

WRITTEN TESTIMONY

OF

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SUBMITTED FOR THE RECORD OF THE

HOUSE JUDICIARY COMMITTEE

OCTOBER 13, 2000

THE PENNSYLVANIA STATE POLICE
TESTIMONY ON POLICE TRAINING

GOOD MORNING. I AM CAPTAIN JOHN M. GALLAHER, DIRECTOR, TRAINING DIVISION, OF THE BUREAU OF TRAINING AND EDUCATION, FOR THE PENNSYLVANIA STATE POLICE. ON BEHALF OF COLONEL PAUL J. EVANKO, COMMISSIONER OF THE STATE POLICE, I WOULD LIKE TO EXPRESS MY GRATITUDE TO THE HOUSE JUDICIARY COMMITTEE FOR ALLOWING THE STATE POLICE THE OPPORTUNITY TO SPEAK ABOUT POLICE TRAINING.

I HAVE BEEN ASKED TO APPEAR BEFORE YOU AND PRESENT TESTIMONY REGARDING THE TRAINING PROVIDED FOR PENNSYLVANIA STATE POLICE CADETS.

IN ORDER TO BE APPOINTED AS A STATE POLICE CADET, APPLICANTS MUST SUCCESSFULLY COMPLETE THE FOLLOWING STEPS:

1. SUBMIT AN APPLICATION MEETING GENERAL AGE, RESIDENCY AND EDUCATIONAL REQUIREMENTS.
2. PARTICIPATE IN THE QUALIFYING EXAMINATION, WHICH INCLUDES WRITTEN AND ORAL EXAMINATION COMPONENTS.
3. PARTICIPATE IN PHYSICAL FITNESS TESTS, INCLUDING A URINALYSIS AND DRUG SCREENING.
4. UNDERGO A POLYGRAPH EXAMINATION.
5. SUBMIT TO A THOROUGH BACKGROUND INVESTIGATION, WHICH INCLUDES A CRIMINAL HISTORY CHECK.

6. UNDERGO A MEDICAL EVALUATION WHICH IS REVIEWED BY THE STATE POLICE MEDICAL OFFICER.
7. COMPLETE A PSYCHOLOGICAL EVALUATION. THE STATE POLICE PSYCHOLOGIST ADMINISTERS THE MMPI-2, EVALUATION AND REVIEWS THE RESULTS. HE MAKES A DETERMINATION AS TO THE NEED FOR FURTHER EVALUATION.

APPLICANTS WHO ARE SUCCESSFUL THROUGHOUT ALL PHASES OF THIS PROCESS WILL BE ELIGIBLE FOR APPOINTMENT TO THE NEXT AVAILABLE CADET CLASS.

FURTHER DETAILS REGARDING THIS APPLICATION PROCESS ARE CONTAINED IN THE HANDOUT, "PENNSYLVANIA STATE POLICE, CADET GENERAL INFORMATION," THAT HAS BEEN PROVIDED TO YOU THIS MORNING.

THE PENNSYLVANIA STATE POLICE, BUREAU OF TRAINING AND EDUCATION, PROVIDES CADET TRAINING AT OUR ACADEMY IN HERSHEY. THE VAST MAJORITY OF THE CURRICULUM IS DELIVERED BY EXPERIENCED STATE POLICE INSTRUCTORS AND IS SUPPLEMENTED BY GUEST LECTURERS AND OTHER EXPERTS.

CADET BASIC TRAINING CONSISTS OF 1,147 HOURS OF INSTRUCTION OVER A 28-WEEK PERIOD. THE CURRICULUM IS COMPRISED OF CRIMINAL LAW, TRAFFIC

LAW AND CRASH INVESTIGATION, SELF-DEFENSE TECHNIQUES, FIREARMS PROFICIENCY AND AN INTENSIVE PHYSICAL CONDITIONING PROGRAM. THE CADETS RECEIVE A COMPREHENSIVE EMERGENCY VEHICLE OPERATION PROGRAM THAT STRESSES THE IMPORTANCE OF OFFICER AND CITIZEN SAFETY DURING PURSUIT AND APPREHENSION.

THE IMPORTANCE OF INTERPERSONAL RELATIONSHIPS IS EMPHASIZED WITH SUBJECTS SUCH AS TACTICAL COMMUNICATION, POLICE ETHICS, SEXUAL HARASSMENT, POLICE STRESS, CULTURAL AWARENESS AND INTERPERSONAL COMMUNICATIONS.

SINCE THE PENNSYLVANIA STATE POLICE IS A PARAMILITARY ORGANIZATION, A MILITARY ATMOSPHERE IS MAINTAINED AT THE STATE POLICE ACADEMY. THE CADETS ARE REQUIRED TO PRACTICE MILITARY COURTESY AND DISCIPLINE. THEY ARE PREPARED TO WORK IN AN ENVIRONMENT WHERE THEY WILL BE EXPECTED TO ADHERE TO A HIGH STANDARD OF CONDUCT. THEY LEARN THAT THEY WILL BE HELD ACCOUNTABLE FOR THEIR ACTIONS, BOTH ON AND OFF DUTY.

CADETS RESIDE AT THE ACADEMY DURING THE TRAINING PROGRAM AND ARE PERMITTED TO GO HOME ON WEEKENDS IF THEY ARE NOT ON ASSIGNED DUTIES. AS PART OF CHARACTER BUILDING, CADETS ARE REQUIRED TO PERFORM KITCHEN POLICE, STABLE DUTIES AND HOUSEKEEPING CHORES IN THEIR LIVING

QUARTERS AND SURROUNDING AREAS. THE PENNSYLVANIA STATE POLICE ACADEMY IS A STRESS ACADEMY, IN THAT STRESS IS STRATEGICALLY APPLIED TO THE CADET IN ORDER TO DEVELOP A DECISION-MAKING MIND-SET.

THE ACADEMY TRAINING CULMINATES WITH A SCENARIO WEEK IN WHICH CADETS ARE EXPOSED TO REAL-LIFE SITUATIONS PORTRAYED BY FIELD PERSONNEL WHO ARE BROUGHT IN FOR THAT PURPOSE. THE CADETS ARE EVALUATED ON HOW THEY ARE ABLE TO HANDLE MOCK POLICE INCIDENTS THAT REQUIRE USING THE KNOWLEDGE, SKILLS AND ABILITIES THAT THEY HAVE ACQUIRED DURING TRAINING.

UPON GRADUATION FROM THE ACADEMY, THE FIELD TRAINING OFFICER PROGRAM PROVIDES A TOTAL OF 60 WORKING DAYS OF TRAINING IN THE FIELD, TO SUPPLEMENT THE BASIC TRAINING. THIS PROGRAM IS AN EXTENSION OF BASIC TRAINING WHEREBY THE ACADEMY INSTRUCTION IS SUPPLEMENTED BY EXPOSURE TO LIVE INCIDENTS WHILE UNDER THE SUPERVISION OF AN EXPERIENCED TROOPER. THIS PROGRAM PROVIDES THE TROOPER-TRAINEE WITH THE PRACTICAL EXPERIENCE NECESSARY TO DEVELOP APPROPRIATE ATTITUDE, JUDGEMENT AND SELF-CONFIDENCE WHICH ARE ESSENTIAL IN PERFORMING THE DUTIES OF A STATE TROOPER.

THANK YOU, MR. CHAIRMAN. I WILL BE HAPPY TO ADDRESS ANY QUESTIONS ON THIS SUBJECT THAT YOU OR ANY OF THE COMMITTEE MEMBERS WOULD CARE TO POSE.