PowerDMS
by **NEOGOV**

How to Address the *Top 10* Law Enforcement Challenges of 2022

Discover *actionable steps* you can take to prepare your agency today.

PowerDMS Law Enforcement EBook

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Introduction

Law enforcement agencies continue to face formidable challenges in 2022.

The ongoing pandemic, civil unrest, high-profile incidents, calls for defunding the police, and the mass exodus across workforces have created a crisis in law enforcement over the past few years.

No one knows this better than you do.

This ebook will examine the most pressing issues facing law enforcement today. We will explore officer mental health and wellness, morale, public perception, the community relationship, recruiting and retaining officers, officer training, and more.

This ebook isn't here to only recognize the challenges. It's here to offer actionable solutions – the steps you can begin taking at your agency today. Because the choices you make now determine your ability to meet future challenges.

The goal is to provide you with tools that help you meet those challenges with confidence.

Chapter 1

Mental Health and Wellness in Law Enforcement

Support Structures and Preventative Measures

Law enforcement officers face an extraordinary variety of challenges throughout their careers. But their bravery and resilience in serving the greater good come at a personal cost.

It's estimated 15% of all law enforcement officers in the US experience symptoms of PTSD.[1] The average rate of PTSD symptoms in the general population? 3.5%.[2]

It's a staggering difference.

> *It's estimated 15% of all law enforcement officers in the US experience symptoms of PTSD.*

Law enforcement officers also report much higher rates of depression, burnout, and other anxiety-related health conditions than the general population.[3] Officers move seamlessly between dealing with violent offenders, the mentally ill, homelessness, drug addiction, and more. They can experience more stress and trauma in a single shift than a civilian will in their entire lifetime.

But officers often aren't given adequate resources to cope with trauma.

The traditional method of dealing with the stresses of the job has been to tough it out. But we've learned that toughing it out has grave consequences. At best, it results in burnout. At worst, it results in depression, critical incidents, and suicide.[4]

Setting up preventative measures and creating a solid support structure are powerful tools you can use to make sure officers receive the help they need in your agency.

Both start with effective leadership.

1. Overcoming stigma through effective leadership

The first step in ensuring officers get the help they need is to create a culture that encourages them to seek it out. This starts with the leaders in your agency. Take the time to initiate conversations surrounding mental health, and work to create a comfort level that allows officers to freely explore their options.

No one wants to be the only one admitting they need help, and it's up to leadership to set the tone.

Educate officers about the mental health resources available to them. Encourage participation. The more you normalize these conversations, the less stigma is attached to them, and the more officers will be inclined to participate and get the help they need.

We've seen the opposite effect, and the terrible toll it takes on officers, their families, and the wider community. Ensuring your agency has proper steps in place will help avoid these worst-case scenarios.

You can begin by taking an agency-wide survey on the immediate stressors of the job. What are particular areas of difficulty? Where do officers need focused support? With their feedback, you can begin formulating an agency-specific plan.

2. Preventative measures and stress management

Identifying stress early on and equipping officers with stress management tools helps prevent issues from spiraling into negative incidents.

Educating officers on the importance of diet, exercise, sleep, and relaxation training is a starting point. Rick Randall, Health Division Director at the Austin Police Department, offers this **PowerPoint** with comprehensive information on stress reduction.

Leadership can assist by personally checking in after their peace officers take particularly tough calls. It's empowering for officers to be able to normalize their feelings to a superior. These check-ins can also help leadership identify officers experiencing significant stress and prevent them from being dispatched again too early.

3. Annual mental health checks

Annual mental health checks help you identify officers that may need further assistance. Not all officers will show visible signs of stress in the same way. Having your agency participate in mandatory and routine mental health checks minimizes the potential for vulnerable officers to go unnoticed.

Booker T Hodges, Assistant Commissioner for the Minnesota Department of Public Safety, offers advice on how to implement mental health checks by sharing his experience in **this Police1 article**.

> *Not all officers will show visible signs of stress in the same way.*

4. Wellness programs

A wellness program can cover everything from physical fitness and nutrition, to trauma-induced stress reduction and suicide prevention. At its core, a wellness program is a set of tools designed for your agency to perform to the best of its abilities.

Destination Zero, an initiative of The National Law Enforcement Memorial and Museum, is a platform where you can research successful officer safety and wellness programs across the country. Use it as a starting point to find examples for your agency. Technology provides the opportunity to offer immediate wellness benefits to your officers. Most importantly, in a way that's uniquely suited to law enforcement.

Wellness technology solutions directly address many of the concerns that have stopped officers from seeking help in the past. They can provide anonymity, 24/7 access to confidential support, and they can be customized to fit your specific needs.
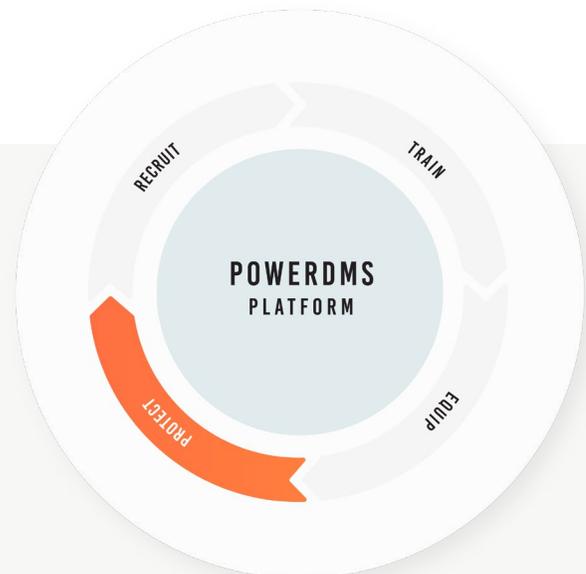
PowerLine is an advanced wellness technology solution designed with input from interviews with over 300 law enforcement officers. PowerLine's proprietary matching algorithm connects peers of similar rank and experience all across the country. PowerLine offers true anonymity, dynamic group sessions, and 24/7 access to support.

It's available now from PowerDMS.

Designed for you, with input on what matters most. Make it the first step in your wellness program.

Chapter 2
Officer Morale

The best law enforcement officers are brave, selfless people with the desire to serve their communities and make the world a better place. It's more than a job. It's a calling.

For these exemplary officers, the past few years of low morale have been particularly difficult. Positive public perception of law enforcement has dropped, and negative headlines dominate the news cycle.

Headlines like, *"Officer Morale at an all-time low."*[5]

These headlines greet officers as they dress in body armor and prepare to place themselves in harm's way for the good of their communities. Morale is suffering. It's easy to feel, harder to measure.

Being a law enforcement officer has always been a challenging but rewarding profession. It takes a particular type of person willing to put themselves at risk in order to save lives and make communities safer.

> **Anyone can hold the helm when the sea is calm.**

This quote was written thousands of years ago by Publilius Syrus in Ancient Rome. But it's still relevant to law enforcement officers today. Not just anyone can do the job, especially during periods of low morale.

Specialists in Police and Public Safety Psychology, Nicoletti-Flater Associates, describes the importance of high morale, "High morale is the state of mind and willpower to perform a job with the greatest effort, to take setbacks in stride by pressing through challenges and holding out with positivity. When morale is high within a department there is a built-in buy-in to the goals and overall mission."

Nicoletti-Flater Associates describes the effects of low morale, "Low morale promotes a negative environment of complacency by doing the bare minimum, slowing intrinsic motivation and creating feelings of ambivalence toward law enforcement goals."

The consequences of low morale are far-reaching. They negatively impact recruitment, retention, officer mental health, agency productivity, and community interaction.

Morale is the glue that holds everything together. It allows your agency to do its best work. And that makes it particularly worth investing in and taking the time to build.

Everyone in your agency contributes to morale, but leadership plays the most important role. Studies show that positive reinforcement is one of the most powerful tools leaders possess to inspire employees in the workplace.[6]

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It's more than a job. It's a calling.

Creating a culture of positive reinforcement in your agency is one of the cheapest and easiest ways to instantly boost performance and morale. Show appreciation for good decision-making. For initiative. For a job well done. Make positive reinforcement a part of your agency's culture.

The simple act of leaders voicing sincere appreciation when their field officers do good work can have a significant positive impact on your agency as a whole.

Here are some additional steps you can take today to boost morale:

- ✅ **Avoid micromanaging.** Provide officers with the tools they need but give them the space to perform.
- ✅ **Praise in public, critique in private.** Being recognized for good performance encourages future good performance. Being chastised in a group setting breeds contempt and does the opposite.
- ✅ **Open up communication channels.** Field officers that feel heard, valued, and respected by superiors will go the extra mile for your agency.
- ✅ **Provide positive feedback.** Make sure officers are aware when they are appreciated by the community and within the agency.
- ✅ **Explore technology solutions.** Believe it or not, there are software solutions that can help your agency boost officer morale.

PowerEngage is our complete citizen engagement and feedback solution with built-in features designed to boost morale in your agency. PowerEngage gathers positive feedback received from your community and displays it on screen in your agency for officers to view in real-time. It reminds them throughout the day their work is recognized and appreciated.

Additionally, PowerEngage has a weekly email feature that sends a roundup of all positive feedback to an officer's inbox. Every week they receive reminders of their positive impact on the community.

Job performance improves when officers feel recognized and appreciated. Morale improves. The community benefits. High morale keeps you afloat during challenging times and thriving during smooth times. **It's worth getting right.**

Chapter 3

Public Perception at Large

Contributing to a Better Story

The nationwide public perception of law enforcement has taken a hit over the past several years. Narratives pushed by the media have directly helped shape and contribute to this negative perception. **Yet thousands of positive interactions with law enforcement still happen in communities across the nation every single day.**

Public perception of law enforcement continues to vary widely depending on race, ethnicity, age, and political party. For example, white adults are more likely to have high confidence in the police than Black, Hispanic, and Asian adults.[7]

Despite the differences, there is a growing consensus. Since 2020, the support for decreasing police spending has decreased among all surveyed groups. A growing number of Americans say they want more police spending in their communities. Additionally, a 2021 survey found strong support for police reform but opposed efforts to defund and abolish the police.[8] Looking to the future, it's necessary the general public becomes aware of the burdens placed on law enforcement agencies.

> *Looking to the future, it's necessary the general public becomes aware of the burdens placed on law enforcement agencies.*

John M. Williams, retired Marine Corps Medical Battalion Commander, says in **his letter to the American public**, "Our society cannot expect any reasonable person to put their life on the line without significant guarantees in terms of their compensation, benefits, personal liability, and physical well-being."

Marine Corps Medical Battalion

"Our society cannot expect any reasonable person to put their life on the line without significant guarantees in terms of their compensation, benefits, personal liability, and physical well-being."

-John M. Williams | Retired Marine Corps Medical Battalion Commander

Understanding expectations

In 2017, The Pew Research Center released a report after conducting one of the most extensive law enforcement surveys ever completed in the United States. Over 8000 officers and over 5000 civilians participated across the country. It provided key insights into the differences between how the public views police and how police view themselves.

It's a startling disconnect, and clearly shows the need for a wider public understanding of the day-to-day challenges of law enforcement. The better the understanding, the less swift the judgment.

This is especially important when one officer's negative actions can cause the public perception of collective law enforcement to plummet, as we've seen numerous times in the past few years. These incidents are not only tragic for families and communities, but they negatively impact officers nationwide who are doing their best in the field every day.

83% of the surveyed public believed they understood the risks and challenges police officers face.

83%

86%

86% of surveyed police officers believed the public does not fully comprehend the challenges officers face.

The media's role

The media needs to take responsibility for their part in the public perception of police. Media attention tends to skew towards the negative and largely ignores the thousands of positive law enforcement interactions taking place in communities across the country every day. In the effort to gain positive media attention, data is your friend. Stats are powerful tools. They're easy to recognize and easy to digest.

PowerEngage lets you easily send surveys via text to your community and turns those responses into a CPSS (Citizen Positive Satisfaction Score). This provides you with quantifiable data to prove engagement and improvement in your community. Share the statistics with local government and local media. Voice your goals, engage your community with surveys, and continually analyze your performance. Let everyone in the community be proud of the improvements you've made.

## Engaging the community outside of law-enforcement duties

A National Academy of Sciences Study found when police engaged with the community in a non-enforcement capacity it substantially improved residents' attitudes toward law enforcement. These brief door-to-door community policing visits greatly increased the willingness of citizens to cooperate. In a follow-up 21 days later, the effects of those interactions remained positive and were largest among nonwhite respondents.[9]

Imagine if agencies across the nation committed to consistently engaging with their communities in a community-oriented capacity? It builds familiarity, mutual respect, and trust. The positive effect on overall public perception would be dramatic. Solutions like PowerEngage can be especially valuable here. PowerEngage creates QR codes for officers to hand out on business or postcards at community events so they can automatically solicit feedback.

Carl Wycoff used under CC by license
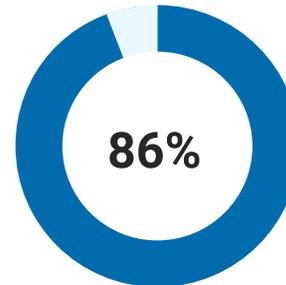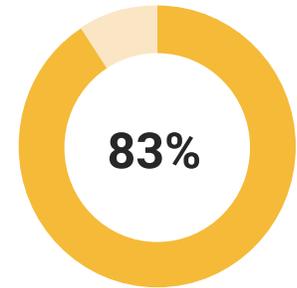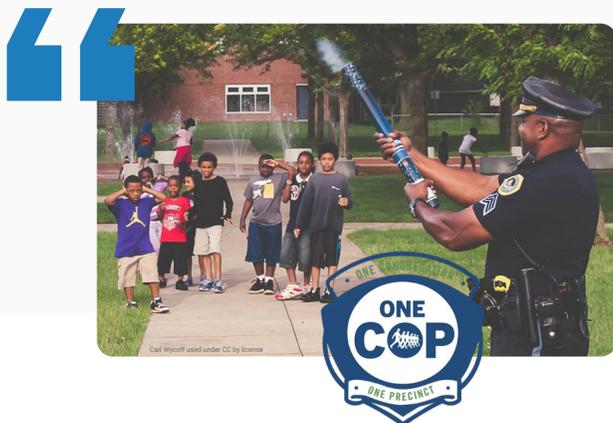
OneCOP Initative

"If we are to create a safe and inclusive nation, all Americans must lean into our shared humanity by creating substantial non-enforcement interactions with law enforcement. We must create platforms for meaningful engagements that reduce our shared biases."

-Rev. Markel Hutchins

Chapter 4

Rebuilding the Community Relationship

Foundations of Trust and Hope

A law enforcement/community relationship built on mutual trust is the foundation for effective policing. It's a partnership. The cooperation of community members continues to be one of the most valuable tools police have in fighting crime. In turn, citizens feel comfortable voicing the needs of their community to the police.

The past few years have put particular strain on the relationship between law enforcement and the communities they serve.

A 2021 survey by the Police Executive Research Forum revealed ¾ of members believed increasing public trust in the police should be the number one priority for law enforcement agencies.[10]

But rebuilding community trust isn't a one-size-fits-all approach. Political affiliation, race, gender, and age all play a part in an individual's relationship with law enforcement.

Game Changer, a nonprofit that began in partnership with the San Diego Police Department, is dedicated to unique ways of improving the relationship between police and the community. Game Changer brings together community members, current and retired law enforcement, elected officials and judges, and young people who don't have a good relationship with law enforcement – all to discuss problems and devise solutions.

"We bring in youth who believe the police are their mortal enemy. After spending three hours talking and then hanging out at a game, participants find themselves enjoying each other's company – like friends would do," Sam Sheppard, Game Changer founder.

Game Changer

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-Sam Sheppard | Game Changer founder

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Political affiliation, race, gender, and age all play a part in an individual's relationship with law enforcement.

The Police Executive Research Forum recommends these specific steps to help rebuild the community relationship:

- ✅ Be visible in the community in a non-enforcement capacity
- ✅ Discuss the challenges you're facing with your community
- ✅ Be transparent and accountable
- ✅ Take steps to improve cultural competency
- ✅ Promote internal diversity

It's important to give your community a voice. Meeting their needs lets them know you're listening. Software solutions can help you do exactly that by providing powerful tools for strengthening the agency/community relationship.

PowerEngage allows you to conduct surveys, provide case updates, and measure satisfaction. Use it as a clear communication channel to provide your constituents with critical information instantly.

Members of your community shouldn't have to dig through endless pages or links to find the information they need. Build trust and transparency by making your policies and other critical content easy for your community to find with PowerPolicy's public-facing documents feature.

Software solutions provide you with data to better meet the needs of your community. Start taking advantage of these solutions to strengthen your agency/community relationship today.

Chapter 5

The Invasion of Technology

Modernizing in an Effective Way

Technology has transformed the way we live, work, and communicate. It has also introduced a new era of cybercrime and forced law enforcement agencies to adopt new technologies at a rapid pace.

Technology is in our lives to stay. But there is no consistency in how it's utilized or implemented across law enforcement agencies. Some agencies still use file cabinets and paper, and others have transitioned entirely to cloud-based systems. Many exist somewhere in the middle.

Products and strategy

The two most important steps to take when introducing new technology to your agency? Choose products that fit your specific needs, and create a strategy to implement them. By doing so, you will save your agency time, money, and unnecessary stress.

The right software will be streamlined and intuitive. The right implementation strategy will be clear, thorough, and leave staff prepared and comfortable. Many departments don't have the staff to deploy solutions that require extensive setup or training. A simple but effective solution is often the best choice.

Questions you should ask yourself when considering software options:

- ✓ **Is it user-friendly?** The best software is designed for ease of use.
- ✓ **Will you receive onboarding and ongoing support?** Reliable companies will offer it and work to make sure you're comfortable throughout the process.
- ✓ **Is it a good fit for your agency's needs?** It should be versatile and able to be customized for you.
- ✓ **Is it easy to maintain once set up?** You shouldn't have to work hard to maintain it.

Questions to consider when deciding on an implementation strategy:

- ✓ **Is the training thorough enough?** Staff should feel prepared.
- ✓ **Is training scheduled during times that won't add stress to staff?** An important consideration to ease any anxiety that might already be present.
- ✓ **Does training account for different comfort levels with technology?** Understanding individual comfortability among your staff will help decide who needs extra attention.
- ✓ **Are the benefits of this new product clear to staff?** It's common for staff to be apprehensive. Keep them focused on the benefits they will receive.

Common obstacles

Resistance to change, low comfort levels with technology, and budgetary concerns are all common issues when considering new technology.

Leadership can set the tone by showing buy-in and support. With leadership buy-in, staff will be more encouraged to take part and maximize the positive impact of new technology in your agency.

To get leadership buy-in, stay focused on the benefits to come. Technology has the power to automate tedious, time-consuming processes that are a waste of staff resources. If leadership has a low comfort level with technology, adjust your implementation strategy to be more user-friendly.

Budget is the most common agency-wide hurdle when introducing technology solutions.

Budget is the most common agency-wide hurdle when introducing technology solutions. But often, technology is an initial investment that provides significant long-term savings. Use our **ROI calculator** as an example. In two quick steps, you can see how much you'd save with our policy management solution.

Your costs vary widely depending on the size and particular needs of your agency. A lot of flexibility exists for customizing solutions to fit a budget and the size of an agency. Many agencies do not have the staff required to roll out heavy solutions and need something simple to implement that's still highly effective.

Funding and/or discounts through state accreditations, risk pools, and grants provide options to assist with the costs of technology. Access more information **here** and **here**. Making the transition to a cloud-based system is a proven way to save your agency significant time, money, and stress. It is one of the best investments you can make.

PowerDMS Platfrom

PowerDMS is the only public safety platform designed to recruit, train, equip, and protect first responders across their entire careers.

Powerful, comprehensive, and boasting unrivaled customer support, it's your one-stop workforce management platform. Consider us for your agency's needs.

Chapter 6

Liability and Accountability

In the Face of Constant Policy Changes

Law enforcement agencies are under more scrutiny now than at any other time in history.

The number of new bills and pieces of legislation being introduced is leaving law enforcement agencies scrambling to keep up. During one six-month period in 2020, **37 states introduced over 700 pieces of legislation** addressing policing policy.

With new legislation being introduced all the time, your agency needs a reliable way to update, distribute, track, and access policies. By standardizing your policy management processes, you'll protect your agency against liability. And it all starts with policy management software.

Policy management software performs three crucial functions for you.

- ✔ It protects officers by providing them with the latest, job-critical information that can be accessed 24/7 from any device.
- ✔ It protects communities by holding officers accountable and ensuring they are following industry standards and federal, state, and local regulations.
- ✔ It protects agencies by creating an audit trail of who edited and approved every policy update, as well as who did and didn't sign or complete training on each policy.

Our flagship product, **PowerPolicy**, is designed to be the only policy management solution you'll ever need. It's a secure, cloud-based repository to manage policies and procedures across their entire lifecycle. You can develop, review, approve, distribute, and track every policy in your agency with confidence, knowing only the latest published version exists.

Policy management technology is fast becoming a necessity in the modern world.
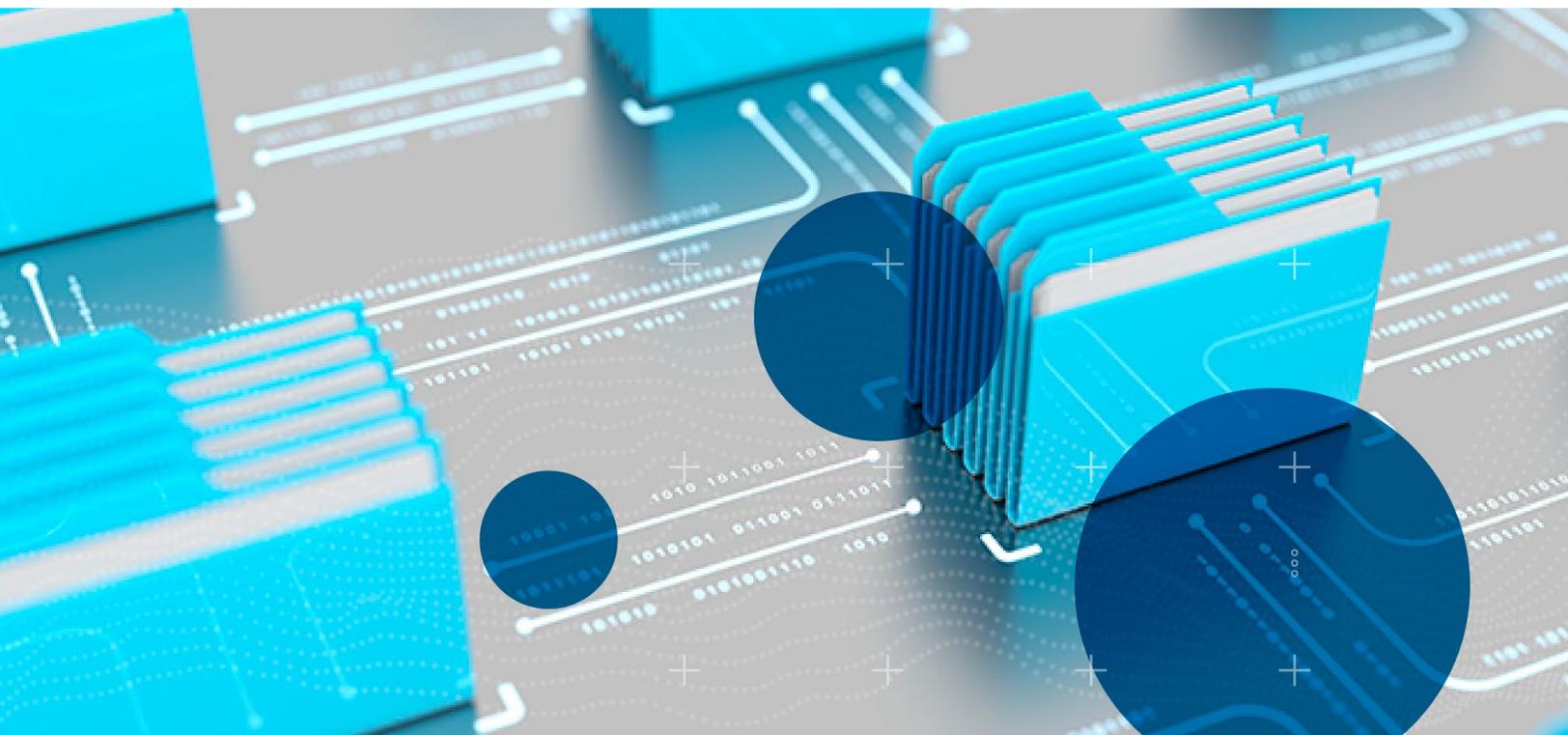
Chapter 7

Scheduling with Staff Shortages

Tools for Schedule Management

Law enforcement agencies across the nation are struggling with staff shortages.

Phoenix PD is currently 400+ officers down from their authorized cap. To help with officer caseloads, they identified job functions being performed by sworn personnel that civilians could also perform. This resulted in them adding 33 non-sworn officers to their ranks in order to free up detective caseloads.[11]

Understaffed agencies contribute to low morale, burnout, and fatigue in officers. High-stress situations requiring alertness and sound judgment are a regular part of an officer's duty. **Fatigue, while minimally consequential in civilian life, can carry serious consequences in law enforcement.** It quickly becomes an officer safety issue.

Knowing this, leaders need to remain acutely aware of scheduling. Being able to stagger staffing to serve peak call hours, and stay up to date on your rotations, is critical when you're understaffed. Planning and rotating shifts become all the more important to prevent overworked officers from heading toward burnout.

Using a personnel scheduling tool can provide significant benefits:

- ✔ Automate time-consuming manual processes
- ✔ Improve scheduling transparency with real-time views of schedules across your agency
- ✔ Communicate critical updates and schedule changes with automated messaging
- ✔ Balance proper staffing with the resources you have available

A personnel scheduling tool gives your staff 24/7 access to changes, and the ability to request coverage and swap shifts. It gives a clear overview of the entire agency so you can make informed and quick decisions regarding staffing. Most importantly, it helps you make the best use of the resources at your disposal.

PowerTime, our scheduling tool, makes every aspect of your scheduling process more efficient. The time you save can be put to good use on more pressing tasks. In an understaffed agency, any time saved makes a big difference.

⚠ **Open Shift Alert**

Notification:

Alert Type:

Group:

Notes:
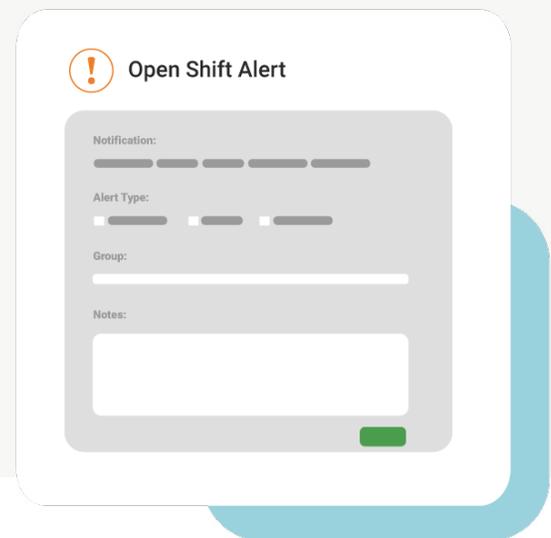
Chapter 8

Recruiting and Retaining Quality Candidates

Proper Representation in Your Agency

Recruiting and retaining quality law enforcement candidates continues to be a significant challenge in 2022. Ongoing negative public perception and low officer morale have contributed to high churn rates.

Finding the best candidates for your agency requires a purposeful and targeted approach. Here are some recruiting strategies to consider:

- **Examine what's unique about your community**
  Tout the unique benefits of your surroundings. Certain lifestyle? Access to nature? Culture? Unique relationship to citizens? Your community offers something special. Find it and feature it in your recruiting message.

- **Youth law enforcement experience programs**
  Utilize programs that expose young people to law enforcement professionals. Positive mentors profoundly impact career decisions.

- **Reach traditionally underrepresented groups**
  A more diverse group of officers in your agency means fairer and more effective law enforcement.[12] Ensure the entire community is represented by making a conscious effort to find recruits who have been traditionally underrepresented.

Studies show there is double the number of female officers in the UK, Canada, and Australia compared to the United States.[13]
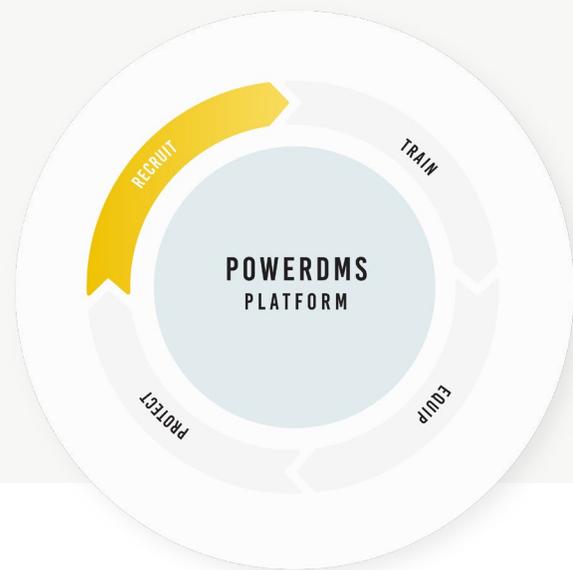
Retaining Officers in 2022 has also required law enforcement agencies to adjust traditional approaches. Here are some retainment strategies to consider:

- **Start leadership development early.**
  Provide opportunities to junior recruits and let them surprise you. Always reward initiative. Utilize a **leadership development program**.

- **Offer clear opportunities for advancement and growth**
  No one wants to feel like they're stuck. Help your officers see what their future with the agency can look like. Present goals they can work towards.

- **Open communication between leadership and field officers.**
  When leadership recognizes field officers for a job well done it has an instantly positive effect on morale. Making a conscious effort for more positive communication between leadership and officers creates a culture that they will want to stay in.

The current challenges in recruiting and retention are significant. But by creating opportunities for better representation and offering clear paths for growth, you can ensure your agency is helping lead the way to a more equitable future in law enforcement.

Chapter 9

Maintaing Professionalism and Safety Standards
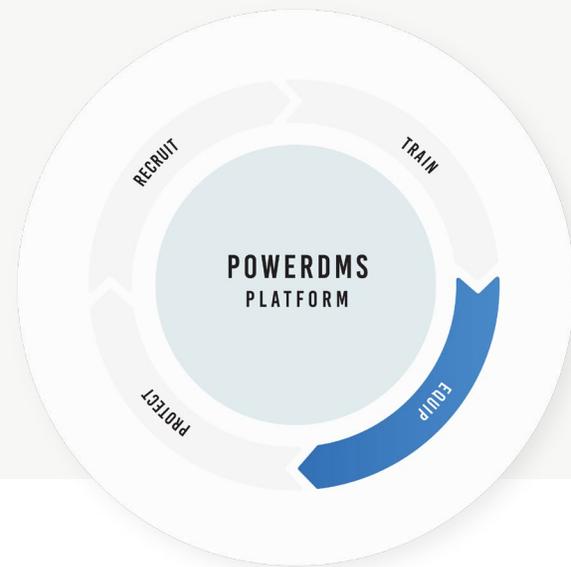
Accreditation Gives Your Department and Community Peace of Mind

In times of sweeping policy change, reform, and increasing accountability, how can you better protect your agency?

Accreditation is a way to protect your agency and add tremendous value to it. Becoming accredited helps you meet current challenges and becomes a point of pride for your agency and community.

The benefits of accreditation include:

- **Improved relationship with the community**
  Accreditation builds trust with the community by providing evidence you hold your agency to the highest standard. Law enforcement and citizens work together to confront community challenges and discuss expectations.

- **Support from local government**
  Accreditation provides clear evidence you are committed to excellence. Government officials are confident in an accredited agency's ability to meet community needs and operate efficiently.

- **Save money on liability insurance**
  Police accreditation keeps you operating by keeping you insured. Accreditation also provides savings on liability insurance.

- **Defense against civil lawsuits**
  The ability to prove compliance with accreditation standards provides significant protection against civil lawsuits. It protects your officers and your agency.

- **Accountability within your agency**
  Accreditation standards provide leaders in your agency with a proven system of management that stays on the cutting-edge of best practices in training, routine reports, resource allocation, and more.

At PowerDMS, we've partnered with accrediting bodies across the international, national, and state level. These include CALEA, IACLEA, Clery, ISO 17025, ANAB 17025, and more. Find a full list on **the integrations page of our website**. Access these standards manuals on the PowerDMS platform, and map your policies and proofs of compliance to them to simplify the accreditation process.

Our software eliminates traditional headaches associated with obtaining and maintaining accreditation. Reduce your accreditation prep time by 50%. Assess your accreditation readiness to determine if you're ready for an onsite. And streamline the management of policies and compliance documentation to save significant time and effort.

Gaining accreditation requires an upfront cost of money and time. But the long-term benefits you'll receive in your agency are significantly more valuable.

We've compiled **a list of tips and tricks** from accreditation managers to help guide you through the accreditation process. We've also compiled a list of **funding resources** that can help with the cost of accreditation.

Chapter 10

Consistent and Targeted Training

Ensure Your Officers are Prepared
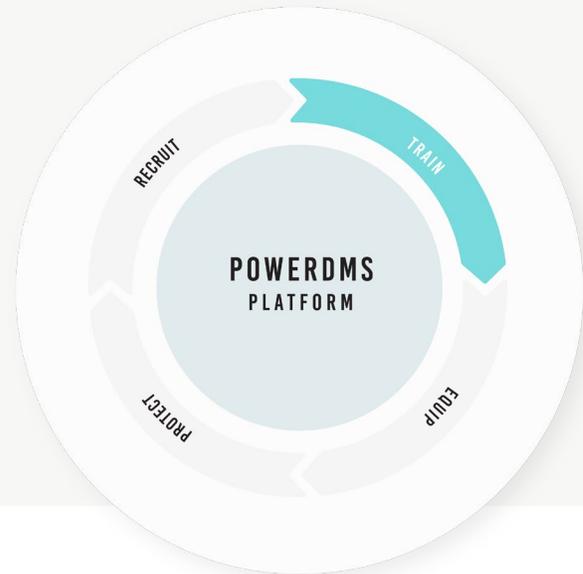
Managing an efficient, consistent training system is a challenge for law enforcement agencies of every size.

Documenting progress, knowing everyone has been trained under the same standards, and defining expectations that provide consistent outcomes remain challenges throughout every level of the department.

Trainers need a way to document progress and easily convey that information to supervisors. Supervisors need to know everyone under their watch has been properly trained and is ready for the job. Department heads need to know they are consistently delivering the highest level of service while not opening up the agency to liability.

Your agency needs a solution to manage all of these needs at once.

That's where PowerFTO comes in. Your complete onboarding and field training solution. It provides you with a central, standardized system for tracking and documenting field training, recruit onboarding, and employee performance.

PowerFTO provides a clear and complete overview of your training program so you can get it right the first time. It's easily customizable, so you can develop training programs for every need in your department. From new recruits to officers transitioning into leadership roles, you can make sure everyone receives the specific training they need to succeed.

Additional benefits of PowerFTO for your training program:

- Save significant time on documentation
- Easily view trainee progress
- Easily evaluate trainer effectiveness
- Immediately recognize areas that need improvement and attention
- Protect yourself from liability with a documented training record
- Standardize training across your agency
- Ensure field training has been completed and documented for risk management
- Develop agency-specific courses, tests, certificates, and surveys

PowerFTO is a big-budget solution priced for small-budget departments. It's an affordable, powerful tool designed to be easy to use by even the least tech-savvy person in your agency. **Maintain standards of excellence in your agency with the help of PowerFTO today.**

Conclusion

There is no denying law enforcement agencies face formidable challenges in 2022. But if any group can meet these unique challenges, it's law enforcement officers.

The profession attracts some of the bravest and brightest among us. People with an extraordinary ability to adapt, push forward in the face of fear, and make the best of whatever circumstances they find themselves in.

By focusing on the issues you can control in your agency, you can have an immediate positive impact on the lives of your officers and the people in your community. **At PowerDMS, our mission is to provide valuable tools that offer continual support to your agency.** We seek direct input from law enforcement professionals when designing our software solutions because no one understands your needs better than you do.

You protect and serve the people. We feel honored to serve you.

See the expanded PowerDMS platform in action

Join over **3,500 law enforcement agencies** across the country that use our products to recruit, train, equip, and protect their officers.

Book a product demo now and start putting the power of PowerDMS to work for you today.

Endnotes

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