

Attachment A: LEMAS Supplement Survey – Post-Academy Training questionnaire

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

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

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		

Providers of Post-Academy Training

[FOR AGENCIES THAT PROVIDE THEIR OWN OST-ACADEMY TRAINING – YES TO Q4a]

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?
- Graduate degree required
 - Four-year college degree required
 - Two-year college degree required
 - Some college but no college degree required
 - High school diploma or equivalent required
 - Minimum education requirement varied by training subject
 - 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) _____		

Post-Academy Training Content

14. 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="text"/>	?	?	?
Computers/information systems (e.g., records or case management systems, new software)	?	?	?	<input type="text"/>	?	?	?
Emergency vehicle operations	?	?	?	<input type="text"/>	?	?	?
Evidence processing and storage	?	?	?	<input type="text"/>	?	?	?
Interrogation/interviewing	?	?	?	<input type="text"/>	?	?	?
Criminal investigation procedures/techniques	?	?	?	<input type="text"/>	?	?	?
Patrol procedures/techniques	?	?	?	<input type="text"/>	?	?	?
Traffic enforcement safety/tactics	?	?	?	<input type="text"/>	?	?	?
Strip search/stop and frisk	?	?	?	<input type="text"/>	?	?	?
Foot pursuits	?	?	?	<input type="text"/>	?	?	?
Vehicle pursuits	?	?	?	<input type="text"/>	?	?	?
SWAT/Hostage	?	?	?	<input type="text"/>	?	?	?
School resource officer (SRO)	?	?	?	<input type="text"/>	?	?	?
Hazardous materials and Weapons of Mass Destruction (WMD) incidents	?	?	?	<input type="text"/>	?	?	?
Defensive Tactics							
Reporting use of force	?	?	?	<input type="text"/>	?	?	?
Electronic control weapons	?	?	?	<input type="text"/>	?	?	?
OC spray	?	?	?	<input type="text"/>	?	?	?
Baton	?	?	?	<input type="text"/>	?	?	?
Firearms skills	?	?	?	<input type="text"/>	?	?	?
Physical comply and control tactics	?	?	?	<input type="text"/>	?	?	?

Martial arts training (e.g. ju-jitsu)	?	?	?				?	?	?
Legal Updates									
Legal Updates (including local, state, and federal)	?	?	?				?	?	?
Sexual harassment	?	?	?				?	?	?
Community Policing									
Community partnership building/collaboration	?	?	?				?	?	?
Problem solving	?	?	?				?	?	?
Self-Improvement									
Health, fitness, and nutrition	?	?	?				?	?	?
Stress prevention/management	?	?	?				?	?	?
Agency Management									
In-custody deaths	?	?	?				?	?	?
Civilian complaints	?	?	?				?	?	?
Body-worn cameras	?	?	?				?	?	?
First line Supervision	?	?	?				?	?	?
Leadership training	?	?	?				?	?	?
Special Topics									
Crimes against children	?	?	?				?	?	?
Cyber/internet crimes	?	?	?				?	?	?
Domestic violence	?	?	?				?	?	?
DUI	?	?	?				?	?	?
Elder abuse	?	?	?				?	?	?
Ethics and integrity	?	?	?				?	?	?
Hate crimes/bias crimes	?	?	?				?	?	?
Human trafficking	?	?	?				?	?	?
Substance use disorders (e.g., opioids, methamphetamines, hallucinogenics)	?	?	?				?	?	?
Responding to victims of sexual assault	?	?	?				?	?	?
Juveniles	?	?	?				?	?	?

Public records / FOIA	?	?	?				?	?	?
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- 14a Please indicate whether your post-academy training provided instruction on the Agency Technical subject areas **since 2018**.
- ❖ If your agency has **never** provided post-academy training on an Agency Technical subject area, 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.

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	?	?	?	?		?	?	?	
Drones	?	?	?	?		?	?	?	
LPR	?	?	?	?		?	?	?	
Other (Please Specify):	?	?	?	?		?	?	?	

- ❖ 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.

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

Detailed Information on Select Topics

[RESPONDENTS WILL BE ASKED DETAILED QUESTIONS ABOUT A SELECT SET OF TOPICS. IF MANDATORY OR OPTIONAL, PRESENT FIRST SET OF QUESTIONS. IF NOT PROVIDED, PRESENT SECOND SET OF QUESTIONS]

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).

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 most recent training
Public order / Protest management / Mass demonstrations	?	?	?	<input type="text"/>	__/____ [MM/YYYY]
Racial profiling, unbiased policing, implicit bias	?	?	?	<input type="text"/>	__/____ [MM/YYYY]
Response to an active shooter	?	?	?	<input type="text"/>	__/____ [MM/YYYY]
Use of force continuum/situational use of force	?	?	?	<input type="text"/>	__/____ [MM/YYYY]
De-escalation/verbal judo	?	?	?	<input type="text"/>	__/____ [MM/YYYY]
Procedural justice	?	?	?	<input type="text"/>	__/____ [MM/YYYY]
Suicide prevention/mental health awareness	?	?	?	<input type="text"/>	__/____ [MM/YYYY]
Peer intervention training	?	?	?	<input type="text"/>	__/____ [MM/YYYY]
Responding to persons with mental illness/behavioral health issues (e.g., crisis intervention)	?	?	?	<input type="text"/>	__/____ [MM/YYYY]
Homeless persons	?	?	?	<input type="text"/>	__/____ [MM/YYYY]

- ❖ 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.

[IF TRAINING IS MANDATORY OR OPTIONAL]

For the following questions on [TOPIC], 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 [TOPIC]?

	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 [TOPIC]?

	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 [TOPIC]?

	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 [TOPIC]?

	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 [TOPIC]?

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 [TOPIC] repeated for full-time sworn personnel after the initial training on this topic is provided?
- Twice 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. Why is training on [TOPIC] 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 HAS NOT BEEN OFFERED SINCE 2018]

22. What are the reasons that your agency has not provided training on [TOPIC]?

	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) _____		

23. How likely are you to consider providing [TOPIC] training in the next 12 months?
- Very likely
 - Somewhat Likely
 - Somewhat Unlikely
 - Very unlikely
 - Unsure / Don't know

24. What factors will determine whether or not you would provide [TOPIC] 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) _____		

[CYCLE THROUGH OTHER TRAINING TOPICS]