

CITY OF CHICO
POLICING REVIEW AD HOC COMMITTEE
Meeting Report

August 13, 2020, 1:00 p.m. – 2:30 p.m.

This meeting was conducted in accordance with Executive Order N-29-20

- 1. Call to Order** – Mayor Schwab – Meeting began 15 minutes late due to difficulties with committee members logging on to the WebEx platform.

Committee Attendees: Mayor Ann Schwab, Vice Mayor Alex Brown, Councilmember Kasey Reynolds, Margaret Swick, Cory Hunt, Rob Berry, Interim COP Matt Madden, Omar Peña, Jim Parrott

Absent Members: None

Committee members provided a short self-introduction.

Mayor Schwab reviewed committee's purpose and timeline. She asked for feedback from committee members. She asked committee members to email her any suggestions for presentations or material to be included in meetings.

- 2. Chico Police Officer Hiring and Background Checks – Matt Madden**

In California, the Commission on Peace Officer Standards and Training (POST) sets the standard for hiring, recruitment, and training practices.

Application: The hiring process starts with a thorough application and resume review by Human Resources and Risk Management.

Written and Physical Exam: Once the applicant is approved by HR/RM they are scheduled for a written and physical exam, which meet the requirements of California Commission on Peace Officer Standards and Training (POST). This process typically reduces the overall candidate pool as the testing process is very arduous.

Interviews: The next step in the process for those successfully passing the first two testing processes is to be interviewed by a panel comprised of experienced sworn and non-sworn employees within the police department. If the candidate is found to meet the high standards of the police department, they are moved to an executive interview comprised of both Deputy Chiefs of Police. This interview is again a measure of the candidate's overall quality and abilities to perform within the high standards we set for success within our community.

Background Process: Those candidates who are selected to move to the next phase of hiring will be entered in to a POST approved background process. This background is completed by a completely independent company who specializes in law enforcement employee hiring. The background has several parameters which are audited by POST for compliance once completed. The Chief reads every investigation and are retained by the City HR department. A representative from POST reviews the investigations for consistency and thoroughness.

Polygraph Test: During the background investigation, an independent polygrapher will test the candidate for any signs of deception. The questions asked will stem around questions asked during the background process. Once the background has been completed, it is audited by several members of the Chico Police command staff. The identified parameters are of interest to ensure we are, in fact, vetting a highly qualified candidate.

Conditional Job Offer Interview: After the background has been accepted, the Chief of Police will hold a conditional job offer interview. The Chief will again vet the candidate at his/her level to ensure they meet the high standards set by the community. If the Chief finds the candidate acceptable for employment, they are provided with a conditional job offer. The final steps entail a medical evaluation to include a physical and psychological review. This information is guarded by HR/RM to ensure there are no potential allegations of discrimination based on the findings.

Initial Officer Training:

- Lateral Police Officer: Academy graduate with 965 hours of POST academy training who was employed by another law enforcement. Enters the field training program and averages 400-600 hours of supervised training before being released as a solo Chico Police Officer
- Entry Level Police Officer: POST Academy graduate with 965 hours of POST academy training. Enters the field training program and averages 800-1000 hours of supervised training before being released as a solo Chico Police Officer
- Police Academy Trainee: Enters the police academy and will ultimately receive 965 hours of POST Butte Academy training over six months. Once they graduate from the academy, they will enter the field training program and average 800-1000 hours of supervised training before being released as a solo Chico Police Officer

Vice Mayor Brown asked for additional information regarding the psychological review and background check. Interim Chief Madden shared that a person who applies as a Chico Police Department signs a release which allows access to a person's information. For instance, if they are being hired as a Lateral Officer, Chico PD has access to their personnel file and their training records from their previous agency.

Rob Berry asked how long it takes for a candidate to be hired and be a fully field trained officer. Training Coordinator Carolyn Stone shared the Academy is approximately six months long. After graduation, they need to complete Chico PD's field training program. It takes about a year for a person to solo as a Chico Police Officer.

Mayor Schwab asked how many individuals apply for the Academy program and then how many are successful. Interim Chief Madden said they receive many applications from Chico State. They typically receive 50-100 applications for the Police Academy Trainee program. Two or three out of 50 will pass the interviews and background checks and enter the Academy. Not all academy graduates pass the Field Training Program.

Mayor Schwab asked how Chico's hiring and training program compared to other Law Enforcement Agencies. Training Coordinator Stone explained POST is a voluntary program and Chico wants to be a part of the program. POST was established in 1959 and far ahead of other state's programs. City Attorney Jared shared that other cities in California have similar hiring and training programs to Chico.

Margaret Swick asked if an officer is a lateral transfer, will any use of excessive force or multiple complaints against them be included as part of the background check? Interim Chief Madden affirmed this information is available. Sergeant Peña, spoke from his personal experience as a lateral officer that his record from his previous agency was reviewed. He stated that is not the case in every state. Sergeant Peña said cities have a vested interest in performing extensive background checks. They are extensive and they are expensive. He stated that most of our officers have a college degree.

Cory Hunt asked if more information could be provided regarding what was included in the background check. Sergeant Peña shared his personal experience. The document he completed before the background check could be completed was 20 pages in length asking about the applicant's previous 10 years. The background check entails interviews with everyone/agency/business listed on the application. Deputy Chief Madden reiterated that the background check becomes part of the officer's HR file and would be reviewed if that officer would apply for a position with another agency.

(Note: Hiring dimensions which are included in a pre-employment background investigation are included in the August 27 report.)

Cory Hunt asked if a domestic violence charge would disqualify an application. Sergeant Peña replied, "yes, that's an automatic disqualifier."

Vice Mayor Brown asked for the name of the agency that perform our background checks. Interim Chief Madden share the name of the company is Guardian Public Safety Background Investigations, LLC and are based in Lodi, CA

3. Chico Police Officer Training Overview – Carolyn Stone, Training Coordinator

Recap of Trainings

The committee was provided information regarding training classes taken by individual officers specific to crisis intervention and de-escalation.(see attached)

Continuous Training: Every year, all Chico Police Officers receive 60 hours of regularly scheduled departmental training which is attended every other month. They are scheduled as part of the officer's regular schedule. \

The topics covered in the regularly scheduled training include perishable skills and enrichment.

Beyond the regularly scheduled department training, monthly training is provided in Use of Force/De-Escalation tactics and Firearms/Range training. Likewise, Commanders and Sergeants hold briefing training which entails a multitude of topics that engage and involve every Police Officer. The amount of training every Police Officer receives on a monthly basis can easily surpass 10 hours in various topics. There are several courses assigned to employees which are completed via the POST Learning Portal website. Those mandated courses are as follows:

- Tactical Communications - 2 hours bi-annually
- Domestic Violence - 2 hours bi-annually
- Implicit Bias, Racial Profiling, Cultural Diversity - 2 hours every five years after initial 5 hours

CIT/De-Escalation/Racial Profiling/Implicit Bias Training: Committee members were provided samples of Chico Police Officers training hours related to CIT/De-Escalation/Racial Profiling/Implicit Bias (attached) It was noted that POST developed a 3-hour CIT training course when SB 11 was approved, however that training was not mandated by the law. Chico Police Department has been providing CIT training for the past 7-10 years.

The training plan is posted on the City of Chico Police Department's website <https://chico.ca.us/regulatory>

Collateral Assignment Training: There are currently several Police Officers who are assigned to collateral assignments which require mandated training. Those specialties are as follows:

- K-9 Handler: 16 hours monthly
- Special Weapons and Tactics (SWAT): 15 hours monthly (Snipers receive 20 hours)
- Hostage Negotiations Team: 32 hours annually
- Use of Force Instructors: 4 hours quarterly
- Range Instructors: 8-16 hours annually

Training Audit Process: All training received within the police department is tracked in multiple audit trails. All in person training requires those attending to sign a POST course roster worksheet, which will include their POST training identification number. The attendance within these courses are certified by the training coordinator and logged in the employee training files.

All POST certified courses attended are recorded within the POST Electronic Data Interchange (EDI). The EDI system is an electronic data base system managed by POST and authorized department training coordinators. This information can be compared to a college transcript as it is a printable report based on the training identification number. The POST training identification number is used to track the employee starting from the academy and throughout their career.

Mayor Schwab asked who led the trainings and how the training is delivered. Training Coordinator Carolyn Stone said that all instructors are POST certified as instructors. Sergeant Peña shared that some trainings are exported (the officers attend other agency's courses). The bulk of the training is given by Chico Police Department officers who attend POST training and bring that back to the department. When Sergeant Peña took over the use of force training in 2019, one of the things he wanted to incorporate was reality based training. Research is showing we need to have human performance based or scenario training. For instance when officers are being trained on how to arrest someone or how to use hand-cuffs, de-escalation is integrated into the training.

Last year Chico Police Department trainers developed training goals to be less siloed and more integrated. They have been working with Force Science Institute to develop and training incorporating human performance and behavior in high-stress and deadly force encounters.

Rob Berry asked about the training schedule. Some of it is mandated, some is optional. Where does the City of Chico fall on the spectrum of this training? Chico meets or exceeds requirements. For example, POST requires four hours of tactile firearms training every two years, Chico provides 20 hours. For driver training, POST requires two hours, Chico provides 10 hours. For arrest control, POST requires four hours every two years, Chico provides 20 hours every two years.

Cory Hunt asked if information regarding training requirements/actual training could be provided. Interim Chief Madden answered that individual officer training records are part of the officer's personnel files and can't be shared. However, he can post information regarding POST requirements and Chico training on the City's website.

Interim Chief Madden shared that all officer's training is logged on POST software. POST monitors requirements and notified Chico PD if an officer is out of compliance in their training. Sergeant Peña shared that training outlines/lesson plans are posted on the City of Chico Police Department's website, <https://chico.ca.us/regulatory>

City Attorney Jared clarified that state law does not allow individual training records to be made public.

Rob Berry asked about the effectiveness of reality based training. Since we have limited time left in our meeting, this question was not answered and requested to be asked at our next meeting.

Margaret Swick asked how many hours of training they received on weapons and tasers. POST requires four hours of firearms training every two years, Chico officers receive eight hours every year. Officers receive 10 hours of initial Taser training, then 4-5 hours annually. Officers participate in training that combines de-escalation and firearms.

4. **BUSINESS FROM THE FLOOR/PUBLIC COMMENT** - Members of the public may address the Committee via WebEx or by email at policepubliccomments@chicoca.gov at this time on any matter not already listed on the agenda, with comments being limited to three minutes or as determined by the Chair. The Committee cannot take any action at this meeting on requests made under this section of the agenda

Addressing the Committee were: Marty Dunlap, Marge Foster, Jill Bailey, John Martin

Questions raised/comments made:

1. Interested in knowing the citation in the law precludes disclosing individual officer's training records, particularly in incidences of excessive force or implicit bias.
2. Requests training summaries be presented in format that provides summaries, mean, median, and modes
3. Please explain when the comparison is made between POST requirements and the training Chico PD provides, is the Chico PD required by Chico PD or is it optional for the officers?
4. Could we take Chief Madden's record of 23-years on the force, and find out how many hours for CIT and de-escalation to put it in perspective
5. Will his questions be followed up at the next meeting?

Vice Mayor Brown made the suggestion that members of the public emailed their questions prior to the start of the meeting, committee members will be able to ask those questions during the meeting.

City Attorney Jarred provided the codes in the law which preclude disclosing individual officer's training records as Penal Code 832.7 and Penal Code 832.8 concerning personnel records of Peace Officers.

5. **ADJOURNMENT** - Adjourn to the Adjourned Regular Meeting of Thursday, August 13th, 2020 from 1:00 – 2:30 p.m.



CITY OF CHICO MEMORANDUM

TO: Policing Review Ad Hoc Committee **DATE:** August 7, 2020
FROM: Mayor Schwab **FILE:**
RE: Training Hours

The Policing Ad Hoc Committee is being provided a Training Hours Document as part of the August 13, 2020 agenda. The Training Hours Document provides Police Department employees' training hours as related specifically to training in topics of Crisis Intervention Training, Implicit Bias, De-Escalation and the Memphis Model. The Police Department has adopted the course titles used by the California Commission on Peace Officer Standards and Training (POST).

Those course titles are outlined on the second page.

Bias Based Policing: The purpose of this training program is for officers to recognize Bias Based Policing and to understand that all people have personal biases- but that officers must remain fair and impartial in their discretion and decisions. Provides scenario-based segments that provide a review of how an officer's personal bias may affect his/her day-to-day work in law enforcement.

Racial Profiling: Covering what constitutes racial profiling, conceptually and how the role of law enforcement was redefined by the civil rights movement. Covers key indicators that define culture and show how racial profiling impacts everyone.

Crisis Intervention: Prepares law enforcement personnel to effectively identify persons in crisis and take appropriate steps to secure assistance from available resources. Presentations from Mental and Behavioral Health staff and site visits.

Crisis Intervention Behavioral Health FTO: Training on how to interact effectively with persons with mental illness or intellectual disabilities. This class will address stigma and how to identify indicators of mental illness, intellectual disability and substance use disorders. This course is specifically designed for Field Training Officers who are advising/training new officers in the field training program.

Cultural Diversity and Cultural Awareness: To promote understanding of prejudice and intolerance.

Tactical Communication/Interpersonal Communication: Advanced levels of tactical communication and De-escalation techniques in effort to generate voluntary compliance, as well as continuing to foster a professional relationship with the public.

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Below is the current training budget and how the funds are utilized regarding State Mandated (maintenance) versus Desirable (enhancement) training:

Mandatory Training (87% or \$162,479)

This training is required by federal law, state law and/or department policy. This training, whenever possible, should be completed within a specified time period after appointment. This applies to all police department employees.

Desirable Training (12% or \$22,521)

This training has been identified by the department as beneficial to an employee in a specific job assignment. Desirable training may also be training that has been identified by the employee as beneficial to his or her development.

Sworn total use of training funds = 89.5% or \$165,669

Non-Sworn = 10.5% or \$19,331

***Chico Police Department Training Hours
Related to CIT/De-Escalation/Racial Profiling/Implicit Bias***

Employee	Dates	Hours	Course(s)
	11/5/2007	2	COMMUNICATION: KEEPING YOUR EDGE
Officer	6/27/2011	2	RACIAL PROFILING UPDATE
	12/31/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	8/26/2014	2	COMMUNICATION: KEEPING YOUR EDGE
	11/12/2015	8	CRISIS INTERVENTION TRAINING
	9/7/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	10/12/2017	8	CRISIS INTERVENTION
	4/6/2018	2	COMMUNICATION: KEEPING YOUR EDGE
	2/23/2020	9	CRISIS INTERVENTION
	6/15/2020	2	TACTICAL COMMUNICATIONS
	7/2/2020	2	BIAS & RACIAL PROFILING
	5/23/2003	4	TACTICAL COMMUNICATION
Officer	6/6/2003	5	RACIAL PROFILING
	2/26/2006	2	COMMUNICATION: KEEPING YOUR EDGE
	9/7/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	7/28/2011	2	RACIAL PROFILING
	11/16/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	12/12/2013	2	COMMUNICATION: KEEPING YOUR EDGE
	9/11/2017	8	CRISIS INTERVENTION
	11/8/2017	2	TACTICAL COMMUNICATION
	2/20/2020	2	CONFRONTING YOUR BIAS
	2/23/2020	9	CRISIS INTERVENTION
	7/1/2020	2	TACTICAL COMMUNICATION
	7/2/2020	2	BIAS & RACIAL PROFILING
	2005	16	CULTURAL DIVERSITY
Officer	1/16/2009	2	TACTICAL COMMUNICATION
	6/5/2009	2	RACIAL PROFILING
	6/17/2011	2	RACIAL PROFILING
	6/17/2011	2	TACTICAL COMMUNICATION
	5/3/2013	2	RACIAL PROFILING
	5/3/2013	2	TACTICAL COMMUNICATION
	10/12/2017	8	CRISIS INTERVENTION
	10/30/2017	2	TACTICAL COMMUNICATION
	7/8/2019	8	CRISIS INTERVENTION TRAINING
	2/23/2020	9	CRISIS INTERVENTION
	7/6/2020	2	TACTICAL COMMUNICATION
	7/6/2020	2	BIAS & RACIAL PROFILING
Officer	2020	26	PRINCIPLED POLICING LD
	2020	6	CRISIS INTERVENTION LD

	2020	26	USE OF FORCE DE-ESCALATION LD
	2020	16	PEOPLE WITH DISABILITIES LD
	2020	16	CULTURAL DIVERSITY LD
	2020	88	ARREST CONTROL DE-ESCALATION LD
	7/22/2003	5	RACIAL PROFILING
Officer	1/8/2006	2	TACTICAL COMMUNICATIONS
	4/15/2010	40	CRISIS INTERVENTION Butte
	7/28/2011	2	RACIAL PROFILING
	11/29/2012	2	TACTICAL COMMUNICATIONS
	10/14/2013	2	TACTICAL COMMUNICATIONS
	7/1/2015	2	BIAS BASED POLICING
	8/18/2016	2	TACTICAL COMMUNICATIONS
	10/12/2017	8	CRISIS INTERVENTION
	10/18/2017	2	TACTICAL COMMUNICATIONS
	7/6/2020	2	TACTICAL COMMUNICATIONS
	7/6/2020	2	BIAS & RACIAL PROFILING
	2010	16	CULTURAL DIVERSITY
Officer	8/31/2010	8	CULTURAL DIVERSITY
	10/9/2014	4	MENTAL ILLNESS AWARENESS
	5/23/2017	8	CRISIS INTERVENTION/BEHAVIOR HEALTH FTO
	10/12/2017	8	CRISIS INTERVENTION
	5/9/2018	2	TACTICAL COMMUNICATION
	2/23/2020	9	CRISIS INTERVENTION
	5/21/2020	2	TACTICAL COMMUNICATION
	7/15/2020	2	BIAS & RACIAL PROFILING
	2/17/2004	4	CULTURAL AWARENESS
Officer	1/16/2006	2	COMMUNICATIONS
	10/17/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	7/28/2011	2	RACIAL PROFILING
	11/30/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	10/2/2014	2	COMMUNICATION: KEEPING YOUR EDGE
	8/17/2015	8	CRISIS INTERVENTION
	8/18/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	9/11/2017	8	CRISIS INTERVENTION
	4/16/2018	2	TACTICAL COMMUNICATION
	5/16/2019	8	CRISIS INTERVENTION/BEHAVIORAL HEALTH FTO
	5/14/2020	2	TACTICAL COMMUNICATION
	7/10/2020	2	BIAS & RACIAL PROFILING

	2005	16	CULTURAL DIVERSITY
Officer	2/13/2006	2	COMMUNICATION: KEEPING YOUR EDGE
	9/9/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	7/28/2011	2	RACIAL PROFILING
	11/11/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	12/31/2013	2	COMMUNICATION: KEEPING YOUR EDGE
	8/16/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	9/11/2017	8	CRISIS INTERVENTION
	10/27/2017	2	TACTICAL COMMUNICATION
	2/23/2020	9	CRISIS INTERVENTION
	5/22/2020	2	TACTICAL COMMUNICATION
	7/1/2020	2	BIAS & RACIAL PROFILING
	2018	26	PRINCIPLED POLICING LD
Officer	2018	6	CRISIS INTERVENTION LD
	2018	26	USE OF FORCE DE-ESCALATION LD
	2018	16	PEOPLE WITH DISABILITIES LD
	2018	16	CULTURAL DIVERSITY LD
	2018	88	ARREST CONTROL DE-ESCALATION LD
	5/28/2020	2	TACTICAL COMMUNICATIONS
	6/20/2003	5	RACIAL PROFILING
Officer	3/20/2009	2	TACTICAL COMMUNICATION
	4/17/2009	2	RACIAL PROFILING
	4/15/2010	40	CRISIS INTERVENTION Butte
	9/11/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	11/20/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	12/12/20103	2	COMMUNICATION: KEEPING YOUR EDGE
	7/1/2015	2	BIASED BASED POLICING
	11/12/2015	8	CRISIS INTERVENTION
	11/20/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	9/11/2017	8	CRISIS INTERVENTION
	10/30/2017	2	COMMUNICATION: KEEPING YOUR EDGE
	11/6/2017	2	COMMUNICATION: KEEPING YOUR EDGE
	3/5/2020	2	TACTICAL COMMUNICATION
	7/2/2020	2	BIAS & RACIAL PROFILING
	2018	26	PRINCIPLED POLICING LD
Officer	2018	6	CRISIS INTERVENTION LD
	2018	26	USE OF FORCE DE-ESCALATION LD
	2018	16	PEOPLE WITH DISABILITIES LD
	2018	16	CULTURAL DIVERSITY LD
	2018	88	ARREST CONTROL DE-ESCALATION LD
	5/31/2020	2	TACTICAL COMMUNICATIONS

	5/19/2011	24	COMMUNICATION
Dispatcher	7/1/2015	2	BIASED BASE POLICING
	11/17/2019	4	CALLERS IN CRISIS
	8/4/2020	2	BIAS & RACIAL PROFILING
	2007	16	CULTURAL DIVERSITY
Officer	8/15/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	6/28/2013	2	RACIAL PROFILING
	6/28/2013	2	TACTICAL COMMUNICATIONS
	5/28/2015	2	TACTICAL COMMUNICATIONS
	5/28/2015	2	BIASED BASE POLICING
	9/22/2017	40	CRISIS INTERVENTION BUTTE
	10/26/2017	2	TACTICAL COMMUNICATIONS
	12/10/2019	16	DE-ESCALATION INSTRUCTOR
	2/23/2020	9	CRISIS INTERVENTION
	6/27/2011	2	RACIAL PROFILING
Dispatcher	2/15/2013	40	CRISIS INTERVENTION BUTTE
	7/1/2015	2	BIASED BASE POLICING
	9/11/2017	8	CRISIS INTERVENTION
	11/11/2019	4	CALLERS IN CRISIS
	7/9/2020	2	TACTICAL COMMUNICATION
	6/25/2003	5	RACIAL PROFILING
Officer	1/14/2006	2	COMMUNICATION: KEEPING YOUR EDGE
	10/12/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	7/28/2011	2	RACIAL PROFILING
	11/27/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	7/29/2014	2	COMMUNICATION: KEEPING YOUR EDGE
	7/1/2015	2	BIASED BASE POLICING
	8/17/2015	8	CRISIS INTERVENTION
	9/18/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	10/12/2017	8	CRISIS INTERVENTION
	11/13/2017	2	COMMUNICATION: KEEPING YOUR EDGE
	2/23/2020	9	CRISIS INTERVENTION
	11/13/2003	5	RACIAL PROFILING
Officer	1/12/2006	2	COMMUNICATION: KEEPING YOUR EDGE
	10/12/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	7/28/2011	2	RACIAL PROFILING
	11/30/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	12/12/2013	2	COMMUNICATION: KEEPING YOUR EDGE
	8/17/2015	8	CRISIS INTERVENTION
	6/15/2017	8	CRISIS INTERVENTION BEHAVIORAL HEALTH
	9/11/2017	8	CRISIS INTERVENTION
	4/17/2018	2	TACTICAL COMMUNICATION

	4/3/2003	32	CRISIS INTERVENTION
Dispatcher	8/17/2015	8	CRISIS INTERVENTION
	11/25/2019	4	CALLERS IN CRISIS
	8/4/2020	2	BIAS & RACIAL PROFILING
	6/27/1905	16	CULTURAL DIVERSITY
Officer	4/17/2006	2	COMMUNICATION: KEEPING YOUR EDGE
	9/19/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	12/23/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	12/12/2013	2	COMMUNICATION: KEEPING YOUR EDGE
	7/1/2015	2	BIAS BASED POLICING
	8/25/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	6/7/2017	8	CRISIS INTERVENTION
	10/19/2017	2	TACTICAL COMMUNICATION
	10/8/2018	8	CRISIS INTERVENTION
	2/23/2020	9	CRISIS INTERVENTION
	7/7/2020	2	TACTICAL COMMUNICATION
	2015	26	PRINICIPLED POLICING LD
Officer	2015	6	CRISIS INTERVENTION LD
	2015	26	USE OF FORCE DE-ESCALATION LD
	2015	16	PEOPLE WITH DISABILITIES LD
	2015	16	CULTURAL DIVERSITY LD
	2015	88	ARREST CONTROL DE-ESCALATION LD
	8/19/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	10/12/2017	8	CRISIS INTERVENTION
	11/9/2017	2	TACTICAL COMMUNICATION
	11/8/2019	40	CRISIS NEGOTIATION
	11/21/2019	2	TACTICAL COMMUNICATION
	7/9/2020	2	BIAS & RACIAL PROFILING
	2015	26	PRINICIPLED POLICING LD
Officer	2015	6	CRISIS INTERVENTION LD
	2015	26	USE OF FORCE DE-ESCALATION LD
	2015	16	PEOPLE WITH DISABILITIES LD
	2015	16	CULTURAL DIVERSITY LD
	2015	88	ARREST CONTROL DE-ESCALATION LD
	9/6/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	1/3/2017	2	TACTICAL COMMUNICATION
	9/11/2017	8	CRISIS INTERVENTION
	2/23/2020	9	CRISIS INTERVENTION
	5/5/2020	2	TACTICAL COMMUNICATION
	7/2/2020	2	BIAS & RACIAL PROFILING
	2015	26	PRINICIPLED POLICING LD

Officer	2015	6	CRISIS INTERVENTION LD
	2015	26	USE OF FORCE DE-ESCALATION LD
	2015	16	PEOPLE WITH DISABILITIES LD
	2015	16	CULTURAL DIVERSITY LD
	2015	88	ARREST CONTROL DE-ESCALATION LD
	43020	8	CRISIS INTERVENTION
	12/12/2017	2	COMMUNICATION: KEEPING YOUR EDGE
	2/23/2020	9	CRISIS INTERVENTION
	5/26/2020	2	TACTICAL COMMUNICATION
	7/1/2020	2	BIAS & RACIAL PROFILING
	2006	16	CULTURAL DIVERSITY
Officer	12/7/2009	2	COMMUNICATION: KEEPING YOUR EDGE
	6/27/2011	2	RACIAL PROFILING
	11/8/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	8/9/2014	2	COMMUNICATION: KEEPING YOUR EDGE
	7/1/2015	2	BIAS BASED POLICING
	8/11/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	9/11/2017	8	CRISIS INTERVENTION
	2/23/2020	9	CRISIS INTERVENTION
	5/28/2020	2	TACTICAL COMMUNICATION
	7/9/2020	2	BIAS & RACIAL PROFILING
Dispatcher	4/13/2020	2	TACTICAL COMMUNICATION
	4/14/2020	2	CALLERS IN CRISIS
	7/31/2020	2	BIAS & RACIAL PROFILING
	2016	26	PRINICIPLED POLICING LD
Officer	2016	6	CRISIS INTERVENTION LD
	2016	26	USE OF FORCE DE-ESCALATION LD
	2016	16	PEOPLE WITH DISABILITIES LD
	2016	16	CULTURAL DIVERSITY LD
	2016	88	ARREST CONTROL DE-ESCALATION LD
	9/11/2017	8	CRISIS INTERVENTION
	10/21/2017	2	TACTICAL COMMUNICATION
	11/21/2019	2	TACTICAL COMMUNICATION
	7/10/2020	2	BIAS & RACIAL PROFILING
	11/12/2015	8	CRISIS INTERVENTION
Officer	9/25/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	10/12/2017	8	CRISIS INTERVENTION
	12/9/2017	2	TACTICAL COMMUNICATION
	7/12/2020	2	BIAS & RACIAL PROFILING
	2019	26	PRINICIPLED POLICING LD
Officer	2019	6	CRISIS INTERVENTION LD

	2019	26	USE OF FORCE DE-ESCALATION LD
	2019	16	PEOPLE WITH DISABILITIES LD
	2019	16	CULTURAL DIVERSITY LD
	2019	88	ARREST CONTROL DE-ESCALATION LD
	5/21/2020	2	TACTICAL COMMUNICATION
	7/10/2020	2	BIAS & RACIAL PROFILING
	2008	16	CULTURAL DIVERSITY
Officer	9/15/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	6/27/2011	2	RACIAL PROFILING
	8/9/2014	2	COMMUNICATION: KEEPING YOUR EDGE
	7/17/2015	36	CRISIS INTERVENTION
	9/11/2017	8	CRISIS INTERVENTION
	11/1/2017	2	TACTICAL COMMUNICATION
	4/30/2020	2	TACTICAL COMMUNICATION
	7/6/2020	2	BIAS & RACIAL PROFILING
	7/1/2003	5	RACIAL PROFILING
Officer	1/15/2006	2	COMMUNICATION: KEEPING YOUR EDGE
	9/20/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	7/28/2011	2	RACIAL PROFILING
	11/20/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	8/10/2014	2	COMMUNICATION: KEEPING YOUR EDGE
	7/1/2015	2	BIASED BASE POLICING
	11/12/2015	8	CRISIS INTERVENTION
	10/3/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	9/11/2017	8	CRISIS INTERVENTION
	10/30/2017	2	TACTICAL COMMUNICATION
	7/14/2020	2	BIAS & RACIAL PROFILING
	7/16/2020	2	TACTICAL COMMUNICATION
	7/22/2008	2	COMMUNICATION: KEEPING YOUR EDGE
Officer	9/25/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	12/28/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	12/12/2013	2	COMMUNICATION: KEEPING YOUR EDGE
	9/26/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	9/11/2017	8	CRISIS INTERVENTION
	9/22/2017	40	CRISIS INTERVENTION BUTTE
	3/29/2018	2	COMMUNICATION: KEEPING YOUR EDGE
	2/23/2020	9	CRISIS INTERVENTION
	2006	16	CULTURAL DIVERSITY
Officer	11/17/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	7/28/2011	2	RACIAL PROFILING
	12/10/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	10/14/2013	2	COMMUNICATION: KEEPING YOUR EDGE

	7/1/2015	2	BIASED BASE POLICING
	8/25/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	8/10/2017	8	CRISIS INTERVENTION & DE-ESCALATION
	11/6/2017	2	TACTICAL COMMUNICATION
	11/21/2019	2	TACTICAL COMMUNICATION
	7/10/2020	2	BIAS & RACIAL PROFILING
	2018	26	PRINCIPLED POLICING LD
Officer	2018	6	CRISIS INTERVENTION LD
	2018	26	USE OF FORCE DE-ESCALATION LD
	2018	16	PEOPLE WITH DISABILITIES LD
	2018	16	CULTURAL DIVERSITY LD
	2018	88	ARREST CONTROL DE-ESCALATION LD
	5/30/2020	2	TACTICAL COMMUNICATION
	7/2/2020	2	BIAS & RACIAL PROFILING
	7/1/2003	2	RACIAL PROFILING
Officer	1/13/2006	2	COMMUNICATION: KEEPING YOUR EDGE
	9/16/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	6/27/2011	2	RACIAL PROFILING
	10/26/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	8/27/2014	2	COMMUNICATION: KEEPING YOUR EDGE
	7/1/2015	2	BIAS BASED POLICING
	8/19/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	10/12/2017	8	CRISIS INTERVENTION
	10/26/2017	2	COMMUNICATION: KEEPING YOUR EDGE
	11/21/2019	2	TACTICAL COMMUNICATIONS
	7/6/2020	2	BIAS & RACIAL PROFILING
Dispatcher	12/16/2019	4	CALLERS IN CRISIS
	8/3/2020	2	BIAS & RACIAL PROFILING
	2014	26	PRINCIPLED POLICING LD
Officer	2014	6	CRISIS INTERVENTION LD
	2014	26	USE OF FORCE DE-ESCALATION LD
	2014	16	PEOPLE WITH DISABILITIES LD
	2014	16	CULTURAL DIVERSITY LD
	7/6/1905	88	ARREST CONTROL DE-ESCALATION LD
	7/1/2015	2	BIAS BASED POLICING
	9/30/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	10/12/2017	8	CRISIS INTERVENTION
	12/28/2017	2	TACTICAL COMMUNICATION
	2/23/2020	9	CRISIS INTERVENTION
	7/11/2020	2	BIAS & RACIAL PROFILING
	2014	26	PRINCIPLED POLICING LD

Officer	2014	6	CRISIS INTERVENTION LD
	2014	26	USE OF FORCE DE-ESCALATION LD
	2014	16	PEOPLE WITH DISABILITIES LD
	2014	16	CULTURAL DIVERSITY LD
	2014	88	ARREST CONTROL DE-ESCALATION LD
	8/17/2015	8	CRISIS INTERVENTION
	8/23/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	10/12/2017	8	CRISIS INTERVENTION
	11/5/2017	2	TACTICAL COMMUNICATION
	2015	26	PRINCIPLED POLICING LD
Officer	2015	6	CRISIS INTERVENTION LD
	2015	26	USE OF FORCE DE-ESCALATION LD
	2015	16	PEOPLE WITH DISABILITIES LD
	2015	16	CULTURAL DIVERSITY LD
	2015	88	ARREST CONTROL DE-ESCALATION LD
	4/18/2016	4	TACTICAL COMMUNICATION
	12/30/2016	4	TACTICAL COMMUNICATION
	6/29/2017	8	CRISIS INTERVENTION BEHAVIOR HEALTH FTO
	7/28/2017	2	TACTICAL COMMUNICATION
	5/30/2020	2	TACTICAL COMMUNICATION
	2015	26	PRINCIPLED POLICING LD
Officer	2015	6	CRISIS INTERVENTION LD
	2015	26	USE OF FORCE DE-ESCALATION LD
	2015	16	PEOPLE WITH DISABILITIES LD
	2015	16	CULTURAL DIVERSITY LD
	2015	88	ARREST CONTROL DE-ESCALATION LD
	12/17/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	10/12/2017	8	CRISIS INTERVENTION
	10/17/2017	2	TACTICAL COMMUNICATION
	5/27/2020	2	TACTICAL COMMUNICATION
	7/7/2020	2	BIAS & RACIAL PROFILING
	4/3/2003	32	CRISIS INTERVENTION
Dispatcher	3/1/2007	8	SUICIDAL CALLER
	2/11/2011	40	CRISIS INTERVENTION BUTTE
	7/1/2015	2	BIAS BASED POLICING
	8/17/2015	8	CRISIS INTERVENTION
	11/18/2016	8	CRISIS COMMUNICATION
	12/17/2019	4	CALLERS IN CRISIS
	8/3/2020	2	BIAS & RACIAL PROFILING
	2006	16	CULTURAL DIVERSITY
Officer	8/1/2011	2	RACIAL PROFILING
	3/22/2013	4	TACTICAL COMMUNICATION

	8/17/2015	8	CRISIS INTERVENTION
	10/12/2017	8	CRISIS INTERVENTION
	10/29/2017	2	TACTICAL COMMUNICATION
	11/23/2019	2	TACTICAL COMMUNICATION
	7/25/2020	2	BIAS & RACIAL PROFILING
	2006	16	CULTURAL DIVERSITY
Officer	5/14/2007	2	COMMUNICATION: KEEPING YOUR EDGE
	9/19/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	6/27/2011	2	RACIAL PROFILING
	12/14/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	8/7/2014	2	COMMUNICATION: KEEPING YOUR EDGE
	11/12/2015	8	CRISIS INTERVENTION
	10/12/2017	8	CRISIS INTERVENTION
	10/18/2017	2	COMMUNICATION: KEEPING YOUR EDGE
	7/6/2020	2	TACTICAL COMMUNICATIONS
	7/7/2020	2	BIAS & RACIAL PROFILING
	7/21/1998	8	TACTICAL COMMUNICATIONS
Officer	7/1/2003	3	INTERPERSONAL COMMUNICATIONS
	7/1/2003	3	RACIAL PROFILING
	3/27/2006	2	COMMUNICATIONS: KEEPING YOUR EDGE
	11/24/2010	2	COMMUNICATIONS: KEEPING YOUR EDGE
	6/27/2011	2	RACIAL PROFILING
	12/10/2012	2	COMMUNICATIONS: KEEPING YOUR EDGE
	12/12/2013	2	COMMUNICATIONS: KEEPING YOUR EDGE
	7/1/2015	2	BIAS BASED POLICING
	8/17/2015	8	CRISIS INTERVENTION
	9/13/2016	2	COMMUNICATIONS: KEEPING YOUR EDGE
	5/1/2018	2	TACTICAL COMMUNICATIONS
	7/9/2020	2	TACTICAL COMMUNICATIONS
	7/9/2020	2	BIAS & RACIAL PROFILING
	7/1/2003	5	RACIAL PROFILING
Officer	7/10/2006	2	COMMUNICATION: KEEPING YOUR EDGE
	11/13/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	7/28/2011	2	RACIAL PROFILING
	10/14/2013	2	COMMUNICATION: KEEPING YOUR EDGE
	7/1/2015	2	BIAS BASED POLICING
	8/17/2015	8	CRISIS INTERVENTION
	9/11/2017	8	CRISIS INTERVENTION
	10/18/2017	2	TACTICAL COMMUNICATION
	4/30/2020	2	TACTICAL COMMUNICATION
	2018	26	PRINCIPLED POLICING LD
Officer	2018	6	CRISIS INTERVENTION LD

	2018	26	USE OF FORCE DE-ESCALATION LD
	2018	16	PEOPLE WITH DISABILITIES LD
	2018	16	CULTURAL DIVERSITY LD
	2018	88	ARREST CONTROL DE-ESCALATION LD
	5/31/2020	2	TACTICAL COMMUNICATION
	7/12/2020	2	BIAS & RACIAL PROFILING
	2015	26	PRINCIPLED POLICING LD
Officer	2015	6	CRISIS INTERVENTION LD
	2015	26	USE OF FORCE DE-ESCALATION LD
	2015	16	PEOPLE WITH DISABILITIES LD
	2015	16	CULTURAL DIVERSITY LD
	2015	88	ARREST CONTROL DE-ESCALATION LD
	9/21/2017	2	TACTICAL COMMUNICATION
	10/12/2017	8	CRISIS INTERVENTION
	2/23/2020	9	CRISIS INTERVENTION
	7/7/2020	2	BIAS & RACIAL PROFILING
	7/1/2003	3	INTERPERSONAL COMMUNICATIN
Officer	7/1/2003	3	RACIAL PROFILING
	2/23/2006	2	COMMUNICATION: KEEPING YOUR EDGE
	11/22/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	6/27/2011	2	RACIAL PROFILING
	10/16/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	8/7/2014	2	COMMUNICATION: KEEPING YOUR EDGE
	7/1/2015	2	BIAS BASED POLICING
	8/17/2015	8	CRISIS INTERVENTION
	9/21/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	4/27/2017	8	CRISIS INTERVENTION BEHAVIOR HEALTH
	4/13/2018	2	COMMUNICATION: KEEPING YOUR EDGE
	2019	26	PRINCIPLED POLICING LD
Officer	2019	6	CRISIS INTERVENTION LD
	2019	26	USE OF FORCE DE-ESCALATION LD
	2019	16	PEOPLE WITH DISABILITIES LD
	2019	16	CULTURAL DIVERSITY LD
	2019	88	ARREST CONTROL DE-ESCALATION LD
	7/1/2003	5	RACIAL PROFILING
Officer	2/17/2004	4	CULTURAL AWARENESS
	5/31/2006	2	COMMUNICATION: KEEPING YOUR EDGE
	10/12/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	11/21/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	2/15/2013	40	CRISIS INTERVENTION BUTTE
	9/1/2014	2	COMMUNICATION: KEEPING YOUR EDGE
	7/1/2015	2	BIAS BASED POLICING

	9/11/2017	8	CRISIS INTERVENTION
	12/20/2017	2	TACTICAL COMMUNICATION
Dispatcher	11/24/2019	4	SUICIDAL CALLER
	9/26/2010	2	COMMUNICATION: KEEPING YOUR EDGE
Dispatcher	7/1/2015	2	BIAS BASED POLICING
	12/21/2018	2	TACTICAL COMMUNICATION
	9/11/2017	8	CRISIS INTERVENTION
	10/12/2017	8	CRISIS INTERVENTION
	9/8/2019	4	CALLERS IN CRISIS: SUICIDAL CALLERS
	8/1/2020	2	BIAS & RACIAL PROFILING
	2010	16	CULTURAL DIVERSITY
Officer	7/27/2011	2	RACIAL PROFILING
	3/26/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	6/5/2014	4	RACIAL PROFILING
	6/5/2014	2	TACTICAL COMMUNICATION
	9/28/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	3/1/2017	8	PRINCIPLED POLICING
	9/9/2017	2	COMMUNICATION: KEEPING YOUR EDGE
	5/28/2020	2	TACTICAL COMMUNICATION
	7/3/2020	2	BIAS & RACIAL PROFILING
	2018	26	PRINCIPLED POLICING LD
Officer	2018	6	CRISIS INTERVENTION LD
	2018	26	USE OF FORCE DE-ESCALATION LD
	2018	16	PEOPLE WITH DISABILITIES LD
	2018	16	CULTURAL DIVERSITY LD
	2018	88	ARREST CONTROL DE-ESCALATION LD
	6/14/2019	2	TACTICAL COMMUNICATION
	6/14/2019	2	BIAS BASED POLICING
	2/23/2020	9	CRISIS INTERVENTION
	2008	16	CULTURAL DIVERSITY
Officer	11/25/2009	2	COMMUNICATION: KEEPING YOUR EDGE
	6/27/2011	2	RACIAL PROFILING
	11/5/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	8/28/2014	2	COMMUNICATION: KEEPING YOUR EDGE
	7/1/2015	2	BIAS BASED POLICING
	8/17/2015	8	CRISIS INTERVENTION
	9/12/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	6/7/2017	2	CRISIS INTERVENTION BEHAV HEALTH TRAINING
	7/1/2018	2	COMMUNICATION: KEEPING YOUR EDGE
	7/5/2018	2	COMMUNICATION: KEEPING YOUR EDGE
	11/21/2019	2	TACTICAL COMMUNICATION

	5/6/2020	9	TACTICAL COMMUNICATION
	7/28/1998	8	TACTICAL COMMUNICATION
Officer	7/1/2003	3	INTERPERSONAL COMMUNICATIN
	7/1/2003	3	RACIAL PROFILING
	4/19/2006	2	COMMUNICATION: KEEPING YOUR EDGE
	9/18/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	11/22/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	5/9/2014	2	COMMUNICATION: KEEPING YOUR EDGE
	11/12/2015	8	CRISIS INTERVENTION
	8/10/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	2/20/2020	2	CONFRONTING YOUR BIAS
	7/13/2020	2	TACTICAL COMMUNICATION
	7/6/2020	2	BIAS & RACIAL PROFILING
	2009	16	CULTURAL DIVERSITY LD
Officer	7/28/2011	2	RACIAL PROFILING
	11/27/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	8/6/2014	2	COMMUNICATION: KEEPING YOUR EDGE
	7/1/2015	2	BIAS BASED POLICING
	7/17/2015	40	CRISIS INTERVENTION BUTTE
	6/8/2016	20	MENTAL HEALTH COURSE DEVELOPMENT
	9/17/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	10/12/2017	8	CRISIS INTERVENTION
	11/10/2017	40	CRISIS RESPONSE TEAM INSTRUCTOR
	7/7/2018	2	COMMUNICATION: KEEPING YOUR EDGE
	11/8/2019	40	CRISIS NEGOTIATION
	2016	26	PRINICIPLED POLICING LD
Officer	2016	6	CRISIS INTERVENTION LD
	2016	26	USE OF FORCE DE-ESCALATION LD
	2016	16	PEOPLE WITH DISABILITIES LD
	2016	16	CULTURAL DIVERSITY LD
	2016	88	ARREST CONTROL DE-ESCALATION LD
	10/30/2017	2	TACTICAL COMMUNICATION
	9/17/2017	8	CRISIS INTERVENTION
	2/23/2020	9	CRISIS INTERVENTION
	5/25/2020	2	TACTICAL COMMUNICATION
	7/7/2020	2	BIAS & RACIAL PROFILING
	3/1/2007	8	SUICIDAL CALLERS
Dispatcher	5/19/2011	24	COMMUNICATIONS
	7/1/2015	2	BIAS BASED POLICING
	8/17/2015	8	CRISIS INTERVENTION
	8/12/2018	2	COMMUNICATION: KEEPING YOUR EDGE
	12/8/2019	4	COMMUNICATION SUICIDE CALLERS

	5/16/2020	2	TACTICAL COMMUNICATIONS	
	7/31/2020	2	BIAS & RACIAL PROFILING	
	7/21/1998	8	TACTICAL COMMUNICATION	
Officer	7/22/2003	5	RACIAL PROFILING	
	5/29/2006	2	COMMUNICATION: KEEPING YOUR EDGE	
	12/1/2010	2	COMMUNICATION: KEEPING YOUR EDGE	
	6/27/2011	2	RACIAL PROFILING	
	12/11/2012	2	COMMUNICATION: KEEPING YOUR EDGE	
	8/10/2014	2	COMMUNICATION: KEEPING YOUR EDGE	
	7/1/2015	2	BIAS BASED POLICING	
	7/1/2015	2	BIAS BASED POLICING	
	9/16/2016	2	COMMUNICATION: KEEPING YOUR EDGE	
	9/11/2017	8	CRISIS INTERVENTION	
	12/1/2017	2	TACTICAL COMMUNICATION	
	12/9/2003	2	INTERPERSONAL COMMUNICATION	
Officer	1/13/2004	5	RACIAL PROFILING	
	2/17/2005	32	CRISIS INTERVENTION	
	4/20/2005	2	INTERPERSONAL COMMUNICATION	
	11/15/2006	2	COMMUNICATION: KEEPING YOUR EDGE	
	9/16/2010	2	COMMUNICATION: KEEPING YOUR EDGE	
	7/28/2011	2	RACIAL PROFILING	
	12/15/2012	2	COMMUNICATION: KEEPING YOUR EDGE	
	5/9/2014	2	COMMUNICATION: KEEPING YOUR EDGE	
	7/1/2015	2	BIAS BASED POLICING	
	8/22/2016	2	COMMUNICATION: KEEPING YOUR EDGE	
	9/11/2017	8	CRISIS INTERVENTION	
	10/24/2017	2	TACTICAL COMMUNICATION	
	5/7/2020	2	TACTICAL COMMUNICATION	
	7/13/2020	2	BIAS & RACIAL PROFILING	
Dispatcher	2/15/2013	40	CRISIS INTERVENTION	BUTTE
	12/30/2019	4	SUICIDAL CALLERS	
	7/22/2003	3	INTERPERSONAL COMMUNICATIONS	
Officer	7/22/2003	5	RACIAL PROFILING	
	5/2/2006	2	COMMUNICATION: KEEPING YOUR EDGE	
	11/9/2010	2	COMMUNICATION: KEEPING YOUR EDGE	
	6/27/2011	2	RACIAL PROFILING	
	12/6/2012	2	COMMUNICATION: KEEPING YOUR EDGE	
	12/12/2013	2	COMMUNICATION: KEEPING YOUR EDGE	
	11/12/2015	8	CRISIS INTERVENTION	
	2/20/2020	2	CONFRONTING YOUR BIAS	
	9/23/1992	16	TACTICAL COMMUNICATIONS	

Dispatcher	7/28/1998	8	TACTICAL COMMUNICATIONS
	10/24/2006	16	CRISIS NEGOTIATIONS
	10/27/2006	20	CRISIS NEGOTIATIONS, ADVANCED
	3/1/2007	8	SUICIDAL CALLERS
	7/1/2015	2	BIAS BASED POLICING
	11/12/2015	8	CRISIS INTERVENTION
	10/17/2017	16	PRINCIPLED POLICING, TRAINER
	9/26/2018	8	PRINCIPLED POLICING
	9/27/2018	32	PRINCIPLED POLICING
	5/16/2019	20	PRINCIPLED POLICING
	6/20/2019	20	PRINCIPLED POLICING
	8/29/2019	14	PRINCIPLED POLICING
	11/7/2019	8	PRINCIPLED POLICING
	11/23/2019	4	SUICIDAL CALLERS
	2/27/2020	22	PRINCIPLED POLICING
	4/13/2020	2	TACTICAL COMMUNICATIONS
	7/31/2020	2	BIAS & RACIAL PROFILING
	2/9/2007	2	COMMUNICATION: KEEPING YOUR EDGE
Officer	4/5/2008	2	RACIAL PROFILING UPDATE
	6/30/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	7/28/2011	2	RACIAL PROFILING UPDATE
	11/20/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	12/12/2013	2	COMMUNICATION: KEEPING YOUR EDGE
	11/12/2015	8	CRISIS INTERVENTION
	8/21/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	4/27/2017	8	CRISIS INTERVENTION BEHAVIORAL HEALTH
	10/12/2017	8	CRISIS INTERVENTION
	10/27/2017	2	TACTICAL COMMUNICATIONS
	11/21/2019	2	TACTICAL COMMUNICATIONS
	2015	26	PRINCIPLED POLICING LD
Officer	2015	6	CRISIS INTERVENTION LD
	2015	26	USE OF FORCE DE-ESCALATION LD
	2015	16	PEOPLE WITH DISABILITIES LD
	2015	16	CULTURAL DIVERSITY LD
	2015	88	ARREST CONTROL DE-ESCALATION LD
	8/17/2015	8	CRISIS INTERVENTION
	8/19/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	9/11/2017	8	CRISIS INTERVENTION
	4/15/2018	2	COMMUNICATION: KEEPING YOUR EDGE
	2/23/2020	9	CRISIS INTERVENTION
	5/28/2020	2	TACTICAL COMMUNICATION
	7/10/2020	2	BIAS & RACIAL PROFILING
	7/1/2015	2	BIAS BASED POLICING

Dispatcher	11/12/2015	8	CRISIS INTERVENTION
	9/11/2017	8	CRISIS INTERVENTION
	12/7/2019	4	CALLERS IN CRISIS: SUICIDAL CALLERS
	7/31/2020	2	BIAS & RACIAL PROFILING
	2019	26	PRINICIPLED POLICING LD
Officer	2019	6	CRISIS INTERVENTION LD
	2019	26	USE OF FORCE DE-ESCALATION LD
	2019	16	PEOPLE WITH DISABILITIES LD
	2019	16	CULTURAL DIVERSITY LD
	2019	88	ARREST CONTROL DE-ESCALATION LD
	2015	26	PRINICIPLED POLICING LD
Officer	2015	6	CRISIS INTERVENTION LD
	2015	26	USE OF FORCE DE-ESCALATION LD
	2015	16	PEOPLE WITH DISABILITIES LD
	2015	16	CULTURAL DIVERSITY LD
	2015	88	ARREST CONTROL DE-ESCALATION LD
	10/12/2017	8	TACTICAL COMMUNICATION
	10/22/2017	2	TACTICAL COMMUNICATION
	5/3/2020	2	TACTICAL COMMUNICATION
	7/2/2020	2	BIAS & RACIAL PROFILING
	2006	16	CULTURAL DIVERSITY
Officer	7/28/2011	2	RACIAL PROFILING
	10/16/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	12/12/2013	2	COMMUNICATION: KEEPING YOUR EDGE
	11/12/2015	8	CRISIS INTERVENTION
	9/17/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	9/11/2017	8	CRISIS INTERVENTION
	5/10/2018	2	TACTICAL COMMUNICATION
	7/1/2020	2	BIAS & RACIAL PROFILING
	9/19/2010	2	COMMUNICATION: KEEPING YOUR EDGE
Officer	11/21/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	8/6/2014	2	COMMUNICATION: KEEPING YOUR EDGE
	7/1/2015	2	BIAS BASED POLICING
	8/17/2015	8	CRISIS INTERVENTION
	8/12/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	6/15/2017	8	CRISIS INTERVENTION BEHAVIORAL HEALTH
	7/24/2018	2	COMMUNICATION: KEEPING YOUR EDGE
	6/27/2011	2	RACIAL PROFILING UPDATE
Dispatcher	7/1/2015	2	BIAS BASED POLICING
	9/11/2017	8	CRISIS INTERVENTION
	12/7/2019	4	CALLERS IN CRISIS

	8/1/2020	2	BIAS & RACIAL PROFILING
Dispatcher	6/15/2019	4	CALLERS IN CRISIS
	7/30/2020	2	BIAS & RACIAL PROFILING
	2011	16	CULTURAL DIVERSITY
Officer	3/22/2013	4	TACTICAL COMMUNICATIONS
	10/28/2016	8	CRISIS INTERVENTION
	9/11/2017	8	CRISIS INTERVENTION
	9/22/2017	39	CRISIS INTERVENTION BUTTE
	10/4/2017	16	CRISIS INTERVENTION
	10/22/2017	2	TACTICAL COMMUNICATIONS
	5/16/2019	8	CRISIS INTERVENTION BEHAVIORAL HEALTH
	11/18/2019	40	CRISIS NEGOTIATION
	5/12/2020	2	TACTICAL COMMUNICATIONS
	7/8/2020	2	BIAS & RACIAL PROFILING
	7/28/1998	8	TACTICAL COMMUNICATIONS
Dispatcher	3/1/2007	8	SUICIDAL CALLER
	6/27/2011	2	RACIAL PROFILING
	7/1/2015	2	BIAS BASED POLICING
	8/17/2015	8	CRISIS INTERVENTION
	11/20/2019	4	CALLERS IN CRISIS SUICIDAL CALLERS
	7/31/2020	2	BIAS & RACIAL PROFILING
	7/22/2003	3	INTERPERSONAL COMMUNICATIONS
Officer	7/22/2003	5	RACIAL PROFILING
	1/14/2006	2	COMMUNICATIONS: KEEPING YOUR EDGE
	9/9/2010	2	COMMUNICATIONS: KEEPING YOUR EDGE
	7/28/2011	2	RACIAL PROFILING
	12/21/2012	2	COMMUNICATIONS: KEEPING YOUR EDGE
	12/12/2013	2	COMMUNICATIONS: KEEPING YOUR EDGE
	7/1/2015	2	BIAS BASED POLICING
	11/12/2015	8	CRISIS INTERVENTION
	9/21/2016	2	COMMUNICATIONS: KEEPING YOUR EDGE
	10/12/2017	8	CRISIS INTERVENTION
	5/10/2018	2	TACTICAL COMMUNICATIONS
	7/15/2020	2	TACTICAL COMMUNICATIONS
	2019	26	PRINCIPLED POLICING LD
Officer	2019	6	CRISIS INTERVENTION LD
	2019	26	USE OF FORCE DE-ESCALATION LD
	2019	16	PEOPLE WITH DISABILITIES LD
	2019	16	CULTURAL DIVERSITY LD
	2019	88	ARREST CONTROL DE-ESCALATION LD
	2/23/2020	9	CRISIS INTERVENTION

	7/8/2020	2	BIAS & RACIAL PROFILING	
	2016	26	PRINCIPLED POLICING LD	
Officer	2016	6	CRISIS INTERVENTION LD	
	2016	26	USE OF FORCE DE-ESCALATION LD	
	2016	16	PEOPLE WITH DISABILITIES LD	
	2016	16	CULTURAL DIVERSITY LD	
	2016	88	ARREST CONTROL DE-ESCALATION LD	
	9/11/2017	8	CRISIS INTERVENTION	
	11/19/2017	2	TACTICAL COMMUNICATION	
	2/23/2020	9	CRISIS INTERVENTION	
	6/15/2020	2	TACTICAL COMMUNICATION	
	7/21/1998	8	TACTICAL COMMUNICATIONS	
Dispatcher	5/19/2011	24	COMMUNICATION SKILLS	
	8/17/2015	8	CRISIS INTERVENTION	
	11/17/2019	4	SUICIDAL CALLERS	
	6/11/2020	2	TACTICAL COMMUNICATIONS	
	8/3/2020	2	BIAS & RACIAL PROFILING	
	7/1/2003	3	INTERPERSONAL COMMUNICATION	
Officer	7/1/2003	2	RACIAL PROFILING	
	2/17/2004	4	CULTURAL AWARENESS	
	7/1/2006	2	COMMUNICATIONS: KEEPING YOUR EDGE	
	10/27/2006	20	CRISIS NEGOTIATION	
	9/30/2010	2	COMMUNICATIONS: KEEPING YOUR EDGE	
	7/28/2011	2	RACIAL PROFILING	
	10/22/2012	2	COMMUNICATIONS: KEEPING YOUR EDGE	
	8/11/2014	2	COMMUNICATIONS: KEEPING YOUR EDGE	
	7/1/2015	2	BIAS BASED POLICING	
	8/17/2015	8	CRISIS INTERVENTION	
	9/19/2016	2	COMMUNICATIONS: KEEPING YOUR EDGE	
	10/12/2017	8	CRISIS INTERVENTION	
	11/10/2017	40	CRISIS RESPONSE TEAM FOR 1ST RESPONDERS	
	5/17/2018	2	COMMUNICATIONS: KEEPING YOUR EDGE	
	2/23/2020	9	CRISIS INTERVENTION	
	4/30/2020	2	TACTICAL COMMUNICATIONS	
	7/7/2020	2	BIAS & RACIAL PROFILING	
	2011	16	CULTURAL DIVERSITY	
Officer	2/15/2013	40	CRISIS INTERVENTION	BUTTE
	7/1/2015	2	BIASED BASE POLICING	
	11/15/2015	8	CRISIS INTERVENTION	
	8/20/2016	2	COMMUNICATIONS: KEEPING YOUR EDGE	
	10/12/2017	8	CRISIS INTERVENTION	
	10/20/2017	2	TACTICAL COMMUNICATION	

	5/21/2020	2	TACTICAL COMMUNICATION
	6/12/2020	4	CALLERS IN CRISIS
	7/10/2020	2	BIAS & RACIAL PROFILING
	2013	16	CULTURAL DIVERSITY
Officer	7/1/2015	2	BIAS BASED POLICING
	11/12/2015	8	CRISIS INTERVENTION
	8/19/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	10/12/2017	8	CRISIS INTERVENTION
	11/6/2017	2	TACTICAL COMMUNICATION
	2/23/2020	9	CRISIS INTERVENTION
	2020	26	PRINICIPLED POLICING LD
Officer	2020	6	CRISIS INTERVENTION LD
	2020	26	USE OF FORCE DE-ESCALATION LD
	2020	16	PEOPLE WITH DISABILITIES LD
	2020	16	CULTURAL DIVERSITY LD
	2020	88	ARREST CONTROL DE-ESCALATION LD
	12/17/2003	8	CULTURAL DIVERSITY
Officer	2/12/2004	5	RACIAL PROFILING
	2/12/2004	2	INTERPERSONAL
	4/25/2006	2	COMMUNICATION: KEEPING YOUR EDGE
	8/25/2009	2	COMMUNICATION: KEEPING YOUR EDGE
	7/28/2011	2	RACIAL PROFILING
	12/29/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	8/27/2014	2	COMMUNICATION: KEEPING YOUR EDGE
	7/1/2015	2	BIAS BASED POLICING
	11/12/2015	8	CRISIS INTERVENTION
	9/14/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	8/14/2017	40	CRISIS NEGOTIATION
	10/12/2017	8	CRISIS INTERVENTION
	11/29/2017	2	TACTICAL COMMUNICATION
	11/7/2019	24	RACIAL PROFILING
	11/22/2019	16	DE ESCALATION STRATEGIES
	12/10/2019	16	DE-ESCALATION INSTRUCTOR
	2/23/2020	9	CRISIS INTERVENTION
	2015	26	PRINICIPLED POLICING LD
Officer	2015	6	CRISIS INTERVENTION LD
	2015	26	USE OF FORCE DE-ESCALATION LD
	2015	16	PEOPLE WITH DISABILITIES LD
	2015	16	CULTURAL DIVERSITY LD
	2015	88	ARREST CONTROL DE-ESCALATION LD
	10/12/2017	8	CRISIS INTERVENTION
	6/29/2018	2	TACTICAL COMMUNICATION

	11/21/2019	2	TACTICAL COMMUNICATION
	4/30/2020	2	TACTICAL COMMUNICATION
	7/14/2020	2	BIAS & RACIAL PROFILING
Dispatcher	11/25/2019	4	SUICIDAL CALLERS
	1/19/1994	2	CULTURAL AWARENESS
Officer	2/17/1995	24	CULTURAL DIVERSITY
	10/9/1996	8	TACTICAL COMMUNICATIONS
	7/1/2003	3	INTERPERSONAL COMMUNICATION
	7/1/2003	5	RACIAL PROFILING
	2/17/2004	4	CULTURAL AWARENESS
	1/18/2006	2	COMMUNICATION: KEEPING YOUR EDGE
	9/14/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	6/27/2011	2	RACIAL PROFILING
	10/23/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	8/6/2014	2	COMMUNICATION: KEEPING YOUR EDGE
	8/16/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	10/12/2017	8	CRISIS INTERVENTION
	11/11/2017	2	TACTICAL COMMUNICATIONS
	2012	16	CULTURAL DIVERSITY
Officer	4/16/2014	2	TACTICAL COMMUNICATIONS
	9/3/2014	8	CRISIS INTERVENTION
	5/18/2016	2	TACTICAL COMMUNICATIONS
	9/11/2017	8	CRISIS INTERVENTION
	11/13/2017	2	COMMUNICATION: KEEPING YOUR EDGE
	5/16/2019	8	CRISIS INTERVENTION BEHAVIOR HEALTH FTO
	2/23/2020	9	CRISIS INTERVENTION
	7/14/2020	2	TACTICAL COMMUNICATIONS
	7/14/2020		BIAS & RACIAL PROFILING
	8/23/2003	5	RACIAL PROFILING
Officer	1/16/2006	2	COMMUNICATION: KEEPING YOUR EDGE
	12/8/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	11/19/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	9/9/2014	2	COMMUNICATION: KEEPING YOUR EDGE
	8/17/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	9/11/2017	8	CRISIS INTERVENTION
	10/26/2017	2	COMMUNICATION: KEEPING YOUR EDGE
	2/22/2019	2	CRISIS INTERVENTION & DE-ESCALATION
	2/23/2020	9	CRISIS INTERVENTION
	5/30/2020	2	TACTICAL COMMUNICATION
	7/4/2020	2	BIAS & RACIAL PROFILING
	2016	26	PRINCIPLED POLICING LD

Officer	2016	6	CRISIS INTERVENTION LD
	2016	26	USE OF FORCE DE-ESCALATION LD
	2016	16	PEOPLE WITH DISABILITIES LD
	2016	16	CULTURAL DIVERSITY LD
	2016	88	ARREST CONTROL DE-ESCALATION LD
	10/12/2017	8	CRISIS INTERVENTION
	11/12/2017	2	TACTICAL COMMUNICATION
	2/23/2020	9	CRISIS INTERVENTION
	6/17/2020	2	TACTICAL COMMUNICATION
	7/8/2020	2	BIAS & RACIAL PROFILING
	2015	26	PRINCIPLED POLICING LD
Officer	2015	6	CRISIS INTERVENTION LD
	2015	26	USE OF FORCE DE-ESCALATION LD
	2015	16	PEOPLE WITH DISABILITIES LD
	2015	16	CULTURAL DIVERSITY LD
	2015	88	ARREST CONTROL DE-ESCALATION LD
	8/24/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	9/11/2017	8	CRISIS INTERVENTION
	11/12/2017	2	TACTICAL COMMUNICATION
	7/8/2019	8	CRISIS INTERVENTION BEHAVIOR HEALTH FTO
	2/23/2020	9	CRISIS INTERVENTION
	5/27/2020	2	TACTICAL COMMUNICATION
	9/26/2003	5	RACIAL PROFILING
Officer	4/28/2006	2	HATE CRIMES
	11/17/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	6/27/2011	2	RACIAL PROFILING
	10/24/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	8/1/2014	2	COMMUNICATION: KEEPING YOUR EDGE
	7/1/2015	2	BIAS BASED POLICING
	11/12/2015	8	CRISIS INTERVENTION
	9/11/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	6/7/2017	8	CRISIS INTERVENTION BEHAVIOR HEALTH FTO
	9/11/2017	8	CRISIS INTERVENTION
	5/14/2018	2	TACTICAL COMMUNICATION
	7/6/2020	2	BIAS & RACIAL PROFILING
	12/18/2002	8	CULTURAL DIVERSITY
Officer	3/9/2004	5	RACIAL PROFILING
	3/2/2006	2	COMMUNICATION: KEEPING YOUR EDGE
	3/27/2006	2	COMMUNICATION: KEEPING YOUR EDGE
	10/7/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	6/27/2011	2	RACIAL PROFILING
	1/3/2013	2	COMMUNICATION: KEEPING YOUR EDGE
	7/1/2015	2	BIAS BASED POLICING

	8/16/2016	2	COMMUNCATION: KEEPING YOUR EDGE
	10/12/2017	8	CRISIS INTERVENTION
	2/20/2020	2	CONFRONTING YOUR BIAS
	7/21/1998	8	TACTICAL COMMUNICATIONS
Officer	7/1/2003	3	INTERPERSONAL COMMUNICATION
	7/1/2003	5	RACIAL PROFILING
	2/17/2004	4	CULTURAL AWARENESS
	1/8/2006	2	COMMUNCATION: KEEPING YOUR EDGE
	4/15/2010	40	CRISIS INTERVENTION BUTTE
	9/20/2010	2	COMMUNCATION: KEEPING YOUR EDGE
	7/28/2011	2	RACIAL PROFILING
	10/31/2012	2	COMMUNCATION: KEEPING YOUR EDGE
	8/9/2014	2	COMMUNCATION: KEEPING YOUR EDGE
	8/20/2016	2	COMMUNCATION: KEEPING YOUR EDGE
	3/23/2017	8	CRISIS INTERVENTION BEHAVIORAL HEALTH FTO
	10/12/2017	8	CRISIS INTERVENTION
	11/7/2017	2	TACTICAL COMMUNICATIONS
	11/21/2019	2	TACTICAL COMMUNICATIONS
Officer	2014	26	PRINCIPLED POLICING LD
	2014	6	CRISIS INTERVENTION LD
	2014	26	USE OF FORCE DE-ESCALATION LD
	2014	16	PEOPLE WITH DISABILITIES LD
	2014	16	CULTURAL DIVERSITY LD
	2014	88	ARREST CONTROL DE-ESCALATION LD
	8/17/2015	8	CRISIS INTERVENTION
	8/23/2016	2	COMMUNCATION: KEEPING YOUR EDGE
	8/4/2017	40	CRISIS NEGOTIATION
	10/12/2017	8	CRISIS INTERVENTION
	11/14/2017	2	TACTICAL COMMUNICATION
	5/21/2020	2	TACTICAL COMMUNICATION
	6/17/2020	4	CALLERS IN CRISIS: SUICIDAL CRISIS
	6/17/2020	2	BIAS AND RACIAL PROFILING
	6/20/2020	2	BIAS & RACIAL PROFILING
	2019	26	PRINCIPLED POLICING LD
Officer	2019	6	CRISIS INTERVENTION LD
	2019	26	USE OF FORCE DE-ESCALATION LD
	2019	16	PEOPLE WITH DISABILITIES LD
	2019	16	CULTURAL DIVERSITY LD
	2019	88	ARREST CONTROL DE-ESCALATION LD
	5/25/2020	2	TACTICAL COMMUNICATIONS
	2019	26	PRINCIPLED POLICING LD
Officer	2019	6	CRISIS INTERVENTION LD

	2019	26	USE OF FORCE DE-ESCALATION LD
	2019	16	PEOPLE WITH DISABILITIES LD
	2019	16	CULTURAL DIVERSITY LD
	2019	88	ARREST CONTROL DE-ESCALATION LD
	2/23/2020	9	CRISIS INTERVENTION
	2016	26	PRINCIPLED POLICING LD
Officer	2016	6	CRISIS INTERVENTION LD
	2016	26	USE OF FORCE DE-ESCALATION LD
	2016	16	PEOPLE WITH DISABILITIES LD
	2016	16	CULTURAL DIVERSITY LD
	2016	88	ARREST CONTROL DE-ESCALATION LD
	10/12/2017	8	CRISIS INTERVENTION
	11/4/2017	2	TACTICAL COMMUNICATION
	11/21/2019	2	TACTICAL COMMUNICATION
	7/12/2020	2	BIAS & RACIAL PROFILING
	7/1/2003	3	INTERPERSONAL COMMUNICATION
Officer	7/1/2003	5	RACIAL PROFILING
	2/24/2004	4	CULTURAL AWARENESS
	3/28/2006	2	COMMUNICATION: KEEPING YOUR EDGE
	10/27/2006	20	CRISIS NEGOTIATIONS
	11/8/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	6/27/2011	2	RACIAL PROFILING
	12/18/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	12/29/2014	2	COMMUNICATION: KEEPING YOUR EDGE
	7/1/2015	2	BIAS BASED POLICING
	8/17/2015	8	CRISIS INTERVENTION
	9/19/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	10/12/2017	8	CRISIS INTERVENTION
	10/30/2017	2	TACTICAL COMMUNICATION
	5/13/2020	2	TACTICAL COMMUNICATION
	7/6/2020	2	BIAS & RACIAL PROFILING
	2004	16	CULTURAL DIVERSITY
Officer	7/12/2004	8	CULTURAL DIVERSITY
	10/29/2007	2	COMMUNICATION: KEEPING YOUR EDGE
	9/27/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	7/28/2011	2	RACIAL PROFILING
	12/7/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	4/23/2014	2	COMMUNICATION: KEEPING YOUR EDGE
	7/1/2015	2	BIAS BASED POLICING
	11/12/2015	8	CRISIS INTERVENTION
	8/5/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	10/12/2017	8	CRISIS INTERVENTION
	2/23/2020	9	CRISIS INTERVENTION

	5/1/2020	2	TACTICAL COMMUNICATIONS
	7/16/2020	2	BIAS & RACIAL PROFILING
	7/2/1905	16	CULTURAL DIVERSITY
Officer	2/10/2012	40	CRISIS INTERVENTION BUTTE
	5/3/2013	2	RACIAL PROFILING
	5/3/2013	2	TACTICAL COMMUNICATION
	4/30/2015	2	BIAS BASED POLICING
	9/22/2017	40	CRISIS INTERVENTION BUTTE
	10/12/2017	8	CRISIS INTERVENTION
	11/12/2017	2	COMMUNICATION: KEEPING YOUR EDGE
	11/21/2019	2	TACTICAL COMMUNICATION
	7/2/2020	2	BIAS & RACIAL PROFILING
	2006	16	CULTURAL DIVERSITY
Officer	10/19/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	7/28/2011	2	RACIAL PROFILING UPDATE
	10/22/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	12/12/2013	2	COMMUNICATION: KEEPING YOUR EDGE
	11/12/2015	8	CRISIS INTERVENTION
	9/2/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	10/12/2017	8	CRISIS INTERVENTION
	11/5/2017	2	TACTICAL COMMUNICATION
	8/15/2003	5	RACIAL PROFILING
Officer	2/7/2006	2	COMMUNICATION: KEEPING YOUR EDGE
	7/28/2011	2	RACIAL PROFILING
	11/1/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	8/17/2015	8	CRISIS INTERVENTION
	8/23/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	1/4/2017	2	TACTICAL COMMUNICATION
	3/23/2017	2	CRISIS INTERVENTION BEHAVIORAL HEALTH FTO
	9/11/2017	8	CRISIS INTERVENTION
	2/23/2020	9	CRISIS INTERVENTION
	5/6/2020	2	TACTICAL COMMUNICATION
	6/28/1905	16	CULTURAL DIVERSITY
Officer	5/19/2009	2	COMMUNICATION: KEEPING YOUR EDGE
	12/19/2011	2	COMMUNICATION: KEEPING YOUR EDGE
	1/14/2014	2	COMMUNICATION: KEEPING YOUR EDGE
	8/17/2015	8	CRISIS INTERVENTION
	10/12/2017	8	CRISIS INTERVENTION
	12/28/2017	2	TACTICAL COMMUNICATION
	1/17/2018	8	CRISIS INTERVENTION AND DE-ESCALATION
	2/23/2020	9	CRISIS INTERVENTION
	5/12/2020	2	TACTICAL COMMUNICATION

	7/9/2020	2	BIAS & RACIAL PROFILING
	2019	26	PRINICIPLED POLICING LD
Dispatcher	2019	6	CRISIS INTERVENTION LD
	2019	26	USE OF FORCE DE-ESCALATION LD
	2019	16	PEOPLE WITH DISABILITIES LD
	2019	16	CULTURAL DIVERSITY LD
	2019	88	ARREST CONTROL DE-ESCALATION LD
	2/23/2020	9	CRISIS INTERVENTION
	7/18/2020	4	CALLERS IN CRISIS
	8/3/2020	2	BIAS & RACIAL PROFILING
Officer	2017	26	PRINICIPLED POLICING LD
	2017	6	CRISIS INTERVENTION LD
	2017	26	USE OF FORCE DE-ESCALATION LD
	2017	16	PEOPLE WITH DISABILITIES LD
	2017	16	CULTURAL DIVERSITY LD
	2017	88	ARREST CONTROL DE-ESCALATION LD
	10/8/2018	8	CRISIS INTERVENTION
	7/8/2019	8	CRISIS INTERVENTION BEHAVIOR HEALTH FTO
	2/23/2020	9	CRISIS INTERVENTION
	5/28/2020	2	TACTICAL COMMUNICATIONS
	2004	16	CULTURAL DIVERSITY
Officer	1/18/2006	2	COMMUNICATION: KEEPING YOUR EDGE
	10/2/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	6/27/2011	2	RACIAL PROFILING
	10/19/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	12/12/2013	2	COMMUNICATION: KEEPING YOUR EDGE
	7/1/2015	2	BIAS BASED POLICING
	11/12/2015	8	CRISIS INTERVENTION
	8/11/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	9/11/2017	8	CRISIS INTERVENTION
	10/22/2017	2	TACTICAL COMMUNICATION
	7/10/2020	2	BIAS & RACIAL PROFILING
	2018	26	PRINICIPLED POLICING LD
Officer	2018	6	CRISIS INTERVENTION LD
	2018	26	USE OF FORCE DE-ESCALATION LD
	2018	16	PEOPLE WITH DISABILITIES LD
	2018	16	CULTURAL DIVERSITY LD
	2018	88	ARREST CONTROL DE-ESCALATION LD
	2/23/2020	9	CRISIS INTERVENTION
	5/29/2020	2	TACTICAL COMMUNICATIONS
	7/31/2020		BIAS & RACIAL PROFILING

	2018	26	PRINCIPLED POLICING LD 3
Officer	2018	6	CRISIS INTERVENTION LD 4
	2018	26	USE OF FORCE DE-ESCALATION LD 20
	2018	16	PEOPLE WITH DISABILITIES LD 37
	2018	16	CULTURAL DIVERSITY LD 42
	2018	88	ARREST CONTROL DE-ESCALATION LD
	11/21/2019	2	TACTICAL COMMUNICATION
	7/26/2020	2	BIAS & RACIAL PROFILING
	7/22/2003	3	INTERPERSONAL COMMUNICATION
Officer	7/22/2003	5	RACIAL PROFILING
	1/18/2006	2	COMMUNICATION: KEEPING YOUR EDGE
	9/3/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	6/27/2011	2	RACIAL PROFILING
	2/20/2012	40	CRISIS INTERVENTION BUTTE
	11/22/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	12/12/2013	2	COMMUNICATION: KEEPING YOUR EDGE
	9/16/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	7/10/2018	2	COMMUNICATION: KEEPING YOUR EDGE
	2/20/2020	2	CONFRONTING YOUR BIAS
	2005	16	CULTURAL DIVERSITY
Officer	2/13/2006	2	COMMUNICATION: KEEPING YOUR EDGE
	4/12/2010	40	CRISIS INTERVENTION BUTTE
	10/6/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	7/28/2011	2	RACIAL PROFILING
	10/31/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	8/1/2014	2	COMMUNICATION: KEEPING YOUR EDGE
	8/18/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	9/11/2017	8	CRISIS INTERVENTION
	10/18/2017	2	TACTICAL COMMUNICATION
	7/24/2020	2	BIAS & RACIAL PROFILING
	2011	16	CULTURAL DIVERSITY
Officer	3/16/2012	40	CRISIS INTERVENTION VENTURA
	10/17/2013	2	TACTICAL COMMUNICATION
	7/1/2015	2	BIAS BASED POLICING
	8/7/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	10/18/2017	2	TACTICAL COMMUNICATION
	11/21/2019	2	TACTICAL COMMUNICATION
	11/17/2005	4	CRISIS INTERVENTION
Officer	3/13/2006	2	TACTICAL COMMUNICATION
	11/27/2007	4	TACTICAL COMMUNICATION
	5/28/2009	2	TACTICAL COMMUNICATION
	5/28/2009	2	RACIAL PROFILING

	11/20/2012	2	COMMUNICATION: KEEPING YOUR EDGE
	7/1/2015	2	BIAS BASED POLICING
	11/12/2015	8	CRISIS INTERVENTION
	8/4/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	9/11/2017	8	CRISIS INTERVENTION
	11/6/2018	2	TACTICAL COMMUNICATION
	2/20/2020	2	CONFRONTING YOUR BIAS
	7/3/1905	16	CULTURAL DIVERSITY
Officer	6/4/2014	8	CRISIS INTERVENTION
	6/9/2014	2	TACTICAL COMMUNICATIONS
	8/17/2015	8	CRISIS INTERVENTION
	8/10/2016	2	COMMUNICATION: KEEPING YOUR EDGE
	9/11/2017	8	CRISIS INTERVENTION
	1/2/2018	2	TACTICAL COMMUNICATIONS
	11/21/2019	2	TACTICAL COMMUNICATIONS
	2/23/2020	9	CRISIS INTERVENTION
	7/2/2020	2	BIAS & RACIAL PROFILING
	2019	26	PRINCIPLED POLICING LD 3
Dispatcher	2019	6	CRISIS INTERVENTION LD 4
	2019	26	USE OF FORCE DE-ESCALATION LD 20
	2019	16	PEOPLE WITH DISABILITIES LD 37
	2019	16	CULTURAL DIVERSITY LD 42
	2019	88	ARREST CONTROL DE-ESCALATION LD
	9/11/2017	8	CRISIS INTERVENTION
	1/1/2020	4	CALLERS IN CRISIS
	8/3/2020	2	BIAS & RACIAL PROFILING
	6/28/1905	16	CULTURAL DIVERSITY
Officer	2/16/2007	2	COMMUNICATION: KEEPING YOUR EDGE
	9/25/2007	2	TACTICAL COMMUNICATIONS
	7/15/2008	4	TACTICAL COMMUNICATIONS
	10/23/2009	4	TACTICAL COMMUNICATIONS
	1/27/2010	2	COMMUNICATION: KEEPING YOUR EDGE
	6/14/2011	4	TACTICAL COMMUNICATIONS
	3/26/2014	2	COMMUNICATION: KEEPING YOUR EDGE
	6/16/2015	2	COMMUNICATION: KEEPING YOUR EDGE
	7/15/2016	40	CRISIS INTERVENTION BUTTE
	8/30/2017	2	TACTICAL COMMUNICATIONS
	11/21/2019	2	TACTICAL COMMUNICATIONS
	2/23/2020	9	CRISIS INTERVENTION
	2017	26	PRINCIPLED POLICING LD 3
Officer	2017	6	CRISIS INTERVENTION LD 4
	2017	26	USE OF FORCE DE-ESCALATION LD 20

	2017	16	PEOPLE WITH DISABILITIES LD 37
	2017	16	CULTURAL DIVERSITY LD 42
	2017	88	ARREST CONTROL DE-ESCALATION LD
	10/12/2017	8	CRISIS INTERVENTION
	11/21/2019	2	TACTICAL COMMUNICATIONS
	2/23/2020	9	CRISIS INTERVENTION
	7/2/2020	2	BIAS & RACIAL PROFILING
CSO	9/11/2017	8	CRISIS INTERVENTION
	2/23/2020	9	CRISIS INTERVENTION
CSO	2/23/2020	9	CRISIS INTERVENTION
CSO	9/11/2017	8	CRISIS INTERVENTION
	2/23/2020	9	CRISIS INTERVENTION
CSO	2/23/2020	9	CRISIS INTERVENTION
CSO	9/11/2017	8	CRISIS INTERVENTION
<p>**This data is directly from the Commission on Peace Officer Standards and Training along with documented internal training from only the Chico Police Department as of August 4, 2020 and may not contain other internal training received from any other law enforcement agencies the employee(s) may have previously been employed by which did not document training through the POST Learning Portal**</p>			