



**SHERIFF AND DEPUTY SHERIFF  
EDUCATION  
AND TRAINING BOARD  
2019 ANNUAL REPORT**

**Charles Ramsey  
Chairman, PCCD**

**Tom Wolf  
Governor**

**SHERIFF AND DEPUTY SHERIFF  
EDUCATION AND TRAINING BOARD  
2019 ANNUAL REPORT**

<b>TABLE OF CONTENTS</b>	<b>PAGE</b>
I. A Message from the Chairman	1
II. Board Membership	2
III. Board Organization	3
IV. Board Financial Report	4
V. Fiscal Projections	5
VI. Year in Review	6
VII. Training Status of Sheriffs and Deputies Per County	7
VIII. Training and Certification Programs	8
IX. Tables	10
X. Sheriff and Deputy Sheriff Training Bulletins	11

Sheriff and Deputy Sheriff Education and Training Board  
Pennsylvania Commission on Crime and Delinquency  
P.O. Box 1167, Harrisburg, Pennsylvania 17108-1167  
Telephone (717) 705-3693 -- Toll Free (800) 692-7292  
FAX (717) 783-7140  
[www.pccd.pa.gov](http://www.pccd.pa.gov)



## **A Message from the Chairman**

This report on the Sheriff and Deputy Sheriff Education and Training Board's activities during 2019 serves as a review of the Board's accomplishments and future goals. It is my pleasure to present this report to you on the 35<sup>th</sup> anniversary of the Training Program.

In February 1984, the Deputy Sheriffs' Education and Training Board was created by Act 1984-2, the Deputy Sheriffs' Education and Training Act, to train and certify deputy sheriffs employed by the Commonwealth's 67 county sheriffs' offices. In September 2014, the Training Act was amended by Act 2014-114, which renamed the Board as the Sheriff and Deputy Sheriff Education and Training Board. The new legislation enhanced the original Act by including requirements for the training of sheriffs and providing provisions for certification revocation. The Board operates with the oversight and staff support of the Pennsylvania Commission on Crime and Delinquency (PCCD). The Board has continued to implement and improve the training and certification processes as delineated by the Act.

The Board also strives to stay current with the changing needs of the Commonwealth's sheriffs as well as their role in the criminal justice system defined by the Legislature and the courts. Since 1984, the Board has trained and certified over 6,561 deputy sheriffs while the training population has tripled in size. It has expanded its certification training from 160 to 760 hours and now offers year-round classes leading to certification. A number of new subjects were developed, and revisions have been made to the existing curriculum. In addition, the Board has instituted a series of supervisory trainings along with a number of optional skill, web based-online, and instructor development courses. Recently, students seeking certification are now required to complete a number of subjects online.

During 2019, the Board has made significant strides to enhance the Sheriff and Deputy Sheriff Training and Certification Programs. However, the Board also faces fiscal challenges with a rapidly depleting fund, diminishing surcharge collections, and rising reimbursement costs.

Given the goals achieved during the past 35 years, the Board will continue to meet the training needs of the Commonwealth's sheriffs and their deputies and continue moving forward with the development of new and innovative training programs.

Eric Weaknecht, Chairman



## BOARD MEMBERSHIP

Eric Weaknecht, Chairman  
Sheriff, Berks County

Issac Caraway\*  
Deputy Chief  
Bureau of Narcotics Investigations  
Office of the Attorney General

Honorable James P. Goodman  
Court of Common Pleas  
Schuylkill County

Stephanie Jirard  
Professor of Criminal Justice  
Shippensburg University

Kenneth Klakamp Jr.  
Sheriff  
Warren County

Jon D. McEnroe  
Deputy Sheriff  
Erie County

Honorable Wayne E. Nothstein  
County Commissioner  
Carbon County

Jody Smith  
Chief Deputy  
Cumberland County

Edward Walker  
Deputy Sheriff  
Montgomery County

\* Representing Attorney General Josh Shapiro

## PENNSYLVANIA COMMISSION ON CRIME AND DELINQUENCY

Charles Ramsey  
Chairman, PCCD

Derin Myers\*  
Acting Executive Director,  
PCCD

Bureau of Training Services

John Pfau  
Manager

Donald Numer  
Training Supervisor

Douglas O. Hummel  
Planner

\*Michael Pennington was named PCCD Executive Director in September 2019

## **BOARD ORGANIZATION**

---

The Deputy Sheriffs' Education and Training Board (Board) was created as an advisory board to the Pennsylvania Commission on Crime and Delinquency (PCCD) by Act 1984-2, the Deputy Sheriffs' Education and Training Act. Act 1984-2 was amended by Act 2014-114 in September 2014. The Board was renamed the Sheriff and Deputy Sheriff Education and Training Board. The 10-member Board is composed of two Common Pleas Court judges, two sheriffs, three current or former deputy sheriffs, one educator, one county commissioner and the Pennsylvania Attorney General.

Act 1984-2 directed the Board to establish, implement and administer a program of basic and continuing education training for sheriffs and deputy sheriffs. The Act requires that newly hired deputy sheriffs attend basic training in order to be certified as a deputy sheriff. Sheriffs (in general) must be certified within their first term. In addition, all sheriffs and deputies are required to renew their certification through biennial continuing education.

The Board has the power to make rules and regulations encompassing all matters related to the operation of the training program and the certification of sheriffs and deputy sheriffs. The Board operates under the review and approval of PCCD, which provides the requisite administrative structure and staff support.

During 2019, the Board continued to revise and update its curriculum as well as exploring the use of web-based training to better meet the needs of the sheriffs and deputy sheriffs as well as a cost savings measure.

Activities of the Board, and its staff, as well as training programs, are supported independent of the PCCD General Fund budget. This is accomplished through a surcharge on all legal papers served by sheriffs' offices. PCCD is responsible for making disbursements from the Sheriff and Deputy Sheriff Education and Training Account, a restricted receipts account maintained by the Office of State Treasurer, for the costs of the training program, its administration, and the expenses of the Board. However, the last increase in the surcharge was in 2000 along with an increase to 100 percent salary reimbursements to the counties. In 2013, the Board's spending exceeded its revenues. This, along with transfers by previous administrations from the training account to the General Fund, has depleted the training account.

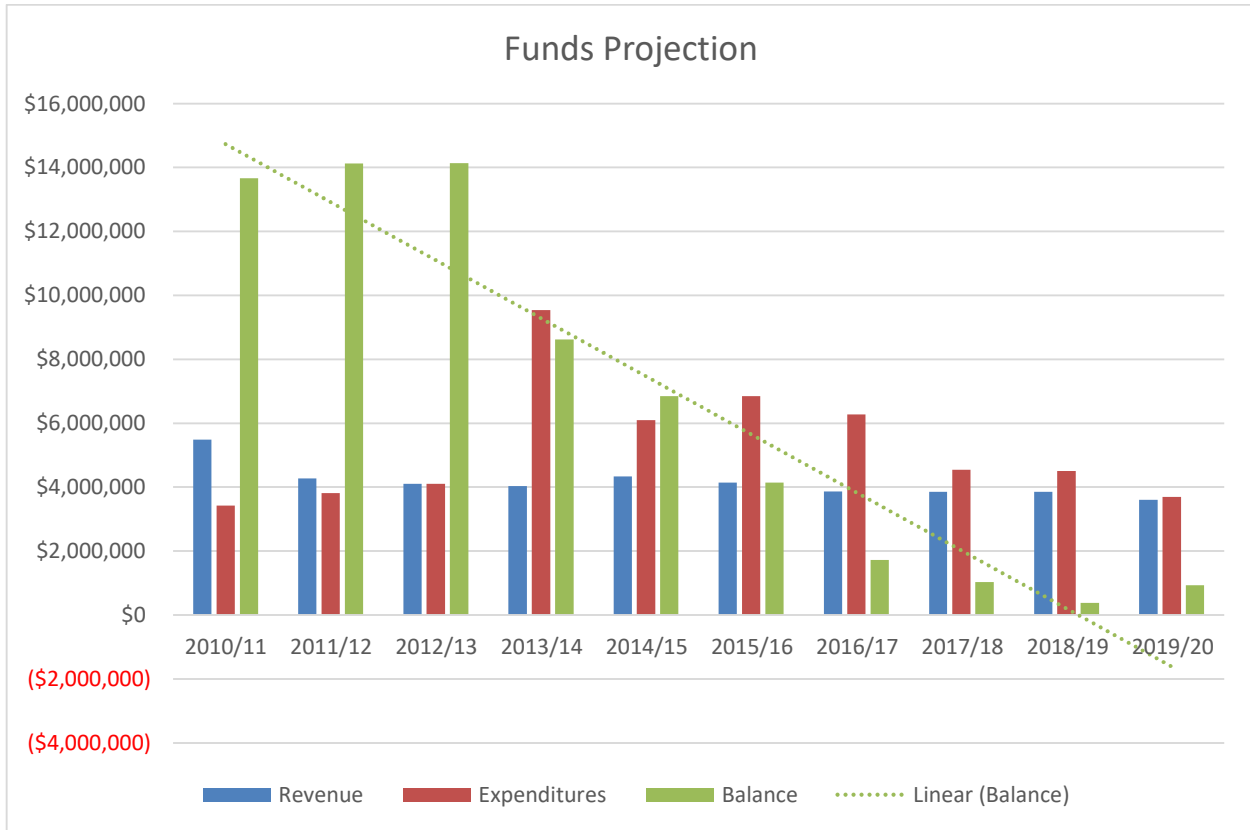
The Board has taken prudent cost saving measures and reduced or cancelled training where appropriate. In 2017, the Board and Commission decided to suspend reimbursements to the counties for salary and travel until such time as the training fund can support both training and reimbursements. Please note that the Act provides for reimbursement to each county for expenses associated with the training of sheriffs and deputy sheriffs, including the tuition and allowable living and travel expenses during training, and the sheriff's and deputy's salary while he or she attends training.

PENNSYLVANIA COMMISSION ON CRIME AND DELINQUENCY  
 SHERIFF AND DEPUTY SHERIFF EDUCATION AND TRAINING ACCOUNT  
 COMBINED STATEMENT OF CASH RECEIPTS AND EXPENDITURES  
 for Calendar Year 2019 - January 1, 2019 through December 31, 2019

RECEIPTS	<u>BALANCE</u>
Balance from Previous Year*	\$1,612,377.89
Actual Fee Collections 1-1-19 to 12-31-19:	<u>\$3,432,399.90</u>
<b>TOTAL FUNDS AVAILABLE as of 12-31-19</b>	<b>\$5,044,777.85</b>
EXPENDITURES	
Administration:	\$439,793.35
Education:	
Pennsylvania State University (Fayette) PO 4300590202 Curriculum Development 7-1-18 to 6-30-19	\$183,214.17
Pennsylvania State University (Main) PO 4300571492 - Basic Training 1-1-18 to 12-31-18	\$382,631.64
PO 4300608658 - Basic Training 1-1-19 to 12-31-19	\$1,183,562.90
Temple University PO 4300600613 10-1-18 to 6-30-19	\$197,551.58
Alutiiq Diversified Services LLC PO 4300608821 - Curriculum Manager 1-1-19 to 12-31-19	\$43,834.05
PO 4300570134 - Curriculum Manager 1-1-18 to 12-31-18	\$3,438.81
Reimbursements to Counties	<u>\$0.00</u>
<b>TOTAL EXPENDITURES</b>	<b>\$2,434,026.50</b>
<b>ENDING BALANCE as of 12-31-19**</b>	<b>\$2,610,751.35</b>

\*Balance from Previous Year includes all cash receipts and expenditures posted through 12-31-2018

\*\*Ending balance does not take into account the cumulative amount of unpaid county reimbursements totaling \$3,235,363 that have been submitted since the suspension was instituted with classes beginning July 1, 2017 through December 31, 2019.



These projections are based on Fiscal Years (July 1 – June 30), as a result there is a six-month difference from the Fiscal statement on page 4.

<u>Year</u>	<u>Revenue</u>	<u>Expenditures</u>	<u>Balance</u>
2010/11	\$5,489,655	\$3,425,485	\$13,662,066
2011/12	\$4,275,262	\$3,812,493	\$14,124,835
2012/13	\$4,105,069	\$4,098,065	\$14,131,839
2013/14	\$4,028,431	\$9,542,766	\$8,617,504
2014/15	\$4,333,746	\$6,103,636	\$6,847,614
2015/16	\$4,145,700	\$6,851,055	\$4,142,259
2016/17	\$3,857,692	\$6,279,299	\$1,720,652
2017/18	\$3,852,677	\$4,540,087	\$1,033,242
2018/19	\$3,847,669	\$4,501,256	\$379,655
2019/20	\$3,318,562	\$2,508,544	\$2,743,068

## 2019: The Year in Review

---

Since its inception, the Board has trained and certified 6,699 sheriffs and deputy sheriffs through basic training and has renewed the certification of all sheriffs and deputies through its biennial continuing education program. In 2019, it was the 35<sup>th</sup> year of sheriffs' and deputy sheriffs' training administered by the Board and the Pennsylvania Commission on Crime and Delinquency (PCCD), under the provisions of Act 1984-2, as amended by Act 2014-114 the Sheriff and Deputy Sheriff Education and Training Act. The changes with Act 2014-114 now require all sheriffs to obtain and keep training certification and allows the Board to consider certification revocation for certain misconduct and lack of fitness for duty. Changes also limited the use of the Training Fund to only training in support of sheriffs/deputies.

During 1999 and 2000, the Board and its training development contractor, Temple University's Department of Criminal Justice, produced and delivered a 560-hour core curriculum. The Board's basic training delivery contractor, Pennsylvania State University's Justice and Safety Institute, presented the first pilot basic program in July 2000. Pennsylvania State University, Eberly Campus, with feedback from Pennsylvania State University, has revised and fine-tuned the curriculum into its present form. Additionally, during the development process, the Board reviewed and revised its regulations, policies and procedures, which support the training programs and provide direction to staff, sheriffs' offices, and deputy sheriffs on issues related to training and certification. The Board is actively engaged in these tasks, which will continue through 2019.

On December 12, 2002, the state Independent Regulatory Review Commission approved the regulations of the Board, which included the expansion of the Deputy Sheriffs' Basic Training Program from 560 hours to 760 hours. The increased hours included the topics of Patrol Procedures and Operations, Motor Vehicle Code/Accident Investigation, D.U.I. Enforcement, Criminal Investigation, and Drug-Related Investigations. The first 760-hour (19-week) basic training began in August 2003.

As identified previously in this report, the Board is addressing a depleted training fund. The Board has reviewed and taken steps to limit the impact of a decreasing fund balance through cost cutting measures that include reducing the availability of and eliminating some optional programs and is exploring reducing the availability of mandatory training. Despite the efforts to reduce costs since 2014, expenditures have exceeded revenues since 2013 and this trend is expected to continue.

As of July 1, 2017, the Board, with the approval of the Commission suspended reimbursements to the counties until the training fund can support both training and reimbursements. As of the end of 2019, the Board owes counties \$3,235,363 in reimbursements. The Board supports the fee increase needed to maintain the current level of high-quality training and reimbursements mandated by Act 1984-2.

The Board continues to enhance the curriculum and certification process through the integration of progressive online training as well as staying flexible to meet the changing authority and needs of today's sheriffs and deputy sheriffs and continue cost saving measures.



**SHERIFFS AND DEPUTY SHERIFFS BY COUNTY: CERTIFIED VS. GRANDFATHERED**

<b>COUNTY</b>	<b>CERTIFIED</b>	<b>GRAND- FATHERED</b>	<b>TOTAL</b>	<b>COUNTY</b>	<b>CERTIFIED</b>	<b>GRAND- FATHERED</b>	<b>TOTAL</b>
Adams	16	0	16	Juniata	6	0	6
Allegheny	164	0	164	Lackawanna	88	1	89
Armstrong	12	0	12	Lancaster	58	1	59
Beaver	45	0	45	Lawrence	17	0	17
Bedford	13	1	14	Lebanon	29	0	29
Berks	90	0	90	Lehigh	87	0	87
Blair	27	0	27	Luzerne	41	1	42
Bradford	11	0	11	Lycoming	23	0	23
Bucks	68	0	68	McKean	12	0	12
Butler	31	0	31	Mercer	21	0	21
Cambria	33	0	33	Mifflin	17	0	17
Cameron	6	0	6	Monroe	23	0	23
Carbon	21	2	23	Montgomery	111	0	111
Centre	28	0	28	Montour	8	0	8
Chester	68	0	68	Northampton	66	0	66
Clarion	14	0	14	Northumberland	9	0	9
Clearfield	9	1	10	Perry	14	0	14
Clinton	12	0	12	Philadelphia	329	0	329
Columbia	17	0	17	Pike	22	0	22
Crawford	13	0	13	Potter	3	0	3
Cumberland	31	0	31	Schuylkill	23	0	23
Dauphin	43	0	43	Snyder	11	0	11
Delaware	55	1	56	Somerset	14	0	14
Elk	12	0	12	Sullivan	5	0	5
Erie	39	0	39	Susquehanna	7	0	7
Fayette	7	0	7	Tioga	8	0	8
Forest	8	0	8	Union	9	0	9
Franklin	27	0	27	Venango	14	0	14
Fulton	4	0	4	Warren	16	0	16
Greene	13	0	13	Washington	47	0	47
Huntingdon	18	0	18	Wayne	15	0	15
Indiana	22	0	22	Westmoreland	68	0	68
Jefferson	10	0	10	Wyoming	6	0	6
				York	101	0	101
				<b>TOTAL</b>	<b>2315</b>	<b>8*</b>	<b>2323</b>

\* Deputies employed prior to 1980 were grandfathered and not required to attend certification training.

# **TRAINING AND CERTIFICATION PROGRAMS**

---

## **Basic Training**

By the end of 2019, the Board and PCCD, in accordance with the provisions of Act 1984-2, had completed the 35<sup>th</sup> year of providing initial certification to sheriffs and deputies. To provide this initial certification, the Board has held 87 basic training classes and 102 waiver classes, certifying a total of 6,699 sheriffs and deputy sheriffs since 1985.

From 1985 to 1999, basic training consisted of 160 hours of instruction presented during a four-week course and included major subject areas related to the duties of a deputy sheriff: civil and criminal law and procedure, court security, prisoner transport, mechanics of arrest, crisis intervention, professional development, self-defense, first aid and firearms. During 2000, the Board implemented delivery of an expanded, 560-hour basic training program under the provisions of Act 1998-10, which provided a significant expansion of instruction in the basic training topics noted above and related topics. In 2003, basic training was expanded to its current 19-week, 760-hour level. In 2005, the Board also established minimum fitness standards for certification under the basic training program. Additionally, students are required to complete a number of online courses to supplement their traditional training.

Waivers of basic training are issued for a limited class of sheriffs and deputies with prior Pennsylvania-based law enforcement experience and training. Prior to 2000, deputies eligible for a waiver of basic training were required to attend a 40-hour, one-week waiver course, which covered the topics of civil law and procedure, court security, and prisoner transport. During 2000, the Board implemented an expanded, 101-hour waiver course to parallel the expansion of basic training. After several classes, it was identified that the waiver students required less time to assimilate the same information, due to their prior training and experience. In 2001, the Board approved a reduction in the waiver course to 80 hours although the same information is provided.

Between 1985 and 1999, the Board's basic training delivery contractor, the Dickinson School of Law, annually provided two four-week basic training courses and two one-week waiver training courses. Under the present phase of the expanded training, Pennsylvania State University (PSU) delivers two 19-week basic training classes and four two-week waiver classes on a year-round basis. During 2019, 234 sheriffs and deputies successfully completed training: 58 in basic training and 176 in the waiver courses. Utilizing PSU as the delivery contractor has expanded the opportunities for the Board's basic academy. State of the art fitness facilities and instructors, enhanced ranges, and test tracks are available for the Board's programs. Additionally, a Simulations Complex including lock-up, vehicle sally port, apartment, offices, and court room was created for use in various scenario-based trainings.

Additionally, in an effort to enhance the professionalism and educational opportunities of Pennsylvania's sheriffs and deputy sheriffs, the Board worked with the PSU to award college credits to sheriffs and deputy sheriffs based on the basic training they completed. After review of the basic curriculum, PSU agreed to award each student 16.5 specific credits towards a degree at PSU or transferable to other educational institutions.

The Board worked with the Pennsylvania Department of Education, Division of Veterans/Military Education, to obtain recognition as an educational program under Title 38, United States Code, Section 3676 (GI Bill of Rights). This approval allows eligible sheriffs and deputy sheriffs who are also veterans, dependents, or National Guard and Reserve members to receive educational benefits for attendance at the Board's expanded basic or waiver training programs. Eligible sheriffs and deputies could qualify for tax-free benefits of approximately \$1,500 per month.

## **Continuing Education**

As a means of recertifying sheriffs and deputies, Act 1984-2 requires attendance of continuing education every two years. The Board has organized continuing education into two-year training cycles, with the training conducted in 16 locations across the Commonwealth during each cycle. During 2019, 547 sheriffs and deputies attended scheduled continuing education courses. The Board's continuing education training delivery contractor, Temple University's Department of Criminal Justice, provides the biennial training.

The 2017-2019 training cycle began in October 2017. The training includes the following subjects: Legal Updates, Dealing with Special Needs, Use of Force, Human Trafficking, and Preventing Infectious Disease.

## **Supervisory Training**

The Board has long recognized the need for more advanced training for sheriffs, chief deputies and veteran deputies in supervisory positions. During 2019, the Board, through its continuing education training delivery contractor, Temple University, provided basic supervisory training to seven sheriffs and supervisory deputies.

## **Merit Courses**

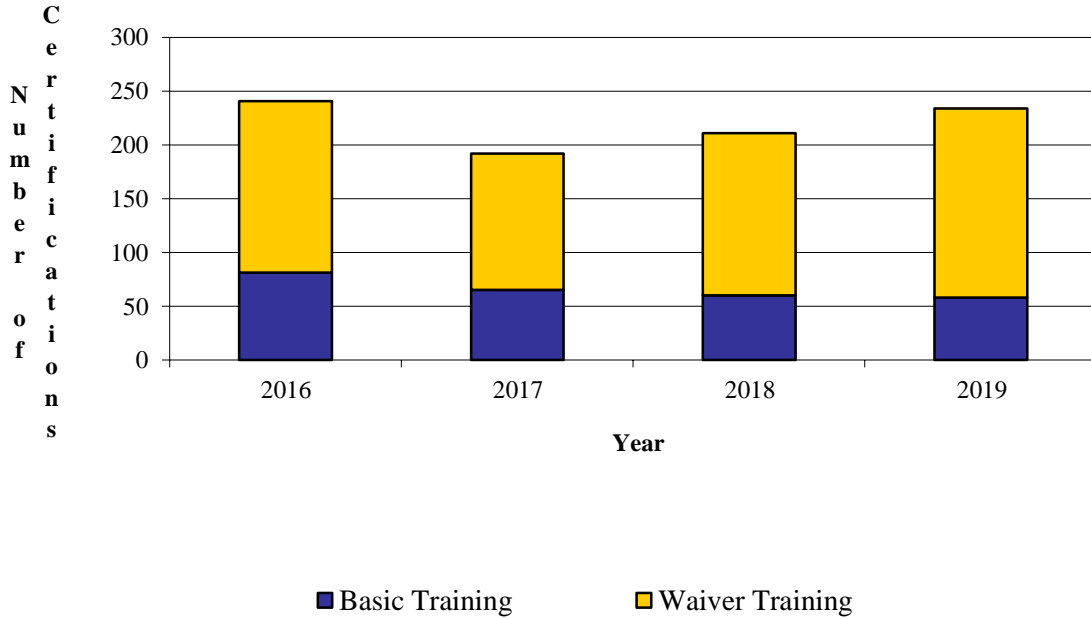
In addition to the training required by Act 1984-2, the Board identified a number of training programs needed by only a select number of sheriffs' offices or deputies. The Board developed a series of merit courses to better meet these specific needs. It was also determined that a number of delivery methods, including online, and residential trainings would be utilized.

Temple University offered Legal Updates, LEO Flying While Armed, and All Hazards to 300 sheriffs and deputies in an online format.

The Board also developed a Train-The-Trainer program to assist sheriffs in establishing an internal training capability. In 2019, one Basic Firearms Trainer and one Patrol Rifle Trainer recertification course.

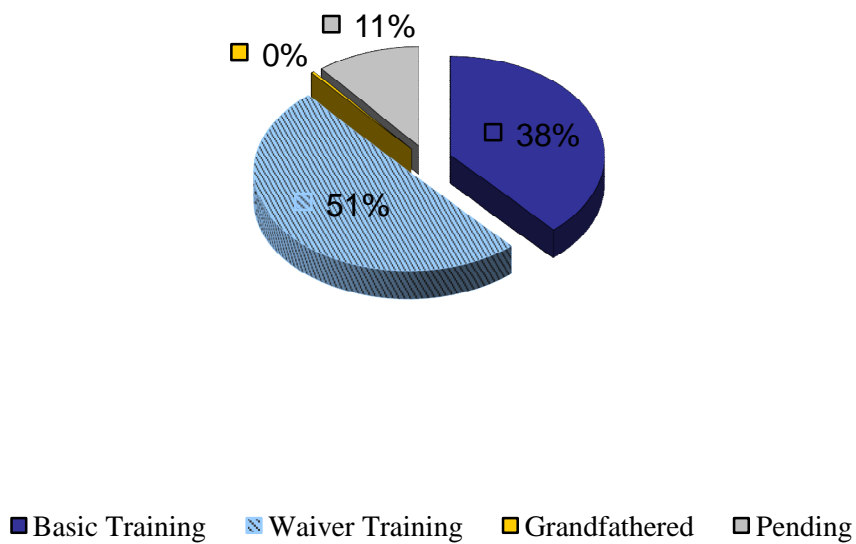
## SHERIFF AND DEPUTY SHERIFF CERTIFICATIONS

### Certified Per Year Through Basic And Waiver Training



## STATUS OF CURRENTLY EMPLOYED SHERIFFS/DEPUTIES

### By Method of Certification





## **SHERIFF AND DEPUTY SHERIFF TRAINING BULLETINS**

During 2019, the Board continued to issue its periodical newsletter, the Sheriff and Deputy Sheriff Training Bulletin, which serves as a conduit to share information between the Board and sheriffs' offices concerning the training programs and activities of the Board. In addition, information and forms related to the sheriff and deputy sheriff training programs of the Board are available on PCCD's web site at [www.pccd.state.pa.us](http://www.pccd.state.pa.us).

### **Number 155, March 2019**

This bulletin announced changes to the instructor training program.

### **Number 156, August 2019**

This bulletin announced the 2020 Basic Training schedule.

### **Number 157, November 2019**

This bulletin announced requirements for the new online continuing education for 2020.