

# NEWSLETTER

International Association of Directors of Law Enforcement Standards and Training  
372 South Eagle Road; Eagle, Idaho 83616-5908



<http://www.iadlest.org>

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*Best Wishes for the New Year!*

*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; 2521Country Club Way; Albion, MI 49224*

## **EXECUTIVE COMMITTEE MEETING SCHEDULED**

The IADLEST Executive Committee is scheduled to meet in conjunction with the National Sheriffs' Association Winter Conference at the J.W. Marriott Hotel; 1331 Pennsylvania Ave; Washington, DC. The Executive Committee will meet from 9:30 a.m. to 4:30 p.m., Thursday, February 1, 2007.

## **2007 MEMBERSHIP DUES**

Your 2007 IADLEST membership fees are due January 1. When IADLEST receives your dues payment, you will receive a renewal letter along with your 2007 membership card. Please ensure that you have paid your dues. Call the IADLEST business office at (517) 857-3828 if you have questions.

## **IADLEST LISTSERV - E-MAIL ADDRESSES**

Do we have your e-mail address? Your current e-mail address is necessary for inclusion in the IADLEST members' only E-mail and telephone directory and to participate in the IADLEST private e-mail listserv. Only IADLEST members

can receive the Project Report and special queries and announcements from IADLEST officers and fellow members. Please advise Ray Franklin at 410-875-3606 or rfranklin@iadlest.org of your e-mail address if you currently do not receive these important messages.

## **WE ARE NOT ALONE**

*by: Patrick Bradley, Director  
Maryland Police and Corrections Training*

In June of 2004 many of us trekked 15 miles west on Route 32 from Woodstock to Sykesville as we relocated the Police and Correctional Training Commissions into the Public Safety Education and Training Center. Five months later Governor Robert Ehrlich officially dedicated our new home. It was a celebration unparalleled. Or so I thought.

On October 24, 2006, I had the opportunity to be part of the dedication of the Council on Law Enforcement Education and Training's "K.O. Rayburn Training Center." Nearly a decade in development and construction, the Rayburn Center includes office suites as well as academic and physical training facilities, a dining hall, and dorms. Abutting the Center's academic and administrative complex are the driver track and firearms ranges. The CLEET staff had transported the operation of their public safety certification agency from Oklahoma City, 90 miles south to Ada.

As I toured the Rayburn Center, I had an opportunity to discuss with my counterpart, Dr. Jeannie Nelson, the struggles they had to overcome. She spoke of the multi-year process of site selection and the role of state and local politics. She described the financial challenges, difficulty with finalizing the delivery of furnishings from Oklahoma prison industries, and the current complications with food services. Her project director also shared many examples of design compromises for the sake of the construction budget. It seemed like *deja vu* to me.

But there was more. Along the tour, I spoke with agency officials who were celebrating this dedication ceremony as if it was the culmination of a major, personal accomplishment. They saw this new facility as an opportunity to deliver better, more effective training. They could now better prepare young officers as well as veterans for their

operational duties. I saw instructors who were eager to revamp lesson plans to incorporate training resources that were not available to support earlier editions. Joining in the celebration were police officers and sheriffs, their loved ones, public officials, legislators, and civic leaders. They were there to testify to the community's stake in public safety and the community's stake in this training center. All of these people reminded me of their Maryland counterparts who were present at Sykesville when we dedicated our Public Safety Education and Training Center two years earlier.

Nearly every state has a public safety regulatory agency similar to PCTC. Those who have had the opportunity to meet staff members from other peace officer standards and training (POST) agencies (such as the IADLEST conference in Annapolis in 2005) know how much we have in common. Such encounters serve as reminders that "We are NOT alone." The challenges we struggle with are challenges to others as well. Things that frustrate us also frustrate them. Alternatively, the same dedication, commitment, enthusiasm, passion, zeal, and devotion that inspire them to persevere also motivate us to excellence.

Although we sometimes think of ourselves as unique, we're not. Whether it's designing or animating a training center or researching the best instructional strategies for training crisis intervention, we are part of a larger effort, a larger force, a larger family, all committed to safer communities. We are not alone.

### **U.S. DEPARTMENT OF JUSTICE MEDAL OF VALOR**

The U.S. Department of Justice (DOJ), Office of Justice Programs has just announced its request for nominations for the 2006-2007 Medal of Valor. President Patrick Bradley had the honor to represent IADLEST at the award ceremony for the 2005-2006 recipients last spring. Pat also wrote in the IADLEST Newsletter of his disappointment and general lack of understanding that there weren't more nominations.

IADLEST can help. The easiest way to learn more about the award criteria, submit nominations, etc., is electronically. Look for an announcement with

the DOJ web link. Forward this contact to your public safety organizations, agencies, and academies. The nominations must come from the nominee's employing agency.

We all know our officers are performing heroic and honorable deeds every day. They deserve recognition.

### **2007 HIGH LIABILITY TRAINERS' CONFERENCE**

*by: Jay Preston Florida Department of Law Enforcement  
Criminal Justice Standards and Training*

Florida's Criminal Justice Standards and Training Commission, in conjunction with FDLE, are sponsoring a High Liability Trainers' Conference to be held in August of 2007. The intent of the High Liability Conference is to bring criminal justice instructors who teach the "hands on" high liability areas, through in-service programs or academy basic recruit programs, together to discuss issues relevant to high liability instruction. This High Liability Conference will be the 6<sup>th</sup> conference hosted by FDLE and the CJSTC and is designed to provide instruction in general areas of interest as well as specific topics that relate to each of the high liability areas. Attached for your review is a conference flyer which has a link to the High Liability Trainers' Conference website. This year Florida will be accepting out-of-state registrations for attendance at the conference. The registration fee for the conference is \$200 per out-of-state applicant. Pre-registration is required and is based on a first-come, first-serve basis to the first **100 individuals who register from out-of-state** and submit the \$200 registration fee. The 100 openings will be available to individuals from other states who are instructors or coordinators in the high liability areas at a state P.O.S.T., or a criminal justice training facility. Registrations from out-of-state will also be accepted from individuals who instruct in-service training programs at a criminal justice agency. FDLE will accept a check from a criminal justice agency or a money order as method of payment. **No personal checks will be accepted.**

For further information contact *Jay Preston*  
*FDLE/CJPP; P.O. Box 1489; Tallahassee, FL*  
*32302;(850) 410-8658 (Office); (850) 410-8606*  
*(Fax); [jaypreston@fdle.state.fl](mailto:jaypreston@fdle.state.fl)*

## **WEST REGION MEETING SCHEDULED**

The IADLEST Western Region has tentatively scheduled a region meeting in San Diego, California; April 15-17, 2007; at the Bahia Resort Hotel; 998 W. Mission Bay Drive; San Diego, California 92109; phone (858) 488-0551. For more information contact Tom Hammarstrom, Arizona POST, at (602) 223-2514 or e-mail [thammarstrom@azpost.state.az.us].

## **2006 CENSUS OF LAW ENFORCEMENT TRAINING ACADEMIES**

The IADLEST is partnering with the Police Executive Research Forum (PERF) to conduct the 2006 Census of State and Local Law Enforcement Training Academies (CSLLETA). This survey, funded by the U.S. Bureau of Justice Statistics (BJS), will collect information pertaining to training curricula, instructors, techniques, facilities, and policies of law enforcement training facilities.

BJS has provided us with a list of all known academies. Each has received the 2006 CSLLETA. The survey instrument was designed to be completed with the minimum time and research. Respondents complete the questionnaire either by mail or via the Internet. The goal is to get 100% response for known training academies. It is anticipated that 75% of the respondents will respond to the first and second mailings that will end December 2006. IADLEST will seek help from POST agencies to encourage the reminding 25% to respond after that date. With your help, IADLEST will be able to achieve a complete census of all the academies.

## **IADLEST PROBLEM-BASED LEARNING AND POST FUNDING FORUM A RESOUNDING SUCCESS**

*by: Dale Rothenberger, Michigan Commission on Law Enforcement Standards*

On December 5 and 6, 2006, the IADLEST Problem-Based Learning (PBL) and POST Funding Forum was held in Lansing, Michigan. The Forum was a great success. The forum was hosted by Steve Schierholt, Executive Director of

the Ohio Peace Officers Training Academy and Raymond Beach, Executive Director of the Michigan Commission on Law Enforcement Standards (MCOLES) of the IADLEST Central Region. Close to 70 participants representing 19 states attended the forum.

Michigan Governor Jennifer Granholm welcomed the attendees to Michigan and told them how important MCOLES and public safety are in her economic and quality of life initiatives.

The Forum participants discussed the theory and practice of problem-based training as a viable training delivery methodology for recruit and incumbent learning. The states of Kentucky and California shared their experiences with PBL during the first day of the Forum. The connection between e-learning and PBL was explored during a round table discussion later that evening. At the sessions, the participants discussed how the principles of adult learning could be incorporated into an e-learning platform for a richer training experience.

An open discussion regarding the rationale for the PBL model occurred on the second day of the Forum. The validity of the model, within the context of a state standards-setting agency, was explored as well as various research methodologies intended to support PBL theory and practice. During the afternoon of the second day, the participants discussed how recruit performances in real life scenarios could best be evaluated by an academy instructional cadre.

Budgets and funding initiatives for six states, California, Illinois, Kentucky, Ohio, Oregon, as well as Michigan, were presented and discussed. A white paper describing Michigan's public safety funding initiative was also presented. The importance of reliable and steady funding was reaffirmed by the group. It was decided that funding would be an agenda item for the upcoming 2007 IADLEST annual meeting as well as other proposals to provide additional support for states with funding initiatives or budget difficulties.

Attendees agreed that it was a very productive gathering of representatives from POST commissions and allowed everyone to exchange best practices on PBL instruction and POST funding.

## **ARE WE TOUGH ENOUGH ON OUR REPLACEMENTS?**

*by: Charles Loftus, Arizona State University Police*

A recent research project explored the histories and circumstances of police officers involved in various forms of alleged misconduct in Arizona. This study explored what factors led peace officers to engage in behavior that ultimately resulted in decertification by the Arizona Police Officer Standards and Training Board (AZPOST) between 1997-2001. Specifically, the concept of *Terminal Behavior* (conduct which an individual voluntarily engages in that, if detected, is potentially career ending) was examined.

Commonly, decertification is the state-level revocation of an officer's professional license to work as a law enforcement officer. One of the main goals of decertification is to limit the activities of those who betray the public trust and develop more professional police organizations. Consequently, in an effort to prevent substandard or unethical officers from having the ability to continue working in law enforcement after engaging in behavior that violates the law or public trust, police standards boards nationwide have established procedures for decertifying officers who do not meet professional benchmarks.

In the final analysis of over 500 cases, the data revealed that the seriousness of the offense was the single element that led the Board to revoke an officer's certification. The seriousness of the offense was divided into three levels using the Arizona Criminal Statutes as a guide: felonies or offenses considered felonies, misdemeanors or offenses considered misdemeanors, and work contract issues such as policy violations and ethical issues. The examination showed that felonies had the heaviest weight in determining police officer decertification, followed by work contract issues. Misdemeanors apparently had little to no weight in this determination.

One of the original hypotheses of the study queried the link between type of academy attended and likelihood for later decertification. Academy training has often been speculated as a possible factor in decertification behavior with regard to whether part-time or rural academies produce a lower-quality (ethically speaking) officer than full

time or urban/metropolitan academies. This investigation indicated no correlation between the academy type and terminal behavior, which implies that internal ethics cannot be taught. Proper and thorough hiring and background processes followed by a heavily supervised probationary period may be more important than the type or length of academy an individual attends. Even though many agencies have, arguably, some of the best background investigation processes in the state, determining a person's ethical mind set may be an elusive element that cannot be adequately detected during a conventional background investigation and may only surface outside the traditional background, hiring, and training period.

This examination produced a final finding that suggests lack of first line supervision and close probationary monitoring may play a role in cases where an officer's on-duty conduct results in terminal behavior. This suggestion may draw criticism especially if first line supervisors are held accountable for their subordinates' on-duty conduct. In retrospect, holding first line supervisors accountable for on-duty actions may be the most effective way of reducing on-duty terminal behavior incidents.

In a period of time where qualified applicants are on the decline and agency investment in an employee is at its highest, contemporary police managers have more job responsibilities than ever before. The decision to "cut your losses" and release poorly performing employees is made all the more difficult by the loss of tens (or hundreds) of thousands of dollars invested in training and testing a candidate who cannot or will not meet standards. However, the long-term costs to the agency are trivial compared to the potential damage employees with marginal ethics inflict upon the law enforcement profession if their early behavioral deficiencies are not swiftly and deliberately addressed.





***SAVE THESE DATES!!!!***

**THE FLORIDA DEPARTMENT OF LAW ENFORCEMENT  
and the  
THE CRIMINAL JUSTICE STANDARDS AND TRAINING COMMISSION  
will host the**

**2007 High Liability Trainers' Conference**



**August 27 - 31, 2007**

**Sawgrass Marriott Resort & Spa, 1000 PGA TOUR Boulevard  
Ponte Vedra Beach, FL 32082**



**For further conference, hotel, and registration information go to:**

**[http://www.fdle.state.fl.us/cjst/training\\_resources/2007HighLiabilityConf/HighLiabilityConf2007.html](http://www.fdle.state.fl.us/cjst/training_resources/2007HighLiabilityConf/HighLiabilityConf2007.html)**

**If you have specific questions regarding the conference, please contact  
Government Analyst II Jay Preston at (850) 410-8658 or via e-mail at**

**[jaypreston@fdle.state.fl.us](mailto:jaypreston@fdle.state.fl.us)**



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MEMBERSHIP

Membership in the Association is available in one of the following categories:

**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.

## **DOCUMENTATION OF TRAINING**

*by: Jim Meehan, Alaska Police Standards*

Most agencies do a good job at training their officers in what is sometimes referred to as “dynamic training,” meaning “hands-on” training. However, in the high risk for liability training areas, I am concerned agencies may not be doing enough to document their officers’ knowledge of agency policies in the areas of use of firearms, defensive tactics, use of force generally, and vehicle operations.

While most agencies have well documented written policies, agencies could be doing a better job documenting their employees’ knowledge of these policies. Each agency should have on file documentation that their officers were issued a policy and procedures manual and that their officers passed a written test demonstrating their officers’ knowledge of those policies, especially in those high liability areas identified above.

Agencies should also consider what type of records they have which demonstrate that when policies are violated, the agency takes corrective action. If a plaintiff can demonstrate that an agency did not enforce its policies, the claim will be that the agency ratified or condoned conduct that violated its own policies and procedures. Does your agency document discipline of employees for violation of policy? Does it document the need for further training on agency policies and procedures? What type of showing could your agency make in response to claims that your agency ratified or condoned violations of policies?

Most agencies rely on academies run by another agency or the education system for basic training. Consequently, their agency’s policies and procedures need to be taught by someone with the agency. Hopefully, this occurs at the beginning of the Field Training Officer (FTO) training. FTO officers should be well versed on their agency’s policy and procedures in the high liability areas. FTO’s are in a strong position to administer written tests that cover these high liability topics. Depending on the size of the agency, a standard test can be developed that the FTO’s can administer for this purpose. (It should not take that long to administer the tests that provide your agency with this documentation.)

What about in-service training? How often should officers be tested on these topics? This issue should be discussed with your agency’s or city’s risk manager. I suggest every other year might be appropriate unless there are major changes to your agency’s policies in the areas of liability exposure identified above - in which case training should take place close in time to the actual implementation of the policies. A good time to do this would be during the employee’s Performance Evaluation.

Everybody wins when agencies ensure their officers know and understand their agencies policies and procedures. Liability is reduced for the officer, agency, their governing body, and the citizens.

## **DRIVER’S REFERENCE GUIDE REVISION**

*by: Jack Hegarty, Lt., Arizona DPS  
and NHSTA Officer Leadership Representative*

The National Highway Traffic Safety Administration (NHTSA), working with several national law enforcement organizations including IADLEST, the National Sheriffs’ Association (NSA), and the International Association of Chiefs of Police (IACP) has nearly completed the third edition of the Law Enforcement Driver’s Training Guide. The guide was last revised in 2000.

The working group that has been meeting and revising the guide earlier in 2006 completed their work in July of this year. This group was comprised of police professionals from around the country with a vast experience in driver training. Most currently hold positions leading and managing their respective agencies driving programs and are involved with curriculum development and leading driving instructors.

This group worked to revise the guide and bring it up-to-date regarding driver training, pursuit driving, and current vehicles and equipment. The group also reorganized the guide to make it more intuitive and developed Power Point presentations that will be available with the guide.

The section of the guide dealing with legal and liability issues is being reviewed and revised by the National Law Center. Once their review is

complete, the guide will be reviewed for final edit and published.

NHTSA intends to make the guide available on their website, [www.NHTSA.gov](http://www.NHTSA.gov), when it's complete.

## NOTES AND LETTERS

Dear IADLEST Members, family and friends!

*On behalf of Vermont, I would like to wish all a Safe and Happy Holiday Season. It is amazing to think it was only six months ago we were hosting the IADLEST Conference and now we pass the torch to Virginia for 2007. It was a learning opportunity, much work and a lot of fun to see it all come together. We enjoyed hosting all in beautiful Vermont.*

*As of November, we have returned any remaining funds from the conference to the Treasurer. We have also mailed everyone who attended a photo CD of the conference as a memento of VERMONT! If anyone did not get one, please contact Assistant Director June Kelly.*

Happy New Year!

*June Kelly  
2006 Vermont Conference Coordinator*

## 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.

*Jeffrey Black, Director, Idaho POST, Meridian, ID  
Thomas C. Welch, Parkersburg PD, Parkersburg, WV  
Scott Johnson, Bur. Chief, Nevada POST, Carson City, NV*

## DON PIERSON RETIRES

Wyoming POST Director Don Pierson has set his retirement date for March 3, 2007. Don had been the Wyoming director for more than 16 years and

is one of IADLEST's senior members. He sends his thanks and best regards to the Association for all the assistance he has received and the professional fellowship he has enjoyed over the years.

## IADLEST POST-NET DECEMBER 2006 UPDATE

*by: Ray Franklin, Assistant Director  
Maryland Police and Corrections Training*

**POST-Net Fall Business Meeting Report:** As reported at the recent Business Meeting in Boston, Massachusetts, all POST-Net public and member services are fully operational. Site hits for the period from June 7 through October 4, 2006, totaled 310,217, averaging 2,629 per day. This indicates a modest 8% increase in site access over the similar period reported in Fall 2005. Forty-seven POST or state academy sites are currently linked.

**2005 Sourcebook Online Update:** Several additional sections of the 2005 Sourcebook survey effort have been added to the online report. The newly added topics include part-time law enforcement, instructor certification, use of force training, decertification, and distance learning, among others.

The 294-page Sourcebook document is currently available on our Member Services Intranet site linked to our public web site, or directly at <http://www.iadlest.org/memberserv/sbook05/sourcebook2005.pdf>. You will require an intranet account to view this document. There is also a link for a compressed version for quicker download. Contact me at [rfranklin@iadlest.org](mailto:rfranklin@iadlest.org) if you have forgotten your password or do not have an account. I think you will find the Sourcebook to be of lasting value. Should additional tabular or summary information be received from Bill Flink, the survey coordinator, they will be promptly added to the document. At your request, I will provide CD-ROM copies of the updated survey report.

**National Law Enforcement Academy Resource Network Proposal:** A national law enforcement academy network system was proposed at the recent IADLEST meeting in Boston. Combining communication, program approval, management, and media distribution services, the network would comprise the first effort to connect America's

police academies. The concept was introduced to the Department of Justice and other national association personnel on October 27, 2006. The response was overwhelming.

DOJ subsequently requested a meeting in Washington to discuss the initiative. On November 21, President Patrick Bradley and I met with Assistant Deputy Attorney General David Hagy and BJA Assistant Director Jim Burch. Both were impressed with the concept and endorsed the potential value of such a system. I have prepared a concept paper, detailing the proposal. It has been posted for your review at <http://www.iadlest.org/NLEARN.pdf>. I welcome your comments.

**National Decertification Database:** I am very pleased to announce the addition of revocation records from the State of Kentucky, bringing the number of participating POSTs to 24.

In other news, the Florida Department of Law Enforcement (FDLE) Criminal Justice Standards and Training Commission recently approved the submission of revocation actions since 2002. This action will significantly increase the total number of NDD records.

New equipment has been received and is currently being configured for the use of the newly improved database software system. Configuration of new hardware is underway and transition is expected shortly. Users will receive advance notice providing information necessary to access the system and receive new access codes. All existing NDD data will be automatically transferred to the new system.

I am also pleased to report the endorsement of our decertification database effort by IACP. Their recent resolution in support stated, in part, that "IACP does hereby strongly and respectfully request that federal, state, local, and tribal law enforcement leaders support the continued development and funding of the National Decertification Database, as planned and initiated by IADLEST; and...encourages each state association of chiefs of police to support state legislative efforts to authorize and incorporate their state's data in the national database."

**National Sobriety Testing Resource Center:** Participation in our Sobriety Testing Resource Center crossed the 3,600 member mark on November 28. The system now serves trained SFST practitioners in all states, DC, Puerto Rico, Canada, Mexico and the UK.

Gender Violence Resource Center: In July, I submitted a concept paper to the Office on Violence Against Women (OVW) of the U.S. Department of Justice, responding to a call for project proposals. The National Gender Violence Resource Center would have provided much needed training information related to domestic violence, sexual assault, and human trafficking.

OVW has informed us that our proposal was not selected for FY 2007 funding. Proposals totalling over \$70,000,000 were received with funding limited to \$21,716,463. We will continue to pursue other federal funding opportunities.

**Department Of Redundancy Department:** I am generally available on Wednesdays from 1:30 to 7:30 pm ET to update your state information and links, answer questions about using the system and generally support your Internet endeavors. Call anytime if it is urgent. My telephone number is 410-875-3604. You may e-mail me at [rfranklin@iadlest.org](mailto:rfranklin@iadlest.org) or page me via e-mail at [pager@rayfranklin.com](mailto:pager@rayfranklin.com). Please keep pages to 25 words or less.

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## **MINNESOTA LAUNCHES NEW ONLINE TRAINING FOR OFFICERS**

*By: Bill Everett, Everett Law LLC  
for the League of Minnesota Cities Insurance Trust*

The League of Minnesota Cities, in partnership with the Minnesota Chiefs of Police Association, the Minnesota Sheriffs Association, and the Minnesota Counties Insurance Trust, has launched a new, online police training program called PATROL (Police Accredited TRaining OnLine). Most of the training is legal in nature and highlights the latest and most critical legal

developments from the courts and the Minnesota legislature. The training is delivered in one-hour increments with a new course topic available each month.

The Minnesota Board of Peace Officers Standards and Training (POST) has approved the PATROL online delivery mechanism for accreditation. As an officer successfully completes a PATROL course, he or she receives one post credit. Officers who successfully complete each of the monthly PATROL courses earn 12 POST credits over the course of the year.

**Multiple benefits to training using PATROL:**

The PATROL program fills a void by providing frequent updates on legal issues that are critical for law enforcement personnel. PATROL is available through an annual subscription service providing unlimited access to all training and resources available in the online campus. It is very affordable and contributes to lowering overall expenditures for training.

Officers can complete PATROL training while on-duty; if the training is interrupted, a bookmark is set allowing the officer to return to where they left off before the interruption. Officers don't need to come in during their off-duty hours to attend live training or travel to receive training, and it is not necessary to call in off-duty officers to cover shift vacancies caused by attendance at training. The overtime savings alone may very well pay for the cost of the subscriptions.

The online learning environment is highly structured to maximize effectiveness and meet POST requirements. Each officer is issued a unique user identification password that allows secure access to PATROL. When officers arrives at the virtual PATROL campus they will find pre-assigned courses, access to a tutorial on how to get started, and other support and customer service features. Each PATROL course features a short introduction, a discussion of the learning objectives, and an in-depth explanation of the issues. Questions appear periodically throughout each segment to keep learners engaged.

A series of practical pointers and scenarios is included so officers are not only being presented with new information, but are also learning how to apply the new information to real-life situations.

Each course concludes with a multiple-choice exam. Officers achieving a predetermined passing score receive POST credit for the course (the exam can be retaken if needed to obtain a passing score). Finally, PATROL combines monthly educational courses with powerful administration features for tracking usage and performance. Police chiefs (or their designees) can log into the campus as a administrator and monitor their officer's progress. For example, the department might wish to set a deadline for completing new coursework—the chief or training officer would be able to check the campus at any time to see if officers have started the course and whether or not the officers have successfully completed it. In addition, they are able to see the date, time, and duration of training for individual officers.

**PATROL is not an entirely paperless system:**

PATROL was not designed to be a completely paperless system—in fact; each user is able to access two important documents. One is a certificate of successful completion of the course. To maintain compliance with POST requirements for training records, each officer prints the certificate of completion, signs it, and returns it to the chief or designated training officer. This helps the department maintain a complete record of training topic for each officer.

PATROL is also designed to print a “legal brief” at the end of each course. The legal brief summarizes the key cases and legal holdings that were discussed during the lesson and can be retained in a file or notebook for future reference. The brief also includes legal citations to the main cases and is intended as a legal reference guide for prosecutors or other attorneys advising the police department. These legal briefs and other resource materials are also available in the campus library for reference at any time.

**PATROL is easy to administer:** PATROL is accessible from any computer with Internet access. While an officer could access the training during off-duty hours or from home, departments should be careful to avoid Fair Labor Standards Act issues by preventing officers from accumulating work hours during times the officer would not otherwise be on duty. LMCIT recommends departments instruct their personnel to complete the training on-duty and only while using department-owned or approved computer terminals. When starting a

lesson, officers will be prompted to indicate whether they are using a high-speed or dial-up Internet connection. PATROL is best experienced over a high-speed connection. The same educational content is provided in the dial-up version; however less graphical content is included to reduce the "load" time between sections.

Here are some suggestions to agencies interested in implementing an online training system like PATROL:

Designate the computers to be used for training. For Obvious risk management reasons, it is preferred that the computers be located in buildings and not police cars. Ensure the computer has Internet access and consider setting up a desktop shortcut to make it simple for officers to find online training campus.

Designate a coach to get people started in using the online training program. New PATROL users may need a little help finding all the features and learning how to get into their coursework, access their training, records, turn the sound on and off, and print certificates of completion. It's not difficult to do with about 10 minutes of training, but it could be frustrating for those unfamiliar with the campus.

Don't worry if some officers are not entirely comfortable using computers. Although programs like PATROL is highly interactive, most of the work for the students involves clicking the mouse to move from one screen to the next and clicking on answers during multiple-choice exams. There's no typing involved.

PATROL is intended for all officers in the police department. Ideally, supervisors and managers will also complete PATROL coursework so they can reinforce the training in daily discussions and activities. In a perfect world, supervisors would be checking with officers to ask if they understood the training and to talk about how to apply the new information to circumstances that exist in their jurisdiction.

**PATROL offers plenty of Assistance:** LMCIT and its partners are working with NexPort Solutions Group of Denver, Colorado to provide the technology system behind PATROL and will

support the creation of online courses for Minnesota Law Enforcement.

One of the benefits of partnering with NexPort Solutions is that support for PATROL users is available around the clock. If an officer experiences any difficulties or has any questions, the program offers an easy way to submit a request for help.

Current NexPort customers include the Federal Law Enforcement Training Center, The Department of Homeland Security, and the Transportation Security Agency. NexPort has created over 300 hours of online law enforcement training for these and other similar agencies and provides training campuses for over 250,000 people.

### **CITIZEN REPORTING OF DUI – *EXTRA EYES TO IDENTIFY IMPAIRED DRIVING***

*Submitted by: National Highway Traffic Safety Administration*

The aftermath of the 2002 sniper shootings in Montgomery County, Maryland, and the Washington, D.C. metropolitan area, had an impact on impaired-driving enforcement. Law enforcement was already overextended from long overtime hours and increased security demands following the national tragedy of September 11, 2001. Montgomery County sought to motivate police officers to enforce impaired driving laws.

**Operation Extra Eyes:** The Montgomery County Police Department created the multi-agency *Enhanced Impaired Driving Task Force* program to raise awareness, motivate officers and educate the community. As part of the task force, Montgomery County developed *Operation Extra Eyes*. This program enlisted volunteer citizens, trained and ten joined with the to monitor locations for underage drinking, driving in public a, and other alcohol violations. Enhanced saturation patrols incorporated *Extra Eyes* and Students Against Destructive Decisions (SADD) volunteers giving a more comprehensive focus to impaired driving.

Although citizen-reporting programs focusing on traffic violations are fairly widespread, little objective data exists on effectiveness. The National Highway Traffic Safety Administration

contracted with Pacific Institute for Research and Evaluation (PIRE) to assess the effectiveness of the *Operation Extra Eyes* program in reducing impaired driving activities.

**Volunteer Organizational Structure:** Volunteers are trained to detect potentially impaired drivers by applying the same detection cues as police officers. The volunteers serve as “extra eyes” for officers on patrol. All volunteers have strict safety guidelines; for example, they are not allowed to follow or confront a suspect, stop a vehicle, or put themselves in harm’s way. SADD members are recruited from local high schools to help officers on a variety of community services activities including the *Extra Eyes* program.

Generally, *Extra Eyes* volunteers are deployed with sworn personnel during saturation patrols or other impaired driving enforcement activities and in terms of two or more. A supervisor oversees the operation.

On a typical *Extra Eyes* evening, volunteers meet with officers for a briefing. Volunteers are then equipped with binoculars and police radios and are deployed in their unmarked civilian cars to predetermined locations, typically near drinking establishments. When the volunteers sight a suspected impaired individual, they radio the location, a description of the individual and vehicle, and the cues they have witnessed to an officer, who then observes the suspected offender, and establishes probable cause if appropriate, and makes an arrest.

**Evaluation Methodology:** The researchers interviewed *Extra Eyes* participants to understand the program’s history, operation, and perceived value. They also surveyed, as suggested by program managers, Montgomery County patrol officers, including officers who have and have not participated in the program. PIRE collected data on driving under the influence (DUI) arrests, alcohol-related crashes, media coverage, and public awareness information in Montgomery County. The researchers compared this with data collected from two comparison Maryland counties – Prince George’s and Anne Arundel counties – neither of which has an *Extra Eyes* program.

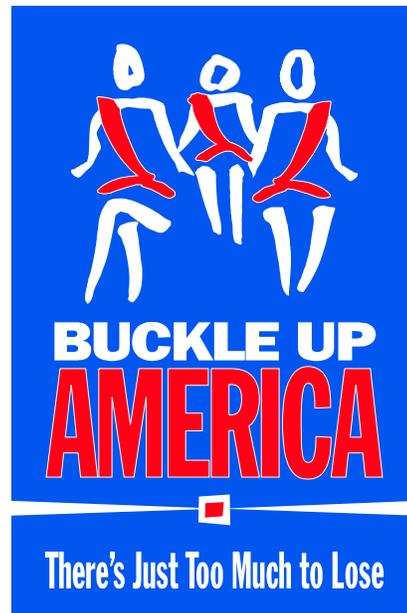
**Results:** Over four years (2002-2005), there were 25 *Extra Eyes* activities, an average of 6 per year.

On every evening but one, where activities took place and arrest data were available, at least one DUI offender was arrested in the county. The number of DUI arrests per evening ranged from 1 to 17.

**Conclusions:** This study found that the *Extra Eyes* Program is perceived by the program participants as beneficial as it served to motivate and intensify enforcement productivity, the original intent of the program. Public awareness and survey data, arrest statistics, and alcohol-related crash trends did not indicate reductions in impaired-driving activity or crashes.

This may have occurred because of a number of factors: (1) the program was in partial implementation before its formal kick-off and thus a clear-cut initiation point was absent, (2) the program was relatively small compared to the geographical and population size of Montgomery County, and (3) there was no concerted publicity effort launched to enhance the deterrence potential of the enforcement program. The *Extra Eyes* program appears to have met its goal of motivating officers and enlisting volunteers for the detection of impaired drivers.

To enhance the potential of similar programs, it may be necessary to increase the public’s awareness of the additional “eyes” looking for impaired drivers. This type of general deterrence strategy could reduce the number of individuals driving impaired.





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**TO:**

*Best wishes for the New Year!*

