

STATE OF ALABAMA

PEACE OFFICERS' STANDARDS AND TRAINING COMMISSION



July 1, 2021

CHIEF R. ALAN BENEFIELD
EXECUTIVE SECRETARY

Dear Law Enforcement Agency Head,

As you will recall, beginning January 1, 2021, the Alabama Peace Officers' Standards and Training Commission (Commission) instituted a requirement that all applicants selected to attend the Law Enforcement Basic and Lateral/Refresher academies, including applicants for the Alabama Department of Corrections academy, must undergo a psychological examination. The purpose of that requirement was to establish some protocols to ensure that a reasonable and justifiable screening process is implemented.

In the six months since the new protocols have been in place, the Commission has discovered that additional protocols are needed to fully implement and improve this Psychological Evaluation process. As such, on June 29, 2021, the Commission adopted/amended the APOSTC Administrative Rules to aid in the evaluation process. The Rule, 650-X-2.04, establishes the Committee on Character and Psychological Evaluation Review. Going forward, the Committee on Character and Psychological Evaluation Review will utilize the APOST Form 3B, reports, and other documents provided to the Commission to determine the acceptability of the applicant. Below, you will find language from the Rule which explains the committee review process.

650-X-2.04 (2) Should the report of the examining professional provide a recommendation other than "Recommended for employment/appointment as a law enforcement officer," and the employing agency submits to the Commission an Application for Certification of the individual notwithstanding said recommendation, then the employing agency must provide documented, supplemental information to the Commission to support and validate the fitness of the applicant applying to be certified as a law enforcement officer. The applicant's APOST Form 3B, the report of the examining professional, and any supporting documents submitted by the agency head will then be reviewed by the Commission's "Committee on Character and Psychological Evaluation Review". The Committee will evaluate the reports and other documents to determine the acceptability of the applicant. If the application is rejected by the Committee, the Executive Secretary will notify the employing agency that the applicant is ineligible for appointment and the applicant's provisional appointment as a law enforcement officer is deemed terminated.

(a) The psychological evaluation administered to law enforcement officers must meet the approval of the Commission.

(b) An applicant who fails to receive a positive assessment of his or her psychological evaluation is not eligible for employment/appointment for a period of one (1) year; and must first be cleared by the Committee on Character and Psychological Evaluation Review prior to any future appointment as a law enforcement officer. The applicant is not exempt from Rule 650-X-2-.01.

We look forward to working with your agency to ensure that the academy applicants are all properly and equitably screened and approved for training to become Law Enforcement Officers.

For the Commission,

Chief R. Alan Benefield
Executive Secretary