



CLEET

Council on Law Enforcement Education and Training



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May Training Initiative

Register for the May Training Initiative now. This will be held at NSU Broken Arrow on May 13-16, 2014. You will be able to complete all of your continuing education requirements, including your firearm requalification and your mental health hours. Login to the CLEET Continuing Education page to view the courses that are being offered.

Location: NSU - Broken Arrow - Liberal Arts Building - 3100 East New Orleans Street, Broken Arrow.

Firearm Requalification May 14 & 15 - Broken Arrow Range

[Click here to login.](#)

A few more classes will be added in the coming weeks.

DIRECTORS UPDATE

Oklahoma Sheriff's and Peace Officers Association Annual Conference

The 100th annual Sheriff's and Peace Officers' Association Training Conference and Expo was held February 19-22 at the Reed Center in Midwest City. This year's conference was the first to be held at the Reed Center and attendance was up with over 200 registrants. This year's conference included multiple training courses that ranged from the national Below 100 traffic safety program and the popular Sovereign Citizen course to the traditional Legal Update. During the 3 days of classes CLEET recorded 432 training entries. In addition to the classroom training, 135 current and retired officers completed their annual firearms requalifications.

On Friday evening the annual banquet was held with KWTN News 9's Tammy Payne donating her time as master of ceremonies. A large number of officers were presented awards for the Medal of Valor, Meritorious Service and OSPOA Commendation. In a very moving moment, two families were presented the Medal of Honor for Washita County Deputy Douglas Hanna and Okfuskee County Deputy David Alford who lost their lives in traffic collisions while responding to calls. Director of Public Safety Michael Thompson presented the keynote address to the attendees and inspired everyone with his comment, "Officers are not paid for what they do, but what they are willing to do."

On Saturday, the Prayer Breakfast was outstanding with Oklahoma City Chaplain Greg Giltner officiating the program. The Prayer Breakfast was followed by the General Business Session. CLEET's Chris Sutterfield was named the President of the OSPOA for 2014. During the four days of the conference a total of 15 guns were given away as door prizes along with a large number of other gifts.

CLEET - DEFENSIVE TACTICS INSTRUCTOR

Steven Lanier is CLEET's newest Defensive Tactics Instructor. He began his career in Law Enforcement in 2004 at the Oklahoma County Jail. In December of 2004 he joined the Valley Brook Police Department. In 2007 he began working at Blanchard Police Department, where he was able to receive an extensive amount of training and worked his way up to Lieutenant. Some of his training included N.A.R.C. Assault, F.T.O., K-9 and several other special skills.

In 2011 Steven was hired at the Chickasha Police Department, during his time there he was able to attend Defensive Tactics Instructor training.

In December 2013 he was hired at CLEET to put that Defensive Tactics training to use as a full-time instructor. He is looking forward to passing on his experience and training Oklahoma Peace Officers.

NEW COUNCIL MEMBERS

The CLEET Council recently added two new members. Sheriff John Christian of Pontotoc County, and Chief Russell Frantz of the Shawnee Police Department

ONLINE TRAINING

CLEET is adding four new on-line courses supplied to us through the International Association of Directors of Law Enforcement Standards and Training (IADLEST) through their NLEARN program. The courses range anywhere from 1 hour to 40 hours:

- Law Enforcement Disaster Preparedness; 1 hour by TargetSolutions
- Traffic Occupant Protection Strategies (TOPS); 8 hours by Texas A&M
- Basic Property Technician; 2 days by Texas Engineering Extension Service
- Basic Criminal Investigation; 40 hours by Texas A&M

The link to the NLEARN site is: <http://www.iadlest.org/Projects/NLEARN.aspx>

LIVE - ONLINE TRAINING

CLEET has 3 upcoming courses being offered through "GoToTraining", and more will be scheduled soon.

This training allows you to access the course from any computer that has speakers or a headphone/microphone jack.

To enroll, simply follow the traditional method for enrolling in a CLEET class by logging in at "CLEET Training."

Once you enroll you will be provided a link that will take you to GoToTraining for enrollment. You must click on the link that is located in the email that you will receive on the bottom of the CLEET enrollment page.

Please take advantage of this and see how easy it is to obtain CLEET training.

- Campus Stalking - March 12 - 1 hour CLEET credit - Instructor - Steve Emmons - 7:00 p.m.
- Conflict Resolution - March 19 - 1 hour CLEET credit - Instructor - Steve Emmons - 7:00 p.m.
- Leadership and Change - April 23 - 1 hour CLEET credit - Instructor - Steve Emmons 2:00 p.m.

ADJUNCT INSTRUCTORS

Appeal to All Oklahoma Law Enforcement Agencies:

In recent months, CLEET has experienced a sharp decline in the number of adjuncts that have been able to assist with Basic Academy Training. Part of this decline is due to the severe weather crisis that we have experienced. All areas of training are experiencing these shortages; however, our skills classes in particular have been deeply affected. In addition to the needs for adjunct instructors, we need assistance in conducting practical exercises during the last week of an academy. Since these practical exercises have been added to the curriculum we have received great reviews from the students, commenting that they are able to put into practice the skills that they have learned during the 15 weeks of training.

Upcoming Practical Dates:

- April 15 - 1:00 - 6:00
- April 16 - 7:00 - 6:00
- April 17 - 7:00 - 12:00

CLEET provides housing and meals for persons assisting with training during a basic academy class. In addition, certified peace officers receive 8 hours of continuing education every year that they assist for at least 8 hours in basic academy instruction.

The needs in each of the areas are listed below:

Firearms Training – The recommended ratio of instructors to students is 1 to 5 during the daytime and 1 to 3 for night fire. We generally have 35 to 40 students on the range at any one time. CLEET employs 5 fulltime firearms instructors at the current time which, with one in the tower, allows us to train 15 people at a time (following the above ratio) safely. The remainder of the instructor staff is made up of adjuncts or are non-instructor Line Safety Officers who watch for range safety violations. It should also be noted that we commonly split the class in half with those not on the handgun range receiving training on shotgun and handgun handling skills, etc. Although this configuration keeps students engaged it removes at least one of our full time instructors from the handgun range, further pushing our instructor to student ratio's.

The problem with our need for adjuncts on the firearms range is not a new one. We are constantly challenged with maintaining a safe ratio which recently has been increasing. We may be pressed into reconsidering the training conducted at the range and altering the curriculum to maintain a proper ratio. We have had great success at qualifying nearly 100 percent of firearms students and do not want to make adjustments to our current firearms training.

Law Enforcement Driving Training – we generally have between 12 and 15 vehicles operating during LEDT training. Each vehicle has one instructor and up to three students participating to complete the training in the required time. CLEET employs 7 full time LEDT instructors (some of which are teaching other courses at the time of LEDT due to our operating two basic academies at the same time, 12 months out of the year). Generally, we will need 8 to 12 adjuncts in every class.

Practical Exercises – during the final week of academy instruction, we provide 20 yours of practical exercise, hands on training, to the students. We will conduct 6 to 10 scenarios (based upon the number of personnel that we have available). Each scenario requires from 2 to 4 actors along with an officer to critique the students. That adds up to a minimum of 18 persons that are needed to assist with the training.

Other Instructors – it is our desire to have three or four instructors who can teach in each block of training provided in the basic academy. This would allow us to have several backups available to assist with instruction.

THANK YOU

CLEET would like to thank all of the LEDT instructors that came on such short notice for the A140 LEDT session, we could not have successfully trained that academy if it weren't for you.

Brian Wofford - Midwest City, Jody Suit - Midwest City, Kevin Rhoads - Purcell, Jimmy New - Purcell, Chris Coker - Purcell, James Nail - Purcell, J.R. Kidney - Tecumseh, Kelly Kent - Tecumseh, Josh Lenz - Tecumseh, Tom Pringle - Shawnee, Steve Leader - Shawnee, Andy Navid - Durant, Adam Walker - Ramona, Mike Malinson - Tecumseh, Jesse McCord - Tecumseh - Jesse Petty - Durant, Richard Ezell - Durant - Jason Crouch - Shawnee, Justin Smith - Chickasaw Lighthouse, Daimon Alexander - Oklahoma City, Dan Stow - Oklahoma County, John Webb - Duncan

DID YOU KNOW?

State law requires agencies to notify CLEET within thirty (30) days if an officer resigns while under investigation. 70 O.S. 3311 (K) (8).

Failure to submit Notice of Employment form may disqualify an agency from participating in training programs. 3310 (I) (1).

O.A.C.390:10-1-3 – All agencies are required to report employments and terminations within ten (10) days on the current Notice of Employment form. Cadets are now required to sign Promissory Notes when they enter the CLEET Academy. The Notification of Employment is an important document used to establish employment and days credited.

Accreditation – Agencies that conduct in-service training are required to submit an Accreditation Form with Instructor's information to CLEET for CLEET training credit. As of January 1, 2012 Course Accreditation will be for a period of 3 years instead of 1 year. [Click here for accreditation information.](#)

Training that does not require accreditation and is taught by someone other than CLEET, such as the Justice Department, FEMA, Federal Law Enforcement, BIA, Online and etc, requires a Report of Training Form to accompany the roster or certificate.

The new SDA concealed carry permit curriculum is available to licensed SDA instructors. Please email breanna.atkeson@cleet.state.ok.us for your copy. You will need to provide your name and SDA instructor number. The staff at CLEET thanks all of the people who assisted with the revision, including, but not limited to: Thomas B.W. Nation, Miles Hall, Jack Ostendorf, Dean Vassilakos, B. Branch, and Mike Miller.

Several universities are now giving credit or determining if they can give credit for time spent in the CLEET Basic Academy, and the Law Enforcement Terrorism Certification Program—Basic, Intermediate and Advanced Certification. If you are interested in gaining college credit for CLEET training hours, talk to your university and if they are giving this credit, you can request your training record from CLEET and submit it to your university.

Any adjunct instructor seeking compensation, should work diligently with CLEET to get contracts turned in no less than 60 days prior to the course that they are seeking payment for.

All emails sent and received by CLEET employees are considered property of CLEET and may be subject to disclosure to the public pursuant to the Oklahoma Public Records Act.

CLEET STAFF RECOGNITION



Ricky Doyle - Maintenance Technician

Ricky Doyle (R.D.) was born in Nosh Missouri in 1956 and soon after moved to Texas. He attended school in Wichita Falls and Iowa Park, Texas. R.D. met his wife Adrianna Lancaster while she was attending Grad School in Denton, Texas. They were married on October 04, 1997. Adrianna was from Ada originally so as husband and wife they relocated to Ada, Oklahoma.

R.D. has a interesting work history. He has worked in several factories producing things such as, PVC and poly poe, steel tanks and printing shops. He learned to be a butcher from his father and worked in that in that industry doing everything from working in the feedlot to the grocery store. He has worked in two different aircraft part facilities doing repairs to quality control.

His longest employment was with a company called Tetra Park, which is a Swedish company that produces juice boxes. He started with them in 1984 as temporary help preparing for the opening of the only factory to be built in the U.S. He was hired on as a full time employee after three months and began learning the commercial printing business. After 5 years he was promoted to lead pressman. In 1996, the company needed someone to go to China to help install a new printing press and get it running and printing. R.D. took on this job and was also tasked with training the Chinese pressman on the new equipment and getting their first production complete. It was supposed to be a two month job but took three. R.D. was invited back later that year for the official plant inauguration, with the stipulation that he stay two more months. It was one of the best experiences of his life! He was there long enough to get on the local level and really see and experience China. He also traveled to Mexico for plant training. R.D. left Tetra Park after 19 years and took a five year vacation from work to enjoy life on the golf course, and to go fishing. After those five years R.D. decided it was time to go back to work and he joined a air craft parts company and worked in quality control doing stress tests on parts to make sure they met specifications, he stayed with that company four years.

R.D. started at CLEET on June 27, 2012, where he works in the Maintenance Technician and helps maintain our training facility and grounds.

BASIC ACADEMY

- 1402 March 27 - May 28 (FULL)
- 1403 May 13 – August 29 (FULL)
- 1404 August 6 – November 14 (LIMITED ENROLLMENT)
- 1405 November 5 - END DATE TBD

No one will be scheduled or confirmed for an academy until all paperwork is completed and received by CLEET. The reading, writing and comprehension test is a prerequisite for admission into the CLEET Basic Academy. For testing information [click here](#). New hire full time non-certified officers must take this test within 90 days of hire.

REFRESHER

- 14 Refresher 2 - June 9 – 20
- 14 Refresher 3 - September 22 – October 3

CIA ACADEMY

- CIA 61 - NSU - Broken Arrow April 21 - May 9 (FULL)
- CIA 62 - Forensic Science Institute - UCO, Edmond - June 2 - June 20 - (FULL)
- CIA 63 - CLEET - Ada - September 29 - October 17

LEDT INSTRUCTOR SCHOOL

- October 20-24



FIREARMS INSTRUCTOR SCHOOL PHASE II , III, IV & V

Phase II

- March 25 – 27

Phase III, IV, V

- July 16-27



UPCOMING CONFERENCE'S

OGIA 18th Annual Gang Conference - June 13 - 16, 2014 - The Tower Hotel - OKC

OACP 2014 Training Conference - June 16 -18, 2014 - Embassy Suites - Norman, OK

A-ONE 25th Annual Training Conference - August 5 - 8, 2014 - Hard Rock Hotel / Resort - Catoosa, OK

OSA Annual Training Conference & Exposition - Sheraton (Reed Center) Midwest City, OK

OPEN MEETINGS

Council On Law Enforcement Education and Training Meeting

- April 16, 2014 - OACP - 10:00 a.m.
- October 15, 2014 - OSBI Forensic Science Center

Advisory Council Meeting

- April 03, 2014 - CLEET - Courtroom A107 - 10:00 a.m.
- July 10, 2014 - CLEET - Courtroom A107 - 10:00 a.m.
- October 2, 2014 - CLEET - Courtroom A107 - 10:00 a.m.

Public Hearing on Proposed Rule Changes

- March 10, 2014 - CLEET - Courtroom A107 - 10:00 a.m.

Curriculum Review Board Meeting

- May 13, 2014 - CLEET - Courtroom A107 - 10:00 a.m.
- July 8, 2014 - CLEET - Courtroom A107 - 10:00 a.m.
- September 9, 2014 - CLEET - Courtroom A107 - 10:00 a.m.
- November 4, 2014 - CLEET - Courtroom A107 - 10:00 a.m.

Drug Dog Advisory Council Meeting

- April 10, 2014 - OBNDD - Courtroom A107 - 10:00 a.m.
- July 17, 2014 - CLEET - Courtroom A107 - 10:00 a.m.
- October 09, 2014 - CLEET - Courtroom A107 - 10:00 a.m.

Bomb Dog Advisory Council Meeting

- July 17, 2014 - CLEET - Courtroom A107 - 10:00 a.m.
- October 09, 2014 - CLEET - Courtroom A107 - 10:00 a.m.

Polygraph Examiners Board Meeting

- April 18, 2014 - CLEET - Courtroom A107 - 10:00
- July 25, 2014 - CLEET - Courtroom A107 - 10:00
- October 17, 2014 - CLEET - Courtroom A107 - 10:00

Private Security Advisory Committee Meeting

- June 12, 2014 - CLEET - Courtroom A107 - 10:00 a.m.
- September 18, 2014 - CLEET - Courtroom A107 - 10:00 a.m.
- December 11, 2014 - CLEET - Courtroom A107 - 10:00 a.m.

DAILY PHYSICAL TRAINING

Officers, deputies, and agents attending a CLEET Basic Academy will now be required to spend the last 30 minutes of each training day participating in various forms of light exercise and stretching. Physical Training during the Academy has been designed by CLEET staff that are certified Law Enforcement Fitness Specialists and Master Fitness Instructors by the Cooper Institute.

Physical fitness exercises that students will be participating in are:

- Power walking/Light Jog (Equivalent to a 20 minute mile)
- Basic Jumping Jack, Body weight squats (Slow count of 3 seconds down / 3 seconds up) Walking lunges
- Bear crawls
- Planks and/or crunches
- Pushup

Other exercises that will be done may include various portions for the actual CC/DT block such as patterns of movement, step and drag drills, officer survival drills and much more.

The goal is to take this 30 minutes each day and:

- Help better prepare each cadet for the upcoming training in CC/DT
- Allow them to have a small amount of extra time in order to help increase their knowledge in officer safety techniques
- Bring those who are lacking in physical conditioning to a higher level of self awareness and prepare them for the academy
- Possibly instill better eating and physical fitness awareness for their future in L.E.
- Possibly reduce injuries here at the academy as well as on the job related injuries and illness

ALERRT Program

We are accepting requests for ALERRT Courses. If your agency would like to host an ALERRT course please email Briana Tully - briana.tully@cleet.state.ok.us

The Homeland Security grant directing CLEET to provide active shooter training is progressing better than we had expected. There are classes being held across the state and the officers that have attended are expressing their support for the program. We have classes scheduled four months in advance and they are available for registration on the CLEET website. Over 2000 officers have been trained in the ALERRT End User courses and we have trained over 90 ALERRT instructors. The classes are two day sessions with 16 hours of CLEET continuing education credit. [Click here to login and enroll in an ALERRT course near you.](#)

Upcoming ALERRT Courses

March 21 - 22 - Durant

March 20 - 21 - Ft. Gibson

March 29 - 30 - Wynoka

March 29 - 30 - Midwest City

May 17 - 18 - Davis

June 11 - 12 - Owasso

June 18 - 19 - Miami

June 28 - 29 - Yukon

July 26 - 27 - Yukon

RESERVES ENTERING FULL-TIME SERVICE

Beginning January 1, 2014, any reserve peace officer who has completed the two-hundred-forty-hour reserve peace officer certification program, and who has been in active service in that capacity in the past two (2) years, shall be eligible to attend a three-hundred-sixty-hour basic full-time training academy upon commissioning as a full-time peace officer.

CLEET is preparing the final curriculum for the upcoming new Bridge Academy for 240-hour reserve to full time peace officer. The first Bridge Academy, A1402, is scheduled to open on March 27th with a graduation date of May 28th. We are excited about this opportunity to provide our law enforcement agencies and officers with an efficient method of transitioning from reserve to full time. The format of the academy will match the current full time academies with the exception that officers will receive credit for the hours of training that they received in their basic reserve academies. When you add in the experience that they have received during their tenure as reserves and the annual firearms requalification and other training, it was apparent that CLEET needed to add this method of certification.

It has not been an easy project as the curriculum has been examined closely to make sure that we are covering all of the necessary materials. CLEET staff has been challenged to continue normal operations with academy training while having this added responsibility. However, after working through these initial issues, CLEET and our agencies/officers will receive the benefits of a quicker turnout of officers who qualify for these academies. We look forward to the future of these academies and are always seeking ways to become more efficient.

SATELLITE OFFICE

CLEET has a satellite office in Claremore at Rogers State University 1701 W Will Rogers, Prep Hall - Room 106. Tami Burnett will be officing there and it will be open to LE officers, security personnel and the general public if they want to come by on Mondays and Wednesdays from 8:00 a.m. to 12:00 p.m. beginning September 2nd. Tami Burnett is also handling accreditations now and you can email her at tami.burnett@cleet.state.ok.us or call 405-546-0159.

All accreditation request forms/documents can be emailed to tami.burnett@cleet.state.ok.us

PRIVATE SECURITY

The Private Security Division would like to remind you that licensees need to check their insurance and the expiration of their license, since we now issue a 3 year license. Failure to maintain insurance may result in a fine and/or suspension of a license. Licensees also need to keep CLEET updated on address changes, this too could result in a fine.

If you would like to be fingerprinted for a Private Security license, please call at least a day ahead to ensure that CLEET will be able to do the fingerprinting in a timely manner.

TRAINING OPPORTUNITIES

Online training for CLEET credit can now be obtained through the Federal Law Enforcement Training Center (FLETC) website. Please click on the following web <http://www.acadis.net/fletc/> .

Once at the site, those who maintain a CLEET certification and are active law enforcement officers can register for an account to access 200 courses funded by FLETC (free to the departments). After completing the short registration form, LETN will follow-up with an e-mail/phone call to the agency head or supervisor to confirm the provided information. Access to the training should be granted within a few days. Until further notices, print, scan or forward certificates received from LETN training to CLEET so we can properly credit (e-mail [preferred], fax, or mail) training records.

Basic Instructor Development

03-24 / 03-27 - Idabel - Kiamichi Tech Center
05-19 / 05-23 - McAlester - EOSC

Behavior Analysis Interview Tech: Diagnostic

03-24 / 03-27 - Idabel - Kiamichi Tech Center

Crime Scene Investigation

04-10 - Woodward - High Plains Technology Center

Dealing With L.E. Depression and Suicide

03-20 - Murray County OSU Extension Office

Drug Trends and Identification

03-27 - El Reno - El Reno P.D. Public Safety Building

Drugs That Impair Driving

05-29 - Idabal - Kiamichi Technology Center

DUI Detection and SFST

03-24 - 03-26 Lindsay Training Center

Interviews & Interrogation

04-07 / 04-08 Great Plains Technology Center

Intimate Partner Terrorism (MH)

03-25 - Southern Oklahoma Technology Center

Human Relations For Peace Officers

04-01 - Chickasha - Canadian Valley Tech Center

Flying Armed/Terrorism

04-08 - Madill - Marshall County S.O.

Leadership and the New Leader

03-20 - Bartlesville - Oklahoma Wesleyan University

Media Relations

03- 04 - Pryor - Northeastern Area Technology Center

OK Vehicle/ Trailer/ Heavy Equipment Theft

03- 27 - El Reno - El Reno P.D. Public Safety Building

Outlaw Motorcycle Clubs

04-01 - Cushing Public Safety Center

Robbery Investigations

03-25 - Choctaw - Eastern Ok County Tech Center

SFST Refresher with Alcohol Workshop

05-06 - Durant P.D.

Sovereign Citizens

03-20 - Sulphur - Murray County OSU Extension Office

05-14 - Ada - CLEET

Stress Behind The Badge (MH)

03-20 - Sulphur - Murray County OSU Extension Office

Tactical Mindset/Officer Safety

05-13 - NSU - Broken Arrow

Traffic Death Investigations

04-16 - Ada - CLEET

Trace Investigations

04-28 / 04-29 - Ardmore - Southern Okla Technology Center

2Much2Lose (MH)

04-16 / 04-17 - Tulsa Technology Center - Peoria Campus

IMPAIRED DRIVING TRAINING

ARIDE

- March 20 - 21 - Weatherford, OK - Weatherford City Hall, W. Rainey Ave., Room 522 - 8:00 - 5:00
- April 2 - 3 - Altus, OK - Western OK State College, 2801 N. Mains St. - 8:00 - 5:00
- April 2 - 3 - Dewey, OK - To Be Announced
- May 1 - 2 - Seminole, OK - Gordon Cooper Technology Center, Conference Room - 8:00 - 5:00
- May 13 - 14 - Broken Arrow, OK - Northeastern State University - 8:00 - 5:00
- May 14-15 - Duncan, OK - Criminal Justice Center - 8:00 - 5:00

STANDARDIZED FIELD SOBRIETY TESTING (SFST)

- March 24-26 - Lindsay, OK - Lindsay Police Training Center - 8:00 - 5:00

STANDARDIZED FIELD SOBRIETY TESTING (SFST) with Alcohol Workshop

- May 6 - Durant, OK - Durant Police Department Training Room 1:00 - 9:00

DRUGS THAT IMPAIR DRIVING (DUID)

- May 27 - Durant, OK - Durant, OK - Durant Police Department Training Room 8:30 - 5:00

DRUG RECOGNITION EXPERT (DRE)

- April 14 - 25 OKC & Tulsa - see on CLEET website.

If you would like to host an ARIDE course at your department contact:

Vonnie Houser

CLEET Impaired Driving Training Coordinator

405-239-5173

vonnie.houser@cleet.state.ok.us



Dave Smith Presents...

The Winning Mind™



Yukon, Oklahoma
Wednesday, April 9, 2014
8am-4pm
Only \$99 per person

Hosted By:
Yukon
Police Department



Training Site Address:
Yukon Fine Arts Auditorium
800 Yukon Ave
Yukon, Oklahoma

Sponsored by:



"In 25 years this is the best class I've ever attended! I'll be telling my entire agency about 'The Winning Mind' and Dave Smith!"

Don't Just "Survive" Train to Lead and Learn to WIN!

Dave "J.D. Buck Savage" Smith first presented *The Winning Mind* in 1987. Since then it has evolved into one of the most remarkable training experiences that law enforcement personnel will ever attend. By looking at the key components of peak performance, including who survives and why, the roles that optimism, risk and bureaucracy play in our personal and professional lives, and how individuals and organizations can make themselves truly resilient, Dave presents an entertaining & inspiring program designed to help everyone, regardless of their experience, optimize their odds of *winning* any confrontation while "**winning**" at life! Call us at **855-WIN-MIND** or visit www.jdbucksavage.com for more information!

Course Objectives:

The Winning Mind is updated continuously and can be attended by anyone who works in a law enforcement agency. In his unique, energetic style, Dave Smith gives men & women the mental edge they need to not only face threats on the street but also manage the stresses they may confront in their daily lives, both on and off duty. In this multi-media session, Dave will discuss:

- What makes someone a "winner?"
- Why the term "survival" is minimalistic and we must train to **WIN!**
- Understanding the role beliefs play in winning
- What is true "**optimism**?"
- The science of crisis decision making
- The "**Not Today**" mindset, every day, on every shift
- The role of "Warrior Ethos" in all aspects of law enforcement.
- Understanding your own **Risk Thermostat**.
- Maintaining optimism in a bureaucratic world
- Preventing panic, the "archenemy of survival"
- Being truly **resilient** after a setback!

This course is perfect for everyone in your agency from management to recruits, from sworn to civilian, from patrol to investigations, from prosecutors to correctional officers, Dave Smith's *The Winning Mind* has something for everyone! Don't miss this great event!

REGISTER NOW!

Website: www.regonline.com/DaveOK2014

Email: kodonnell@pg-ti.com

Phone: (847)875-3620

"Dave Smith and 'The Winning Mind' are why I'm alive today."

WWW.JDBUCKSAVAGE.COM

**Develop YOUR
Winning Mindset!**

From the Peace Officer Records Division:

Please be advised that due to recent rules and legislative changes, the records division staff may be required to ask for additional information before releasing or changing officer records. Agencies doing pre-employment backgrounds requesting individual profiles must submit a written request for an individual's profile along with a signed release of information form from the individual they want to hire.

One of the most critical changes is firearms requalification rosters are now due **by December 31**. Please be reminded that training rosters for mandated training should be submitted as soon as training is conducted.

Submit your firearms and continuing education rosters within 10 days of course being taken! In the previous years CLEET has allowed for rosters to be submitted until January 25th of each year. This will not happen! Notice of Intent to Suspend letters will be mailed in January and Notice of Suspensions will be mailed in February.

CLEET is developing a spreadsheet reporting platform for the new agency requirement that every law enforcement agency employing police or peace officers in this state **shall submit to CLEET on or before October 1** of each calendar year a complete list of all commissioned employees with a current mailing address and phone number for each such employee. Because the statute does not become effective until November 1, 2013, the first deadline for this information is October 1, 2014.

CLEET offers electronic spreadsheet reporting for continuing education and firearm qualification rosters. It is very easy! For more information contact Linda Mosley, 405-239-5121 or Robbie Weathers, 405-239-5120.

Listed below are some of the significant rule changes which were promulgated and became effective July 13, 2013 that will have an impact on the peace officer records division staff.

CLEET Rule 390:1-1-6. Has been changed to require that individual records request must be received by mail or by facsimile. CLEET will no longer accept **email** requests for training records.

Agency requests for records will be accepted in on agency letterhead and received by U.S. Mail with original signature.

Records requests that are not submitted by the individual or a law enforcement agency for investigative purposes will require an Order to Compel and Protective Order for Materials Produced by CLEET. The Order must be certified by the issuing Court.

CLEET Rule 390:1-1-10. Requires an individual to submit certified documents in order to change a name in the CLEET database.

CLEET Rule 390:27-1-5. Removes the requirement for the full SSN to be submitted to CLEET on a firearms roster. Allows individual to provide last four of the SSN or their CLEET Number. **This rule also includes a deadline of December 31, of each year to submit training that was conducted during that calendar year.**

Listed below is a summary of significant statutory changes related to CLEET's peace officer records division. Unless otherwise specified, the new laws take effect **November 1, 2013**.

70 O.S., § 3311 (I) Requires that every law enforcement agency employing police or peace officers in this state **shall submit to CLEET on or before October 1** of each calendar year a complete list of all commissioned employees with a current mailing address and phone number for each such employee.

70 O.S., § 3311 (Q) Is new language that requires all peace officers, reserve peace officers and tribal peace officers to maintain with the Council current residential addresses and shall notify the Council, in writing, of any change of name. Notification of change of name shall require certified copies of any marriage license or other court document which reflects the change of name. **Notice of change of address or telephone number must be made within ten (10) days of the effective change.** Notices will not be accepted over the phone.

Motivating a Four Generation Workplace – Why Can't We All Just Get Along

Assistant Director - Charles Gerhart

Monday morning begins with a flurry of activity. A major deadline looms over the horizon and a key member of the project team, a member of the X Generation, needs to take several days off next week to attend a national fast-pitch softball tournament her daughter's travel team qualified to attend over the weekend. Your twenty-five year old rising star cannot understand why all the sit down meetings are necessary when a simple e-mail or text message is all he requires. The number two person in the agency, a Baby Boomer, can understand why Generation X feels the need to take time off, why the millennial cannot accept the need for sit down meetings on a regular basis, and oh by the way perhaps it is time for the Traditionalist to retire and let younger workers step in if they can't keep up.

A Multi-Generational Work Environment

While the above scenario may seem a bit over the top, similar incidents play out in organizations throughout the world on a daily basis. Today, global labor markets employ members from four generations including Traditionalists, Baby Boomers, Generation Xers, and Gen Y or Millennials. The various generations found within today's workforce offer organizations many creative opportunities and areas of concern as everyone attempts to navigate through the complexities existing within each generation. Understanding the unique characteristics generally found within each generational group is critical to relating with and addressing generational differences along with motivating the work force.

Traditionalists actually compose two generations (Silent and Veterans) born from 1900 – 1945 (Hammill, 2005; Lancaster & Stillman, 2005). Defining points in history for traditionalists include three major wars, World War I/II and the Korean War, the Great Depression, entry into the nuclear age, creation of Roosevelt's liberal democratic party, and the United Nations to name a few. Traditionalists learned to work together as a survival technique. They are hard working patriots, who maintain a strong belief in God and like to stay within their comfort zone. Technological advancements are an area of concern for traditionalists, requiring additional patience on the part of supervisors and management during transition periods. They respect the chain-of-command and prefer personal interaction to e-mails for communicative efforts. Most importantly, Traditionalists are loyal and possess a strong work ethic (Nelson, 2006).

We recognize the Baby Boomer generation as those individuals born between 1946 and 1964. As the largest generation in the workforce, the Baby Boomers have and will continue to dictate the course of history for some time to come (Dobbs, Healey, Kane, Mak & McNamara, 2007). Baby Boomers were heavily influenced by the prevailing technology of their time, television. Television broadened understanding for the Baby Boomers by opening the doors to events occurring throughout the world. Through television boomers learned about the Vietnam War, equal rights (ethnic and gender), the Watergate break-in, adventures in space (nonfiction and fiction - Star Trek), how to laugh and make fun of themselves (Laugh-in), and about the many heroes of the period. Baby Boomers are characterized as competitively optimistic workaholics given toward a hedonistic mindset. This generation is motivated by the opportunity to achieve personal successes, exciting professional and personal challenges, and opportunities to network with members of their profession (Nelson, 2006).

The "X" Generation encompasses those born from 1965 thru 1980 (Dobbs et al., 2007). Generation Xers represent the smallest number of potential workers found within the four generations (Lancaster & Stillman, 2005). They were born in a time wherein many households found both parents working, giving this generation the distinction as "latch-key" children (Hammill, 2005, p. 4). Multimedia experiences are a driving force behind Generation X. Through different media outlets, they witnessed the destruction of era icons and learned how to make a better life for themselves through individual efforts. Many Generation Xers entered the workforce after seeing their families devastated by divorce, only to then witness organizations downsizing or rightsizing.

Consequently, this generation is characterized as cynical toward those in power, yet they seek specific participatory relationships with management and a stimulating work environment. This generation prefers to see management and leadership based on abilities and not on purely longevity or relationships. They need constant feedback, but prefer to work in an autonomous setting. Xers can be very dedicated to their work but they must have balance in work and home, as they will not sacrifice family and recreation for work.

Members of Generation Y or Millennials were born from 1981 – 1999 (Dobbs et al., 2007). This generation is very technologically savvy. Nelson (2006, p. 4) reports the Millennials represent the “largest consumer group in the history of the United States.” The internet has had a profound impact on the Millennials, allowing them free access to information on a global/universal scale from their computer, smart phone or tablet. Unfortunately, this generation grew up witnessing incidents of violence in the classroom, workplace, in neighborhoods across the United States and other parts of the world. As a result, Millennials are concerned with workplace safety. We characterize them as the now generation, confident realists, extreme multi-taskers, and holding a belief that work should be fun (Nelson, 2006). While Millennials need direction from management or supervisors for assigned tasks, they are goal driven, motivated by group interaction, and require immediate feedback (Barford & Hester, 2011). Generation Y workers desire to be a part of motivated teams allowed to perform assigned tasks without management interference after receiving focused directions (Luscombe, Lewis, & Biggs, 2011). As the youngest generation, their current tendency toward workplace loyalty is non-committal, whereas they seek need fulfillment wherever the path takes them.

A review of the different characteristics of each generation offers insight into what may facilitate motivation in a particular individual. In order to determine the best course for work place motivation, we need to understand what creates motivation within an individual. Only then can we comprehend what it truly takes to work collaboratively with each other.

Motivational Theories

Motivators, irrespective of an individual’s placement within a generational society, derive from a desire to address needs. Maslow was the first to define human needs relative to the work place environment and McClelland sought to enhance Maslow’s effort by suggesting that our needs result from learned efforts. The current leading motivational theory, identified as self-determination, looks at intrinsic and extrinsic motivational properties. All these theories have some meaning in motivating the generations discussed here; however, the self-determination theory presents a very relevant topic for consideration. Hereafter we briefly look at how these theories present us understanding of individual and generational motivational factors. Maslow proposed that needs guide human behavior and that a need or needs will continue to act on behavior until the need is satisfied (Porter, Bigley, & Steers, 2003). He defined human needs from a hierarchical perspective wherein we seek to meet our basic or lower-level needs first and then proceed toward higher-level needs. Maslow classified lower level needs as those pertaining to sustaining life including food, water, and shelter.

Maslow classified needs into two categories that of deficiencies and growth (Porter, et al., 2003). He further identified five basic needs, three within the category of deficiency and two within the category of growth. The “physiological,” “safety and security,” “belongingness” needs he placed in the category of Deficiency Needs and “esteem and ego,” and “self-actualization” needs he placed in the category of Growth Needs (Porter et al., 2003, pp. 6-7). Therefore, when a deficiency need exists in an individual’s life, they will be driven toward satisfying that need before other needs receive consideration. Although Maslow writings are commonly interpreted to mean an individual’s behavior will focus on a particular need until satisfied, that conception is misaligned with Maslow’s true intentions as indicated by Pinder (2008). A person may direct behavior toward multiple needs dependent on the situation. While Maslow’s needs theory was a start, others have moved needs theories further. In his work on achievement motivation, Henry Murray concentrated efforts in a fashion similar to Maslow’s self-actualization growth need. David McClelland refined Murray’s efforts with his

In his work on achievement motivation, Henry Murray concentrated efforts in a fashion similar to Maslow's self-actualization growth need. David McClelland refined Murray's efforts with his Learned Needs Theory wherein he suggested that motivation derives from positive and negative outcomes gleaned from work and personal experiences (Pinder, 2008). Experiences resulting in positive consequences motivate efforts respective to achievement and learned needs. Individuals driven by a need for achievement have an inclination toward finding solutions through personal efforts in moderate to difficult tasks. They also seek critical review of their efforts in these areas. McClelland defined four learned needs as achievement, power, affiliation, and autonomy (Porter et al., 2003). McClelland suggests that learned needs, predominantly the need to achieve, can be acquired at any age through training (Pinder, 2008). Training is a crucial ingredient to need fulfillment within certain generational groups.

Ryan and Deci (2000, p. 69) define motivation as "energy, direction, persistence and equifinality—all aspects of activation and intention." They also defined behaviors associated with intrinsic motivation as those wherein a feeling of "competence" and "self-determination" drives an individual toward need fulfillment (Pinder, 2008, p. 81). This drive results from a sense of inner purposeful challenge and decision based on abilities. Accordingly, individuals motivated by genuine interest perform at a higher level than those motivated through external factors. Intrinsic motivation is behavior driven to accomplish an act for nothing more than satisfaction in accomplishing the act. Intrinsic motivation provides an avenue for positive growth through need fulfillment and satisfaction. Consequently, organizations must seek incidents likely to promote or sustain motivational behavior derived from the pleasure of accomplishment (competence), a relationship, or independence.

While extrinsic motivation does not relate directly with intrinsic motivation, individuals or groups can internalize extrinsic motivation when positive outcomes are consistent with intrinsic motivational efforts. The absence of positive outcomes on needs in an extrinsic motivational situation leads to a diminished sense of satisfaction, reduction in creativity, and lower social development (Deci & Ryan, 2000).

Ryan and Deci (2000, p. 71) define extrinsic motivation as "performance of an activity in order to attain some separable outcome." Extrinsic motivators that yield a sense of self-determination as opposed to a mandated action offer paths to behavioral internalization and integration of values or regulations. We can classify extrinsic motivated behavior as amotivational, external regulation, introjected regulation, identified regulation, and integrated regulation. These defined motivations move, left to right, from a lack of self-determination toward self-determination.

First, amotivation is a lack of action or actions accomplished without conviction or purpose. These actions have no value toward self-determination. Second, external regulations are actions performed to meet an externally imposed requirement or to achieve an offered reward irrespective of intrinsic motivation. Introjected regulation is actions performed out of a sense of duty, to avoid shame, or out of arrogance. Fourth, actions performed through the acceptance of a regulation or a value from a personal perspective motivate from identification in the regulation. In the final stage, an individual integrates regulations or values as though the regulations or values were developed by the individual for the individual.

Self-determination plays a vital role in today's work environment as in no other time in history, four generations seek to maintain or obtain fulfillment of needs. The reasons behind the current multi-generational workplace include a longer life enjoyed by a large number of the population and the inability to sustain the vibrant economic growth witnessed during the last century without enticing older generation members to remain in productive skilled labor positions.

State of Oklahoma Law Enforcement Statistical Information

How do we apply the above information to a law enforcement organization? The Council on Law Enforcement Education and Training (CLEET) establishes basic and continuing education training standards for all commissioned and certified peace officers in the state, both full-time and reserve. Currently, there are over 13,000 active CLEET certified peace officers in the state.

CLEET maintains training records for all state certified law enforcement officers in the Business Information Management (BIM) database. Statistically speaking, as reflected in BIM, there continues to be four generations of active law enforcement officers in the state. However, those active members identified in the Traditionalists Generation represent less than 2%. Those peace officers found within the Baby Boomer Generation represent 27% of all active CLEET certified officers. Generation Xers represent 49% of all active CLEET certified officers, and Generation Y/Millennials represent 24% of all active CLEET certified officers in the state. While this information is certainly relevant for a discussion on law enforcement, another statistic should be of particular interest to all of us. In 2013, CLEET Basic Law Enforcement Academy graduated 346 newly certified peace officers. Of those numbers, 3% are Baby Boomers, 24% are Generation Xers, and 73% are Generation Y/Millennials. Not surprisingly, we see a large influx from the millennial generation into the field of law enforcement.

Considering these statistics, it is incumbent on everyone that we reflect on motivational opportunities within the family of law enforcement to meet the needs of those generations represented in our work force. Although we are addressing of law enforcement officers, these same motivational needs exist for our non-law enforcement employees, and organizations should carefully consider similar motivational issues there as well.

CLEET Academy Cadets - Motivational Considerations

So where do we go from here? Clearly, today's multi-generational workplace presents leaders, supervisors and fellow workers with a number of motivational challenges. In their study, "Age-Related Differences in the Motivation of Knowledge Workers," Lord and Farrington (2006) suggest that the research available concerning retaining and motivating older members of the workforce seems to be inadequate for the current workplace need. They also point out that retention for all workers derives from how committed an organization is to satisfying individual worker needs. Further, retention is important as the quality of relationships and relativity associated with foundational training is fundamental to initial impressions associated with worker satisfaction (Schein, 2010).

As within the corporate workplace, the generational relationships found in a law enforcement setting must present an opportunity for effective and meaningful cooperation. Since peace officers must interact with members of the public on a daily basis and the public is comprised of many generational members, peace officers must be able to interact in a positive way with members of the public. Additionally, officers rely on other members of law enforcement to assist them in their daily efforts and therefore peace officers must be able to interact with each other in a positive manner.

Burke (2004) reports in her Society for Human Resources Management (SHRM) study that positive outcomes result from intergenerational workplace interactions and only 3% of the organizations studied reported no positive outcomes from such behavior. She reported the greatest conflicts center around work hours. Translated and correlated into the information offered earlier in this document, Millennials and Generation Xers value their free time. Therefore, it is important that organizations accommodate for these values and incorporate this understanding into strategic plan processes. In consideration of this, options include but certainly are not limited to, the institution of alternative work schedules and flexible work plans that conform with the Fair Labor Standards Act (FLSA) where applicable. For example, CLEET management schedules academy courses Tuesday through Friday from 7:00 a.m. to 6:00 p.m. (4-10 hour days) thereby allowing cadets three days off to spend time with their families as many travel from great distances across the state to attend the academy. Management also offers alternative work schedules for CLEET employees (9/80) to make similar allowances.

Barford and Hester (2011) report that Millennials demonstrate the highest concerns toward the potential for advancement. While there are a limited number of promotional opportunities within each organization, other steps allow recognition and afford opportunities for Millennials to demonstrate their potential.

Conclusions

This article offered a brief overview of the four generations present in today's workplace, motivational issues and considerations, concluding with some ideas for helping with generational conflict. The reference material reviewed in preparation of this article provides further insight into the topics discussed here.

Generational differences develop resultant from relationships between parents and their children, cultural and economic changes experienced during early childhood, and in the workplace. As the Traditionalist and Baby Boomer generations leave the workplace, employers may struggle to retain qualified skilled employees. The leaders and managers who recognize generational differences and tailor their workplace environments to meet these changing generational demands will undoubtedly succeed in greater measures than those who do nothing. Irrespective of cooperative efforts in the area of generational differences, many prevailing demands on the profession of law enforcement remain. Citizens expect their police force to serve and protect their communities 24 hours a day, 7 days a week. We must all work in a collaborative effort in order to meet the needs of the citizens, their guests and visitors to our great state.

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Can an Oklahoma Peace Officer work for more than one law enforcement agency?

General Council - James Wilson

This is a very common question we get at CLEET. The reason people can't find the relevant statute is that they search for 'dual commissions' and the words 'dual commissions' never appear in the statute. The statute is instead known as 'dual offices', and is found in Title 51 ('Officers'), Section 6. (Copies of all the referenced statutes can be found at the end of this memo.)

There is some quibbling as to whether a peace officer is a 'state officer' for purposes of this statute. The Attorney General says the statute *does* apply to peace officers, and Attorney General Opinions are binding until and unless a court says the A.G. is wrong, or the A.G. changes his or her mind.

The statute precludes anyone from holding two state offices at the same time. (Just as an example, the Governor of Oklahoma cannot serve as the Treasurer of Oklahoma at the same time.)

The statute then lists 29 exceptions (no kidding, *29 exceptions*) to the general rule. Some of these exceptions apply to peace officers.

The most commonly used exception is number 4: 'Municipal and county law enforcement officers serving in positions as law enforcement officers of both such governmental entities upon such terms and conditions as are mutually approved by resolutions adopted by the board of county commissioners and governing body of the municipality employing such officers'

This allows a municipal law enforcement officer to also serve as a Sheriff's Deputy. But, be sure to note that the statute requires 'terms and conditions as are ***mutually approved by resolutions*** adopted by the board of county commissioners and governing body of the municipality'.

The County Commissioner phoning the Police Chief and saying 'it is okay with me' is not good enough. The statute requires this to be *formal* approval, by formal resolution. This generally requires a public hearing and a vote by the county commissioners and a vote by the Municipal governing body.

I have seen some of these agreements that refer to an entire department, and some that apply only to a specific officer. That decision is up to the County Commissioners and the Municipal governing body.

Some other exceptions of interest:

Exception 8 allows certain peace officers to also be on a local board of education.

Exception 13 allows officers to work under cross-deputization agreements with Indian tribes or branches of the federal government.

Exception 14 allows some officers to also work as campus police officers under the Campus Security Act. This requires formal resolutions.

Exception 26 allows a park ranger to also be on a local municipal board.

If you are interested in working as a peace officer for more than one department, you have to consult the statute and figure out if your fact situation fits one of the exceptions. If your fact situation fits one of the exceptions (and you get approval of the County Commissioners or the municipal governing body or whoever the statute requires) you can work both jobs. If no exception applies, you cannot work both jobs, according to the statute.

Whether your situation fits one of the exceptions is a question of fact CLEET cannot answer. ***Applying the law to your specific facts is the essence of legal advice, and no-one at CLEET can give you legal advice.*** If you are unsure, you need to get legal advice from your city attorney or district attorney or whatever lawyer you choose.

Also remember that CLEET's statutory authority concerns certifications, not commissions. Whether you are commissioned by the Sheriff or the Police Chief is up to the Sheriff or Police Chief, not CLEET.

There are two other statutes that might come into play, Title 19 ('Counties and County Officers'), Section 547 (copy at the end of this memo).

Title 19 O.S. § 547 allows the Sheriff to enter into 'interlocal agreements' and 'mutual aid agreements' and to respond to 'any request from any other jurisdiction within the state for law enforcement assistance in cases of emergency'

Title 11 ('Cities and Towns'), Section 34-103 allows a municipality to 'loan' a municipal peace officer to another municipality 'upon approval of the governing body of the municipality where such officers are regularly employed'. Under this statute, the 'loaning' agency is responsible for the 'salaries, insurance and other benefits' of the peace officers, even if working in the 'borrowing' jurisdiction.

Bottom line: it is a confusing way to write a statute, setting out the general rule and then listing 29 exceptions, but that is how the statute is written. If you fit within one of the exceptions, you are good to go. If you do not fit in the exception, you cannot work both jobs and still comply with the statute.

Here are the statutes, taken from HYPERLINK "<http://www.oscn.net>" www.oscn.net:

Oklahoma Statutes Citationized

HYPERLINK "<http://www.oscn.net/applications/OCISWeb/index.asp?level=1&ftdb=STOKST51>" **Title 51. Officers**

HYPERLINK "<http://www.oscn.net/applications/OCISWeb/index.asp?level=1&ftdb=STOKST51>" \l "Chapter1-GeneralProvisions" **Chapter 1 - General Provisions**
Section 6 - Officers and Deputies Not to Hold Other Offices

A. Except as may be otherwise provided, no person holding an office under the laws of the state and no deputy of any officer so holding any office shall, during the person's term of office, hold any other office or be the deputy of any officer holding any office, under the laws of the state. The provisions of this section shall not apply to:

1. Notaries public;
2. Members of the State Textbook Committee;
3. County free fair board members;
4. Municipal and county law enforcement officers serving in positions as law enforcement officers of both such governmental entities upon such terms and conditions as are mutually approved by resolutions adopted by the board of county commissioners and governing body of the municipality employing such officers;
5. Any person holding a county or municipal office or position, or membership on any public trust authority, who is a member of a board or commission that relates to federal, state, county or municipal government and is created by the United States Government, the State of Oklahoma or a political subdivision of the state, except where the duties of the offices or positions conflict;
6. Any elected municipal officers and school board members who are appointed to a state board, commission, or similar entity if there is no compensation for such services other than reimbursement for necessary travel expenses pursuant to the provisions of the State Travel Reimbursement Act;
7. Any trustee of a public trust, who is appointed as a trustee of a different public trust or any trustee of the Tulsa County Public Facilities Authority who may also be employed by the Department of Transportation;
8. Law enforcement officers employed by municipal or county law enforcement departments or agencies, other than those law enforcement officers elected or appointed as sheriff, chief of police or some similar position in which they are the head of a county or municipal law enforcement agency, who are elected to local boards of education; provided, the provisions of this paragraph shall not prohibit any law enforcement officer employed by a municipality having a population of ten thousand (10,000) or fewer people from serving as a member of a local board of education;
9. Any member of the Oklahoma Highway Patrol Division of the Department of Public Safety who is elected to a local board of education;

10. Any District Supervisor, Assistant District Supervisor, Team Supervisor, Parole Officer 1 or Parole Officer 2 of the Department of Corrections who is elected or appointed to a city council;
11. Any trustee or director of a rural electric cooperative, or port authority who is appointed or elected to a state, county or municipal board, commission or similar entity;
12. County employees who are elected as members of town or city councils;
13. Municipal, county, state or tribal law enforcement or peace officers operating under cross-deputization agreements with an Indian tribe or branch of the federal government;
14. Municipal or county law enforcement or peace officers serving in positions as campus police officers or campus public safety officers pursuant to the provisions of the Oklahoma Campus Security Act, upon such terms and conditions as are mutually approved by resolution adopted by the governing body of the municipality or county and the governing board of the institution of higher education;
15. State law enforcement or peace officers serving in positions as campus police officers or campus public safety officers pursuant to the provisions of the Oklahoma Campus Security Act, upon such terms and conditions as are mutually approved by written agreement between the Commissioner of Public Safety and the governing board of the institution of higher education;
16. Municipal and county law enforcement officers serving in positions as part-time rangers under the Oklahoma Tourism and Recreation Department;
17. The Administrator of a Scenic Rivers Commission serving in the position of a park ranger under the Oklahoma Tourism and Recreation Department;
18. Members of the University Hospitals Authority;
19. Any person holding a state office or position who is a reserve force deputy sheriff or a reserve municipal police officer;
20. Any person holding a state office or position who serves as a special assistant district attorney without compensation;
21. Any elected or appointed member of a local school board who is a member of a municipal planning commission;
22. Any elected or appointed member of a local school board who is a member or an officer of a volunteer fire department;
23. Directors or officers of a rural water district and chiefs of municipal fire departments or rural fire districts who are appointed or elected to an unsalaried office in a state, county, municipal, school, or technology center school board, commission, or similar entity, except where the duties of the office would create a conflict of interest;
24. Any person who is a dispatcher or confinement officer at a municipal or county jail who is a non-compensated reserve municipal police officer or a reserve deputy sheriff;
25. Any person who is an assistant district attorney serving as a municipal judge or prosecutor;
26. Any park ranger under the Oklahoma Tourism and Recreation Department who is elected or appointed to a local board of education or to a municipal board, commission or similar entity;

27. Members of the Oklahoma State University Medical Center Authority or the Oklahoma State University Medical Trust;

28. Any member of the state Legislature or any state officer who serves on the board of trustees of the Oklahoma School for the Visual and Performing Arts; and

29. Members of the Council on Judicial Complaints.

The provisions of this section shall not prohibit any person holding an office under the laws of the state or any deputy of any officer so holding any office from serving upon the board of Oklahoma Futures or upon the board of directors of the Oklahoma Center for the Advancement of Science and Technology. The provisions of this section shall not prohibit a member of the board of directors of the Oklahoma Center for the Advancement of Science and Technology from serving upon the board of Oklahoma Futures.

B. Any salaries, emoluments or benefits that would otherwise be paid by the agency or political subdivision to a loaned employee or officer shall instead be paid to the regular employer of such employee. The loaned employee shall in turn be paid regular salary and benefits the same as if continuing regular employment with the permanent employer.

Oklahoma Statutes Citationized

HYPERLINK "<http://www.oscn.net/applications/OCISWeb/index.asp?level=1&ftdb=STOKST19>" **Title 19. Counties and County Officers**

HYPERLINK "<http://www.oscn.net/applications/OCISWeb/index.asp?level=1&ftdb=STOKST19>" \ "Chapter12-Sheriffs" **Chapter 12 - Sheriffs**

Section 547 - Sheriffs - Responsibility for Acts of Undersheriffs and Deputies - Deputing Certain Persons - Appointing Reserve Force

A. The sheriff shall be responsible for the official acts of the undersheriff and deputy sheriffs, and may revoke such appointments at the pleasure of the sheriff; provided, however, for counties with a population of five hundred thousand (500,000) or more persons, according to the latest Federal Decennial Census, with the exception of chief deputies and undersheriffs, all deputy sheriffs and detention officers shall serve a five-year probationary period during which the deputy sheriff or detention officer shall be considered an at-will employee. After the five-year probationary period, such deputy sheriff or detention officer shall not be discharged except for just cause. The sheriff or the undersheriff may in writing depute certain persons to do particular acts.

B. Each sheriff may appoint as many reserve force deputy sheriffs as are necessary to preserve the peace and dignity of the county. A current list of each person holding such appointment shall be maintained by the county sheriff and shall be available to the public. Reserve force deputy sheriffs may perform duties which encompass a particular act or a series of acts. The sheriff or a CLEET-certified deputy sheriff shall accompany a reserve force deputy sheriff in the performance of all duties assigned to such reserve force deputy sheriff unless such reserve deputy has completed the required one-hundred-sixty-hour basic police course. Reserve force deputies may receive compensation for their services. The sheriff may pay reserve force deputies for travel expenses pursuant to the State Travel Reimbursement Act. Such reserve deputy sheriffs shall complete a one-hundred-sixty-hour basic police course within twelve (12) months after they have been commissioned to be paid by the county as an individual reserve deputy. The sheriff may pay for additional training courses attended by reserve force deputies.

C. Reserve force deputy sheriffs with at least one hundred sixty (160) hours of training pursuant to [HYPERLINK "http://www.oscn.net/applications/oscn/DeliverDocument.asp?citeid=454176"](http://www.oscn.net/applications/oscn/DeliverDocument.asp?citeid=454176) Section 3311 of Title 70 of the Oklahoma Statutes shall not serve more than one hundred forty (140) hours per calendar month.

D. The sheriff or a designee may deputize municipal police officers subject to an interlocal governmental agreement to combine city and county law enforcement efforts and to encourage cooperation between city and county law enforcement officials. Liability for the conduct of any municipal police officers deputized under the terms and conditions of an interlocal governmental agreement shall remain the responsibility of their municipal employer.

E. The sheriff may enter into mutual aid agreements pursuant to the Interlocal Cooperation Act, Section 1002 et seq. of Title 74 of the Oklahoma Statutes, to assist or provide law enforcement services to any town, city, and county within this state and the sheriff and deputies shall have law enforcement authority within the jurisdiction making the request. The employing governmental unit shall remain responsible for their officers or deputies pursuant to any mutual aid agreement.

F. A sheriff of the county may respond to any request from any other jurisdiction within the state for law enforcement assistance in cases of emergency. The sheriff, deputy sheriffs and reserve deputy sheriffs serving in response to the emergency request shall have the same powers and duties as though employed by the requesting law enforcement agency, and when so acting they shall be deemed to be acting within the scope of employment of the requesting law enforcement agency. Salaries, insurance and other benefits shall be provided in the regular manner by the county in which the sheriff, deputy sheriffs and reserve deputy sheriffs are regularly employed. As used in this subsection, "emergency" means a sudden and unforeseeable occurrence or condition, either as to its onset or its extent, of such severity or magnitude that immediate response or action is necessary to assist law enforcement agencies having jurisdiction at the scene of the emergency to carry out their functions.

G. A reserve force deputy sheriff shall be authorized to serve civil process pursuant to [HYPERLINK "http://www.oscn.net/applications/oscn/DeliverDocument.asp?citeid=94862"](http://www.oscn.net/applications/oscn/DeliverDocument.asp?citeid=94862) Section 2004 of Title 12 of the Oklahoma Statutes.

Title 11. Cities and Towns

[HYPERLINK "http://www.oscn.net/applications/OCISWeb/index.asp?level=1&ftdb=STOKST11"](http://www.oscn.net/applications/OCISWeb/index.asp?level=1&ftdb=STOKST11) \ "Chapter1-OklahomaMunicipalCode" **Chapter 1 - Oklahoma Municipal Code**

[HYPERLINK "http://www.oscn.net/applications/OCISWeb/index.asp?level=1&ftdb=STOKST11"](http://www.oscn.net/applications/OCISWeb/index.asp?level=1&ftdb=STOKST11) \ "ArticleXXXIV-PoliceDepartments" **Article Article XXXIV - Police Departments**

Section 34-103 - Performance of Police Functions in Other

Municipalities Under Emergency Situations.

A. Commissioned police officers of the regular police department of any municipality, upon request of the mayor or a designee, or chief of police or a designee, of any other municipality, may serve as police officers in the municipality requesting their assistance upon approval of the governing body of the municipality where such officers are regularly employed. While so serving in another municipality, such police officers shall have the same powers and duties as though employed by the municipality where such duties are performed; except that salaries, insurance and other benefits shall be provided in their regular manner by the municipality in which the police officers are regularly employed.

B. Commissioned police officers of the regular police department of any municipality, upon request of a county sheriff or a designee, or upon request by a commissioned law enforcement officer of the Oklahoma Highway Patrol, may serve as law enforcement officers for the sheriff's office or the Oklahoma Highway Patrol, respectively, if such service has been authorized by prior resolution by the governing body of the municipality where such officers are regularly employed. While so serving, such police officers shall have the same powers and duties as though employed by the requesting law enforcement agency and when so acting they shall be deemed to be acting within the scope of employment of the requesting law enforcement agency; except that salaries, insurance and other benefits shall be provided in their regular manner by the municipality in which the police officers are regularly employed.

C. Commissioned police officers of the regular police department of any municipality may be deputized by the county sheriff or a designee subject to an interlocal governmental agreement to combine city and county law enforcement efforts and to encourage cooperation between city and county law enforcement officials. Liability for the conduct of any municipal police officers deputized under the terms and conditions of an interlocal governmental agreement shall remain the responsibility of their municipal employer.

D. The governing body of a municipality may, by resolution, authorize the chief executive officer of the municipality to respond to any request from any other jurisdiction within the state for law enforcement assistance in cases of emergency. The police officers of the municipality serving in response to the emergency request shall have the same powers and duties as though employed by the requesting law enforcement agency and when so acting they shall be deemed to be acting within the scope of employment of the requesting law enforcement agency; provided, however, that salaries, insurance and other benefits shall be provided in the regular manner by the municipality in which the police officers are regularly employed.

As used in this section, "emergency" means a sudden and unforeseeable occurrence or condition either as to its onset or its extent of such severity or magnitude that immediate response or action is necessary to assist law enforcement agencies having jurisdiction at the scene of the emergency to carry out their functions.