
NEWSLETTER

International Association of Directors of Law Enforcement Standards and Training
3287 Tasa Drive; Meridian, Idaho 83642-6444
<http://www.iadlest.org>



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RUSTY K. GOODPASTER

President

Law Enforcement Training Board
P.O. Box 313
Plainfield, Indiana 46168-0313
(317) 839-5191 Fax: (317) 839-9741
rgoodpaster@ilea.state.in.us

RICHARD CLARK

First Vice-President

Nevada Commission on Peace Officers
Standards and Training
5587 Wa Pai Shone Ave.
Carson City, Nevada 89701
(775) 721-4536 Fax: (775) 687-4911
rclark@post.state.nv.us

WILLIAM J. MULDOON

Second Vice-President

Nebraska Law Enforcement Training Center
3600 North Academy Road
Grand Island, Nebraska 68801-0403
(308) 385-6030 Ext. 311 Fax: (308) 385-6032
William.Muldoon@nebraska.gov

E. A. WESTFALL

Treasurer

Iowa Law Enforcement Academy
P.O. Box 130
Johnson, Iowa 50141-0130
(515) 242-5357
Fax: (515) 242-5471
penny.westfall@ilea.state.ia.us

LLOYD HALVORSON

Secretary

Peace Officer Training
Lake Region State College
1801 North College Drive
Devils Lake, North Dakota 58301
lloyd.halvorson@lrsc.edu

MICHAEL CREWS

Immediate Past President

Florida Department of Law Enforcement
P.O. Box 1489
Tallahassee, Florida 32302-1489
(850) 410-8600
Fax: (850) 410-8606
mikecrews@fdle.state.fl.us

PATRICK J. JUDGE

Executive Director

2521 Country Club Way
Albion, Michigan 49224
(517) 857-3828
Fax (517) 857-3826
pjudge@att.net

Editorial Note: The IADLEST Newsletter is published quarterly. It is distributed to IADLEST members and other interested persons and agencies involved in the selection and training of law enforcement officers.

The IADLEST is a nonprofit, tax-exempt organization comprised of law enforcement training managers and leaders. Its mission is to research and share information, ideas, and innovations that assist in the establishment of effective and defensible standards for the employment and training of law enforcement officers.

All professional training managers and educators are welcome to become members. Additionally, any individual, partnership, foundation, corporation, or other entities involved with the development or training of law enforcement or criminal justice personnel are eligible for membership. Recognizing the obligations and opportunities of international cooperation, the IADLEST extends its membership invitation to professionals in other democratic nations.

Newsletter articles or comments should be sent to IADLEST; 2521 Country Club Way; Albion, MI 49224

ANNUAL CONFERENCE HELD

The IADLEST held its annual conference June 21-23, 2010, at the Omni Corpus Christi Hotel, 707 North Shoreline Blvd., Corpus Christi, Texas. The conference was attended by 101 professional trainers and 25 vendors. International attendees represented trainers from Albania, Kosovo, and Qatar.

The Special Olympics activities generated \$2,000 for the Texas Special Olympics.

BUSINESS MEETING SCHEDULED

The next business meeting will be held Saturday, October 23, and Sunday, October 24, 2010, in Orlando, Florida, in conjunction with the IACP Conference. The meeting location is to be announced.

NEW IADLEST LOGO ADOPTED



At its Corpus Christi, Texas, IADLEST Business Meeting, the membership adopted a new Association logo.

The new logo better represents IADLEST by depicting the Association's name with a star and shield. The previous logo was adopted in 1986.

CONFERENCE HOSTS NEEDED

The Executive Committee is seeking a POST agency to host IADLEST Annual Conferences. Should your agency be interested in hosting any future conference, please contact the Executive Director at: pjudge@worldnet.att.net.

WELCOME NEW MEMBERS

The IADLEST is proud and privileged to add the following new members. These professionals complement our Association's already extensive wealth of talent and expertise. We welcome them to the IADLEST.

Steven Argiriou, Analyst, Brunswick, GA
Clayton Coker, Montana POST, Helena, MT
Christopher Davis, Texas POST, Austin, TX
Karen Duffala, Dep. Dir., POST, Denver, CO
Robert Fiatal, Director, POST, London, OH
Joseph Hauer, IPTACS, Gilbert, AZ
Dean McWilliams, Topeka, KS
Doreen Olko, Vice Chair, POST, Lansing, MI
Tom Raynes, Dep. Dir., POST, Denver, CO
Paul Schultz, Director, POST, Denver, CO
Charles Vickers, Texas POST, Austin, TX
William Walker, Dep. Dir., POST, London, OH
Steven Williams, Louisiana State Univ., Baton Rouge, LA

POST DIRECTOR CHANGES

Idaho: William Flink was appointed as Idaho Peace Officer Standards and Training Director. Bill began his criminal justice career in 1974 with the Sunset City Police Department in Utah. In 1983, Bill worked for the Utah Division of Peace Officer Standards and Training as a basic training, regional training, and certification supervisor; and in 1990, he accepted a position as a criminal justice analyst and later program administrator with the Virginia Department of Criminal Justice Services, Division of Training and Standards. In 1998, Bill was appointed Executive Director of the Central Shenandoah Criminal Justice Training Academy, one of Virginia's ten regional criminal justice academies. During 2005-2006, Bill worked with the Northern Virginia Criminal Justice Academy in the Curriculum Section.

In mid-2006, he was recruited to be the Deputy Director for Operations and later appointed as the last United States Director of the Jordan International Police Training Center (JIPTC), Muwaqqar, Jordan, training Iraqi police officers. After the United States transferred JIPTC over to the Jordanian police in late 2007, Bill was appointed Resident Program Manager for the Office of Antiterrorism Assistance, Bureau of Diplomatic Security, United States Department of State, at the U.S. Embassy in Amman, Jordan, where he was responsible for providing counterterrorism assistance and training to police officers and security forces from Jordan, Lebanon, the Palestinian Authority, and Iraq.

In May 2010, Bill was appointed to his current position as Division Administrator for the Idaho Division of Peace Officer Standards and Training.

Bill has many years of association with IADLEST. He first became involved with the association in 1987, working on decertification issues; and in 1989, he coordinated the IADLEST Certification/Decertification Conference along with Joe White from Florida Department of Law Enforcement and Hank Shear from Arizona POST. Later, Bill was elected twice to sit on the IADLEST Executive Board as Secretary (2001 until he departed for the Middle East in 2006); and he staffed the IADLEST Sourcebook Project from

1991 to 1995, then managed and produced the Sourcebook from 1995 until 2006.

Bill is also a former President of the Virginia Association of Directors of Criminal Justice Training (the association of Virginia's 35 criminal justice academy directors, 2000-2004), and he taught criminal justice courses at James Madison University (2001-2006).

INSTALLATION OF LIFE MEMBERS

At its Corpus Christi, Texas, meeting, the Executive Committee voted unanimously to install Herbert Bowling as an IADLEST Life Member.

Herb has retired as Deputy Commissioner of the Kentucky Department of Criminal Justice. He served on the Executive Committee as a regional representative and officer before becoming the IADLEST president in 2004.

2010-11 IADLEST EXECUTIVE COMMITTEE INTRODUCTIONS

A new IADLEST Executive Committee was installed June 22, 2010, at the IADLEST Business Meeting held in Corpus Christi, Texas. The following is a brief biographical sketch of each of the Committee members.

President Rusty Goodpaster served with the Bloomfield, Indiana, Police Department and Greene County Sheriff's Department prior to joining the staff at the Indiana Law Enforcement Academy (ILEA) in June of 1983.

In December 2005, Mr. Goodpaster was named Executive Director of the ILEA. Prior to that time, he was the Director of the Emergency Vehicle Operations training from 1985-1990, the Basic Recruit Training Commander from 1990-1995, and Deputy Director from 1995-1997 when he left to work in the field of drug prevention and education for two and a half years before returning to the ILEA in 2000. Mr. Goodpaster served as Director of Support

Services upon his return until April of 2002 when he was once again named Deputy Director.

Rusty graduated in the 64th Basic Session at the ILEA, the 170th session of the FBI National Academy, and the Executive Development for Law Enforcement Standards and Training Directors presented by the FBI in conjunction with IADLEST. He holds a Baccalaureate Degree in Criminal Justice from the University of Indianapolis.

First Vice-President: Richard Clark is the POST Executive Director for the Nevada Peace Officer Standards and Training Commission. He retired from the Los Angeles Police Department in 1991 as a Communications Division Watch Commander after 26 years of dedicated service. During his time with the department, he also served as a Patrol Officer, Traffic Officer, Investigator, and Supervisor.

He served four years with the L.A.P.D. Academy as a physical training/defensive tactics instructor, and as a field supervisor for 20 years. During this time he worked three years in deep undercover intelligence, 12 years as a motorcycle Sergeant, and three years as Chairman of the Department's Peer Counseling Program. He spent three years teaching L.A.P.D. Sergeant School Conflict Management, Counseling, and Communication Skills for Supervisors.

Mr. Clark won Silver Medals in the Police Olympics in 1970/71. He was a member of the Los Angeles Police Department's cross country team that set a world's record for the longest run in history. This run spanned from L.A. to Montreal, Canada, in 1976. In 1995, he won the Silver medal in "The Toughest Competitor Alive" category at the World Police and Fire Games in Melbourne, Australia.

After a brief tour during retirement as a consultant in Conflict Management for Law Enforcement, he began his second career in law enforcement with the State of Nevada's then called POST Committee in August 1993. He started as a training officer with the Nevada Law Enforcement Academy. In 1994, he advanced to

the position of Chief of POST. In July 1999, he was appointed the Executive Director of the Nevada Commission on Peace Officers' Standards and Training.

Mr. Clark has earned an AA Degree in Pre-veterinary Science, a BA Degree in Biology, and has a Master's Degree in Psychology. Mr. Clark is also a graduate of the Northwestern University School of Police Staff and Command.

Second Vice-President: William J. Muldoon was appointed Director of the Nebraska Law Enforcement Training Center in August 2006.

William started his law enforcement career over 32 years ago with the Omaha Police Department where he spent 25 years working various units, including accident investigation, background investigations, criminal investigations, public information, and working at the Omaha Police Department Training Academy. William retired from the Omaha Police Department as a lieutenant.

He accepted a position as the Chief of Police of the Nebraska City Police Department (NCPD) in 2003 where he gained valuable experience working with a rural police agency. As chief, he revamped policies, procedures, training, and updated equipment of this 15 officer department. Policies and new focus combating domestic violence and under-age drinking were implemented. NCPD started a Citizen's Police Academy and worked with the Otoe County Sheriff's Office and the Nebraska State Patrol to showcase the teamwork with the three agencies and offered the Citizen's Academy experience to residents countywide.

William has a long history of training, teaching as an adjunct instructor at the Nebraska Law Enforcement Training Center since 1992, and teaching the Public Information Workshop for NHTSA. More recently, he instructed the Incident Command and National Incident Management programs. He published *Five Steps to a Successful Television Interview* in Police Chief Magazine, April 2001 and was co-author of *Media and Law Enforcement Relations during Hostage-taking Terrorist Incidents*, A

Cooperative Decision Effort that appeared in Sheriff Magazine, March - April 1999. William holds a Bachelor of Science degree in Criminal Justice Administration from Bellevue University.

He is married to Mary Anne, and they celebrated their 29th anniversary this June. They have a daughter Patricia who is a nurse in Omaha and daughter Regina attending the University of Nebraska, Lincoln.

Secretary Lloyd Halvorson is the Director of Peace Officer Training and Law Enforcement Degree Programs at Lake Region State College in Devils Lake, North Dakota. The Peace Officer Training Program is a one-semester North Dakota POST Certified Basic Academy, training and certifying approximately 60 police officers each year for the state.

Lloyd has a Bachelor's and Master's Degree in Criminal Justice from Minot State University and over 1,600 hours of certified law enforcement training. He spent ten years (1992-2002) with the Bismarck, North Dakota, Police Department, serving as a patrol officer, investigator, accreditation manager, and patrol supervisor.

He was appointed to the North Dakota POST Board by the North Dakota Attorney General in October 2003. Lloyd completed his academy training in 1992 and is a licensed police officer in the state. In addition, he is a sworn Deputy Sheriff with the Ramsey County, North Dakota, Sheriff's Department, is a volunteer football coach, and has previously held elected positions as both a school board president and ambulance service squad leader.

Treasurer E.A. "Penny" Westfall is the Director of the Iowa POST. Prior to her appointment to the Iowa POST, Penny was the Commissioner of Public Safety; Chief Deputy from the Story County Sheriff's Office; an assistant attorney general in Iowa; as well as a former county attorney in Pottawattamie County in Iowa.

Northeast Representative John Gallaher, a 29-year veteran of Pennsylvania State Police was promoted to Major and assigned as the Executive

Director of the Municipal Police Officer's Education and Training Commission in March 2005. For the previous seven years, he held the rank of Captain and served as the Director of the Training Division at the Pennsylvania State Police Academy.

During his career, John worked in various patrol and criminal and investigation units. He served as a Station Commander, as well as Commander of Staff Services, Internal Affairs and Regional Training sections. .

John holds a Bachelor's Degree in Criminology from Indiana University of Pennsylvania and a Master's Degree in Administration of Justice from the University of Pittsburgh. He is a graduate of the FBI National Academy, Quantico, Virginia. Prior to his service with the State Police, he was a police officer for five years with the University of Pittsburgh Police Department. He has been a member of the International Association of Chiefs of Police for seven years and served from 2004-05 as the Chairman of the State and Provincial Police Academy Directors' Section.

Southern Representative Bill Floyd is a 27-year veteran of law enforcement and criminal justice. He began his career with the South Carolina Department of Juvenile Justice (then the S.C. Department of Youth Services) in 1983. He was employed by the Richland County, S.C., Sheriff's Department from 1985 – 1990, serving as a Deputy Sheriff, Desk Sergeant, Communications Sergeant and Shift Supervisor. Bill had been employed with the South Carolina Department of Public Safety - Criminal Justice Academy Division since April 1990. He has served the Academy in several capacities ranging from instructor, Research & Development Unit Manager (which included serving as the Grants Coordinator/Administrator) to Technical Training Section Chief.

In May of 2006, the Academy was separated from the Department of Public Safety by an act of the South Carolina State Legislature. Bill continued to serve in the position of Standards, Research, and Accreditation Manager with the South Carolina Criminal Justice Academy. In

October of 2006, he was named the Interim Program Manager of the Instructional Standards and Support Section of the Academy. This appointment became permanent in June of 2007. This position includes the responsibility for the development and oversight of the various job-task analyses curriculum validation processes, advanced training needs assessment development and analysis, accreditation (CALEA) coordination and assisting with Academy policy development. In addition, this position is responsible for the supervision and oversight of the Academic Testing Unit, the South Carolina Reserve Law Enforcement Program and the curriculum development and distribution for the South Carolina State Constable Basic and Advanced Training Programs. Bill has also served as a faculty member of the South Carolina (Law Enforcement) Leadership Institute and as a lead instructor in the South Carolina State Constable Basic Training Program. Bill holds a Bachelor of Arts degree in Psychology – General Experimental from the University of South Carolina (1982) and a Master of Criminal Justice – Law Enforcement from the University of South Carolina (1985).

Central Representative Charles “Chuck” Melville joined the Kentucky Department of Criminal Justice Training after serving 30 years as a police officer, first with the City of Southgate, KY(1975-77) then at the Cincinnati/Northern Kentucky International Airport (1977-2005) eventually rising to the rank of Chief of Police. He has been with the agency since 2005 when he was appointed to the position of Executive Director of the Kentucky Community Preparedness Program (KCPP). KCPP was a grant program funded through the Kentucky Office of Homeland Security to provide vulnerability assessments to small- and medium-sized communities throughout the Commonwealth. Melville served as the Branch Manager for Advanced Individual Training prior to his appointment as Director of the Training Operations Division in December 2007.

Chuck received a B.S. degree in Police Administration from Eastern Kentucky University in 1977. He is a graduate of the 151st Session of the FBI National Academy and the US Secret

Service Dignitary Protection Program. Melville is a member of the International Association of Chiefs of Police. He has served as the president of the Northern Kentucky Police Chiefs Association and is a life member of the Kentucky Association of Chiefs of Police where he chaired the Professional Standards Committee which oversaw the Kentucky Law Enforcement Accreditation Program.

He has served on the Executive Board for the FBI’s Northern Kentucky Joint Terrorism Task Force and the US Attorney’s Anti-Terrorism Advisory Committee for the Eastern District of Kentucky.

Currently, Chuck serves on the Board of the Kentucky Law Enforcement Memorial Foundation and the Training Committee of the Kentucky Association of Chiefs of Police.

Chuck and his wife Tina have two adult daughters.

Midwest Representative Mark E. Damitio began his involvement with law enforcement in 1971 with the Thurston County Sheriff’s Office, Olympia, Washington, as a volunteer. In 1978, he was hired as a police officer by the Kent, Washington, Police Department. He graduated as the top academic student of the Seattle Police Academy class #104. In 1982, he was appointed as the department’s Training Coordinator. In 1986, he was assigned by request of the Washington State Criminal Justice Training Commission for a two year special assignment coordinating advanced training programs. From 1988 to 1997, Mark served with the Washington State Criminal Justice Training Commission beginning as an Assistant Training Coordinator and rising to Division Manager.

He was appointed Deputy Director of the New Mexico Department of Public Safety Training & Recruiting Division in July 1997. He supervised the day-to-day operations of the New Mexico Law Enforcement Academy and was responsible for the licensing and state compliance of ten satellite law enforcement academies. In February 2004, Mark was appointed Deputy Assistant Director at the Kansas Law

Enforcement Training Center where he is responsible for the Continuing Education program.

Mark is a graduate of Highline Community College with an Associate's Degree in Administration of Justice and with a Bachelor's Degree in Society and Justice from the University of Washington. He is a graduate of the FBI Northwest Law Enforcement Command College and the Central States LEEDS. He holds Law Enforcement Executive Certifications from the Washington State Criminal Justice Training Commission and the New Mexico Law Enforcement Academy.

West Representative Commander Cameron Campbell is the Director of Oregon Training. Born in the United States, Cameron grew up in Israel. Cameron served with the 202nd Paratrooper Brigade of the Israel Defense Forces. Following completion of his service, he returned to the United States and in 1979 began his law enforcement career. Between 1979 and 2002, he was a Patrol Officer, Sergeant, and Detective Sergeant with the Rockland, Maine, Police Department; Special Agent and Special Agent in Charge with the Maine Drug Enforcement Agency; and a Sergeant and Lieutenant with the Camden, Maine, Police Department. His law enforcement career has given him a sound understanding of the field of law enforcement.

In 2002 Cameron moved to Oregon and began his career at the Oregon Department of Public Safety Standards and Training (DPSST), first as the Regional Training Supervisor and since 2005, as the Director of Training overseeing the development of entirely new curriculum, the construction of a new academy, and the transition to both with only six weeks of interrupted service.

Cameron is a graduate of the Command Training Program of the New England Institute of Law Enforcement Management at Babson College in Massachusetts and has a Certificate in Public Management from Willamette University's Graduate School of Management. Cameron was appointed by Governor Kulungoski to the Statewide Interoperability Executive Council, and he is a member of the Oregon Legislatures Mental

Health Caucus, the State and Provincial Police Academy Directors, the International Association of Chiefs of Police, and the Oregon Association of Chiefs of Police.

Cameron's natural leadership qualities, integrity, and passion for excellence have served DPSST well. He believes strongly in the role and has set a new higher standard for performance in his role as Director of Training.

Immediate Past President Michael Crews was appointed Director of the Florida Department of Law Enforcement Programs. He began his career with the Florida Department of Law Enforcement (FDLE) in 1987 as a Standards and Training Specialist in the Professionalism Program. Over the next several years, he held the positions of Research and Training Specialist, Field Services Specialist, and Training and Research Manager.

Mike was the manager of the Criminal Justice Information Program's Help Desk and Sexual Predator Program. He also served as the Training Manager in the newly created Leadership Center. He oversaw the development, delivery, and maintenance of the Foundational Leadership Program and worked closely with the training delivered through the Florida Criminal Justice Executive Institute. Mike served as the Bureau Chief of Standards in the Professionalism Program overseeing Florida's Officer Discipline and Alcohol Testing Programs, as well Training Trust Fund, and Field Services Sections. In February 2004, Chief Crews was appointed as the Director of the FDLE Leadership Center and Florida Criminal Justice Executive Institute.

In July 2004, the FDLE Leadership Center and Executive Institute were consolidated under the Professionalism Program, and Director Crews was appointed to oversee all programs. Prior to joining FDLE, he was employed as a certified correctional officer at Apalachee Correctional Institute and as a correctional probation officer in Tallahassee. He has also worked with the Florida Wildlife Conservation Commission as a part-time officer. Mike is a graduate of Florida State University. He and his wife, Teri, have two children, Jennie and Kelly.

NEVADA 2010 UPATE

submitted by: Nevada POST

Nevada POST is made up of three bureaus, the Basic Training Bureau, the Professional Standards Bureau, and the Professional Development Bureau. The Nevada POST regulates 130 law enforcement agencies, over 17,000 peace officer records and certifies 40 different basic training academies. The 17 full-time employees are supported by a \$4.2 million budget.

Nevada POST is funded by court assessments or administrative fees added on to misdemeanor fines. This funding source has remained steady although the state now looks at the assessments as a form of general fund revenue. The recession in Nevada has forced drastic measures including employee furloughs, budget reductions, and travel restrictions. It seems, as always the first victim is the training budget. To this end Nevada POST is exploring an increase in the use of on-line training. We will shortly launch our In-lieu Academy on line. This academy allows certified officers from other states that share reciprocity with Nevada to qualify for a Nevada POST certificate prior to seeking employment in the state. This reduces costs to the law enforcement agencies and reduces training costs to POST. Nevada POST has encountered a few problems but no show stoppers. Crown Pointe Technologies, Inc., is Nevada POST's vendor that provides all the technical support.

During the last fiscal year, POST was able to accomplish:

- POST Academy graduated cadets (November 2009 –24) (May 2010 –21)
- Granted POST Basic and Professional Certificates: Basic 608 Professionals 204
- Conducted, facilitated, and/or managed 29,677 student hours of continuing education training
- Provided 30,329 student hours of basic training
- Provided training rated 4.35 on a 1 to 5 scale

- Administered 593 POST certification exams
- State academies audited: 8
- Law enforcement agencies audited: 23

Changes to the Nevada Administrative Code were adopted to:

- Establish validated physical fitness test for all categories of peace officers;
- Establish a new supervisor certificate;
- Establish minimum standards for pre-employment background investigations;
- Update the definition of satisfactorily completing a basic academy and time requirements to pass the physical fitness test; and
- Change language for clarity and consistency defining the instructor exemption from annual training requirement.

UNION PACIFIC RAILROAD ENHANCES GRADE CROSSING COLLISION INVESTIGATION TRAINING AT OREGON'S DPSST

by: Lt. Rob Anderson of DPSST's Academy

Oregon has thousands of miles of railroad that cross through rural and urban communities across the state. Unfortunately grade crossings are a location where traffic collisions often occur. To prepare officers that will handle these investigations, the 213 acre Oregon, Public Safety Academy in Salem, Oregon has a new addition thanks to the Union Pacific Railroad (UPRR) and the UPRR Police. The Academy, operated by the Oregon Department of Public Safety Standards and Training (DPSST), now has a fully functional grade crossing complete with railcars.

Getting the railcars to the Academy was no easy task. UPRR disassembled the cars at a nearby rail spur and transported them through downtown Salem to the Academy where they reassembled them on the railroad track that was installed by UPRR employees.

The new addition to DPSST's scenario village will greatly improve the agency's ability to create lifelike training scenarios for basic police students and firefighters attending training at the Academy. The venue is also used for advanced training classes by DPSST and UPRR Police. In addition to grade crossing collision investigations, the props will be used for "room clearing" scenarios, and for incident management scenarios related to train derailments. Officers and firefighters both, are now able to gain familiarity with how crossing gate control boxes operate, increasing efficiency at their home agencies, should they ever encounter an incident.

Streets within the scenario training village are named after law enforcement officers and firefighters who have died in the line of duty. To follow this Academy custom, the new grade crossing is named after UPRR Special Agent Aaron Garcia who was killed in the line of duty.

Lt. Rob Anderson of DPSST's Academy Training Section helped coordinate this addition to our scenario village and is glad to provide additional information to anyone interested.

DEVELOPING VOLUNTARY IN-SERVICE WELLNESS PROGRAMS & VALIDATING MANDATORY FITNESS STANDARDS

(Part 2 of a 3 Part Series)

by: John E. Combs

North Carolina Justice Academy

This article will be a three-part series for the purpose of presenting to law enforcement and other criminal justice agencies, methods for developing voluntary wellness programs and the adoption of mandatory physical fitness standards for new and incumbent employees. **Part I** dealt with what an employee wellness program is and why it is important (published in the April 2010 IADLEST Newsletter). **Part II** will outline the steps in setting up a voluntary employee wellness program, and **Part III** will be on developing and validating mandatory fitness standards for applicants and incumbent officers, and the associated issues and legalities that need to be considered.

"Numerous studies now suggest that if we can simply move people out of the lowest levels of cardiorespiratory fitness, it can have a profound (and beneficial) impact on public health."

--- Barry A. Franklin, PhD, National American Heart Association spokesperson and Director of Cardiac Rehabilitation and Exercise Laboratories.

Establishing Fitness & Wellness Programs

North Carolina recognized the dire need for intervention in the area of health and fitness and approved funding for seven agencies to participate in a pilot study. The participating agencies reported a 25% increase in productivity through a variety of factors including reduced absenteeism, reduced turnover, reduced accidents, and reduced worker's compensation claims. Research has shown that for every one dollar invested into fitness and wellness programs, the return ranges from two to five dollars.

In some agencies, assessment of physical fitness is offered on a voluntary basis. The assessment is typically combined with follow-up counseling, goal setting, and exercise prescription. There are generally no significant legal concerns with this type of program short of negligence during test administration. **The main problem with purely voluntary programs is lack of participation.** Often, the majority of those who do participate are those who need help the least. Sometimes monetary incentives are offered as a "carrot" for achieving a certain level on fitness assessments and encouraging participation. *However, this may be considered an "employment action/decision" in which case the agency may have to defend the job relatedness of the test if challenged.....this issue will be discussed in more depth in Part III of this article.* Absent negligence during test administration, mandatory participation in fitness assessments does not impose a significant legal concern. The sticking point comes when test results are used to impact employment decisions such as hiring, pay, promotion, and retention. If an agency wishes to proceed in this direction, the need will be to validate the testing standards for job relatedness (discussed later).

Voluntary Fitness/Wellness Programming – Establishing a Worksite Wellness Program

Step 1 – Identify Committee Members

This step involves the selection of between **4-12 members** (maximum number may vary according to agency size) to serve **at least a 1-year term**. Service should be voluntary and members should also have the support of their supervisors. Ideally, the committee should be composed of members of management, line staff, and support services. Members should have the option of rotating out or remaining on the committee when their term is up. Your committee should not be made up of only the “super fit” in your agency!

Step 2 – Getting Started

The designated wellness/fitness coordinator should at this point select a time, date, and place that is convenient for all committee members to meet. Allow one to two hours for the meetings, as this amount of time is essential in covering issues and questions surrounding the development, implementation, and evaluation of the program.

Assess the Situation: Assessing your organization’s overall health will help you determine your objectives: it will also help you meet those objectives. For example, how many working hours are lost to sick days? Are there any common health problems that your employees face? Are the employees getting any exercise? Are there a high percentage of smokers? What kinds of foods do the cafeteria and vending machines provide?

An **Employee Interest Survey** can be designed and distributed to all employees at your worksite. This is the key document for engaging employees in the wellness activities selected for their worksite, and finding out if their interests and needs will contribute to the overall success of the committee’s work and the worksite wellness program. The results of this survey will guide the committee’s short-term goals for your action plan and the initial activities to be introduced.

Determine Outcomes: Once you’ve identified what the current situation is, imagine the impact if it continues. Are your health care costs trending upward? Does your company have a higher-than-

average submission of health care claims? How might that affect your business in the future? Finally, ask yourself what the desired outcome should be. Do you want to increase the physical activity level of your employees? Would you like your employees to get health screenings once a year? It’s up to you, but make sure it’s something specific. For example, “healthier employees” is a fine outcome, and it’s very likely to happen if your wellness program is successful. However, it might be easier for you to plan a specific goal, such as to implement and measure a plan to decrease cholesterol.

Step 3 – Planning

Support from Management: Managers are leaders, and employees will generally assess the priorities of senior and mid-level management before investing time and effort in a wellness program. For this reason, **support from company management is the single most important factor in the success of your wellness initiative**. Senior and mid-level managers should allow and support a little bit of wellness-related time **during work**. Funds should be made available for staffing, for allotting time to plan and conduct wellness activities, and for buying supplies, incentives, and prizes. They should also show their support of the program by participating in wellness activities.

Draft a Mission Statement: A strong mission statement can help your company’s employees commit to a workplace wellness program. If you already have a company mission statement, you might consider using it as the foundation for the mission statement of your wellness program. Some sample mission statements are listed below:

“The worksite wellness committee will work to provide opportunities for employees to develop healthier lifestyles by supporting the adoption of habits and attitudes that contribute to their positive well-being.”

“To encourage employees’ personal and professional productivity, and physical and mental well-being, the mission of the (name of

worksite) Worksite Wellness Committee shall be to promote a worksite culture that supports employees' desire to make healthy lifestyle choices."

Set Goals and Objectives: Your long-term goals and objectives should be specific, measurable, achievable, realistic, and time-specific

(SMART). Look at what you learned when you assessed your workplace, and set goals and objectives that support your desired outcomes. Consider the following examples in the chart below:

Sample Goals and Objectives	
Desired Outcomes (Goals)	Objectives
To improve overall fitness levels and promote long-term exercise adherence for all employees.	<ul style="list-style-type: none"> ✓ 75% Health Risk Assessment participation ✓ 80% Flu immunization ✓ 75% participation in wellness program ✓ Reduce the number of employees' multiple risk factors ✓ Improve employees' overall fitness level by at least 10% ✓ Provide all employees with initial individual exercise prescriptions with revisions and updates every 3 months
To provide all employees with educational or learning tools needed to achieve positive healthy behavior changes.	<ul style="list-style-type: none"> ✓ Develop and distribute "Worksite Wellness Newsletters" to all employees each month outlining upcoming educational seminars on various aspects of workplace wellness programs ✓ Schedule worksite "webinars" at least once a week on a variety of topics, sometimes with a guest speaker, allowing employees to log in and view presentations from their office computer
To increase consumption of nutrient-rich foods.	<ul style="list-style-type: none"> ✓ 70% registration on "MyPyramid.gov" ✓ Offer healthier food choices from vending and cafeteria

<p>To reduce used sick leave, related worker's compensation claims, employee health insurance rates, and overall operational costs of the agency.</p>	<ul style="list-style-type: none"> ✓ To improve each employees' overall fitness level to at least the 50th percentile (the middle of the "Fair" category) on the Cooper Institute's Age and Gender Adjusted Norms ✓ Administer periodic fitness and health assessments throughout the year (charting actual physical progress in terms of percentile rankings) along with follow-up interviews and questionnaires
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Step 4 – Program Design – How Will You Meet Established Goals and Objectives?

Use Behaviorally Sophisticated Programming: Theories and models such as the *Transtheoretical (Stages of Change)*, and *Health Belief* models can be very effective in helping planners design programs and implement and evaluate interventions. Theories and models help program planners and researchers go beyond basic unchangeable risk factors (e.g. gender, socioeconomic status) to answer why, what and how people can change their behavior.

A theory presents a systematic way of understanding events or situations. It is a set of concepts, definitions, and propositions that explain or predict these events or situations **by illustrating the relationships between variables.** Theories must be applicable to a broad variety of situations. They are, by nature, abstract, and don't have a specified content or topic area. Like empty coffee cups, theories have shapes and boundaries, but nothing inside. They become useful when filled with practical topics, goals, and problems.

Use Strong Incentives: Strong incentives will help you achieve high participation, and they can help your employees stay motivated to reach their goals. Make sure the prizes and rewards you provide reflect the amount of effort it takes to reach a goal. **Public recognition** of progress and achievement can also be a great incentive. Make an office display of participants who are reaching

their goals or feature an employee who sustains a major health habit change in the company newsletter.

Provide Well-Designed, Well-Balanced Programming: It is best to incorporate a mix of short-term and long-term goals, as described in the above Planning section. Again, your long-term goals and objectives should be specific, measurable, achievable, realistic, and time-specific (SMART).

The Program Should Be Well-Paced: Probably no more than one to two wellness events per month should be scheduled. This will help keep a higher profile for the scheduled events. In addition, the events scheduled may be centered around particular health issues such as nutrition, stress management, and smoking cessation.

Step 5 – Starting Your Wellness Program

Keep it Simple, Positive, and Upbeat: Perceptions will impact participation. This means that employees must believe that the program will be informative, yet challenging, without being humiliating or condescending. Company-wide activities such as walks, runs, or smoke-outs will provide welcome breaks.

Implementing Your Program: Set the goals and objectives, and design a plan to meet them. This project must be executed with the same thoroughness, consistency, and professionalism

that you would use for any other workplace project.

Communication: Awareness, promotions and communication will be a key part of any successful wellness program. If you have a marketing, communications, or audio-visual department, you might want to recruit them to help.

Step 6 – Evaluation

The purpose of evaluation is to determine the degree of achievement of program objectives, document program strengths and weaknesses, establish quality assurance and control methods, monitor performance, and determine the generalizability of a program to other populations/settings. **Did the interventions produce significant changes among a sample of the population at risk under optimal program-practice conditions?** In other words, did your wellness program create positive fitness gains and health behavior changes for your participants? If so, to what extent?

Formative Evaluation: This type of evaluation answers an immediate question (before the program actually begins or as it is “forming”) in the program process: *Can the program be implemented, and is it efficacious (the extent to which a new intervention is likely to produce significant changes or have a behavioral impact)? In other words – is the program feasible?* Program impacts at this level are immediate or short-term behavior change, e.g., **within one week or one to six months after program exposure.** This helps you decide if you need to make changes to program, instrument, materials, etc. It is basically like quality assurance...making sure everything is going as planned, etc. One method is to use surveys or interviews with stakeholders.

Process Evaluation: Is the program being delivered as planned, i.e., how many sessions were offered and what was the quality of the sessions? This program participation as expected? If not, why? What seems to be the most popular activities and why? Is the program staff do what they proposed to do? This also

helps with quality control. At this point in the process you are not yet concerned with outcomes.

Outcome Evaluation: Did awareness increase? Did participation increase – why or why not? Are there measureable changes that can be attributed to the program and interventions/activities? **Pre- and post-test** designs can be used to measure attitudinal objectives – behavioral changes may take longer to observe and may need to be evaluated using **control and comparison group** designs. We may also decide to use a **randomized control trial (RCT)** – the “gold standard” of experimental design for evaluation of the program. For example, a **Pre-test-Post-test Control Group Design**.... First, participants are randomly assigned to either an **experimental** or **control** group. One group is administered a treatment while the other is not: All groups are observed before and after the treatment is administered to determine if the intervention actually caused an attitudinal or behavioral change as related to the wellness program. The Campbell & Stanley notation for this design would be:

R	O1	X	O2
R	O1		O2

It is important to remember that regardless of the information made available to employees, Knowledge Alone Does Not Equal Behavior Change. To change behavior, one must change attitudes about health & fitness, and that begins with a good solid voluntary wellness program and the creation of a workplace culture that values, promotes, and rewards healthy behavior.

It is important for the reader to understand that there is really no one true way to set up a voluntary workplace wellness program – there are many excellent ways to design and implement these programs based upon the needs and resources of the agency. What has been described in this part of the article is a way, not THE way. In addition, though not a hard, fast requirement is that it is a good idea to begin with a voluntary program if the agency is considering establishing and validating actual physical fitness

requirements for both applicants and in-service personnel (to be discussed in Part III of this article). This may be of value if the agency ultimately has to defend the reasonableness of the implementation of its mandatory fitness standards.

TRAIN HARD, STAY FIT, STAY ALIVE!

John Combs is the School Director and Chief Instructor for the Physical Fitness and Subject Control & Arrest Techniques Training Programs at the NC Justice Academy, along with serving as an adjunct faculty member in the criminal justice baccalaureate programs at Campbell University and Methodist University. Combs has 23 years of law enforcement experience, an MPA from UNC-Charlotte, and an M.A. in Health Education & Promotion from East Carolina University. Combs is a Certified Strength and Conditioning Specialist through the National Strength & Conditioning Association and a Certified Health/Fitness Specialist through the American College of Sports Medicine. In addition, Combs holds certifications as a Health Promotion Director and Personal Fitness Specialist from the Cooper Institute of Aerobics Research and is a Level I Track & Field Coach through USA Track & Field. He can be contacted at 910-525-4151, ext. 264 or e-mail: jcombs@ncdoj.gov

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**LETTER
TO LAW ENFORCEMENT ABOUT OUR
SHARED RESPONSIBILITY**

*by: Janice L. Jacobs
U.S. Assistant Secretary of State for Consular Affairs*

The following article originally appeared on PoliceOne.com, the online resource for Law Enforcement, and is reprinted by permission of the PoliceOne editorial team.

Across the United States, rank and file police officers face a daunting range of challenges and dangers as they work to keep the American people safe every day. While carrying out these important duties, officers also must consider U.S. relations with the rest of the world.

Under international treaty obligations, citizens of other countries who are arrested or detained in the United States must be informed that they may have access to and communicate with consular officers from their country's embassy or consulate. This obligation applies even if the foreign national is in the United States illegally. For some countries, the nearest consular officer must be contacted, even if the foreign national declines assistance.

The stakes are high. Last year, more than 3,000 Americans were arrested overseas. When police officers in the United States strictly follow consular access rules for detained foreign nationals, our government can more effectively demand the same treatment for our own citizens.

In U.S. courts, foreign nationals have sought financial damages for alleged violations, though such suits are rarely successful. Some foreign nationals have also sought review of their convictions or sentences, claiming trial counsel provided ineffective assistance by not raising the consular notification violation at trial.

The most significant consequence, however, is that the United States will be seen as a country that does not take its international legal obligations seriously.

The U.S. Department of State is finalizing a new and expanded version of the "Consular Notification and Access Manual," which includes draft guidelines and standard operating procedures for police. We distribute training videos for law enforcement personnel, maintain up-to-date information on consular notification on our website; and we have a Twitter feed, @ConsularNotify, dedicated to consular notification and access issues.

The Bureau of Consular Affairs within the Department of State conducts outreach and training to inform law enforcement agencies about the importance of consular notification and access, and strives to assist law enforcement agencies in every way possible. I encourage you to take a look at our website, travel.state.gov, for more information, or e-mail us at consularnotify@state.gov.

We want to help you comply with our country's international consular obligations and ensure that U.S. citizens overseas enjoy the same treatment.

Thank you for all the work you do to keep our country safe.

About the Author: Ambassador Janice L. Jacobs was sworn in as the Assistant Secretary for Consular Affairs on June 10, 2008. Prior to assuming this position, she served as the Principal Deputy Assistant Secretary for the Bureau of Consular Affairs and before that as U.S. Ambassador to Senegal and Guinea-Bissau.

Ambassador Jacobs is a Senior Foreign Service Officer with 28 years of experience in Africa, Latin America, and Europe. She has advanced foreign policy interests across a broad range of issues including democratization and human rights, trade and investment liberalization, counter-terrorism, and immigration. She served as Deputy Assistant Secretary for Visa Services from 2002-2005 and as the Deputy Chief of Mission at the U.S. Embassy in Santo Domingo from 2000-

2002. Her career includes a mix of Washington, DC, and overseas assignments, including working in the State Department's Visa Office, Operations Center, and Office of Cuban Affairs.

Ambassador Jacobs joined the Foreign Service in March 1980 after many years of overseas experience as a Foreign Service dependent. She has lived in Senegal, the Dominican Republic, Ecuador, Egypt, Ethiopia (twice), France, Mexico (twice), Nigeria, and Thailand. She received a BA in French and Education from Southern Illinois University in 1968 and a Master's in National Security Strategy from the National War College in 1995.

MENTAL HEALTH FIRST AID HELPS POLICE DEFUSE CRISES

submitted by: Brian Ruberry, Mental Health First Aid

Washington, DC, May 11, 2010-Police in Rhode Island have turned to a new mental health training initiative to help them respond to crises involving people with serious mental illnesses. After several highly-publicized incidents ended tragically when officers used deadly force on suspects with mental illnesses, police began offering Mental Health First Aid training to give officers more response options to help them deescalate incidents and avoid tragic outcomes.

"The new training helps our officers better understand people with mental illnesses so they can respond appropriately without compromising safety," says Chief Anthony Silva, executive director of the Municipal Police Training Academy in Rhode Island.

Chief Silva says the training, a 12-hour certification course, offered to help average citizens respond to psychiatric emergencies until professional help arrives, had to be tailored to include the police perspective along with the mental health perspective.

"Police have to learn more than the signs and symptoms of mental illness," says Lt. Joseph Coffey, who initiated the training at the police department in Warwick, RI. "Police officers need to look at the total situation while considering

how to avoid injury to themselves and to the person in crisis."

The training was introduced to police officers in the state in 2008 when Lt. Coffey teamed up with Carole Bernardo, a certified Mental Health First Aid instructor at Gateway Healthcare, one of seven pilot locations in the nation for the new program. More than 200 officers in Rhode Island have now received the tailored mental health training.

"Part of the training involves the officers listening to tapes of voices, similar to voices a person with mental illness may hear in his head," says Bernardo. "That's often a turning point for officers when they realize what a person with serious mental illness may be experiencing when trying to respond to questions."

The training became applicable recently when Warwick police responded to a man with schizophrenia who barricaded himself into his apartment after breaking into a neighbor's house. While the typical police response called for busting down the man's door, the responding officers had the mental health training and managed to defuse the situation within an hour after talking with the man's family members and a neighbor familiar with the man's condition. Instead of taking the man to the cell block and potentially triggering another incident, he was sent directly to a hospital for evaluation.

"We're finding that Mental Health First Aid is not only helping police officers better identify the signs of mental illness, but the training improves their knowledge and understanding of mental illnesses," says Linda Rosenberg, president and CEO of the National Council, who says the training has the potential to become as common as First Aid and CPR. "We hope the training will reduce the stigma of mental illness and addiction and help people understand that the illness is real, common, and treatable."

Rosenberg says community mental health organizations across the nation are replicating Rhode Island's success by offering the Mental Health First Aid program to local law enforcement and corrections officers.

The effectiveness of Mental Health First Aid has been proven in randomized trials. One trial of 301 randomized participants found that those certified in Mental Health First Aid had greater confidence in providing help to others, greater likelihood of advising people to seek professional help, improved concordance with health professionals about treatments, and decreased stigmatizing attitudes. Unexpectedly, the study also found that the program improved the mental health of the participants.

For interviews with mental health professionals and officers involved in the new training, contact Brian Ruberry, 301-948-1709, br@allhealthpr.com. Information about Mental Health First Aid may be found at www.MentalHealthFirstAid.org.

Mental Health First Aid is a groundbreaking public education program that helps the public identify, understand, and respond to signs of mental illnesses and substance use disorders. Mental Health First Aid USA is managed, operated, and disseminated by three national authorities - the National Council for Community Behavioral Healthcare, the Maryland Department of Health and Mental Hygiene, and the Missouri Department of Mental Health. The Mental Health First Aid program has benefited a variety of audiences and key professions, including hospitals, employers and business leaders, faith communities, school personnel, police and corrections staff, nursing homes, mental health authorities, policymakers, young people, families, and the general public. To find a course near you or learn how you can become a certified instructor, visit www.MentalHealthFirstAid.org.





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MEMBERSHIP

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Director Member is an agency membership available to the director or chief executive officer of any board, council, commission, or other policy-making body. This agency is established and empowered by state law and possesses sole statewide authority and responsibility for the development and implementation of minimum standards and/or training for law enforcement, and where appropriate, correctional personnel.

General Member is available to any professional employee of an agency represented by a director; any member of the board, council, commission, or other policy-making body of any state, to which a director is responsible; any professional employee of a criminal justice academy or training center at a national, state, or local level, or other persons actively involved in the training/education of law enforcement personnel; or individuals employed by or within any country other than the United States whose employment and responsibilities are deemed equivalent.

Sustaining Member is limited to any individual, partnership, foundation, corporation, or other entity involved with the development or training of law enforcement or other criminal justice personnel.

General and Sustaining members must have the sponsorship of a state director member upon application for membership.

RECRUIT A NEW MEMBER
SHARE IADLEST WITH A COLLEAGUE

We ask each IADLEST member to recruit other distinguished law enforcement professionals. If each member recruited one other member, we would double in size overnight! The more members we have, the greater influence we will have on law enforcement standards and training. There is no reason why we should keep the IADLEST organization our best-kept secret.

Why should you become a member?

You can:

- Belong to an international association of professional law enforcement training directors, managers, leaders, and educators.
- Exchange information and advice with other professionals.
- Participate in national conferences and keep abreast of state-of-the-art training and employment standards.
- Access the IADLEST POST-NET (Internet) national curriculum library.
- Use the IADLEST POST-NET (Internet) national training calendar to list your training programs.
- Access IADLEST research studies and training products, e.g., Emergency Driving Training Guide, Radar/LIDAR Training Manuals, *IADLEST Sourcebook*, etc.
- Provide input on national policies affecting law enforcement standards and training.

**EXECUTIVE COMMITTEE MEETING
JANUARY 21 & 22, 2010, 9:00 A.M.
WASHINGTON, DC**

CALL TO ORDER President Crews (FL) called the meeting to order at 9:00 am.

ROLL CALL Secretary Lloyd Halvorson (ND) conducted the roll for those in attendance. Executive Committee Members present: Lloyd Halvorson (ND), Mike Crews (FL), Mark Damitio (KS), Penny Westfall (IA), Charles Melville (KY), Peggy Schaefer (NC), John Gallaher (PA) for Pat Bradley (MD), Rusty Goodpaster (IN), Dick Clark (NV), and Lyle Mann (AZ). IADLEST members present: Pat Judge, Ray Franklin, Steve Otto, and Mike Becar. Executive Committee Members absent: Ray Beach (MI).

AGENDA ADDITIONS: None

APPROVAL OF MINUTES

MOTION by Clark to approve the minutes of the June 14, 2009, Executive Committee meeting in Sparks, NV. SECOND by Melville. MOTION CARRIED with all in favor. MOTION by Clark to approve the minutes of the Executive Committee Conference Call Meeting on Nov. 12, 2009. SECOND by Melville. MOTION CARRIED with all in favor.

GUEST PRESENTATIONS

Paul Cappitelli, Executive Director of California POST. Cappitelli indicated that he was looking to get letters of support for a three million dollar-three year crash study project. He explained the importance and relevance of the project. He will provide additional details at the April 13-15, 2010, Western Regional Meeting.

Tony Nelson, Management and Program Analyst with the FBI's Office of LE Coordination. Nelson introduced two representatives from the FBI academy at Quantico, VA. He stated the FBI is pushing LEO

to get information out and encourages IADLEST members to get a LEO account so they can get relevant news releases that don't go out to the general public. The LEO also has very good training information. The Community Leadership Development helps train outside agencies and in 2009 provided 82 weeks of training to over 21,000 officers.

Chuck Daenzer, FLETC relayed a message from Director Patrick authorizing FLETC to pay for all POST Directors to attend their regional meetings for 2010 provided they occur before Oct. 1st. He stated that in exchange, he would need five hours at the regional meetings to address the POST Directors and other IADLEST members in attendance regarding the Rural Policing Institute. President Crews thanked Daenzer for FLETC's generosity and encouraged the regions to put this funding to use.

Jim Kern, VP of CI NET (which partnered with the RPI) addressed the members and offered subscriptions to the online distance learning system. More information can be found at www.rpi.letn.com.

Jim Burch, Acting Director of BJA stated that the training programs that BJA creates and sponsors do not always get to the officer in basic training or during in-service unless BJA starts working through IADLEST and the state POST directors. He wants to improve communications with groups like IADLEST. They are developing a monthly newsletter and POD CAST services. He stated that in FY 2009 there was \$225 million available in grant funds under the Byrne program and \$3.2 billion in requests.

Earl Hardy, NHTSA introduced Joe Bolton as the new NHTSA liaison for IADLEST. Earl thanked IADLEST for the great working relationship we have shared over the years. Bolton stated he looks forward to working with IADLEST.

COMMITTEE REPORTS

Steve Otto, the IADLEST representative to the RDPC stated the annual RDPC summit will take place the first week of April in Albuquerque, NM. Otto informed Crews that his term is up this summer. He is willing to serve and be reappointed but would like someone else with an interest to come forward and be considered for the position. RDPI reimburses the representative for all travel expenses. The summits last two days, and the board meetings are also two-day events.

Tim Braaten (TX) indicated the planning for the summer conference in Texas is underway. He has lined up all of the vendors and the Special Olympics for participation. He stated that March 20th is the drop dead date for the hotel so he asked members to get registered. Braaten had also sent a letter requesting the \$10,000 in seed money be advanced to them. MOTION by Clark to provide the \$10,000 in seed money. SECOND by Westfall. MOTION CARRIED with all in favor. The members discussed membership discounts for new members that should join the Association as a result of their attendance at the conference in Texas. It is expected that there will be a large contingent on hand from the academies in Texas. MOTION by Schaefer to offer free 2010 memberships to new members that sign up during the conference in Texas. SECOND by Mann. MOTION CARRIED with all in favor.

Peggy Schaefer presented the CALEA and IADLEST MOU that was signed by CALEA. President Crews will now need to sign the document so it can be returned. The members discussed revenue sharing ideas regarding the partnership with CALEA. Mike Crews asked that we table the CALEA revenue sharing discussion and have Goodpaster, Schaefer, and Otto negotiate with CALEA. Schaefer also informed the members that CALEA has a 36-member commission but none represent IADLEST.

Nominations Committee: Mike Crews provided an update on committee assignments. Audit Committee will consist of Tim Braaten, Wayne Woodard, and Lyle Mann (chair). Nominating Committee will be Goodpaster and Clark. We have positions open at the conference in Texas for

Secretary and Second VP. Pat Judge indicated he would get the word out to the members regarding nominations.

Logo: Peggy Schaefer introduced the logo redesign options, and there were suggestions to change some of the colors. The group was in agreement that we will present logos number 6 and 8 (in navy blue colors) to the membership for a vote in Texas.

EXECUTIVE DIRECTOR'S BRIEFING

There have been new POST Director changes in Colorado, Delaware, Idaho, Maryland, Oregon, and Vermont.

Bonding is now in place for the positions designated by the EC. Cost is \$150 per year for \$100,000 in coverage.

Renewal notices have gone out to the members, and about 1/3 of them have been returned. Many members have asked if it is possible to pay the membership fee by credit card. Judge will look into the cost of implementing this. At this time, we don't have the ability to take credit cards. Many members indicated that it is becoming increasingly difficult to send checks as most states have transitioned to direct deposit and purchasing cards.

Judge stated that we do not have any volunteers to host the conference in 2011. Crews stated that he will consider hosting the conference in Florida and will report back to the committee in Texas. The fall meeting will be in Orlando, Florida October 23-27, 2010, in conjunction with the IACP convention. The NSA will have its mid-winter conference in Palm Desert, California, January 5-8, 2010

GRANTS & CONTRACT MANGER'S BRIEFING

Mike Becar provided details on his activities and the status of the grants. He indicated that all contracts are current and up-to-date. He provided an overview of our financial accounts

and indicated that he found approximately \$25,000 that needed to be transferred from a grant account to the general fund. The NDI was awarded an extension of \$350,000. Requests were denied to extend the Training Template and SFST database. NLEARN was given an extension allowing it to operate till May 31, 2010; and the Decertification Database was extended until June 2010.

Becar completed a three day grant management training workshop, attended the IACP class on the Enforcement of MC Laws, and worked with FLETC to attend the regional meetings. The Older Driver grant has four month of funding left, and the Redden Group was given a grant adjustment of \$20,000 to add an additional 500 pursuit workshops. The Motorcycle grant extension of \$102,085 was awarded. He filed tax returns for 2007 and 2008 which showed a penalty of \$3,280 owed to the IRS. He has worked with our CPA to draft a request to have the penalty waived.

Becar has been working to revamp our indirect cost proposal for federal grants. He indicated that initially we thought 10% of the grant award would cover our costs. The estimate is now 27.89%. If we are awarded this percentage for future grant work, our financial reports will improve considerably.

Becar submitted a Correction Grant for Curriculum Development. The end result will be a 36 hour curriculum that has been field tested via two training pilots at sites selected by the NIC. The grant, if approved would be for \$112,677. Becar met with the DOJ and the COPS Office yesterday, provided a presentation on NLEARN and the training template in Washington, DC, on December 8 and worked 452.5 hours from Oct. 4, 2009 through January 15, 2010.

TREASURER'S REPORT

Penny Westfall, IADLEST Treasurer, presented our financial reports for the period Oct. 23, 2009, through January 19, 2010. Total of all accounts including General Checking and the DOJ/NHTSA accounts is \$127,383.44. She provided details on

all revenue and expenditures for November, December, and January (to date). MOTION to approve the Treasurer's Report by Mann, SECOND by Goodpaster. MOTION CARRIED with all in favor.

Meeting Recessed until 9:00 a.m. January 22, 2010.

President Crews called the meeting to order at 9:00 am, January 22, 2010

NLEARN ADVISORY COMMITTEE

Ray Franklin presided over the NLEARN Advisory Committee meeting. Franklin provided the members the article on NLEARN that was published in the Police Chief Magazine. He reported that there were 700 registered academy users from 49 states throughout the nation. He has been requested to present NLEARN at the upcoming Lifesavers conference.

Franklin reported that security of users and content is currently being addressed. Questions regarding who can join have come up recently. Should it be just academy directors? All academy training personnel? Our federal partners? Currently this is being addressed at the discretion of the project manager. Crews asked if there is a cap on the number of users. Franklin indicated that there is not a cap on the number of users. Clark asked if we should open up NLEARN to the entire law enforcement community. Franklin asked the advisory panel to ponder this idea and report back any suggestions. Lyle Mann asked if a moderator model is possible to limit any inappropriate postings. Halvorson asked if advertising is a possibility to continue NLEARN after the grant funding expires in May. Franklin indicated that this could be considered but could also pose problems. Franklin also indicated that he has been asked to provide services to the community policing group. After grant funding was discussed at length by the advisory committee, challenges were identified in keeping the service up and running. In order to save funds...MOTION by Clark to empower Becar to find a less expensive manner to provide content

management and to find a more efficient way to utilize the remaining grant funds. **SECOND** by Goodpaster. **MOTION CARRIED** with all in favor.

REGIONAL REPORTS

Northeast: John Gallaher reported changes in POST Directors in Maryland, Delaware, and Vermont. Pennsylvania will be hosting the regional meeting in May.

Central: Charles Melville stated Kentucky is using problem-based learning in their state's training. He is polling his states to determine when and where to host the regional meeting for 2010.

South: Peggy Schaefer indicated that North Carolina is adding more online training. Funding sources will run out in 2011 so they are searching for additional funds. They have a new process in place to use court costs to help fund POST. There was a proposal to implement a \$250 per year surcharge on officer licensure that was defeated in the North Carolina legislature. North Carolina has a new 18-lane range, gymnasium, weight room, and wellness center.

Midwest: Mark Damitio indicated that the regional meeting for the Midwest will be in Pierre South Dakota, April 20-22.

West: Lyle Mann reported that the regional meeting for the West will be in San Diego April 13-15. There has been a POST Director change in Oregon. Arizona reports less training due to significant budget cuts. Dick Clark spoke about representing IADLEST at a summit regarding Mexico's transition from a non adversarial criminal justice system to an adversarial one. Mexico is trying to professionalize its law enforcement and criminal justice systems.

NEW BUSINESS None.

ADJOURNMENT **MOTION** to Adjourn by Clark, **SECOND** by Melville. **MOTION CARRIED**. Meeting Adjourned at 11:15 am.

EXECUTIVE COMMITTEE SPECIAL CONFERENCE CALL MEETING MAY 11, 2010 2:00 PM (ET)

EC Members Present: Lyle Mann, Mark Damitio, Charles Melville, Lloyd Halvorson, Mike Crews, Rusty Goodpaster, Dick Clark, , Pat Judge (Executive Director), and Mike Becar (Grants Manager). **EC Members Absent:** Peggy Schaeffer, Penny Westfall, and John Gallaher. **Other Members Present:** William Muldoon.

Meeting was called to order by President Mike Crews at 2:00 pm.

Agenda items:

- Grant Administration Changes
- NDI Committee Report
- Grant Management Update
- Administrative Issues
- Personnel Issues

GRANT ADMINISTRATION Crews informed the members that they have been taking a look at the way we manage the technical support for grant projects currently in progress. He stated that Mike Becar has agreed to take over as project administrator for NDI and NLEARN, duties previously contracted to Ray Franklin. By doing this, the association will realize a savings of approximately \$4,300 per month. This change took effect on May 10 Franklin will continue to serve as POST NET administrator. He has agreed to a rate of \$55 per hour with no more than 15 hours of work per month unless approval is granted for additional hours.

Currently we are paying \$1,000 per month to have the "T-1" line running in Maryland. Moving it to FLETC will only cost the Association approximately \$100 per month. Additional savings can be realized with a redesign of our web page.

MOTION by Clark to approve the above changes in administrator duties for NDI and NLEARN and to approve the contract with Ray Franklin for POST NET as proposed by Crews. **SECOND**

BY Melville. MOTION CARRIED with all in favor.

NDI COMMITTEE REPORT Bill Muldoon read the following report to the members and provided a written copy to the Secretary.

- 1) "IADLEST contracted with Allan Streib to repair the present NDI database so it would work with all current browsers and to enhance the security on the system so information could not be compromised. He is also going to test the database to determine if it could easily be moved to a windows platform, which we would need if we were going to relocate the server. We were able to retain him for \$5,000 (the committee should that, as they approved the contract award).
- 2) Allan completed updating the database to work with all current internet browsers and testing was done last week with several IADLEST users of the database. All testing was positive. A report was provided.
- 3) Allan is going to place the updates on the database tonight, after midnight, so there is no interruption in service: and he is working on the security enhancements now.
- 4) Allan has also reported that his testing shows that our database can be moved to a windows platform rather smoothly.
- 5) Mike Crews reached out to the IACP, NSA, and FOP for representatives on our NDI steering committee; and each organization has agreed to provide a representative. They are: IACP – Chief John Douglass in Overland Park, Kansas; NSA – John Thompson, NSA; and FOP - Chuck Canterbury
- 6) June 20, a NDI advisory meeting will be held in Corpus Christi from 9 am to noon, prior to the Executive Board meeting. NSA and IACP representatives will be present, and we have not heard back from FOP. Steve Edwards from DOJ will also be there. We ask that the Executive committee also be present as this grant pays for their travel expenses.
- 7) We had a conference call with Matt Hickmann from Washington State University on rewriting the last NDI research documents into a published document for DOJ as well as a marketing document for the NDI. Matt is

working with a May 21st deadline so that information may be ready for show at the conference.

- 8) I have started a survey of POST directors on policies/state laws that work well. One deliverable of the NDI grant is model policies for states not currently revoking or sharing information with the NDI."

Crews thanked Bill for his hard work and efforts.

GRANT MANAGEMENT UPDATE Mike Becar stated that he is currently working on new grant proposals. We should be getting several grants and grant opportunities from NHTSA prior to September. There is an additional \$300,000 coming for the Pursuit Grant and there is still approximately \$400,000 in the bank. We will be able to divert \$100,000 and use it toward our NLEARN efforts and the Electronic Bulletin Board. There will also be second year funding for the Motorcycle Grant to deliver additional training. \$292,000 will be awarded to IADLEST for a crime analysis project. This will be a pass through grant. We continue to get 10% of the grant funds to support our administrative overhead expenses. We will be asking for 18% in the future.

The Pursuit Workshops are going well. We have trained over 55,000 officers in 333 workshops covering approximately 1,500 agencies. Phase three of the IADLEST/ALERT project will include 20 more train the trainer workshops that will take place in strategic locations. The goal is to increase the workshops to 1,000. The Redden Group has hit every performance goal.

There is only about 2 months of funding left for the Older Driver Training Grant.

Halvorson asked if the change took place regarding the termination of Christenberry's contract regarding our discussions in DC this past January. Becar stated that Christenberry's contract was not renewed. Dan Setzer is now performing the content manager duties for NLEARN at a savings of \$2,800 per month.

ADMINISTRATIVE ISSUES There are 95 rooms reserved at the hotel for the conference in Corpus Christi. There are 63 registrations, 22 vendors, and we have 10 attendees from foreign countries.

Crews stated that he has signed off on the IADLEST 2009 taxes, which have now been sent to the IRS.

EXECUTIVE SESSION The Committee went into executive session to discuss a personnel matter. Mike Becar and Bill Muldoon left the conference call at this time.

MOTION by Halvorson to increase Mike Becar's compensation by \$500 per month due to his outstanding performance and his willingness to add a considerable number of duties to his already crowded work schedule. **SECOND** by Rusty Goodpaster. **MOTION CARRIED** with all in favor.

Meeting Adjourned at 3:15 pm (ET).
06/12/10 lwh

**IS YOUR VEHICLE SMARTER THAN YOU?
INTEGRATING ADVANCED
TECHNOLOGY INTO DRIVER TRAINING**

by: Dane Pitarresi, SKIDCAR SYSTEM, Inc.

We are actively seeking your comments and suggestions as we develop our product and instructional strategies for the next several years. History has taught us that new technology and ideas are difficult to integrate into driver training programs. We know there are a variety of reasons for this often sluggish response to change, including access to vehicles equipped with new technology and difficulties in changing standardized curriculum.

The driver training industry is facing some extremely challenging and rapid change in the next several years due to mandated technology such as electronic stability programming, the

discontinuation of certain vehicle platforms, the development of new vehicle platforms, and most of all funding. Our goal is to address all of these changes in a timely manner so that our customers prepare their trainers with the knowledge, skills, and tools to begin the process of efficient and technically correct modernization.

We recognize the critical need to incorporate the impact that Electronic Stability Programs (ESP) will have on driver performance and training. We have been extensively using and exposing ESP with our SKIDCAR demonstration program for the last three years. This experience has given us the insight and knowledge that most drivers, including emergency vehicle operations instructors, have minimal information or technical experience with these systems. We have listened as experienced instructors discuss methods of "disabling or bypassing" ESP. However, most of these same instructors change their thoughts on ESP as soon as they experience correct use of the system and understand how ESP interacts with the driver to enhance vehicle control.

Introduced more than a decade ago, ESP systems are well-engineered, extremely durable, and highly intelligent in assisting a driver to become technically correct with regard to grip. ESP manages driver-caused vehicle control mistakes more effectively and at a higher rate of success than any defensive, skid control, or recuperation training being delivered today. A complete ESP system collects data and distributes corrective action at over 100 times per second, making it more responsive than any driver could hope to be.

It is our goal to present classroom as well as behind-the-wheel programs to inform and educate administrators, trainers, and drivers to utilize ESP, focusing specifically on EVOC training for Law Enforcement, Fire, and EMS. The behind-the-wheel segment would use a new Law Enforcement vehicle equipped with our SKIDCAR SYSTEM Technology to showcase the training possibilities at your facility. With the SKIDCAR SYSTEM, it is possible to highlight and expose the differences and benefits of training to drive with ESP instead of against it.

Our training programs would include the following topics:

- What is ESP and how does it work?
- Practical hands-on experience of what ESP is and is not, using a SKIDCAR SYSTEM for safe demonstration
- What issues and exercises should be included to instruct drivers
- PIT (Pursuit intervention techniques): A curriculum designed around how to PIT a vehicle equipped with ESP, and dialogue to consider the implications of trying to forcibly stop a suspect if the patrol vehicle is also equipped with ESP.

Electronic Stability Programs will be used by all the major manufacture's marketing Law Enforcement Vehicles starting in 2011. In 2012, an industry-wide mandate will be in effect for all passenger vehicles sold in the USA to have Electronic Stability Programs installed. Therefore, now is the time to start the educational process so that curriculum can be upgraded and emergency response drivers are not caught behind this new safety system driven by advancing technology.

We are eager to hear your thoughts regarding the following questions:

- 1) Do you feel that your driving instructors need to learn about ESP?
- 2) Do you think that the training curriculum in your system can change quickly to accept ESP use?

Please feel free to contact us via phone at (866) 754-3227 or e-mail at dane@skidcar.com, or visit one of our upcoming workshops/demonstrations during the conferences listed below.

ALERT International Conference
Oklahoma City, OK
September 13-16, 2010

www.alertinternational.com

Fire Shows Reno

Reno, NV

October 25-27, 2010

www.freshowsreno.com

Dane Pitarresi

SKIDCAR SYSTEM, Inc.

6440 Sky Pointe Drive, Suite 140

Las Vegas, NV 89131-4048

(702) 395-2896 Phone

(702) 395-2378 Fax

www.skidcar.com

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