



# DEPUTY SHERIFFS' TRAINING BULLETIN

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## SUCCESSFUL BASIC TRAINING ACADEMY TIPS

It seems appropriate with the start of the new year to offer some tips for sheriffs' offices on helping your deputies have a successful experience at the Deputy Sheriffs' Basic Training Academy.

We continue to see the number of successful graduates from the academy improve and that is in large part to the effort of the sheriffs and their staffs on selecting qualified candidates and preparing them for this certification training. While we realize that each sheriff's office may be limited by county practices, contract and union agreements, and human resource rules, we offer some tips to consider when selecting candidates and preparing them for the academy.

### **Physical Training:**

While we've seen significant improvement in the fitness of deputies arriving at the academy since fitness testing was instituted in 2000, there continues to be a number of deputies who struggle with meeting the Fitness Standards. We have extended the formal fitness portion of the training and focus more on meeting those standards, but some deputies still arrive so out of shape that there is little chance of their passing. We continue to suggest that sheriffs make fitness testing part of their hiring practices. As a general rule, if the deputy cannot make within 20% of the passing score entering the academy, there is little chance he/she will improve that significantly, especially with the 1.5 mile run. Also keep in mind that even if you do test as part of your selection process, if it is a year until the deputy attends the academy that fitness level may not continue.

### **Firearms:**

Deputies who are familiar with and have fired their side arms are consistently more likely to do better on the range. Where possible, having your deputy familiar with the safety aspects of firearms, how to disassemble, clean, and operate their weapon, and having fired and possibly qualifying with the weapon are definite benefits. We have also noticed that some deputies who are of smaller stature, older, or unfamiliar with firearms may have additional trouble handling higher calibers.

**Conduct:**

Discuss with your deputy that he/she is representing your office both in class AND off duty. In many cases, conversations about expectations, attitude, and demeanor go a long way towards preventing possible conduct violations. Feel free to contact staff on the status of your deputy and check in with the deputy to let them know you are interested in their performance. Feel free to visit your deputy at training and especially sit in on any presentations they might give. Academy staff can work with you to schedule a visit that will be most productive for you.

**Administrative Issues:**

Prior to the academy, review with your deputy your expectations for submitting time sheets and what you are willing to compensate for. PCCD can only reimburse for the actual 760 hours of class time, at the deputies base salary, \$300 clothing and equipment allowance, and roundtrip mileage on weekends. Anything else is the responsibility of the county and is not reimbursable by the Board. Misunderstandings often become a distraction for the student. There will be a bulletin on reimbursements in the near future.

If you have any questions, please contact:

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