

STATE OF ALASKA
ALASKA POLICE
STANDARDS COUNCIL



ANNUAL ACTIVITIES REPORT
JAN. 1—DEC. 31, 1978

62191

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✓ Alaska Police Standards Council

ACQUISITIONS

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Sixth Annual Report
to the Governor
and
the Alaska State Legislature

* * *

January 1 - December 31, 1978

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Office of the Governor
Alaska Police Standards Council
Pouch AS - 450 Whittier Street
Juneau, Alaska 99811

Acknowledgments

The Alaska Police Standards Council and the Executive Director wish to thank:

- those persons and organizations whose support, assistance and cooperation have helped the Council carry out its responsibilities under the Police Standards Act;
- the Public Safety Academy and the Anchorage Police Department for their participation in the municipal police training program; and
- the Governor's Commission on the Administration of Justice for its cooperation and support.

PURPOSE & ORGANIZATION

Assurance of high quality police protection for the people of Alaska is the ultimate goal of the Alaska Police Standards Council, created in 1972 by the legislature.*

By statute, the council is empowered to adopt regulations which establish minimum employment, training and education standards for Alaska's police officers. It is also charged with coordination and development of police training schools and programs of instruction.

The Council is composed of nine members: the Commissioner of Public Safety or his designee, four chief administrative officers or chiefs of police of participating local

governments, and four members of the public at large with at least two from communities of 2500 population or less. Members are appointed to four-year terms by the governor.

Though required to meet only two times annually, the Council usually holds four public meetings a year, varying meeting sites to invite input from all areas of the state. It selects a chairman and vice chairman annually.

Administration of council policies, programs and day-to-day business is accomplished by a full-time staff consisting of the executive director, the training coordinator and the research assistant (secretary).

* The Seventh Legislature, Second Session.
Senate Bill 1, Chapter 178. AS 18.65.130-290.

APSC Members
as of December 31, 1978

James H. Barkley, Chief
Juneau Police Department
Chairman

Doris Loennig
Attorney, Fairbanks
Vice Chairman

William R. Nix
Acting Commissioner
Department of Public Safety

Perry Lovett
City Manager, Cordova

George H. Inman, Jr.
Private citizen, Sitka

Stephen T. McPhetres
Superintendent of Schools, Haines

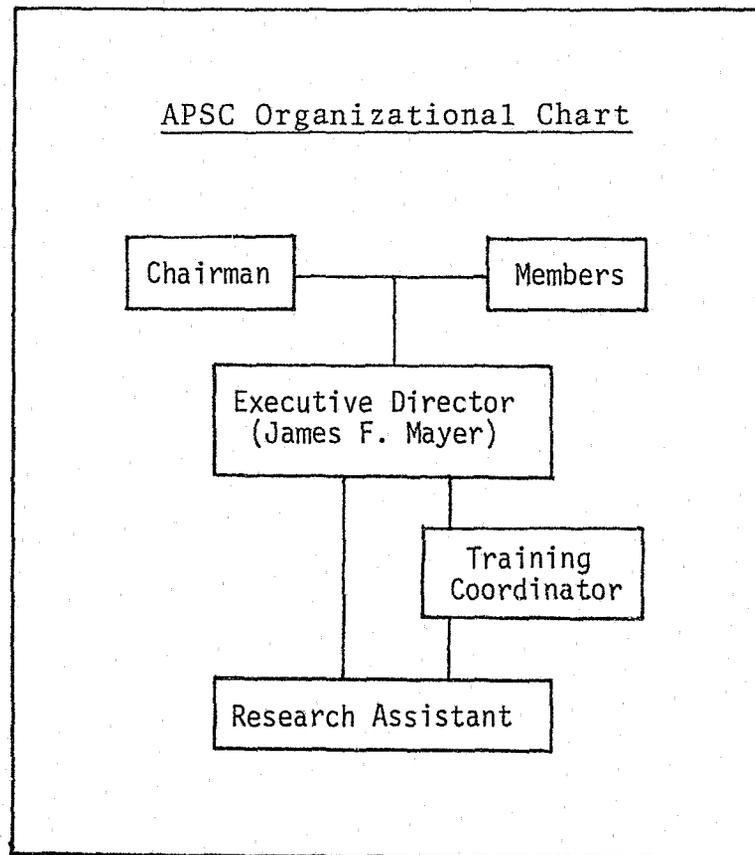
Brian S. Porter, Major
Anchorage Police Department

Jack L. Rhines, Chief
Kodiak Police Department

Robert Sundberg
Private citizen, Fairbanks

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The position of APSC Training Coordinator was established in March 1978, when funding was granted for one year through the Law Enforcement Assistance Administration.

John R. Marshall, former sergeant at Juneau Police Department, took the position and has significantly expanded the services rendered to local police departments by the APSC.

During 1978, Marshall personally visited 22 police departments in Alaska, assessing training needs and offering suggestions regarding compliance with APSC regulations. He also participated in several APSC-sponsored training programs, such

as "Laws of Arrest, Search and Seizure" and "Crisis Intervention."

Marshall has also conducted written surveys of police departments, soliciting local police department input on training needs and observed strengths and weaknesses in the current Municipal Police Academy, the basic training program for Alaska's municipal police officers.

By pinpointing curriculum areas of the MPA which are currently not adequately preparing Alaska's police officers, Marshall has expanded the current 6-week curriculum to 7 weeks.

The Alaska Police Standards Council is currently seeking funding for the continuation of this position.

SUMMARY OF 1978 ACTIVITIES

Training Sponsored MPA-14
Sponsored Instructor Development, Crisis Intervention and Executive Development courses, which provided training to a total of 74 Alaskan police officers.
Obtained grant to fund two Municipal Police Academies in 1979 and courses in Rape Sensitivity, Mid-Management or Supervisory training and Instructor Development.
Training Coordinator offered 10-hour course in the Laws of Arrest, Search and Seizure in Haines.
Continued to advise agencies of training available in Alaska and out-of-state.

Course certifications Participation in this program increased significantly in 1978, with a total of 64 certified courses or academies offered by various agencies around the state.

Officer certifications Continued established programs for basic, intermediate and advanced levels of police officers. In 1978, 108 basic, 57 intermediate and 28 advanced certificates were issued.

Instructor certifications Issued 204 permanent police instructor certificates and 37 temporary (6-month) certificates.

Standards and Goals Continued implementation of assigned Standards and Goals for Criminal Justice, including establishing a film library of 18 films available for use by all Alaska law enforcement agencies. In addition, a study was made of reasons for high police turnover in Alaska, based on questionnaires completed by terminating officers.

Village Police Regulations Developed separate regulations and certification program for police officers working in communities of 1000 or less, final enactment pending action by the Attorney General's office. General regulations revision also pending.

Public Meetings Convened three public meetings, held in Anchorage, Dillingham and Cordova.

Newsletter Published one issue of newsletter to law enforcement agencies.

All of the basic training academies for police recruits in Alaska are conducted by either the Department of Public Safety or Anchorage Police Department. Many of the municipal police departments around the state conduct shorter in-service training programs.

The APSC sets training standards, certifies courses meeting those standards and, when funding is available, sponsors training programs of its own.

Department of Public Safety

The DPS Academy, located in Sitka, has a staff of seven instructors and a training coordinator. The Academy as of December 1978, has conducted 31 Alaska State Trooper (AST) Recruit Academies and 14 Municipal Police Academies (MPA). These basic police training courses, consisting of 560 and 240 hours respectively, meet minimum requirements under the Police Standards Act.

In addition to these academies, the Sitka school has conducted five 154-hour Advanced Village Police Academies, as well as other village

training programs and various in-service and special programs for the Troopers, Fish & Wildlife officers and other agencies. These shorter courses are often conducted at varying locations around the state.

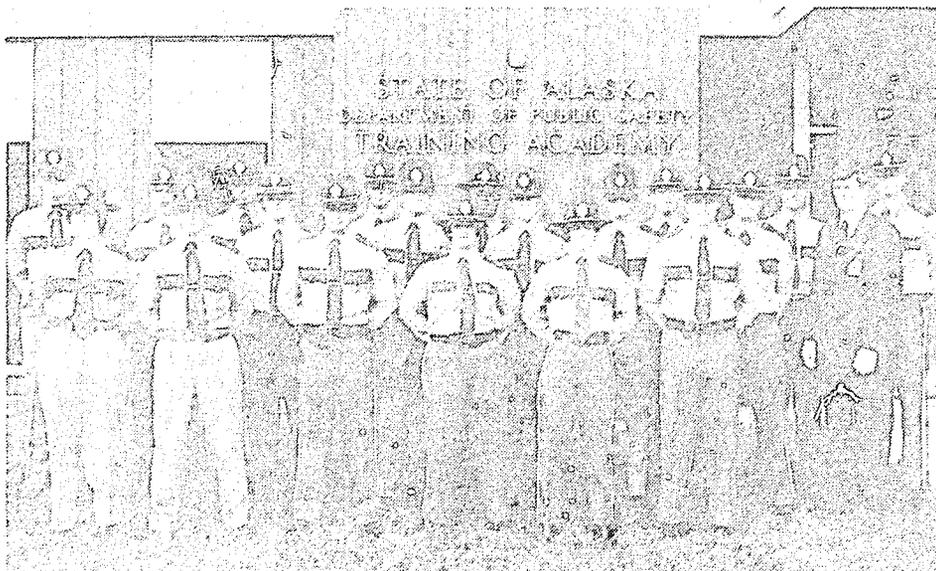
Anchorage Police Department

The Anchorage Police Department has been conducting recruit academies since 1957, and offers various in-service and special courses for its own and other municipal officers. The APD recruit academy consists of 320 hours of basic training.

University programs

With the encouragement of law enforcement officers in the area, the University of Alaska at Anchorage has created an educational program in police science, through which many officers in the state have received Associate of Arts degrees. The university now offers a four-year program in police science and conducts police courses at various locations through the community college system.

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Graduating class of the 29th AST Recruit Academy

TRAINING ALASKA'S POLICE OFFICERS

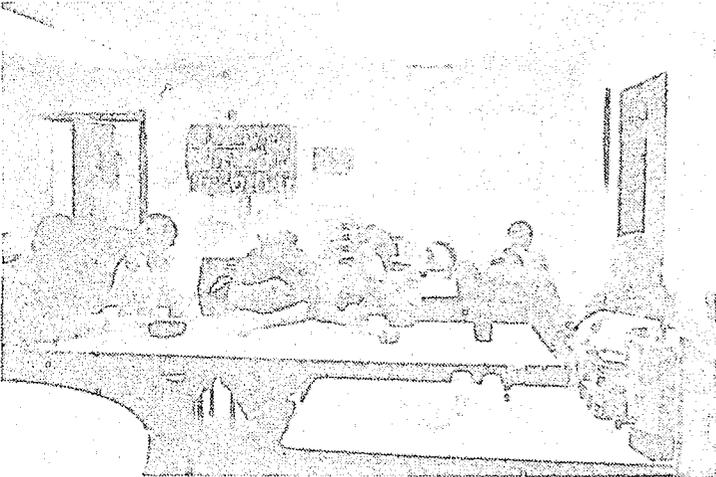
The Criminal Justice Center, located at the university's Anchorage campus, was established to provide an institutional approach to the problems of the criminal justice system in the field of education and research. The APSC is working closely with the center to develop a program of continuing education for law enforcement officers in Alaska.

Out-of-State Training Opportunities

Alaskan officers can also take advantage of numerous well-known

training programs outside the state. The FBI National Academy (University of Virginia), the Traffic Institute (Northwestern University) and the Southern Police Institute (University of Louisville) offer extensive training to administrative officers.

A number of shorter, specialized courses are offered by the schools mentioned above, as well as by the International Association of Chiefs of Police and other law enforcement organizations.



Informal In-Service Training
Kenai Police Department

Firearms Course
Kenai Police Department
Officers responded by twos, in a patrol car, to the range, where they both fired from various barricade objects, giving cover for each other. Emphasis was given to loading & fire coordination.



COUNCIL-CERTIFIED TRAINING 1978

Sponsor	Course	Date	No. of Hours
DPS	30th AST Recruit Academy	1/9 - 4/6	560
	Advanced Village Police Academy #5	1/23 - 2/16	154
	Police Combative Measures & Judo	3 - 5	28
	B.V.E. Interim Hire Training	4/10 - 5/12	161
	14th MPA	4/17 - 5/26	240
	Basic Scuba	5/22-27	48
	31st AST Recruit Academy	8/14 - 11/10	560
	Bomb Investigation	8/16-17	16
	Basic Auto Theft	9 - 10	7.5
	Thermal Injury Seminar	9/21-23	20
	Death Investigation	9/25-29	40
	Field Training Officer	11/6-10	40
	J.S.O./B.V.E. Reclassification	11/13 - 12/14	192
	Narcotic Drug Law Violation	11/21-22	15
	Officer Survival	11/20-22	8
	Arrest, Search and Seizure	11/30 - 12/1	16
Investigation of Major Econ. Crime	12/11-15	40	
APD	Recruit Academy	1/3 - 2/28	320
	Supervision & Management	1/23-27; 1/30 - 2/3	40
	Recruit Academy	3/15 - 5/12	336
	Crisis Intervention & Hostage Negotiation	6/12-16	40
	Recruit Academy	7/5 - 9/1	344
	Fingerprint Identification	7/10-14	40
	Symposium on Forensic Pathology	7/19-21	24
	Drug Enforcement Administration	7/24 - 8/4	80
	Officer Survival	8/1-4; 8/8-11	32
	Field Training Officer	8/21-25	40
	Uniformed Investigation	8/18-22; 12/11-15	40
	Defensive Driving	11/28 on	8
	Forensic Hypnosis Seminar	12/4-6	24
Fairbanks PD	Police Photography	2/27-28	8
	Winter & Emergency Driving	3/6-8	24
	Assist Other Agency/Simulated Bank Robbery	5/8	5.5
	Arrest, Search & Seizure	5/9-11	6
	Bloodstain Evidence	6/8-9	8
	Special Weapons & Tactics	9/11-16	60
	Odontology	9/27	12
	Police Shotgun	10/30 - 11/10	4
	Breathalyzer Operator	12/7	8

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COUNCIL-CERTIFIED TRAINING 1978

Sponsor	Course	Date	No. of Hours
Kenai PD	Informant Development & Maintenance	2/19	4
	Officer Survival	3/1	4
	Hypnosis in Law Enforcement	3/27	3
	Police Officer Courtroom Demeanor & Presentation of Criminal Cases	5/21	4
	Firearms	7/30	4
	First Aid	10/2-23	16
University of Alaska	Officer Survival (Fairbanks)	8/3-5	16
	Police Executive Development (Anch.)	9/18-21	25
	Job Stress (Fairbanks)	11/2-4	20
	Principles of Business & Industrial Security (Fairbanks)	12/14-16	20
APSC	Instructor Development (Anchorage)	9/4-8	40
	Arrest, Search & Seizure (Haines)	10/13-14	10
	Crisis Intervention (Nome, Kotzebue, Dillingham, Bethel)	11/29 - 12/9	8
	Executive Development (Orlando, FL)	12/11-15	40
Seward PD	Alcoholic Beverage Control Board	9/26	3
	Explosives	10/7	8
	Uniformed Officer Investigation	11/21-22	16
Juneau PD	Photography	2/16 - 3/5	30
	Breathalyzer Operator	7/24	12
Ketchikan PD	In-Service Training	1/2 on	18
Kodiak PD	Kodiak Law Enforcement Seminar	9/15-16	12
Palmer PD	Matanuska-Susitna Valley Law Enforcement Seminar	11/16-17	12
Sitka PD	Advanced In-Service Training	5/1-5	32
AK Dept. of Law	AK Laws of Evidence, Search & Seizure	10/7	12

The basic program

APSC standards for basic police training, specified in 6 AAC 70.050, require 270 hours of instruction as specified below. Briefly, the minimum requirements are:

- 40 hours of supervised field training, as prescribed in the APSC Field Training Manual, and
- 230 hours of classroom instruction in an APSC-certified program, to include:
 - 10 hours in first aid -- enough to qualify students for the Standard Red Cross first aid certificate or a council-approved equivalent; and
 - the remaining hours in criminal law, administration of justice, offensive and defensive tactics, field techniques, traffic operations, firearms, and other subjects which the Council considers appropriate.

Other programs and courses

The APSC also certifies programs and courses designed to provide officers:

- continuing education and training in law enforcement-related subjects;
- supervisory, mid-management, or executive training;
- and other specialized training.

As part of the instructor certification program, begun in December 1977, the APSC requires police trainers to pass a minimum of 40 hours of instructor training, including but not limited to:

- communications,
- psychology of learning,
- techniques of instruction,
- use of instructional aids,
- lesson plans,
- evaluation of training,
- teaching resources,
- preparing and giving tests, and
- trainee motivation.

APSC CERTIFICATION PROGRAMS

Basic Requirements

To receive basic certification --- and to be given a permanent position as a police officer in Alaska --- a person must:

- be a full-time, paid officer and member of a law enforcement unit located in Alaska;
- meet minimum employment standards, including personal, medical and education factors;
- complete a probationary period of not less than 12 months with his or her present department;
- successfully complete the minimum training described earlier in this report; and
- attest that he or she subscribes to the Law Enforcement Code of Ethics (see back cover).

Intermediate and Advanced Requirements

Officers seeking intermediate and advanced certifications must:

- possess or be eligible to possess a basic certificate, and
- have acquired the respective combination of education and training points for the prescribed years of law enforcement experience, as listed in the chart below.

	Years of LE Experience	+	Minimum Training Pts* (Equivalent Hours)	+	Minimum Education Pts, in college credit hours
I					
N	2		APSC basic course		BA or BS degree
T	4		APSC basic course		AA or AS degree
E	4		45 (900 hours)		45
R	5		38 (760 hours)		38
M	6		30 (600 hours)		30
E	7		23 (460 hours)		23
D.	8		15 (300 hours)		15
<hr/>					
A	4		APSC basic course		Master's degree
D	6		APSC basic course		BA or BS degree
V	9		APSC basic course		AA or AS degree
A	9		45 (900 hours)		45
N	10		40 (800 hours)		40
C	11		35 (700 hours)		35
E	12		30 (600 hours)		30
D					

* 20 classroom hours = 1 point. Minimum includes APSC basic course.

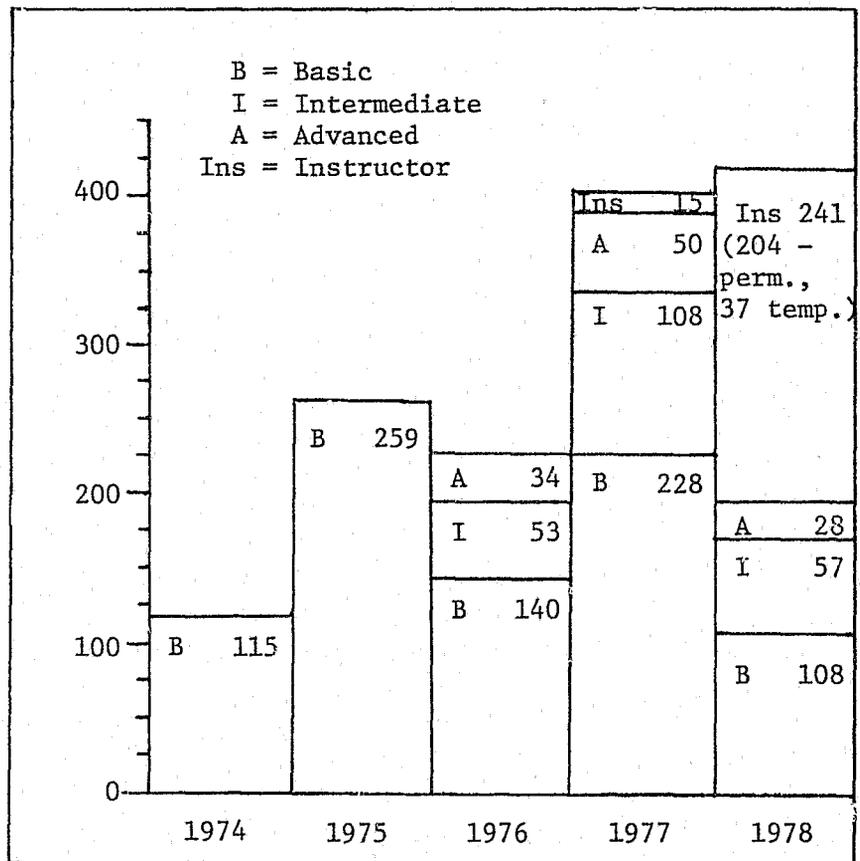
Instructor Requirements

Permanent and temporary instructor certificates are issued by the APSC in police and general subject areas. (General subjects include criminal law, human relations, management, first aid and other areas not specifically police in nature.) Minimum requirements in each area are:

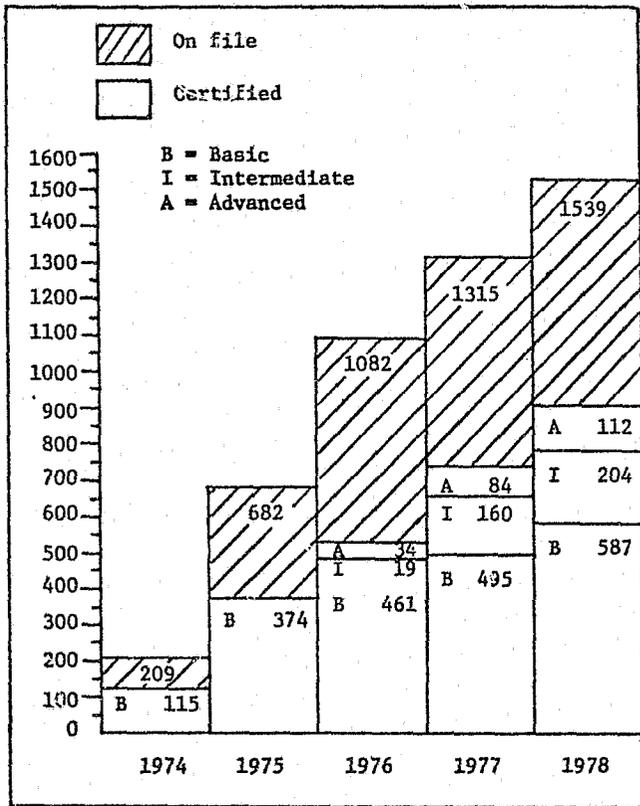
- Police
- high school diploma or the equivalent;
 - three years of law enforcement experience;
 - 40 hours of Council-approved instructor training; and
 - recommendation by the instructor's department head or a director of a Council-approved training program.

- General
- a bachelor's degree from an accredited college;
 - three years of experience in the subject to be taught; and
 - recommendation by a director of a Council-approved training program.

APSC certificates issued each year since certifications were begun.

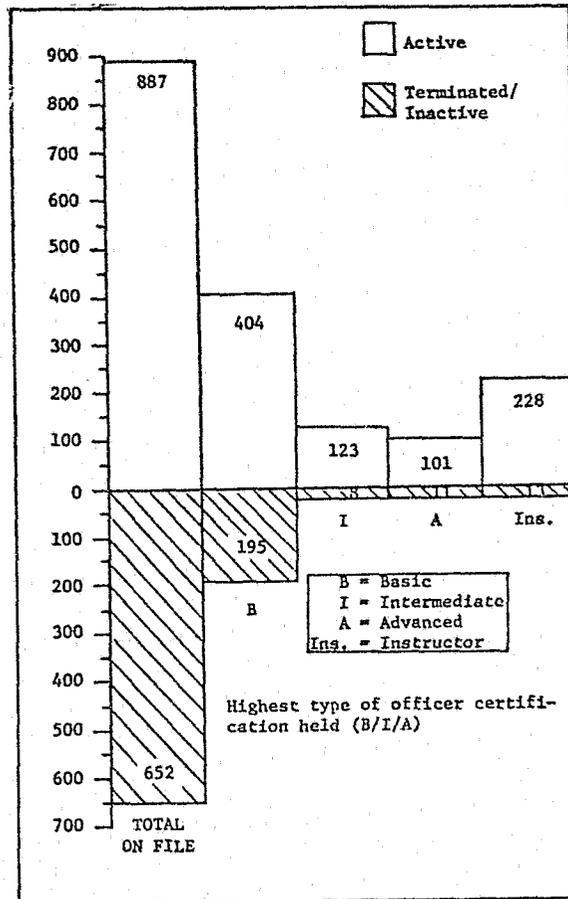


CERTIFICATION & PROGRESS REPORTS



Annual count of officers on file and number certified, by highest type of certification held.

Status of officers on file. As of December 31, 1978, the APSC held files on a total of 1539 law enforcement officers -- active, terminated and certified, as shown.



GRANTS USED IN 1978

Grants

77-A-020 Police Training - Training Coordinator, \$71,000

Beginning March 6, 1978, this grant funded two APSC staff positions for one year, a training coordinator and a clerk-typist. When the clerk-typist position was vacated in May, extra duties were taken on by existing staff and clerk-typist funds were transferred toward continuation of the training coordinator position through September 15, 1979.

Grant funds covered salaries, travel expenses for the coordinator, office equipment and general operating expenses.

76-A-037 Police Officer Training, \$55,555 and \$62,580
and

78-A-003 All of 76-A-037 and part of the second grant covered expenses for two Municipal Police Academies at Sitka. MPA-13 was held November 7 to December 15, 1977 and MPA-14 from April 17 to May 26, 1978. A total of 55 officer recruits received basic training through these grants. The APSC entered into a reimbursable services agreement with the Department of Public Safety to conduct the academies.

With most of the remaining funds, the APSC sponsored three specialized courses in 1978:

- Police Instructor Training -- A 40-hour course in Instructor Development was held in Anchorage. This grant provided transportation and per diem for 23 officers to attend the course, which was taught by FBI Special Agents James Wells and Lawrence Levine.

Student responses were favorable. Some examples are: "I learned more in this 40-hour block of instruction than in any other strictly "classroom" course I have attended," "I feel confident I can now write instructional objectives and lesson plans with the end result in mind, in an orderly manner and present the material in a better fashion." The instructors were praised as "well-prepared," "very good" and "on top of the subject."

A frequent complaint was that the course was too short.

- Crisis Intervention -- Eight hours of Crisis Intervention training was brought to 44 officers in Nome,
-- continued

GRANTS USED IN 1978

Kotzebue, Dillingham and Bethel between November 29 and December 9, 1978. Instructors were Sgt. Robin Lown of the Public Safety Academy and John Marshall of the APSC.

Typical of student comments were "This program has allowed me to think more about positive approaches toward such problems (family disputes)," "Our department has needed a course of this type for a long time," and "This type of course should be utilized in rural areas where relationships between police and citizens are very close."

- Executive Development -- The APSC sent five Alaska police chiefs and one police executive from the Alaska State Troopers to a 40-hour Executive Development school held in Orlando, Florida, December 11-15, 1978. The school was conducted by the International Association of Chiefs of Police.

The remaining 78-A-003 grant funds were used to purchase a series of 18 "roll call" training films by Motorola. Entitled "Street Skills" series, the films are available for loan to all Alaska law enforcement agencies, and in the latter part of 1978 alone, the APSC received requests for 46 films, many from smaller agencies where training is difficult to get.

Titles of the training films are as follows:

- "Aggressive Patrol"
- "The Baton"
- "Burglary in Progress"
- "Driving Under the Influence"
- "Felony Vehicle Stops"
- "Field Notetaking and Reports"
- "Handling the Juvenile Offender"
- "Hit-and-Run Investigation"
- "Patrol Car Radio"
- "Patrol Vehicle Operation, Part I: Driving Techniques"
- "Patrol Vehicle Operation, Part II: Emergency Driving"
- "Prisoner Control and Transport"
- "Pursuing Suspects on Foot"
- "Reality of Rape"
- "Robbery in Progress"
- "Suicide Attempt"
- "Traffic Accident Investigation"
- "Traffic Enforcement"

GRANTS AUTHORIZED IN 1978

Grant

79-A-001 Police Officer Training, \$122,785

The Governor's Commission on the Administration of Justice authorized in December 1978 a grant to fund two Municipal Police Academies in 1978 and three specialized courses:

- Police Instructor Training, a 40-hour course, expected to be conducted in Anchorage by the FBI, for a total of 30 trainees.
- Mid-Management, a 40-hour course, expected to be offered to 60 trainees in Barrow, Juneau, Anchorage and Fairbanks by Public Safety Academy instructors and qualified agency administrators. The APSC is currently surveying police agencies to determine if a Line Supervisor course would be more beneficial than Mid-Management.
- Rape Sensitivity, a 16-hour course, anticipated to be taught in Nome, Barrow and Bethel to 40 trainees. The APSC has contracted Esca-Tech Corporation of Anchorage to conduct the training.

April 4-5, 1979: Anchorage

APSC Master Plan. Council members moved to adopt the following goals, derived from recommendations made in the PRC-Public Management Services management study completed in December 1977. Following each goal is an indication of what action, if any, is being taken to implement the goal.

1. Obtain a financial commitment from the State to assure that all citizens receive professional police services.

Implementation was proposed to the Governor's Office through the budget process for FY '80.

2. Strengthen legislation to assure agency compliance with mandatory standards.

Implementation is under consideration.

3. By 1983, establish a solidly financed, professional training and education resource system serving all Alaska police agencies.

Implementation is under consideration.

4. To the extent necessary to ensure quality training, assume administrative and operational control of basic training for police recruits from agencies serving between 1000 and 75,000 people and for entry and advanced levels of training for police (except DPS Constables) serving populations less than 1000 persons.

Implementation is under consideration.

5. Set realistic selection and training standards for village police without compromising the basic intent of standards established for other law enforcement personnel.

Implementation of this goal is underway through the proposed village police regulations.

6. Continue operation of the MPA program at the DPS Academy, Sitka,

for at least the next two to three years.

7. Anchorage PD continue to provide two to five places at each of its recruit academies for officers from other police agencies.

8. Construct a centrally-located municipal police training facility, or convert an existing resource, within the next five years.

Implementation was proposed to the Governor's Office through the budget process for FY 80.

9. If DPS must discontinue the MPA program, develop a centralized MPA to be located in or near Fairbanks or Anchorage with DPS providing at least five places for police recruits from Southeastern Alaska in any class they hold for Judicial Services and Fire Marshal personnel.

Implementation is under consideration.

10. Continue to certify DPS and APD recruit academies, leaving administrative and operational control to the respective agencies.

11. Provide materials and technical assistance for officers to upgrade skills in and knowledge of proper law enforcement procedures.

Further implementation than is now accomplished is dependent upon appropriate funding.

12. By 1980, establish standards recommending there be at least one certified training coordinator in each officially organized police agency with five or more sworn officers, and advising each coordinator to attend a 40-hour APSC police instructor's course.

This goal has been partially implemented through the instructor certification program.

13. By 1982, develop a promotional training course for all newly-appointed police supervisory personnel, participation to be voluntary.

Implementation is under consideration.

14. By 1983, require testing for intermediate and advanced certificates to demonstrate competence in specific performance skills.

Implementation is under consideration.

15. The State should fund all above APSC programs directly as follows: recruit training at 100%, exclusive of trainee salaries; specialized and promotional training on a cost-sharing basis with local jurisdictions.

Implementation was proposed to the Governor's Office through the

budget process for FY 80.

16. To assure better coordination and utilization of training resources, a representative of the FBI and a representative of the Criminal Justice Center should be appointed an ex-officio, non-voting place on the Council.

Implementation is under consideration.

Village Police Regulations. Council worked on a set of employment, training and certification regulations designed specifically for police departments in communities of 1000 or less.

June 21-22, 1978: Dillingham

Village Police Regulations. Members continued to draft special regulations for village police. A major consideration was whether or not police chiefs performing police duties should be required to be certified. (Presently they are exempted by statute.) Realizing the major objection to this concept would come from the Municipal League, it was decided to solicit the support of the League and if successful, to submit the concept to the legislature.

Criminal Code revision training. In response to a request by the Dept. of Public Safety for an estimate of costs for training municipal police officers in the Criminal Code revision, Council devised a basic training plan involving 40 hours of instruction for one officer in each department and the printing of a manual for each street officer. The trained officers would then act

as instructors within their departments. Council agreed that district attorneys should be involved in the training.

APSC Training Facility. Aware that the Public Safety Academy in Sitka is becoming too crowded to conduct APSC-sponsored MPA's, Council addressed the problem of obtaining a new facility. Several alternatives were discussed, and it was decided that the ideal solution would be to build an additional wing on the existing Academy in Sitka. The director was instructed to develop cost estimates and include funding for building such a wing in the FY 80 budget request.

Brigham City Academy, Utah. The training coordinator reported his discovery of a basic training opportunity for Alaskan natives in Brigham City, Utah. All expenses may be paid by the Bureau of Indian Affairs for this 10-week academy.

October 3-4, 1978: Cordova

Funding for Training. Council discussed alternate sources of funding for basic training, as federal grant sources are beginning to dry up. A pending grant request by the APSC had been amended by the Governor's Commission on the Administration of Justice to require a 50% match by municipalities, and concern was expressed over the ability of municipalities to pay this. Complete funding for training by the State had been requested for FY 80. No definite solutions could be arrived at in this meeting, however.

APSC Training Facility. Council decided to explore more extensively the possibility of using existing facilities for police training. Facilities under consideration were

U of A, AMU and the Alaska Skill Center in Seward.

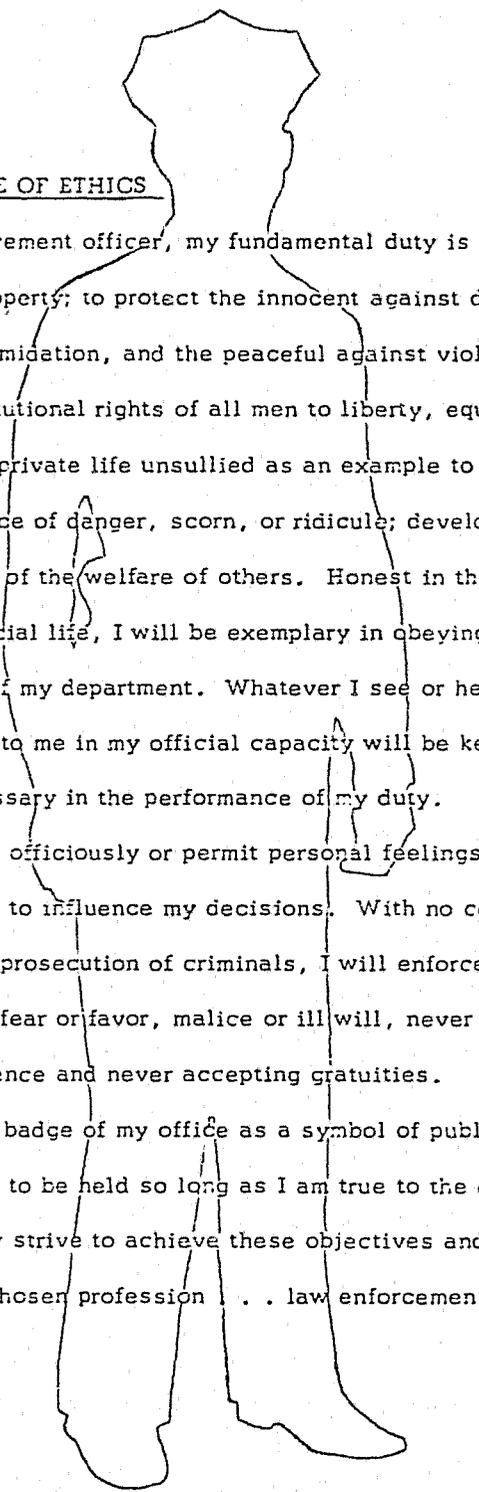
Expanded Police-Corrections Standards Council. Mike Gilbert, Div. of Corrections, reported to the APSC efforts made by Corrections to establish a training program for Corrections personnel and establish enforceable standards for employment and maintenance of job qualifications. He requested support of the Council for legislation expanding the APSC to include Corrections. Council denied such support on the grounds that there is too much facing it now to take on new responsibilities. Council unanimously voted to prepare a resolution supporting legislation to establish a separate Corrections Standards Council.

OTHER AGENCY COMMENTS AND RECOMMENDATIONS CONCERNING

THE POLICE STANDARDS COUNCIL AND POLICE OFFICER TRAINING*

- "The need for at least one more staff assistant (for the APSC) is obvious."
- "The Alaska Police Standards Council does not have the resources or staff to develop and maintain a correspondence course library. With the present police standards there are no adequate provisions for rural Alaskans to enter the law enforcement field."
- "Small police agencies and other community agencies often do not have adequate funds in their budgets for in-service training."
- "A long range statewide assessment of training needs must be provided for rural law enforcement."
- "The Alaska Police Standards Council is far under-staffed for its mandate. A training coordinator position needs to be established so as to properly administer the diverse and difficult task of statewide police training."

* The Criminal Justice Plan, 1978, pgs. 314, 327, 328. Criminal Justice Planning Agency on behalf of the Governor's Commission on the Administration of Justice.



LAW ENFORCEMENT CODE OF ETHICS

As a law enforcement officer, my fundamental duty is to serve mankind; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation, and the peaceful against violence or disorder; and to respect the Constitutional rights of all men to liberty, equality and justice.

I will keep my private life unsullied as an example to all; maintain courageous calm in the face of danger, scorn, or ridicule; develop self-restraint; and be constantly mindful of the welfare of others. Honest in thought and deed in both my personal and official life, I will be exemplary in obeying the laws of the land and the regulations of my department. Whatever I see or hear of a confidential nature or that is confided to me in my official capacity will be kept ever secret unless revelation is necessary in the performance of my duty.

I will never act officiously or permit personal feelings, prejudices, animosities or friendships to influence my decisions. With no compromise for crime and with relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear or favor, malice or ill will, never employing unnecessary force or violence and never accepting gratuities.

I recognize the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of the police service. I will constantly strive to achieve these objectives and ideals, dedicating myself before God to my chosen profession . . . law enforcement.

END