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FEDERAL LAW ENFORCEMENT

Survey of Federal Civilian Law Enforcement Mandatory Basic Training





Highlights of [GAO-07-815](#), a report to congressional requesters

FEDERAL LAW ENFORCEMENT

Survey of Federal Civilian Law Enforcement Mandatory Basic Training

Why GAO Did This Study

Federal law enforcement officers (LEO) are required to complete mandatory basic training in order to exercise their law enforcement authorities.

GAO was asked to identify federal mandatory law enforcement basic training programs. This report builds on GAO's prior work surveying federal civilian law enforcement components regarding their functions and authorities (see GAO-07-121, December 2006). GAO defined an LEO as an individual authorized to perform any of four functions: conduct criminal investigations, execute search warrants, make arrests, or carry firearms. In this report GAO describes (1) the mandatory basic law enforcement training that the components reported requiring their LEOs to complete and the federal law enforcement job series classifications for which basic training programs are mandatory; and (2) a breakdown of the delivery of the of basic training programs, by type of organization providing the training and location.

To conduct this work, GAO administered a Web-based survey to 105 federal civilian law enforcement components. Each was requested to self-report on, required basic training programs for LEOs, the organizations conducting the training, training locations, and the job series for which programs are mandatory. GAO is not making recommendations.

www.gao.gov/cgi-bin/getrpt?GAO-07-815.

To view the full product, including the scope and methodology, click on the link above. To view the e-supplement online, click on www.gao.gov/cgi-bin/getrpt?GAO-07-1066SP. For more information, contact Eileen Larence at (202) 512-8777 or larencee@gao.gov.

What GAO Found

Based on the responses of the 105 federal civilian law enforcement components surveyed, GAO identified 76 unique mandatory basic training programs. Among these, four programs in particular were cited by the components more often than others as mandatory for their LEOs (see table). Of the remaining 72 unique basic training programs, each was common to just one to three components. Some of these basic training programs are required for job series classifications representing large portions of the overall LEO population. For example, newly hired employees at the Federal Bureau of Prisons encompass 159 different job series classifications. This large number of job series classifications is required to take the same two unique basic training programs.

Of the 105 components surveyed, 37 components reported exclusively using the Federal Law Enforcement Training Center (FLETC)—the largest single provider of law enforcement training for the federal government. Another 44 components reported using a combination of FLETC and other training organizations, including their own organization, a federal or state law enforcement agency, or commercial vendor. Thirteen components reported that they did not use FLETC but instead conducted their own training programs and used their own facilities. Eleven components reported hiring LEOs who had already received basic training.

The Four Basic Training Programs Required Most Often by the Components for Their LEOs

Basic training program	Number of components requiring the program ^a
Criminal Investigator Training Program	52
Inspector General Investigator Training Program	15
Uniformed Police Training Program	11
Land Management Police Training Program	7

Source: GAO analysis of mandatory basic training survey responses.

^aSome of these components required more than one program. For example, all 15 components requiring the Inspector General Investigator Training Program also required the Criminal Investigator Training Program.

A draft of this report was provided for comment to the agencies included in the survey. Their technical comments were incorporated as appropriate.

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Abbreviations

BOP	Bureau of Prisons
DOD	Department of Defense
FCC OIG	Federal Communications Commission, Office of the Inspector General
FLETC	Federal Law Enforcement Training Center
FSI	Forensic Audits and Special Investigations
LEO	law enforcement officer
NETI	National Enforcement Training Institute
OI	Office of Investigations
OPM	U.S. Office of Personnel Management

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United States Government Accountability Office
Washington, DC 20548

August 10, 2007

The Honorable Lamar S. Smith
Ranking Minority Member
Committee on the Judiciary
House of Representatives

The Honorable F. James Sensenbrenner
House of Representatives

Basic training is designed to provide new law enforcement officers (LEO) with the basic skills needed to properly perform their duties.¹ In recent years, as the number of federal LEOs has risen, so too has the need for the federal government to provide basic training. According to a Bureau of Justice Statistics report, between 2002 and 2004, the number of LEOs with the authority to make arrests and carry firearms increased 13 percent from about 93,000 to about 105,000. We reported in December 2006² that there were about 138,000 LEOs in the federal civilian government when two additional responsibilities are considered—authority to conduct criminal investigations and execute search warrants.

In this report, which builds on our December 2006 report that addressed the law enforcement functions and authorities of federal civilian components, we provide information on mandatory basic law enforcement training programs.³ As agreed with your office, we excluded the law enforcement components of the Department of Defense and the

¹For purposes of this report, an LEO is defined as those law enforcement officers authorized to perform any of the following four law enforcement functions: make arrests, carry firearms, conduct criminal investigations, and execute search warrants. This definition is based upon our prior work, interviews with federal agencies employing LEOs, and other sources.

²GAO, *Federal Law Enforcement: Survey of Federal Civilian Law Enforcement Functions and Authorities*, [GAO-07-121](#), and its electronic supplement, *Federal Law Enforcement: Results of Surveys of Federal Civilian Law Enforcement Components*, [GAO-07-223SP](#) (Washington, D.C.: Dec. 19, 2006).

³For purposes of this report, mandatory basic law enforcement training program is defined as a continuous instructional activity that any federal civilian component requires its LEOs to complete in order to earn the component's approval to exercise law enforcement authority. A component refers to an agency, office or other sub-unit of a department or nondepartmental entity.

intelligence community from the scope of our review. Specifically, this report describes (1) the mandatory basic law enforcement training programs that components reported requiring their LEOs to complete and the federal law enforcement job series classifications for which the basic training programs are mandatory, and (2) a breakdown of the delivery of basic training programs, by type of organization conducting the training and location.

To obtain information on mandatory basic law enforcement training, we administered a Web-based survey to 105 federal civilian components and requested each to identify the basic training programs that they require their LEOs to complete, the organizations that conduct the programs, training locations, training duration, the job series for which the programs are mandatory, and the general topics covered in the training programs.⁴ Additional detail on these topics and a copy of the survey are provided in an electronic supplement we are issuing with this report—[GAO-07-1066SP](#).

This report contains self-reported information from each law enforcement component surveyed. While we did not independently verify the accuracy of all the information provided to us, after receiving the completed surveys, we conducted quality control checks by analyzing the responses to identify inconsistencies. We offered each law enforcement component the opportunity to make any corrections to its original responses by returning copies of their original survey responses to them for review. Finally, we submitted copies of the draft report to each component for comment. Further explanation of our scope and methodology is provided in appendix I. Appendix II contains a list of all 105 components we surveyed.

Our work was performed from October 2006 to July 2007.

⁴There were 105 federal civilian components participating in our mandatory law enforcement basic training survey, one more component than in our prior work. The National Aeronautics and Space Administration informed us after we issued our December 2006 report ([GAO-07-121](#)) and during the mandatory basic training survey that it had an additional component—the Program Protection Force of its Office of Security and Program Protection—that employed personnel meeting our criteria for LEOs.

Four Basic Training Programs Associated with 17 Job Series Classifications Were Most Often Required by the Components

Based on the responses of the 105 federal civilian components we surveyed, we identified 76 unique mandatory basic training programs.⁵ See appendix III, tables 5 and 6, for a list of all 76 programs, the organizations conducting them, and components citing them as mandatory. Four programs in particular were cited by the components more often than others as mandatory for their LEOs, as shown in table 1.

Table 1: The Four Basic Training Programs Required Most Often by the Components for Their LEOs

Basic training program	Number of components requiring the program ^a
Criminal Investigator Training Program	52
Inspector General Investigator Training Program	15
Uniformed Police Training Program	11
Land Management Police Training Program	7

Source: GAO analysis of mandatory basic training survey responses.

^aSome of these components required more than one program. For example, all 15 components requiring the Inspector General Investigator Training Program also required the Criminal Investigator Training Program.

In addition, out of the 211 federal LEO job series classifications that the components reported to us for our December 2006 report, LEOs in 17 different job series classifications were required to complete one or more of the four most cited programs, as shown in table 2. See appendix IV, tables 7 and 8, for a complete list of job series classifications and their associated basic training programs.

⁵We counted a program as unique if (1) multiple components cited the exact program title or a close variation and specified the same training organization and location, or (2) only one component cited the program title and specified a different training organization and location.

The total of 76 excludes 3 mandatory basic training programs that the Department of Interior informed us about during the final processing of this report. The programs, all required by the Department's National Park Service, are the Field Training and Evaluation Program and the Ranger Basic Training Program, which are conducted by the National Park Service; and the Seasonal Law Enforcement Training Program, which is conducted by 9 colleges and universities across the United States. Also, the Department stated that National Park Service's Law Enforcement, Security and Emergency Services office requires its 1811 job series LEOs to take FLETC's Criminal Investigator Training Program. The tables and appendices in this report do not reflect this additional information and the electronic supplement accounts for it in the "Additional Comments" column.

Table 2: The Four Basic Training Programs Cited Most Often Were among 17 Different Job Series Classifications

Mandatory basic training program	Job series classifications^a
Criminal Investigator Training Program	0082—Deputy United States Marshal
	0340—Program Manager/Special Deputy
	1801—Secretarial Protection Specialist ^b
	1802—Compliance Inspection and Support ^b
	1810—General Investigator
	1811—Criminal Investigator; Special Agent ^b
	Military Special Agents/Investigators
	Special Agent, Investigative Department Manager, Project Manager
Inspector General Investigator Training Program	1811—Criminal Investigator; Special Agent ^b
Land Management Police Training Program	0025—Park Ranger/Refuge Law Enforcement Officer
	0485—Refuge Manager/Refuge Law Enforcement Officer
	1801—Law Enforcement Officer; Law Enforcement Ranger ^b
	1802—Law Enforcement Officer ^b
	1812—Enforcement Officer
	2181—Pilot/Refuge Law Enforcement Officer
	Patrol Officer, Investigator, Commander, Assistant Director and Director SP083 (Police Officer, Investigator, Detective)
Uniformed Police Training Program	0080—Security Administrative
	0083—Police Officer
	1801—Supervisory Protection Officer ^b
	1802—Compliance Inspection and Support ^b
	KK100 (Police Officer)

Source: GAO analysis of the mandatory basic training survey responses.

^aGenerally the 4-digit job series classifications are designated by the U.S. Office of Personnel Management (OPM). Non-OPM classifications are generally designated either by a job title or other combination of numbers and job title.

^bJob series 1801, 1802, and 1811 were listed for more than one program.

Of the remaining 72 unique basic training programs, each was common to just one to three components. Some of these basic training programs are required for job series classifications representing large portions of the overall LEO population. For example, DOJ Federal Bureau of Prisons (BOP) requires newly hired LEOs among 159 different job series classifications to take the same two unique basic training programs. The BOP LEOs accounted for 25 percent of the LEO population as of June 2006. Similarly, DHS U.S. Customs and Border Protection's Office of Field Operations requires newly hired LEOs within the 1895 CBP officer job

series classification to take three basic training programs unique to U.S. Customs and Border Protection. CBP officers accounted for 13 percent of the LEOs.

The Largest Source of Law Enforcement Basic Training Is the Federal Law Enforcement Training Center

According to our survey results, federal civilian law enforcement components obtain their mandatory basic training through one source or a combination of training sources. The components reported 62 different organizations as sources of their basic training.⁶ Appendix V provides a list of all training organizations reported in the survey. The largest single source for basic law enforcement training is the Federal Law Enforcement Training Center (FLETC).⁷

Of the 105 federal civilian components we surveyed, 81 reported using basic training resources from FLETC or a combination of FLETC and other organizations, such as their own organization; other federal law enforcement agencies; state and local law enforcement agencies; and commercial vendors.⁸ Eleven of the 105 federal civilian components reported that they hired LEOs who had already received basic training for previous law enforcement positions.⁹ Two of the 11 components reported they hired LEOs for one job series and required a basic training program for another job series. See appendix VI. One component—the Department of Agriculture, Animal and Plant Health Inspection Service—did not provide details on its mandatory basic training but stated that formal training provided to its investigators varied based on each individual’s

⁶Two components reported state-level academies and training facilities but did not list any specific training organization: the Department of Transportation, Office of the Secretary of Transportation, Executive Protection reported “Federal/State/Military Police Academy Training” and the National Railroad Passenger Corporation (AMTRAK), AMTRAK Police reported “Several state police or authorized state training facilities.”

⁷Among the other 61 training organizations reported, there was not 1 dominant provider, except for the Inspector General Criminal Investigator Academy, which 15 components reported using.

⁸In commenting on a draft of this report, one of these components, the Federal Reserve Board’s Security Unit, stated that it also uses FLETC resources during the firearms training of its mandatory basic law enforcement training program.

⁹In commenting on a draft of this report, the Federal Reserve Board stated that its Chairman’s Protection Unit tends to hire special agents who have prior FLETC training. Because the Chairman’s Protection Unit answered in its survey that it had a mandatory basic training program, we did not include it in the list of 11 components, which appears in appendix VI.

skills, abilities, and experience, and that courses were provided at FLETC and other facilities.¹⁰

FLETC, which was established in 1970 within the Department of the Treasury and transferred to the Department of Homeland Security in 2003, provides basic, specialized, advanced and refresher training for federal, state and local law enforcement agencies. FLETC currently has 83 federal partner organizations, 71 of which we surveyed for this report.¹¹ A list of these partner organizations appears in appendix VII. According to FLETC, the partner organization designation means the head of the agency has signed a memorandum of understanding setting forth an agreement between FLETC and the agency. According to FLETC, the partner organization status offers the benefit of priority in training and a lower cost for the training than for non-partner organizations. Other nonfederal law enforcement agencies, such as state, local, and international law enforcement agencies, may train at FLETC on a space-available basis.

FLETC provides training at four locations in the United States as follows:¹²

- The Glynco, Georgia, location was established in 1975 and is FLETC's headquarters and largest training complex at 1,563 acres. Glynco's facilities include classrooms, dormitories, a dining hall, firearms ranges, driver training ranges, a physical techniques facility, an explosives range, and a mock port of entry.
- The Artesia, New Mexico, location was established in 1989 and is responsible for basic training for the U.S. Customs and Border

¹⁰In commenting on a draft of this report, the Animal and Plant Health Inspection Service stated that its investigators participate with sworn law enforcement officers (i.e., Office of Inspector General criminal investigators or state law enforcement officers) in conducting criminal investigations and obtaining and executing search warrants. It added that while these investigators do not have the authority to conduct criminal investigations activity on their own, it ensures that they are properly trained and prepared to independently conduct non-criminal investigations.

¹¹Twelve of FLETC's partner organizations did not participate in our survey. Nine organizations are in the Department of Defense and intelligence community, which we excluded from our scope. The other three organizations—the Department of Interior's Office of Surface Mining Reclamation and Enforcement, Department of Transportation's Federal Aviation Administration, and Department of the Treasury's Financial Crimes Enforcement Network—indicated to us that they did not have LEOs meeting our criteria.

¹²FLETC also has international law enforcement academies in Gaborone, Botswana; San Salvador, El Salvador; and Lima, Peru.

Protection Border Patrol, Bureau of Indian Affairs, Transportation Security Administration, Federal Flight Deck Officers, and Federal Air Marshals.

- The Cheltenham, Maryland, location was established in 2001 to provide firearms requalification and pursuit driver training programs for LEOs based in the Washington, D.C., metropolitan area. Cheltenham also provides facilities for the U.S. Capitol Police Academy.
- The Charleston, South Carolina, location was established in FLETC in 2003 and hosts the U.S. Coast Guard Maritime Law Enforcement Academy and the Federal Probation and Pretrial Services Academy.

Of the 81 federal civilian components that reported using FLETC resources (such as instructors, programs, and/or facilities), 37 reported using FLETC resources exclusively to meet their basic training requirements. The other 44 components reported using a combination of FLETC and other training organizations. Table 3 shows the total number of components that reported using the various FLETC locations.

Table 3: FLETC Training Facilities Used for Mandatory Law Enforcement Basic Training Programs, as Reported by Federal Civilian Components

FLETC training location	Number of components using training facilities ^a
Glynco, Georgia	75
Artesia, New Mexico	9
Cheltenham, Maryland	8
Charleston, South Carolina	3

Source: GAO analysis of mandatory basic training survey responses.

^aThe sum of the column "Number of components using training facilities" is greater than the 81 components that reported using FLETC resources as some components reported receiving basic training at more than one FLETC location.

Among the 105 federal civilian components we surveyed, 13 reported that they did not use FLETC resources for their mandatory basic training programs, but instead conducted their own training programs and used their own facilities; among this group, one component, the Department of Transportation Maritime Administration's Academy Security Force, used a

commercial vendor. These 13 components and the sources of their training are listed in table 4.¹³

Table 4: The 13 Federal Civilian Components That Reported Using Only Non-FLETC Resources for Their Mandatory Law Enforcement Basic Training Programs

Federal civilian component	Non-FLETC organization conducting training
DHS, Transportation Security Administration, Office of Law Enforcement/Federal Air Marshal Service	DHS, Transportation Security Administration, Federal Air Marshal Service
DOJ, Drug Enforcement Administration	DOJ, Drug Enforcement Administration Academy
DOJ, Federal Bureau of Investigation	DOJ, FBI Academy
Department of Labor, Office of Labor Management Standards	Department of Labor, Office of Labor Management Standards
Department of Transportation, Maritime Administration, Academy Security Force	Law Enforcement Training and Consultants (commercial vendor)
Department of Veterans Affairs, Office of Security and Law Enforcement	Department of Veterans Affairs, Law Enforcement Training Center
Federal Reserve Board, Chairman’s Protection Unit	Federal Reserve Board, Board of Governors of the Federal Reserve
Federal Reserve Board, Reserve Banks Security	Federal Reserve Board, Federal Reserve Banks across the nation
National Aeronautics and Space Administration, Office of Security and Program Protection, Program Protection Force	NASA Federal Law Enforcement Academy
National Gallery of Art	National Gallery of Art
Smithsonian Institution, Office of Protection Services	Smithsonian Institution, In House Staff
U.S. Postal Service, U.S. Postal Inspection Service, Inspector	U.S. Postal Service, U.S. Postal Inspection Service
U.S. Postal Service, U.S. Postal Inspection Service, Postal Police	U.S. Postal Service, U.S. Postal Inspection Service

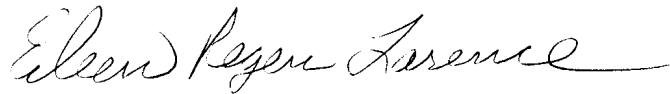
Source: GAO analysis of mandatory basic training survey responses.

Agency Comments

We provided the 105 components that we surveyed with a draft of report for comment. A number of components provided technical corrections, additions, and deletions to their original responses. These technical comments were incorporated in the report where appropriate.

¹³As previously discussed, 11 components reported hiring LEOs who have already received basic training.

As we agreed with your office, unless you publicly announce its contents earlier, we plan no further distribution of this report until 30 days after its issue date. We will make copies available to any interested parties on request. If you have further questions, please contact me at (202) 512-8777 or by e-mail at larencee@gao.gov. Contact points for our offices of Congressional Relations and Public Affairs may be found on the last page of this report. See appendix VIII for a list of key contributors to this report.



Eileen R. Larence,
Director, Homeland Security and Justice Issues

Appendix I: Scope and Methodology

To identify the mandatory training programs that federal civilian components require for their law enforcement officers (LEO), we administered a Web-based survey that collected training information from 105 federal civilian components.¹ A copy of this survey can be viewed via the electronic supplement link provided on page 2 of this report. The training survey requested from each federal component a list of (1) mandatory basic training programs for the LEOs who were authorized to perform at least one of the four following law enforcement functions—conduct criminal investigations, execute search warrants, make arrests, or carry firearms; (2) topics covered by each program; (3) job series of the LEOs required to complete each training program; (4) name of the organization that conducted each training program; and (5) location of each training program. This survey was administered between October 2006 and May 2007. We obtained a 100 percent response rate for the training survey.

This report contains self-reported information from each federal civilian LEO component surveyed. While we administered the training survey to obtain the training information for this report, we also referred to December 2006 report ([GAO-07-121](#) and its electronic supplement [GAO-07-223SP](#)) for information on law enforcement functions and job series classifications for each LEO component. Prior to completing the training survey, we reported on the first two Web-based surveys (law enforcement authority survey and job series survey) in December 2006. The first of the two surveys requested that each component state its law enforcement mission and list the primary authorities for its LEOs to perform any of the four specified law enforcement functions. The types of authorities sought through the survey were those based on statutory sources (e.g., United States Code), regulatory sources (e.g., Code of Federal Regulations), and other sources, such as executive orders, agency directives, or memorandums of understanding between agencies. This survey was administered between June 2006 and October 2006. We obtained a 100 percent response rate for the law enforcement authority survey.

The second of the two surveys requested that each component list the OPM job series or other job identifier of the LEOs who were authorized to

¹There were 105 federal civilian components participating in our mandatory law enforcement basic training survey, one more component than in our prior work. See page 2, footnote 4, for an explanation.

perform at least one of the four specified law enforcement functions mentioned above and the number of LEOs employed for each job series and titles as of June 30, 2006. This survey was administered between August 2006 and October 2006. We obtained a 100 percent response rate for the job series survey.

Since the training survey and the two previous surveys were not sample surveys, there are no sampling errors. However, the practical difficulties of conducting any survey may have introduced errors, commonly referred to as nonsampling errors. For example, the accuracy of the survey results could have been influenced by (1) difficulties in how a particular question was interpreted by respondents, (2) the sources of information that were available to respondents, or (3) how we processed and analyzed the responses we received. We took the following steps in the development of the surveys, the data collection, and the data analysis to minimize these potential nonsampling errors and to help ensure the accuracy of the answers that we obtained.

To define an LEO for the purposes of our three Web-based law enforcement surveys, we identified which types of law enforcement functions would be used by consulting our previous work on federal law enforcement authorities and personnel,² law enforcement related documentation from the U.S. Office of Personnel Management,³ and interviews with officials with expertise in law enforcement functions of various civilian agencies employing LEOs.

Additionally, we determined which federal components might employ LEOs performing any of the four specified law enforcement functions by compiling an initial list based on the federal agencies: listed in *Federal Law Enforcement Officers, 2002*, published by the Department of Justice's Bureau of Justice Statistics; identified as FLETC's partner organizations and other agencies included in FLETC's 2004-2005 List of Agencies Trained at FLETC; and listed in the Federal Citizen Information

²GAO, *Federal Law Enforcement: Investigative Authority and Personnel at 13 Agencies*, [GAO/GGD-96-154](#) (Washington, D.C.: Sept. 30, 1996); *Federal Law Enforcement: Investigative Authority and Personnel at 32 Organizations*, [GAO/GGD-97-93](#) (Washington, D.C.: July 22, 1997); and *Inspectors General: Comparison of Ways Law Enforcement Authority Is Granted*, [GAO-02-437](#) (Washington, D.C.: May 22, 2002).

³U.S. Office of Personnel Management, *Federal Law Enforcement Pay and Benefits* (Report to Congress), July 2004.

Center’s Cabinet Agencies and Independent Agencies and Commissions Directory.

Furthermore, in our prior work as in this report, the term “federal law enforcement officer” can be defined in numerous ways depending on the information sought. To best meet the information needs of the requester and the time frame for reporting, it was necessary to limit our scope to law enforcement officers employed directly by the federal government, as well as exclude certain agencies or components. We refined the list of federal components to survey by submitting our initial list to the components’ parent departments and nondepartmental entities for corrections and additions. This compilation was not intended to reflect all personnel in the federal law enforcement community. For example, we did not include contract services, civilian law enforcement officers and investigators within the Department of Defense (DOD) or the DOD Offices of Inspector General, intelligence agencies, and U.S. Attorneys within the Department of Justice.⁴

To identify the specific information to collect in the training survey—such as components’ mandatory basic training programs for law enforcement officers; the topics covered in each training program; the agencies, academies, vendors, or other organizations that conducted the training; and location of each training program—we conducted initial interviews with officials with law enforcement training expertise from the Department of Homeland Security and Department of Justice. We developed and pretested the survey with three components with diverse missions, and of varying sizes (e.g., National Park Service of the Department of Interior, U.S. Immigration and Customs Enforcement of the Department of Homeland Security, and the U.S. Government Accountability Office) to identify unclear and ambiguous questions. Upon completion of the pretest, we made the necessary changes to the final survey prior to nationwide implementation.

To help ensure that the training survey was sent to knowledgeable component officials (e.g., officials with law enforcement training knowledge), we requested that the designated GAO liaisons of each component identify these knowledgeable officials and provide their

⁴According to a DOJ official, many DOJ attorneys are authorized to conduct criminal investigations and routinely manage such investigations as Assistant United States Attorneys, Legal Division Trial Attorneys, or in related positions.

contact information. As necessary, we also followed up with these officials to clarify survey responses.

All of the data in this report are what were reported by the 105 federal civilian components through our three Web-based surveys. We did not independently verify the accuracy of all the information provided to us. We did, however, after receiving the completed surveys, examine the survey results and perform computer analyses to identify inconsistencies and other possible indications of error. An independent analyst reviewed all the computer programs used in the processing of the data. Also, in March 2007, we returned copies of the training survey responses to the 105 federal civilian components to make any corrections to their original responses. Further, we conducted quality control checks via telephone and e-mail with the survey respondents to follow up on possible internal data inconsistencies or other issues needing clarification, such as unanswered questions or data entry errors. A number of the components provided technical corrections, additions, and/or deletions to their original responses and some were incorporated where appropriate in a draft of the report sent to the components for comment. After taking these steps, we continued to find that some survey respondents reported different program titles, program durations, training organizations, and/or topics covered for the same FLETC training programs. We reconciled the program titles but not all of the other differences. The information shown in the report and the electronic supplement represents what the agencies provided. An example of these differences is the Criminal Investigator Training Program. Respondents from 52 federal civilian law enforcement components referred to this program by 16 different program titles and inserted program information that included 9 different program durations and 45 different combinations of the training topics covered. According to FLETC officials, FLETC conducts the Criminal Investigator Training Program in the same manner for all who take it and the program currently lasts 11 weeks.

Appendix II: The 105 Federal Civilian Components GAO Surveyed

Department or nondepartmental entity	Federal civilian component
Administrative Office of the U.S. Courts	Office of Probation and Pretrial Services
Agency for International Development	Office of the Inspector General
Corporation for National and Community Service	Office of the Inspector General
Department of Agriculture	Animal and Plant Health Inspection Service
	Office of the Inspector General
	U.S. Forest Service, Law Enforcement and Investigations
Department of Commerce	Bureau of Industry and Security, Office of Export Enforcement
	National Institute of Standards and Technology
	National Marine Fisheries Service, Office of Law Enforcement
	Office of Security
	Office of the Inspector General
Department of Education	Office of the Inspector General
Department of Energy	National Nuclear Safety Administration, Office of Secure Transportation - Office of Mission Operations
	Office of Health, Safety and Security, Office of Security Operations
	Office of the Inspector General
Department of Health and Human Services	Food and Drug Administration, Office of Regulatory Affairs/Office of Criminal Investigations
	National Institutes of Health
	Office of the Inspector General
Department of Homeland Security	Federal Emergency Management Agency, Security Branch
	Federal Law Enforcement Training Center
	Office of the Inspector General
	Transportation Security Administration, Office of Law Enforcement/Federal Air Marshal Service
	U.S. Citizenship and Immigration Services
	U.S. Coast Guard, Investigative Service
	U.S. Coast Guard, Maritime Law Enforcement Boarding Officers
	U.S. Customs and Border Protection, Border Patrol
	U.S. Customs and Border Protection, Office of Customs and Border Protection Air and Marine
	U.S. Customs and Border Protection, Office of Field Operations/CBP Officers
	U.S. Immigration and Customs Enforcement, Office of Detention and Removal
	U.S. Immigration and Customs Enforcement, Office of Federal Protective Service
	U.S. Immigration and Customs Enforcement, Office of Intelligence

**Appendix II: The 105 Federal Civilian
Components GAO Surveyed**

Department or nondepartmental entity	Federal civilian component
	U.S. Immigration and Customs Enforcement, Office of Investigations
	U.S. Immigration and Customs Enforcement, Office of Professional Responsibility
	U.S. Secret Service
Department of Housing and Urban Development	Office of the Inspector General
Department of the Interior	Bureau of Indian Affairs, Office of Law Enforcement Services
	Bureau of Land Management, Office of Law Enforcement and Security
	Bureau of Reclamation, Hoover Dam Police
	National Park Service, Law Enforcement, Security and Emergency Services ^a
	National Park Service, U.S. Park Police
	Office of Law Enforcement, Security and Emergency Management
	Office of the Inspector General
	U.S. Fish and Wildlife Service, National Wildlife Refuge System
	U.S. Fish and Wildlife Service, Office of Law Enforcement
Department of Justice	Bureau of Alcohol, Tobacco, Firearms, and Explosives
	Drug Enforcement Administration
	Federal Bureau of Investigation
	Federal Bureau of Prisons
	Office of the Inspector General
	U.S. Marshals Service
Department of Labor	Employee Benefits Security Administration
	Office of Labor Management Standards
	Office of the Inspector General
Department of State	Bureau of Diplomatic Security, Diplomatic Security Service
	Office of the Inspector General
Department of Transportation	Maritime Administration, Academy Security Force
	National Highway Traffic Safety Administration, Odometer Fraud
	Office of the Inspector General, Investigations
	Office of the Secretary of Transportation, Executive Protection
Department of the Treasury	Bureau of Engraving and Printing, Police Officers
	Internal Revenue Service, Criminal Investigation
	Office of the Inspector General, Office of Investigations
	Treasury Inspector General for Tax Administration
	U.S. Mint, Police
Department of Veterans Affairs	Office of Security and Law Enforcement
	Office of the Inspector General

**Appendix II: The 105 Federal Civilian
Components GAO Surveyed**

Department or nondepartmental entity	Federal civilian component
Environmental Protection Agency	Criminal Investigation Division
	Office of the Inspector General
Equal Employment Opportunity Commission	Office of the Inspector General
Federal Communications Commission	Office of the Inspector General
Federal Deposit Insurance Corporation	Office of the Inspector General
Federal Reserve Board	Chairman's Protection Unit
	Office of the Inspector General
	Reserve Banks Security
	Security Unit
General Services Administration	Office of the Inspector General
Government Accountability Office	Controller/Administrative Services, Office of Security and Safety
	Financial Management and Assurance, Forensic Audits and Special Investigations
Library of Congress	Office of Security and Emergency Preparedness, Police
	Office of the Inspector General
National Aeronautics and Space Administration	Office of Security and Program Protection, Program Protection Force
	Office of the Inspector General
National Archives and Records Administration	Office of the Inspector General
National Gallery of Art	
National Railroad Passenger Corporation (AMTRAK)	AMTRAK Police
National Railroad Passenger Corporation (AMTRAK)	Office of Inspector General
National Science Foundation	Office of the Inspector General
	Polar Operations, Antarctica
Nuclear Regulatory Commission	Office of Investigations
	Office of the Inspector General
Office of Personnel Management	Office of the Inspector General
Peace Corps	Office of the Inspector General
Railroad Retirement Board	Office of the Inspector General
Small Business Administration	Office of the Inspector General
Smithsonian Institution	Office of Protection Services
Social Security Administration	Office of the Inspector General
Tennessee Valley Authority	Office of the Inspector General
	TVA Police
U.S. Capitol Police	
U.S. Government Printing Office	Office of the Inspector General
	Police

**Appendix II: The 105 Federal Civilian
Components GAO Surveyed**

Department or nondepartmental entity	Federal civilian component
U.S. Postal Service	Office of Inspector General
	U.S. Postal Inspection Service, Inspector
	U.S. Postal Inspection Service, Postal Police
U.S. Supreme Court	Marshal of the Supreme Court

Source: GAO.

*In commenting on a draft of this report, the Department of the Interior informed us that the name of this component should read "Department of the Interior, National Park Service, Law Enforcement, Security and Emergency Services." In GAO-07-121 and its electronic supplement GAO-07-223SP, this component was known as "National Park Service, Ranger Activities."

Appendix III: The 76 Unique Basic Training Programs Reported as Mandatory

This appendix presents two related tables. Table 5 presents information on all but one of the unique basic training programs reported as mandatory. The one program that was omitted in this table—FLETC’s Criminal Investigator Training Program—was cited most by 52 components. Information for this program is presented separately in table 6.

Table 5: The 76 Unique Basic Training Programs Reported as Mandatory by the Federal Civilian Components

Basic training program	Organization conducting program	Federal civilian component
35 Hours Peace Officer Training	Law Enforcement Training and Consultants (commercial vendor)	Department of Transportation, Maritime Administration, Academy Security Force
47 Hour Firearms Instruction	Law Enforcement Training and Consultants (commercial vendor)	Department of Transportation, Maritime Administration, Academy Security Force
Advanced Interviews and Interrogations	Reid and Associates, Inc (commercial vendor)	DHS, U.S. Coast Guard, Investigative Service
Agency Specific Basic Add on	FLETC	Department of the Interior, National Park Service, U.S. Park Police
Basic Agent Training	DOJ, Drug Enforcement Administration Training Academy	DOJ, Drug Enforcement Administration
Basic Boarding Officer Course	DHS, U.S. Coast Guard	DHS, U.S. Coast Guard, Maritime Law Enforcement Boarding Officers
Basic Deputy U.S. Marshal	DOJ, U.S. Marshals Service Training Academy	DOJ, U.S. Marshals Service
Basic Entry Level Training	Smithsonian Institution, In House Staff	Smithsonian Institution, Office of Protection Services
Basic Fiduciary and Investigative Techniques	Department of Labor, Employee Benefits Security Administration, Office of Regulations and Interpretations	Department of Labor, Employee Benefits Security Administration
	Department of Labor, Employee Benefits Security Administration, Office of Exemption Determinations	
	Department of Labor, Employee Benefits Security Administration, Office of Health Plan Standards and Compliance Assistance	
Basic Inspector Training Program	U.S. Postal Service, U.S. Postal Inspection Service	U.S. Postal Service, U.S. Postal Inspection Service, Inspector
Basic Police Officer Training Course	Department of Veterans Affairs, Law Enforcement Training Center	Department of Veterans Affairs, Office of Security and Law Enforcement

Appendix III: The 76 Unique Basic Training Programs Reported as Mandatory

Basic training program	Organization conducting program	Federal civilian component
Basic Special Agent Course	FLETC Department of State, National Foreign Affairs Training Center Department of State, Diplomatic Security Training Center	Department of State, Bureau of Diplomatic Security, Diplomatic Security Service
Boarding Officer Personal Qualification Standards	DHS, U.S. Coast Guard	DHS, U.S. Coast Guard, Maritime Law Enforcement Boarding Officers
Boarding Officer Practical Course	DHS, U.S. Coast Guard	DHS, U.S. Coast Guard, Maritime Law Enforcement Boarding Officers
CBP Air and Marine Basic Training Program	FLETC	DHS, U.S. Customs and Border Protection, Office of Customs and Border Protection Air and Marine
CGIS Indoctrination Training Course	DHS, U.S. Coast Guard, Investigative Service	DHS, U.S. Coast Guard, Investigative Service
Cardiopulmonary Resuscitation/Automatic External Defibrillator/Bloodborne Pathogens/First Aid/Oxygen Management	Chesapeak Training (commercial vendor)	Library of Congress, Office of Security and Emergency Preparedness - Police
Continuing Legal Education Training Program (an either or with Criminal Investigator Training Program)	FLETC	National Science Foundation, Polar Operations, Antarctica
Criminal Enforcement Training	FLETC DOJ, Organized Crime Section, Criminal Division Department of Labor, Office of Inspector General DOJ, United States Attorneys Office, Assistant United States Attorney	Department of Labor, Employee Benefits Security Administration
Criminal Investigator Training Program	See appendix III, table 6.	
Customs and Border Protection Integrated, Basic Training	FLETC DHS, U.S. Customs and Border Protection, Office of Field Operations	DHS, U.S. Customs and Border Protection, Office of Field Operations/ CBP Officers
Death and Homicide Investigations	Institute of Police Technology & Management (commercial vendor)	DHS, U.S. Coast Guard, Investigative Service
Detention Enforcement Officer	DOJ, U.S. Marshals Service Training Academy	DOJ, U.S. Marshals Service
Diversion Investigator Training	DOJ, Drug Enforcement Administration Training Academy	DOJ, Drug Enforcement Administration
Drug Identification and Investigations	DOJ, Drug Enforcement Administration	DHS, U.S. Coast Guard, Investigative Service

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Basic training program	Organization conducting program	Federal civilian component
EPA Environmental Investigation Basic Training Program	FLETC Environmental Protection Agency, Criminal Investigation Division	Environmental Protection Agency, Criminal Investigation Division
Entry-Level Training Program	FLETC U.S. Capitol Police	U.S. Capitol Police
FPS Physical Security Academy	DHS, U.S. Immigration and Customs Enforcement, Federal Protective Service National Training Academy	DHS, U.S. Immigration and Customs Enforcement, Office of Federal Protective Service
Federal Air Marshal Service Training Program	DHS, Transportation Security Administration, Federal Air Marshal Service	DHS, Transportation Security Administration, Office of Law Enforcement/Federal Air Marshal Service
Federal Reserve Law Enforcement	Federal Reserve Board Federal Reserve Board, Board of Governors of the Federal Reserve Federal Reserve Board, Federal Reserve Banks across the nation.	Federal Reserve Board, Security Unit ^a Federal Reserve Board, Chairman's Protection Unit Federal Reserve Board, Reserve Banks Security
Field Evidence and Crime Scene Investigations	Institute of Police Technology & Management (commercial vendor)	DHS, U.S. Coast Guard, Investigative Service
Field Training Program	Department of the Interior, National Park Service, U.S. Park Police	Department of the Interior, National Park Service, U.S. Park Police
Field Training Program (FTO)	U.S. Capitol Police	U.S. Capitol Police
Firearms Training	FLETC	DHS, Office of the Inspector General
HAZMAT First Responder Awareness/Operations/On-Scene Incident Command Training	All American Environmental (commercial vendor)	Library of Congress, Office of Security and Emergency Preparedness – Police
HHS OIG Special Agent Basic Training Program	Department of Health and Human Services, Office of Inspector General	Department of Health and Human Services, Office of the Inspector General
HHS OIG Writing Course	Department of Health and Human Services, Office of Inspector General	Department of Health and Human Services, Office of the Inspector General
ICE Basic Intelligence Training Program	DHS, U.S. Immigration and Customs Enforcement, Office of Intelligence	DHS, U.S. Immigration and Customs Enforcement, Office of Professional Responsibility
ICE DR Basic Training Program/ICE_D	FLETC DHS, U.S. Immigration and Customs Enforcement, Detention and Removal Operations	DHS, U.S. Immigration and Customs Enforcement, Office of Detention and Removal DHS, U.S. Immigration and Customs Enforcement, Office of Professional Responsibility

Appendix III: The 76 Unique Basic Training Programs Reported as Mandatory

Basic training program	Organization conducting program	Federal civilian component
ICE Special Agent Training Program	FLETC	DHS, U.S. Immigration and Customs Enforcement, Office of Investigations
	DHS, U.S. Immigration and Customs Enforcement Office of Investigations Academy	
	DHS, U.S. Customs and Border Protection	DHS, U.S. Immigration and Customs Enforcement, Office of Professional Responsibility
Indian Police-Basic Police Officer Training Program	FLETC	Department of the Interior, Bureau of Indian Affairs, Office of Law Enforcement Services
Initial Probation and Pretrial Services Training Program	FLETC	Administrative Office of the U.S. Courts, Office of Probation and Pretrial Services
Inspector General Investigator Training Program	Inspector General Criminal Investigator Academy	Agency for International Development, Office of the Inspector General
		Department of Health and Human Services, Office of the Inspector General
		Department of Veterans Affairs, Office of the Inspector General
		National Archives and Records Administration, Office of the Inspector General
		Railroad Retirement Board, Office of the Inspector General
		Social Security Administration, Office of the Inspector General
		U.S. Government Printing Office, Office of the Inspector General
		Department of Agriculture, Office of the Inspector General
		Department of Commerce, Office of the Inspector General
		Department of Education, Office of the Inspector General
		Department of Housing and Urban Development, Office of the Inspector General
Department of the Treasury, Office of the Inspector General, Office of Investigations		
National Science Foundation, Office of the Inspector General		
Small Business Administration, Office of the Inspector General		
U.S. Postal Service, Office of Inspector General		

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Basic training program	Organization conducting program	Federal civilian component
Inspector General Transitional Training Program	FLETC	National Archives and Records Administration, Office of the Inspector General
	Inspector General Criminal Investigator Academy	
	Inspector General Criminal Investigator Academy	Social Security Administration, Office of the Inspector General
Institution Familiarization	DOJ, Federal Bureau of Prisons	DOJ, Federal Bureau of Prisons
Introduction to Corrections Techniques	DOJ, Federal Bureau of Prisons	DOJ, Federal Bureau of Prisons
Introduction to Criminal Investigations	FLETC	DHS, Federal Emergency Management Agency, Security Branch
Land Management Police Training Program	FLETC	Department of Agriculture, U.S. Forest Service, Law Enforcement and Investigations
		Department of Commerce, National Marine Fisheries Service, Office of Law Enforcement
		Department of the Interior, Bureau of Land Management, Office of Law Enforcement and Security
		Department of the Interior, National Park Service, Law Enforcement, Security and Emergency Services
		Department of the Interior, National Park Service, U.S. Park Police
		Department of the Interior, U.S. Fish and Wildlife Service, National Wildlife Refuge System
		Tennessee Valley Authority, TVA Police
Mixed Basic Police Training Program	FLETC	Department of Commerce, Office of Security
		Department of the Treasury, U.S. Mint, Police
		Library of Congress, Office of Security and Emergency Preparedness – Police
NASA Federal Law Enforcement Training Academy	NASA Federal Law Enforcement Academy	National Aeronautics and Space Administration, Office of Security and Program Protection, Program Protection Force
NNSA OST Agent Candidate Training (FLETC-Charleston conducts legal issues criminal law classes (10 days))	No organization was listed.	Department of Energy, National Nuclear Safety Administration, Office of Secure Transportation - Office of Mission Operations
NWRS Field Training & Evaluation Program	Department of the Interior, U.S. Fish and Wildlife Service, National Wildlife Refuge System	Department of the Interior, U.S. Fish and Wildlife Service, National Wildlife Refuge System
New Agent Training Program	DOJ, FBI Academy	DOJ, Federal Bureau of Investigation

Appendix III: The 76 Unique Basic Training Programs Reported as Mandatory

Basic training program	Organization conducting program	Federal civilian component
New Employee Orientation	Department of Health and Human Services, Office of Inspector General	Department of Health and Human Services, Office of the Inspector General
New Investigator Training	Department of Labor, Office of Labor Management Standards	Department of Labor, Office of Labor Management Standards
OSHA Hazwoper Safety Course	FLETC Environmental Protection Agency, Criminal Investigation Division Department of Labor, Occupational Safety & Health Administration	Environmental Protection Agency, Criminal Investigation Division
Post Academy Training	DHS, U.S. Customs and Border Protection, Office of Training and Development DHS, U.S. Customs and Border Protection, Office of Field Operations	DHS, U.S. Customs and Border Protection, Office of Field Operations/CBP Officers
Postal Police Officer Basic Training	U.S. Postal Service, U.S. Postal Inspection Service	U.S. Postal Service, U.S. Postal Inspection Service, Postal Police
Pre Academy Orientation Program	DHS, U.S. Customs and Border Protection, Office of Training and Development DHS, U.S. Customs and Border Protection, Office of Field Operations	DHS, U.S. Customs and Border Protection, Office of Field Operations/CBP Officers
Protective Service Operations	International Training Incorporated (commercial vendor)	DHS, U.S. Coast Guard, Investigative Service
Refuge Officer Basic School	Department of the Interior, U.S. Fish and Wildlife Service, National Wildlife Refuge System	Department of the Interior, U.S. Fish and Wildlife Service, National Wildlife Refuge System
Semiannual Firearms Re-qualification	FLETC U.S. Capitol Police Department of the Treasury, Bureau of Engraving and Printing	Library of Congress, Office of Security and Emergency Preparedness – Police
Sex Crimes/Deviant Sexual Behavior	Institute of Police Technology & Management (commercial vendor)	DHS, U.S. Coast Guard, Investigative Service
Special Agent Basic School	Department of the Interior, U.S. Fish and Wildlife Service, Office of Law Enforcement	Department of the Interior, U.S. Fish and Wildlife Service, Office of Law Enforcement
Special Agent Basic Training	DOJ, Bureau of Alcohol, Tobacco, Firearms, and Explosives	DOJ, Bureau of Alcohol, Tobacco, Firearms, and Explosives
Special Agent Basic Training Program	Department of the Treasury, TIGTA/NA/Office of Investigations	Department of the Treasury, Treasury Inspector General for Tax Administration
Special Agent Basic Training	FLETC Internal Revenue Service National Criminal Investigation Training Academy	Department of the Treasury, Internal Revenue Service, Criminal Investigation

Appendix III: The 76 Unique Basic Training Programs Reported as Mandatory

Basic training program	Organization conducting program	Federal civilian component
Special Agent Training Program	Department of Health and Human Services, Food and Drug Administration, Office of Regulatory Affairs/Office of Criminal Investigations	Department of Health and Human Services, Food and Drug Administration, Office of Regulatory Affairs/Office of Criminal Investigations
Special Police Officer Training	National Gallery of Art	National Gallery of Art
U.S. Army Criminal Investigative Division Apprentice Special Agent Course (either/or with the Criminal Investigator Training Program)	Department of Defense, U.S. Army	National Archives and Records Administration, Office of the Inspector General
U.S. Border Patrol Academy Basic Training	FLETC DHS, U.S. Customs and Border Protection, Office of Training and Development	DHS, U.S. Customs and Border Protection, Border Patrol
USSS Mixed Basic Training	DHS, U. S. Secret Service/ James J. Rowley Training Center	DHS, U.S. Secret Service
USSS Special Agent Basic Training Course	DHS, U. S. Secret Service/ James J. Rowley Training Center	DHS, U.S. Secret Service
USSS Uniformed Division Basic Training Course	DHS, U. S. Secret Service/ James J. Rowley Training Center	DHS, U.S. Secret Service
Uniformed Police Training Program	FLETC	Department of Commerce, Office of Security DHS, Federal Emergency Management Agency, Security Branch DHS, U.S. Immigration and Customs Enforcement, Office of Federal Protective Service DHS, U.S. Secret Service Department of Commerce, National Institute of Standards and Technology Department of Health and Human Services, National Institutes of Health Department of the Interior, Bureau of Reclamation, Hoover Dam Police U.S. Government Printing Office, Police U.S. Supreme Court, Marshal of the Supreme Court
	FLETC	Department of the Treasury, Bureau of Engraving and Printing, Police Officers
	Metropolitan Police Academy - Washington, D.C. (state/local government)	
	FLETC	National Railroad Passenger Corporation (AMTRAK), AMTRAK Police
	Several state police or authorized state training facilities	

Appendix III: The 76 Unique Basic Training Programs Reported as Mandatory

Basic training program	Organization conducting program	Federal civilian component
Wildlife Inspector Basic School	Department of the Interior, U.S. Fish and Wildlife Service, Office of Law Enforcement	Department of the Interior, U.S. Fish and Wildlife Service, Office of Law Enforcement

Source: GAO analysis of mandatory basic training survey results.

^aIn commenting on a draft of this report, the Federal Reserve Board's Security Unit stated that it also uses FLETC resources during the firearms training of its mandatory basic law enforcement training program.

Appendix III: The 76 Unique Basic Training Programs Reported as Mandatory

Table 6 shows the one remaining unique program—FLETC’s Criminal Investigator Training Program—that was omitted in table 5.

Table 6: FLETC’s Criminal Investigator Training Program Reported as Mandatory by 52 Federal Civilian Components

Department or nondepartmental entity	Federal civilian component
Agency for International Development	Office of the Inspector General
Corporation for National and Community Service	Office of the Inspector General
Department of Agriculture	Office of the Inspector General
	U.S. Forest Service, Law Enforcement and Investigations
Department of Commerce	Bureau of Industry and Security, Office of Export Enforcement
	National Marine Fisheries Service, Office of Law Enforcement
	Office of the Inspector General
Department of Education	Office of the Inspector General
Department of Energy	Office of Health, Safety and Security, Office of Security Operations
	Office of the Inspector General
Department of Health and Human Services	Office of the Inspector General
Department of Homeland Security	FLETC
	Office of the Inspector General
	U.S. Coast Guard, Investigative Service
	U.S. Immigration and Customs Enforcement, Office of Federal Protective Service
	U.S. Immigration and Customs Enforcement, Office of Investigations
	U.S. Secret Service
Department of Housing and Urban Development	Office of the Inspector General
Department of the Interior	Bureau of Indian Affairs, Office of Law Enforcement Services
	Bureau of Land Management, Office of Law Enforcement and Security
	Office of the Inspector General
	U.S. Fish and Wildlife Service, Office of Law Enforcement
Department of Justice	Bureau of Alcohol, Tobacco, Firearms, and Explosives
	Office of the Inspector General
	U.S. Marshals Service
Department of Labor	Office of the Inspector General
Department of State	Office of the Inspector General
Department of Transportation	Office of the Inspector General, Investigations

Appendix III: The 76 Unique Basic Training Programs Reported as Mandatory

Department or nondepartmental entity	Federal civilian component
Department of the Treasury	Bureau of Engraving and Printing, Police Officers
	Internal Revenue Service, Criminal Investigation
	Office of the Inspector General, Office of Investigations
	Treasury Inspector General for Tax Administration
Department of Veterans Affairs	Office of the Inspector General
Environmental Protection Agency	Criminal Investigation Division
	Office of the Inspector General
Equal Employment Opportunity Commission	Office of the Inspector General
Federal Deposit Insurance Corporation	Office of the Inspector General
Federal Reserve Board	Office of the Inspector General
General Services Administration	Office of the Inspector General
National Aeronautics and Space Administration	Office of the Inspector General
National Archives and Records Administration	Office of the Inspector General
National Science Foundation	Office of the Inspector General
	Polar Operations, Antarctica
Nuclear Regulatory Commission	Office of the Inspector General
Office of Personnel Management	Office of the Inspector General
Peace Corps	Office of the Inspector General
Railroad Retirement Board	Office of the Inspector General
Small Business Administration	Office of the Inspector General
Social Security Administration	Office of the Inspector General
Tennessee Valley Authority	Office of the Inspector General
U.S. Government Printing Office	Office of the Inspector General
U.S. Postal Service	Office of Inspector General

Source: GAO analysis of mandatory basic training survey results.

Appendix IV: All LEO Job Series Classifications and Their Mandatory Basic Training Programs

This appendix presents two related tables. Table 7 presents information on all but four of the job series classifications. The four classifications that were omitted in this table—0080, 0083, 1801, and 1811—are used by the most components. Information for these four is presented separately in table 8.

Table 7: LEO Job Series Classifications and Their Mandatory Basic Training Programs (Excluding 0080, 0083, 1801, and 1811) as Reported by the 105 Federal Civilian Components.

Job series classification	Mandatory basic training program	Federal civilian components citing program as mandatory
159 different job series used by the DOJ, Federal Bureau of Prisons ^a	Institution Familiarization	DOJ, Federal Bureau of Prisons
	Introduction to Corrections Techniques	DOJ, Federal Bureau of Prisons
0025	Land Management Police Training Program	Department of the Interior, National Park Service, Law Enforcement, Security and Emergency Services
		Department of the Interior, U.S. Fish and Wildlife Service, National Wildlife Refuge System
	NWRS Field Training & Evaluation Program	Department of the Interior, U.S. Fish and Wildlife Service, National Wildlife Refuge System
	Refuge Officer Basic School	Department of the Interior, U.S. Fish and Wildlife Service, National Wildlife Refuge System
0080 ^b	See appendix IV, table 8.	
0082	Basic Deputy U.S. Marshal	DOJ, U.S. Marshals Service
	Criminal Investigator Training Program	DOJ, U.S. Marshals Service
0083	See appendix IV, table 8.	
0084	NNSA OST Agent Candidate Training (FLETC-Charleston conducts legal issues criminal law classes (10 days))	Department of Energy, National Nuclear Safety Administration, Office of Secure Transportation - Office of Mission Operations
0085 ^b	Special Police Officer Training	National Gallery of Art
0301	35 Hours Peace Officer Training	Department of Transportation, Maritime Administration, Academy Security Force
	47 Hour Firearms Instruction	Department of Transportation, Maritime Administration, Academy Security Force
0310	Continuing Legal Education Training Program (an either/or with Criminal Investigator Training Program)	National Science Foundation, Polar Operations, Antarctica
	Criminal Investigator Training Program (an either/or with Continuing Legal Education Training Program)	National Science Foundation, Polar Operations, Antarctica

**Appendix IV: All LEO Job Series
Classifications and Their Mandatory Basic
Training Programs**

Job series classification	Mandatory basic training program	Federal civilian components citing program as mandatory
0340	Continuing Legal Education Training Program (an either/or with Criminal Investigator Training Program)	National Science Foundation, Polar Operations, Antarctica
	Criminal Investigator Training Program (an either/or with Continuing Legal Education Training Program)	National Science Foundation, Polar Operations, Antarctica
0485	Land Management Police Training Program	Department of the Interior, U.S. Fish and Wildlife Service, National Wildlife Refuge System
	NWRS Field Training & Evaluation Program	Department of the Interior, U.S. Fish and Wildlife Service, National Wildlife Refuge System
	Refuge Officer Basic School	Department of the Interior, U.S. Fish and Wildlife Service, National Wildlife Refuge System
0511	Basic Fiduciary and Investigative Techniques	Department of Labor, Employee Benefits Security Administration
	Criminal Enforcement Training	Department of Labor, Employee Benefits Security Administration
080—Physical Security Specialist	Federal/State/Military Police Academy Training	Department of Transportation, Office of the Secretary of Transportation, Executive Protection
132	ICE Basic Intelligence Training Program	DHS, U.S. Immigration and Customs Enforcement, Office of Professional Responsibility
1301	Continuing Legal Education Training Program (an either/or with Criminal Investigator Training Program)	National Science Foundation, Polar Operations, Antarctica
	Criminal Investigator Training Program (an either/or with Continuing Legal Education Training Program)	National Science Foundation, Polar Operations, Antarctica
1801	See appendix IV, table 8.	

**Appendix IV: All LEO Job Series
Classifications and Their Mandatory Basic
Training Programs**

Job series classification	Mandatory basic training program	Federal civilian components citing program as mandatory
1802	Criminal Investigator Training Program	Federal Deposit Insurance Corporation, Office of the Inspector General
	Detention Enforcement Officer	DOJ, U.S. Marshals Service
	HHS OIG Writing Course	Department of Health and Human Services, Office of the Inspector General
	Land Management Police Training Program	Department of Agriculture, U.S. Forest Service, Law Enforcement and Investigations
	New Employee Orientation	Department of Health and Human Services, Office of the Inspector General
	Special Police Officer Training	National Gallery of Art
	USSS Mixed Basic Training	DHS, U.S. Secret Service
	Uniformed Police Training Program	DHS, U.S. Immigration and Customs Enforcement, Office of Federal Protective Service
1810	Criminal Investigator Training Program	Department of the Treasury, Bureau of Engraving and Printing, Police Officers
	HHS OIG Writing Course	Department of Health and Human Services, Office of the Inspector General
	New Employee Orientation	Department of Health and Human Services, Office of the Inspector General
1811	See appendix IV, table 8.	
1812	Land Management Police Training Program	Department of Commerce, National Marine Fisheries Service, Office of Law Enforcement
1881	CBP Air and Marine Basic Training Program	DHS, U.S. Customs and Border Protection, Office of Customs and Border Protection Air and Marine
1895	Customs and Border Protection Integrated, Basic Training	DHS, U.S. Customs and Border Protection, Office of Field Operations/CBP Officers
	Post Academy Training	DHS, U.S. Customs and Border Protection, Office of Field Operations/CBP Officers
	Pre Academy Orientation Program	DHS, U.S. Customs and Border Protection, Office of Field Operations/CBP Officers
1896	U.S. Border Patrol Academy Basic Training	DHS, U.S. Customs and Border Protection, Border Patrol

**Appendix IV: All LEO Job Series
Classifications and Their Mandatory Basic
Training Programs**

Job series classification	Mandatory basic training program	Federal civilian components citing program as mandatory
2181	Land Management Police Training Program	Department of the Interior, U.S. Fish and Wildlife Service, National Wildlife Refuge System
	NWRS Field Training & Evaluation Program	Department of the Interior, U.S. Fish and Wildlife Service, National Wildlife Refuge System
	Refuge Officer Basic School	Department of the Interior, U.S. Fish and Wildlife Service, National Wildlife Refuge System
2335-24XX (Postal Police Officer)	Postal Police Officer Basic Training	U.S. Postal Service, U.S. Postal Inspection Service, Postal Police
2501	Basic Special Agent Course	Department of State, Bureau of Diplomatic Security, Diplomatic Security Service
301	HHS OIG Writing Course	Department of Health and Human Services, Office of the Inspector General
	New Employee Orientation	Department of Health and Human Services, Office of the Inspector General
Federal Reserve Law Enforcement Officer	Federal Reserve Law Enforcement	Federal Reserve Board, Reserve Banks Security
		Federal Reserve Board, Security Unit
GS-085 - Security Officer	Basic Entry Level Training	Smithsonian Institution, Office of Protection Services
KK100 (Police Officer)	Uniformed Police Training Program	National Railroad Passenger Corporation (AMTRAK), AMTRAK Police
Maritime Law Enforcement Boarding Officers	Basic Boarding Officer Course	DHS, U.S. Coast Guard, Maritime Law Enforcement Boarding Officers
	Boarding Officer Personal Qualification Standards	DHS, U.S. Coast Guard, Maritime Law Enforcement Boarding Officers
	Boarding Officer Practical Course	DHS, U.S. Coast Guard, Maritime Law Enforcement Boarding Officers
Military Special Agents/Investigators	Advanced Interviews and Interrogations	DHS, U.S. Coast Guard, Investigative Service
	CGIS Indoctrination Training Course	DHS, U.S. Coast Guard, Investigative Service
	Criminal Investigator Training Program	DHS, U.S. Coast Guard, Investigative Service
	Death and Homicide Investigations	DHS, U.S. Coast Guard, Investigative Service
	Drug Identification and Investigations	DHS, U.S. Coast Guard, Investigative Service
	Field Evidence and Crime Scene Investigations	DHS, U.S. Coast Guard, Investigative Service

**Appendix IV: All LEO Job Series
Classifications and Their Mandatory Basic
Training Programs**

Job series classification	Mandatory basic training program	Federal civilian components citing program as mandatory
	Protective Service Operations	DHS, U.S. Coast Guard, Investigative Service
	Sex Crimes/Deviant Sexual Behavior	DHS, U.S. Coast Guard, Investigative Service
Patrol Officer, Investigator, Commander, Assistant Director and Director.	Land Management Police Training Program	Tennessee Valley Authority, TVA Police
Police Officer	Entry-Level Training Program	U.S. Capitol Police
	Field Training Program (FTO)	U.S. Capitol Police
SP083 (Police Officer, Investigator, Detective)	Agency Specific Basic Add on	Department of the Interior, National Park Service, U.S. Park Police
	Field Training Program	Department of the Interior, National Park Service, U.S. Park Police
	Land Management Police Training Program	Department of the Interior, National Park Service, U.S. Park Police
Special Agent	Federal Reserve Law Enforcement	Federal Reserve Board, Chairman's Protection Unit
Special Agent, Investigative Department Manager, Project Manager	Criminal Investigator Training Program	Tennessee Valley Authority, Office of the Inspector General
U.S. Pretrial Services Officer	Initial Probation and Pretrial Services Training Program	Administrative Office of the U.S. Courts, Office of Probation and Pretrial Services
U.S. Probation Officer	Initial Probation and Pretrial Services Training Program	Administrative Office of the U.S. Courts, Office of Probation and Pretrial Services

Source: GAO analysis of mandatory basic training survey results.

^aSee [GAO-07-121](#), appendix IX, for a list of all 159 OPM job series used by DOJ, Federal Bureau of Prisons.

^bDOJ, Federal Bureau of Prisons uses the 0080 and 0085 job series and requires two basic training programs: Institution Familiarization and Introduction to Corrections Techniques.

**Appendix IV: All LEO Job Series
Classifications and Their Mandatory Basic
Training Programs**

Table 8 presents information on the four classifications that were used by the most components—0080, 0083, 1801, and 1811—and omitted in table 7.

Table 8: The 0080, 0083, 1801, and 1811 Job Series Classifications and Their Mandatory Basic Training, as Reported by the 105 Federal Civilian Components

Job series classification and mandatory basic training program	Federal civilian component requiring training
0080 security administrative	
35 Hours Peace Officer Training	Department of Transportation, Maritime Administration, Academy Security Force
47 Hour Firearms Instruction	Department of Transportation, Maritime Administration, Academy Security Force
Basic Police Officer Training Course	Department of Veterans Affairs, Office of Security and Law Enforcement
Institution Familiarization	Department of Justice, Federal Bureau of Prisons
Introduction to Corrections Techniques	Department of Justice, Federal Bureau of Prisons
Introduction to Criminal Investigations	Department of Homeland Security, Federal Emergency Management Agency, Security Branch
NASA Federal Law Enforcement Training Academy	National Aeronautics and Space Administration, Office of Security and Program Protection, Program Protection Force
USSS Mixed Basic Training	Department of Homeland Security, U.S. Secret Service
Uniformed Police Training Program	Department of Homeland Security, U.S. Immigration and Customs Enforcement, Office of Federal Protective Service
0083 police	
35 Hours Peace Officer Training	Department of Transportation, Maritime Administration, Academy Security Force
47 Hour Firearms Instruction	Department of Transportation, Maritime Administration, Academy Security Force
Basic Police Officer Training Course	Department of Veterans Affairs, Office of Security and Law Enforcement
Cardiopulmonary Resuscitation/Automatic External Defibrillator/Bloodborne Pathogens/First Aid/Oxygen Management	Library of Congress, Office of Security and Emergency Preparedness – Police
HAZMAT First Responder Awareness/Operations/On-Scene Incident Command Training	Library of Congress, Office of Security and Emergency Preparedness – Police
Indian Police-Basic Police Officer Training Program	Department of the Interior, Bureau of Indian Affairs, Office of Law Enforcement Services
Mixed Basic Police Training Program	Department of Commerce, Office of Security Department of the Treasury, U.S. Mint, Police Library of Congress, Office of Security and Emergency Preparedness – Police

**Appendix IV: All LEO Job Series
Classifications and Their Mandatory Basic
Training Programs**

Job series classification and mandatory basic training program	Federal civilian component requiring training
Semiannual Firearms Re-qualification	Library of Congress, Office of Security and Emergency Preparedness – Police
USSS Uniformed Division Basic Training Course	Department of Homeland Security, U.S. Secret Service
Uniformed Police Training Program	Department of Commerce, National Institute of Standards and Technology Department of Commerce, Office of Security Department of Health and Human Services, National Institutes of Health Department of Homeland Security, Federal Emergency Management Agency, Security Branch Department of Homeland Security, U.S. Immigration and Customs Enforcement, Office of Federal Protective Service Department of Homeland Security, U.S. Secret Service Department of the Interior, Bureau of Reclamation, Hoover Dam Police Department of the Treasury, Bureau of Engraving and Printing, Police Officers U.S. Government Printing Office, Police U.S. Supreme Court, Marshal of the Supreme Court
1801 general inspection, inspection and compliance	
Basic Fiduciary and Investigative Techniques	Department of Labor, Employee Benefits Security Administration
CBP Air and Marine Basic Training Program	Department of Homeland Security, U.S. Customs and Border Protection, Office of Customs and Border Protection Air and Marine
Criminal Enforcement Training	Department of Labor, Employee Benefits Security Administration
Criminal Investigator Training Program	Department of Health and Human Services, Office of the Inspector General Department of Justice, Bureau of Alcohol, Tobacco, Firearms, and Explosives
Diversion Investigator Training	Department of Justice, Drug Enforcement Administration
Federal Air Marshal Service Training Program	Department of Homeland Security, Transportation Security Administration, Office of Law Enforcement/Federal Air Marshal Service
HHS OIG Special Agent Basic Training Program	Department of Health and Human Services, Office of the Inspector General
HHS OIG Writing Course	Department of Health and Human Services, Office of the Inspector General
ICE DR Basic Training Program/ICE_D	Department of Homeland Security, U.S. Immigration and Customs Enforcement, Office of Detention and Removal Department of Homeland Security, U.S. Immigration and Customs Enforcement, Office of Professional Responsibility
Land Management Police Training Program	Department of Agriculture, U.S. Forest Service, Law Enforcement and Investigations Department of the Interior, Bureau of Land Management, Office of Law Enforcement and Security
New Employee Orientation	Department of Health and Human Services, Office of the Inspector General
New Investigator Training	Department of Labor, Office of Labor Management Standards

**Appendix IV: All LEO Job Series
Classifications and Their Mandatory Basic
Training Programs**

Job series classification and mandatory basic training program	Federal civilian component requiring training
Uniformed Police Training Program	Department of Homeland Security, U.S. Immigration and Customs Enforcement, Office of Federal Protective Service
Wildlife Inspector Basic School	Department of the Interior, U.S. Fish and Wildlife Service, Office of Law Enforcement
1811 Criminal Investigator	
Advanced Interviews and Interrogations	Department of Homeland Security, U.S. Coast Guard, Investigative Service
Basic Agent Training	Department of Justice, Drug Enforcement Administration
Basic Deputy U.S. Marshal	Department of Justice, U.S. Marshals Service
Basic Inspector Training Program	U.S. Postal Service, U.S. Postal Inspection Service, Inspector
Basic Police Officer Training Course	Department of Veterans Affairs, Office of Security and Law Enforcement
Basic Special Agent Course	Department of State, Bureau of Diplomatic Security, Diplomatic Security Service
CGIS Indoctrination Training Course	Department of Homeland Security, U.S. Coast Guard, Investigative Service
Criminal Investigator Training Program	Agency for International Development, Office of the Inspector General
	Corporation for National and Community Service, Office of the Inspector General
	Department of Agriculture, Office of the Inspector General
	Department of Agriculture, U.S. Forest Service, Law Enforcement and Investigations
	Department of Commerce, Bureau of Industry and Security, Office of Export Enforcement
	Department of Commerce, National Marine Fisheries Service, Office of Law Enforcement
	Department of Commerce, Office of the Inspector General
	Department of Education, Office of the Inspector General
	Department of Energy, Office of Health, Safety and Security, Office of Security Operations
	Department of Energy, Office of the Inspector General
	Department of Health and Human Services, Office of the Inspector General
	Department of Homeland Security, Federal Law Enforcement Training Center
	Department of Homeland Security, Office of the Inspector General
	Department of Homeland Security, U.S. Coast Guard, Investigative Service
	Department of Homeland Security, U.S. Immigration and Customs Enforcement, Office of Federal Protective Service
Department of Homeland Security, U.S. Immigration and Customs Enforcement, Office of Investigations	
Department of Homeland Security, U.S. Secret Service	
Department of Housing and Urban Development, Office of the Inspector General	

**Appendix IV: All LEO Job Series
Classifications and Their Mandatory Basic
Training Programs**

Job series classification and mandatory basic training program	Federal civilian component requiring training
	Department of Justice, Bureau of Alcohol, Tobacco, Firearms, and Explosives
	Department of Justice, Office of the Inspector General
	Department of Justice, U.S. Marshals Service
	Department of Labor, Office of the Inspector General
	Department of State, Office of the Inspector General
	Department of Transportation, Office of the Inspector General, Investigations
	Department of Veterans Affairs, Office of the Inspector General
	Department of the Interior, Bureau of Indian Affairs, Office of Law Enforcement Services
	Department of the Interior, Bureau of Land Management, Office of Law Enforcement and Security
	Department of the Interior, Office of the Inspector General
	Department of the Interior, U.S. Fish and Wildlife Service, Office of Law Enforcement
	Department of the Treasury, Internal Revenue Service, Criminal Investigation
	Department of the Treasury, Office of the Inspector General, Office of Investigations
	Department of the Treasury, Treasury Inspector General for Tax Administration
	Environmental Protection Agency, Criminal Investigation Division
	Environmental Protection Agency, Office of the Inspector General
	Equal Employment Opportunity Commission, Office of the Inspector General
	Federal Deposit Insurance Corporation, Office of the Inspector General
	Federal Reserve Board, Office of the Inspector General
	General Services Administration, Office of the Inspector General
	National Aeronautics and Space Administration, Office of the Inspector General
	National Archives and Records Administration, Office of the Inspector General
	National Science Foundation, Office of the Inspector General
	Nuclear Regulatory Commission, Office of the Inspector General
	Office of Personnel Management, Office of the Inspector General
	Peace Corps, Office of the Inspector General
	Railroad Retirement Board, Office of the Inspector General
	Small Business Administration, Office of the Inspector General
	Social Security Administration, Office of the Inspector General

**Appendix IV: All LEO Job Series
Classifications and Their Mandatory Basic
Training Programs**

Job series classification and mandatory basic training program	Federal civilian component requiring training
	Tennessee Valley Authority, Office of the Inspector General
	U.S. Government Printing Office, Office of the Inspector General
	U.S. Postal Service, Office of Inspector General
Death and Homicide Investigations	Department of Homeland Security, U.S. Coast Guard, Investigative Service
Drug Identification and Investigations	Department of Homeland Security, U.S. Coast Guard, Investigative Service
EPA Environmental Investigation Basic Training Program	Environmental Protection Agency, Criminal Investigation Division
Federal Air Marshal Service Training Program	Department of Homeland Security, Transportation Security Administration, Office of Law Enforcement/Federal Air Marshal Service
Federal/State/Military Police Academy Training	Department of Transportation, Office of the Secretary of Transportation, Executive Protection
Field Evidence and Crime Scene Investigations	Department of Homeland Security, U.S. Coast Guard, Investigative Service
Firearms Training	Department of Homeland Security, Office of the Inspector General
Graduation from an Federal Law Enforcement academy	Library of Congress, Office of the Inspector General
HHS OIG Special Agent Basic Training Program	Department of Health and Human Services, Office of the Inspector General
HHS OIG Writing Course	Department of Health and Human Services, Office of the Inspector General
ICE Special Agent Training Program	Department of Homeland Security, U.S. Immigration and Customs Enforcement, Office of Investigations
	Department of Homeland Security, U.S. Immigration and Customs Enforcement, Office of Professional Responsibility
Inspector General Investigator Training Program	Agency for International Development, Office of the Inspector General
	Department of Agriculture, Office of the Inspector General
	Department of Commerce, Office of the Inspector General
	Department of Education, Office of the Inspector General
	Department of Health and Human Services, Office of the Inspector General
	Department of Housing and Urban Development, Office of the Inspector General
	Department of the Treasury, Office of the Inspector General, Office of Investigations
	Department of Veterans Affairs, Office of the Inspector General
	National Archives and Records Administration, Office of the Inspector General
	National Science Foundation, Office of the Inspector General
	Railroad Retirement Board, Office of the Inspector General
	Small Business Administration, Office of the Inspector General
	Social Security Administration, Office of the Inspector General
	U.S. Government Printing Office, Office of the Inspector General
	U.S. Postal Service, Office of Inspector General

**Appendix IV: All LEO Job Series
Classifications and Their Mandatory Basic
Training Programs**

Job series classification and mandatory basic training program	Federal civilian component requiring training
Inspector General Transitional Training Program	National Archives and Records Administration, Office of the Inspector General Social Security Administration, Office of the Inspector General
New Agent Training Program	Department of Justice, Federal Bureau of Investigation
New Employee Orientation	Department of Health and Human Services, Office of the Inspector General
OSHA Hazwoper Safety Course	Environmental Protection Agency, Criminal Investigation Division
Protective Service Operations	Department of Homeland Security, U.S. Coast Guard, Investigative Service
Sex Crimes/Deviant Sexual Behavior	Department of Homeland Security, U.S. Coast Guard, Investigative Service
Special Agent Basic School	Department of the Interior, U.S. Fish and Wildlife Service, Office of Law Enforcement
Special Agent Basic Training	Department of Justice, Bureau of Alcohol, Tobacco, Firearms, and Explosives
Special Agent Basic Training Program	Department of the Treasury, Treasury Inspector General for Tax Administration
Special Agent Basic Training	Department of the Treasury, Internal Revenue Service, Criminal Investigation
Special Agent Training Program	Department of Health and Human Services, Food and Drug Administration, Office of Regulatory Affairs/Office of Criminal Investigations
Special Police Officer Training	National Gallery of Art
U.S. Army Criminal Investigative Division Apprentice Special Agent Course (either/or with the Criminal Investigator Training Program)	National Archives and Records Administration, Office of the Inspector General
USSS Special Agent Basic Training Course	Department of Homeland Security, U.S. Secret Service

Source: GAO analysis of mandatory basic training survey results.

Appendix V: The 61 Organizations, Excluding FLETC, Conducting the Mandatory Basic Training Programs and Their Training Locations as Reported by the Federal Civilian Components

Organization conducting basic training program	Basic training program	Location of training	Federal civilian component receiving training
All American Environmental (commercial vendor)	HAZMAT First Responder Awareness/Operations/On-Scene Incident Command Training	Columbia, Md.	Library of Congress, Office of Security and Emergency Preparedness - Police
Chesapeake Training (commercial vendor)	Cardiopulmonary Resuscitation/Automatic External Defibrillator/Bloodborne Pathogens/ First Aid/Oxygen Management	Field offices	Library of Congress, Office of Security and Emergency Preparedness - Police
DHS, Transportation Security Administration, Federal Air Marshal Service	Federal Air Marshal Service Training Program	Atlantic City, N.J.	DHS, Transportation Security Administration, Office of Law Enforcement/Federal Air Marshal Service
DHS, U. S. Secret Service/James J. Rowley Training Center	USSS Mixed Basic Training	Washington, D.C., area	DHS, U.S. Secret Service
	USSS Special Agent Basic Training Course	Washington, D.C., area	DHS, U.S. Secret Service
	USSS Uniformed Division Basic Training Course	Washington, D.C., area	DHS, U.S. Secret Service
DHS, U.S. Coast Guard	Basic Boarding Officer Course	Charleston, S.C.	DHS, U.S. Coast Guard, Maritime Law Enforcement Boarding Officers
	Boarding Officer Personal Qualification Standards	Field offices	DHS, U.S. Coast Guard, Maritime Law Enforcement Boarding Officers
	Boarding Officer Practical Course	Field offices Charleston, S.C.	DHS, U.S. Coast Guard, Maritime Law Enforcement Boarding Officers
DHS, U.S. Coast Guard, Investigative Service	CGIS Indoctrination Training Course	Glynco, Ga.	DHS, U.S. Coast Guard, Investigative Service
DHS, U.S. Customs and Border Protection	ICE Special Agent Training Program	Glynco, Ga.	DHS, U.S. Immigration and Customs Enforcement, Office of Investigations
			DHS, U.S. Immigration and Customs Enforcement, Office of Professional Responsibility
DHS, U.S. Customs and Border Protection, Office of Field Operations	Post Academy Training	Field offices	DHS, U.S. Customs and Border Protection, Office of Field Operations/CBP Officers
	Pre Academy Orientation Program	Field office/port levels	DHS, U.S. Customs and Border Protection, Office of Field Operations/CBP Officers

Appendix V: The 61 Organizations, Excluding FLETC, Conducting the Mandatory Basic Training Programs and Their Training Locations as Reported by the Federal Civilian Components

Organization conducting basic training program	Basic training program	Location of training	Federal civilian component receiving training
DHS, U.S. Customs and Border Protection, Office of Training and Development	Post Academy Training	Artesia, N.Mex.	DHS, U.S. Customs and Border Protection, Office of Field Operations/CBP Officers
	Pre Academy Orientation Program	Artesia, N.Mex.	DHS, U.S. Customs and Border Protection, Office of Field Operations/CBP Officers
	U.S. Border Patrol Academy Basic Training	Artesia, N.Mex.	DHS, U.S. Customs and Border Protection, Border Patrol
DHS, U.S. Immigration and Customs Enforcement, Office of Investigations Academy	ICE Special Agent Training Program	Glynco, Ga.	DHS, U.S. Immigration and Customs Enforcement, Office of Investigations
DHS, U.S. Immigration and Customs Enforcement, Detention and Removal Operations	ICE DR Basic Training Program/ICE_D	Glynco, Ga.	DHS, U.S. Immigration and Customs Enforcement, Office of Detention and Removal
			DHS, U.S. Immigration and Customs Enforcement, Office of Professional Responsibility
DHS, U.S. Immigration and Customs Enforcement, Federal Protective Service National Training Academy	FPS Physical Security Academy	Glynco, Ga.	DHS, U.S. Immigration and Customs Enforcement, Office of Federal Protective Service
DHS, U.S. Immigration and Customs Enforcement, Office of Intelligence	ICE Basic Intelligence Training Program	Glynco, Ga.	DHS, U.S. Immigration and Customs Enforcement, Office of Professional Responsibility
DHS, U.S. Immigration and Customs Enforcement, Office of Investigations Academy	ICE Special Agent Training Program	Glynco, Ga.	DHS, U.S. Immigration and Customs Enforcement, Office of Professional Responsibility
DOJ, Bureau of Alcohol, Tobacco, Firearms, and Explosives	Special Agent Basic Training	Glynco, Ga.	DOJ, Bureau of Alcohol, Tobacco, Firearms, and Explosives
DOJ, Drug Enforcement Administration	Drug Identification and Investigations	Field offices	DHS, U.S. Coast Guard, Investigative Service
DOJ, Drug Enforcement Administration Training Academy	Basic Agent Training	Quantico, Va.	DOJ, Drug Enforcement Administration ^a
	Diversion Investigator Training	Quantico, Va.	DOJ, Drug Enforcement Administration ^a
DOJ, FBI Academy	New Agent Training Program	Quantico, Va.	DOJ, Federal Bureau of Investigation ^a
DOJ, Federal Bureau of Investigation	Graduation from an Federal Law Enforcement academy	Quantico, Va.	Library of Congress, Office of the Inspector General
DOJ, Federal Bureau of Prisons	Institution Familiarization	Field offices	DOJ, Federal Bureau of Prisons
	Introduction to Corrections Techniques	Glynco, Ga.	DOJ, Federal Bureau of Prisons
DOJ, Organized Crime Section, Criminal Division	Criminal Enforcement Training	Off site location	Department of Labor, Employee Benefits Security Administration

Appendix V: The 61 Organizations, Excluding FLETC, Conducting the Mandatory Basic Training Programs and Their Training Locations as Reported by the Federal Civilian Components

Organization conducting basic training program	Basic training program	Location of training	Federal civilian component receiving training
DOJ, U.S. Marshals Service Training Academy	Basic Deputy U.S. Marshal	Glynco, Ga.	DOJ, U.S. Marshals Service
	Detention Enforcement Officer	Glynco, Ga.	DOJ, U.S. Marshals Service
DOJ, United States Attorneys Office, Assistant United States Attorney	Criminal Enforcement Training	Off site location	Department of Labor, Employee Benefits Security Administration
Department of Defense, U.S. Army	U.S. Army Criminal Investigative Division Apprentice Special Agent Course (either/or with the Criminal Investigator Training Program)	Fort Leonard Wood, Mo.	National Archives and Records Administration, Office of the Inspector General
Department of Defense, U.S. Army Criminal Investigation Academy	Graduation from an Federal Law Enforcement academy	Fort Belvoir, Va.	Library of Congress, Office of the Inspector General
Department of Defense, U.S. Army Military Police Academy	Graduation from an Federal Law Enforcement academy	Fort Leonard Wood, Mo.	Library of Congress, Office of the Inspector General
Department of Defense, U.S. Navy Criminal Investigative Service Academy	Graduation from an Federal Law Enforcement academy	U.S. Navy Yard, Washington, D.C.	Library of Congress, Office of the Inspector General
Department of Health and Human Services, Food and Drug Administration, Office of Regulatory Affairs/Office of Criminal Investigations	Special Agent Training Program	Glynco, Ga.	Department of Health and Human Services, Food and Drug Administration, Office of Regulatory Affairs/Office of Criminal Investigations
Department of Health and Human Services, Office of Inspector General	HHS OIG Special Agent Basic Training Program	Glynco, Ga.	Department of Health and Human Services, Office of the Inspector General
	HHS OIG Writing Course	Washington, D.C.	Department of Health and Human Services, Office of the Inspector General
	New Employee Orientation	Washington, D.C.	Department of Health and Human Services, Office of the Inspector General
Department of the Interior, National Park Service, U.S. Park Police	Field Training Program	Field offices	Department of the Interior, National Park Service, U.S. Park Police

Appendix V: The 61 Organizations, Excluding FLETC, Conducting the Mandatory Basic Training Programs and Their Training Locations as Reported by the Federal Civilian Components

Organization conducting basic training program	Basic training program	Location of training	Federal civilian component receiving training
Department of the Interior, U.S. Fish and Wildlife Service, National Wildlife Refuge System	NWRS Field Training & Evaluation Program	Field offices	Department of the Interior, U.S. Fish and Wildlife Service, National Wildlife Refuge System
	Refuge Officer Basic School	Shepardstown, W. Va.	Department of the Interior, U.S. Fish and Wildlife Service, National Wildlife Refuge System
Department of the Interior, U.S. Fish and Wildlife Service, Office of Law Enforcement	Special Agent Basic School	FLETC	Department of the Interior, U.S. Fish and Wildlife Service, Office of Law Enforcement
	Wildlife Inspector Basic School	FLETC	Department of the Interior, U.S. Fish and Wildlife Service, Office of Law Enforcement
Department of Labor, Employee Benefits Security Administration, Office of Exemption Determinations	Basic Fiduciary and Investigative Techniques	Off site location	Department of Labor, Employee Benefits Security Administration
Department of Labor, Employee Benefits Security Administration, Office of Health Plan Standards and Compliance Assistance	Basic Fiduciary and Investigative Techniques	Off site location	Department of Labor, Employee Benefits Security Administration
Department of Labor, Employee Benefits Security Administration, Office of Regulations and Interpretations	Basic Fiduciary and Investigative Techniques	Off site location	Department of Labor, Employee Benefits Security Administration
Department of Labor, Occupational Safety & Health Administration	OSHA Hazwoper Safety Course	Lakewood, Colo. (Environmental Protection Agency National Enforcement Training Institute (NETI)-West Facility)	Environmental Protection Agency, Criminal Investigation Division
Department of Labor, Office of Inspector General	Criminal Enforcement Training	Off site location	Department of Labor, Employee Benefits Security Administration
Department of Labor, Office of Labor Management Standards	New Investigator Training	Various locations throughout the U.S.	Department of Labor, Office of Labor Management Standards ^a
Department of State, Diplomatic Security Training Center	Basic Special Agent Course	Field offices	Department of State, Bureau of Diplomatic Security, Diplomatic Security Service
Department of State, National Foreign Affairs Training Center	Basic Special Agent Course	Field offices	Department of State, Bureau of Diplomatic Security, Diplomatic Security Service
Department of the Treasury, Bureau of Engraving and Printing	Semiannual Firearms Re-qualification	Washington, D.C.	Library of Congress, Office of Security and Emergency Preparedness - Police

Appendix V: The 61 Organizations, Excluding FLETC, Conducting the Mandatory Basic Training Programs and Their Training Locations as Reported by the Federal Civilian Components

Organization conducting basic training program	Basic training program	Location of training	Federal civilian component receiving training
Department of the Treasury, TIGTA/NA/Office of Investigations	Special Agent Basic Training Program	Glynco, Ga.	Department of the Treasury, Treasury Inspector General for Tax Administration
Department of Veterans Affairs, Law Enforcement Training Center	Basic Police Officer Training Course	North Little Rock, Ark.	Department of Veterans Affairs, Office of Security and Law Enforcement ^a
Environmental Protection Agency, Criminal Investigation Division	Criminal Investigator Training Program	Glynco, Ga.	Environmental Protection Agency, Criminal Investigation Division
	EPA Environmental Investigation Basic Training Program	Glynco, Ga.	Environmental Protection Agency, Criminal Investigation Division
	OSHA Hazwoper Safety Course	Lakewood, Colo. (Environmental Protection Agency National Enforcement Training Institute (NETI)-West Facility)	Environmental Protection Agency, Criminal Investigation Division
Federal Reserve Board	Federal Reserve Law Enforcement	Washington, D.C.	Federal Reserve Board, Security Unit ^b
Federal Reserve Board, Board of Governors of the Federal Reserve	Federal Reserve Law Enforcement	Washington, D.C.	Federal Reserve Board, Chairman's Protection Unit ^a
Federal Reserve Board, Federal Reserve Banks across the nation	Federal Reserve Law Enforcement	Reserve Banks	Federal Reserve Board, Reserve Banks Security ^a
Federal/State/Military Police Academy	Federal/State/Military Police Academy Training	No location was given.	Department of Transportation, Office of the Secretary of Transportation, Executive Protection
Inspector General Criminal Investigator Academy	Criminal Investigator Training Program	Glynco, Ga.	DHS, Office of the Inspector General
	Inspector General Investigator Training Program	Glynco, Ga.	Agency for International Development, Office of the Inspector General
			Department of Agriculture, Office of the Inspector General
			Department of Commerce, Office of the Inspector General
			Department of Education, Office of the Inspector General
		Department of Health and Human Services, Office of the Inspector General	

Appendix V: The 61 Organizations, Excluding FLETC, Conducting the Mandatory Basic Training Programs and Their Training Locations as Reported by the Federal Civilian Components

Organization conducting basic training program	Basic training program	Location of training	Federal civilian component receiving training
			Department of Housing and Urban Development, Office of the Inspector General
			Department of the Treasury, Office of the Inspector General, Office of Investigations
			Department of Veterans Affairs, Office of the Inspector General
			National Archives and Records Administration, Office of the Inspector General
			National Science Foundation, Office of the Inspector General
			Railroad Retirement Board, Office of the Inspector General
			Small Business Administration, Office of the Inspector General
			Social Security Administration, Office of the Inspector General
			U.S. Government Printing Office, Office of the Inspector General
			U.S. Postal Service, Office of Inspector General
	Inspector General Transitional Training Program	Glynco, Ga. Arlington, Va.	National Archives and Records Administration, Office of the Inspector General Social Security Administration, Office of the Inspector General
Institute of Police Technology & Management (commercial vendor)	Death and Homicide Investigations	Jacksonville, Fla.	DHS, U.S. Coast Guard, Investigative Service
	Field Evidence and Crime Scene Investigations	Jacksonville, Fla.	DHS, U.S. Coast Guard, Investigative Service
	Sex Crimes/Deviant Sexual Behavior	Jacksonville, Fla.	DHS, U.S. Coast Guard, Investigative Service
Internal Revenue Service National Criminal Investigation Training Academy	Special Agent Basic Training	Glynco, Ga.	Department of the Treasury, Internal Revenue Service, Criminal Investigation
International Training Incorporated (commercial vendor)	Protective Service Operations	West Point, Va.	DHS, U.S. Coast Guard, Investigative Service

Appendix V: The 61 Organizations, Excluding FLETC, Conducting the Mandatory Basic Training Programs and Their Training Locations as Reported by the Federal Civilian Components

Organization conducting basic training program	Basic training program	Location of training	Federal civilian component receiving training
Law Enforcement Training and Consultants (commercial vendor)	35 Hours Peace Officer Training	Brooklyn, N.Y.	Department of Transportation, Maritime Administration, Academy Security Force ^a
	47 Hour Firearms Instruction	Brooklyn, N.Y.	Department of Transportation, Maritime Administration, Academy Security Force ^a
Metropolitan Police Academy - Washington, D.C. (state/local government)	Uniformed Police Training Program	Washington, D.C.	Department of the Treasury, Bureau of Engraving and Printing, Police Officers
NASA Federal Law Enforcement Academy	NASA Federal Law Enforcement Training Academy	Kennedy Space Center-Fla.	National Aeronautics and Space Administration, Office of Security and Program Protection, Program Protection Force ^a
National Gallery of Art	Special Police Officer Training	Washington, D.C.	National Gallery of Art ^a
Reid and Associates, Inc (commercial vendor)	Advanced Interviews and Interrogations	Various contracted locations	DHS, U.S. Coast Guard, Investigative Service
Several state police or authorized state training facilities	Uniformed Police Training Program	Various locations	National Railroad Passenger Corporation (AMTRAK), AMTRAK Police
Smithsonian Institution, In House Staff	Basic Entry Level Training	Washington, D.C.	Smithsonian Institution, Office of Protection Services ^a
		New York, N.Y.	
U.S. Capitol Police	Entry-Level Training Program	Cheltenham, Md.	U.S. Capitol Police
	Field Training Program (FTO)	No location was given.	U.S. Capitol Police
	Semiannual Firearms Re-qualification	Washington, D.C.	Library of Congress, Office of Security and Emergency Preparedness - Police
U.S. Postal Service, U.S. Postal Inspection Service	Basic Inspector Training Program	Potomac, Md.	U.S. Postal Service, U.S. Postal Inspection Service, Inspector ^a
	Postal Police Officer Basic Training	Potomac, Md.	U.S. Postal Service, U.S. Postal Inspection Service, Postal Police ^a

Source: GAO analysis of mandatory basic training survey results.

^aThis component reported using only non-FLETC training resources.

^bIn commenting on a draft of this report, the Federal Reserve Board's Security Unit stated that it also uses FLETC resources during the firearms training of its mandatory basic law enforcement training program.

Appendix VI: The 11 Federal Civilian Components That Reported Hiring LEOs Who Had Already Taken Basic Training for Previous Law Enforcement Positions

Federal civilian component	Comments by component
Department of Commerce, Office of Security ^a	OSY does not provide a mandatory basic law enforcement training program for its security specialists (0080) deputized as Special Deputy U.S. Marshals. OSY does require deputized personnel to have already completed a basic training program accepted by U.S. Marshal Service prior to employment.
Department of Homeland Security, U.S. Citizenship and Immigration Services	U.S. Citizenship and Immigration Services hires personnel that have received training and experience with another Federal agency.
Department of Homeland Security, U.S. Immigration and Customs Enforcement, Office of Intelligence	Must be qualified to be selected from selection list.
Department of the Interior, Office of Law Enforcement, Security and Emergency Management	The Office of Law Enforcement, Security and Emergency Management hires LEOs who have already received basic training at another federal agency or office within the Department of Interior.
Department of Transportation, National Highway Traffic Safety Administration, Odometer Fraud	National Highway Traffic Safety Administration hires criminal investigators/special agents and requires FLETC's Criminal Investigator Training Program or a functional equivalent state or local training program and criminal investigation experience as a prerequisite.
Federal Communications Commission, Office of the Inspector General	Any series 0905, 1810 or 1811 the Federal Communications Commission, Office of the Inspector General (FCC OIG) hires for law enforcement purposes (execute search warrants, arrest warrants, etc.) would have had the requisite mandatory law enforcement training before he or she would be employed for the OIG at the FCC. The FCC OIG does employ series 0905 attorneys who do not engage in these law enforcement activities.
Government Accountability Office, Controller/Administrative Services, Office of Security and Safety	GAO Office of Security Safety hires already trained LEOs.
Government Accountability Office, Financial Management and Assurance, Forensic Audits and Special Investigations	Agents hired by GAO are experienced Agents who have already attended and graduated from a basic agent academy. The GAO Forensic Audits and Special Investigations (FSI) team hires 1811 criminal investigators who have already fulfilled the mandatory basic law enforcement training required to become criminal investigator. In addition to the basic requirements, GAO-FSI requests and requires its criminal investigators to take the appropriate training to become Certified Fraud Examiners.
National Railroad Passenger Corporation (AMTRAK), Office of Inspector General	NRPC OIG Office of Investigations (OI) Criminal Investigator/Special Agents are largely comprised of a diverse group of former and retired state and federal law enforcement officers who have received sworn law enforcement academy training at their respective prior entities, e.g., FLETC, Glynco, Ga.; FBI, Quantico, Va.; Metropolitan Police Academy, Washington, D.C. Most OI Special Agents, where appropriately credentialed, currently serve with U.S. Marshal Special Deputation. NRPC OIG OI Criminal Investigator/Special Agents attend ongoing in-service mandatory training, including, but not limited to, firearms qualification, defensive tactics, anti- and counter terrorism, interview skills, search and seizure, and arrest, and law enforcement legal liability issues. NRPC OIG OI staff include certified law enforcement and/or trained instructors. NRPC OIG OI Special Agents also receive legal instruction, direction, and training from the OIG Office of Legal Counsel, comprised of former DOJ, federal, and state prosec

**Appendix VI: The 11 Federal Civilian
Components That Reported Hiring LEOs Who
Had Already Taken Basic Training for
Previous Law Enforcement Positions**

Federal civilian component	Comments by component
Nuclear Regulatory Commission, Office of Investigations	OI hires only experienced agents at the 12/13 grade who have completed a basic 1811 training program.
Smithsonian Institution, Office of Protection Services ^a	The ZP-083 - Zoo Police are all former police officers from other agencies who have attended a police academy so we do not need to provide them any basic entry level training.

Source: GAO analysis of mandatory basic training survey results.

^aThis component has specific mandatory basic training programs for one of more other LEO job series it uses.

Note: In commenting on a draft of this report, the Federal Reserve Board stated that its Chairman's Protection Unit tends to hire special agents who have prior FLETC training. Because the Chairman's Protection Unit answered in its survey that it had a mandatory basic training program, we did not include it in this list.

Appendix VII: FLETC's 83 Partner Organizations

FLETC partner organization		GAO survey participant ^a
Department of Agriculture	Office of Inspector General	X
	U.S. Forest Service	X
Department of Commerce	Bureau of Industry and Security, Office of Export Enforcement	X
	National Institute of Standards and Technology	X
	National Marine Fisheries Service	X
	Office of the Inspector General	X
	Office of Security	X
Department of Defense	Conservation Law Enforcement Consortium	
	Defense Criminal Investigative Service, Office of Inspector General	
	Defense Logistics Agency	
	National Security Agency	
	Naval Criminal Investigative Service	
	Pentagon Force Protection Agency	
	U.S. Air Force, Office of Special Investigations	
Department of Education	Office of Inspector General	X
Department of Energy	Office of Inspector General	X
	Office of Security Operations	X
Department of Health and Human Services	Food and Drug Administration	X
	National Institutes of Health	X
	Office of Inspector General	X
Department of Homeland Security	Citizenship and Immigration Services	X
	Federal Air Marshal Service	X
	Federal Emergency Management Agency, Office of Security	X
	Federal Protective Service	X
	Office of Inspector General	X
	Transportation Security Administration	X
	U.S. Border Patrol	X
	U.S. Coast Guard	X
	U.S. Customs and Border Protection	X
	U.S. Immigration and Customs Enforcement	X
	U.S. Secret Service	X
Department of Housing and Urban Development	Office of Inspector General	X

Appendix VII: FLETC's 83 Partner Organizations

FLETC partner organization		GAO survey participant^a
Department of the Interior	Bureau of Indian Affairs	X
	Bureau of Land Management	X
	Bureau of Reclamation	X
	National Park Service	X
	Office of Inspector General	X
	Office of Surface Mining Reclamation and Enforcement	
	U.S. Fish and Wildlife Service	X
	U.S. Park Police	X
Department of Justice	Bureau of Alcohol, Tobacco, Firearms and Explosives	X
	Federal Bureau of Investigation Police	X
	Federal Bureau of Prisons	X
	Office of Inspector General	X
	U.S. Marshals Service	X
Department of Labor	Office of Inspector General	X
Department of State	Diplomatic Security Service	X
	Office of Inspector General	X
Department of Transportation	Federal Aviation Administration	
	Office of Inspector General	X
Department of the Treasury	Bureau of Engraving and Printing	X
	Financial Crimes Enforcement Network	
	Internal Revenue Service, Criminal Investigation Division	X
	Office of Inspector General	X
	Treasury Inspector General for Tax Administration	X
	U.S. Mint Police	X
Department of Veterans Affairs	Office of Inspector General	X
Administrative Office of the U.S. Courts	Office of Probation and Pretrial Services	X
Amtrak	Police, National Railroad Passenger Corporation	X
Central Intelligence Agency	Office of Inspector General	
	Office of Security	
Corporation for National and Community Service	Office of Inspector General	X
Environmental Protection Agency	Criminal Investigation Division	X
	Office of Inspector General	X
Federal Deposit Insurance Corporation	Office of Inspector General	X
General Services Administration	Office of Inspector General	X
Government Printing Office	Office of Inspector General	X
	Security Services	X

Appendix VII: FLETC's 83 Partner Organizations

FLETC partner organization		GAO survey participant^a
Library of Congress	Office of Security and Emergency Preparedness	X
National Aeronautics and Space Administration	Office of Inspector General	X
Nuclear Regulatory Commission	Office of Inspector General	X
Office of Personnel Management	Office of Inspector General	X
Railroad Retirement Board	Office of Inspector General	X
Small Business Administration	Office of Inspector General	X
Smithsonian Institution	National Zoological Park Police	X
	Office of Protection Services	X
Social Security Administration	Office of Inspector General	X
Supreme Court	Supreme Court Police	X
Tennessee Valley Authority	Tennessee Valley Authority Police	X
	Office of Inspector General	X
U.S. Agency for International Development	Office of Inspector General	X
U.S. Capitol Police		X
U.S. Postal Service	Office of Inspector General	X

Source: FLETC.

^aWe excluded the components of the Department of Defense and intelligence community from our survey scope. The other Partner organizations not participating in our survey informed us that they did not have LEOs meeting our criteria, that an LEO must have the authority to perform at least one of the specified four law enforcement functions.

Appendix VIII: GAO Contact and Staff Acknowledgments

GAO Contact

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