

Arizona Peace Officer Standards and Training

Basic Curriculum Model Lesson Plan

LESSON TITLE: AZPOST ACADEMY RECRUIT ORIENTATION

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| SUBJECT: | AZPOST Academy Recruit Orientation |
| AZ POST DESIGNATION: | 1.5A |
| HOURS: | 1 |
| COURSE CONTENT: | An outline of the basic operation and functions of the Arizona Peace Officer Standards and Training Board. |
| PERFORMANCE OBJECTIVES: | Upon completion of this course of instruction, students using notes, handouts and other support materials as references, within the allotted time, will: <ul style="list-style-type: none">1.5A1 Identify the functions of AZPOST:<ul style="list-style-type: none">A. Hiring.B. Basic and Advanced Training.C. Conduct.1.5A2 Identify AZPOST Board Duties:<ul style="list-style-type: none">A. Makes recommendations to Arizona State Government on all matters related to law enforcement and public safety.B. Establishes minimum standards for peace officers.C. Prescribes minimum standards for law enforcement training and facilities.D. Ensures standards are being adhered to.E. May deny, suspend, revoke, or cancel certifications of officers.1.5A3 Identify the causes for Denial, Suspension, or Revocation under R13-4-109.1.5A4 Identify where/how AZPOST Compliance cases are started.1.5A5 Identify what an AZPOST Integrity Bulletin is. |

DATE FIRST PREPARED: February 2024
PREPARED BY: AZPOST Staff
REVIEWED – REVISED: AZPOST Staff DATE: February 2024
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AZ POST – APPROVAL: Lori Wait DATE: February 2024

INSTRUCTOR REFERENCES:

CLASS LEVEL: Student

TRAINING AIDS: PowerPoint

INSTRUCTIONAL STRATEGY: Interactive lecture and class discussion.

SUCCESS CRITERIA:

DATE RELEASED TO SHARE FILE: February 2024

I. INTRODUCTION

- A. Instructor – (self) introduction.
- B. Preview of performance objectives.

II. AUTHORITY

- A. Established by the 28th Arizona Legislature on July 1, 1968.
 - 1. Previously called the Arizona Law Enforcement Officer Advisory Council. (ALEOAC)
- B. Establish and maintain minimum standards for selection, training, and retention of all peace officers in the State of Arizona, A.R.S. §41-1821.
- C. 158 Agencies, 14,696 Appointed Officers.
- D. The Board is comprised of 13 members appointed by the Governor. The Board members are:
 - 1. Two (2) County Sheriffs. One having a population of 200,000 or more and one from a county with less than 200,000.
 - 2. Two (2) Chiefs of Police. One of whom is appointed from a city or federally recognized Native American tribe having a population of 60,000 or more and one from a city or recognized Native American tribe having a population of less than 60,000.
 - 3. A college faculty member in public administration or related field.
 - 4. The Attorney General.
 - 5. The Director of the Department of Public Safety.
 - 6. The Director of the Department of Corrections.
 - 7. One member who is employed in administering county or municipal correctional facilities.
 - 8. Two (2) certified law enforcement officers who have knowledge of and experience in representing peace officers in disciplinary cases.
 - 9. Two (2) public members.

III. AZPOST

- A. AZPOST's mission is to foster public trust and confidence, by establishing and maintaining standards of integrity, competence, and professionalism for Arizona Peace Officers &

Correctional Officers.

- B. 33 staff members.
 - 1. Administration.
 - 2. Training.
 - a. Basic.
 - b. Advanced.
 - 3. Compliance.

IV. AZPOST BOARD DUTIES**P. O. 1.5A1, 2**

- A. Makes recommendations to the Governor, Speaker of the House of Representatives, and President of the Senate on all matters related to Law Enforcement and Public Safety.
- B. Establishes minimum qualifications for recruiting, appointment, and retention of all peace officers.
- C. Prescribes minimum standards for law enforcement training and training facilities.
- D. Makes inquiries to determine whether standards are being adhered to.
- E. May deny, suspend, revoke, cancel certification(s) of an officer who is not in compliance with the qualifications/standards established by the Board.
 - 1. Deny - Permanent refusal of the Board to grant certified status.
 - 2. Denial RULE change.
 - 3. Suspension - Temporary withdrawal of certified status.
 - 4. Revocation - Permanent withdrawal of certified status.
 - 5. Cancellation - Not qualified when certified status was granted.

V. CAUSES FOR DENIAL, SUSPENSION, OR REVOCATION (R13-4-109)**P. O. 1.5A3**

- A. Fail to meet minimum qualifications for appointment.
- B. Willfully providing false information in connection with obtaining or re-activating certified status.

- C. A medical, physical, or mental disability that substantially limits a person's ability to perform the duties of a peace officer and a reasonable accommodation cannot be made.
- D. Violation(s) of a restriction or requirement for certified status imposed under R13-4-109.1, R13-4-103G, or R13-4-104.
- E. Illegally possessing or using marijuana, a dangerous or narcotic drug.
 - 1. CBD, Steroids, or prescription medication belonging to others.
- F. Unauthorized use of or being under the influence of a spirituous liquor on duty without authorization.
- G. Commission of a felony, an offense that would be a felony if committed in Arizona, or an offense involving dishonesty, unlawful sexual conduct, or physical violence.
- H. Committing malfeasance (illegal/unethical/wrongful conduct) misfeasance (doing the proper act in a wrongful or injurious manner), or nonfeasance in office (failing to perform your legal duty).
- I. Performing the duties or exercising the authority of a peace officer without having **ACTIVE** certified status.
- J. Making a false or misleading statement, written or oral, to the Board or its representative.
- K. Failing to furnish information in a timely manner to the Board or its representative on request.
- L. Engaging in any conduct or pattern of conduct that tends to disrupt, diminish, or otherwise jeopardize public trust in the law enforcement profession.

VI. INTEGRITY BULLETINS

P. O. 1.5A5

- A. The AZPOST Board is mandated by the legislature to establish and enforce the physical, mental, and moral fitness standards for all peace officers in the state. The Board meets this charge to protect the public, by overseeing the integrity of Arizona's law enforcement officers by reviewing cases and taking action against the certification of individuals who violate POST rules. The cases are summarized in Integrity Bulletins. The bulletins are available open source via the AZPOST website.

INSTRUCTOR NOTE: Utilize powerpoint slides detailing the purposes of integrity bulletins, giving some examples of officers committing misconduct and some of the discipline imposed on the involved officer(s).

VII. ORIGINS OF CASE COMPLAINTS

P. O. 1.5A4

- A. Media.

- B. Citizen Complaints.
- C. Agency notification.
- D. New Hire Audit.
- E. Termination notice. (TM)

VIII. CASE PROCESS FOR MISCONDUCT

- A. Case is initiated.
- B. Courtesy letter is sent to involved parties with AZPOST contact information.
- C. AZPOST will review the agency documents to determine if there is a violation of POST rules.
- D. Attorney/No attorney.
- E. Consent agreement/Voluntary relinquishment or denial of certification.
- F. Board - Initiate proceedings, no action, agency discretion, resolve in the future.
- G. Hearing. (Board or Officer Administrative Hearing)
- H. Final Action.

IX. CONCLUSION

- A. Review of performance objectives.
- B. Final questions and answers.
- C. Instructor closing comment(s).