

Pueblo (CO) Police Department

Site Visit Report

Description of Training Organization

The Pueblo Police Department (PPD) is responsible for providing law enforcement services for the City of Pueblo, Colorado. The mission statement of the Department is: "The Mission of the Pueblo Police Department is to enhance the quality of life in the City of Pueblo by working cooperatively with our community and within the framework of the United States Constitution, so solve problems and to enforce the laws, preserve the peace, reduce fear and provide for a safe environment." The Department's total work force, including sworn and civilian employees is 254. PPD is funded by appropriations of the City Council of Colorado Springs with a total budget of \$16.6 million (Fiscal Year 2003).

Pueblo Police Department is headed by a chief executive officer, who oversees three bureaus, each of which is managed by a deputy chief:

- The Operations Bureau provides for all patrol and traffic functions
- The Investigations Bureau provides for all investigative functions
- The Services Bureau provides for support functions (including school resource, training and planning, records, communications, special services, summons/warrants) and Internal Affairs

Pueblo Police Department Training Unit

The Training Unit provides basic (known as the "Law Enforcement Academy") and in-service training to law enforcement officers in the State of Colorado. The recruit class provides training to individuals seeking certification as law enforcement officers in the State of Colorado. The Law Enforcement Academy conforms to the guidelines of the Colorado Peace Officer Standards and Training (POST). The Training Unit Supervisor reports directly to the Captain who oversees Professional Development. This Captain reports to the Deputy Chief of the Services Bureau. The academy director is assisted by one officer.

Source of Official Student Records

In order to award credit, colleges and universities require proof of completion of coursework issued by the training organization. A student who has completed training provided by the Pueblo Police Department Law Enforcement Academy may obtain such records of this training by contacting:

Training Sergeant
Pueblo Police Department
130 Central Main Street
Pueblo, CO 81003

Description of Training Programs

The courses listed below comprise the Law Enforcement Academy. This is a 700-hour, 18-week basic training program that includes and/or exceeds all requirements of Colorado Peace Officer Standards and Training (POST). Colorado POST provides comprehensive information to all state police jurisdictions on the content and duration of basic police training. The curriculum of the Law Enforcement Academy at Pueblo Police Department provides new officers with instruction in Administration of Justice, Basic Law, Community Interaction, Patrol Procedures, Traffic Control, Investigative Procedures, Communications, Arrest Control, Basic Firearms, Driving, and other areas. All written examinations must be passed with a minimum score of 70 percent.

Location: Pueblo Police Department, Pueblo, CO

Length: 18 weeks (700 hours)

Program Objective: To provide participants with the knowledge, skills and abilities necessary to serve effectively as law enforcement officers in the State of Colorado.

Learning Objective: Upon successful completion of this program, the graduate will be able to perform all routine duties of an entry level peace officer in the State of Colorado.

Instructional Methods: A combination of lecture (supplemented by PowerPoint, video and handouts), class exercises, group exercises, and practical exercises.

Learning Assessments: Assessments include traditional written exams as well as demonstrations of competence, and oral presentations.

Description of Team

Three assessment consultants and one Criminal Justice Training Assessment coordinator were on the team. Below is a list of all participants; CJTA and Excelsior College have full curriculum vitae on file for each.

Kelly Asmussen, PhD
Associate Professor and Chair
Criminal Justice and Psychology Department
Peru State College
Peru, Nebraska

Clayton Johnson, MA
Chief of Police
Ponca City Police Department
Ponca City, Oklahoma

J. Patrick "Joe" Gallagher, PhD
Department Chair
Legal Services and Public Safety
Santa Fe Community College
Santa Fe, New Mexico

Timothy Birch, MS
Assessment Coordinator
Criminal Justice Training Assessment
Albany, New York

Description of Visit

From June 4 to June 6, 2003, the above four representatives of Excelsior College conducted a site visit to the Pueblo Police Department (PPD) Training Academy to assess the educational programs offered by the Law Enforcement Academy.

On the first afternoon (Wednesday, June 4, 2003), the team assembled at the PPD Law Enforcement Academy. The team met with Chief James Billings, Deputy Chief Ronald Gravatt, Captain Lloyd Smart, and Sergeant Patrick Van Ryn. The assessment team was shown to its classroom headquarters to begin the assessment process.

The team determined that the remainder of the morning would be spent organizing the various subject modules of the recruit training program into familiar college course content areas.

On the morning of June 5, the course areas were discussed and then assigned to a specific faculty member for review.

Assistant Professor Asmussen reviewed material for the following courses: Introduction to Criminal Justice, Community Policing, and Communications. Doctor Gallagher reviewed material for the following courses: Criminal Procedure, Criminal Law, Criminal Investigation, Traffic Investigation and Enforcement, and Fitness and Wellness. Chief Johnson reviewed material for the following courses: Patrol Procedures, Law Enforcement Tactics, Basic Firearms, and Driving.

The above list of courses was developed from a list of subjects mandated by Colorado Peace Officer Standards and Training and from the supplemental subject areas included in the law enforcement academy program by the Pueblo Police Department.

The team spent the remainder of June 5 and the morning of June 6 conducting an in-depth review of the recruit class materials. On the morning of June 6, the team completed its review of program materials and discussed the credit recommendations with Chief James Billings, Deputy Chief Ronald Gravatt, Captain Lloyd Smart, and Sergeant Patrick Van Ryn.

Credit Recommendations

Summary of Credit Recommendations

<i>Program:</i> Law Enforcement Academy	
Communications	3 credits
Community Policing	1 credit
Criminal Investigation I	3 credits
Criminal Investigation II	3 credits*
Criminal Procedure	2 credits
Custody and Control	3 credits
Fitness and Wellness	2 credits
Functions of Patrol	3 credits
Introduction to Criminal Justice	2 credits
Police Driving	2 credits
Police Firearms	2 credits
Special Topics in Criminal Justice	1 credit*
Substantive Criminal Law	3 credits
Traffic Investigation and Enforcement	3 credits
TOTAL	33 credits

* indicates upper level credit

Course Descriptions

Communications (3 credits, lower division)

Program: Law Enforcement Academy

Location: Pueblo Police Department, Pueblo, CO

Length: 40 hours

Dates: January 2002 through June 2009

Objectives: Prepare clear, concise, and accurate technical, legal, and departmental documents. Develop and employ effective communication skills including verbal judo.

Instruction: Students must complete no fewer than: twenty-eight hours of "Report Writing," four hours of "Note-taking," and eight hours of "Verbal Communication Skills." Instructional methods for this course include lecture (supplemented by PowerPoint, handouts, and videos), group exercises, and role-playing class activities. Evaluation methods include practical exercise and written examinations.

Credit Recommendation: In the lower division associate/baccalaureate degree category, three semester credits.

Community Policing (1 credit, lower division)

Program: Law Enforcement Academy

Location: Pueblo Police Department, Pueblo, CO

Length: 15 hours

Dates: January 2002 through June 2009

Objectives: Discuss the historical development of community-based policing operations, roles and goals compared to traditional policing styles. Identify core components, philosophies, and strategies to effectively implement problem-solving policing. Discuss emerging issues, such as those listed below.

Instruction: Students must complete no fewer than: four hours of "Introduction/Framework of Community Policing," four hours of "Problem Oriented Policing," two hours of "Community "Partnerships," two hours of "Crime Prevention," and three hours of "Civil Disputes." Instructional methods for this course include lecture (supplemented by PowerPoint) and practical exercises. Evaluation methods include written examination.

Credit Recommendation: In the lower division associate/baccalaureate degree category, one semester credit.

Criminal Investigation I (3 credits, lower division)

Program: Law Enforcement Academy

Location: Pueblo Police Department, Pueblo, CO

Length: 50 hours

Dates: January 2002 through June 2009

Objectives: Identify the relationship of physical evidence to the process of criminal investigations. Discuss the identification, collection and preservation of physical evidence and the introduction of evidence into the criminal trial process. Recognize sources of information and interviewing and interrogation techniques.

Instruction: Students must complete no fewer than: four hours of "Preliminary Investigation," two hours of "Crime Scene Search," twelve hours of "Crime Scene Documentation (Sketching)," ten hours of "Identification/Collection of Evidence," six hours of "Interview/Interrogation," four hours of "Identification of Suspects,"

and twelve hours of "Mock Crime Scene," and forty hours of "Major Case Considerations," to include three hours of "Burglary/Arson," three hours of "Robbery," three hours of "Sexual Assault," one hour of "Fraud," one hour of "Computer Crime," seven hours of "Mock Crime Scene," and four hours of "Assault/Homicide." Instructional methods for this course include lecture (supplemented by PowerPoint and videotape) and practical exercises. Evaluation methods include written examination and practical examination.

Credit Recommendation: In the lower division associate/baccalaureate degree category, three semester credits.

Criminal Investigation II (3 credits, upper division)

Program: Law Enforcement Academy

Location: Pueblo Police Department, Pueblo, CO

Length: 48 hours

Dates: January 2002 through June 2009

Objectives: Discuss criminal investigations, including elements of proof of burglary, robbery, sexual assault, computer crime, assault drugs, gangs, vehicle theft, fraud, arson, and homicide. Demonstrate an ability to communicate facts to a judge or jury through court testimony.

Instruction: Students will completed no fewer than forty hours of "Major Case Considerations," to include three hours of "Burglary/Arson," three hours of "Robbery," three hours of "Sexual Assault," one hour of "Fraud," one hour of "Computer Crime," seven hours of "Mock Crime Scene," and four hours of "Assault/Homicide" as well as eight hours of "Court Testimony" in the Law Enforcement Academy. Instructional methods for this course include lecture (supplemented by PowerPoint and videotape) and practical exercises. Evaluation methods include written examination and practical examination.

Credit Recommendation: In the upper division baccalaureate degree category, three semester credits.

Criminal Procedure (2 credits, lower division)

Program: Law Enforcement Academy

Location: Pueblo Police Department, Pueblo, CO

Length: 28 hours

Dates: January 2002 through June 2009

Objectives: Discuss the basic structure of state and federal court systems and steps in processing a case in the criminal justice system. Realize the significance of law enforcement and the courts in the criminal justice system. Discuss the juvenile justice system. Acquire knowledge of the Constitution with special attention paid to the Exclusionary Rule, rules of arrest, search, and seizure, identification procedures, confessions and admissions (including Miranda), interview and interrogation, double jeopardy, the right to counsel, and use of force, civil liability, and sexual harassment.

Instruction: Students must complete no fewer than: four hours of "The United States Constitution," sixteen hours of "The Fourth Amendment," and eight hours of "Legal Liability." Instructional methods for this course include lecture (supplemented by PowerPoint and study handouts), classroom and group discussion, and case studies. Evaluation methods include written examination.

Credit Recommendation: In the lower division associate/baccalaureate degree category, two semester credits.

Custody and Control (3 credits, lower division)

Program: Law Enforcement Academy

Location: Pueblo Police Department, Pueblo, CO

Length: 76 hours

Dates: January 2002 through June 2009

Objectives: Explain the proper use of physical force within the law enforcement framework. Identify each level of physical force. Apply the applicable statutes in a use of force situation to include Title 42 USC 1863 and Colorado Revised Statutes §18-1-707, and §18-8-01 through §18-1-803. Explain and discuss verbal skills as applied to physical force. Demonstrate proper physical skills used to gain custody and control of suspects. Properly manipulate authorized tools and weapons such as handcuffs, batons, Tasers, and chemical agents. Document use of force. Explain the de-escalation of force.

Instruction: Students must complete no less than: one hour of "Arrest Control Orientation," four hours of "Use of Force Considerations," four hours of "De-escalation of Force," four hours of "Alternatives to Deadly Force," four hours of "Balance and Movement," twelve hours of "Search and Handcuff," six hours of "Control Techniques," two hours of "Sudden Custody Death," four hours of "Weapon Retention," two hours of "Neck Restraints," eight hours of "Impact Instruments," ten hours of "Individual Arrest Control Programs," one hour of "Personal Weapons," one hour of "Disarming Techniques," two hours "Pressure Point Distraction Techniques," two hours of "Compliant Arrest-Multiple Subjects," four hours of "Review and Testing," two hours of "Basic Oleoresin Capsicum Certification Course," and four hours of "Taser User Certification Course." Instructional methods for this course include lecture (supplemented by PowerPoint presentation, video and handouts), class participation, and small group discussion. Evaluation methods include written and practical examination.

Credit Recommendation: In the lower division associate/baccalaureate degree category, three semester credits.

Fitness and Wellness (2 credits, lower division)

Program: Law Enforcement Academy

Location: Pueblo Police Department, Pueblo, CO

Length: 41 hours

Dates: January 2002 through June 2009

Objectives: Discuss stress, nutrition strategies, physical assessment, circuit training, and muscular development. Apply principles of circuit training and muscular development. Recognize the need for physical conditioning and proper mental preparedness. Identify the concept of stress and recognize its sources. Show significant improvement in the Physical Fitness Pre and Post Test of the Pueblo Police Department Law Enforcement Training Academy.

Instruction: Students must complete no fewer than: eight hours of "First Aid," one classroom hour and nineteen laboratory hours of "Physical Fitness," and four hours of "Stress Management." Instructional methods include lecture (supplemented by handouts) and practical exercise, as well as physical training, and pre- and post-testing on the Pueblo Police Department Training Academy's Health/Fitness Evaluation Exam. Evaluation methods also include written examination and practical examination.

Credit Recommendation: In the lower division associate/baccalaureate degree category, two semester credits.

Functions of Patrol (3 credits, lower division)

Program: Law Enforcement Academy

Location: Pueblo Police Department, Pueblo, CO

Length: 103 hours

Dates: January 2002 through June 2009

Objectives: Identify different methods and tactics of patrol. Recognize the differences between perception and observation. Explain relevant legal issues and demonstrate proper tactics in conducting pedestrian contacts. Identify and demonstrate the basic techniques of safe vehicle stops. Recognize the elements of a legal, safe and effective search of motor vehicles and buildings. Identify the factors in responding to in-progress crimes. Describe and demonstrate assessment and intervention in domestic violence situations. Recognize crowd behavior and compare a lawful assembly to civil disobedience. Demonstrate an awareness of hazardous

materials. Employ proper radio communications procedures. Describe the police records system within a law enforcement agency. Recognize sexual harassment issues. Explain the proper methods of working with a police canine unit. Identify the steps necessary to safely respond to incidents involving bombs and bomb threats. **Instruction:** Students must complete no fewer than: three hours of "Police Observation and Perception," eight hours of "Officer Survival," four hours of "Pedestrian Contacts," sixteen hours of "Vehicle Stops," four hours of "Vehicle Searches," sixteen hours of "Building Searches," six hours of "In Progress Calls," sixteen hours of "Domestic Violence," eight hours of "Crowd Control," eight hours of "Hazardous Materials," four hours of "Radio Procedures," four hours of "Records," four hours of "Sexual Harassment," four hours of "K-9," two hours of "Bombs." Instructional methods for this course include lecture (supplemented by PowerPoint presentation, video and handouts), class participation, and small group discussion. Evaluation methods include written examination and practical exercise.

Credit Recommendation: In the lower division associate/baccalaureate degree category, three semester credits.

Introduction to Criminal Justice (2 credits, lower division)

Program: Law Enforcement Academy

Location: Pueblo Police Department, Pueblo, CO

Length: 30 hours

Dates: January 2002 through June 2009

Objectives: Recognize and discuss the interrelationships of the local, state, and federal Criminal Justice system regarding courts, law enforcement, and corrections, with the legislative, judicial, and executive processes. Identify and apply ethical standards in public service.

Instruction: Students must complete no fewer than: three hours of "Introduction to Criminal Justice," six hours of "Law Enforcement Ethics," eight hours of "Criminal Process," four hours of "State and Federal Agencies," four hours of "Gangs," two hours of "Juvenile Procedures," and three hours of "Municipal Court." Instructional methods for this course include lecture (supplemented by PowerPoint presentation) and small group discussion. Evaluation methods include written examination.

Credit Recommendation: In the lower division associate/baccalaureate degree category, two semester credits.

Police Driving (2 credits, lower division)

Program: Law Enforcement Academy

Location: Pueblo Police Department, Pueblo, CO

Length: 60 hours

Dates: January 2002 through June 2009

Objectives: Explain the legal aspects associated with emergency vehicle operation, demonstrate skills required for operation of a law enforcement vehicle and explain the factors that affect law enforcement driving.

Instruction: Students must complete no less than: sixty hours of "Law Enforcement Driving Program." Instructional methods for this course include lecture (supplemented by PowerPoint presentation and handouts), practical exercises, class participation, and small group discussion. Evaluation methods include written examination and practical examination.

Credit Recommendation: In the lower division associate/baccalaureate degree category, two semester credits.

Police Firearms (2 credits, lower division)

Program: Law Enforcement Academy

Location: Pueblo Police Department, Pueblo, CO

Length: 62 hours

Dates: June 1998 through June 2009

Objectives: Demonstrate the safe handling of law enforcement firearms. Perform basic principles of firing weapons. Employ the use of deadly force in accordance to applicable statutes to include Colorado Revised Statute 18-1-707(2). Operate firearms in a variety of positions and utilizing proper tactics. Operate firearms in low light settings.

Instruction: Students must complete no less than: four hours of "Firearms Safety," eight hours of "Shotgun Training," four hours of "Equipment Selection," two hours of "Weapons Maintenance," eight hours of "Basic Principles, Handgun," four hours "Weapons Management," four hours of "Decisional Shooting," twenty hours "Tactical Situations," four hours of "Dim Light Shooting," two hours of "Handgun Qualification," two hours of "Active Shooter." Instructional methods for this course include lecture (supplemented by PowerPoint presentation, video and handouts), practical exercises, class participation, and small group discussion. Evaluation methods include written examination and practical examination.

Credit Recommendation: In the lower division associate/baccalaureate degree category, two semester credits.

Special Topics in Community Policing (1 credit, upper division)

Program: Law Enforcement Academy

Location: Pueblo Police Department

Length: 16 hours

Dates: January 2002 through June 2009

Objectives: Discuss the historical, philosophical, theoretical, and practical application of community-based policing operations regarding victim's rights, special populations, ethnic intimidation, and biased-based policing. Identify and implement strategies and techniques of problem-solving.

Instruction: Students must complete no fewer than: four hours of "Ethnic Intimidation," four hours of "Special Populations," four hours of "Bias-based Policing," and four hours of "Victims' Rights." Instructional methods for this course include lecture (supplemented by PowerPoint) and practical exercises. Evaluation methods include written examination.

Credit Recommendation: In the upper division baccalaureate degree category, one semester credit.

Substantive Criminal Law (3 Credits, Lower Division)

Program: Law Enforcement Academy

Location: Pueblo Police Department, Pueblo, CO

Length: 48 hours

Dates: January 2002 through June 2009

Objectives: Discuss the purposes of criminal law and explain elements of crimes (such as actus reas, mens rea, and causation). Recite elements of specific crimes against persons, property, morality and public order, as well as inchoate offenses. Identify parties to a crime and defenses to crime. The student will have basic knowledge of the Colorado Criminal Code.

Instruction: Students must complete no fewer than: thirty-two hours of "Colorado Criminal Code," eight hours of "Colorado Children's Code, four hours of "Liquor Code," and four hours of "Controlled Substances." Instructional methods for this course include lecture (supplemented by PowerPoint presentation and handouts), class participation, and small group discussion. Evaluation methods include written examination.

Credit Recommendation: In the lower division associate/baccalaureate degree category, three semester credits.

Traffic Investigation and Enforcement (3 credits, lower division)

Program: Law Enforcement Academy

Location: Pueblo Police Department, Pueblo, CO

Length: 52 hours

Dates: January 2002 through June 2009

Objectives: Acquire the skills necessary to investigate traffic accidents and enforce the traffic code. Discuss and learn how to apply the Colorado Revised Statutes and Department General Orders concerning Traffic Operations and Traffic Law Enforcement and Driving Under the Influence.

Instruction: Students must complete no fewer than: sixteen hours of "Accident Investigation," sixteen hours of "Driving Under the Influence," six hours of the "Traffic Code," two hours of "Traffic Direction and Control", and twelve hours of "Horizontal Gaze Nystagmus." Instructional methods include lecture (supplemented by PowerPoint), video scenarios, and practical exercises. Evaluation methods include written examination, written reports and practical exercises.

Credit Recommendation: In the lower division associate/baccalaureate degree category, three semester credits.