

## The Importance of a Jail Detention Training Officer Program

Lieutenant Alvin Peavler /Staff Sergeant John Karraker




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### What We Do

- Provide On-Going Training Options for Correctional Officers. (Basic and Advanced)
- Offer a 40 Hour Correctional Officer Training Program
- Have Non-Division Specific Class Offerings
  - 2 Day Leadership Development Class
  - Instructor Development Class
  - 2 Day Courtroom Security Class
- Consulting Services As Needed



### About Us

[www.mojoconsults.com](http://www.mojoconsults.com)

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- Lieutenant Alvin Peavler
- 20 years Law Enforcement
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**Instructor**

The Importance of Jail Detention Officer Training Program.

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- Identify why it's important to maintain a well documented DTO program.
- Reduce liability through proper training.
- Reduce liability through proper documentation.
- Better employee administration through identifying strengths and weaknesses and how to build on them.
- Better employee production through confident employees.
- What a Detention Training Officer should be.
- Case Law review concerning training and documentation..

**Objectives**

The Importance of Jail Detention Officer Training Program.

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- It provides an understanding of the Missouri Human Rights Act (State) and the equal opportunity act (Federal)
- It provides training concerning State and Federal Law about various forms of discrimination pertaining to employment.
- The Missouri Commission on Human Rights and Equal Employment Opportunity Commission investigates complaints about Title 7 violations. (discrimination).
- Civil liability for alleged negligent hiring and retention and failure to train/supervise.
- A cost effective way of eliminating non-effective and non-productive personnel by adopting Standard Evaluation Guidelines (SEG'S).



**Objective 1**

Identify why it's important to maintain a well documented DTO Program.

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- We teach how to reduce liability by having a well structured Detention Training Officer Program which has phases or bench marks each Trainer must meet before continuing to the next phase.
- **Examples- Operate Master Control to standard, Operate Tower to Standard, Demonstrate proper inmate/guard interactions and more.**
- By having a well developed program, you are reducing liability by showing your agency has objective goals which are not subject to the whims of the trainer.



## Objective 2

Reduced liability through proper training.


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- Proper training and documentation from your Detention Training Officer can help reduce the risk of liability on the agency.
- Demonstrating the importance of documenting.
- Explaining the importance of completing narratives.
- Struggling with a task, what can the Detention Training Officer do with the trainee??
- Knowing your agencies policy and the do's and don'ts.
- Proper report writing for the trainee (sequel of events that took place).
- How the trainee maintains a rapport with the fellow deputies and inmates.
- Documentation of employees for retention or termination.



## Objective 3

Reduced liability through proper documentation.


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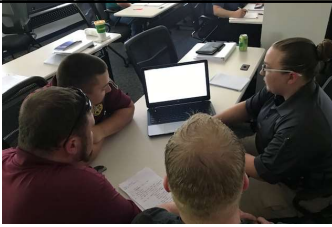
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- Detention Training Officer training can identify a person's strengths and weaknesses and reveal how to manage them.
- Instills confidence for the Detention Training Officer.
- Identifies where a new employee exceeds daily one-on-one interaction with his/her Detention Training Officer.

## Objective 4

Better employee administration through identifying strengths and weaknesses.

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- Training new hires- build's more knowledge and confidence in the trainer.
- Using scenario based training and examples develops trainer's skills and practical abilities.
- Employees perform better and more confident in their duties to when they understand the requirements of their assigned duties.
- Training will provide a foundation that can be used to recognize employees who perform in a positive and consistent manner or above expectations.
- Creates a positive image for the facility and agency with the community.



## Objective 5

Better employee production through confident employees.

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- In good standing with the agency.
- Have compassion about their job and for training.
- Leader have leadership skills.
- Someone who understands the importance of documentation and will do it correctly.
- Ability to multitask
- Understands your agency policy and procedures.
- Recognize as positive and productive member of their team.
- Represents the face of the organization.
- The Detention Training Officer is the most important job in your facility.



## Objective 6

What a Detention Training Officer should be

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- Inadequate training can result in violation of Constitutional Rights.
- Focus on the adequacy of a training program must be in relation to the duties/task an officer must perform.
- Detainee had medical problems and no assistance was given.
- After release, detainee was diagnosed as suffering from several emotional ailments requiring hospitalization and subsequent outpatient treatment.
- Detainee later filed a suit seeking inter alia, to hold the city liable under 42 U.S.C. 1983 for its violation of her right, under the Due Process Clause of the 14 Amendment, to receive necessary medical attention while in police custody.
- A US Supreme Court case (489 US 378) that decided there is liability, pursuant to the 42 USC 1983, for failure to train their employees to adequately perform their duties.



## Objective 7

Case Law  
Canton V Harris  
1984 case

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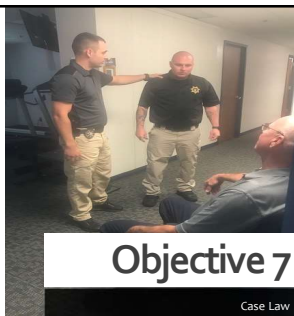
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- Documentation has to be consistent.
- Documentation has to be done Daily, Weekly and Monthly.
- Consistency from DTO to DTO (passing from one DTO but failing under another DTO).
- Why it's important to have standard evaluation guidelines.
- One trainer gave her "flawless" and other trainer didn't give her passing grade.
- Why its important to have your Daily Observation Report, Weekly's, evaluation reports match with the trainer's narrative.
- A US Court of Appeals case out of the 9<sup>th</sup> Circuit that imposed liability for agencies for gender discrimination due to the agencies lack of documentation and difference in evaluating male vs female trainees.



## Objective 7

Case Law  
Fadhi V San Francisco  
1982 case

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- Vicarious Liability as supervisor
- Deliberate Indifference- supervisors knew of excessive use of force issues and did nothing to correct the problem.
- Supervisor had actual or constructive knowledge that his subordinate was engaged in conduct that posed a pervasive and unreasonable risk of constitutional injury to citizens like the plaintiff.
- A US Court of Appeals case out of the 4<sup>th</sup> circuit that found there can be a supervisor liability pursuant to 42 USC 1983 for failing to properly supervise, counsel, or take action against an employee.

**Objective 7**

Case Law  
Shaw V Stroud  
1994 Case

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