

**Criminal Justice Advisory Committee**  
**March 30, 2016**  
**12:00 – 1:30 p.m.**

Attendees: Russ Maples, OHP; Don Bohon, Ponca City Police Chief; Dewayne Wood, Blackwell Police Chief; Colt Chandler, OSU Police Lieutenant; Brian Thomas, Perry Police Chief; John Whitham, Tonkawa Police Chief; Dr. Pam Stinson; Kirby Tickel-Hill; Dr. Rae Ann Kruse; Dr. Gerald Konkler, and Mark Silkey.

Pam Stinson welcomed the committee members.

Mark Silkey started introductions. Advisory committee members introduced themselves and gave a brief description of their force and responsibilities.

Kirby Tickel-Hill presented on scholarship offerings for Social Science and Criminal Justice students.

Rae Ann Kruse requested the advisory committee members complete the survey in their packet. She also asked area police forces to consider offering internships for Criminal Justice students.

Gerald Konkler presented information on the course competencies and explained how the competencies drive the program curriculum. Gerald then gave a brief review of the course offerings and program electives.

Question 1: After having seen our course offerings and competencies, are there things we are offering/doing that we should not be doing/offering or things we should be doing?

Responses included:

- Think you are hitting a home run. Communication with people is very important. Lots of things are electronic so we aren't talking to folks as much as we used to. At the last OHP Academy, we switched the emphasis to more communication skills. We want our officers to be able to communicate in court. We lose credibility with the judge and jury if we can't communicate.
- Recommended *Courtroom Survival* by Devallis Rutledge, J.D.
- Evidence isn't just physical. Statements, admission, or confession are all evidence. We use local attorneys to help practice for prelims and statements. Even if you did your job right, you must be able to communicate that in reports and at trial.
- We are a society of text messaging and email. The ability to de-escalate with tone and words is really important. We give a class to guys to tell what the defense attorneys look for to be better report writers.

- Important to understand the nature of the job. Television only portrays the action. A lot of time is spent on report writing which must be accurate and diligent.
- Encourage students to set a goal. Perry is a training ground. Some of our employees are hoping to be a trooper. It helps to set goals and go for it. Police do a lot of work with domestic abuse and burglary. Better troopers come from municipalities.
- Officers have to be known in your community for something other than being a cop (e.g., little league coach, chamber of commerce member). People need to know you. Move away from the power and towards being an authority.
- OHP Troopers are required to teach community courses and attend extracurricular activities. If we don't have a community activity, we walk the halls of the local schools.
- I got my Associate's here but took a Community Policing class at University of Central Oklahoma.

Question 2: Do you require college for either initial hire or promotion? Do you see advantages to hiring college educated officers?

Responses included:

- No, but we look for it—especially the Criminal Justice degree. Most small departments probably don't [require college] but would be a great springboard.
- OHP requires 62 college credits or 30-36 credits for people with four years of military experience. Need four years of college or above to get promoted.
- Ponca City doesn't require college. College makes a good cop but not necessarily a better cop.
- OSU requires 60 hours to apply.
- Perry pays \$100 supplement for an Associate's Degree and \$200 for Bachelor's Degree.
- Associate of Applied Science gives credit for Council on Law Enforcement Education and Training Academy.
- Not going to hurt anything but it's not going to meet any requirements.

Question 3: Do you hire from the Community Oriented Policing Services program?

Responses included:

- We can't pay four months' salary for them to go to Council on Law Enforcement Education and Training. Budgets won't allow us to pay someone to go to Council on Law Enforcement Education and Training.
- Local forces have every skill to perform our own training.
- Ponca City says local force has every certified personnel in every skill to perform their own officer training. Ponca City officers averaged 119 hours of training last year. They invite surrounding agencies when they provide training.
- OHP has their own classroom and simulator. Is willing to offer basic police academy.

- No need for NOC to offer basic skills training.
- Non-certified hires are seven months away from service.
- Ponca City chief is working with Pioneer Tech to create a COPS program. He would like to see NOC and Pioneer Tech partner for basic Council on Law Enforcement Education Training program.
- Chief Whitham said that if applicants have the preliminary Community Oriented Policing Services training, they can get the ready in a shorter time frame.

Question 4: Have you hired an NOC graduate/student and, if so, what are the positives and negatives you observed? If you have not hired an NOC graduate/student, what are the positives and negatives you've seen in applicants in general?

Responses Included:

- Tonkawa and Ponca City have hired NOC grads

Question 5: What difficulties do you have in recruiting that NOC might be able to head off?

Responses included:

- Disqualifiers
- OHP has 800 to 1,500 applicants for 60 spots in the Academy. They have changed the stage at which they look for disqualifiers. Polygraph first then do background checks.
- Ponca City said to "tell the truth." Just don't lie about it.
- OHP—if you lie, your credibility is gone.
- OSU uses the Impulse Test. \$25-\$30 online through MHS, Inc.
- People with felonies are gone but driving intoxicated at 18 and they are 25 now with clean driving record can be considered.

Jobs

- Blackwell would like to come market their agency
- Gerald posts local positions and plays up border patrol openings
- Discussion that border jobs are much harder job than most applicants anticipate
- Perry has four job openings
- Tonkawa has two job openings
- Ponca City has three job openings
- OHP has 160 job openings

Closing discussion

- OHP recommended having a Law Enforcement Open House. Offered a special services meet and greet, boat and helicopter display, bomb squad, or officers in tactical gear.

- Board members asked about program size. Gerald answered that we offer classes in Tonkawa on Monday, Wednesday and Friday and Enid on Tuesday and Thursday. Classes have 110 seats.

Mark Silkey thanked the committee members and the meeting concluded at 1:15 p.m.