

COMMONWEALTH OF PENNSYLVANIA  
HOUSE OF REPRESENTATIVES  
COMMITTEE ON JUDICIARY

In re: Oversight Hearing with the Municipal Police  
Officers' Education and Training Commission

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Stenographic report of hearing held  
in Room 140, Majority Caucus Room,  
Main Capitol Building, Harrisburg, PA

Friday,  
June 7, 1991  
10:00 a.m.

HON. THOMAS R. CALTAGIRONE, CHAIRMAN

MEMBERS OF COMMITTEE ON JUDICIARY

Hon. Robert D. Reber

Also Present:

Paul Dunkleberger, Republican Research Analyst  
Katherine Manucci, Staff

Reported by:  
Ann-Marie P. Sweeney, Reporter

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Major Daniel A. Spang, Executive Director,  
Municipal Police Officers' Education and  
Training Commission

3

1                   CHAIRMAN CALTAGIRONE: We might as well  
2 get started.

3                   I'm Chairman Tom Caltagirone, Chairman of  
4 the House Judiciary Committee, and we have  
5 Representative Reber from Montgomery County, a member  
6 of the committee; and Paul Dunkleberger from the  
7 Republican research staff.

8                   We're here today to conduct an overview  
9 of the Municipal Police Officers' Education and  
10 Training Commission. One of the things that we've  
11 attempted to do throughout this session was perform the  
12 legislative function of oversight on many of the  
13 different agencies over which this Judiciary Committee  
14 has the authority to review the operations of those  
15 agencies.

16                   One of the things that we wanted to do  
17 specifically with the Municipal Police Officers'  
18 Education and Training Commission was to see exactly  
19 how they functioned, what the budget is, what they've  
20 been doing, and the impact of legislation, pro or con,  
21 on the training commission because just happenchance,  
22 this coming Monday there was to be a meeting  
23 considering legislation that would directly impact on  
24 the training commission. One of the reasons why I  
25 canceled that meeting was first of all, we're in the

1 budget process and there's no telling what's going to  
2 be happening with that process, but more importantly,  
3 it had come to my attention that the legislation would  
4 have a tremendous impact on the small police  
5 departments throughout the Commonwealth as it involves  
6 the training commission and the costs that would be  
7 involved to those local municipalities. This is  
8 something that was never thought out completely when  
9 the legislation was put in. I think that it's  
10 incumbent upon us now, especially with the budget  
11 problems being what they may be, that we go a little  
12 bit slower and examine a lot more closer the impact of  
13 legislation as we're dealing with it, and before I move  
14 any more legislation out of this committee, especially  
15 in these areas, we're going to be very, very careful as  
16 to the impact financially it's going to have on our  
17 local communities.

18 And with that, Major, if you'd like to  
19 introduce yourself for the record and give us your  
20 statement.

21 MAJOR SPANG: Good morning.

22 My name is Major Daniel Spang. I'm the  
23 Executive Director of the Municipal Police Officers'  
24 Education and Training Commission. I've been assigned  
25 to that position for approximately 5 1/2 years. I'm

1 one of the few State Policemen, I believe, who runs for  
2 office because I have to run for re-election every two  
3 years to keep the job.

4 If I can, I'd like to make a presentation  
5 and then I'll get back to answering the questions you  
6 had posed, sir.

7 Thank you for the opportunity to address  
8 the Judiciary Committee and answer any questions the  
9 committee members may have concerning the mission,  
10 function, and operations of the Municipal Police  
11 Officers' Education and Training Commission.

12 The commission was established on June  
13 18, 1974 by the enactment of Act 120 of 1974, the  
14 Municipal Police Officers' Education and Training Law.  
15 In the late 1960's and early '70's, similar commissions  
16 were established in each State in response to a Federal  
17 study which recognized the need to make minimum basic  
18 police training mandatory, defray the major costs of  
19 that training, and then certify graduates of that  
20 training as police officers.

21 The training commission is legislatively  
22 designed to be composed of a cross section of  
23 government, law enforcement, education, and the public.  
24 The current members of the commission are: Colonel  
25 Glenn Walp, Pennsylvania State Police Commissioner and

1 permanent Chairman; Mr. Ronald L. Jackson represents  
2 the Secretary of Community Affairs; Mr. Jerome  
3 Foerster, Esquire, represents the Attorney General;  
4 Senator Frank A. Salvatore is appointed by the  
5 President Pro Tem of the Senate; Representative David  
6 Mayernik is appointed by the Speaker of the House of  
7 Representatives.

8           The following elected officials are  
9 appointed by the Governor: Mr. Stephen W. Campetti,  
10 First-Class Township Supervisor for Haverford Township,  
11 Delaware County; Mr. Vincent P. Wiercinski, the Mayor  
12 of Dickson City in Lackawanna County; Ms. Carolyn W.  
13 Young, a Councilwoman for the city of McKeesport,  
14 Allegheny County. There's presently a vacancy for a  
15 second-class township official. Mr. Rehrig from  
16 Maycreek Township in Berks County had had the position  
17 and had to resign because of conflict of work  
18 assignments.

19           The following chiefs of police are  
20 appointed by the Governor: Chief William R. Collins,  
21 from Fairview Township in York County; Chief Joseph M.  
22 Kletch, Bethel Park Borough in Allegheny County; Chief  
23 Donald MacConnell, South Whitehall Township in Lehigh  
24 County; Chief Rodney E. Steffy, Sr., from the city of  
25 Reading in Berks County; Special Agent in Charge Wayne

1 R. Gilbert, from the Philadelphia FBI office, appointed  
2 by the Governor; Dr. Bart Burne, an educator in law  
3 enforcement from Pittston, Luzerne County, appointed by  
4 the Governor; Mrs. Violet L. Stover from Milheim,  
5 Centre County, representing the public at large,  
6 appointed by the Governor.

7 The following non-commissioned officers  
8 are appointed by the Governor. These are the F.O.P.  
9 representatives. Sergeant Warren J. Broz, from the  
10 Pittsburgh Police Department; and Detective Robert  
11 Mitchell from the Wilkes-Barre Police Department.  
12 Inspector Joseph R. Cunningham represents the  
13 Philadelphia Police Commissioner, and Mr. Donald K.  
14 Zettlemyer of Dauphin County represents the certified  
15 school directors and is appointed by the Governor.

16 Now, the goal of the commission is to  
17 provide Pennsylvania citizens with police officers who  
18 are professionally trained, ethical, physically and  
19 psychologically fit, well-educated, motivated, career  
20 oriented, and sensitive to the public needs. The  
21 commission attempts to meet that goal by:

22 1. Requiring all newly employed police  
23 officers to undergo physical and psychological testing  
24 and undergo a thorough background investigation.

25 2. Refusing to issue a certification to

1 persons who have been convicted of a crime punishable  
2 by more than one year imprisonment.

3 3. Revoking the certification of veteran  
4 police officers convicted of a crime punishable by more  
5 than one year imprisonment.

6 4. Requiring all newly employed police  
7 officers to successfully complete 520 hours of basic  
8 training that is based on a comprehensive task analysis  
9 of the basic patrol officer's position.

10 5. Assisting local government by  
11 reimbursing the majority of the costs for basic  
12 training to the employing municipality.

13 6. Requiring all police officers to meet  
14 member in-service training requirements; and

15 7. Providing funding to municipalities  
16 for non-mandatory training that can be tailored to a  
17 specific need in the municipality.

18 The basic and in-service training is  
19 conducted by 21 schools certified by the commission.  
20 The schools are the Pennsylvania State Police Academy  
21 in Hershey, Dauphin County; Pennsylvania State Police  
22 Southeast Training Center in Worcester, Montgomery  
23 County; Pennsylvania State Police Southwest Training  
24 Center in Greensburg, Westmoreland County; Pennsylvania  
25 State Police Northeast Training Center in Wyoming,



1 Luzerne County; Pennsylvania State Police Northwest  
2 Training Center in Meadville, Crawford County; the  
3 Allentown Police Academy; the Allegheny County Police  
4 Training Academy in Allegheny County; the Reading  
5 Police Academy in Berks County; Mercyhurst College in  
6 Erie County; Lackawanna Junior College in Lackawanna  
7 County; Harrisburg Area Community College in Dauphin  
8 County; Montgomery County Community College in  
9 Montgomery County; Greater Johnstown Area Vo-Tech  
10 School in Cambria County; Delaware County Community  
11 College, Delaware County; Philadelphia Police Academy,  
12 Philadelphia County; Temple University, Philadelphia  
13 County; Indiana University of Pennsylvania in Indiana  
14 County; Beaver County Community College in Beaver  
15 County; Mansfield State University in Tioga County; the  
16 Pittsburgh Police Training Academy in Allegheny County.  
17 At the present time, that school is being renovated and  
18 the Pittsburgh officers are being trained at the State  
19 Police Southwest Training Center. And the Westmoreland  
20 County Community College in Westmoreland County.

21 Now, the basic training program is 520  
22 hours in length, as I mentioned before, based on a  
23 comprehensive task analysis of the basic patrol  
24 officer's function. Each student must successfully  
25 complete 24 testing areas to graduate. The average

1 cost to train an officer is \$6,500. In this fiscal  
2 year, approximately 1,000 officers completed the basic  
3 training program. In 1991-92 fiscal year we expect  
4 that 1,430 officers will be eligible for reimbursement  
5 for basic training.

6 Prior to December 21st of 1988,  
7 Pennsylvania municipal police officers were allowed to  
8 work as a police officer for one year without training,  
9 and there were no mandatory in-service training  
10 requirements. Act 180 of 1988 eliminated this  
11 condition, and as of December 21, 1988, a police  
12 officer must meet all training requirements prior to  
13 enforcing the Crimes Code, moving violations of the  
14 Vehicle Code, or carrying a firearm.

15 Act 180 also empowered the training  
16 commission to establish mandatory in-service training  
17 requirements, and in January of 1991, this program  
18 began. During the calendar year, the approximately  
19 22,000 municipal police officers are undergoing a  
20 12-hour classroom training program that includes the  
21 following topics: Authority and jurisdiction; criminal  
22 and civil liability; use of force; legal updates on  
23 Rules of Criminal Procedure, Crimes Code, and Vehicle  
24 Code; laws of arrest and evidence; search and seizure  
25 emphasizing motor vehicle search. In addition, each

1 officer must maintain a current first aid and  
2 cardiopulmonary resuscitation certification, and  
3 qualify annually with any firearm, shotgun or rifle  
4 authorized for use by the police department. Officers  
5 who do not meet these requirements by December 31, 1991  
6 will lose their authority to enforce the Crimes Code,  
7 moving violations of the Vehicle Code, and carry a  
8 firearm because they will not have the police  
9 certification. The commission does anticipate that  
10 there will be some officers who will need an extension  
11 of time to complete the training because of extended  
12 illnesses or other legitimate reasons. As of May 30th,  
13 approximately 15,500 officers have completed the 12  
14 hours of classroom training.

15           The classroom training in 1992 will  
16 involve different topics, but the first aid, CPR, and  
17 firearms qualifications will be annual requirements.

18           I had mentioned earlier that the training  
19 commission grants funds to municipalities for  
20 non-mandatory in-service programs. During the past  
21 fiscal year, it was \$250,000 for that program, and the  
22 funds were allocated by December 31, 1990. Some  
23 examples of programs funded are: Basic supervision in  
24 Philadelphia for \$1,672; arrest techniques in Pittston  
25 Borough for \$423.50; a field training officers' program

1 in Reading for \$2,480; stress and the law enforcement  
2 officer in Emmaus Borough for \$1,168; internal affairs  
3 investigations in Upper Chichester Township for \$6,161;  
4 driver training in Clarion Borough for \$5,408; drug  
5 enforcement techniques in Butler County for \$2,288; and  
6 police executive training in Lower Southampton Township  
7 for \$13,177.

8                   The 1990-91 budget of the commission was  
9 \$7.5 million. The expenditure for personnel services  
10 was \$240,000. Operational expenses were \$70,768.  
11 Subsidies and grants to municipalities was \$6,245,534.  
12 We had started the fiscal year with an anticipated  
13 deficiency of \$2,804,780, but by judicious use of funds  
14 and because the Philadelphia Police Department did not  
15 hire as many officers as originally planned, we  
16 anticipate we have reduced our deficiency to  
17 approximately \$904,000. Our anticipated '91-'92  
18 rebudget request will be approximately \$10 million to  
19 cover the actual operating costs plus the deficiency.

20                   You had asked me to comment on House Bill  
21 194 concerning the inclusion of the Attorney General's  
22 Family Violence Task Force's Model Protocol for Police  
23 Response to Domestic Violence Cases in the basic and  
24 in-service training required by municipal police  
25 officers. The majority of commission members are

1 opposed to legislation that will require any specific  
2 training for police officers. The reason is that there  
3 are many groups that would like to have specific topics  
4 mandated for training. The difficulty the commission  
5 has is that there is only so much time and so much  
6 money available. The present basic training program  
7 contains this training, and it has been taught to over  
8 3,000 officers since 1989 when the new curriculum  
9 became effective. There have been numerous training  
10 programs presented around the State by other  
11 organizations on this topic, and that training is  
12 continuing. If this topic were mandated, it opens the  
13 door for mandated programs on DUI, rape investigation,  
14 child abuse, elderly abuse, hate crimes, crime  
15 prevention, and a myriad of other topics. The  
16 commission recognizes that all of these topics are  
17 important, but would like to reserve latitude in the  
18 basic curriculum and in-service training. We only  
19 started mandatory in-service training in 1991. There  
20 are many officers who need many basic courses to bring  
21 them up to an acceptable level, and other officers are  
22 in dire need of refresher training to hone their  
23 skills. We will eventually cover all of these topics.  
24 We just cannot do it as quickly as many people want.

25 That concludes my remarks, Mr. Chairman.

1 I will attempt to answer any questions you may have.

2 CHAIRMAN CALTAGIRONE: Thank you, Major.

3 I think the point that you've made is  
4 well taken that any number of groups can make requests  
5 for mandatory type training programs not realizing the  
6 potential impact both financially and limited resource  
7 wise with manpower.

8 There are approximately what, you said  
9 22,000 police officers, municipal police officers  
10 throughout the Commonwealth?

11 MAJOR SPANG: Yes, sir.

12 CHAIRMAN CALTAGIRONE: And there are a  
13 number of departments that have one-, two-, and  
14 three-man police forces.

15 MAJOR SPANG: The overwhelming majority  
16 of police departments is less than five members.

17 CHAIRMAN CALTAGIRONE: The impact that  
18 these type of mandated programs would have on these  
19 small departments could present some problems at times.  
20 We were talking earlier about this before the hearing  
21 started. Would you like to elaborate on that?

22 MAJOR SPANG: Yes.

23 Initially, when Act 180 was passed, it  
24 was the intent of the commission to require anywhere  
25 from 20 to 40 hours a year of training of police

1 officers, but due to the impact that this would have on  
2 the financial and personnel resources of various  
3 departments, including the larger departments, we  
4 realize that that's just too much. We don't have the  
5 time nor money, nor can the municipalities afford that.  
6 All the commission pays for in mandatory in-service is  
7 the actual costs of the presentation. We have a grant  
8 arrangement with the training schools and we pay them  
9 to present the program. We pay for their instructors'  
10 costs, the rental of the facilities, and any handouts  
11 that have to go to the students. The municipality is  
12 totally responsible for getting the officer there,  
13 paying a salary, if that's what they've got to do, and  
14 paying any transportation costs for them to get there.

15           We reduced the program to 12 hours, fully  
16 realizing that 20 hours was too much of an impact,  
17 especially the first year, and especially since we were  
18 mandating first aid, CPR, and firearms. Over half of  
19 the municipalities in Pennsylvania did not require  
20 their officers to ever qualify with a firearm. We  
21 thought that that was a trend that had to stop. It's  
22 too dangerous a liability issue for the police  
23 departments, for the officer, and a danger to the  
24 citizens. So they have to qualify annually with a  
25 firearm. That's caused some problems. There are

1 municipalities that don't have officers who can qualify  
2 at the present time. Officers have already resigned  
3 because they know they can't qualify with a firearm.  
4 They can't even see the target. We've had other  
5 agencies that said they had great firearms programs and  
6 instructors, and they don't even have anybody that can  
7 do it. They lied to us. So we have problems there.

8           With the first aid, that's something that  
9 is not presented every year. All the commission  
10 required was that a person have a certification. A  
11 certification issued by the Red Cross is good for three  
12 years. So that the municipality can do one of two  
13 things: They can have everybody trained in one year  
14 and then they all expire three years later and then  
15 they have to go through the expense, or they can space  
16 them out over a period of time. Our requirement is  
17 that at the end of the year they must have a  
18 certification. CPR is a different ball game. That's  
19 something that is required every year to keep the  
20 certification.

21           Now, those two topics - first aid and CPR  
22 - were included because officers are protected under  
23 the Good Samaritan Act, but only if they have a current  
24 certification. So if they would stop and aid a  
25 motorist, they have no protection under the Good



1 Samaritan Act if they did not have a current  
2 certification. Many municipalities wandered through  
3 the raindrops without getting wet because they didn't  
4 get sued over some action a police officer might have  
5 taken at an accident scene or anywhere else.

6 Now, some municipalities balked at having  
7 that requirement because they said ambulance services  
8 arrive many times before we do, but there's a Supreme  
9 Court case called the City of Canton vs. Harris that  
10 mandates that a municipality can be guilty of  
11 deliberate indifference if they are aware that a police  
12 officer should be able to recognize basic lifesaving  
13 skills and problems, especially if they have custody of  
14 a person. Once you arrest somebody, he becomes yours.  
15 You're responsible for everything that happens to that  
16 person, and a municipality and the officer could both  
17 be exposed to severe liability if they don't understand  
18 some of the basics of first aid and CPR.

19 The other thing we did it for was the  
20 officer's own safety. If there's two officers together  
21 and one of them gets hurt, the other one may be the one  
22 that has to try and save his life. Plus, when we had  
23 our comprehensive task analysis of the basic parole  
24 officer's position, the provision of first aid was  
25 identified one of the highest criticality things that

1 an officer had to know. So that's why we've maintained  
2 that those should be annual requirements.

3           Once you start getting into the other  
4 topics, because of the impact we knew we would have on  
5 the municipalities and their budgets, we designed the  
6 program to be presented in four, 3-hour blocks of  
7 instruction, so that a small municipality that would be  
8 affected by their one and only officer having to go to  
9 school would not lose them for two days straight. They  
10 have the option and the schools have the option of  
11 creating programs where an officer could come for three  
12 hours and meet part of the requirements. The next time  
13 a program is scheduled, he can come and take one of the  
14 other programs for three years hours, and do that  
15 through the four programs and space it out over the  
16 period of a year. We thought that losing three hours a  
17 day is not that much of an impact on the departments.  
18 Granted, there is travel time to get there and travel  
19 time to get back, but we also mandated that the schools  
20 would present the programs in the areas where the  
21 officers are. All we tried do was make sure you had 25  
22 students if possible, because with 22,000 police  
23 officers, that's 880 12-hour programs that we had to  
24 present in one year. That's an awful lot of training  
25 that has to be done. So in some instances they might

1 have had to travel a little bit, but I don't know of  
2 any instance where an officer had to travel more than  
3 one hour to get to a program. And most of the  
4 departments and the schools will work out some  
5 equitable arrangements.

6 We can't answer the problem of these  
7 municipalities who have made arrangements in their  
8 contracts to pay for all training in an overtime  
9 situation. My feeling is that was poor planning on  
10 their part. I, as the executive, would never include  
11 something like that in the contract. But they have it  
12 and they're caught by those contracts and have to pay  
13 those people time and a half to go to training  
14 programs, regardless of when it is.

15 Some municipalities have even taken the  
16 position that they are not paying their officers to go  
17 there at all. They're saying that this is just like a  
18 nurse's certification or a school teacher's  
19 certification. You need the certification from the  
20 commission to work; therefore, it's your responsibility  
21 to get the training. You go on your own time and your  
22 own expense and that's it. And if you can't meet it,  
23 at the end of the year we'll get somebody else. So you  
24 have both extremes there of labor negotiations.

25 Did I answer the question for you, sir?

1                   CHAIRMAN CALTAGIRONE: Yes. Yes. You  
2 certainly did.

3                   MAJOR SPANG: In that \$6,500 average that  
4 we estimated is the cost to train someone in basic of  
5 training, the commission pays the tuition, the full  
6 tuition, which averages around \$2,200 for the  
7 three-month program. We also reimburse the  
8 municipality 60 percent of the officer's salary while  
9 he's attending the training program, and we also  
10 reimburse any necessary travel or lodging or meal  
11 arrangements. For instance, if you were an officer  
12 from Potter County, if you want to go to a full-time  
13 training course, you may have to come to Wilkes-Barre  
14 to take the course. That's a little bit far to require  
15 the person drive back and forth every day. So we pay  
16 their travel costs, we pay their hotel costs, and we  
17 pay their meal costs according to State travel  
18 regulations. So in some instances the costs may be up  
19 as far as \$8,000 to send someone to a program, but by  
20 the same token, in the city of Philadelphia where we  
21 don't pay them any lodging or travel costs, it only  
22 costs us the tuition and salary reimbursement there.

23                   CHAIRMAN CALTAGIRONE: Is that basically  
24 for all new trainees then and not particularly programs  
25 that they would have to continue to meet certification

1 requirements?

2 MAJOR SPANG: That's only for basic  
3 training.

4 CHAIRMAN CALTAGIRONE: Basic training.

5 MAJOR SPANG: We don't reimburse the  
6 departments anything for the mandatory in-service  
7 training. We would not be able to afford something  
8 like that. Once you start adding on 22,000 officers'  
9 salaries for 12 hours plus travel time, et cetera, I  
10 don't think the State's ready to assume that kind of  
11 burden.

12 CHAIRMAN CALTAGIRONE: No, not in this  
13 budget year either especially.

14 MAJOR SPANG: Well, and especially even  
15 when we were considering Act 180 during our sunset  
16 legislation there were members of the House and Senate  
17 who said, why are we paying anything? And if the  
18 municipality wants to have a trained police department,  
19 that is the cost of doing business. If you have to  
20 have trained people, why should the State pay any of  
21 those costs?

22 CHAIRMAN CALTAGIRONE: Approximately how  
23 much of the budget is dedicated to those new training?

24 MAJOR SPANG: Almost \$6 million, or over  
25 \$6 million.

1                   CHAIRMAN CALTAGIRONE: Over \$6 million?

2                   MAJOR SPANG: Yes. Now, the reason we  
3 had a difference in the training of 1,000 this past  
4 year and what we anticipate to be 1,430 next year is  
5 the city of Philadelphia primarily and the fact that  
6 the rest of the police population is starting to age.  
7 During the '60's and early '70's when there were LEAP  
8 funds and LEAA grants available for the hiring of  
9 police officers, many municipalities hired the police  
10 officers with those funds. Now that the tax bases are  
11 diminished and income is down, they are laying them  
12 off. Some of them are retiring and not going to be  
13 replaced, some will be replaced, but many departments  
14 expanded during the '60's and '70's, and now those  
15 officers are getting older.

16                   In Philadelphia, they had allowed their  
17 department to go from 8,880 officers all the way down  
18 to 6,600. Now they're trying to build them back up  
19 again because of their problems, their drug problems  
20 they have and the lack of officers and illnesses and  
21 retirements, et cetera. They had to hire 780 officers  
22 a year, well 450 a year just to maintain status quo,  
23 and they were trying to hire another 300 a year in  
24 order to start to build their ranks up again. They had  
25 anticipated -- over the years Philadelphia has never

1 met their hiring requirements. When we put in our  
2 budget estimates, we had used the historical data over  
3 the years. They would always tell us they were going  
4 to hire 400, and they would hire 150, or 500 and they  
5 would hire 200. Well, unfortunately, a year ago they  
6 said they were going to hire 780 and they hired 780,  
7 and we had to pay for them and that's how we got in the  
8 hole. Last year they told us again they were going to  
9 hire 780, and the money was not available to get that  
10 big an allocation, so we ended up having a deficiency.  
11 Now, they did not hire 780 because their fiscal  
12 problems became so bad that they just had to stop, so  
13 their last officers were hired in October of last year  
14 and they only hired about 300 compared to the 780 they  
15 anticipated. So that's why, and the way things are  
16 going, if there's a bail-out of Philadelphia, if  
17 there's other funds that come into Philadelphia,  
18 there's a very good chance that next year they will  
19 hire 780 officers.

20 CHAIRMAN CALTAGIRONE: As far as your  
21 budget request for this year, you have asked for the  
22 elimination of the deficit in your overall General Fund  
23 budget that you're requesting?

24 MAJOR SPANG: Yes.

25 CHAIRMAN CALTAGIRONE: And that would

1 take care of the deficit and put you on firm footing  
2 again?

3 MAJOR SPANG: We hope.

4 CHAIRMAN CALTAGIRONE: Depending on the  
5 numbers.

6 MAJOR SPANG: Yeah. For years we were  
7 very fortunate and we lapsed funds. One of the things  
8 that we cut back on in the budget last year and this  
9 year is that \$250,000 we had had for non-mandatory  
10 in-service training programs. We had very good  
11 participation in that program and we were able to train  
12 an awful lot of officers. 7,000 to 8,000 officers a  
13 year were going through non-mandatory training programs  
14 being presented all over the State. When we  
15 anticipated the impact of the mandatory training on the  
16 departments, we perceived that there would be less  
17 non-mandatory training because they would be going to  
18 the mandatory courses. So we cut our allocation from  
19 \$500,000, which we used to spend every year, down to  
20 \$250,000. Well, we never perceived that all of a  
21 sudden they would start to get more high-cost programs  
22 identified, and they're necessary programs. They're to  
23 train managers, train chiefs, make them better  
24 administrators so they can run a more efficient  
25 operation.



1 Plus a big liability issue was driver  
2 training. The largest liability for a municipality is  
3 driver training and the driving of the police officers  
4 and other municipal employees. It costs about \$5,000  
5 for a one-week driver training course for 25 officers  
6 because you have to have a number of instructors  
7 involved, you have to have vehicles that they can use,  
8 they have to rent a big parking lot or a racetrack  
9 somewhere where they can do it. And this isn't a high  
10 speed course. This is generally the top speed is 45  
11 miles an hour. There is only one real driver training  
12 course in Pennsylvania at the present time, and that's  
13 up at Penn State University, and that was built  
14 actually for the CDL program, the commercial driver's  
15 licensing program, and it's tied up pretty much with  
16 that. So as a result, they have to go and rent parking  
17 lots somewhere. Some of the schools have been able to  
18 schedule the programs on Saturdays and Sundays and  
19 other times when the school is not in operation so that  
20 they can use the parking lots of the schools. But you  
21 need a big area. It used to be you could go get a  
22 supermarket parking lot, but the liability issue has  
23 stopped that. And now supermarkets are open 24 hours a  
24 day.

25 CHAIRMAN CALTAGIRONE: Representative

1 Reber.

2 REPRESENTATIVE REBER: Thank you, Mr.  
3 Chairman.

4 Returning again specifically to House  
5 Bill 194, I guess from my perspective, I've been a  
6 practicing attorney now as well as being in the  
7 legislature since 1980 and practicing a lot longer  
8 before that than I like to think about these days going  
9 back to '72, had a lot of defense work, if you will, in  
10 the criminal area, and as a result of that you  
11 obviously come into as much contact as you would if you  
12 were on the prosecutorial side with the police  
13 departments in your areas and you develop relationships  
14 and you understand some of the problems they have.  
15 Also since '75 I've been involved doing a lot of  
16 municipal solicitorship work, so I can appreciate the  
17 budgetary, the training side of it, the intricacies of  
18 the small municipal police forces, internal  
19 administrations, trials and tribulations, and it ceases  
20 to amaze me that we have people in the General Assembly  
21 who continue to come up with ideas that they simply  
22 think they are addressing the problem by mandating a  
23 topical aspect of that problem that exists in society  
24 into some type of mandated course or whatever.

25 Am I correct in my assumption that police

1 officers recognize the domestic violence situation to  
2 be what it is, to be a very concerning and, to be  
3 frankly, as dangerous as any high profile, high  
4 criminal activity and treat it accordingly? And more  
5 importantly, I think you've expressed it but this is  
6 already incorporated into your basic training, is that  
7 not correct? I mean, the recognition of the problem  
8 and the magnitude of the problem is there. You don't  
9 necessarily, in my opinion, need the General Assembly,  
10 in its infinite wisdom, whether it be by House Bill 194  
11 or some other postulation, call it to your attention  
12 that it has to be looked at and worked into your  
13 remedial program? Is that a fair statement?

14 MAJOR SPANG: I think that's a fair  
15 statement, sir, and that's our opinion. I brought  
16 along a copy of the curriculum in case anybody would  
17 want to look at it. Now, this isn't the full  
18 curriculum. This is what we give to the students,  
19 which is an outline for them, but in here, let me just  
20 check and make sure I have my figures correct. For  
21 domestic violence, spouse and child abuse, we have a  
22 four-hour block of instruction, and we have for  
23 victims' assistance a two-hour block of instruction.  
24 Now, what's been proposed for us just at the training  
25 commission meeting yesterday by PCCD, who is proposing

1 a victims' assistance program, they wanted four hours  
2 of in-service, and the Coalition for Domestic Violence  
3 wanted a three-hour mandatory in-service program. The  
4 commission did adopt yesterday that there will be three  
5 hours of additional victim assistance program training  
6 for the PCCD program made as an elective course for  
7 '92-'93 training years, and they also said that they  
8 would have a three-hour domestic violence course as an  
9 elective course during '92 and '93. So there's -- they  
10 recognize the problem, but they also recognize that we  
11 don't want to mandate specific training courses until  
12 we get a lot of people up to the level that they should  
13 have been.

14 REPRESENTATIVE REBER: Um-hum.

15 MAJOR SPANG: As I said before, we only  
16 started this program in 1974 and it never really became  
17 functional until 1976. Out of the 22,000 officers,  
18 only 11,000 officers have ever gone through a basic  
19 training program. The rest of them are still  
20 grandfathered officers who have varying degrees of  
21 training. Some went through very extensive programs  
22 and belong to departments that have very extensive  
23 in-service programs on their own, spend a lot of money  
24 sending officers all over the State and all over the  
25 country to training programs, then these officers in

1 turn come back and train the other officers. So we're  
2 just trying to catch everybody and bring them up to one  
3 even keel. And then we wanted to branch out into  
4 various specialties.

5 Our biggest gripe that we got from chiefs  
6 was not that we had a training program but that they  
7 were reluctant to go back and take an update on the  
8 Crimes Code and Vehicle Code because they are chiefs of  
9 police. Well, that doesn't apply to everybody that  
10 they are a chief of police and they're an  
11 administrator. When you have 700 police departments  
12 where they have less than five people, the chief is  
13 also a police officer. He investigates crimes, he  
14 investigates accidents, he does everything else that  
15 the others do and gets a buck or a dollar more for  
16 being the chief. So most of that opposition is gone,  
17 especially when they saw the quality of the  
18 presentation we had this year, and we have a lot of  
19 support for next year.

20 I think we're going ahead. We do plan on  
21 branching out starting in next year of going into some  
22 career tracks where we would have two required courses  
23 that everybody has to take, then we would identify a  
24 patrol track for the traffic enforcement officers, et  
25 cetera, a criminal track for those persons who do

1 criminal and traffic investigation or primarily  
2 criminal investigations, and we are also identifying a  
3 supervisory administrative track where they would have  
4 the option of taking some of these, to help bring  
5 everybody up to -- to offer them programs that are  
6 directly related to their skills but still requiring  
7 they take certain courses that are related to  
8 everybody. Because we feel that a chief of police,  
9 whether or not he does this work, should be aware of  
10 the training that his officers are receiving.

11 REPRESENTATIVE REBER: Well, he has to,  
12 from the standpoint of evaluating the effectiveness as  
13 to how that whole particular municipality's force is  
14 operating in the field of convictions and the manner in  
15 which they are handling the arrests and processing  
16 anyway.

17 MAJOR SPANG: That's right.

18 REPRESENTATIVE REBER: And I don't think  
19 you can effectively do that if you yourself don't have  
20 an up-to-date understanding to make that overview.

21 MAJOR SPANG: Right.

22 One of the things we tried to do just  
23 this past year was by putting in a civil and criminal  
24 liability section. We've often received requests  
25 through Mr. Dunkleberger of what's the feasibility of

1 the legislature mandating a pursuit policy for motor  
2 vehicles? Well, we sort of slipped that in on them and  
3 we brought out all the liability issues involved with  
4 motor vehicle pursuit and why a department should have  
5 policies, why they should have re-evaluations of what  
6 they do and things that you ought to do in pursuit  
7 issues just addressing it from the liability issue.

8 REPRESENTATIVE REBER: Let me ask you  
9 another question, because when you used the word  
10 "pursuit" it tickled my mind as I was listening to you  
11 earlier. In the driver training course and the fiscal  
12 problems that that tends to have with it, have you  
13 gotten any kind of assistance whatsoever from any of  
14 the local district attorneys and/or the Attorney  
15 General's Office as a result of drug forfeiture  
16 property, if you will? And I'm specifically thinking  
17 of vehicles, things of that nature that could be used.  
18 Has any of that filtered down into your operations?  
19 Have you seen any of that?

20 MAJOR SPANG: Some of them may have  
21 gotten it in the various counties or police  
22 departments. We have very small physical assets.

23 REPRESENTATIVE REBER: But you don't know  
24 for sure whether any of it has found its way as being a  
25 capital resource to be used for purposes of driver

1 training programs, and you specifically talked about--

2 MAJOR SPANG: I'm not aware of any, sir.

3 REPRESENTATIVE REBER: Okay.

4 MAJOR SPANG: Primarily what they use is  
5 an old police car and they take -- they put in another  
6 breaking system for the instructor right on the  
7 passenger side so he can force them into skids, et  
8 cetera.

9 REPRESENTATIVE REBER: Okay, it is then  
10 specially equipped though that way?

11 MAJOR SPANG: Yes. They equip the car  
12 specially, and really you would destroy a new car if  
13 you brought it in there. And we want to try and keep  
14 the kind of car they use as a patrol vehicle. Now, we  
15 realize that many of the vehicles confiscated through  
16 drug forfeiture, et cetera, are Cadillacs and Corvettes  
17 and things that really have no practicality for  
18 training the police officers because they are never  
19 going to be driving those on patrol.

20 REPRESENTATIVE REBER: Okay. On page 5  
21 of your testimony you talked about the annual  
22 qualification for the firearm, shotgun, and rifle. Is  
23 it mandatory that they qualify with each of those or do  
24 they have their choice to qualify with any particular  
25 one of those - pistol, firearm, shotgun?



1 MAJOR SPANG: They must qualify with  
2 whatever weapon their department authorizes them to  
3 use.

4 REPRESENTATIVE REBER: Okay.

5 MAJOR SPANG: Almost everyone carries a  
6 handgun. They must qualify with a handgun, and it must  
7 be the handgun they carry.

8 REPRESENTATIVE REBER: They carry.

9 MAJOR SPANG: If they're authorized  
10 undercover to carry another weapon, it might be a  
11 personal weapon or something different than the normal  
12 issue, they must also qualify with that. If the  
13 department has a policy that says when you're off duty  
14 you will carry a firearm to take action in the event  
15 you see a crime, they must qualify for that. If the  
16 department authorizes them to also carry shotguns, they  
17 must qualify with a shotgun. If there are certain  
18 members of the department also authorized to carry  
19 rifles in certain situations, they must qualify with a  
20 rifle. There have been too many times when as a  
21 veteran police officer I have showed up at joint  
22 investigations and had seen an officer fumbling around,  
23 whether he was a State police officer or a municipal  
24 police officer, fumbling around with a machine gun and  
25 didn't know how to load it, or they were trying to

1 attach tear gas projectiles to the front and then  
2 turning around and wanting to put live ammunition in  
3 there to use as the discharge, or ones that didn't know  
4 how to load the shotgun in the first place, so if they  
5 didn't know how to load it, I knew they didn't know how  
6 to shoot it. So that's a big liability issue and  
7 something we think that should be addressed.

8 REPRESENTATIVE REBER: Okay. There's  
9 another piece of legislation that's pending in the  
10 Local Government Committee that counsel may be called  
11 upon with the expertise, assistance that our staff  
12 gives to that committee staff, if the Chairman would  
13 allow Paul to address that, I would appreciate that.

14 Thank you, Major.

15 CHAIRMAN CALTAGIRONE: Sure.

16 MR. DUNKLEBERGER: First of all, for the  
17 record, I would just like to state that I have  
18 contacted Major Spang numerous times regarding  
19 questions concerning police officers and he's always  
20 been a tremendous help to me, so I do appreciate that.

21 REPRESENTATIVE REBER: Major, let me  
22 suggest or let me just say that if at times it was  
23 overbearing or upsetting to you, I am probably the  
24 responsible party for Paul. He was only a conduit, so  
25 don't kill the messenger.

1 MAJOR SPANG: Well, if it makes you feel  
2 any better, sir, I often told him to get the hell off  
3 the phone.

4 MR. DUNKLEBERGER: And I always blamed  
5 Bob, too.

6 First of all, the legislation that  
7 Representative Reber was referring to is House Bill  
8 389. I do not know if you're familiar with that piece  
9 of legislation.

10 MAJOR SPANG: What does it deal with,  
11 sir?

12 MR. DUNKLEBERGER: Basically, as far as  
13 the definition of a police officer would now include  
14 campus and university police.

15 MAJOR SPANG: Okay. That's  
16 Representative--

17 REPRESENTATIVE REBER: Corrigan.

18 MAJOR SPANG: --Corrigan's bill, yes.

19 MR. DUNKLEBERGER: And as such, and I  
20 assume they would have to take the basic training under  
21 your program?

22 MAJOR SPANG: Yes. I met with  
23 Representative Corrigan twice on this bill, and we've  
24 also met with representatives from the college and  
25 university police departments. The bill, when we first

1 saw it we didn't understand who it applied to. Does it  
2 mean every college and university or does it just mean  
3 State-related schools, et cetera? It's been explained  
4 to us by counsel for both Republicans and the Democrats  
5 that it applies strictly to State-related or State  
6 owned schools. And that's the definition where they  
7 talk about the schools defined under the Administrative  
8 Code, and they give some section, so that wouldn't  
9 apply to schools like Lehigh University, Moravian  
10 College, Widener University, ones that are not part of  
11 the State system of education. It also applies to the  
12 various schools in the State System of Higher Education  
13 area.

14 We're not opposed to those persons being  
15 trained, and we are not even opposed to those persons  
16 being certified because in many instances, they're  
17 working with a population that is greater than the  
18 municipality that surrounds them. Kutztown University  
19 has more students enrolled and living on the campus  
20 than live in the Borough of Kutztown, and we understand  
21 they have a population that's in the prime area of  
22 being the ones that are going to cause problems. They  
23 are in the proper age groups. We understand they have  
24 every kind of crime occurring there that occurs  
25 anywhere else. We're not opposed to them having to

1 train, we're not opposed to them being certified.  
2 We're just opposed to the fact that would our budget  
3 have to pay for it and reimburse them for it? That's a  
4 cost of doing business, and we believe that if the  
5 college is going to have a police department, then the  
6 college should bear the costs.

7 In fact, in the original amendments that  
8 we had had in our sunset legislation, we had proposed  
9 that every police officer in the State, whether he  
10 works for a college or a university, for a sheriff's  
11 office that provides full police services, for port  
12 authorities, housing authorities, railroad police,  
13 airport authorities, regardless, if he could arrest  
14 people and carry a gun, we wanted him to go through the  
15 basic training program and we wanted him to meet  
16 certification requirements. Now, we almost had that  
17 bill through and it was stopped at the last minute  
18 because of pressure from the sheriffs who were  
19 attempting to use that as a vehicle to increase their  
20 authority, and a number of them had gone to county  
21 commissioners and asked for \$10 million to set up a  
22 police department, and when they asked who are you  
23 going to police? They said, well, we're going to do  
24 away with the local police departments and the State  
25 Police will be relegated to State highways. Well, of

1 course, that didn't fly very well with the Pennsylvania  
2 Chiefs of Police Association, nor did it fly well with  
3 the State Police. So because of the wrangle that  
4 occurred over the sheriff's inclusion in there, it  
5 ended up that the bill was eventually passed in the  
6 eleventh hour of the 1988 session, and I mean strictly  
7 the eleventh hour, and it just went back to just  
8 municipal officers again.

9 MR. DUNKLEBERGER: Okay, you answered my  
10 second question somewhat. Presently, the Capitol  
11 Police, campus police, university police, do they not  
12 have arrest powers now presently within that  
13 jurisdiction?

14 MAJOR SPANG: Yes, they do.

15 MR. DUNKLEBERGER: But they have no  
16 training per se?

17 MAJOR SPANG: The training is generally  
18 provided as a policy of the employing agency. I'm  
19 aware that the Capitol Police, at the present time,  
20 send their officers to a municipal police officers  
21 training course down at Hershey or over at Harrisburg  
22 Area Community College. The Capitol Police budget pays  
23 for that cost, but they don't receive a certification  
24 because we can only issue a certification, under the  
25 present law, to employees of a municipality, and since

1 they are a State agency, State employees, they don't  
2 get a certification. Most of the agencies,  
3 especially--

4 REPRESENTATIVE REBER: Can I interrupt  
5 you there?

6 MAJOR SPANG: Yes.

7 REPRESENTATIVE REBER: Is there any  
8 benefit from a liability standpoint to issue that  
9 certification or to have that certification issued?

10 MAJOR SPANG: I don't know a benefit. I  
11 think it's primarily an ego thing that they can go and  
12 they can say to another surrounding department, yes, I  
13 have a certification, I have met the same requirements  
14 that you have, but if there's any kind of communication  
15 between those two agencies, they both know that they  
16 went through the same kind of programs. A benefit is  
17 that since we have mandatory in-service training, we  
18 have not allowed those other kinds of police officers  
19 to be in the program because we only have money to  
20 train municipal police officers. We have excluded  
21 State Police who want the programs. You know, I'm in a  
22 difficult position. I am a State Policeman telling the  
23 State Police Commissioner he can't have people in my  
24 programs. Anybody who's another police officer  
25 anywhere in the State cannot participate in our

1 programs that are funded by the commission because that  
2 money is for the training of municipal police officers,  
3 and we tell them if you want to get into the program,  
4 contact your legislator and get included and get the  
5 budget raised and then you can get in it. So that's  
6 why you might be getting a lot of those calls.

7 REPRESENTATIVE REBER: Okay, thank you.

8 MR. DUNKLEBERGER: Last question I have.  
9 A couple years ago I think the program was like 12  
10 weeks, 480 hours. Now, in your statement you said it's  
11 now 520 hours?

12 MAJOR SPANG: Yes.

13 MR. DUNKLEBERGER: What basically has  
14 been added in those 40 hours there?

15 MAJOR SPANG: Well, the entire curriculum  
16 was amended. Some sacred cows that we had like  
17 fingerprinting and things like that, they're gone. We  
18 took them out. That's a skill you learn after you're  
19 employed. You don't have to know that in basic  
20 training. You have to know how to protect the scene.  
21 We teach them how to protect the scene.

22 One of the biggest things we added was a  
23 driver training course. We now have a one-week driver  
24 training course in there that was not there before.  
25 They received absolutely no driver training when they



1 went through the basic training program before. They  
2 were going out and as soon as they got out there they  
3 were banging up the police cars.

4 The other thing -- actually, in some  
5 areas of the State the training is up to 527 hours,  
6 because initially we had tried to have a first aid  
7 course that we developed approved by the various  
8 chapters of the Red Cross, but they wouldn't do it.  
9 They were all protecting their turf. So now wherever  
10 the school is located, we have to use what first aid  
11 course is recognized in that area. Now, the advantage  
12 of that is that once they get a certification from the  
13 chapter in that area, they can now get recertifications  
14 for update training because they have the program. And  
15 the program varies for very legitimate reasons. In the  
16 Harrisburg area there's not as much emphasis on water  
17 saving and water safety techniques as there is in the  
18 Erie chapter, because of the proximity of the lake, and  
19 boating and water accidents are a big problem up there,  
20 not as much as a problem here. The way things have  
21 been going on the Susquehanna, maybe they're going to  
22 start changing. But depending on where you are.

23 Now, some municipalities also want a more  
24 comprehensive program, and they pay for that  
25 themselves. The max we pay for is 527 hours. Many of

1 the programs are up to 600 and 650 hours. Philadelphia  
2 trains their officers for 850 hours. We only pay for  
3 527 hours because that's our mandated part. The rest  
4 are things that they add in.

5 MR. DUNKLEBERGER: Thank you, Mr.  
6 Chairman.

7 Thank you, Major.

8 CHAIRMAN CALTAGIRONE: Thank you very  
9 much, Major. We certainly appreciate your testimony  
10 and the time you've given us this morning.

11 MAJOR SPANG: Any time I can help you,  
12 let me know.

13 REPRESENTATIVE REBER: Major, we're going  
14 to see, too, obviously that's the reason why the  
15 Chairman has the reporter here for a transcript, that  
16 other interested members of the committee on these  
17 topics, as well as interested members of the House, are  
18 aware of some of your comments because I think it's  
19 something that's in vogue, if you will, and it is  
20 important to have the practical hands-on analysis of  
21 what the implications of some of these mandated  
22 situations bring about and the problems.

23 MAJOR SPANG: If it helps, when the  
24 Rodney King incident occurred in Los Angeles, the  
25 beating by the police officers, we were immediately

1       approached by every bit of the media in Pennsylvania  
2       about what do we do? Well, we really were ready for  
3       them because the commission is intelligent enough to  
4       recognize what's a liability issue, and the very first  
5       course we put in for the mandatory in-service training  
6       was the use of force. And we invited the media to come  
7       to our programs, they sat in on them, they were amazed  
8       that Pennsylvania was this far ahead.

9                       Now, you know, nothing to say we won't  
10       have a Rodney King incident, especially since now the  
11       new tool is the VCR. I mean, everybody's got a video  
12       camera, and in fact, I understand there's been a proven  
13       incident in Philadelphia where the drug dealers tried  
14       to set up a deal where they could force an abuse issue,  
15       new tool is the VCR. I mean, everybody's got a video  
16       camera, and in fact, I understand there's been a proven  
17       incident in Philadelphia where the drug dealers tried  
18       to set up a deal where they could force an abuse issue,  
19       what they thought was an abuse issue and they could  
20       film it and then turn it around and use against the  
21       officers. So it's a big problem that's occurring. Our  
22       Troopers are complaining that they stop a vehicle for a  
23       traffic stop, the next thing they know there's a car  
24       behind them and people are out filming, and so it's  
25       happening all over. Everybody wants to become a hero.

1 But I think that shows that the commission is not just  
2 a bunch of dunderheads sitting there. They're planning  
3 and they're aware of what the problems are and they're  
4 professional people.

5 Thank you sir.

6 CHAIRMAN CALTAGIRONE: Thank you, and the  
7 meeting is adjourned.

8 (Whereupon, the proceedings were  
9 concluded at 11:00 a.m.)

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I hereby certify that the proceedings and evidence are contained fully and accurately in the notes taken by me during the hearing of the within cause, and that this is a true and correct transcript of the same.

*Ann-Marie P. Sweeney*  
ANN-MARIE P. SWEENEY

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Ann-Marie P. Sweeney  
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Camp Hill, PA 17011  
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*to page*

DATE: June 7, 1991

SUBJECT: Testimony before House Judiciary Committee Regarding  
Operations of the Municipal Police Officers' Education  
& Training Commission

TO: Chairman, House Judiciary Committee  
Representative Thomas R. Caltagirone

FROM: Major Daniel A. Spang, Executive Director,  
Municipal Police Officers' Education &  
Training Commission

Good Morning Mr. Chairman

1. Thank you for the opportunity to address the Judiciary Committee and answer any questions the Committee Members may have concerning the mission, function and operations of the Municipal Police Officers' Education & Training Commission.

2. The MPOETC was established on June 18, 1974 by the enactment of Act 120 of 1974, the Municipal Police Officers' Education and Training Law. In the late 1960's and early 70's similar Commissions were established in each state in response to a Federal Study which recognized the need to make minimum basic police training mandatory, defray the major costs of that training, and then certify graduates of that training as police officers.

3. The MPOETC is legislatively designed to be composed of a cross section of government, law enforcement, education and the public. The current members of the Commission are:

Colonel Glenn A. Walp, Pennsylvania State Police  
Commissioner and permanent Chairman

Mr. Ronald L. Jackson, representing the Secretary of  
Community Affairs

Mr. Jerome T. Foerster, Esq., representing the  
Attorney General

Senator Frank A. Salvatore, appointed by the  
President pro tempore of the Senate

Representative David J. Mayernik, appointed by  
the Speaker of the House of Representatives

The following elected officials are appointed by the  
Governor:

Mr. Stephen W. Campetti, Township Supervisor, Haverford  
Twp., Delaware County

Mr. Vincent P. Wiercinski, Mayor of Dickson City,  
Lackawanna County

Ms. Carolyn W. Young, Councilwoman, City of McKeesport,  
Allegheny County

There is a vacancy for a second class Township official.

The following Chiefs of Police are appointed by the  
Governor:

Chief William R. Collins, Fairview Twp., York County

Chief Joseph M. Kletch, Bethel Park Borough, Allegheny  
County

Chief Donald K. Mac Connell, South Whitehall Twp.,  
Lehigh County

Chief Rodney E. Steffy Sr., City of Reading, Berks County

Special Agent in Charge Wayne R. Gilbert, Philadelphia  
FBI representative, appointed by the Governor

Dr. Bart Burne, Educator in Law Enforcement, Pittston,  
Luzerne County, appointed by the Governor

Mrs. Violet L. Stover, Milheim, Centre County, representing  
the public at large, appointed by the Governor

The following noncommissioned police officers are appointed  
by the Governor:

Sgt. Warren J. Broz, Pittsburgh Police Department

Detective Robert Mitchell, Wilkes-Barre Police Department

Inspector Joseph R. Cunningham represents the Philadelphia  
Police Commissioner

Mr. Donald K. Zettlemyer, Dauphin County, represents the  
certified training schools and is appointed by the Governor

The goal of the Commission is to provide Pennsylvania  
Citizens with police officers who are:

1. Professionally trained.
2. Ethical.
3. Physically and Psychologically fit.
4. Well educated.
5. Motivated.
6. Career Oriented.
7. Sensitive to the Public needs.

The Commission attempts to meet that goal by:

1. Requiring all newly employed police officers undergo physical and psychological testing and undergo a thorough background investigation.
2. Refusing to issue a certification to persons who have been convicted of a crime punishable by more than one year imprisonment.
3. Revoking the certification of veteran police officers convicted of a crime punishable by more than one year imprisonment.
4. Requiring all newly employed police officers to successfully complete 520 hours of basic training that is based on a comprehensive task analysis of the basic patrol officers position.
5. Assisting local government by reimbursing the majority of the costs for basic training to the employing municipality.
6. Requiring all police officers to meet minimum in-service training requirements.
7. Providing funding to municipalities for non-mandatory training that can be tailored to a specific need in the municipality.

The basic and in-service training is conducted by 21 schools certified by the Commission. The schools are:

Pennsylvania State Police Academy - Hershey, Dauphin County

Pennsylvania State Police Southeast Training Center in Worcester, Montgomery County

Pennsylvania State Police Southwest Training Center in Greensburg, Westmoreland County

Pennsylvania State Police Northeast Training Center in Wyoming, Luzerne County



Pennsylvania State Police Northwest Training Center  
in Meadville, Crawford County

Allentown Police Academy, Lehigh County

Allegheny County Police Training Academy , Allegheny County

Reading Police Academy, Berks County

Mercyhurst College, Erie County

Lackawanna Junior College, Lackawanna County

Harrisburg Area Community College, Dauphin County

Montgomery County Community College, Montgomery County

Greater Johnstown Area Vo-Tech School, Cambria County

Delaware County Community College, Delaware County

Philadelphia Police Academy, Philadelphia County

Temple University, Philadelphia County

Indiana University of Pennsylvania, Indiana County

Beaver County Community College, Beaver County

Mansfield State University, Tioga County

Pittsburgh Police Training Academy, Allegheny County -  
at the time the school is being renovated and Pittsburgh  
officers are being trained at the PSP, Southwest Training  
Center.

Westmoreland County Community College, Westmoreland County

4. The basic training program is 520 hours in length and is based on a comprehensive task analysis of the basic patrol officers function. Each student must successfully complete 24 testing areas to graduate. The average cost to train an officer is \$6,500. In this fiscal year approximately 1000 officers completed the basic training program. In 1991-92 fiscal year we expect that 1430 officers will be eligible for reimbursement for basic training.

5. Prior to December 21, 1988 Pennsylvania municipal police officers were allowed to work as a police officer for one year without training and there were no mandatory in-service training requirements. Act 180 of 1988 eliminated this condition, and as of December 21, 1988

a police officer must meet all training requirements prior to enforcing the Crimes Code, moving violations of the Vehicle Code or

carry a firearm. Act 180 also empowered the MPOETC to establish mandatory in-service training requirements and in January of 1991 this program began. During the calendar year the approximately 22,000 municipal police officers are undergoing a twelve hour classroom training program that includes the following topics. Authority and Jurisdiction; Criminal and Civil Liability; Use of Force; Legal Update on Rules of Criminal Procedure, Crimes Code and Vehicle Code, Laws of Arrest and Evidence; and Search and Seizure emphasizing motor vehicle search. In addition each officer must maintain a current first aid and Cardio Pulmonary Resuscitation Certification and qualify annually with any firearm, shotgun or rifle authorized for use by the police department. Officers who do not meet these requirements by December 31, 1991, will lose their authority to enforce the Crimes Code, moving violations of the Vehicle Code and carry a firearm because they will not have the police certification. The MPOETC does anticipate that there will be some officers who will need an extension of time to complete the training because of extended illness or other legitimate reasons. As of May 30 approximately 15,500 officers have completed the 12 hours of classroom training.

The classroom training in 1992 will involve different topics but the first aid, CPR and firearms qualification will be annual requirements.

6. I had mentioned earlier that the MPOETC grants funds to municipalities for non-mandatory In-Service programs. During the past fiscal year there was \$250,000.00 for that program and the funds were allocated by December 31, 1990. Some examples of programs funded are:

Basic Supervision - Philadelphia	\$1672.00
Arrest technique - Pittston Borough	\$ 423.50
Field Training Officer - Reading	\$2480.00
Stress and the Law Enforcement Officer - Emmaus Borough	\$1168.00
Internal Affairs Investigation - Upper Chichester Township	\$6161.00
Driver Training- Clarion Borough	\$5408.00
Drug Enforcement Technique - Butler County	\$2288.00
Police Executive Training - Lower Southampton Township	\$13,177.00

7. The 1990-91 Budget of the Commission was 7.5 million dollars. The expenditure for personnel services was \$240,00.00,

operational expenses were \$70,768, subsidies and Grants to municipalities was \$6,245,534.00. We had started the fiscal year with an anticipated deficiency of \$2,804,780.00 but by judicious use of funds, and because the Philadelphia Police Department did not hire as many officers as originally planned, we anticipate we have reduced our deficiency to approximately \$904,000.00. Our anticipated 91-92 Re-Budget request will be approximately \$10 million to cover the actual operating costs plus the deficiency.

8. You had asked me to comment on HB 194 concerning the inclusion of the Attorney General's Family Violence Task Forces' Model Protocol for Police Response to Domestic Violence cases in the basic and in-service training required by municipal police officers. The majority of Commission members are opposed to legislation that would require any specific training for police officers. The reason is that there are many groups that would like to have specific topics mandated for training. The difficulty the Commission has is that there is only so much time and so much money available. The present basic training program contains this training and it has been taught to over 3,000 officers since 1989 when the new curriculum became effective. There have been numerous training programs presented around the State by other organizations on this topic and that training is continuing. If this topic were mandated it opens the door for mandated programs on DUI, Rape Investigation, Child Abuse, Elderly Abuse, Hate Crimes, Crime Prevention and a myriad of other topics. The Commission recognizes that all of these topics are important, but would like to reserve the right to have latitude in the basic curriculum and in-service training. We only started mandatory in-service training in 1991 and there are many officers who need many basic courses to bring them up to an acceptable level and other officers are in dire need of refresher training to hone their skills. We will eventually cover all of these topics but just cannot do it as quickly as many people want.

That concludes my remarks Mr. Chairman and now I will attempt to answer any questions you or the Committee may have.