

**Nomination Form****POST Excellence in Training Award****Application for Nominees**[POST Home](#)  
[California Home](#)[Section 1 – Nominee](#)[Section 2 – Nominator](#)[Section 3 – Justification](#)[Section 4 – Documentation](#)**Section 1. Nominee Information**1. Award Category (select one only) ☒ Individual ☐ Lifetime ☒ Organizational

2. Nominee Ken George

3. Title (if applicable) Academy Coordinator

4. Agency/Organization (if applicable) Allan Hancock Collge

5. Mailing Address  
Street [REDACTED]  
City [REDACTED]  
State [REDACTED]  
Zip [REDACTED]6. Contact Numbers  
Voice [REDACTED] Ext [REDACTED]  
Cell ( ) -  
Fax [REDACTED]  
Email [REDACTED]**Section 2. Nominator Information**

7. Name David Whitham

8. Title Public Safety Training Director

9. Agency/Organization Allan Hancock College

10. Mailing Address  
Street [REDACTED]  
City [REDACTED]  
State [REDACTED]  
Zip [REDACTED]11. Contact Numbers  
Voice [REDACTED] Ext [REDACTED]  
Cell ( ) -  
Fax [REDACTED]  
Email [REDACTED]12. Department Head/CEO  
Name Mitch McCann  
Title Associate Dean

13. Signature

  
Executive Signature — RequiredNovember 17, 2021  
Date**Complete all remaining sections. Attach additional pages if needed.**[Section 3 – Justification](#)[Section 4 – Documentation](#)[How to Submit](#)

## Nomination Form: POST Excellence in Training Award Application for Nominees

[Section 1 – Nominee](#)[Section 2 – Nominator](#)[Section 3 – Justification](#)[Section 4 – Documentation](#)

### Section 3. Justification for Nomination – REQUIRED

#### 14. Describe the individual's or organization's purpose and training responsibility.

Ken George has been an Allan Hancock College law enforcement program coordinator since 2010. In 2014, he took on the responsibility as our primary law enforcement academy coordinator for the college's POST basic intensive course. In this capacity, he oversees all program functions including coordination of class scheduling, RBC testing, scenario evaluation and testing, EVOC training, firearms training, instructor vetting and college full-time faculty responsibilities. Ken and the college's mission and responsibility are to train and equip law enforcement officers for the Central Coast agencies we serve.

Under Ken's leadership of our program, we adhere to the highest standards of ethics and training balancing POST's and the college's course guidelines. Recruits from our program also receive 20.5 units of community college credit applicable towards an Associates of Science degree.

#### 15. Describe the nominee's overall achievement.

Coordinating a law enforcement academy is no small task, if fact it is rather daunting. With the multitude of learning domains, legislative mandates, scheduling, personnel, recruiting and many other tasks to juggle, it takes a uniquely passionate and organized individual to successfully pull together all of the areas into a successful program. In addition to these tasks, add having to do them under the auspices of the college environment and you have a recipe for a daunting task in the making.

Ken has always been up to the task of creating excellence. Since taking over the academy program, he has not only graduated many successful classes but also brought about innovations in training. When common sense is coupled with the years of experience Ken brought to the program, it was bound to excel into one of the best in the state. As listed below, the innovation Ken brought to our learning environment achieved our overall success to better prepare our recruits to transition into professional officers and deputies who serve their communities with passion and honor.

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**Application for Nominees****Section 3. Justification for Nomination** *continued***16. Give explanations for each of the following three criteria to support your nomination.****a) Innovation**

Recruits are subject to many writing assignments throughout their training, typically in the form of memorandums. Ken moved the memorandum process from a simple memo form to the recruits writing assignments onto law enforcement report forms similar to the local agency's forms thus, creating a more realistic environment. This innovation yielded immediate results as our recruits' writing assignments quality and content improved as compared with the old-style of memo writing. Hancock College's graduated officers and deputies are well prepared to meet their FTO programs' standards and beyond.

Prior to Ken's appointment, recruits did not have much practical experience in law enforcement radio procedures. Ken embarked on a venture to supply each cadet with a portable radio and, similarly to field operations, utilize radio communications in the same fashion as our local law enforcement agencies. Once again, Ken incorporated a practical solution to better equip our recruits' training when they arrive at their agencies. When the recruits at Hancock complete their training, they are fully prepared to communicate in the manner consistent with their agencies.

Ken also introduced recruits to enhanced firearms training techniques utilizing SIRT (Shot Indicating Resetting Trigger) handguns to improve proficiency. Training with these pistols utilized available unobligated academy down-time for training purposes. Next, he introduced the usage of modified Glock 17 pellet pistols for realistic scenario training and testing. These pistols mimic the size and weight of actual Glock 17s and under CO2 pressure, cycle and function as normal weapons perform thus enhancing the realism of training scenarios. Finally, Ken developed a "day range" dryfiring course for practicing combat pistol and shotgun courses away from the firing range. These enhanced training mechanisms in courses of fire have significantly improved range qualification for our recruits.

Academic achievement has always been a priority within our program. Ken's recruitment of the finest instructors available in our area and having them teach in their specialized expertise has placed Hancock College's academy consistently within the top 3 academically among the 40 plus academies within the state. Ken's connection with our local law enforcement and district attorney staff has also been instrumental in bringing cutting edge, practical training disciplines such as de-escalation, officer wellness, principled policing and lifetime fitness into the academy environment. Ken's dedication to this excellence has brought him commendation by our local area chiefs and sheriffs.

Finally, Ken teamed up with the Arroyo Grande Police Department to create a free uniform store for the independent recruits in our program. Agency sponsored recruits' cost for equipment, tuition and other materials are generally paid for by their sponsoring agency however, the independent recruits bare the full financial burden of academy costs. The free uniform store offers an opportunity for those recruits to relieve a portion of that financial burden.

**b) Impact**

As stated above through Ken's foresight and innovation, the resulting impact seen by our academy's recruits have steadily been on the increase. As more realistic training is introduced into the learning environment, students are able to grasp the wide array of concepts necessary to function within the FTO program and progress into their careers.

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Ken is seen throughout the training environment as a leader within POST and the local agencies we serve. He is extremely adept and knowledgeable in all areas of academics in terms of navigating both the college and state training requirements. Ken has developed a wide network of colleagues within the training setting creating a professional atmosphere and is recognized as a leader within law enforcement training circles. I am proud to nominate Ken for his innovation, dedication and passion for training the next generation of California law enforcement officers.

**Section 4. Support Documentation — REQUIRED****17. Provide a brief list of any supporting documents included with this application.**

- Attachment A: Training pistols
- Attachment B: Dry Firing Range
- Attachment C: Uniform Shop
- Attachment D: Memo Form

**To complete your application:**

- 1) Make sure you have filled in all applicable sections.
- 2) Print and sign form.
- 3) Attach all supporting documents.
- 4) Send your completed application to:



**Excellence in Training Screening Committee**  
**c/o California POST**  
**Executive Office**  
**860 Stillwater Road, Suite 100**  
**West Sacramento, CA 95605**

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**Application for Nominees**

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Application questions: 916.227.2807 — Scott Loggins

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## ATTACHMENT A

### GLOCK MODEL 17 TRAINING PISTOL

(NON-FUNCTIONING, PELLET PISTOL, CYCLES VIA CO<sub>2</sub> CARTRIDGE)



### SIRT (SHOT INDICATING RESETTING TRIGGER) PISTOL

(NON FUNCTIONING LASER INDICATING PISTOL)



## ATTACHMENT B

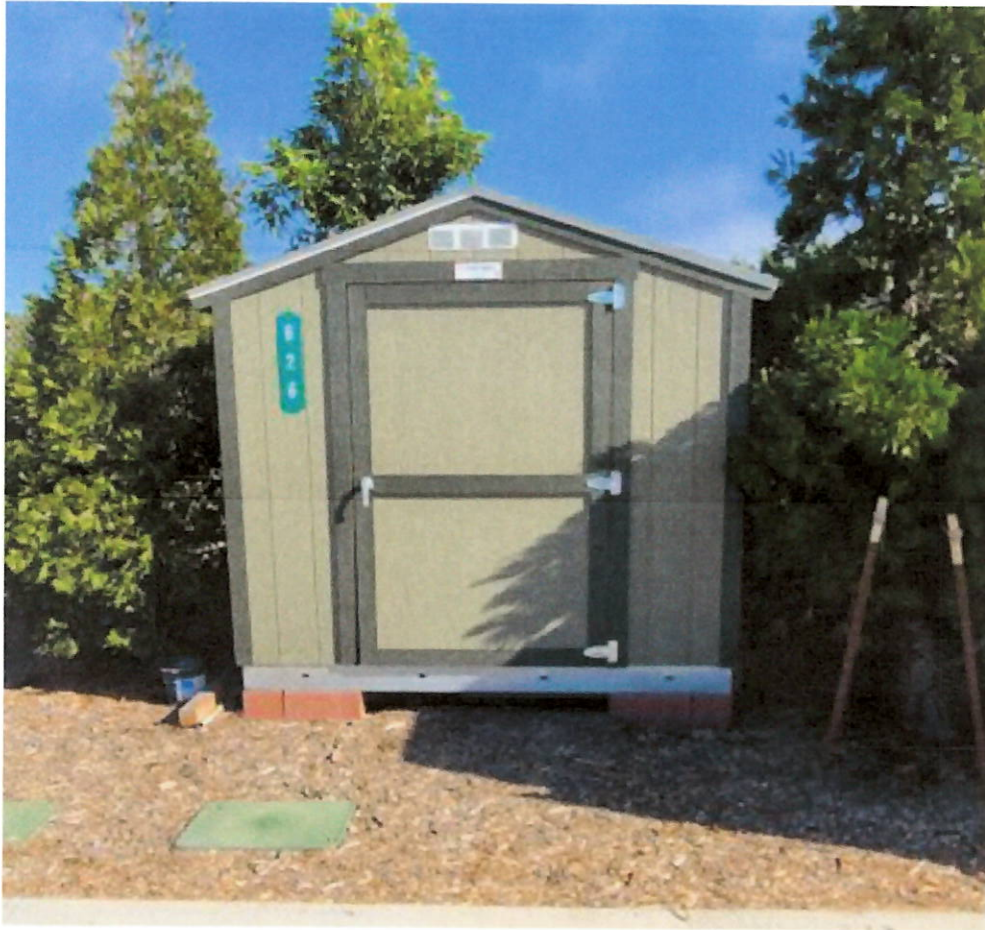
Hancock College's "Dry Firing" range for firearms practice throughout the academy course.






## ATTACHMENT C

Hancock College's "Uniform Shop" for independent recruits to defray the cost of the program





<input type="checkbox"/> Arrest <input type="checkbox"/> Offense <input type="checkbox"/> Follow-up <input type="checkbox"/> Incident <input checked="" type="checkbox"/> Memorandum		 <b>ALLAN HANCOCK COLLEGE</b> Law Enforcement Academy			
Occurred: Day/Date/Time <b>WED/07-28-21/1725</b> TO		Description: <b>ARREST AND CONTROL</b>		Code Section: <b>L.D.#33</b>	
Reported: Day/Date/Time		Location of Occurrence <b>GRINDER</b>			
Codes: V: Victim S: Suspect DC: Discovered Crime RP: Reporting Party I: Involved P: Parent W: Witness					
Code <b>I</b>	Name: Last, first, middle (Business Name) <b>SENIOR OFFICER LANGEHENNIG</b>			Race	Sex
DOB					
Height	Weight	Eyes	Hair	DL#	State
SSN #					
Address			City	State	Zip
Phone #					
Work Address (School if Juvenile) <b>ALLAN HANCOCK COLLEGE</b>			City	State	Zip
Phone#					
Vehicle Year	Make	Model	Color	Style	License #
State		Towed ?			
<p><b>Narrative: ON WEDNESDAY, JULY 28, 2021, AT APPROXI-</b></p> <p><b>MATELY 1725 HOURS. SENIOR OFFICER LANGEHENNIG</b></p> <p><b>ASSIGNED ME A MEMORANDUM ON THE ARREST</b></p> <p><b>AND CONTROL TRAINING I RECEIVED AND WHAT</b></p> <p><b>IMPACTED ME MOST.</b></p> <p><b>WHILE COVERING THE BASIC PRINCIPLES</b></p> <p><b>OF ARREST AND CONTROL TECHNIQUE, IT WAS</b></p> <p><b>MENTIONED SEVERAL TIMES BY MULTIPLE IN-</b></p> <p><b>STRUCTORS TO HAVE A BACKUP OFFICER PRESENT</b></p> <p><b>BEFORE GOING HANDS-ON WITH A SUBJECT. HAVING</b></p> <p><b>A COVER OFFICER MAY NOT ALWAYS BE POSSIBLE, BUT</b></p> <p><b>IT WILL ALWAYS INCREASE OFFICER SAFETY TO</b></p> <p><b>PRACTICE PATIENCE AND WAIT FOR BACKUP TO</b></p> <p><b>ARRIVE.</b></p> <p><b>EXAMPLE: DEPUTY JONES KNEW THE SUBJECT</b></p> <p><b>HAD A WARRANT FOR ARREST, BUT SHE WAITED FOR</b></p> <p><b>BACKUP TO ARRIVE BEFORE MAKING THE ARREST.</b></p> <p><b>SOURCE: LEARNING DOMAIN NUMBER 33, OFFICER HOLLIS</b></p>					
Prepared by: <b>RECRUIT DABERNETHY 01</b>		Date: <b>07-28-21</b>	Date/Time Completed: <b>2004</b>		Time Taken: <b>1 HOUR 17 MIN</b>