

# Wyoming Law Enforcement Academy

## Yearly Report

### 2024



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## **Academy Mission & Values:**

The mission of the Wyoming Law Enforcement Academy (WLEA) is to prepare law enforcement professionals to serve their communities by providing contemporary education and training in an exceptional learning environment.

Our Motto, "Professionalism through Education," provides a foundation for our actions.

While our employee-developed values clarify what we expect of each staff member, these standards (Professionalism, Integrity, and Teamwork) are at the heart of our value system.

- Professionalism is the skill, competence, or character expected of every staff member. Professionalism represents the highest level of conduct, aims, or qualities that characterize the purpose of meeting our mission.
- Integrity is adhering to high moral principles and professional standards. The firm adherence to a code of moral values supports and fosters the quality of being complete or undivided.
- Teamwork is the cooperative effort of a group or team. Our cooperative work and efforts can only accomplish a successful mission, as every member contributes to the increased efficiency of our Academy as a whole.

Our Academy staff is committed to efficiently and effectively using taxpayer resources to provide quality, professional, and cutting-edge training services.

## **Purpose:**

The Law Enforcement Academy provides the following legislatively mandated basic training courses:

- Peace officers: 14-week training program, offered three times annually
- Detention officers: 7-week training program, offered three times annually
- Communications personnel: 2-week training program, offered twice annually
- Coroners and deputy coroners: 1-week training program, offered annually
- Provide quality, cutting-edge, specialized, and advanced training cost-effectively.
- Allow governmental agencies to use our facilities for training and meeting needs.
- Create a pool of basic law enforcement applicants through the pre-service program.

To accomplish these mandates, the Academy has 28 employees, two of whom are funded by the enterprise account.

Our Academy's FY'25 funding sources are a general biennial budget of \$5.8 million and a statutorily established enterprise fund spending authority of \$1.2 million. The enterprise account receives funds through advanced training registrations, user fees, enrollment fees charged to pre-service students, and the Officer Education and Training fund established in June 2019.

## **Administration Authority:**

**W.S 9-1-633. Wyoming law enforcement academy; director; appointment; term; qualifications; employees; salaries; curriculum and training programs; fees; disposition.**

(a) A director of the Wyoming law enforcement academy shall be appointed by the attorney general with the governor's consent. The director shall serve at the pleasure of the attorney general. He shall have administrative and operational experience in criminal justice and such other qualifications as are satisfactory to the attorney general.

(b) The director may employ assistants, instructors, and other personnel as approved by the attorney general with the governor's consent. The attorney general may appoint the director as a peace officer if qualified under W.S. 9-1-701 through 9-1-707. The director may appoint full-time staff instructors who qualify under W.S. 9-1-701 through 9-1-707 to perform as peace officers. Persons appointed as peace officers under this subsection shall be considered peace officers only:

- (i) When on law enforcement academy property;
- (ii) When providing security for state personnel or at designated state events or activities;
- (iii) When providing security for designated individuals on or about state property; or
- (iv) While acting under W.S. 7-2-106.

(c) The director and staff shall receive salaries fixed by the Wyoming Personnel Division, Department of Administration and Information.

(d) The Academy shall provide education in law enforcement related areas to Wyoming peace officers. The attorney general shall be assisted by, and shall have the curriculum and training programs at the Academy evaluated by the Wyoming peace officer standards and training commission.

(e) The director shall charge and collect a fee of at least fifteen dollars (\$15.00) per student per day for advanced courses that exceed the basic statutory requirements. The director shall waive the fees for the division of criminal investigation and may waive the fees for offices, departments or agencies which allow their officers to instruct at the Academy at no charge.

(f) The director shall charge and collect a fee sufficient to cover actual direct and indirect costs of coroner basic courses. The fee shall be at least three hundred dollars (\$300.00) per student attending the coroner basic courses.

(g) The director may allow the use of academy facilities by governmental agencies other than law enforcement and shall charge a fee based on actual direct and indirect costs for that use.

(h) No fees shall be charged for:

- (i) Peace officer basic courses;
- (ii) Detention officer basic courses;

(j) To the extent space is available, and under policies established by the director and approved by the attorney general, the Academy may permit persons other than peace officers to attend

training courses it offers and to charge a fee to recover, at a minimum, the cost of the training and all services provided in conjunction therewith. Before admittance, a person shall meet all requirements of W.S. 9-1-704(b)(i) through (viii), providing for any background investigation and examinations at the cost of the applicant.

(m) The director shall establish an outreach training services program whereby certain updates, specialized or advanced training courses may be provided locally. The director may seek assistance from the appropriate entities in determining the amount and the specific courses to be offered under the program. The director shall charge and collect a fee to cover the development, delivery, and material costs of the training offered by the program.

(n) Revenues received pursuant to subsections (e), (f), (g), (j) and (m) of this section and W.S. 9-1-635 shall be credited to an account in the enterprise fund and are continuously appropriated to the attorney general to be expended for the actual direct and indirect costs of providing the services generating the revenues.

(o) As used in this section, "full-time staff instructor" means an instructor employed at the Academy who works on a yearly basis, with a normal work week of thirty-two (32) or more hours.

**W.S. 9-1-634. Academy to provide coroner training; certification of completion.**

(a) The director of the Wyoming law enforcement academy shall provide at the Academy or other location within the state a basic coroner's course of at least forty (40) hours. The course shall comply with standards promulgated by the Peace Officers Standards and Training Commission and the Board of Coroners Standards.

**W.S. 9-1-635. Dispatcher training course; certificate upon completion; fees.**

(a) The director of the Wyoming law enforcement academy or other training agency may provide at the Academy or other location within the state a basic dispatcher course. The course shall comply with standards promulgated by the Peace Officers Standards and Training Commission.

(b) The director of the Wyoming law enforcement academy or other training agency shall issue an appropriate certificate of course completion to any dispatcher who completes the required training.

(c) Fees charged for dispatcher courses held at the Wyoming law enforcement academy shall be the same as those charged for peace officer courses.

## Academy Staff

The following table displays the Academy staff and staff turnover in 2024.

Staff	Position	Time of Hire/Departure
<b>ADMINISTRATION</b>		
Chuck Bayne	Director	
Jesse Curtis	Deputy Director	
Kurt Taboga	Training Manager	Retired Feb 2024
Warren Steele	Training Manager	Eff. Aug 2024
Brian Brooks	Facility Manager	
<b>TRAINING</b>		
Shawn Milek	Basic Training Supervisor	Eff. Sept 2024
Luke Rippy	Staff Instructor	
Robert Laing	Staff Instructor	
John Lawrence	Staff Instructor	Hired Mar 2024
Sean Alquist	Staff Instructor	Hired May 2024
Darin Wong	Staff Instructor	Resigned Jun 2024
John Allred	Staff Instructor	Hired Oct 2024
Vacant	Staff Instructor	
Justin Smith	Advanced Training Supervisor	Eff. Sept 2024
Tom Sweet	Advanced Training Coordinator	Retired Dec 2024
<b>OFFICE STAFF</b>		
Megan Doneski	Training Support Specialist	
Kevin Acosta	Media Specialist	
Kyndal Gudahl	Office Specialist	Resigned Aug 2023
Allie Brooks	Office Specialist	Resigned May 2024
Dawn Schmidt	Office Specialist	Hired Aug 2024
<b>MAINTENANCE</b>		
Swade Prewitt	Maintenance Supervisor	
Aaron Rasmussen	Buildings and Grounds	
Mike Hageman	Buildings and Grounds	
<b>FOOD SERVICE</b>		
Joni Moore	Kitchen Supervisor	
Debbie Davis	Food Specialist	
Lorinda Townsend	Food Specialist	
Stephanie Wilkinson	Food Assistant	
Beth Pilarczyk	Food Assistant/Housekeeper	
<b>HOUSEKEEPING</b>		
Angella Kueper	Housekeeping Supervisor	
Will Prosser	Housekeeper	Resigned Jun 2024
Theresa Laing	Housekeeper	
John Toolen	Housekeeper	
Leslie Weidenhamer	Housekeeper	Hired Jul 2024

## **2024 Project Accomplishments**

### **Implementation of new curriculum for Detention Officer Basic course**

In 2022, we completed a JTA for detention officers in the state using Systems Design Group. That project added 19 hours to the curriculum, going from 298 to 310 hours in basic training. Eight other topics were amended, addressing 33 job tasks and removing seven hours of training as they were no longer applicable. This new curriculum, developed in 2023, was approved by Wyoming POST in October 2023 and implemented starting in "A" basic of 2024.

### **Peace Officer Basic Curriculum Review and Development**

Systems Design Group was contracted to complete a comprehensive and valid job task analysis for Wyoming Peace Officers in the latter half of 2023. The analysis results were reported in March 2024. Academy staff, along with input from the Academy Advisory Board and POST commission, completed curriculum development. The final curriculum project was completed and approved by POST in October 2024. The new 639-hour Peace Officer Basic course will be presented starting "A" basics of 2025.

### **New Firearms Qualification Course**

Beta testing of the proposed qualification course by the Academy and various Wyoming law enforcement agencies was completed in 2024. The new course was approved by the POST Commission in October 2024 as part of the Detention Officer and Peace Officer Basic course curriculum review. It will be implemented starting "A" basics in 2025.

### **Delivery of a nationwide webinar**

Deputy Director Jesse Curtis presented three training webinars sponsored by the International Association of Directors of Law Enforcement Training and Standards. These webinars focused on the new training methodology used at the Academy and material on adult learning using synchronous and asynchronous learning modes. Several hundred law enforcement training professionals from around the world attended these webinars.

### **Dormitory Renovation Project started.**

In late 2024, we began the renovation project, which involved refurbishing the first-floor dormitory and redesigning and replacing the dorm room showers. During this construction project, which is scheduled to be completed in the summer of 2025, the upstairs dormitory was reconfigured to house three students per room.

### **Joint Judiciary Committee Testimony**

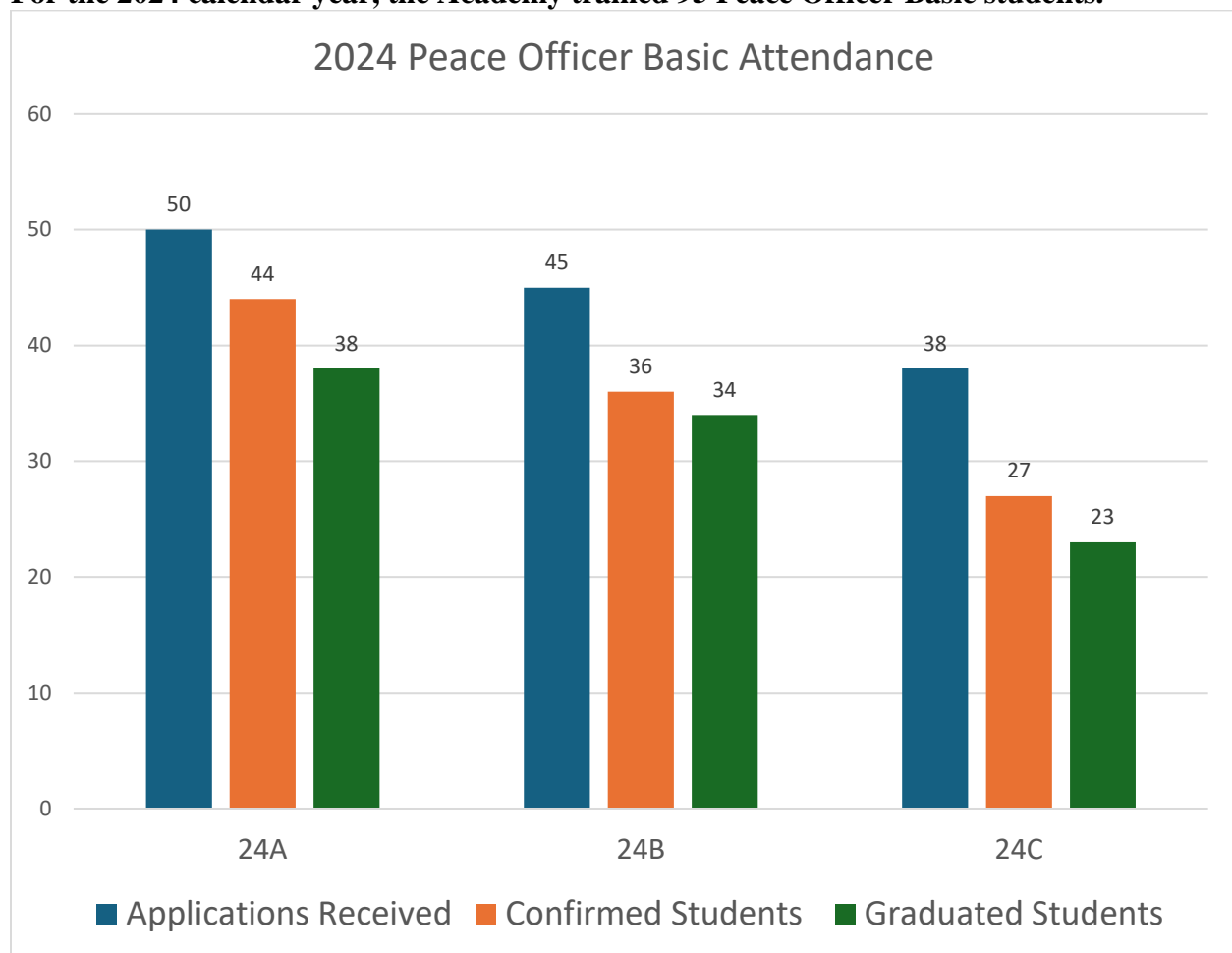
During its interim topic discussions, the Academy was asked to present information about the Academy, its operation, and training details to the Joint Judiciary Committee several times. The Academy also compiled a 187-page document in response to questions posed by committee members.

## Operations

**Basic Training:** Basic training is the foundation of our services to our state's law enforcement agencies and county coroners. As stated earlier, our Academy is statutorily tasked with training our Wyoming peace officers, detention officers, communications officers, coroners, and deputy coroners.

**Peace Officer Basic:** The Peace Officer Basic course is 639 hours and is completed over 14 weeks, ranking us 25th in the nation in terms of curriculum hours. The course comprises five major competencies: Criminal Law, Interpersonal Interactions, Professional Skills, Enforcement Skills, and Investigative Skills. Within these competencies are 19 performance standards containing 162 topics and 2403 training objectives. Students spent 66% of their curriculum time practically applying these objectives and 85 hours integrating their knowledge and skills in evaluated scenarios.

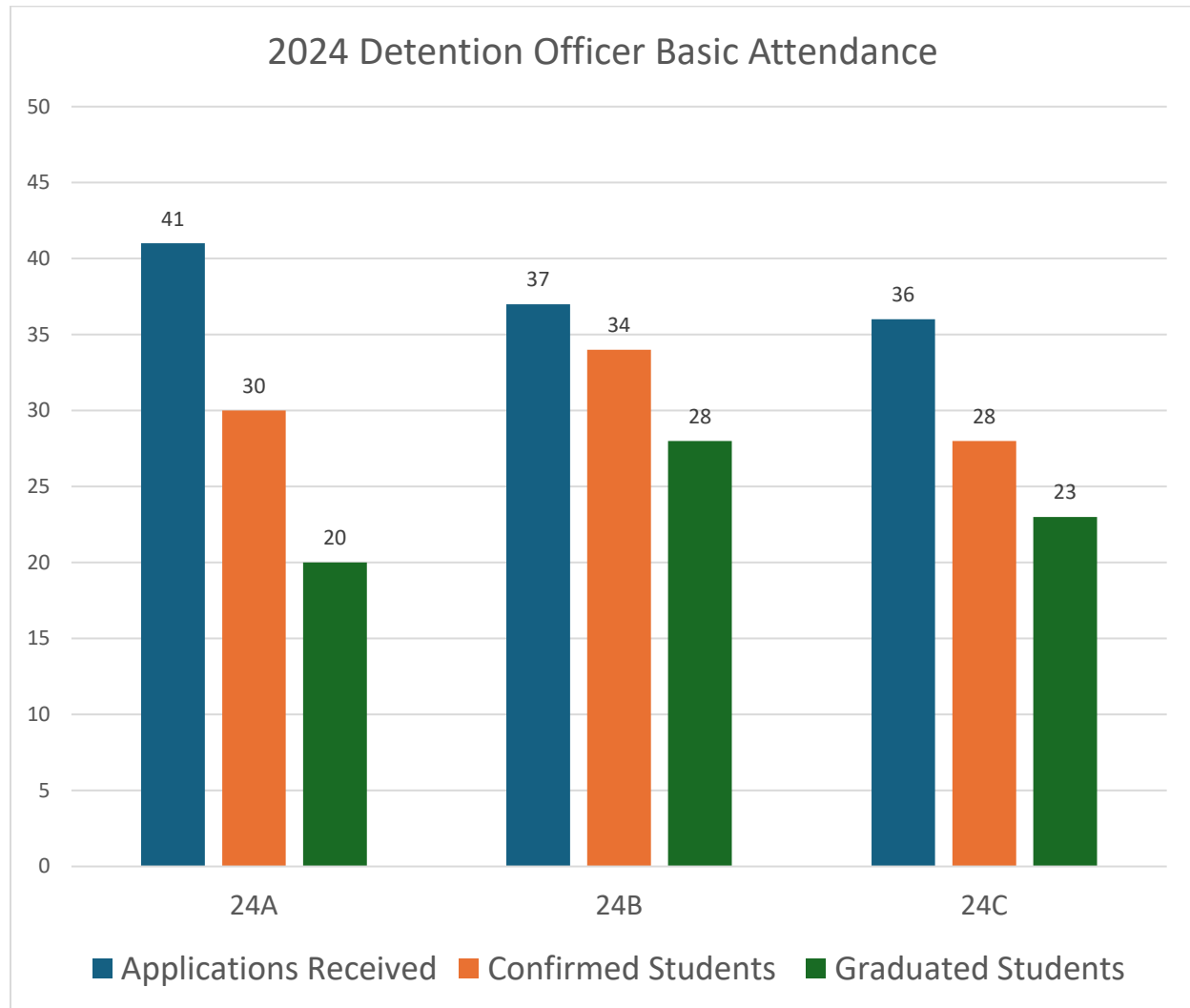
**For the 2024 calendar year, the Academy trained 95 Peace Officer Basic students.**





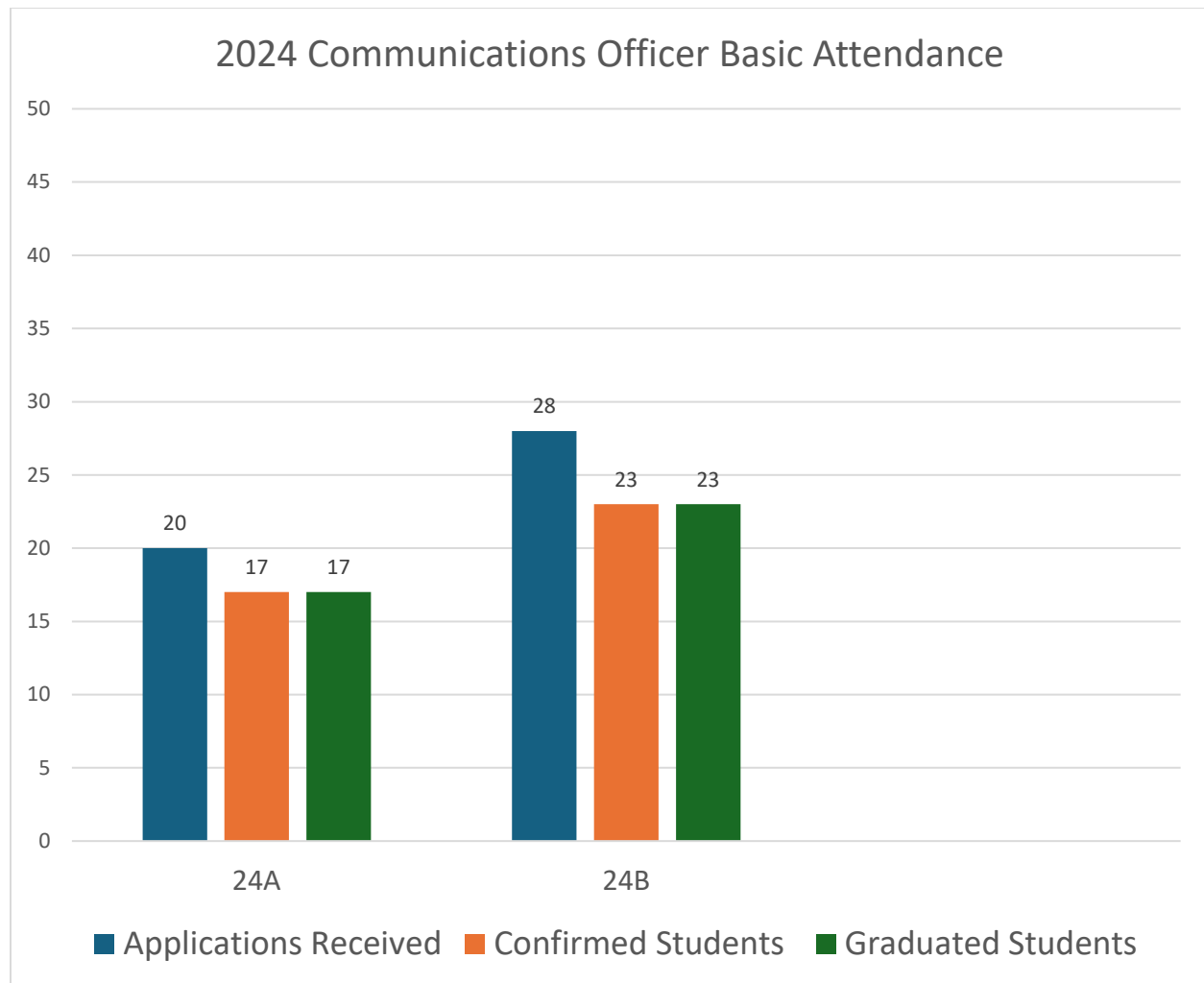
**Detention Officer Basic:** The Wyoming Detention Officer Basic course is a 310-hour course completed over 7 weeks. The course covers 1712 training objectives in 88 separate topics based on a job task analysis outlining the specific tasks completed by Wyoming Detention Officers and identifying those that should be learned during basic training. The 88 topics are grouped into five competencies: criminal and detention law, interpersonal interactions, professional skills, jail operational skills, and investigative skills. Students spend 45.5% of their curriculum time in practical application and 14 hours integrating their knowledge and skills in evaluated scenarios.

**For the 2024 calendar year, the Academy trained 71 Detention Officer Basic students.**



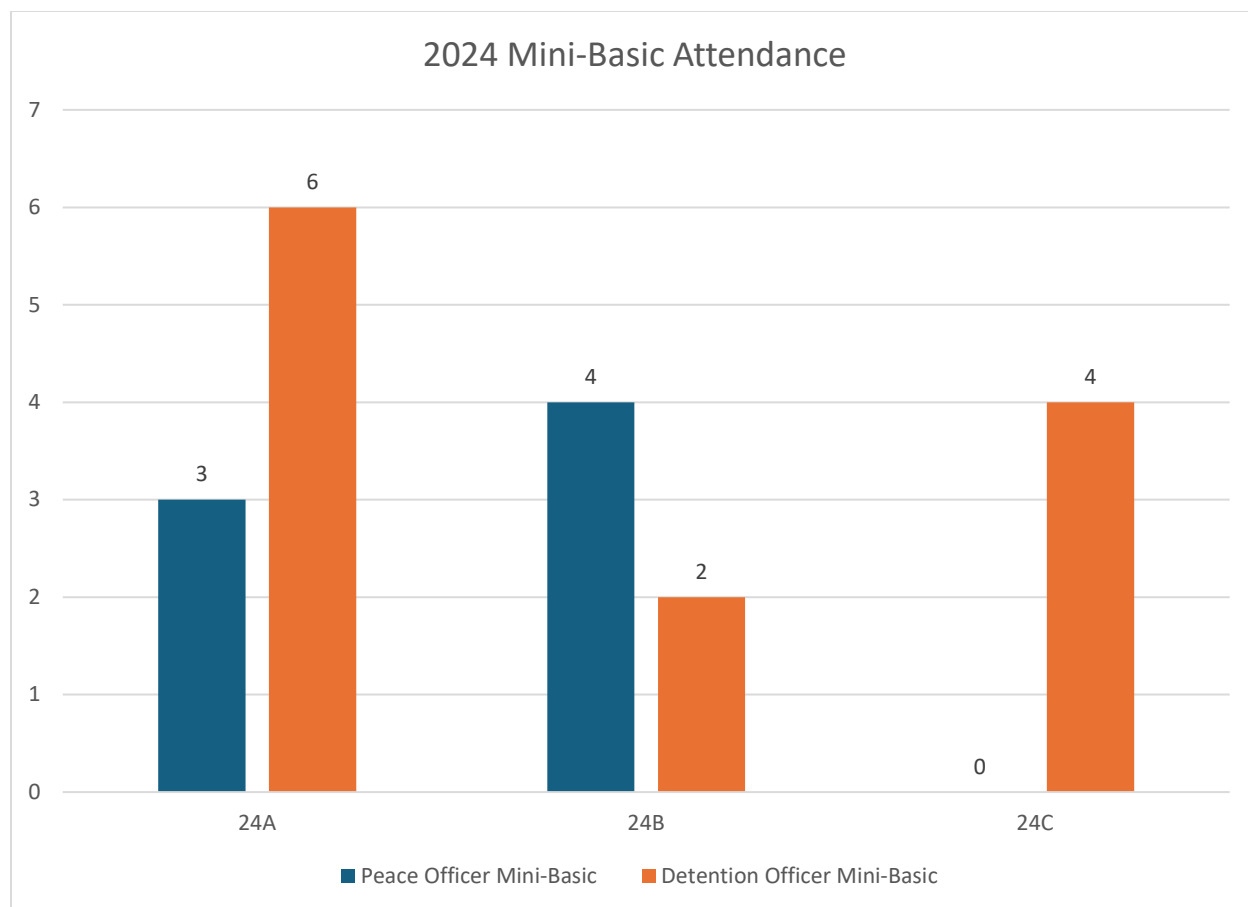
**Communications Officer Basic:** The Wyoming Communications Officer Basic is an 83-hour course completed over two weeks. It covers 23 topics grouped into four competencies: criminal law, interpersonal interactions, professional skills, and operations skills. The course contains 52 learning hours, 19 practical application hours, and 12 practical integration hours. Students spend 13.25% of their curriculum time on online content, with the rest completed on campus.

**For the 2024 calendar year, the Academy trained 40 Communications Officer Basic students.**



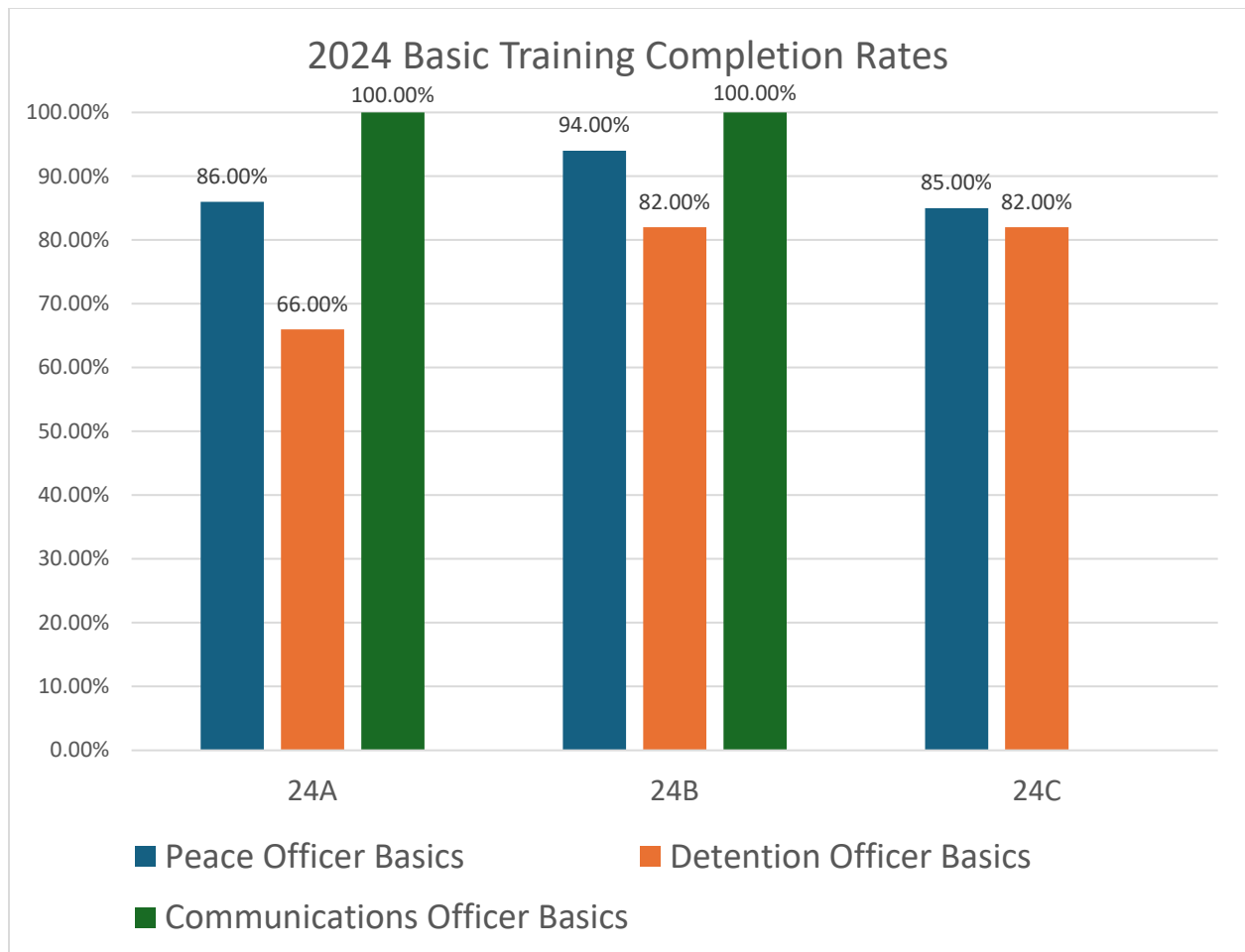
**Mini Basic:** The Academy also provides a mini-basic option for the basics of Peace and Detention Officer. Mini Basic training courses were developed at the request of the Wyoming POST commission to provide a comprehensive training product for specific students who had previous certification but had been away from the profession for a significant time. Mini Basic training is a compilation of basic training topics selected by POST and takes place concurrently with a basic training class.

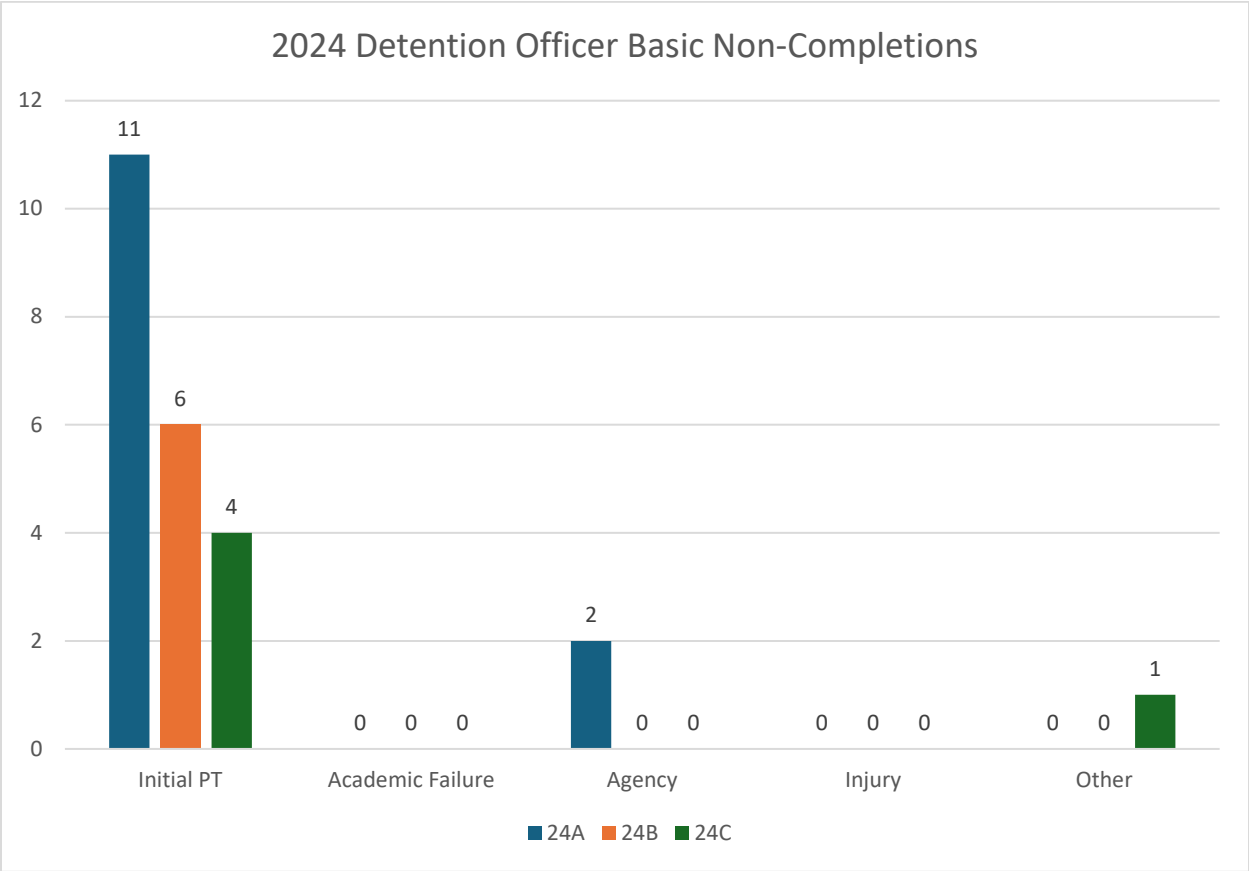
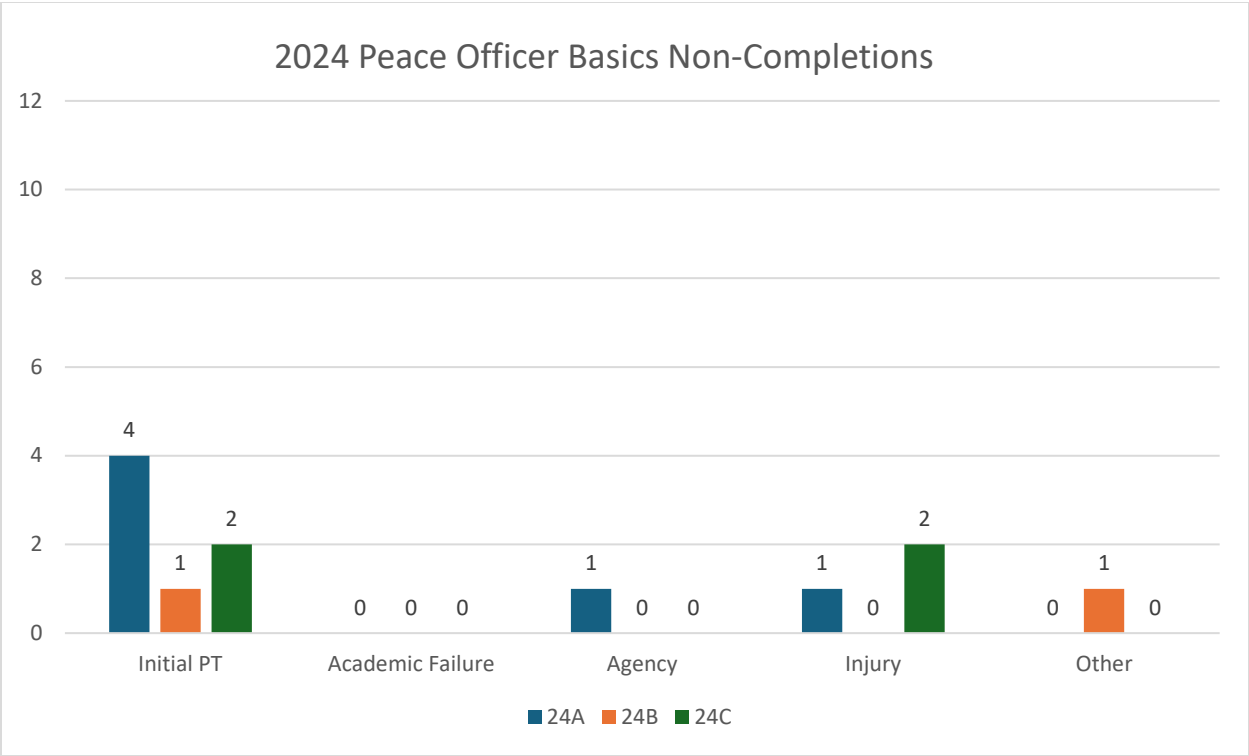
**In 2024, the Academy trained 7 Peace Officer mini-basic students and 12 Detention Officer mini-basic students.**



**The average completion rates for the 2024 basic courses were as follows:**

- Peace Officer Basic: 88.33%
- Detention Officer Basic: 76.67%
- Communications Officer Basic: 100%





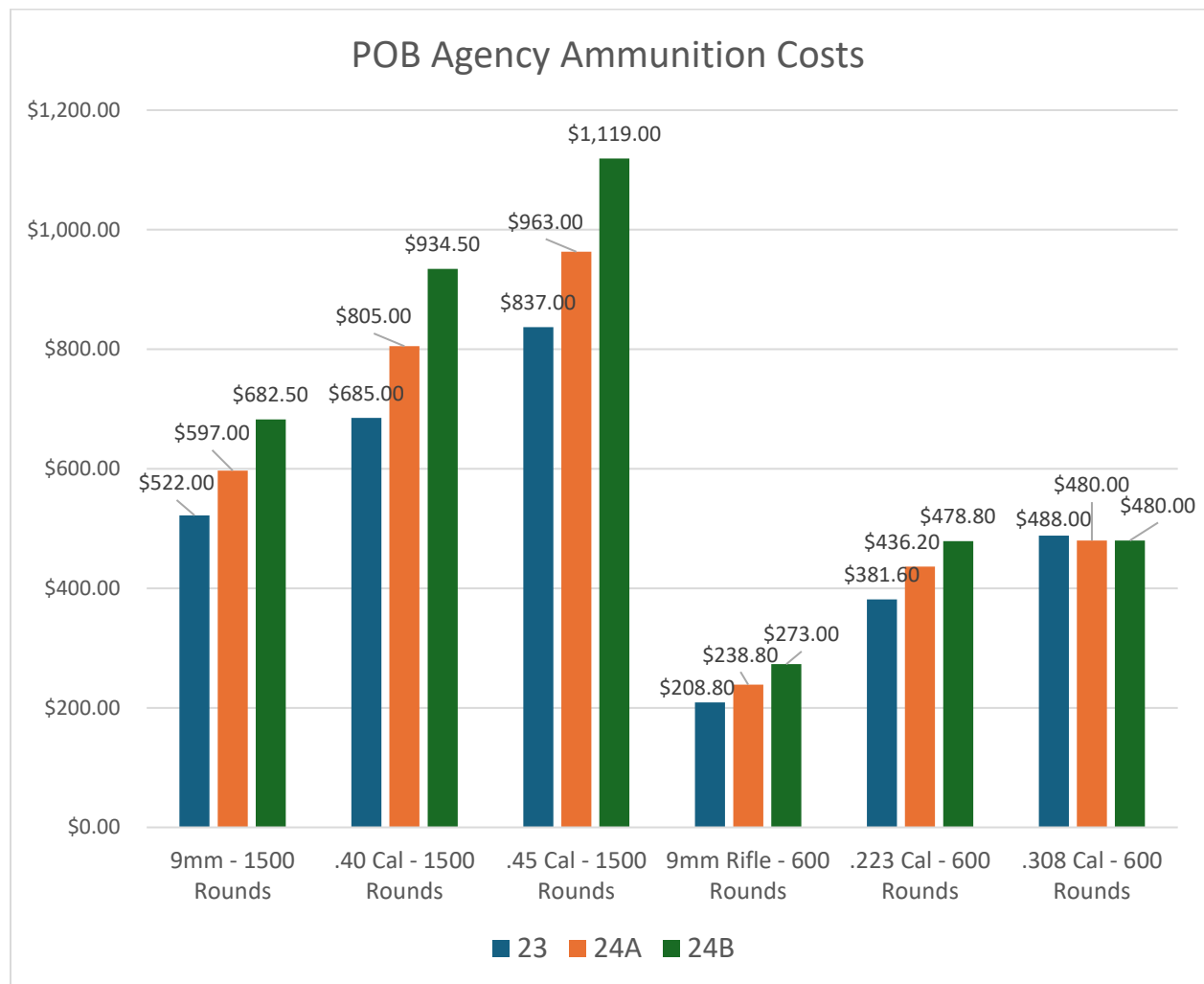
## Ammunition Costs

### POB Agency Ammunition Cost adjustment for early 2024.

- 9mm: +\$75.00
- .40 Cal: +\$120.00
- .45 Cal: +\$126.00
- 9mm Rifle: +\$30.00
- .223 Cal: -\$54.60
- .308 Cal: \$0

### The Ammunition Cost adjustment in August 2024 as follows:

- 9mm: +\$85.50
- .40 Cal: +\$129.00
- .45 Cal: +\$156.00
- 9mm Rifle: +\$35.00
- .223 Cal: -\$42.60
- .308 Cal: \$0

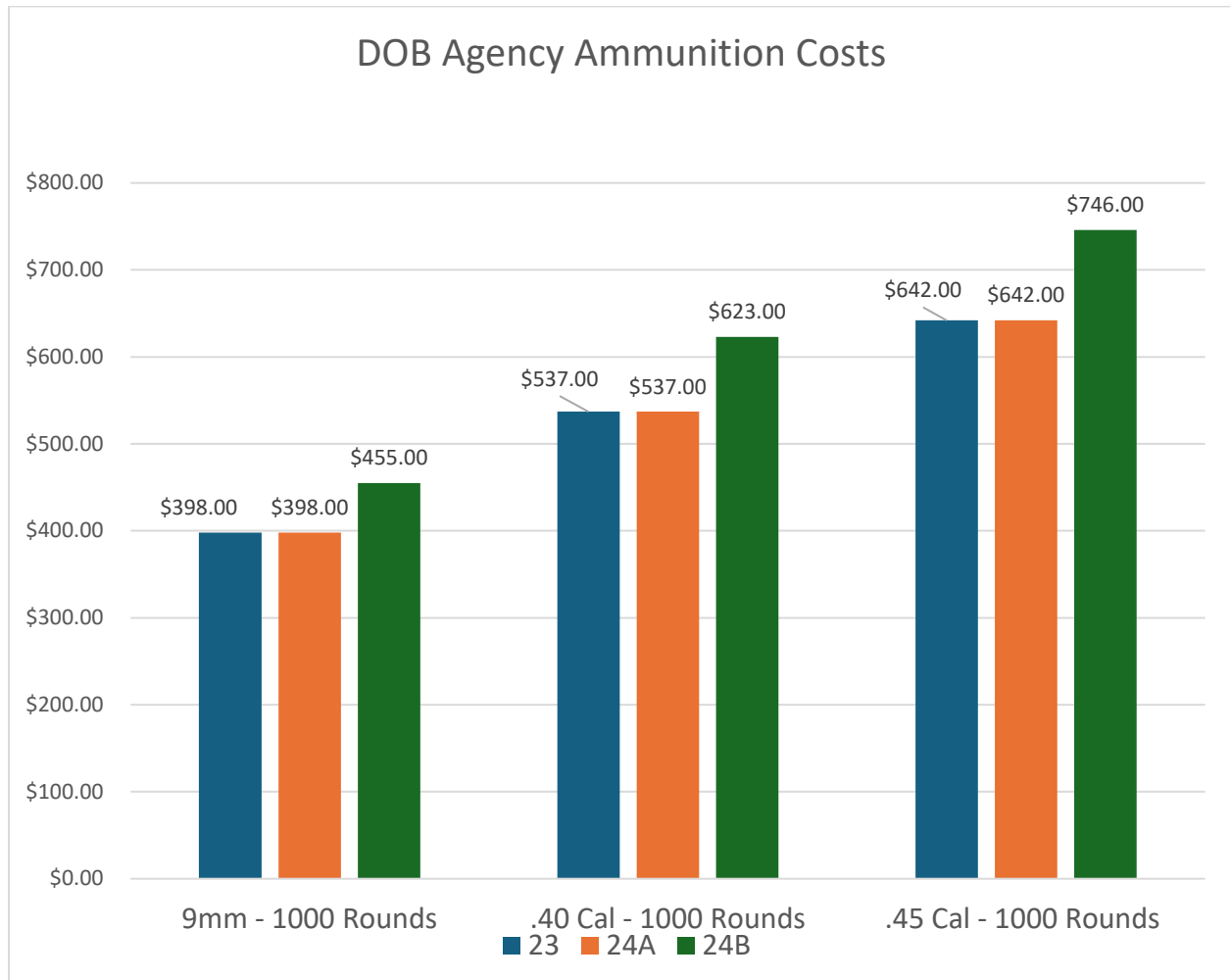


**DOB Agency Ammunition cost adjustment for early 2024.**

- 9mm: +\$48.00
- .40 Cal: +\$77.00
- .45 Cal: +\$82.00

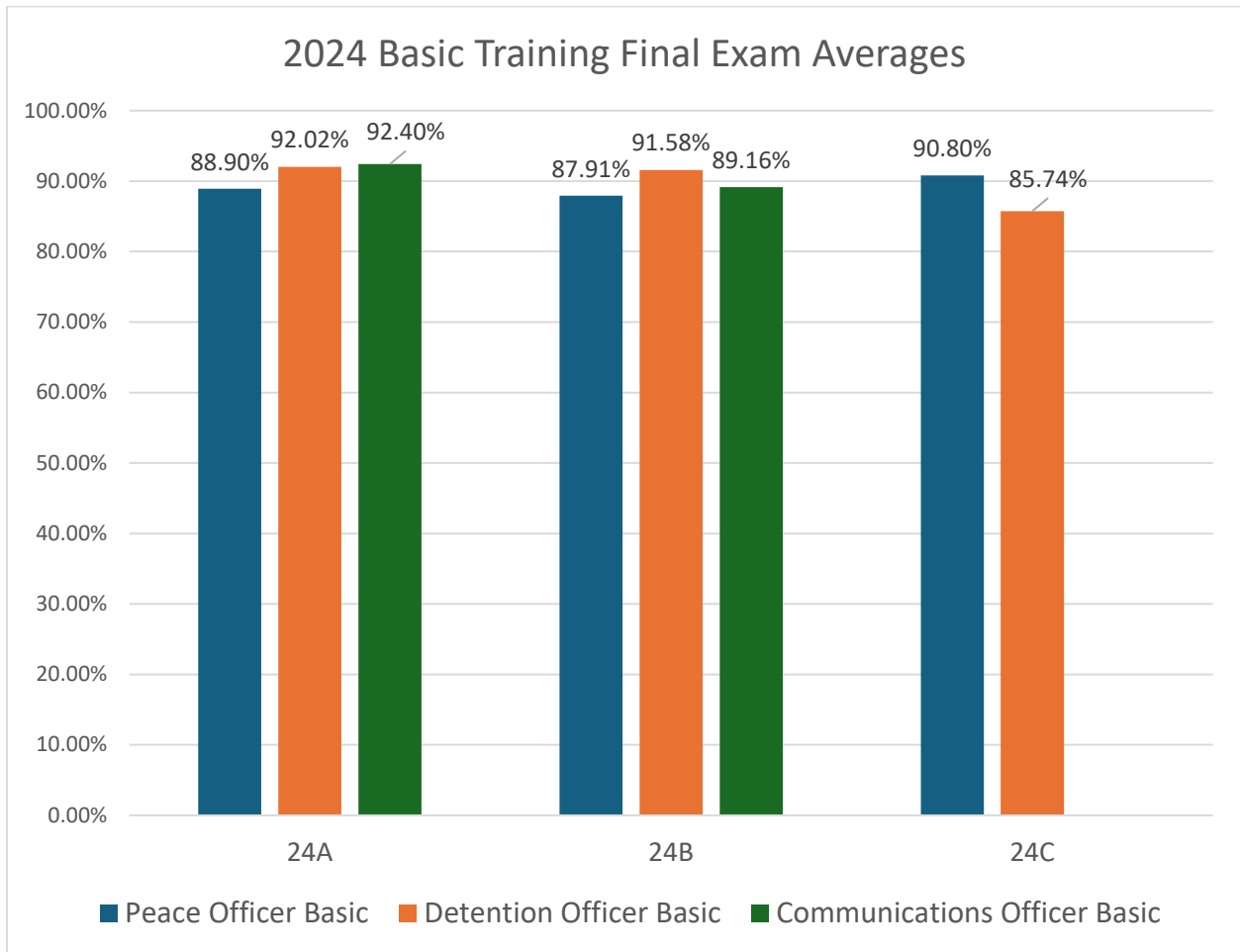
**The Ammunition cost adjustment in August 2024 as follows:**

- 9mm: +\$57.00
- .40 Cal: +\$86.00
- .45 Cal: +\$104.00



**Final Examinations:** Each basic course has a final cumulative exam at the end of the course. The exams range from 279 to 437 points, depending on the course, and students must score a minimum of 70% on the exam to pass the course.

**The final exam averages for the 2024 Peace, Detention, and Communications Officer Basic classes were as follows:**

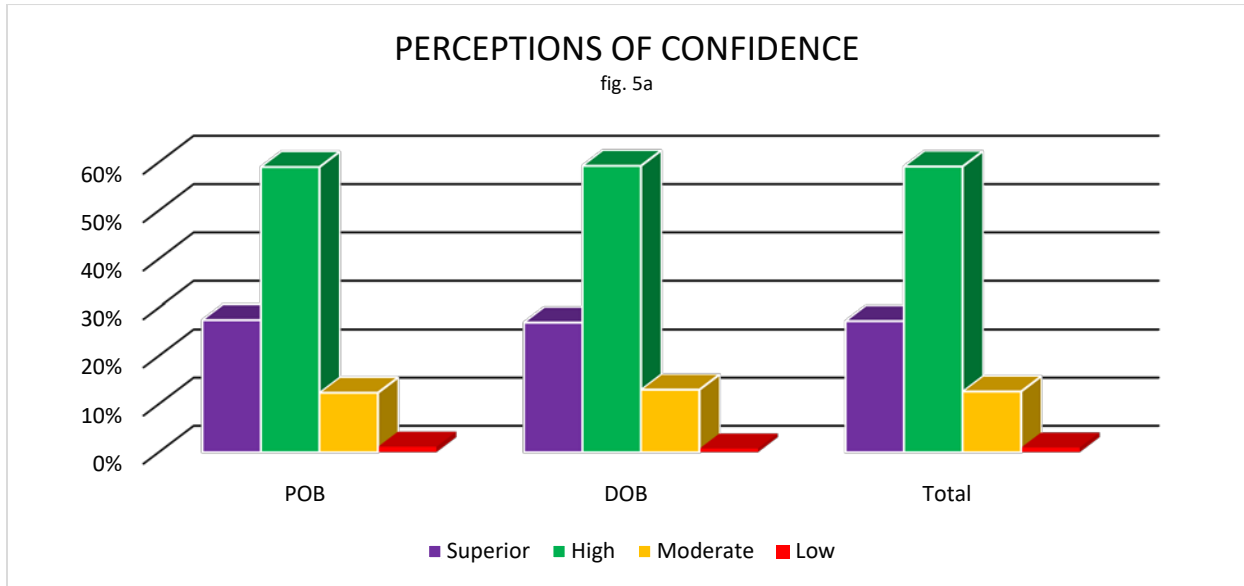




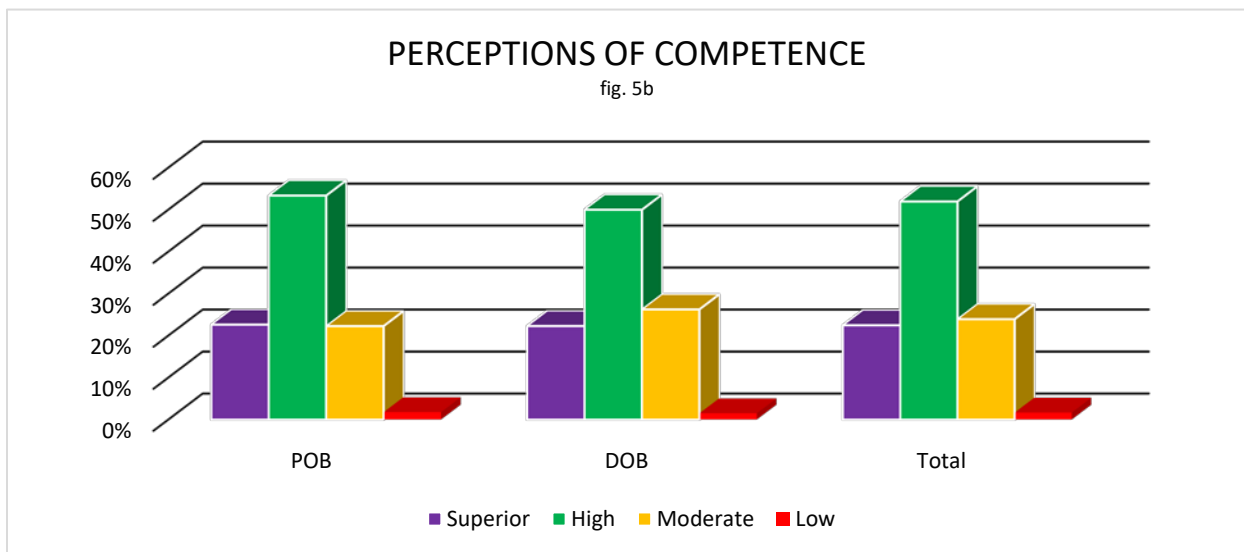
## 2024 BASIC STUDENT SURVEY DATA

### STUDENT PERCEPTIONS OF LEARNING DURING TRAINING

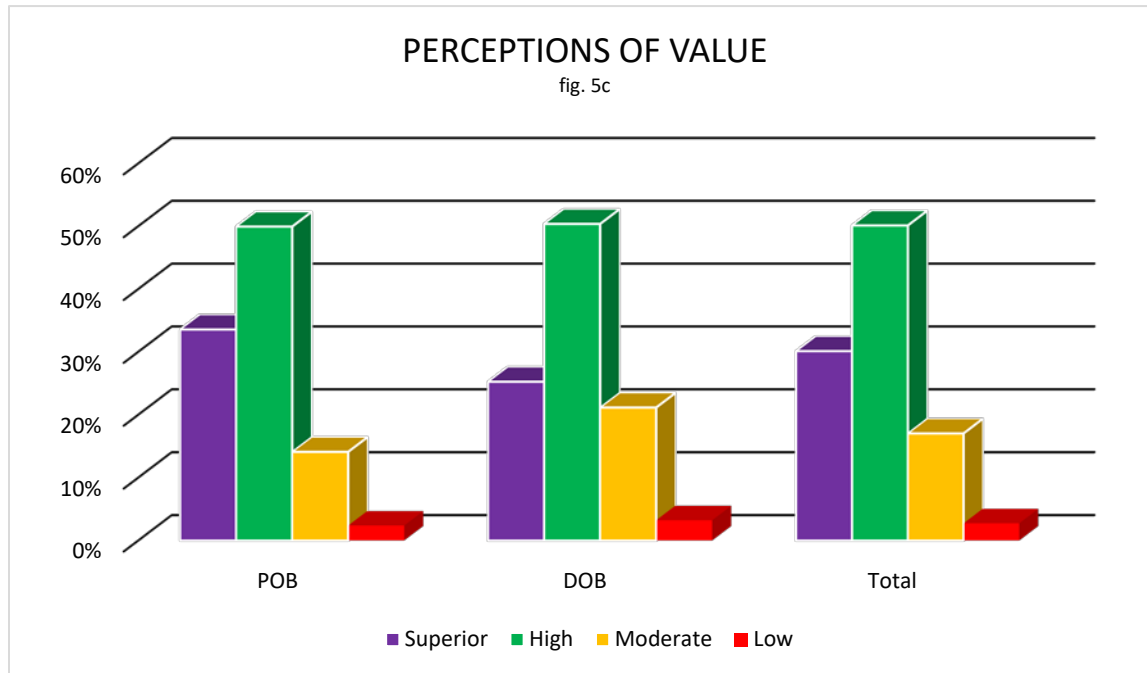
While we recognize student evaluations are not a valid source of information for analyzing the effectiveness of training, they can provide valuable insight into students' perceptions. Specifically, our surveys are designed to elicit students' perceptions of their own confidence, competence, and the value they place on each Online Independent Learning topic. The four potential answers for each question have been categorized as Low (A), Moderate (B), High (C), and Superior (D).



Question #1 elicited students' perception of their **confidence** in utilizing what they learned. 86.38% of students (POB 86.49% - DOB 86.23%) indicated their confidence was either superior (27.25% | POB 27.46% - DOB 26.95%) or high (59.14% | POB 59.03% - DOB 59.28%). 13.62% of students (POB 13.51% - DOB 13.77%) indicated their confidence was either moderate (12.63% | POB 12.36% - DOB 13.01%) or low (0.99% | POB 1.15% - DOB 0.77%).



Question #2 elicited students' perceptions of their **competence** in understanding the concepts. 74.42% of students (POB 75.97% - DOB 72.25%) indicated their understanding was either superior (22.47% | POB 22.62% - DOB 22.27%) or high (59.14% | POB 59.03% - DOB 59.28%). 25.58% of students (POB 24.03% - DOB 27.74%) indicated their understanding was either moderate (23.92% | POB 22.26% - DOB 26.24%) or low (1.66% | POB 1.77% - DOB 1.50%).

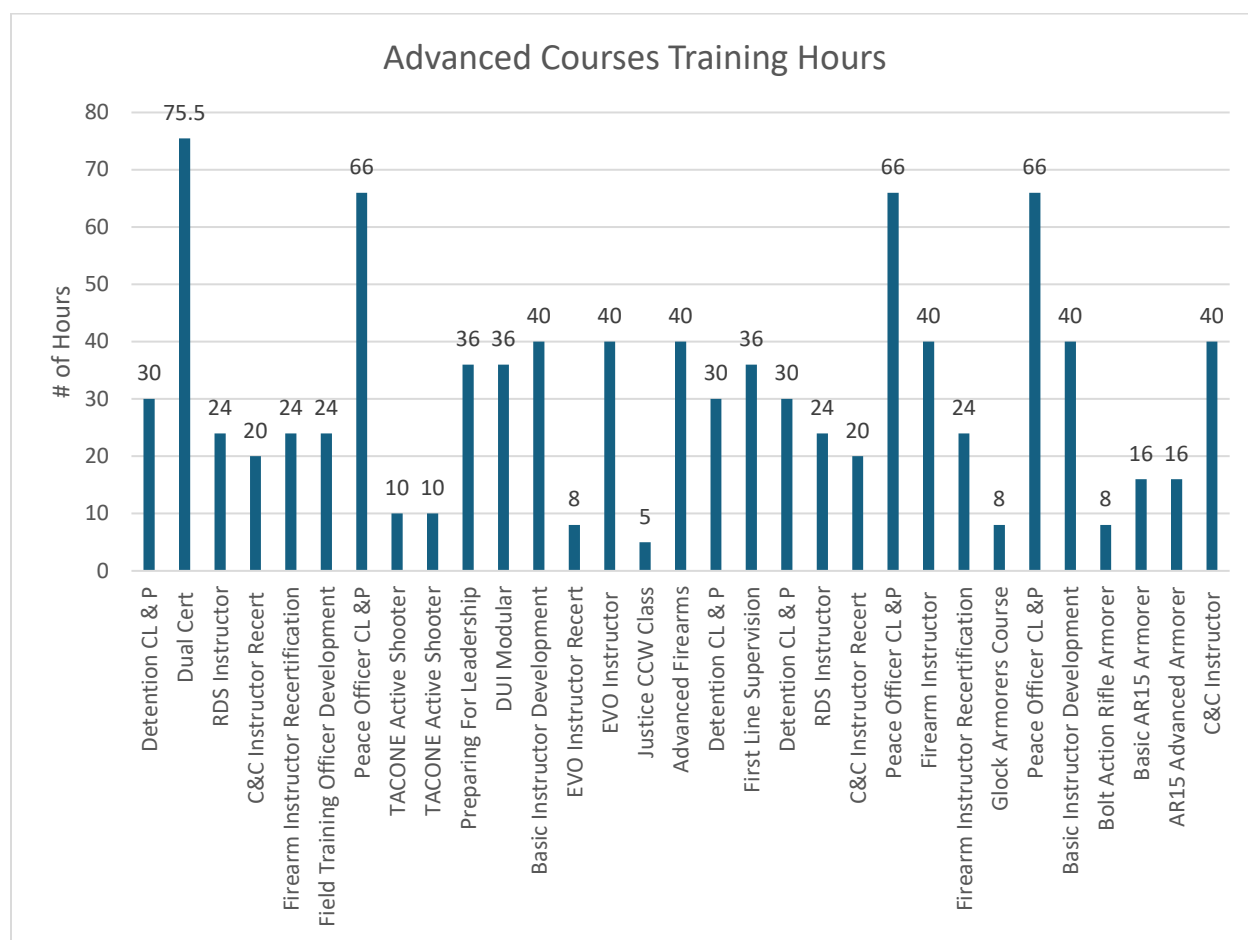


Question 3 inquired about students' perception of the **value** of the concepts in performing their job. 80.23% of students (POB 83.51% - DOB 75.62%) indicated the concepts were either of very high (30.11% | POB 33.56% - DOB 25.25%) or high (50.12% | POB 49.94% - DOB 50.37%) value. 19.77% of students indicated the concepts were either of moderate (17.03% | POB 14.10% - DOB 21.14%) or low (2.74% | POB 2.39% - DOB 3.23%) value.

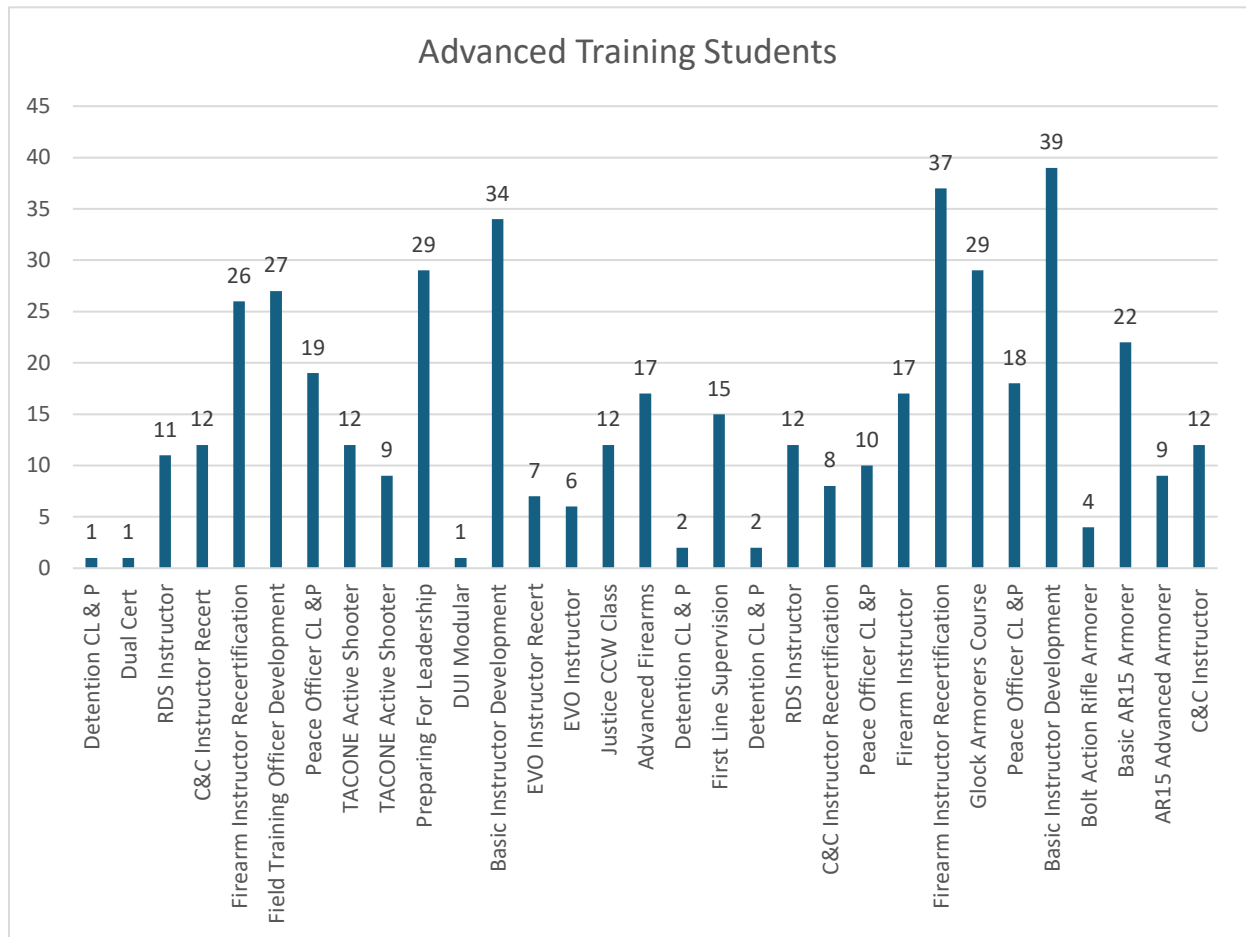
**Specialized and Advanced Training:** The academy also provides advanced training opportunities to satisfy the continuing education requirements established by POST. Every officer who holds a permanent appointment and basic certification as a peace, detention, or communications officer in the State of Wyoming must complete additional training beyond the basic certification requirements to maintain certification.

Our advanced training division develops, coordinates, and hosts forward-thinking and progressive training courses. These courses can range from updates on current trends and issues facing our law enforcement community to achieving instructor certification in a given area of expertise.

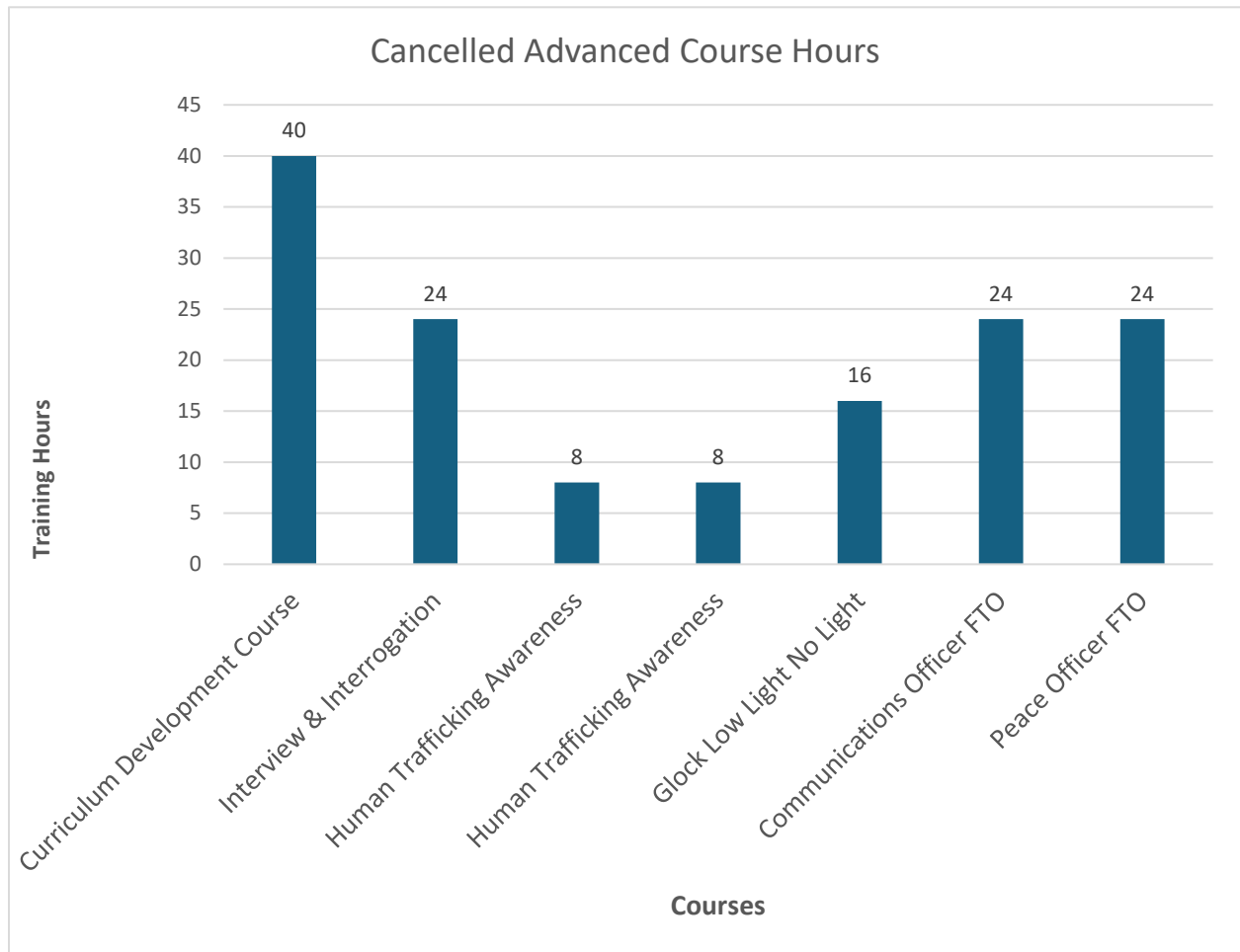
**In the 2024 calendar year, the Academy provided 31 advanced courses for 952.50 offered advanced training hours.**



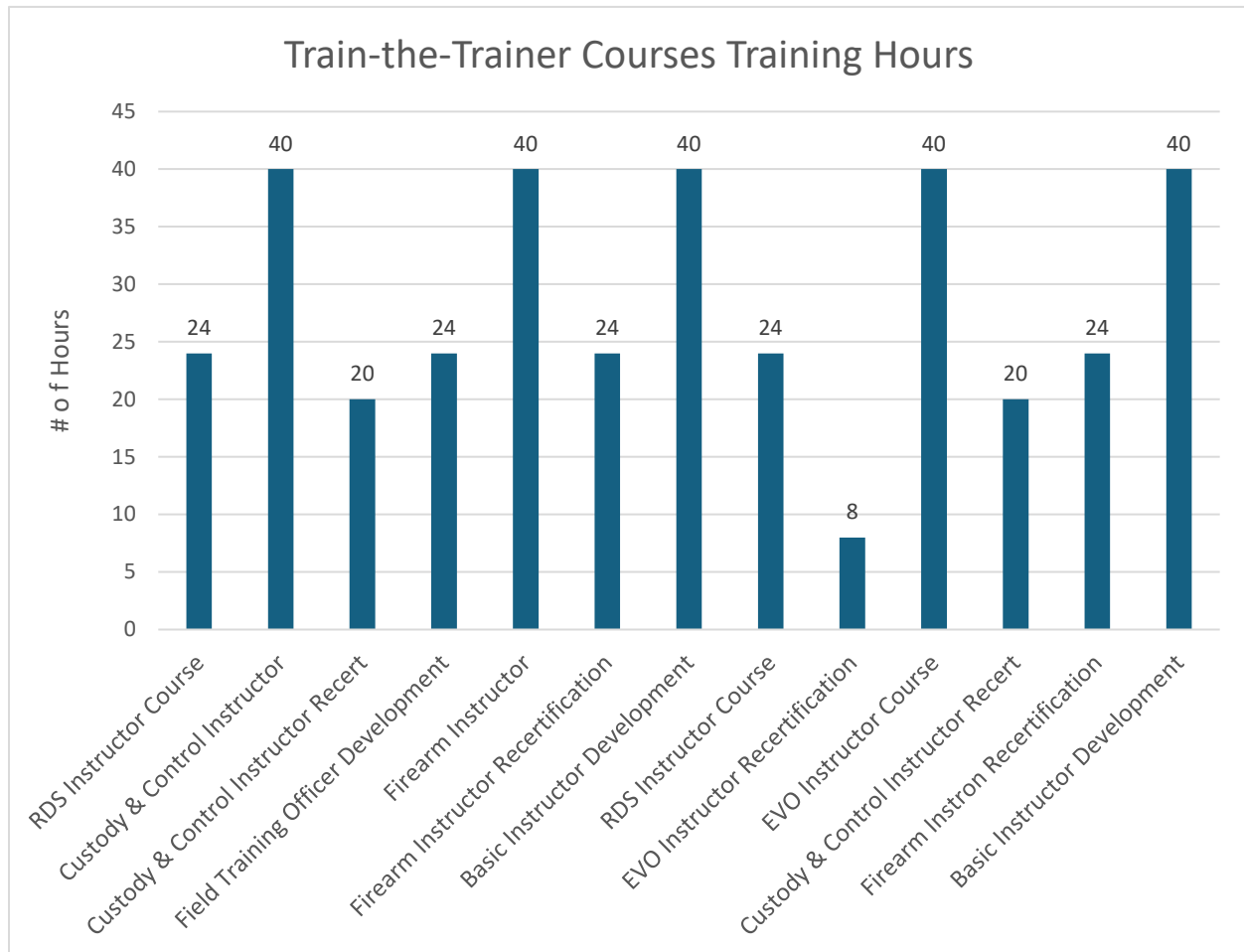
**460 officers throughout the state attended these advanced courses, resulting in 14,041 training hours.**



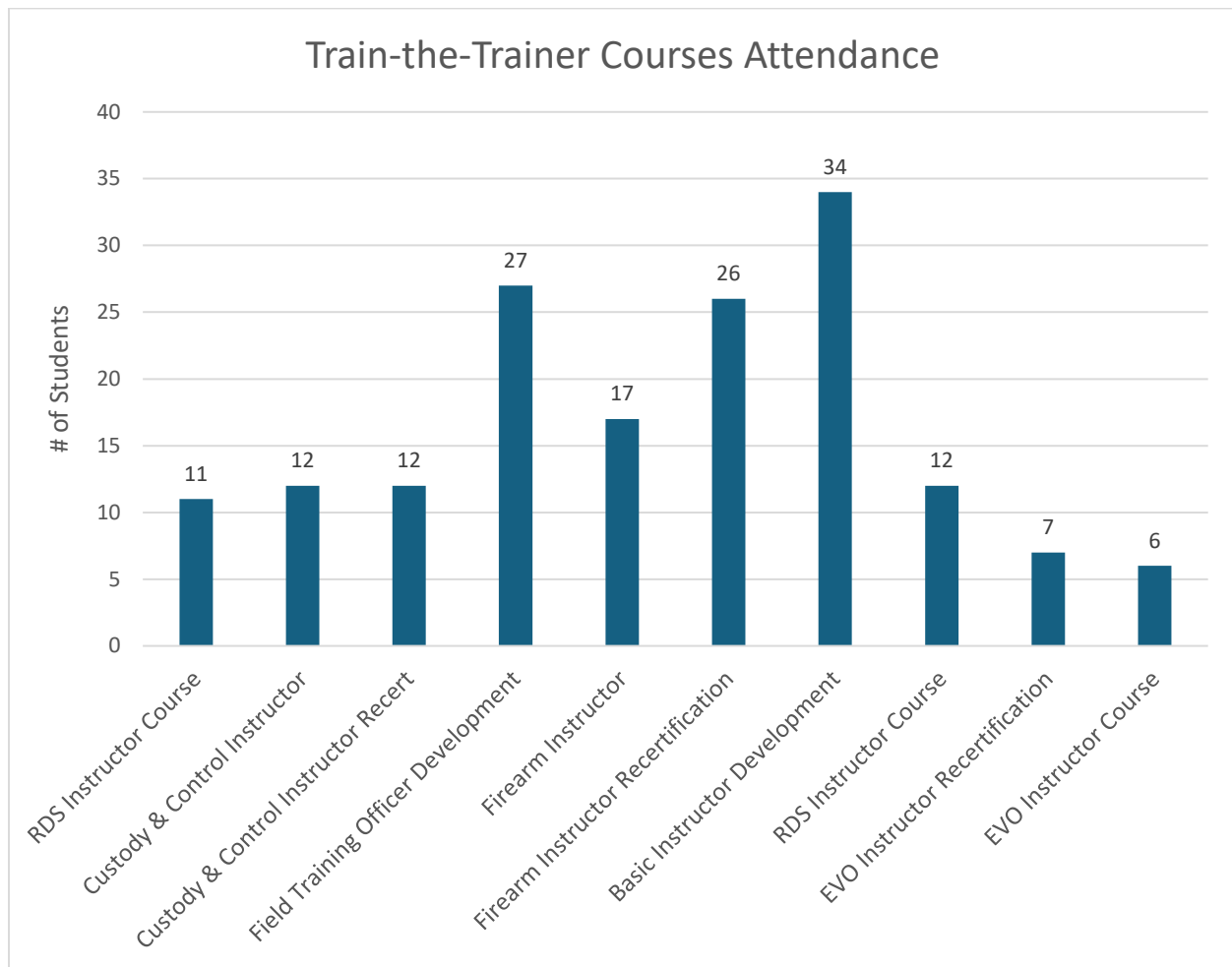
Seven advanced courses were canceled in the 2024 calendar year, resulting in 144 canceled training hours.



As an avenue for law enforcement to become more self-reliant and to assist them in obtaining required training hours not obtained through Academy-provided training, **the Academy presented 13 train-the-trainer courses for 368 training hours, a decrease of 13.33% from calendar year 2023.**



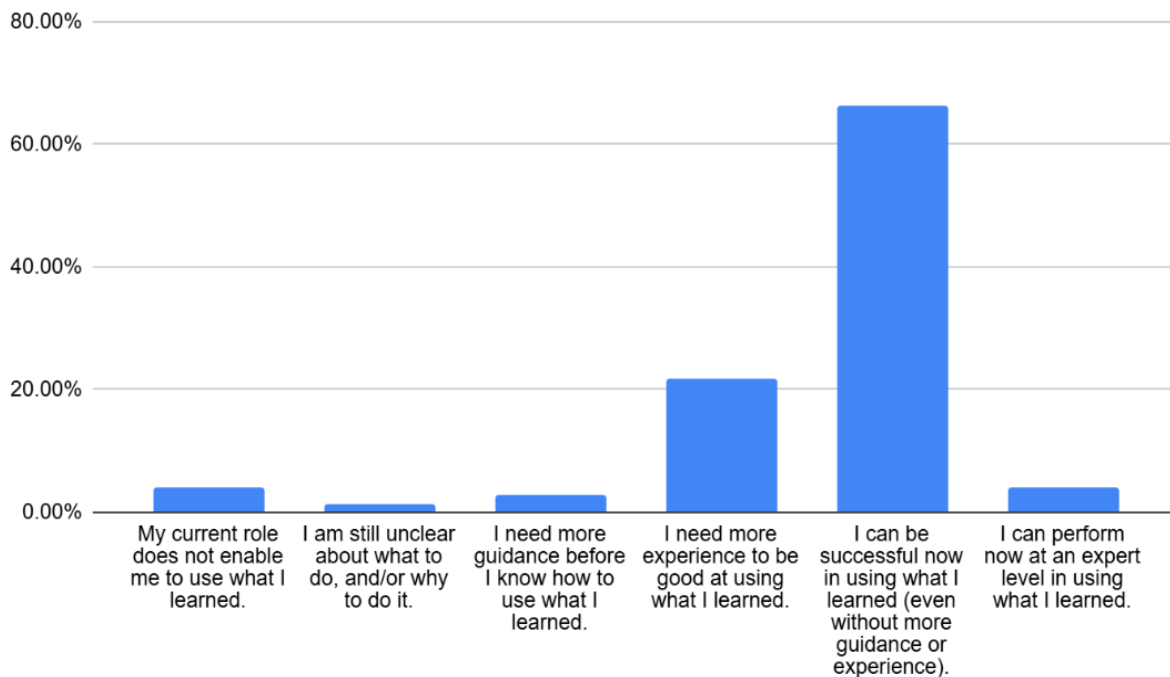
**248 officers attended these train-the-trainer courses for a total of 6,978 training hours—a decrease of 5.7% from the calendar year 2023.**



**Course Evaluations:** Students are asked to complete a course evaluation upon completion of an advanced course. The Academy modified its course evaluation questions and format in 2024 and utilized a more comprehensive format to draw more student information.

The first three questions offer a multiple-answer format, facilitating calculations for quantitative reporting. The remaining questions in the evaluation are narrative or allow for multiple selections, which makes quantitative reporting challenging. Therefore, they are not included in this report.

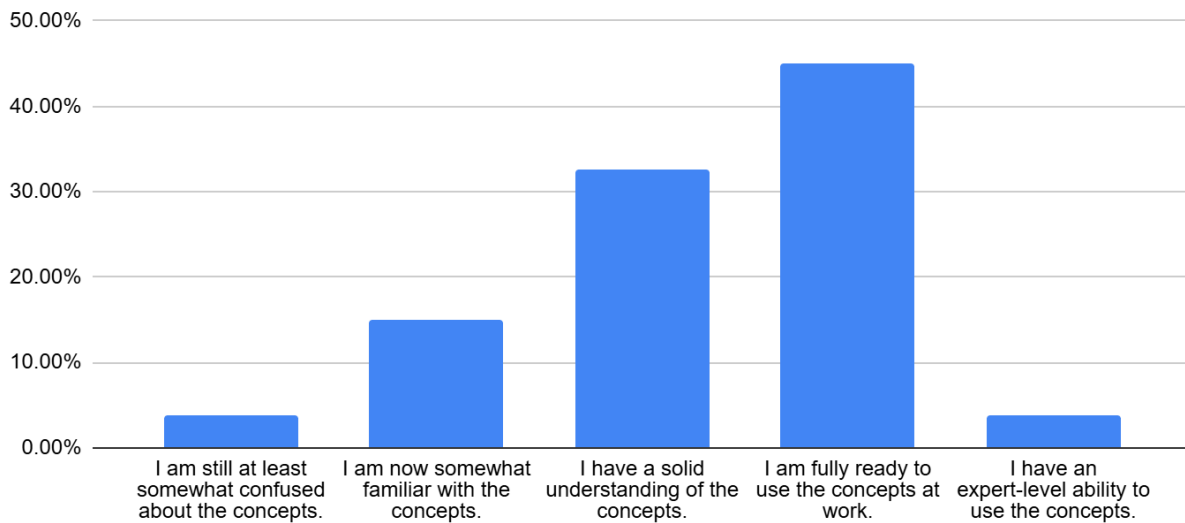
**Question #1. How able are you to put what you've learned into practice in your work?**



- 4.05 % (3) of students indicated their current role does not enable them to use what they learned.
- 1.35% (1) indicated they are still unclear about what to do and/or why to do it.
- 2.70% (2) indicated they need more guidance before they know how to use what they learned,
- 21.62% (16) indicated they need more experience to be good at using what they learned.
- 66.2% (49) indicated they can be successful now in using what they learned even without more guidance or experience,
- 4.05% (3) indicated they can now perform at an expert level in using what they learned.

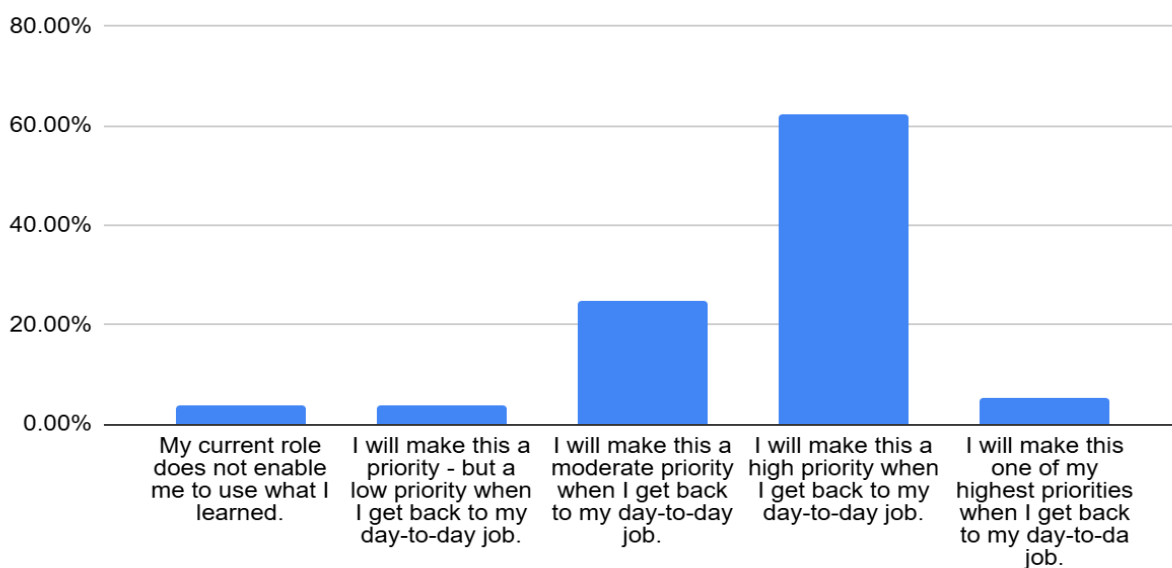


**Question #2. Now that you've completed the learning experience, how well do you feel you understand the concepts taught?**



- 3.75% (3) of students indicated that they are at least somewhat confused about the concepts.
- 15% (12) indicated they are now somewhat familiar with the training concepts.
- 32.50% (26) indicated they have a solid understanding of the concepts.
- 45% (36) indicated they are fully ready to use the concepts at work.
- 3.75 (3) indicated they can perform now at an expert level using what they learned.

**Question #3. Regarding the topics taught, how motivated will you be to use these concepts/skills in your work?**



- 3.90% (3) indicated they will make this a priority, but a low priority when they get back to their day-to-day job,

- 24.68% (19) indicated this is a moderate priority when they get back to their day-to-day job.
- 62.34% (48) indicated they will make this a high priority when they get back to their day-to-day job.
- 5.19% (4) indicated they will make this one of their highest priority when returning to their day-to-day job.

**Distance Learning:** The purpose of developing a distance learning platform was to provide a cost-effective and efficient avenue for our state's law enforcement agencies and their officers to meet their continued training requirements.

Customer benefits are multi-faceted in that distance learning will directly impact the individual law enforcement officer, the respective employing agency, the communities they serve, and, ultimately, the citizens and taxpayers of our state. Also, such training methods will provide an opportunity to cater to the growing strengths of officers joining the ranks of our law enforcement profession, in that their skill base, as it relates to the use of technology, is well-suited for the engagement and retention of information presented in a distance learning format.

Presently, our state's Peace Officer Standards and Training Commission (POST) may certify distance learning training that meets the criteria as outlined in the POST Commission rules, Chapter 10, section 4(g):

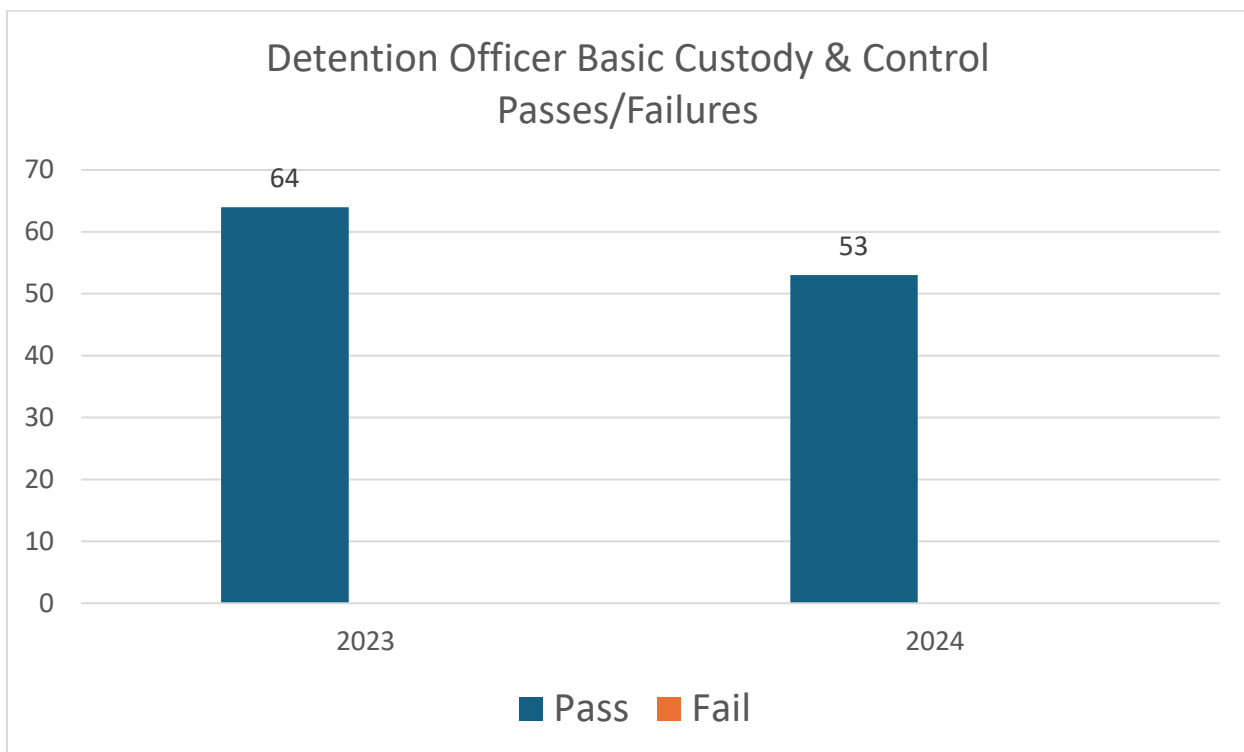
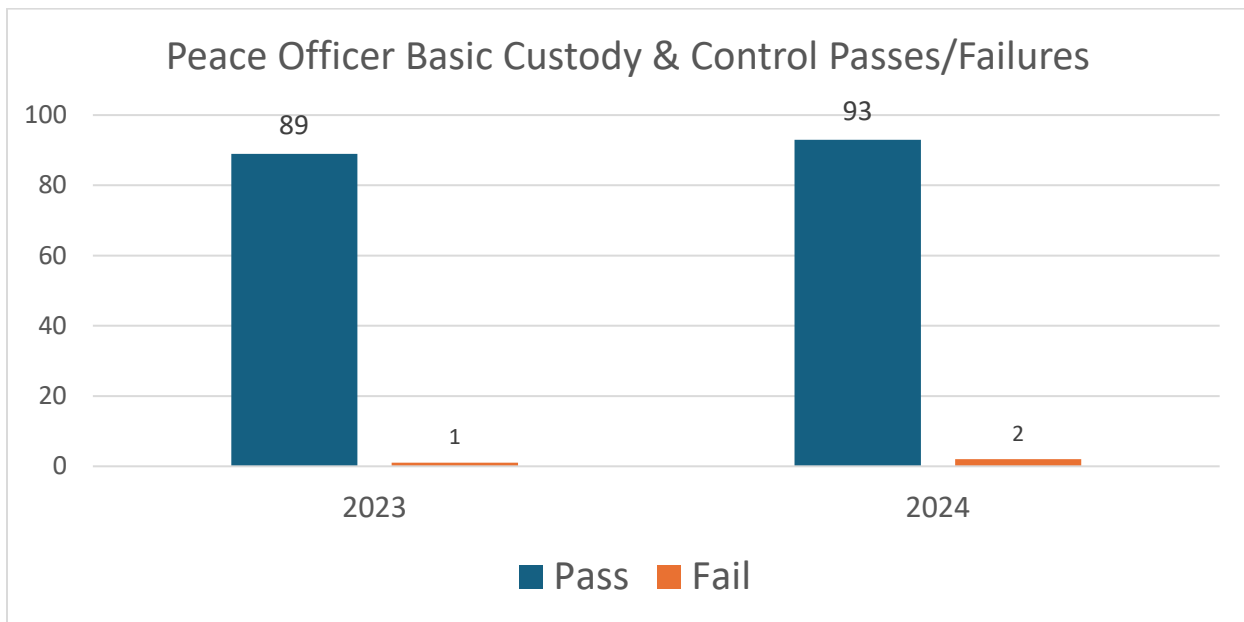
- All training via this medium must be tested.
- Peace, detention, telecommunicators, and correctional officers can acquire full credit for non-classroom training hours by completing 10 hours of mandated perishable skills.

**Custody & Control:** Our Custody & Control (CC) system seeks to provide the necessary tools and training for officers to effectively apply appropriate physical control skills while remaining cognizant of the situational dynamics in a conflict environment. Our peace officer basic curriculum contains 63 hours, while our detention officer basic receives 53 hours of CC instruction.

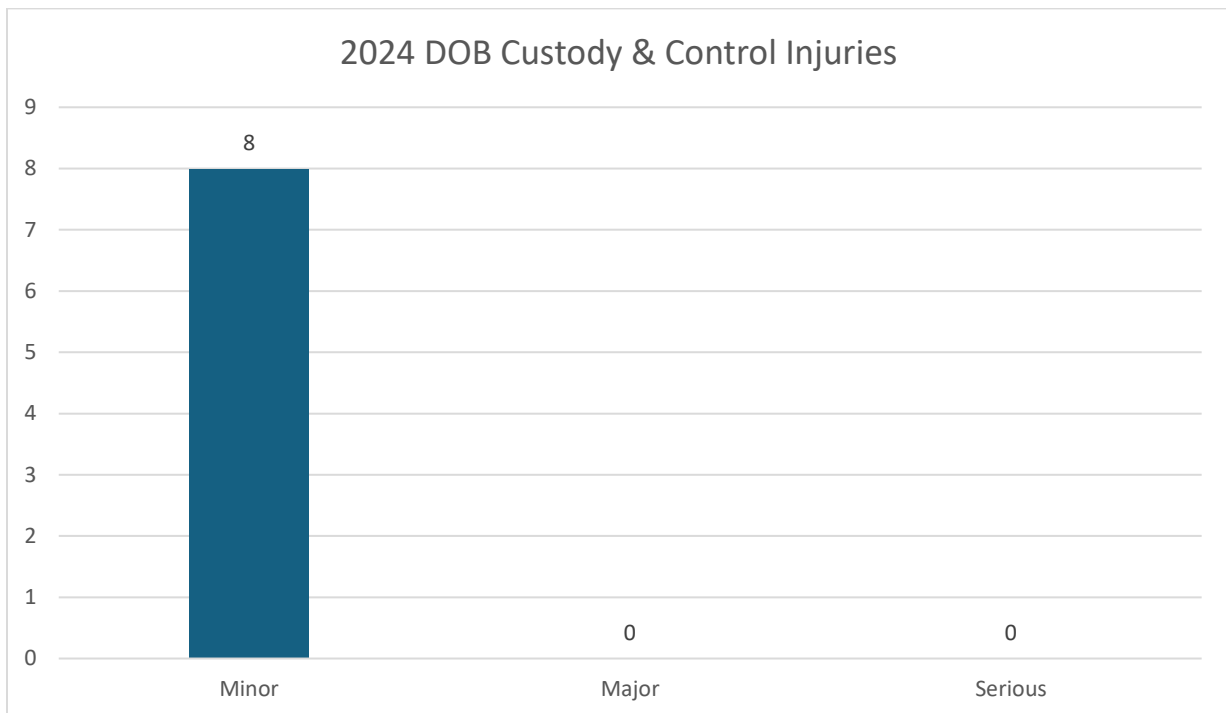
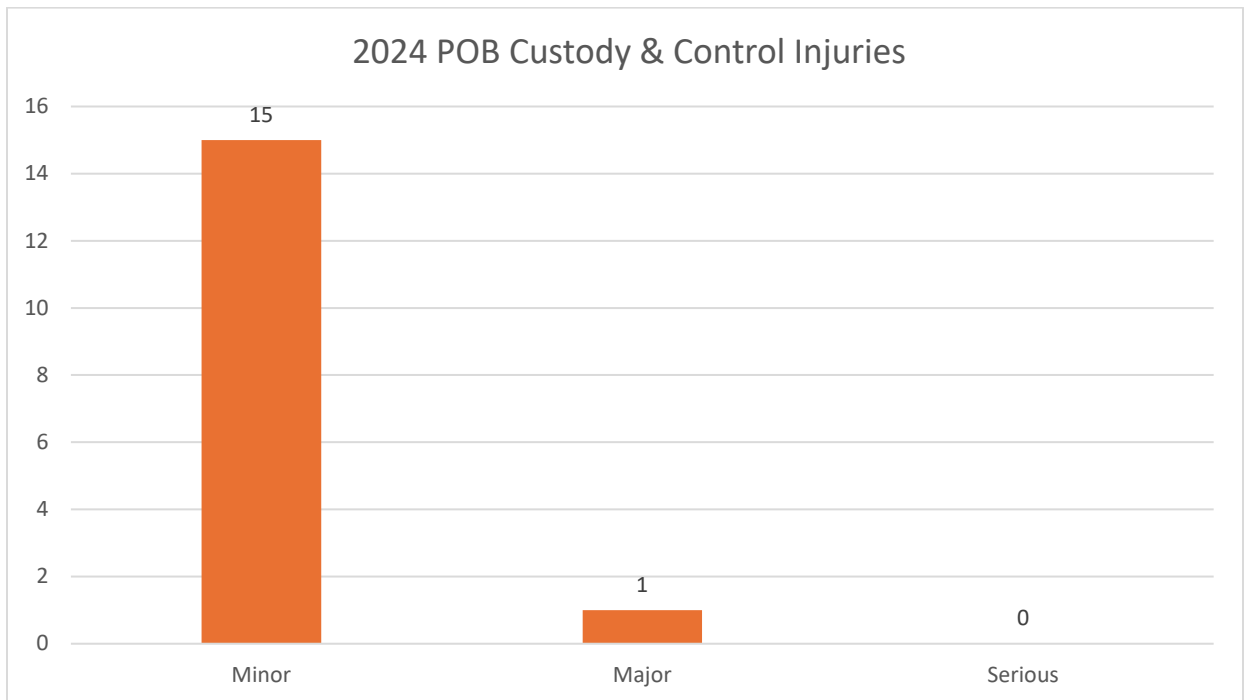
In this training, officers need to be trained not only in the mechanics of particular skills but also in the basic elements of a conflict environment and the physical attributes required to perform the skills effectively. For physical skills to be as effective as possible in a conflict environment, they must be simple to perform and not leave the officer disadvantaged if they fail.

In addition to our basic training, we offer law enforcement agencies a 40-hour CC Instructor and 20-hour recertification courses to allow them to become more self-sufficient in their internal CC refresher training.

The following graphs display Custody & Control passes and failures for the 2024 Peace and Detention Officer Basic Courses.

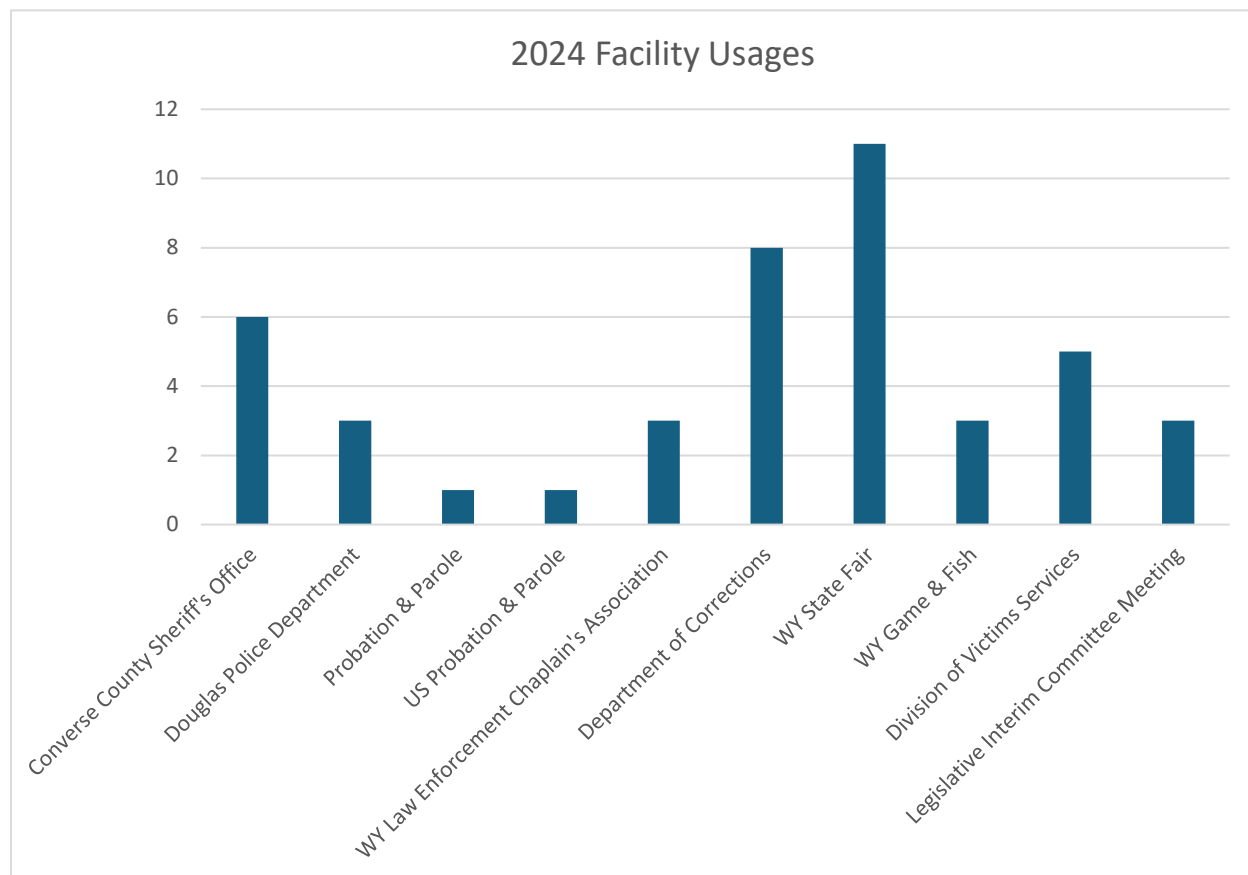


**The following graphs display injuries sustained during Custody & Control in the 2024 Peace and Detention Officer Basic Courses.**



**Facility Usage:** To the extent of availability, we allow our state's law enforcement and governmental agencies to utilize our facility and its available resources. Agencies are permitted by statute to use our Academy for meetings and training needs. Opening our doors as a centralized training facility within our state allows agencies to satisfy their meeting and training requirements.

**In 2024, 10 entities scheduled the Academy facilities 42 times for meeting or training needs.**



## Officer Education and Training Funds:

In 2018, the state legislature passed a measure in HB093 that provided funding for continuing education and training for law enforcement from a \$5.00 fee for each speeding citation through state courts. The bill became effective July 1, 2018. Part of the law required these funds to be transferred into the Law Enforcement Academy Enterprise Account. Although at first appearance this appears to be an additional funding source, these monies are replacing fees that traditionally were paid by agencies to provide advanced training to law enforcement.

The table below shows the course, attendance, course fee, and total OET funds used to provide the course free of charge to agencies. The bottom section of the chart also shows the total revenue received for the calendar year minus the training costs.

OET Courses	# of Students	Course Fee	Total OET Bill:
Custody & Control Instructor Recertification	8	\$246	\$1,698
Preparing for Leadership	30	\$485	\$14,550
Firearms Instructor Recertification	24	\$186	\$4,464
EVO Instructor Recertification	10	\$75	\$750
EVO Instructor Course	10	\$298	\$2,980
Basic Instructor Development	30	\$320	\$9,600
First Line Supervision	18	\$485	\$8,730
Firearms Instructor Course	26	\$310	\$8,060
Custody & Control Instructor Recertification	13	\$246	\$3,198
Firearms Instructor Recertification	15	\$186	\$2,790
Preparing for Leadership	19	\$485	\$9,215
Basic Instructor Development	12	\$320	\$3,840
Custody & Control Instructor Course	13	\$355	\$4,615
<b>Total OET Funded Courses: 13</b>	<b>Total: 228</b>	<b>-</b>	<b>Total: \$74,490</b>
<b>2024 Total OET Revenue – Training:</b>			
<b>\$183,681 - \$74,490 = \$109,191.00</b>			

## **Academy Training Facility:**

The Wyoming Law Enforcement Academy was built in 1984 on 55 acres of rugged terrain overlooking the North Platte River (nearly 150' elevation drop from our main facility to our driving pad only 300 yards below). Of those 55 acres, only 12 are usable (without major dirt & retaining work). We are currently maximizing the use of this land with buildings, parking lots, driving pads, firearms ranges, and roadways. In 40 years, there have been no substantial upgrades to the facilities or the property.

In 2020, the State Building Commission authorized a needs assessment study regarding the overall condition of the facility, necessary repairs, and future program operations. The report concluded that constructing a new academy on a new site offered the best advantage. The secondary option was to keep the current site but procure adjacent land to allow for expansion. The final option with the least advantage was remodeling/expanding at the current site without land acquisition. The State Building Commission then weighed those options and decided to explore other options.

In 2022, through the state construction department, capital construction requests were made to rebuild the outdoor range and expand the existing indoor range. Consultants determined that expanding the indoor range was too costly, and an overall plan to construct a new firearms range complex was suggested. That also required the purchase of land away from the Academy campus to relocate the Emergency Vehicle Operations (EVO) training area.

In 2024, we explored various areas for land purchase without success. The state legislature did not approve our capital construction requests for the new range complex, relocation of the EVO training area, and an additional interior remodel. State Construction Department funded the level 1 and 2 for the interior remodel. In late 2024, a prospective land purchase was explored, and negotiations were started with the landowner. No capital construction project requests are planned for the 2025 legislative general session.

**Major Maintenance:** Over the years, we have completed a few minor interior remodel projects (by staff), an upgrade of our indoor range target system, major asphalt replacement and repairs, water line and septic work, and the typical major maintenance repairs/replacements, but apart from these, the WLEA is no different than when it was built in 1984.

Here is a listing of the major maintenance projects completed in 2024

Building	Project	Approve Amounts
Main Building	Asphalt Paving, parking lot, and roadway	192,304.55
Main Building	Window Blind Replacement	60,928.40
Main Building	New Chiller	103,226
Main Building	Major Maintenance projects	67,334.53
Main Building	Replace cooling coil	18,304
Main Building	Dorm Room Renewal – Started in 2024	2,857,458.00

## **Training Areas:**

### **Practical Skills Building**

In 2016, the Academy spent \$600,000 to build a 70' X 80' steel building (high cost due to the foundation needing to be overbuilt on poor soil). This practical training building has limited amenities (no water/sewer, not finished on the inside). It features rough construction with open ceilings and walkways overlooking rooms below, designed to mimic various environments officers would respond to - trailer houses, offices, jail cells, small bars, etc. Our officers and outside agencies who come in to perform specialized training with their tactical teams utilize this shoot-house/practical training building. Several years prior, a smaller steel building for fleet/equipment storage was constructed. These structures were built using enterprise and DCI's forfeiture funds, not General Budget funds.

### **Firearms Ranges**

We have three firearm ranges on the Academy's campus. The main building features a 25-yard, 12-lane indoor range equipped with variable lighting for low-light training exercises, electronically controlled targets for close-range and mid-range shooting, and partitioned shooting stations.

Below the main building is a 50-yard, 20-lane outdoor firing range, an observation tower, a small storage area, and a restroom. Shotgun and patrol rifle exercises utilize a makeshift third range at the EVO training areas.

Firearms training is a crucial component of both basic and advanced instruction. There are 78 hours of training for the peace officer basic and 36 hours for the detention officer basic. Veteran officers can participate in advanced firearms training or fulfill the requirements for firearms instructor certification and recertification at these ranges. Local, state, and federal agencies can use these ranges to satisfy their internal firearms proficiency requirements when they are not in use.

Range capacity continues to be a choke point for basic training class sizes. The outdoor range's turning target system is no longer operational because replacement parts are unavailable. The target system in the indoor range does not function on several lanes; therefore, students move up and down the range to achieve the needed distances from the target. Estimates for new target systems run into several million dollars. Two needs assessment studies have concluded that these ranges must be replaced to meet the growing capacity demands and evolving training methodologies.

### **Computer Simulators:**

This training system is integral to our peace and detention officer basic curriculum. Currently, we have four systems and rooms that allow officers to participate in realistic, real-world scenarios to evaluate the application and use of force decisions. While viewing a scenario, the officer can utilize available force options as they work to either verbally or physically control a given situation. In addition, Oleoresin Capsicum (OC) Spray, Taser, and Handgun conversions (laser) make it possible for officers to respond with actual weapons while the system responds to the application of their use of force options.



Because an officer's application of force can be a litigious area when performing their duties, this system is critical for providing fundamental training, proper evaluation, and necessary feedback for both new and veteran officers. The MILO system has become, and continues to be, one of the most essential components of practical skills training utilized by the WLEA in our scenario-based training. This system provides diverse, stressful, real-life scenarios in the safety of a controlled training environment. Currently, approximately 300 hours of basic training alone are spent on this system annually to provide the following:

- One-on-one student/instructor training
- An interactive system that creates a multitude of realistic, real-world scenarios for the officers
- Coaching, evaluation, and testing of an officer's application and justification for his use of force
- 400+ developed scenarios
- On-site filming and editing capabilities

## **Emergency Vehicle Operations:**

Located to the north of our main building, there is an 11-acre driving pad. Hands-on pursuit and evasive driving techniques are taught on this pad using WLEA EVO fleet vehicles. The EVO area also includes a maintenance building and an observation tower.

Emergency vehicle operations (EVO) are essential to our basic curriculums. Twenty-six hours are dedicated to this training in the peace officer basic, with 12 hours allocated in the detention officer basic. These EVO courses are designed and developed to educate officers on the safe and effective operation of an emergency vehicle. In addition to the basic training, the Academy offers a 40-hour EVO Instructor course and an 8-hour recertification course. The instructor courses enable our state's law enforcement agencies to become self-sufficient in meeting their internal training needs in this area of perishable skills.

The Academy does not conduct high-speed driving training because we lack the appropriate facilities. Most training academies nationwide have constructed high-speed driving tracks and multiple surface driving areas. WLEA does not have the space on our property to build a track or varied driving areas. This has become a focus for capital construction projects for future development.

## **Advisory Boards:**

The Academy utilizes self-created advisory boards to provide input and feedback from law enforcement agencies across the state. The boards formally review and make non-binding recommendations to the Director of the Academy on matters relating to the training services provided.

**Academy Advisory Board Members for 2024**

Sheriff Levi Dominguez - Sheridan County Represents small sheriff departments	Sheriff Scott Matheny - Campbell County Represents large sheriff department
Chief Michele Weber – Jackson Police Represents small police departments	Chief Mark Francisco - Cheyenne Police Represents large police departments
Director Ronnie Jones - Wyoming DCI	Attorney General Bridget Hill - Wyoming Attorney General's Office
Dr. Shaina Smith, Member-at-large Smith Psychological Services	Deputy Chief Craig Smith, Wyoming Game and Fish
Executive Director Chris Walsh, Wyoming Peace Officer Standards and Training	Sheriff Jeff Hodge - Crook County Current WASCOP president
Megan Pope - Senior Assistant Attorney General - Academy's Legal Advisor	

**Detention Training Advisory Board Members for 2024**

Sheriff Jerimie Kraushaar - Hot Springs County	Sheriff Alex Bakken - Carbon County
Sgt. Sean Ellis - Natrona County	Capt. Adam Alvarado - Converse County
Lt. Darren Horn - Crook County	Lt. Timothy Johnson - Laramie County
Dep. Caleb Sprecher - Sweetwater County	Sgt. Amanda Cornwell - Hot Springs County
Deputy Director Heather Babbitt, Wyoming Dept. of Corrections	Executive Director Chris Walsh, Wyoming Peace Officer Standards and Training

**Communications Training Advisory Board Members for 2024**

Karie Moulton, Glenrock Police Department	Sheriff K.C. Lehr, Sublette County
Karigan Gates, Rawlins Police Department	Ryan Rakness, Washakie County
Jessie Colegrove, Park County	Manager Ashley Byerly - Converse County Combined Communication Center
Amy Payne - Laramie County Combined Communication Center	Shannon Brown - Wyoming Highway Patrol Communications Center
Monte McClain - President, Wyoming APCO	Executive Director Chris Walsh, Wyoming Peace Officer Standards and Training