



# Memorandum

DCI

**To:** Law and Justice Interim Committee  
**From:** Bryan Lockerby, Administrator  
**CC:** Perry Johnson, POST Bureau Chief; Tony Harbaugh, POST Council Chairman  
**Date:** 9/7/2019  
**Re:** Status Update Regarding POST per MCA 2-15-2029

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The 2019 Montana legislature passed HB684 which merged Public Safety Officers Standards and Training (POST) with the Montana Department of Justice, under the Division of Criminal Investigation (DCI). The bill added POST as a Bureau to DCI with a two-year sunset and required regular updates to the Law and Justice Interim Committee.

Following the end of the session, stakeholders from the Montana Sheriff's and Peace Officers Association, Montana Association of Chiefs of Police, Montana Police Protective Association, and the Chairman of the POST Council met with Montana DOJ senior leadership at their request in May of this year. A frank and open discussion about the transition, management, and oversight process took place which provided clarity about POST's continued independent role and responsibilities to all public safety officers.

DOJ staff at CSD, JITSD, and DCI worked closely with POST and other entities to ensure that the July 1, 2019 transition date would be as seamless as possible. This included making changes to internal reporting systems, fiscal accounts, time reporting, and the other nuances that sometimes get missed. A fiscal tech was also reassigned by DCI to support POST operations.

The operational changes went smoothly but the human element was not forgotten. The DOJ Chief of Staff and DCI Administrator met personally with POST staff to assure them that their positions were secure and would be unaffected by the change. A letter was distributed to DCI staff welcoming POST and the talented staff that was joining the team.

An early assessment with POST staff identified a great need for imaging of records. Over 23,000 active and archived files that consist of multiple paper documents were being stored in the building and needed to be uploaded into a digital imaging file. JITSD program managers met with POST to develop a plan to accommodate such a large scanning project that would require high speed internet for processing. With MLEA construction currently underway, fiber optic cable was being installed which would greatly enhance POST imaging. The tremendous increase in speed will greatly reduce the time, effort, and cost to complete the imaging. It is anticipated that imaging may begin as early as Fall of 2019.

POST staff have submitted both operational plans and their written policy to DCI. The (draft) operational plans include short- and long-term goals and objectives, needs assessment, performance measurements, efficiencies, and help identify other specific needs of the Bureau. The POST written policy will be merged into the DCI policy manual with other Bureau policies.

MT DOJ is reviewing what role staff can provide to support POST legal needs. POST's process is doing well but as hearings and appeals increase, so does the demand for legal review and actions. MT DOJ hopes to provide relief in some of these matters as the POST Council requests.

In general, POST operations have been unaffected by the change and continue to function as previously. The staff is to be commended for their responsiveness, particularly Bureau Chief Perry Johnson for his leadership and support.