

Missoula Police Department - Training Enhancement Justification

The requirement for effective training in law enforcement is constantly increasing. Costs continue to skyrocket steadily increasing training and travel expenses. Not only have costs gone up, the training necessary for officers to maintain the appropriate level of proficiency and knowledge has increased. Historically, an officer would attend MLEA and that training would carry them until they transitioned from Patrol to Detectives. We have learned that the officers assigned to Patrol duties for extended periods of time are unable to rely upon just their Academy training. Additionally, as the department grows, not all officers have the opportunity or desire to transition to Detectives. As a result we have developed a comprehensive training strategy that outlines training goals based on years of service as well as current assignment. The training program will ensure all officers receive on-going professional development and employment-related training throughout their careers.

We plan to accomplish this through a mix of MPD instructors and professional outside instructors to ensure that officers receive the most relevant and up to date instruction possible. Both the Patrol and Detective Divisions have identified minimum training requirements for an officer entering the divisions. For Patrol the courses are time phased and for Detectives the courses are necessary upon entry into the division. The current level of funding for the department does not cover the total required training costs necessary to achieve and maintain the appropriate level of training.

The department has identified three time-phased levels of training necessary to develop Patrol officers to meet the demands of their positions.

Identified Training Needs & Costs – Patrol Assignments

1. Core training – 2-5 years patrol assignment - **\$48,559.00**
 - a. Advanced Roadside Impaired Driving Enforcement
 - b. Basic Interview
 - c. Tactical Medical
 - d. Basic Crime Scene
2. Intermediate Training – 4-6 years patrol assignment - **\$16,058.00**
 - a. Enhanced Patrol Techniques
3. Advanced Training – 5+ years patrol assignment - **\$24,410.00**
 - a. IGO Leadership
 - b. Advanced Patrol

Total Costs for Identified Training Needs
\$89,027.00 annually

Identified Training Needs & Costs – Detective Assignment

1. Initial training requirements – first two years of detective assignment:
 - a. New Detective/Criminal Investigations
 - b. Death/Homicide Investigations
 - c. Forensic/Child Interview
 - d. Basic/Advanced Interview
 - e. Crime Scene

Total Costs for Identified Training Needs (Detective)
\$34,953.00 annually

Identified Training Needs – Department Instructors

1. While many of these trainings are conducted by outside agencies/vendors, Missoula Police Department also plans to utilize our certified instructors to provide ongoing training in their specialized areas. While this is cost effective training, there are still associated costs. A few of those topics are listed below
 - a. Crisis Intervention Training: 3 officers per year/ 40 hours each – 120 hours
 - b. Defensive tactics: 114 officers per year/10 hours each – 1140 hours
 - c. Firearms: 114 officers per year/10 hours each – 1140 hours
 - d. Less Lethal Devices: 114 officers per year/4 hours each – 456 hours
 - e. Emergency Vehicle Operations: 65 officers per year/8 hours each – 520 hours
 - f. Implicit Bias: 114 officers per year/4 hours each – 456 hours
 - g. Use of Force & De-escalation: 114 officers per year/4 hours each – 456 hours
 - h. Civil disturbance: 100 officers per year/4 hours each – 400 hours

Total Training hours
4688 hours annually

Identified Training Needs - Overtime Costs

1. We estimate 70% of this training can be accomplished with regular time. The other 30% will require overtime for hiring back officers to cover shifts for those instructing as well as those attending training.
 - a. Average overtime cost per officer is \$55.00 per hour
 - b. 30% of 4688 hours = 1406
 - c. Overtime hours multiplied by \$55.00 average per officer = \$77,352

Total Costs for Identified Training Needs (Overtime)
\$77,352.00 annually

Total Training Budget Enhancement for all areas:

\$201,332.00