstrate the importance of your agency's participation.

In the next few weeks, BJS will invite <<AgencyName>> to participate in the 2023 LEMAS PATOW survey. Specifically, your agency will be asked to complete an online survey about resources provided to staff with a focus on post-academy training and wellness services.

I recognize that your agency receives a variety of data and survey requests throughout the year, and I thank you in advance for your support of the LEMAS PATOW survey. If you have questions, please reach out to RTI International, the data collection agent for this survey, at xxx-xxx-xxxx or at xxxxx@rti.org. If you have any general comments, please contact the BJS Program Manager, Sean Goodison, at xxx-xxx-xxxx or at [Sean.Goodison@usdoj.gov](mailto:Sean.Goodison@usdoj.gov).

Sincerely,

[signature]

Alexis R. Piquero, Ph.D.  
Director  
Bureau of Justice Statistics

## Attachment 7: Prenotification Email

To: <<EMAIL>>

Subject: 2023 LEMAS Post-Academy Training and Officer Wellness Survey | <<CaseID>>

Body of Email:

Dear <<Title>> <Name>>:

I am pleased to announce that the Bureau of Justice Statistics (BJS) has begun preparing for the 2023 Law Enforcement Management and Administrative Statistics Post-Academy Training and Officer Wellness (LEMAS PATOW) Survey.

In the next few weeks, BJS will invite your agency, <<AgencyName>>, to participate in the 2023 LEMAS PATOW survey. Specifically, your agency will be asked to complete an online survey about resources provided to staff with a focus on post-academy training and wellness services.

This supplemental survey is an important part of BJS's Law Enforcement Core Statistics program, which includes law enforcement agency surveys of state, county, and local law enforcement agencies in the United States. Together, these surveys provide key nationally representative data on personnel, policies, and agency activities.

This letter of support from <<orgtypes>> organizations further demonstrates the importance of your agency's participation.

I recognize that your agency receives a variety of data and survey requests throughout the year, and I thank you in advance for your support of the LEMAS PATOW survey. If you have questions, please reach out to RTI International, the data collection agent for this survey, at xxx-xxx-xxxx or at xxxxx@rti.org. If you have any general comments, please contact the BJS Program Manager, Sean Goodison, at xxx-xxx-xxxx or at [Sean.Goodison@usdoj.gov](mailto:Sean.Goodison@usdoj.gov).

Sincerely,

[signature]

Director  
Bureau of Justice Statistics

## Attachment 8. Letter of Support

DATE

Dear <<Title>> <Name>>:

The Bureau of Justice Statistics is working with RTI International to field the 2023 Law Enforcement Management and Administrative Statistics Post-Academy Training and Officer Wellness (LEMAS PATOW) Survey. Conducted periodically since 1987, the LEMAS core and supplemental surveys are the only surveys of general-purpose law enforcement agencies that gather nationally representative information on key agency characteristics across the United States.

**The nation's law enforcement community, as represented by [PLACEHOLDER FOR SUPPORTING ORGANIZATIONS], recognizes the importance of this national data collection and encourages their members and other law enforcement agency professionals to participate.**

### [LOGOS OF SUPPORTING ORGANIZATIONS]

Your participation will help ensure that the 2023 LEMAS PATOW survey is a success and that the results can be used with confidence by law enforcement, policymakers, and researchers. We know that your staff have many responsibilities and limited time, but we hope that you will provide the requested information and contribute to this effort. No other data collection provides such a complete accounting of the functions and personnel of law enforcement agencies throughout the country.

We thank you in advance for your participation in this important study.

Sincerely,

## Attachment 9: Invitation Letter

[DATE]

[addressblock]

**IMPORTANT REQUEST**

Dear <<Title>> <Name>>:

I am writing to ask for your participation in the **2023 Law Enforcement Management and Administrative Statistics Post-Academy Training and Officer Wellness (LEMAS PATOW) Survey**.

Your response to this survey is critical to the U.S. Department of Justice, Bureau of Justice Statistics' (BJS) effort to produce national estimates of post-academy training and wellness services. More information about LEMAS PATOW and other BJS collections is included on the enclosed survey information sheet.

To complete your survey, please access the questionnaire online at <https://bjslecs.org/xxxxx>. You may start and stop as needed. Your agency-specific information is:

**USERNAME: «caseid»    PASSWORD: «PIN»**

**Please complete this questionnaire online by [DATE].**

If preferred, a paper version of the survey can be downloaded from the website above. You may share the survey with others at your agency who can assist you in providing the requested information.

If you need to update contact information for your agency, go to <https://bjslecs.org/xxxxx> using the username and password shown above and follow the instructions provided on the website.

If you have questions about the survey, please contact the data collection team at RTI International at xxx-xxx-xxxx or at [xxxxx@rti.org](mailto:xxxxx@rti.org). If you have any general comments, please contact me at xxx-xxx-xxxx or at [Sean.Goodison@usdoj.gov](mailto:Sean.Goodison@usdoj.gov).

We thank you in advance for your time and participation.

Sincerely,

[signature]

Sean Goodison  
LEMAS PATOW Program Manager  
Bureau of Justice Statistics

BJS will use the data collected in the 2023 LEMAS PATOW survey only for research and statistical purposes, as described in Title 34, USC §10134. RTI International, the 2023 LEMAS PATOW data collector, is required to adhere to BJS Data Protection Guidelines, which summarize the many federal statutes, regulations, and other authorities that govern all BJS data and data collected and maintained under BJS's authority. The guidelines may be found at [https://bjs.ojp.gov/sites/g/files/xyckuh236/files/media/document/bjs\\_data\\_protection\\_guidelines.pdf](https://bjs.ojp.gov/sites/g/files/xyckuh236/files/media/document/bjs_data_protection_guidelines.pdf).

## Attachment 10: Survey Flyer (text only)

**Title Page** 2023 Law Enforcement Management and Administrative Statistics Post-Academy Training and Officer Wellness (LEMAS PATOW) Survey

**Conducted by** Bureau of Justice Statistics, U.S. Department of Justice | RTI International

**What is the LEMAS PATOW survey?** The LEMAS PATOW survey is an important part of the Bureau of Justice Statistics' (BJS) Law Enforcement Core Statistics (LECS) program, which includes law enforcement agency surveys conducted by BJS to understand personnel, policies, and procedures of state, county and local law enforcement agencies in the United States. The LEMAS PATOW survey includes questions about resources provided to staff with a focus on post-academy training and wellness services. Together, the LECS surveys provide key nationally representative data on personnel, policies, and agency activities at local, county, state, and national levels.

**What is the difference between the LEMAS core and LEMAS PATOW survey?** The LEMAS is moving to a new core + topical supplement model. The LEMAS core is focused on long-term issues in policing revolving around staffing, strategies and tactics, and organizational structure and will be administered every 4 years. The LEMAS supplements cover select topics pertaining to specific issues in law enforcement and can change over time. The first LEMAS supplement was the 2016 LEMAS Body-Worn Camera Supplement and the 2023 LEMAS PATOW is the second supplement. The LEMAS core and supplements are critically important to understanding characteristics, policies, and procedures of law enforcement agencies across the country.

**What will I be asked to do?** The chief executive will be asked to designate a staff member to complete the survey (i.e., point of contact). The agency point of contact will be given information on how to access the online survey (or request a paper survey if desired). The website will be secure and will allow respondents to save and close the survey at any time. The survey can be reopened later to enter or edit responses until the final responses are submitted.

### 2023 LEMAS PATOW Survey Schedule

#### Fall 2023–Spring 2024

- BJS will send out a letter inviting law enforcement agency chief executives to participate in the LEMAS PATOW survey.
- Chief executives invited to participate in the LEMAS PATOW survey can designate a point of contact who will complete the survey.
- RTI will provide the chief or point of contact with access to the survey website and collect the survey data.

#### Spring–Summer 2024

- Data quality will be assessed.
- Results will be processed and analyzed.
- BJS and RTI will draft a report on survey findings.

#### Winter 2024–Spring 2025

- BJS will publish preliminary survey findings.

For more information about the LEMAS PATOW survey, visit <https://bjslecs.org/xxxxx>.

For additional information on the LECS suite of BJS data collection efforts, visit <https://bjslecs.org/>.

You may also contact:

**Megan Waggy**  
Survey Director  
RTI International  
xxx-xxx-xxxx  
xxx@rti.org

**Sean Goodison**  
Program Manager  
Bureau of Justice Statistics  
202-532-5148  
Sean.Goodison@usdoj.gov



## 2023 LEMAS PATOW Pre-Survey Worksheet

**INSTRUCTIONS:** This worksheet is NOT the survey.

You may find it helpful to prepare responses to these select survey questions in advance. The number of the question on this worksheet matches the question number in the full survey. We appreciate your careful effort to provide accurate information on these important statistics.

### Budget

**Question 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.

\$				,				,				.	0	0
----	--	--	--	---	--	--	--	---	--	--	--	---	---	---

**Question 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.

\$				,				,				.	0	0
----	--	--	--	---	--	--	--	---	--	--	--	---	---	---

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

\$				,				,				.	0	0
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### Personnel Counts

**Question 1:** Enter the number of full-time and part-time paid agency employees for the pay period that included December 31, 2022.

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

	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. <b>TOTAL number of employees (sum of rows a, b, and c)</b>		

**Question 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.

	Full-time trainers or instructors	Part-time trainers or instructors
a. Sworn personnel employed by your agency		
b. Retired law enforcement personnel employed by your agency		
c. Non-sworn/civilian personnel employed by your agency		
d. Sworn personnel NOT employed by your agency		
e. Retired law enforcement personnel NOT employed by your agency		
f. Non-sworn/civilian personnel NOT employed by your agency		

**Question 60:** How many total full-time agency personnel worked in wellness programs as their primary responsibility as of December 31, 2022?

	Personnel whose primary responsibility is wellness
Full-time Sworn	
Full-time Non-Sworn	

## Training Hours

**Question 5:** What was 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.

	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>	
<b>d. TOTAL hours of training (sum of rows a, b, and c)</b>	

In 2022, what was the minimum number of training hours required for full-time sworn personnel with general arrest powers on...

	Hours
<b>Question 14:</b> Use of force continuum/situational use of force	
<b>Question 27:</b> Peer intervention programs	
<b>Question 39:</b> De-escalation	

**Question 51:** For each of the following training topics, if the training is required on a regular basis, what is the minimum required number of training hours for each repeated occurrence of training?

	Minimum required number of training hours for each repeated occurrence
a. Civilian complaint process	
b. Criminal/constitutional law	
c. Firearms proficiency	
d. Martial arts training (e.g., ju-jitsu)	
e. Physical comply and control tactics	
f. Procedural justice	
g. Public order/protest management /mass demonstrations	
h. Substance use disorders (e.g., opioids, methamphetamines, hallucinogens)	
i. Racial profiling, unbiased policing, implicit bias	
j. Response to an active shooter	
k. Traffic enforcement safety/tactics	

**INSTRUCTIONS: This worksheet is NOT the survey.**

To submit your agency's full survey, log in at [URL]. You can also download a paper version of the full survey at this link, or request one be sent to you by contacting our Help Desk at [phone] or [email].

## Attachment 12: First Reminder Email

To: <<EMAIL>>

Subject: 2023 LEMAS Post-Academy Training and Officer Wellness Survey | <<CaseID>>

Body of Email:

Dear <<Title>> <Name>>:

The Bureau of Justice Statistics recently mailed you an invitation to participate in the 2023 Law Enforcement Management and Administrative Statistics Post-Academy Training and Officer Wellness (LEMAS PATOW) Survey. **The questionnaire is due [DATE]**, and we hope you will be able to respond by then. If you have already completed the survey, please accept our sincere thanks.

If you have not completed your survey, please do so as soon as possible. Your participation is critical to producing accurate national estimates on post-academy training and officer wellness programs.

**To complete your survey, please access the questionnaire online at <https://bjslecs.org/xxxxx>. You may start and stop as needed. Your agency-specific information is:**

**USERNAME: «caseid»    PASSWORD: «PIN»**

If preferred, a paper version of the survey can be downloaded from the website above. You may share the survey with others at your agency who can assist you in providing the requested information.

If you need to update contact information for your agency, go to <https://bjslecs.org/xxxxx> using the username and password shown above and follow the instructions provided on the website.

If you have questions about the survey, please contact the data collection team at RTI International at xxx-xxx-xxxx or at [xxxxx@rti.org](mailto:xxxxx@rti.org). If you have any general comments, please contact me at xxx-xxx-xxxx or at [Sean.Goodison@usdoj.gov](mailto:Sean.Goodison@usdoj.gov).

On behalf of the Bureau of Justice Statistics, we are grateful for your participation. Thank you for your time and attention.

Sincerely,

[signature]

Sean Goodison  
LEMAS PATOW Program Manager  
Bureau of Justice Statistics

**Attachment 13: Second Reminder Postcard**

[DATE]

[addressblock]

**REMINDER NOTICE**

Dear <<Title>> <Name>>:

A few weeks ago, the Bureau of Justice Statistics invited <<AGENCYNAME>> to participate in the 2023 Law Enforcement Management and Administrative Statistics Post-Academy Training and Officer Wellness (LEMAS PATOW) Survey. Our records show that as of [DATE], we have not received your completed questionnaire. If you have already completed the survey, please accept our sincere thanks.

**If you have not completed the questionnaire, please do so by [DATE]. Your participation is valuable, and your agency's input cannot be replaced.** Your responses will help produce accurate national estimates on several important issues such as training on procedural justice and availability of wellness programs to agency employees.

Please complete the questionnaire online at <https://bjslecs.org/xxxxx>. You may start and stop as needed. Your agency-specific information is:

**USERNAME: «caseid»    PASSWORD: «PIN»**

Thank you for your help with this important research. If you have any questions, or if you prefer to complete a paper copy of the survey, please contact the RTI data collection team at xxx-xxx-xxxx or at xxxxx@rti.org.

Sincerely,

[signature]

Sean Goodison  
LEMAS PATOW Program Manager  
Bureau of Justice Statistics

**Attachment 14: Third Reminder Email**

To: <<EMAIL>>

Subject: DUE SOON: 2023 LEMAS Post-Academy Training and Officer Wellness Survey | <<CaseID>>

Body of Email:

Dear <<Title>> <Name>>:

The Bureau of Justice Statistics recently mailed you an invitation to participate in the 2023 Law Enforcement Management and Administrative Statistics Post-Academy Training and Officer Wellness (LEMAS PATOW) Survey. **The questionnaire is due [DATE]**, and we hope you will be able to respond by then. If you have already completed the survey, please accept our sincere thanks.

If you have not completed your survey, please do so as soon as possible. I appreciate that your time is limited, but **your participation is critical, and your agency's input cannot be replaced**. Your participation will help produce accurate national estimates on important issues such as which types of trainings are mandatory versus optional and how often staff receive post-academy refresher trainings.

**To complete your survey, please access the questionnaire online at <https://bjslecs.org/xxxxx>. You may start and stop as needed. Your agency-specific information is:**

**USERNAME: <<caseid>>    PASSWORD: <<PIN>>**

Thank you for your help with this important research. If you have any questions, or if you prefer to complete a paper copy of the survey, please contact the RTI data collection team at xxx-xxx-xxxx or at xxxxx@rti.org.

If you have any general comments about this data collection, please contact me at xxx-xxx-xxxx or at [Sean.Goodison@usdoj.gov](mailto:Sean.Goodison@usdoj.gov).

Thank you for your time and attention.

Sincerely,

[signature]

Sean Goodison  
LEMAS PATOW Program Manager  
Bureau of Justice Statistics

**Attachment 15: Fourth Reminder Letter**

[DATE]

[addressblock]

**SUBMIT ONLINE OR BY USING  
ENCLOSED PAPER SURVEY**

Dear <<Title>> <Name>>:

In <month>, the Bureau of Justice Statistics mailed you an invitation to participate in the 2023 Law Enforcement Management and Administrative Statistics Post-Academy Training and Officer Wellness (LEMAS PATOW) Survey. **The questionnaire is due [DATE]**, and we hope you will be able to respond by then. If you have already completed the survey, please accept our sincere thanks.

I appreciate that your time is limited, but **your participation is critical, and your agency's input cannot be replaced**. Our staff may reach out to your agency by phone in the next few weeks to see if we can assist in getting your agency's survey completed.

**To complete your questionnaire online, visit <https://bjslecs.org/xxxxx>, and use the following agency-specific information:**

**USERNAME: «caseid»    PASSWORD: «PIN»**

**Please complete this questionnaire online by [DATE].**

We request that you complete the survey online, but we have included a paper version in this package should you prefer to complete it offline and return by mail using the prepaid reply envelope.

If you have questions about the survey, please contact the data collection team at RTI International at xxx-xxx-xxxx or at xxxxx@rti.org. If you have any general comments, please contact me at xxx-xxx-xxxx or at [Sean.Goodison@usdoj.gov](mailto:Sean.Goodison@usdoj.gov).

Thank you for your time and attention.

Sincerely,

[signature]

Sean Goodison  
LEMAS PATOW Program Manager  
Bureau of Justice Statistics

## Attachment 16: Sample Phone Follow-Up Script

PROGRAMMER, DISPLAY:  
STATUS, DATE OF LAST CALL, NUMBER OF ATTEMPTS

**QINT1.** Hello, this is <<INTERVIEWER NAME>>, calling on behalf of the Bureau of Justice Statistics in the U.S. Department of Justice regarding the 2023 Law Enforcement Management and Administrative Statistics Post-Academy Training and Officer Wellness Survey, also known as LEMAS PATOW.

To ensure I've contacted the correct law enforcement agency, I would like to ask a few brief questions. I have the agency name as...[PROGRAMMER: FILL AGENCY NAME.] Is that correct?

- 1 YES [GO TO QINT3]
- 2 NO [GO TO QINT2]

**QINT2.** What is the agency's name?

---

**QINT3.** What is the agency's address?

[PROGRAMMER: FILL ADDRESS]

- 1 YES – MATCH TO RECORDS [GO TO QINT5]
- 2 NO – DOES NOT MATCH RECORDS [GO TO NEW\_ADDR1]

**NEW\_ADDR1.** INTERVIEWER: RECORD ADDRESS, ASKING RESPONDENT TO REPEAT IF NECESSARY.

ADDRESS 1:

ADDRESS 2:

CITY:

STATE:

ZIP:

**QINT5.** Let me just check to see if the information we have on record is up to date.

[PROGRAMMER: DISPLAY AGENCY NAME, ADDRESS, NEW INFORMATION JUST PROVIDED AND VICINITY LIST.]

INTERVIEWER: USE LOOKUP TABLE TO IDENTIFY ANY AGENCIES WITH NAMES THAT ARE SIMILAR TO THE NAME OF THE AGENCY TI IS TALKING TO. IF ANY ARE SIMILAR, DISCUSS WITH RESPONDENT. ONCE AGENCY IS CONFIRMED SELECT FROM LIST AND CONTINUE.

**QINT7.** I'm following up on a survey invitation that we sent to <<AGENCY>>. Have I reached <<area >>- <<phone>>?

- 1 CORRECT NUMBER [GO TO QINT11]
- 2 NOT CORRECT [GO TO QINT8]



3 WOULD LIKE TO BE CALLED ON A NEW NUMBER [GO TO TEL06]

**QINT8.** What phone number have I reached?

---

[PROGRAMMER: APPEND THE PHONE NUMBER TO THIS CASE.]

[GO TO QINT11]

**TEL06.** What is the number you would like to be contacted at?

---

(ENTER NUMBER WITH NO DASHES, SPACES OR OTHER PUNCTION)

INTERVIEWER: RECORD THE NUMBER, THEN CALL THE RESPONDENT BACK ON THE NEW NUMBER.

[PROGRAMMER: APPEND THE PHONE NUMBER TO THIS CASE.]

[GO TO QINT11]

**QINT11.** [PROGRAMMER: DISPLAY AGENCY'S ORI NUMBER.]

What is your agency's ORI number?

INTERVIEWER: DO THEY MATCH OR ARE THEY DIFFERENT?

- 1 MATCH
- 2 DIFFERENT
- 8 DON'T KNOW

PROGRAMMER: IF QINT1 AND QINT3 = 1, OR IF QINT1 AND QINT11=1 (IF APPLICABLE), OR IF QINT3 AND QINT11=1 (IF APPLICABLE), CONTINUE. IF QINT5=2, GO TO QINT30. ELSE, GO TO QINT30.

**QINT12.** May I speak with <<Title>> <<name>>?

- 1 TRANSFER TO POC (LIVE) [GO TO QINT15]
- 2 GATEKEEPER IS POC [GO TO QINT15]
- 3 TRANSFER TO VM FOR POC [GO TO ANSPROMPT1]
- 4 NO/NOT AVAILABLE – SCHEDULE CALLBACK [GO TO INT06]
- 5 POC NO LONGER CHIEF/SHERIFF/AGENCY OR POC/PERSON NO LONGER IN AGENCY [GO TO QINT13]
- 9 REFUSED [GO TO QINT18]

**QINT13.** What is the new (chief's/sheriff's/agency head's) name?

---

-9 REFUSED

**QINT14.** May I speak with the (chief/sheriff/agency head)?

- 1 TRANSFER TO POC (LIVE) [GO TO QINT15]
- 2 GATEKEEPER IS POC [GO TO QINT15]
- 3 TRANSFER TO VM FOR POC [GO TO ANSPROMPT1]
- 4 NO/NOT AVAILABLE – SCHEDULE CALLBACK [GO TO INT06]
- 9 REFUSED [GO TO QINT18]

**QINT15.** [IF Q12=1 OR Q14=1 OR Q16=2, FILL: Hello, this is <<INTERVIEWER NAME>> calling on behalf of the Bureau of Justice Statistics in the U.S. Department of Justice regarding the 2023 Law Enforcement Management and Administrative Statistics Post-Academy Training and Officer Wellness Survey, also known as LEMAS PATOW.

I'm following up on our invitation that asked your agency to participate in this survey. Since we did not hear back from your agency, I wanted to call to see if you received the invitation.

- 1 YES [GO TO QINT18]
- 2 NO [GO TO QINT20]
- 3 NO ANSWER [END CALL]
- 4 WENT TO VOICEMAIL [GO TO ANSPROMPT1]
- 9 REFUSED [GO TO QINT18]

**ANSPROMPT1.** [DISPLAY FOR CALLING ROUNDS 1 AND 2]

Hello, this is \_\_\_\_\_, calling on behalf of the Bureau of Justice Statistics in the U.S. Department of Justice regarding the 2023 Law Enforcement Management and Administrative Statistics Post-Academy Training and Officer Wellness Survey, also known as LEMAS PATOW. This message is for <<POC NAME>>. Our records show that we have not yet received your completed survey. We hope that you can complete the survey within the next week. If you have any questions about the survey, please call our toll-free number, 800-XXX-XXXX.

[DISPLAY FOR CALLING ROUND 3]

Hello, this is \_\_\_\_\_, calling on behalf of the Bureau of Justice Statistics in the U.S. Department of Justice regarding the 2023 Law Enforcement Management and Administrative Statistics Post-Academy Training and Officer Wellness Survey, also known as LEMAS PATOW. This message is for <<POC NAME>>. Our records show that we have not yet received your completed survey. Your participation helps to ensure the accuracy of the study results and we cannot substitute another agency for yours. We hope that you can complete the survey by [DATE]. If you like, please call our toll-free number 800-XXXXXXX and a member of the research team can assist you.

- 1 LEFT MESSAGE. END CALL.
- 2 SOMEONE PICKED UP. [GO TO QINT15]
- 3 UNABLE TO LEAVE MESSAGE. END CALL.

**INT06.** When would be a better time to call back?

INTERVIEWER: IF RESPONDENT INDICATES THAT THEY ARE WILLING TO TALK NOW BUT THEY ARE DRIVING, SAY: I'm sorry, but for your safety we're not able to continue while you're driving.

IS THIS CALLBACK SET BY THE RESPONDENT OR SOMEONE ELSE?

(INTERVIEWER NOTES: CALLBACK SHOULD ONLY BE SET IF THE RESPONDENT REQUESTED OR AGREED TO BE CALLED BACK.)

CALLBACK DEFINITION:

CALLBACK BY SUBJECT: THE RESPONDENT SELECTED TO COMPLETE THE INTERVIEW PROVIDED A SPECIFIC TIME AND DATE FOR THE APPOINTMENT.

CALLBACK BY OTHER: SOMEONE OTHER THAN THE SELECTED RESPONDENT ASKED FOR US TO CALLBACK, OR THE SELECTED RESPONDENT DID NOT PROVIDE A SPECIFIC DATE AND TIME TO BE CALLED BACK.

- 1 APPOINTMENT BY SUBJECT [GO TO APPOINTMENT SCHEDULE SCREENS AND THEN QINT29]
- 2 APPOINTMENT BY OTHER [GO TO APPOINTMENT SCHEDULE SCREENS AND THEN QINT29]
- 3 REFUSED. I will just try again later. [GO TO QINT29]

**QINT18.** [PROGRAMMER: IF AGENCY HAS NOT RECEIVED COMMUNICATIONS (Q15=2), DO NOT ASK. ELSE, ASK OF EACH AGENCY THAT HAS NOT REFUSED.]

Your agency's participation helps to ensure our study accurately represents law enforcement agencies across the country. We cannot substitute another agency for yours. Would you please tell me more about your agency's reasons for not participating?

INTERVIEWER: ENTER VERBATIM IN OPEN ENDED BOX FOR CODE 00, THEN CODE THE RESPONSE

---

SELECT ALL THAT APPLY:

- 1 ENTER VERBATIM
- 2 COMPLETE — AGENCY CLAIMS THAT SURVEY HAS BEEN SUBMITTED/SENT
- 3 DUE DATE — CANNOT RESPOND BY DUE DATE
- 4 LIMITED TIME/RESOURCES — NOT RELATED TO DUE DATE
- 5 APPLICABILITY — AGENCY THOUGHT SURVEY DID NOT APPLY TO THEM
- 6 NO INTEREST – AGENCY STAFF ARE UNINTERESTED IN THE SURVEY TOPIC OR GOALS
- 7 NO BENEFIT – AGENCY RECEIVES NO BENEFIT FROM PARTICIPATION/SURVEY
- 8 VOLUNTARY – PARTICIPATION IS NOT MANDATED BY LAW
- 9 SURVEY FATIGUE — AGENCY RECEIVES TOO MANY SURVEY REQUESTS
- 10 LACK OF DATA — DATA NOT AVAILABLE DURING SURVEY PERIOD
- 11 LACK OF DATA — DATA DO NOT EXIST OR ARE NOT MAINTAINED
- 12 INACCESSIBLE DATA – DATA EXIST, BUT ARE NOT EASILY ACCESSIBLE
- 13 POOR QUALITY DATA – DATA EXIST, BUT ARE OF QUESTIONABLE/POOR QUALITY
- 14 CONFIDENTIALITY – DATA ARE NOT TO BE SHARED OUTSIDE OF AGENCY/AUTHORITY
- 15 FEDERAL ROLE – FEDERAL GOVERNMENT SHOULD NOT BE INVOLVED IN LOCAL ISSUES

- 16 JURISDICTION RULE – JURISDICTION DOES NOT PARTICIPATE IN RESEARCH
- 17 OTHER
- 9 REFUSED TO GIVE REASON FOR DELAY/REFUSAL

**QINT19.** INTERVIEWER: IF REFUSAL, DO NOT ASK; CODE 05 [NO, will not complete survey]

ELSE: How would you prefer to complete the survey? You have the option to complete it online or by hard copy.

- 1 POC has completed web survey or sent hard copy [GO TO QINT28]
- 2 YES, will complete survey online [GO TO QINT21]
- 3 YES, will complete a hard copy [GO TO QINT23]
- 4 YES, will complete a hard copy already received [GO TO QINT28]
- 5 NO, will not complete survey [GO TO QINT29]

**QINT20.** IF QINT15=2: Let me send you the survey again. You have the option to complete it online or by hard copy. Which do you prefer?

- 1 YES, will complete survey online [GO TO QINT21]
- 2 YES, will complete a hard copy [GO TO QINT23]
- 3 NO, will not complete survey [GO TO QINT18]

**QINT21.** Would you like me to send the survey link and login information to you again?

- 1 Yes [GO TO QINT22]
- 2 No [GO TO QINT28]

**QINT22.** What is your email address?

---

[GO TO QINT26]

**QINT23.** Would you like me to mail you another copy of the survey?

- 1 Yes [GO TO QINT24]
- 2 No [GO TO QINT28]

**QINT24.** Should I use the address we have on file for you or another address?

- 1 Address on file [GO TO QINT27]
- 2 Another address [GO TO QINT25]

**QINT25.** What is that address?

---

[GO TO QINT27]

**QINT26.** We will send a link to the survey and the access code by email. We look forward to receiving your completed survey. I appreciate you taking the time to speak with me today. Have a nice day.

INTERVIEWER: END CALL.

**QINT27.** We will mail the questionnaire in the next day or two. We look forward to receiving your

completed survey. I appreciate you taking the time to speak with me today. Have a nice day.

INTERVIEWER: END CALL.

**QINT28.** We look forward to receiving your completed survey. I appreciate you taking the time to speak with me today. Have a nice day.

INTERVIEWER: END CALL.

**QINT29.** I appreciate you taking the time to speak with me today. Have a nice day.

INTERVIEWER: END CALL.

**QINT30.** Thank you for answering these questions. I need to discuss our records with my supervisor to determine if your agency is eligible to participate in this survey. If your agency is eligible, someone from the study team will be in touch. Have a nice day.

INTERVIEWER: END CALL.

**Attachment 17: Fifth Reminder Letter**

[DATE]

[addressblock]

Dear <<Title>> <Name>>:

<<AGENCYNAME>> was invited in <fillmonth> to participate in the Bureau of Justice Statistics' 2023 Law Enforcement Management and Administrative Statistics Post-Academy Training and Officer Wellness (LEMAS PATOW) Survey.

**We have not yet received your completed survey and hope that you will choose to participate soon as we are nearing the end of our data collection.** Participation from all agencies is critical to producing accurate national estimates of post-academy training and officer wellness policies. The information that your agency can contribute is valuable, which is why we continue to request it.

To complete your survey, please access the questionnaire online at <https://bjslecs.org/xxxxx>. You may start and stop as needed. Your agency-specific information is:

**USERNAME: «caseid»    PASSWORD: «PIN»**

**Please complete this questionnaire online by [DATE].**

If you need to update contact information for your agency, go to <https://bjslecs.org/xxxxx> using the username and password shown above and follow the instructions provided on the website.

If you have questions about the survey, please contact the data collection team at RTI International at xxx-xxx-xxxx or at [xxxxx@rti.org](mailto:xxxxx@rti.org). If you have any general comments, please contact me at xxx-xxx-xxxx or at [Sean.Goodison@usdoj.gov](mailto:Sean.Goodison@usdoj.gov).

Thank you for your time and attention.

Sincerely,

[signature]

Sean Goodison  
LEMAS PATOW Program Manager  
Bureau of Justice Statistics

**Attachment 18: Sixth Reminder Email**

To: <<EMAIL>>

Subject: Please Respond to the 2023 LEMAS Post-Academy Training and Officer Wellness Survey | <<CaseID>>

Body of Email:

Dear <<Title>> <Name>>:

<<AGENCYNAME>> was invited in the last few months to participate in the Bureau of Justice Statistics' 2023 Law Enforcement Management and Administrative Statistics Post-Academy Training and Officer Wellness (LEMAS PATOW) Survey.

**We have not yet received your completed survey and hope that you will choose to participate soon as we are nearing the end of our data collection.** The information that your agency can contribute is valuable as the reliability of the study's results directly depends on the participation of law enforcement agencies.

To complete your survey, please access the questionnaire online at <https://bjslecs.org/xxxxx>. You may start and stop as needed. Your agency-specific information is:

**USERNAME: <<caseid>>    PASSWORD: <<PIN>>**

**Please complete this questionnaire online by [DATE].**

If you need to update contact information for your agency, go to <https://bjslecs.org/xxxxx> using the username and password shown above and follow the instructions provided on the website.

If you have questions about the survey, please contact the data collection team at RTI International at xxx-xxx-xxxx or at [xxxxx@rti.org](mailto:xxxxx@rti.org). If you have any general comments, please contact me at xxx-xxx-xxxx or at [Sean.Goodison@usdoj.gov](mailto:Sean.Goodison@usdoj.gov).

Thank you for your time and attention.

Sincerely,

[signature]

Sean Goodison  
LEMAS PATOW Program Manager  
Bureau of Justice Statistics

**Attachment 19: End of Study Letter**

[DATE]

[addressblock]

**NOTICE OF FINAL REQUEST**

Dear <<Title>> <Name>>:

We have made several attempts to contact you over the past few months regarding the participation of <<AGENCYNAME>> in the Bureau of Justice Statistics' 2023 Law Enforcement Management and Administrative Statistics Post-Academy Training and Officer Wellness (LEMAS PATOW) Survey. **Your responses are vital to the success of the project.**

The original due date was [DATE]. I am writing today to notify you that there are only a couple of weeks remaining to complete the questionnaire. Your response will help ensure that the study results accurately reflect the characteristics and activities of your agency. The reliability of the study's results directly depends on the participation of law enforcement agencies; <<AGENCYNAME>> **cannot be replaced.**

**You may still access the questionnaire online at <https://bjslecs.org/xxxxx>. You may start and stop as needed. Your agency-specific information is:**

**USERNAME: «caseid»    PASSWORD: «PIN»**

**Please complete this questionnaire as soon as possible.**

If you need to update contact information for your agency, go to <https://bjslecs.org/xxxxx> using the username and password shown above and follow the instructions provided on the website.

If you have questions about the survey, please contact the data collection team at RTI International at xxx-xxx-xxxx or at [xxxxx@rti.org](mailto:xxxxx@rti.org). If you have any general comments, please contact me at xxx-xxx-xxxx or at [Sean.Goodison@usdoj.gov](mailto:Sean.Goodison@usdoj.gov).

We thank you in advance for your time and participation.

Sincerely,

[signature]

Sean Goodison  
LEMAS PATOW Program Manager  
Bureau of Justice Statistics



## Attachment 20: Thank You Letter

[addressblock]

**THANK YOU!**

Dear <<Title>> <Name>>:

On behalf of the Bureau of Justice Statistics (BJS) and RTI International, I would like to **thank you** for participating in the 2023 Law Enforcement Management and Administrative Statistics Post-Academy Training and Officer Wellness (LEMAS PATOW) Survey. Your support is vital to helping BJS better understand characteristics, policies, and procedures of law enforcement agencies across the country.

This letter confirms that we have received your survey and are currently processing the data. RTI will contact you if we have any questions about the answers your agency submitted. You can review and print your survey responses by logging into <https://bjslecs.org/xxxxx> and clicking “Download PDF.” We anticipate that data collection will conclude by [DATE], after which BJS will prepare a report on the survey data. The 2023 LEMAS Post-Academy Training and Officer Wellness Survey report will be available on the BJS website in [YEAR].

If you have questions about the survey, please contact the data collection team at RTI via phone or email at xxx-xxx-xxxx or at [xxxxx@rti.org](mailto:xxxxx@rti.org). If you have any general comments about this data collection, please contact me at xxx-xxx-xxxx or at [Sean.Goodison@usdoj.gov](mailto:Sean.Goodison@usdoj.gov).

Sincerely,

[signature]

Sean Goodison  
LEMAS PATOW Program Manager  
Bureau of Justice Statistics