

NEWSLETTER

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A Nationally Certified Program (NCP) ensures that the training is current, engaging, legally defensible, and appropriate to the target audience.

**MESSAGE FROM THE PRESIDENT
ENHANCING THE RESPONSE
TO HATE CRIMES**

*by: Dan Zivkovich, Director
Massachusetts Municipal Training Committee*



IADLEST has been invited to participate as a member of a national advisory committee to discuss enhancing the response to hate crimes. The committee was assembled and convened by the International Association

of Chiefs of Police (IACP) and the Lawyers' Committee for Civil Rights Under Law (Lawyers' Committee). The inaugural meeting was held on September 19, 2017, in Washington, D.C.; and IADLEST was represented by President Dan Zivkovich (MA).

Recognizing the critical role law enforcement and community leaders play in responding to hate crimes and the victims of those crimes, the meeting included law enforcement and civil rights leaders from across the country committed to developing an achievable action agenda to enhance the response to hate incidents and hate crimes.

"We are proud to lead a committee of such outstanding leaders who are coming together to invest their time and effort into breaking down barriers and strengthening the relationship between law enforcement and the communities that are too often the targets of hate crimes," said Lawyers' Committee President and Executive Director Kristen Clarke.

"We are grateful to Karol Mason, President of John Jay College of Criminal Justice, for facilitating these difficult and productive conversations and the participation of the committee members to ensure that we produce an action agenda to help law enforcement and community leaders enhance the response to hate crimes," said IACP President Donald De Lucca. At the first in a series of four meetings, members of the committee representing cities and

communities of all sizes began the hard and purposeful work of developing key principles for enhancing the response to hate crimes. The committee discussed the many legal, economic, emotional, social, and safety issues that arise in the wake of hate incidents and hate crimes, and proposed recommendations on how best to respond, including the role of police training in preparing officers to handle and investigate such incidents. Members also discussed ways to prevent hate incidents and hate crimes.

This meeting laid the foundation for a comprehensive action agenda for public officials, community leaders, law enforcement officers, and justice system leaders to better respond to hate crimes. Subsequent meetings will solicit input from additional law enforcement and civil rights leaders as well as community members targeted for hate crimes. The committee will use this input to craft an action agenda for community and law enforcement leaders. This action agenda, once funded and implemented, will help improve the safety of communities targeted by hate.

Organizations participating in this initiative include:

- The Anti-Defamation League
- The Arc (*For People with Intellectual and Developmental Disabilities*)
- Baltimore, MD Police Department
- Delaware State Police
- Dunwoody, GA Police Department
- Homeland Security Investigations
- Human Rights Campaign
- International Association of Chiefs of Police
- International Association of Directors of Law Enforcement Standards and Training
- John Jay College of Criminal Justice
- Knoxville, TN Police Department
- Lawyers' Committee for Civil Rights Under Law
- The Leadership Conference on Civil and Human Rights
- Mansfield, MA Police Department
- Matthew Shepard Foundation
- Muslim Advocates

- National Center for Transgender Equality
- National Organization of Black Law Enforcement Executives
- Seattle, WA Police Department
- Sikh Coalition
- South Asian Americans Leading Together
- UnidosUS
- University of Cincinnati
- University of Vermont Police Services

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 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; 1330 North Manship; Meridian, Idaho 83642; or Yvonne@iadlest.org. Contributors are encouraged to provide material that best promotes valid standards for the employment and training of law enforcement officers.

The IADLEST reserves its right to select and publish articles, announcements, and comments. The viewpoints and opinions of contributors do not necessarily represent the views of the IADLEST.

MEETINGS SCHEDULED

The IADLEST will conduct an Executive Committee meeting 3:00 pm to 6:00 pm, Saturday, October 21; and a General Business Meeting 8:00 am to 1:00 pm, Sunday, October 22, 2017. Both meetings will be held in the *Bridge* meeting room at the Embassy Suites by Hilton Philadelphia Center City; 1776 Benjamin Franklin Parkway; Philadelphia, Pennsylvania 19103.

The meetings will be held in conjunction with 2017 IACP Philadelphia Conference. The Embassy Suites by Hilton Philadelphia Center City is approximately four blocks from the Pennsylvania Convention Center.

The 2018 IADLEST Annual Conference will be held May 20-23, 2018, in Boston, Massachusetts, at the Revere Hotel Boston Common.

MIDWEST REGION MEETING

The IADLEST Midwest Region will meet at the Kansas Law Enforcement Training Center (KLETC); 11009 South Hornet; Hutchinson, Kansas, on December 4-5, 2017. A block of rooms is reserved at the Holiday Inn Express; 10750 Hampton Lakes Rd; Maize, Kansas. Room price is \$89.00 plus tax. Rooms are also available at the KLETC Dorms. Cost is \$45 single and \$30 double occupancy. Persons staying in the dorm will need to bring their own pillows, towels, and other items.

Hotel Reservations: Holiday Inn Express; 10790 Hampton Lakes Road; Maize, Kansas 67101; phone: 316-260-4070.

For additional information, contact: Gary Steed, Executive Director, Kansas Commission on Peace Officer Standards and Training; 1999 N. Amidon, Ste 350; Wichita, Kansas 67203; phone: 316-832-9906.



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.

Manny Alvarez, POST, West Sacramento, CA
Steven Ashley, Concordia University, Ann Arbor, MI
Nadia Charlery, POST, St. Croix, Virgin Islands
Kim Charrier, Police Department, Phoenix, AZ
Richard Montanez, Salt Lake Community College, South Jordan, Utah
Herman Williams, III, US Army Office Provost Marshal General, Haymarket, VA

POST DIRECTOR CHANGES



Director Mike Akselrud

Wisconsin: In July 2017, Mike Akselrud was appointed the new Director for the Wisconsin Training and Standards Bureau (WTSB). He was a WTSB POST staff member prior to his appointment as Director.

Mike has more than 20 years in the United States Marines as an enlisted Marine and commissioned officer. As an officer in the Corps, Mike instructed, mentored, and supervised thousands of new Marine Corps leaders in basic management and leadership skills. He supervised all administrative, training, and budget matters for teams of special operators deploying overseas to train and equip host nation forces. He led numerous special operations deployments in politically sensitive and vital regions. He planned, organized, and conducted training for personnel during a 15-month deployment to the Middle East and Far East. He has been recognized with commendations and medals on numerous occasions by the Marine Corps, the US Department of State, and the U.S. Ambassador and government of the host nation he assisted.

IADLEST COMPLETES TXDOT-DDACTS EFFORTS FOR 2017 AND PREPARES FOR FUTURE 2018 ACTIVITIES.

*by: Daniel A. Howard, Project Manager
TxDOT- DDACTS*

IADLEST has entered into a one-of-a-kind partnership with the State of Texas Department of Transportation (TxDOT) which began in 2015 with the first of a series of consecutive grant awards. This unique collaborative endeavor was designed to further TxDOT's goal of reducing crashes and other social harms in Texas through a state-wide implementation of the nationally recognized policing model known as Data Driven Approaches to Crime and Traffic Safety (DDACTS).

The project has three components, the first of which involves working one-on-one with police agencies, conducting 8-hour agency specific strategic planning workshops and providing eight hours of focused technical assistance. Once completed, continual remote technical support is provided to each of the agencies, all designed to help the department overcome any obstacles that may impede a successful implementation of the DDACTS model.



Dan Howard leading Lakeview, Texas, workshop

The second component involves developing and training a cadre of in-state DDACTS subject matter experts. This cadre in each of the first two years will assist in the coming year as IADLEST continues to provide a Texas concentric workshop to agencies throughout the state.

The last component of the project involves IADLEST conducting on-line and classroom training in various aspects of data analysis intended for law enforcement personnel assigned to the analytical function in their agency. The goal of the training is for agencies to learn how to best utilize their data while developing an operational plan that includes effective positive law enforcement contacts and high visibility enforcement strategies.

The effort of the last two years of this project has resulted in IADLEST working with more than 300 law enforcement personnel representing 35 agencies from throughout Texas and another 44 members responsible for the analytical function in their respective agency. Each participant has attended one of the two 16-hour in-person analytical workshops.

IADLEST is proud to announce it has been selected by TxDOT, for the third consecutive year, to receive a grant. This \$502,475 grant award will allow for the project to not only continue in the coming year, but also to increase the size and scope of it. The award will allow IADLEST to work with more than 20 local, county, and state law enforcement agencies, while continuing to provide remote assistance to any of the 35 previous that are in need of it. Lastly, IADLEST will continue to build the analytical capacities throughout the state through a four-part webinar training series on Data Analysis using Microsoft Access®; a three-part webinar training series on GIS and Mapping; and two different two-day, in-person Analytical Training Workshops.

Any Texas law enforcement agency wishing to participate in this project or for more information on it, please feel free to contact the TxDOT- DDACTS Project Manager, Daniel A. Howard.



**IADLEST-NHTSA
Below 100 Grant Program Update**
*by: Mark Damitio, IADLEST Accreditation
and Grants Manager*

In 2016, IADLEST received a pass-through grant from the National Highway Traffic Safety Administration to facilitate the delivery of Below 100 training over a 36-month period. The Below 100 mission is to influence law enforcement culture by providing innovative training and awareness, through presentations, social media, and webinars on identifying the leading causes and current trends in preventable line of duty deaths and injuries.

The Below 100 training program incorporates the following five tenets:

1. *Wear Your Belt*
2. *Wear Your Vest*
3. *Watch Your Speed*
4. *WIN—What's Important Now?*
5. *Remember: Complacency Kills!*

There have been four events or presentations since the last update:

- Presented a program overview to the National Sheriffs' Association at their Annual Conference in Reno, NV. There were 40 attendees.
- Staffed an informational booth at the FBI National Academy Associates (FBINA) Annual Conference in Washington, DC.
- Presented at the FBI National Academy Associates Annual Conference in Washington, DC. There were over 200 attendees.
- Presented at the National Organization of Black Law Enforcement Executives in Atlanta, GA. There were 12 attendees.
- Presented a Core Course and a Train-the-Trainer Course for the Tucson, AZ Police Department. There were 37 attendees.
- Presented at the American Association of Motor Vehicle Administrators Conference in

San Francisco, CA. There were over 100 attendees.

The grant is now in its second year. The funding provides for 12 training events per year. Each event normally will consist of a morning training session designed for all personnel (line staff to administration) followed by an afternoon session that is a train-the-trainer session so that agencies can develop their own trainers to continue the message. In addition, the funding provides for three presentations at major conferences per year, and for three free technical assistance visits per year to agencies that require additional expertise and guidance to implement the program.

We currently have events scheduled at the IACP Conference in Philadelphia, PA in October, and at the Norman, OK Police Department in December.

If your agency would like to host a **FREE** workshop, please contact me at markdamitio@iadlest.org or Below 100 Executive Director Dale Stockton at editorlom@yahoo.com. The general requirements for hosting a workshop are a classroom with multimedia equipment. Attendance requirements will apply so that we can maximize the return on investment of the grant funds. The workshops are free to the student, and all materials are supplied. Students are responsible for their travel and expenses.

HISTORICAL CELL SITE LOCATION INFORMATION CHANGES ON THE HORIZON?

by Bruce-Alan Barnard, JD, LLM

Cell site location information (or CSLI) provides location information that can be crucial evidence for obtaining convictions in criminal cases. Accordingly, it is very important for law enforcement officers to understand the legal aspects of obtaining and using CSLI in criminal investigations. The purpose of this article is to update members on the current status of the law regarding the collection and use of historical cell site location information.

Cell towers are constructed with an antenna array that typically has three separate antennas, each providing 120 degrees of coverage. Cell phones are “dumb devices” that will automatically attach to the tower that has the strongest connection signal. As a person moves, their cell phone is constantly looking for the strongest signal, disconnecting from one tower and reconnecting to another as they move. When a cell phone connects to a tower, a record of the connection is made by the service provider and is kept in the ordinary course of business. Because the records indicate not only the tower to which the cell phone connected, but also the specific antenna, general historical location information can be derived from these records.

So, the legal question becomes: Is the collection of this historical CSLI a “search” under the Fourth Amendment? If collecting CSLI is a Fourth Amendment search, it must be reasonable under the Fourth Amendment, which means it must be collected pursuant to a warrant or with a judicially-recognized exception (JRE) to the warrant requirement. In *Smith v Maryland*, 444 U.S. 735 (1979), the Supreme Court held that it was not reasonable to expect privacy in communication routing/addressing information because that information was provided to a third-party. In *Smith*, the communication routing information was telephone numbers dialed as a result of the use of a pen register. Accordingly, the court held that it was not a “search” to use a pen register to obtain this communication routing information. Lower courts extended this rationale to other communication routing information, including CSLI. For example, in *United States v. Graham*, 824 F.3d 421 (4th Cir. 2016), the Fourth Circuit held that the Fourth Amendment does not protect historical CSLI.

In 1986, Congress passed the Electronic Communications Privacy Act (ECPA). One part of the ECPA required a Pen register and Trap and Trace (PRTT) Order based on “reasonable grounds” in order to put a Pen register on a communications account. Title II of the ECPA, known as the Stored Communications Act (or SCA) requires court order under Section 2703(d) in order to obtain historical “transactional” communication information. This order is

known as a 2703(d) order. In order to obtain a 2703(d) Order, the application must show “specific and articulable facts showing that there are reasonable grounds to believe that . . . the records or other information sought are relevant and material to an ongoing criminal investigation.” This “reasonable grounds” standard is less than probable cause, which means it is easier to get a 2703(d) Order than it is to get a warrant. Since CSLI is “transactional” historical communication information under the SCA, this means that CSLI can be obtained under the SCA with a 2703(d) Order.

In April of 2016, the United States Court of Appeals for the Sixth Circuit decided the case *United States v. Carpenter*, 819 F.3d 880 (6th Cir. 2016). In *Carpenter*, the Sixth Circuit rejected an argument made by the defense that the Third-Party Doctrine should not apply to CSLI and therefore the government should have to obtain a warrant to get historical CSLI (instead of a 2703(d) Order under the lower standard). The Sixth Circuit rejected the argument by defendant, but the Supreme Court has granted a Writ of Certiorari and has agreed to review the decision. Oral arguments are set to be held at about the same time as the release of this article with a written opinion to follow early in 2018. Will the court abandon the Third-Party Doctrine and hold that a warrant is required to obtain CSLI? Or will the court affirm the Sixth Circuit’s decision upholding the ability to get to CSLI with a 2703(d) Order? We’ll know this January!



About the author: IADLEST member Bruce-Alan Barnard, JD, LLM is a former federal prosecutor and senior legal instructor who has trained over 30,000 state, local, tribal, and federal law enforcement officers across the country over the last 20 years. He received his law degree

from the University of Florida and advanced law degree from the University of Alabama. He is a subject matter expert in the legal aspects of law enforcement, specializing in search and seizure law and electronic surveillance law. Bruce-Alan also provides weekly updates on cases that impact the legal aspects of law enforcement by hosting the weekly podcast “Broadcast Blue” at www.broadcast.blue

SO MANY CASES, SO LITTLE TIME

by: Thomas McGreal, Certified Forensic Interviewer, Wicklander-Zulawski & Associates

Investigators often carry heavy caseloads and have minimal time to conduct extensive interviews. Pressures to complete their assignments come from a variety of directions including supervisors, the media, the public, and often the victim or their family. Internal pressures, often a desire to be successful, may also be a factor. Due to a combination of these external and internal forces, investigators are often heard saying they do not have time to develop rapport with the subject of an interview. This may be the very reason they are unsuccessful in some of their interviews, as they do not take the requisite time to develop rapport and understanding of their subject. The same investigators may also ask too many closed questions with a focus on obtaining singular information and, as a result, valuable information is lost.

The ability to develop rapport is often directly correlated with an interviewer’s attitude or bias during the conversation. This can be most difficult when interviewing a subject who has committed heinous crimes. Even if an interviewer’s time is limited, at a minimum, an understanding and respectful attitude should be conveyed.

When conducting investigative interviews, some investigators just appear to be going through the motions. There is minimal attempt to develop any rapport with the subject or understand the reasons for their actions. To someone listening to the exchange, the interviewer’s tone of voice may suggest they don’t like or respect the person being interviewed. The interviewer may also ask too many closed-ended questions, revealing much about what is known and the target of the investigation, potentially contaminating any subsequent admission. Asking closed questions also conveys that the interviewer is not interested in the complete version of events, but rather has a sole focus. Another common mistake is if an open ended question is asked, the interviewer interrupts and talks over the subject’s response. The person conducting the

interview does not completely listen to the subject's response and may miss a lot of potentially valuable information that should have been examined more closely. The interviewer's probing skills are deficient. Often seen from impatient investigators is repetitive, direct accusations and speaking over the subject's denials. The person interviewed becomes agitated when not allowed into the conversation, and active listening decreases. The interviewer appears to be rushed and not involved in the conversation. In these instances, there is no connection made between the interviewer and the subject of the interview. As a result, the person interviewed shuts down and has no inclination to supply any information regarding the investigation. In some cases, depending upon the length and nature of the interview, this may lead to misinformation or a false confession.

It seems intuitive that many criminal investigations rise or fall on the abilities of the person chosen to conduct the interview. It doesn't matter if the person interviewed may be a victim, witness, or suspect. Some investigators seem to have an innate ability to connect with almost anyone. They appear to enjoy talking with people from all walks of life. These professionals are sometimes referred to as "People Persons." These same investigators have probing skills that increase, rather than reduce, a subject's desire to give truthful information. The participants are truly carrying on a conversation with one another. The investigator's development of rapport is not just a box to check off as he or she progresses through the interview. Rapport is developed and carefully maintained throughout the interview. Sometimes benefits are seen, even after the interview is completed. People possessing information regarding criminal activity have been known to contact specific investigators because of a feeling of trust previously developed during professional interviews. Some of these connections form actual friendships that extend throughout an investigator's entire career.

Often, the ability to develop rapport comes naturally to professional interviewers. It is hard

to fake sincerity. Insincerity can be detected quickly by even the most naïve victim, witness, or suspect. If an interviewer is perceived as insincere, information will be withheld. Some interviewer's often overlook their own tone of voice. Professional interviewers are aware that insincerity can be quickly detected by the interviewer's tone. Professional interviewers closely monitor their voice patterns, preventing the leakage of any negative feelings about the subject of their interview. They are aware that people will not divulge information to someone they do not feel respected by.

In general, people do not pay attention to their voice patterns and tone. If a person listens carefully, words can convey different meanings ("How was your day? Fine!") During on-going relationships, tone of voice is often ignored, leading to unhealthy unions. As a result, many marital bonds dissolve, leading to divorce. In many cases the divorced partner has no idea that there were any problems in the marriage. He or she has been ignoring a change in their partner's tone of voice for many years. During those years prior to the dissolution of the marriage even their own tone of voice may have conveyed disrespect and contempt towards their spouse. The same example may be applied to an investigative interview. Biases and contempt may be revealed through tone of voice, leading to an unsuccessful interview.

Prior to beginning an interview, successful interviewers take the requisite time to consider what it would be like to be in the subject's position. What would motivate a person to commit the act under investigation? What are the subject's true motivations for the event? What are the subject's fears that must be understood prior to gaining an admission? These fears may include going to jail, loss of employment, paying restitution, public or private embarrassment, physical violence in retaliation for the event, or a combination of all of the above. Unless the interviewer understands, acknowledges, and overcomes these fears, the chance of obtaining an admission or gaining truthful information is greatly diminished. Understanding an individual's concerns may also create a feeling of empathy for the subject

interviewed, further developing a relationship, fostering rapport and trust.

In many cases, professional investigators allow the subject of the interview to vent their frustrations without interruption. In this case, issues may be addressed immediately and properly, resulting in the subject of the interview viewing the interviewer more favorably. An example of this may be articulated if the subject of the interview has had an unfavorable contact with law enforcement in the past. This lingering issue may prevent the subject from being candid in the current setting. By allowing the person to express his or her emotions and listening to the subject's concerns, without interrupting, allows the investigator to demonstrate caring about the subject's interests. Throughout this experience, it is important for the investigators to remain nonjudgmental.

Professionals do not let their biases or egos get in the way of success. They focus on the ultimate goal of the interview: to gather truthful information. We may not be able to eliminate all of our biases, but our conscious awareness of these feelings may lead us to a more objective perspective when evaluating information received during the interview.

When professional investigators ask an open-ended question, they do not interrupt the interviewee's response with an additional question. The subject is allowed to complete their response fully. The investigator does not rush, rather illustrates a willingness to remain involved in the conversation as long as necessary.

In some cases, subjects of an interview may have guilty knowledge they do not want to reveal. Prior to the interview, these persons have decided how much information they will reveal and what they are going to withhold. These persons are prepared to make denials to direct accusations and, in turn, are grateful to respond to closed questions. Normally, closed questions ask for a specific piece of information which does not need any elaboration. The question is asked, and a deceptive response may be given.

On the other hand, open-ended questions throw the deceptive person off balance. The deceptive individual is prepared to answer a direct question with a denial. An open-ended question requires a more complete response. More pressure is placed upon the individual if the interviewer gives the subject the boundaries of the question, and then asks for a very detailed response. "John, please tell me, in as much detail as possible, everything you did on Friday, beginning when you woke and ending when you went to bed that evening." A question of this type places the onus on the deceptive person to give you the needed information. Even if the deceptive individual gives a more complete response, but leaves out the incriminating segments, a time line may reveal points of omission that should be explored further. Open-ended questions often reveal valuable information that the investigator had not considered. Open-ended questions create dialogue in which subjects often reveal information regarding their knowledge of an incident which they intended to withhold. At times, even information the subject feels is benign, can lead to the successful conclusion of an investigation. This is a dilemma for the person who believed they could outsmart the interviewer by appearing to cooperate. They must decide if they are going to give vague, non-descript information ultimately appearing deceptive or create fabrication allowing the investigator to either corroborate or disprove. Either way, investigative information regarding the subject's cooperation will be revealed to the investigator.

After an open-ended question is asked, the investigator must allow the subject to respond completely. A truthful person may pause after giving a brief summary to collect his or her thoughts, in order to add additional information. A deceptive person may pause, waiting to see if the investigator will accept the answer given. Silence is uncomfortable for both the interviewer and the person interviewed. The interviewer should wait a reasonable amount of time prior to interjecting. The truthful person will appreciate the additional time to collect his or her thoughts. Often times, the silence will be unbearable for the deceptive person who will fill

that silence with additional irrelevant information. In either case, it is to the interviewer's best interest to pause before asking another question.

It is understood that many investigators have increasingly heavy caseloads and limited time to conduct extensive interviews. Many of the points mentioned earlier may suggest the interviewer needs to take more time prior to an interview, or even during the conversation with the subject. Understanding that investing time properly into the investigation and subsequent interviews may actually result in more time for the investigator. The ability to close out the case sooner, eliminate innocent subjects and minimize multiple interviews of the same subject may all be a direct result of a thorough investigation and strategic planning of the interview. Considering the subject's fears and possible motivations for their actions while showing respect and understanding for the individual will also contribute to higher resolution of cases. Respect for the subject's opinion is easily conveyed by asking many open-ended questions, actively listening to their response, and probing, in a non-confrontational manner, any areas of concern.



Thomas McGreal is a Certified Forensic Interviewer, employed by Wicklander-Zulawski & Associates as a Speaker/Consultant. Thomas was previously employed by the Cook County State's Attorney's Office as an investigator, assigned to the Post

Conviction Unit. Thomas was also employed by the Chicago Police Department, assigned to the Detective Division.

**IADLEST-NHTSA
NLEARN/IADLEST WEBSITE
GRANT PROGRAM UPDATE**

*by: Mark Damitio, IADLEST Accreditation
and Grants Manager*

In 2016, IADLEST received a grant from the National Highway Traffic Safety Administration to redesign both the IADLEST National Law Enforcement Academy Resource Network

(NLEARN) webpage and system and the IADLEST Website.

The project will incorporate a complete re-design of the NLEARN database, form and maintain an Advisory Group, develop a marketing plan for NLEARN, and develop a list of training programs to be hosted on and available through NLEARN. Advisory Group members are: Gary Steed (KS), Stephanie Pederson (WI), Vic McCraw (ID), Dan Zivkovich (MA), and Dave Harvey (MI).

Since the last report, the project team from IADLEST and Envisage are pleased to report that significant progress has been made, and the project is on track to meet all of its deliverables. There is a working beta site with improvements in the visual appearance and ease of access. There are fewer links needed to access information the site already had, and there will be a significant amount of additional information available.

There was a successful update to the underlying software of the sites that will make access easier for IE 10 and Edge browsers.

At the October General Business meeting, the Advisory Board will meet again to receive an update on the progress and to give their feedback on their impressions of the beta site. In addition, any input on the changes that you would like to see on both the NLEARN and IADLEST sites will be welcomed and appreciated. You may contact any member of the project team: markdamitio@iadlest.org, mikebecar@iadlest.org, or dsetzer@iadlest.org with your input.

The project is still on track for a roll-out of the new sites before the end of the calendar year. If you are not yet a subscriber to NLEARN, please join the over 3,000 members by contacting Content Manager Dan Setzer at dsetzer@iadlest.org. There are weekly updates with new content that is of great value to trainers and training administrators.



DEVELOPS CUSTOMIZED TRAINING AND ENSURES ACCOUNTABILITY FOR POLK COUNTY SHERIFF’S OFFICE

submitted by: Amanda Champion PoliceOne

Background: The Polk County Sheriff’s Office serves roughly 650,000 residents in central Florida with a force of 725 sworn officers, 350 certified corrections officers, and hundreds of support staff. The jurisdiction covers 2,011 square miles between Tampa and Orlando.

Challenges: Polk County Sheriff Grady Judd wanted to standardize the agency’s training by providing short videos to be shown during daily roll call to address high-liability topics such as pursuits, arrests, and firearms. The agency initially created its own training system, but developing the videos in house proved a slow and arduous process.

“It was taking us quite some time,” said Lt. Eric Rauch, training section administrator, “and I was making sure I got releases on every video, which was delaying our process a little bit more.”

Tracking compliance posed another problem. The agency had no reliable way to ensure consistency or account for who had or hadn’t viewed a video or completed a training assignment.

Solution: The Polk County Sheriff’s Office began training with PoliceOne Academy in July 2013. Sheriff Judd emphasizes global training, and the agency signed a contract for the entire county, giving most cities and municipalities in the county access to the PoliceOne Academy platform.

At first, captains chose their own lesson plans, but now the course selections are standardized across the agency. Supervisors lead video training during daily roll call and document who was in attendance electronically. The training

video is assigned online to anyone not present at the briefing, and the system acknowledges when each has viewed the required video.

Polk County uses the Academy daily, and their most used courses include topics such as gangs, active shooter prevention, and workplace issues like sexual harassment and cultural awareness. The agency’s average cost of training on the PoliceOne Academy platform from July 2016 through June 2017 was less than \$2/hour.

Officers can access their training assignments from any device, anytime, anywhere. The system provides 100 percent reach and complete accountability, as well as an effective way to document the agency’s CALEA accreditation requirement for shift briefing training and other compliance needs.

“It was just a huge game-changer for us,” said Rauch. “I can’t say enough good about it.”

Customization: About a year after adopting the PoliceOne Academy platform, Polk County wanted a way to add its own courses to the mix. The custom course tool was launched in September 2015, and now users can create and deploy a course with agency-specific messaging in one day.

Rauch and his team have created nearly 200 custom courses in less than two years, and the agency produces about five custom courses each month on average. They can also disseminate general orders and procedural memos using the Academy platform, which tracks compliance.

“Definitely we have 100 percent accountability,” he said. “Instead of my admin chasing you around to get a signature, you can do it on your phone or from wherever.”

Results: Rauch appreciates the responsive customer service and support from PoliceOne

and says the Academy platform is “worth its weight in gold.”

For the Polk County Sheriff’s Office, the benefits of training with PoliceOne Academy are three-fold:

First, the agency can produce tailored training quickly to address hot topics, as well as on-demand access for remedial training and accreditation needs.

Access to on-demand remedial training reduces liability by eliminating delays between an incident and delivering the training to address it. And the county no longer has to schedule accreditation training sessions for reserve or retired officers to keep their standards up - another advantage.

“Each year we’d have to put on a 40-hour block for them,” said Rauch. “Now we use PoliceOne for that.”

Second, more units within the sheriff’s office and more municipalities within the county are using the platform for more consistent training throughout the agency and county.

“Our sheriff believes in global training and wants us to train everybody that we possibly can, and we’re seeing that we’re getting more consistent training across the county,” said Rauch.

“It’s brought the agencies a little closer together because we’re sharing information,” he added. “When you start counting all the other agencies that are under our contract, probably 1,500 law enforcement officers in this county benefit from the program.”

Third, the minimal cost per hour saves the county hundreds of thousands of dollars in potential lost time. At an average cost of less than \$2/hour, Rauch estimates that the training solution saved \$180,000 in manpower alone in 2016.

Future Plans: The Polk County Sheriff’s Office is one of PoliceOne Academy’s

largest users, and Rauch says the agency wants to do even more with the platform.

“There’s a million ways we can and do use the system, and we could be doing so much more,” he said. “We have some growing that we want to do along with PoliceOne Academy, so our goal is to increase the use of it. I’ve been doing this for 29 years, and it has been the best change in training that I have ever seen.”

For more information, visit PoliceOneAcademy.com or call 866.941.4090.

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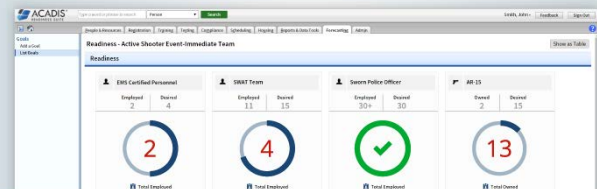
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**IADLEST-BJA
CRIME ANALYSIS GRANT
PROGRAM UPDATE**

*by: Mark Damitio, IADLEST Accreditation
and Grants Manager*

During the third three months of 2017, the IADLEST-BJA Crime Analysis Program offered a combination of workshops and technical assistance:

Crime Analysis for Chief Executives Workshops (14 hours):

Dates	Location	Instructors	Agencies	Attendees
July 11-12, 2017	Wilmington University,	Christopher Bruce	13	25
	New Castle, DE	Dawn Reebby Mitch Cunningham		
Aug. 28-29, 2017	TN LE Training	Christopher Bruce	10	34
	Academy Nashville, TN	Greg Stewart		
		Mike Alexander		

The two-day open enrollment workshops are geared to agency teams, and focus on fostering better coordination and understanding. The one-day workshops are geared to a specific agency and focus on improving and increasing analytical capacity.

IADLEST is in the process of developing additional workshops for calendar years 2017 and 2018:

Dates	Location	Type
November 8-9, 2017	Jackson, MS	2-day open enrollment
November 27-28, 2017	Phoenix, AZ	2-day open enrollment (FULL)
November 29-30, 2017	Phoenix, AZ	2-day open enrollment
December 6, 2017	Santa Rosa, CA	1-day agency-specific
January 11-12, 2018	Bangor, ME	2-day open enrollment
TBA, 2018	TBA	2-day open enrollment
TBA, 2018	TBA	2-day open enrollment
TBA, 2018	TBA	2-day open enrollment

Crime Analysis Webinars (1.5 hours):

We were scheduled to hold a webinar titled “Near Repeat Calculator” on June 22, 2017.

Due to a technical issue needed to successfully operate the program, the webinar was cancelled. In its place, on September 7, 2017 the project presented a webinar on Crime Analysis for Organized Retail Theft. Thirty-four people attended.

The project plans on presenting two webinars in the final quarter of 2017 and then one each quarter in 2018. Watch the IADLEST Crime Analysis project page at: <http://iadlest.org/Projects/CrimeAnalysisforChiefExecutivesWorkshop/CrimeAnalysisforChiefExecutivesWebinar.aspx> for dates and times as they are scheduled.

Technical Assistance

Within the original 2013 grant was the provision to provide technical assistance upon request of an agency that was an attendee at one of the executive training workshops. We have received a request for technical assistance from the Santa Clara County Prosecuting Attorney’s Office. The technical assistance focus on improvement of processes and operational use of crime analysis within a Prosecutor’s Office. The technical assistance is scheduled for the first week of December 2017.

NCP Renewal

The workshops are nationally certified through the IADLEST NCP. The time has come for a renewal of the NCP certification in a project this fall. There is going to be a re-write of the curriculum to keep the information fresh in preparation for the renewal.

Prosecutor’s Forum

In the deliverables for the current project, BJA expressed a desire to see more material specific to prosecutors as part of the workshop, webinars, and literature. The need for such material has been illustrated by the presence of prosecutors and prosecutorial staff members at the various executive workshops, as well as a recent focus on “Smart Prosecution,” which uses data-driven, evidence-based strategies to create more efficient, effective, and fair strategies. The project will convene a forum this winter to address these


concerns. Over a two-day period, we will present a variety of moderated-discussion questions and exercises to better understand the unique crime analysis needs of the nation's prosecutors. The explicit goal of the discussions will be to develop the material necessary for a model training curriculum that focuses on those needs.

Host Agencies Needed

We are in the process of the planning for the distribution of the remaining workshops during 2018. If your agency would like to host a workshop, please contact me at markdamitio@iadlest.org. The general requirements for hosting a workshop are a classroom with multimedia equipment that can hold between 30-60 comfortably, with space and table flexibility to break out into small group sessions. The workshops are free to the student, and all materials are supplied. Students are responsible for their travel and expenses. You may always find the most up-to-date information on the IADLEST-BJA Crime Analysis Grant Program on the IADLEST website under the "Projects" tab at <http://iadlest.org/Projects/CrimeAnalysisforChiefExecutivesWorkshop.aspx>

ONGOING IADLEST PROJECTS

IADLEST is actively engaged in several programs and services, some of which are supported by federal funding agencies. The following are brief descriptions of offerings that may be of interest to IADLEST members.

- **Accreditation:** IADLEST offers accreditation services for POST agencies and law enforcement academies. The benefits are maintaining compliance and consistency with national and state standards, increasing defensibility, national recognition of adherence to best practices, and guidance for addressing issues and achieving best practices. For the POST agencies, there are 99 standards encompassing Statutory and Regulatory Compliance, Mutual Aid Agreements and Policies, Record-keeping, Budgeting, Health Screening, and Disciplinary Process.
- **Audits:** IADLEST offers audit services for POST agencies and law enforcement academies. Audits are designed in consultation with the agency to meet the client's need. They can be focused on one or more of the following areas: Performance Audit (efficiency, effectiveness and conforming to best practices), Image Audit (perceptions of external and internal stakeholders), Operations Audit (quality and effectiveness), Finance Audit: (finances managed appropriately; fees, grants, funding), Management Audit (leadership), Content Audit (consistent voice), Legislative and Policy (compliance).
- **Blue Courage:** Blue Courage enhances the law enforcement professional's capacity to serve with courage, respect, resilience, and commitment to the nobility of the profession. The Blue Courage Academy consists of the two-day Blue Courage course followed by a two-day certification course, allowing attendees to conduct their own two-day courses. The grant is intended for full state infusions, which includes a Blue Courage Academy (Train-the-trainer) a couple of two-day blue courage classes and two or three Blue Courage executive overviews. IADLEST has conducted the state infusions in Arizona, Washington, Ohio, Nebraska, New York, Iowa, and Kansas with several other states in progress. Click on: 
- **Crime Analysis Workshops and Webinars:** Since 2013, IADLEST has managed a grant from the US Department of Justice Bureau of Justice Assistance to provide a four-tiered training program for Crime Analysis. The four tiers are (1): the provision of free 16-hour "Crime Analysis for Chief Executives" training workshops, (2): provision of free 1-½ hour webinars on selected crime analysis subjects, (3): presentations at executive conferences, and (4): Free additional technical assistance to agencies that participate in the 16-hour workshops. The goal is reductions in crimes, crashes, and other social harms and

the effective and efficient use of patrol, investigative, and other available resources.

- **DDACTS:** Data-Driven Approaches to Crime and Traffic Safety (DDACTS) is an effective, predictive, location-based policing approach to crime and traffic safety that delivers law enforcement services at the right place and at the right time. NHTSA funds Implementation Workshops and analytical support to law enforcement agencies throughout the country.

Click on:



- **Large Truck & Bus Traffic Enforcement:** A Federal Motor Carrier Safety Administration funded training program that establishes the importance of municipal and other local law enforcement officers actively engaged in enforcing moving and equipment violations associated with large trucks, buses, and other commercial vehicles. Click on:



- **National Certification Catalog:** Since June 1, 2015, IADLEST has been certifying courses as part of our National Certification Program. Training programs are rigorously assessed to ensure training excellence. The catalog is a listing of vetted training that ensures that the training is current, engaging, legally defensible, and appropriate to the target audience. Click on:



- **National Decertification Index (NDI):** The NDI is a searchable national registry of certificate or license actions related to officer misconduct. Click on:



- **NLEARN:** The National Law Enforcement Academy Resource Network (NLEARN) is an Internet link to all United States law enforcement training academies and provides a variety of resource services including complete training programs, significant documents repository, and interactive member bulletin board forum.

Each week this project reaches over 3,000 police instructors and academy personnel on the local, state, tribal, federal, and military levels. Click on:



- **Outreach:** Outreach is a project that supports various combined traffic safety initiatives and promotes more involvement of local law enforcement in data driven traffic safety enforcement and education. This includes Combined Accident Reduction Efforts (CARE), State & Provincial Division of IACP (S&P), and the Florida Highway Patrol (FHP) to push NHTSA's goals of reducing crashes and saving lives on our nation's highways. The project is led by Retired Col. Ken Morkel who is building relationships and bringing law enforcement agencies together to help reduce crashes for the summer driving season.
- **Training Development, Analysis, Design, Review, and Implementation:** For Academies, there are 72 standards encompassing Statutory and Regulatory Compliance, Mutual Aid Agreements and Policies, Operations, Record-keeping, Staff, Students, Training Development/ Analysis/ Delivery and Assessment.
- **State Training Assessment:** In 2016, IADLEST was awarded a grant by the US Department of Justice /Office of Community Oriented Policing Services (COPS) to survey the 50 states to determine the current state of training and curriculum development in process in response to the recommendations of the President's Task Force on 21st Century Policing.



Watch for Motorcycles

**BUSINESS MEETING MINUTES
NASHVILLE TN
May 24, 2017**

CALL TO ORDER: President Brian Grisham (TN) called the meeting to order at 8:45 AM Central Standard Time on Sunday, May 24, 2017.

ROLL CALL: The roll of attendees was called by Secretary Pederson (WI). There were 21 POST agencies represented. There was a quorum present to conduct business.

ADDITIONS TO AGENDA: President Brian Grisham asked if there were any additions to the agenda. There were no additions to the agenda.

INTRODUCTIONS OF GUESTS: President Brian Grisham asked if there were guests to be introduced.

President Grisham introduced Sheriff Kenezovich (Spokane County Sheriff's Office).

Next, Rick Baker was introduced as the President of the Tennessee Law Enforcement Training Officer's Association (TLETOA). President Baker provided an overview of the Training Officer's Association and provided a pamphlet to the members on the TLEOTA. He also offered that if anyone is thinking of starting up a similar program in their state, they should contact President Grisham.

APPROVAL OF GENERAL BUSINESS MEETING MINUTES

President Brian Grisham asked for a motion to approve the General Business Meeting Minutes from October 16, 2016, as posted in the April Newsletter. There was a **MOTION** by Dan Zivkovich (MA) and a

SECOND by Rebekah Taylor (LA) to approve the minutes. The **MOTION CARRIED.**

EXECUTIVE DIRECTOR'S BRIEFING

Executive Director Becar provided information on the following:

Changes in POST Directors –

- Adam Kisthardt is no longer the POST Director in Pennsylvania. The new director is Major Troy Lokhaiser.
- William Baldwin is no longer the POST Director in Honolulu. The new director is Keith Horikowa.
- Scott Rechtenbaugh moved to another position in South Dakota. The new POST director is Chad Mosteller.
- Sean Moriarty was promoted in Delaware. The new POST director is Captain Jennifer Griffin.
- Dave Harvey retired from the Michigan POST. The acting POST director is Hermina Kramp.
- Tony Barthuly was promoted within the Wisconsin Department of Justice. No acting director was named since Tony Barthuly is still in the chain of command. Their job announcement closes on June 5, 2017.

Bookkeeping: IADLEST was in the process of changing the bookkeeping system from Check Writer to Quickbooks. However, IADLEST was still having problems with Quickbooks after switching over. So IADLEST is now switching to Quickbooks online and Yvonne will be going through training after the 2017 conference. IADLEST is also working with a CPA to bring the bookkeeping back in line.

Travels

Dave Harvey traveled for Mike Becar on some occasions as follows:

- Dave Harvey attended the Midwest Region meeting in Kansas on March 5-7, 2017.
- Dave Harvey will conduct a presentation on IADLEST at SSPADS on June 26, 2017.
- Brian Grisham, Dan Zivkovich, Kim Vickers, and Dave Harvey attended some meetings on Capitol Hill for Mike on April 6, 2017.
- Dan Zivkovich and Dave Harvey met with the following agencies on April 7, 2017:
 - Jones & Bartlett Publishing
 - Department of Justice
 - NHTSA
 - Fara Gold, DOJ Criminal Section

National Certification Program

Problems: Executive Director Becar reminded everyone again to support the National Certification Program (NCP). There are large agencies in the country who are not supporting the NCP. NCP is raising the bar on training; and in order for it to be a success, everyone needs to enforce vendors using the program.

There are now 150 certified programs. The programs that tend to pass the NCP standards with little or no problems are those programs that were developed by individuals trained by or working within the POSTs. There are many programs that did not pass the review process for things such as not having lesson plans, only having a PowerPoint presentation, not including performance objectives, not having an evaluation/assessment process, having outdated material, no references, and copyright violations.

Michigan, Idaho, Nevada, and Arizona have all written into their rules and regulations that any outside programs that come into their state to conduct training have to be NCP certified. If a POST still wants to review a program after it received NCP certification, the POST can still do that.

Future Conferences: Executive Director Becar mentioned that at the last general business meeting, there was a call for volunteers to host the 2019 conference or even in future years. Yvonne Pfeifer typed up the criteria of what IADLEST expects from hosting states. It mainly focuses on helping find a keynote speaker, finding some key individuals to open the conference (local Chief or Sheriff, Mayor, etc.), providing a color guard to perform opening ceremonies, and providing some staff members to help at the conference itself. If anyone is interested in hosting in the future, Executive Director Becar will provide you with the criteria for the hosting state. Yvonne Pfeifer and the IADLEST staff do the rest of the work in setting up and running the conference.

IADLEST Staff Update: Dave Harvey was hired as the IADLEST Deputy Executive Director to help Executive Director Becar as IADLEST grows. Dave Harvey will start in this position officially on June 1, 2017. He will supervise the IADLEST staff, conduct evaluations, and ensure that IADLEST is meeting the goals outlined in the mission statement and strategic plan.

Executive Director Becar also stated that IADLEST is in need of a financial officer with CPA credentials who can oversee funding and grants. IADLEST is receiving a number of grants that require deliverables and grants that are complicated to administer. Having a financial officer oversee those grants and funds will ensure that IADLEST is complying with all of the requirements and using the funds efficiently. IADLEST will be looking for funding to hire a financial officer in the future.

IADLEST TREASURER'S REPORT:

Treasurer David Harvey (MI) provided the following information:

Assets: \$685,314.31
Liability: \$293,663.33
Balance: \$391,650.98

President Brian Grisham asked for a motion to approve the Treasurer's Report. There was a **MOTION** by Ken Vance (GA) and a **SECOND** by Dan Zivkovich (MA) to approve the Treasurer's Report. The **MOTION CARRIED.**

CONFERENCE REPORT:

There were 267 attendees at the 2017 conference in Nashville which was a 28% increase from last year's conference. There were 22 POST Directors and representatives from 35 states and 12 countries attending this year.

The Auction at BB King's brought in \$3,165 for Special Olympics. Thank you to everyone who donated and purchased items.

A professional photographer was at the conference taking photos, and all attendees will receive a link to the photos after the conference.

The 2018 conference will be in Boston from May 20 – 23. First Vice-President Dan Zivkovich (MA) played a video on Boston and gave a short presentation encouraging participants to attend the conference in Boston.

Executive Director Becar announced that IADLEST still needs a location for 2019. At this point Secretary Pederson (WI) received clearance from Wisconsin's POST to host in 2019. Executive Director Becar asked if any other states wanted to host in 2019. There were no other volunteers. Secretary Pederson (WI) then proceeded to say that the two cities they were considering

hosting the conference in were Green Bay and Milwaukee. She felt that Milwaukee had more to offer and then played a video on Milwaukee.

Executive Director Becar again asked if there were any other volunteers. There were none. President Brian Grisham then asked for a motion from the members to allow Yvonne to travel to Wisconsin to explore which city would work best. There was a **MOTION** by Brian Grisham (TN) and a **SECOND** by Dave Harvey (MI) to send Yvonne to Wisconsin. The **MOTION CARRIED.**

ADMINISTRATIVE REVIEW OF CURRENT BUSINESS ITEMS

a. Bylaw Changes (Brian Grisham) (TN)

The following Bylaw changes were published to the general membership 30 days in advance. They were presented at the Business meeting for a vote by the general membership.

- 3.2.6, which deals with the process of input on applications for membership;
- 3.3.5, which deals with Life Member rights and privileges, and:
- 5.1, which deals with the eligibility to run for association office.
- 5.7.7. Annually appoint an Accreditation Committee consisting of five (5) persons consisting of no less than three (3) POST Directors, one (1) Academy Director and one (1) trainer.
- 5.7.7.1. The Accreditation Committee shall review, provide recommendations and findings, and act upon current and proposed

accreditation standards and scoring matrices.

- 5.7.7.2. The Accreditation Committee shall review, provide recommendations and findings, and act upon current and proposed actions and recommendations of staff related to agency accreditations.
- 5.7.7.3. The Accreditation Committee shall make an annual report to the Executive Committee.

The Western Region Representative, Victor McGraw, raised an issue on behalf of the Western Region regarding Bylaw 3.3.5.

Bylaw 3.3.5 states that “lifetime members should enjoy all the rights and receive all the privileges afforded general members.” The concern raised revolved around lifetime members having voting rights. These individuals may no longer be invested professionally as directors or staff of POST organizations yet they would have influence over the course of IADLEST as voting members. This concern is elevated to a clear conflict of interest when these individuals may be employed by, or represent, other organizations or vendors seeking to influence the IADLEST agenda.

If an individual's choice to volunteer or assist IADLEST is predicated on retaining voting rights, it may not be in the organization's best interest to accept the assistance.

Dan Zivkovich clarified the criteria for becoming a life member. The “life” member status currently provides the individual with a title, and there are only a handful of life time members. These members have made a significant contribution to IADLEST and are committed to IADLEST’s mission. In

addition, they must be nominated for Lifetime Membership by a director member and it then takes a majority vote of the Executive Committee to receive the membership. It is not automatic as happens in many organizations. Victor McGraw stated that he was not aware of the criteria to become a member and after the explanation he was okay with Bylaw 3.3.5.

President Brian Grisham asked for a motion to approve all of the modified bylaws and additions to the bylaws (except Bylaw 3.3.5) as presented. There was a **MOTION** by Kevin Hewitt (Virgin Islands) and a **SECOND** by Dan Zivkovich (MA) to approve the modifications and additions to the bylaws. The **MOTION CARRIED**.

Due to the discussion about Bylaw 3.3.5, it was decided to vote on it separately from the other bylaws. President Brian Grisham asked for a motion to approve Bylaw 3.3.5 as presented. There was a **MOTION** by Kevin Hewitt (Virgin Islands) and a **SECOND** by Dan Zivkovich (MA) to approve the Bylaw 3.3.5. The **MOTION CARRIED**.

- b. **Election Committee** (Dan Zivkovich, Dave Harvey, Sue Rahr, Bill Muldoon)

Dan Zivkovich announced that there are two officer positions open on the executive committee: the second vice-president and the treasurer positions. Pursuant to Bylaw 5.1 and 5.2 Dan Zivkovich asked for nominations for the second-vice president, reminding everyone that the new bylaw just passed today stated that only POST Director members may be eligible to serve as president, first vice-president, and second vice-president. The second vice-president is only a one year commitment in that position, but the second vice-president moves up through the years to President and then on to the past

president positions for a total commitment of five years.

One person expressed interest in the second vice-president position; Victor McCraw from Idaho. He meets the requirements and is a POST Director. Victor McCraw then made a short statement about why he wants to be the second vice-president.

Dan Zivkovich asked if there was any other interest in the position. None was expressed. He then asked for a motion to approve Victor McCraw's nomination for second-vice president. There was a **MOTION** by Perry Johnson (MT) and a **SECOND** by Rebekah Taylor (LA) to approve Victor McCraw's nomination.

Dan Zivkovich then asked if there were any other nominations. There were no other nominations.

Dan Zivkovich asked if there was any other interest in the position. None was expressed. He then asked for a motion to close nominations for second vice-president. There was a **MOTION** by Perry Johnson (MT) and a **SECOND** by Brent Fischer (IL) to close nominations. **The MOTION CARRIED.**

The general membership then voted on the motion to approve Victor McCraw as the second-vice president. **The MOTION CARRIED.**

Next, Dan Zivkovich asked for nominations for treasurer (a three-year term). One person expressed interest in the treasurer position, Jami Cook (AR). She meets the requirements and is eligible to serve as the treasurer.

Dan Zivkovich asked for a motion to approve Jami Cook's nomination for treasurer. There was a **MOTION** by Bren Fischer (IL) and a **SECOND** by Gary Steed (KS) to approve Jami Cook's nomination.

Dan Zivkovich then asked if there were any other nominations. There were no other nominations.

Dan Zivkovich asked for a motion to close nominations for treasurer. There was a **MOTION** by Mike Wood (NY) and a **SECOND** by Kevin Hewitt (Virgin Islands) to close nominations. **The MOTION CARRIED.**

The general membership then voted on the motion to approve Jami Cook as the treasurer. **The MOTION CARRIED.**

COMMITTEE AND SPECIAL ASSIGNMENT REPORTS

- a. **Sourcebook** (Mike Becar)
Executive Director Becar sent an email to each POST Director with an email and log in for the sourcebook. If a POST participated in the 2005 sourcebook, those responses were populated in the current online sourcebook. States will have to go in and make sure the information is still relevant or update it if it is not. If the state has not participated in the past, they will have to complete new entries for each question. The sourcebook will always be available so states can go in and update their information at any time.

Executive Director Becar stated that the sourcebook is a valuable service provided by IADLEST because it provides information useful to POST directors and media inquiries and because it is a potential source of revenue, but it is only relevant if every state participates, and he encourages everyone to add their information soon. Michigan was the first to complete the sourcebook and 14 other states have begun the process.

NEW BUSINESS

- a. **IADLEST Strategic Plan** (Mike Becar)
Executive Director Becar passed out a copy of the strategic plan. He explained that when he was hired they completed a strategic plan. Everything listed in that plan was completed so IADLEST needed a new strategic plan. The new plan was completed in October 2016 and will help guide IADLEST as it is recognized by more agencies and as it grows. Executive Director Becar thanked Jim Copple for helping IADLEST develop the new strategic plan.

Executive Director Becar explained that this document is now being used in discussions on Capitol Hill and used as a tool to secure future funding. It is a dynamic document and Executive Director Becar is developing a chart on implementation so IADLEST can check off which goals have been completed. He also plans on sending out updates on what was accomplished and will post these on the IADLEST website as well.

- b. **Endorsements** (Dave Harvey)
IADLEST has traditionally been reluctant to put the IADLEST name and logo on products; however, IADLEST was recently approached by Jones & Bartlett Publishing. They want to partner with IADLEST in either developing a new book or endorsing one of theirs. IADLEST would then share the revenue with Jones & Bartlett.

The executive committee was in favor of this; however, it was recommended that IADLEST have a policy in place first. Dave Harvey will work with the IADLEST staff and a committee to develop a policy and then bring it back to the membership for review.

- c. **COPS Grant and Regional Meetings** (Dave Harvey)

IADLEST received a \$100,000 grant for a two-year period to look at law enforcement standards across the country. IADLEST will survey each region, and Dave Harvey will attend each regional meeting to discuss the grant and collect the data. This will be the main topic at the regional meetings, and IADLEST is encouraging each state to attend so that there is 100 per cent participation. The grant will pay for one POST director (or the director's representative) to attend the regional meeting.

REGIONAL REPORTS

- a. **Northeast Region** (Michael Wood) (NY)

Massachusetts: Massachusetts is wrapping up a recruit curriculum overhaul and will pilot it in August, 2017. They based the new curriculum on a job task analysis (JTA) and had the consultant who overhauled the curriculum start from scratch (did not look at the old curriculum and started with a clean slate). This review reduced the academy by 200 hours. This new curriculum will also mean a big change in the teaching methodology and will require instructors to attend an instructor development course to learn how to deliver the training.

Massachusetts also completed an online Suicide Awareness and Prevention training program. It consists of nine modules that cover a broad spectrum for dealing with both internal and external stressors.

Maryland: Maryland continues to work on implementation of an 11 point plan that was passed in 2016 in the State Legislature. It is basically a complete rework of all the standards for police in their state. They will also be issuing a request for proposal (RFP) in the near

future to replace their records management system

Pennsylvania: Pennsylvania has been on a multi-year journey in updating their basic police training curriculum. Their pilot plan will end in June with a target date 1/1/18, for full implementation. Their academy is now 923 hours long.

New York: New York is also updating their basic police training curriculum. It will be a multi-year project. They have done some preliminary work on the course in police supervision. Their version of decertification (training certificates - police and peace officers) has now been implemented, and they are participating in the National Decertification Index program. New York's legislature passed some criminal justice bills this session on eyewitness identification procedures, video-recording of interrogations, and rising the age of criminal responsibility. All will require work relative to basic and in-service police training and policy development.

Michael Wood (NY) will remain the Northeast Region Representative.

b. Central Region (Jami Cook) (AR)

Minnesota: An increase in funding for training reimbursement will triple the per officer share to \$900-\$1,000. Minnesota will provide continuing education for officers in the areas of mental health, conflict management, and cultural diversity.

Ohio: Continuing education hours increased from four to 11 and then to 20 this year. The reimbursement formula is now for full time officers only. The new budget has no funding for continuing education. They opened a training village at their main campus. Ohio is

looking for a new records management system.

Wisconsin: Wisconsin purchased the Acadis testing module, and it is working well for them. The Post Director was promoted so they are now advertising for a new Director. Wisconsin was nominated for a Destination Zero award for officer wellness. They did not win it, but Wisconsin was a finalist for the award.

There has recently been some proposed legislation to emphasize de-escalation which is very restrictive, especially for certain vulnerable populations. Wisconsin also has an individual trying to become an officer with one arm. She has asked for a waiver for certain skills throughout the academy, including reaction hand shooting. The Wisconsin Law Enforcement Standards Board will make the decision on this waiver on June 7, 2017.

Michigan: Dave Harvey retired as the POST Director. They are now searching for a new Director.

Kentucky: Kentucky is giving each officer \$4,000 per year as a training incentive to complete 40 hours of certified training per year. They also have a new basic recruit academy curriculum which is 23 weeks. Kentucky has endorsed the National Certification Program. They are also holding Post Critical Incident seminars.

Illinois: Illinois reduced their basic hours from 560 to 480 after their JTA. Illinois has also suspended their part time certification until they can gather more information.

Jami Cook (AR) will be running for Treasurer. If she is elected, then the Central Region will need a new Regional Representative. Joyce Nelson

(MI) was elected as the new Regional Representative.

c. South Region (Rebekah Taylor) (LA)

Tennessee: Tennessee will be implementing “Fair and Just Policing” by 2018. They also have some new legislation that mandates some minimum standards for law enforcement. Tennessee is converting to a new records management system.

Florida: Florida’s legislature is responding to officer involved shootings; however, Florida is already doing a lot of the training they are trying to require. There will also be changes to the auxiliary officer training standards due to CALEA changes.

Georgia: This has been Georgia’s best legislative year yet. State law enforcement received a pay raise, but this caused a lot of local tension. The Governor created a task force to review and re-do basic mandates. Georgia is looking into the possibility of online delivery of basic pre-requisites. They are also requiring recertification every four years. The Georgia POST added three new positions. Finally, thanks to an IADLEST roundtable Georgia got an idea for handling a discipline issue they have at the moment.

North Carolina: Out-of- state activists are causing chaos with officer involved shootings by protesting, etc. North Carolina has begun to participate in the National Decertification Index program. They have added five new positions and the Department of Justice is conducting a legal review of their basic curriculum. The Acadis portal for online training has been good.

Virgin Islands: The Virgin Islands added two new positions. They are continuing to develop law enforcement

and corrections curriculums. The POST administrative rules are completed, and they are working with the senate to strengthen the POST Act. The Virgin Islands will be looking for input through an IADLEST survey for funding ideas.

Virginia: After being absent for a few years, Virginia is getting back to IADLEST. They are in the process of implementing a new records management system with INFORMA. They are also addressing budget issues, and their agency structure is recovering.

South Carolina: Like other states, there is a lot of media attention on Officer involved incidents. South Carolina is also continuing to recover from many recent natural disasters. They are also providing training on de-escalation and cultural diversity.

Louisiana: Louisiana is still recovering from natural disasters and faces the same issues as other states on officer-involved shootings. These issues led to curriculum increases and legislative changes. They are now able to revoke reserve and part time officers.

Rebekah Taylor (LA) will remain the South Region Representative.

d. Midwest Region (Gary Steed) (KS)

The Midwest regional meeting was held in Kansas City, Kansas, in March of 2017. Participants included Kansas, North Dakota, South Dakota, and Oklahoma. Dave Harvey attended on behalf of IADLEST and provided the IADLEST update for the group. Budgets affected the attendance of several states.

Wyoming and Oklahoma both reported various cost reduction measures including referring meal costs and ammunition costs back to agencies. Oklahoma reported staff

reductions. Wyoming anticipates additional budget reductions.

North Dakota provided a detailed and educational discussion of their experiences dealing with the North Dakota pipeline protests. They have put together a training program about their experiences if other agencies are interested.

Chad Mosteller is the new POST Director in South Dakota.

The IADLEST regional meeting at this year's annual IADLEST conference was attended by representatives from Kansas, North Dakota, and Wyoming.

Wyoming reports that they conducted a JTA and have increased their basic academy from 542 hours to 595 hours. An increase in requests regarding their academy response to the recommendations of the 21st Century Policing Report caused them to put together a white paper as a foundation to the WYLEA response. The paper is available upon request.

Wyoming and Kansas have new records management systems. Wyoming engaged Envisage. Kansas engaged a local company to write a program to match specifications.

Michelle Meier is now legal counsel for KSCPOST. She has expressed interest in coordinating a group meeting at future conferences for legal counsels from the IADLEST membership.

Gary Steed from Kansas stated that he may not be eligible to continue as the regional representative because he has served as the regional representative for the max time allowed, but there were so few representatives at the meeting they did not choose a new regional representative. Gary Steed said he would continue as the regional representative if that was allowable.

President Grisham asked for a motion to re-appoint Gary Steed as the Midwest Region Representative. There was a **MOTION** by

Brian Grisham (TN) and a **SECOND** by Dan Zivkovich (MA) to re-appoint Gary Steed as the Midwest Region Representative. The **MOTION CARRIED.**

[After the meeting it, was confirmed (per bylaw 6.1) that a regional representative has a term limit of three (3) years.]

e. West Region (Victor McCraw) (ID)

Arizona: Arizona will be hosting the 2017 Western Regional Meeting the week of November 13, 2017. Everyone is invited to Arizona in November. The Arizona Law Enforcement Training Academy is partnering with Rio Salado Community College for automated testing, record-keeping (grades), and college credit for academy completion.

Alaska: The Alaska POST recently moved their offices to downtown Juneau. Their state is in recession, and there are budget cuts across the board, and their POST revenues are declining. Their Council is considering surcharges to supplement funding. One of Alaska's university-based academies is cutting their law enforcement classes which are causing an increased burden on the POST.

Guam: Guam is implementing a required annual physical fitness testing for all officers. Each agency will be required to develop its own protocols. There is general support for fitness testing; however, implementation and enforcement remains to be seen.

Oregon: The Secretary of State (SOS) Audits Division's performance audit of the Oregon Department of Public Safety Standards and Training (DPSST) that began on November 18, 2016, is completed. They looked at Oregon's training and professional standards areas and benchmarked them against other states. The SOS Audits team found that Oregon is

used as a benchmark by most states they contacted. There were no benchmarks for upper levels of certification nationally. Oregon is considering having a civilian member on their policy committees and they are also discussing the US citizenship issue. Oregon is also projecting 1,000 planned officer retirements.

California: Decriminalization and De-policing initiatives resulted in a decrease of POST funding. As with previous years, the California POST is struggling financially. FY 2017/2018 calls for an 18% budget cut to the POST.

Washington: Washington is strengthening their link between their basic training and Field Training Officer (FTO) training and also focusing on improving report writing. They are also incorporating Blue Courage, Below 100, and brain based learning concepts into their basic training. Washington is also implementing First Level Supervisor and Management Training (Leadership in Police Organizations [LPO]). Finally, the demand for new officers may double: They are currently averaging 600 new officers per year.

Nevada: Nevada is actually getting a budget increase from their legislature based on a recommendation from the Governor. They do not receive any funding from their legalized marijuana laws. They are currently updating their performance objectives and lesson plans for their recruit academy and are considering fitness standards as a continuing education requirement. The media is attempting to obtain personal identifying information on officers related to de-certifications. Finally, the National Certification Program requirement is challenging due to existing large contracts between vendors and agencies.

Montana: Montana's POST is having staffing issues and is facing a seven

percent budget cut. Their legislature increased victims' rights which are causing a burden for their training and services considering their staffing and budget issues.

Colorado: Colorado went through the IADLEST audit program and wanted to emphasize to all the other states the value of the audit program. Their audit recommended that they need more staff, and Colorado used these results to gain three new positions at their POST. When issues affecting public safety come before the legislature, the agency heads are outnumbered by the marijuana industry lobbyists 20 to 1. Colorado looked into using the NCP program; however, they had an immediate need for a vast quality training catalog so they went with PoliceOne.

Hawaii: The Honolulu Police Department runs four academy classes per year. They are currently reviewing and updating their curriculum and lesson plans for the academy. They are focusing on an increase in scenario-based training including considerations for body-worn cameras. Marijuana has been legalized to some degree in Hawaii for over 16 years, and now new dispensaries have become a concern to law enforcement.

Idaho: With the assistance of Director Perry Johnson from Montana, Idaho obtained legal language for a proposed law designating the Idaho POST as a criminal justice agency for the purpose of accessing criminal history records for peace officer certification. Funding continues to be an issue, and they are looking into other funding sources such as gaining fees from alcohol and seatbelt violations.

With Victor McCraw (ID) being elected second vice-president, a new West Region Representative was needed. Pursuant to bylaw 6.1, President Grisham (TN) appointed Mike Sherlock (NV) as the representative.

**f. International Region (Gary Bullard)
(DC)**

At this year's conference the, International Region was represented by 72 participants and translators from 12 countries. During the conference a separate track was conducted to address areas that would be beneficial to the international delegation. These included the IADLEST Accreditation Program, Blue Courage, New Mexico Tech advanced hands on training programs, innovative training techniques, and a presentation on wildlife trafficking by the US Fish & Wildlife Services.

Colombia and Kosovo are very interested in IADLEST's Accreditation Program and will be following up with more discussion with IADLEST.

Bangladesh, Colombia, and the Philippines have requested additional information about Blue Courage as well as how they may implement the program in each of the countries in the future.

IADLEST has been invited to the regional training conference for the Balkans to be held June 13 – 15, 2017, in Pristina, Kosovo. Dave Harvey will represent IADLEST, and the International Criminal Investigative Training Assistance Program (ICITAP) will provide the funding for his participation.

The International group also discussed topics for the international track at next year's conference in Boston as potential presentations for the general membership meetings.

**NATIONAL CERTIFICATION PROGRAM
(NCP) AWARD**

The 2017 NCP Training Innovation Award went to Sheriff Kenezovich and curriculum development specialist Tony Anderman of the Spokane County Sheriff's Office in Washington. The Spokane County Sheriff's

Office submitted three courses in six months, with more courses to come.

SWEARING IN OF ALL OFFICERS

Judge Tim Easter from the Court of Criminal Appeals in Tennessee swore in all of the officers on the IADLEST Executive Board.

**INTRODUCTION OF NEW IADLEST
PRESIDENT**

Dan Zivkovich presented his vision for IADLEST for the next year as the new IADLEST President.

ADJOURNMENT: Having no other business to conduct, now Immediate-Past President Brian Grisham called for adjournment at 10:45 am Central Standard Time. There was a **MOTION** by Dan Zivkovich (MA) and a **SECOND** by Rebekah Taylor (LA) to adjourn. The **MOTION CARRIED.**

Next Business Meeting: Sunday, October 22, 2017, in Philadelphia, PA in conjunction with the IACP conference.



NATIONALLY CERTIFIED TRAINING

Recently approved training courses and a complete listing of all Nationally Certified Training programs appear in the *Supplement Section* of this newsletter.



IADLEST National Certification Program Certified Courses

For more information, contact:
peggyschaefer@iadlest.org
<http://iadlest-ncp.org>

Course

Approval



Controlled F.O.R.C.E., Inc.
Controlled F.O.R.C.E. Defensive Tactics Instructor
Certification: LEVEL 1

9/19/2017

“Arrest Control Tactics”

Controlled F.O.R.C.E. Level 1 teaches personnel how to control a non-compliant subject utilizing body positioning, movement, momentum, and joint manipulation. The system is based on five Mechanical Advantage Control Holds (M.A.C.H.™) that use a subject’s resistance against himself or herself. Each technique of Controlled F.O.R.C.E. can be taught in minutes, saving valuable training time. These tactics greatly reduce the risk of injury to officers and to the subjects they encounter, protecting departments from liability and worker compensation costs

[Catalog Link](#)

Class: In-Person **Length:** 16 hours



IADLEST
Pursuit Policy

9/6/2017

- Discuss US Supreme Court decisions and State-specific statutes that have impacted and governed vehicular pursuit operations
- Discuss the components of the IACP vehicular pursuit police guide
- Compare your agency’s current pursuit policy with the IACP pursuit guidelines
- Develop an action plan for your agency that supports vehicular pursuit operations and address any weak or missing areas within the current policy.

[Catalog Link](#)

Class: Online **Length:** 1 hour

Supplement 1

8/8/2017



Spokane County Sheriff's Office
Autism in the Wild: Training for Law Enforcement

As individuals with Autism Spectrum Disorders (ASD) are seven times more likely to encounter a 911 emergency than the general public, Holly Lytle, Executive Director of The ISAAC Foundation and Lieutenant John Goodman, of the Spokane Fire Department developed the Autism in the Wild: Community-Based First Responders Training Program. The primary focus of the program is to bring autism-related training to fire and law enforcement first responders. The Autism in the Wild: First Responder Training is designed as a multi-faceted program that strives to do more than simply identify the inherent challenges First Responders face when interacting with members of the autism community. It teaches first responders the root causes behind common autism spectrum disorder behaviors, which allows first responders more tangible troubleshooting solutions during 911 emergency encounters. The curriculum also focuses on improving communication between first responders and individuals touched by autism spectrum disorders. Safer interactions create a safer community.

[Catalog Link](#)

Class: In-Person **Length:** 7 hours

8/7/2017

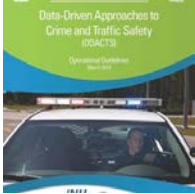


Spokane County Sheriff's Office
Ethical Leadership

This full day workshop explores the levels of ethical behavior and the cultures that they form that impact Police Officer performance. Police action and behavior affects many areas from partner relationships to citywide dynamics. The moral integrity and courage required to act ethically and with effective impact are vastly improved when officers and leaders understand and are fluent in all aspects of ethical behavior.

[Catalog Link](#)

Class: In-Person **Length:** 8 hours



IADLEST Training **Data Driven Approaches to Crime & Traffic Safety**

Data-Driven Approaches to Crime and Traffic Safety (DDACTS) is a law enforcement operational model that integrates location-based crime and traffic crash data to determine the most effective methods for deploying law enforcement and other resources. Drawing on the deterrent value of highly visible traffic enforcement and the knowledge that crimes often involve motor vehicles, the goal of DDACTS is to reduce crime, crashes, and traffic violations across the country.

Participants will develop and leave the workshop with a model implementation plan for immediate action in their agencies.

Catalog link

Class: In-Person **Length:** 16 hours



Richard Whitehead & Associates LLC **Instructor Development/Certification**

How often have you attended a course where the presenter had boring slides overloaded with words and then read them to you? This course is designed to give aspiring or current Instructors the skills to build and present their material with memorable results. Everything matters! From the moment your participant arrives to the time they depart. Attendees will learn and then put into practical application the knowledge and skills to draw their participants totally into the delivery of their presentation.

Topics include: The learning process, learning, and instructional styles; writing learning objectives; development of lesson plans; teaching materials; and PowerPoint presentations. This is a very hands-on, intensive, and interactive course; and students should be prepared to do some work as homework

Catalog Link

Class: In-Person **Length:** 40 hours

Washington State University
Counter Bias Training Simulation (CBTsim)

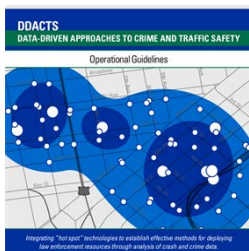
7/27/2017



Counter Bias Training Simulation (CBTsim) is a portable scenario-based training platform designed to reveal and overcome biases in police use-of-force. The goal is for trainees to respond based on the objective level of threat and not to cue off civilian characteristics (e.g. age, race, ethnicity, socio-economic status). CBTsim is the first implicit bias program that uses force-option simulation as a vehicle for learning that has practical implications for how police interact with civilians. The unique scenarios used in CBTsim were carefully designed to reflect the true dynamics of use-of-force confrontations, as determined from decades of scientific data about officer-involved shootings. As such, the program takes implicit bias training to a new level of authenticity and performance assessment.

[Catalog Link](#)

Class: In-Person **Length:** 4 hours



IADLEST
DDACTS Strategic Agency Planning Session

7/24/2017

This workshop will teach participants how to effectively use data collection and analysis efforts to manage and effectively deploy strategic resources that will decrease crashes and crime.

[Catalog Link](#)

Class: In-Person **Length:** 8 hours



HITS, INC
Street Cops

6/23/2017

Street Cops is an all-in-one, street level Law Enforcement training course that discusses modern beat strategies, as well as, technological advancements that are available to police for investigative purposes. The attendees will learn current, proven methods to further investigations, successfully track fugitives and solve crime on the streets. The students will view real video footage some of which will not be available anywhere else (Such as a high ranking gang member discussing with police the inside scoop of their operations). Learn how to investigate a suspect's cell phone or social media site, cell phone tower warrants, and much more.

[Catalog Link](#)

Class: In-Person **Length:** 16 hours



Richard Whitehead & Associates LLC Forensic Statement Analysis

6/13/2017

Forensic Statement Analysis is a tool that is highly effective in the detection of deception hidden in a person's written or spoken statement.

Attendees will discover techniques of critically examining the word choice, structure, and content of a person's statement to determine: Truth or Deception?

Research by experts in the fields of language, psychology, and deception detection has led to the identification of these trends in language that are referred to as "linguistic signals." Using Forensic Statement Analysis (series of layered techniques) you will identify these linguistic signals that differentiate deceptive statements from truthful ones as your suspect subconsciously reveals information they did not intend for you to know. This course is very interactive with significant hands-on, statement analysis practice. This IS NOT Handwriting Analysis.

Catalog Link

Class: In-Person **Length:** 8 hours



Code 9 Project Code 9 Project Command Staff Workshops

6/6/2017

Code 9 Project Command Staff S.H.A.R.E (Self Help and Responsive Education) Workshop is a two-day program. The course focuses on: integration of Command Staff as active participants in department and officer wellness, suicide prevention, and PTSD awareness education.

Command Staff learn how to implement accountability strategies for emotional health within the department. Command Staff have the opportunity to connect with other departments for innovation and strategy on these much needed topics. This is a highly interactive, non-lecture based program.

The strength of Code 9 workshops is a result of the effective combination of our comprehensive S.H.A.R.E. workbooks and peer-to-peer delivery in a safe, comfortable, non-clinical environment. These programs do not interfere with clinical processes of individuals.

Our courses are Department sponsored courses. There is a fee for the printing of the course materials/workbooks and travel for the facilitators. Code 9 Project works very hard to raise funding to provide grants for all departments.

Catalog Link

Class: In-Person **Length:** 12.5 hours



Code 9 Project

6/5/2017

Code 9 Project First Responder S.H.A.R.E Workshops

Code 9 Project Command Staff S.H.A.R.E (Self Help and Responsive Education) Workshop is a two-day program. The course focuses on: integration of Command Staff as active participants in department and officer wellness, suicide prevention, and PTSD awareness education.

Command Staff learn how to implement accountability strategies for emotional health within the department. Command Staff have the opportunity to connect with other departments for innovation and strategy on these much needed topics. This is a highly interactive, non-lecture based program.

The strength of the Code 9 workshops is a result of the effective combination of our comprehensive S.H.A.R.E. workbooks and peer-to-peer delivery in a safe, comfortable, non-clinical environment. These programs do not interfere with any clinical processes of individuals.

Catalog Link

Class: In-Person **Length:** 12.5 hours



Pat McCarthy's Street Crimes Seminar

5/18/2017

Pat McCarthy's Street Crimes Seminar

Pat McCarthy's three-day Street Crimes Law Enforcement Training Seminar is taught by dedicated law enforcement officials with over 25 years of actual street cop experience. Every Street Crimes instructor is a nationally recognized expert in many areas of police work. They are able to blend unique experiences in Patrol, Narcotics, Gang Crimes, Undercover Work, S.W.A.T. Team, and Federal Task Forces to create the most comprehensive training tune-up for all levels of law enforcement available today.

Catalog Link

Class: In-Person **Length:** 21 hours



HITS, INC.

Advanced Roadside Interview Techniques for Patrol Officers

The two-day (16 hour) Roadside Interview Techniques course is specifically formulated for the uniformed patrol officer who makes traffic stops. The course is centered on the importance of the treatment of all persons with dignity and respect. Officers will gain an understanding of how to conduct non-intrusive roadside interviews that uncover criminal activity. The student will learn awareness and effective communication skills that are essential to making traffic stops that avoid complaints, assist in gaining compliance from persons, as well as detecting persons committing unlawful acts. The officer will gain knowledge of how to verbally control persons without instigating a confrontation. The course addresses the detection of deceptive behavior indicative of concealed criminal activity. The course covers the roadside interview process from the initial observation of the violator to the final assessment of the stop. The student will also be given a list of effective phrases that can be used during roadside interviews.

Catalog Link

Class: In-Person **Length:** 16 hours

Innovative Reasoning, LLC

4/12/2017

Critical Decision Making for Public Utility Personnel



This course of instruction is designed to provide public utility workers with the knowledge, skills, and abilities to make better critical decisions. This improvement in decision-making will lead to better outcomes when difficult choices must be made under conditions of stress, fatigue, or hazard when the situation is fast-moving, ill-defined, uncertain, or poses a risk of death or bodily harm.

Catalog Link

Class: In-Person **Length:** 16 hours

John E. Reid and Associates, Inc.

4/12/2017

The Reid technique of investigative interviewing for child abuse investigations



Provide the finest training available in one of the most specialized and difficult phases of child abuse investigations-interviewing, clarification, and case assessment.

Catalog Link

Class: In-Person **Length:** 20 hours



FIRST RESPONDER DISABILITY AWARENESS TRAINING
Law Enforcement Disability Awareness Train the Trainer
[Catalog link](#)
Class: In-Person Length: 12 hours

3/23/2017



FIRST RESPONDER DISABILITY AWARENESS TRAINING
Law Enforcement Disability Awareness Train the Trainer
[Catalog link](#)
Class: In-Person Length: 12 hours

3/23/2017



KOGNITO
Trauma-Informed Policing with Tribal Youth
[Catalog link](#)
Class: In-Person Length: 1 hour

3/15/2017



YOU GOT THE POWER ENTERPRISES, INC.
Community Policing
[Catalog link](#)
Class: In-Person Length: 8 hours

2/22/2017



Spokane County Sheriff's Office
Oleoresin Capsicum Certification Class (Basic)
[Catalog link](#)
Class: In-Person Length: 4 hours

2/22/2017



HITS, INC.
Criminal Patrol/Drug Interdiction
[Catalog link](#)
Class: in-person Length: 16 hours

2/3/2017



Innovative Reasoning
Critical Decision Making Module 2
[Catalog link](#)
Class: Online Length: 1 hour

2/3/2017



Innovative Reasoning
Critical Decision Making Module 1
[Catalog link](#)
Class: Online Length: 1 hour

2/3/2017



Spokane County Sheriff's Office
Clear Sight: Identifying & Adapting your Bias
[Catalog link](#)
Class: In-Person Length: 4 hours

2/3/2017



Spokane County Sheriff's Office
Interaction and Perception (I&P)
[Catalog link](#)
Class: In-Person Length: 12 hours

12/6/2016



Advanced Interviewing Concepts
Statement Analysis® Interviewing Techniques
[Catalog link](#)
Class: In-Person Length: 8 hours

11/15/2016



The Graffiti Consultants
Ten Steps to a Graffiti Free City
[Catalog link](#)
Class: Online Length: 10 hours

11/2/2016



FMCSA/IADLEST
Large Truck & Bus Traffic Enforcement Training Program – Instructor Course
[Catalog link](#)
Class: In-Person Length: 4 hours

10/18/2016



Marin Consulting Associates
Performance and Accountability
[Catalog link](#)
Class: In-Person Length: 16 hours

10/12/2016



Innovative Reasoning
Workplace Violence and Active Shooter Preparedness
[Catalog link](#)
Class: In-Person Length: 8 hours

10/12/2016



Glidden Training & Consulting, LLC
Bulletproof Leadership
[Catalog link](#)
Class: In-Person Length: 6 hours

10/4/2016



FMCSA/IADLEST
Large Truck & Bus Traffic Enforcement Training Program
[Catalog link](#)
Class: In-Person Length: 2 hours

9/21/2016



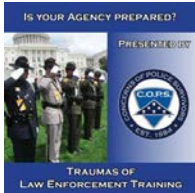
Innovative Reasoning
Critical Decision Making – Encounters with Mentally Ill/Highly Intoxicated Persons
[Catalog link](#)
Class: In-Person Length: 16 hours

8/31/2016



International Ethics and Leadership Training Bureau, LLC
Law Enforcement Peer Intervention Training
[Catalog link](#)
Class: In-Person Length: 8 hours

8/31/2016



Concerns of Police Survivors, Inc.
The Traumas of Law Enforcement
[Catalog link](#)
Class: In-Person Length: 21 hours

6/16/2016



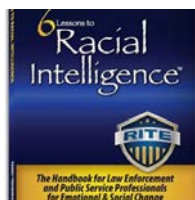
Innovative Reasoning
Critical Decision Making – Encounters with Mentally Ill/Highly Intoxicated Persons
[Catalog link](#)
Class: In-Person Length: 16 hours

5/11/2016



Innovative Reasoning
Critical Decision Making Instructor Development Program (CDM/IDP)
[Catalog link](#)
Class: In-Person Length: 24 hours

3/30/2016



RITE ACADEMY
Racial Intelligence for Law Enforcement & Public Service professionals
[Catalog link](#)
Class: In-Person Length: 4 hours

2/8/2016



BSR / SUMMIT POINT TRAINING CENTER
B.E.C.O.N. Active Shooter Preparedness Course
Catalog link
Class: In-Person Length: 16 hours

2/3/2016



The Graffiti Consultants
Graffiti Investigations
Catalog link
Class: In-Person Length: 8 hours

12/28/2015



Innovative Reasoning
Critical Decision Making for Traffic Stops
Catalog link
Class: In-Person Length: 12 hours

12/1/2015



Bureau of Justice Assistance
Crime Analysis for Chief Executives
Catalog link
Class: In-Person Length: 14 hours

11/16/2015



Blue to Gold
Advanced Search and Seizure
Catalog link
Class: In-Person Length: 8 hours

11/12/2015



Innovative Reasoning
Responding to Domestic Violence
Catalog link
Class: In-Person Length: 12 hours

11/9/2015



John Reid & Associates
I & I Day 1
Catalog link
Class: In-Person Length: 6 hours

11/5/2015



John Reid & Associates
I & I Day 3
Catalog link
Class: In-Person Length: 18 hours

11/5/2015



Force Concepts
Documenting Use of Force

11/3/2015

[Catalog link](#)

Class: In-Person **Length:** 16 hours



John Reid & Associates
I & I Day 4

10/22/2015

[Catalog link](#)

Class: In-Person **Length:** 24 hours

About IADLEST: The International Association of Directors of Law Enforcement Standards and Training (IADLEST) is an international organization of training managers and executives dedicated to the improvement of public safety personnel. IADLEST serves as the national forum of Peace Officer Standards and Training (POST) agencies, boards, and commissions as well as statewide training academies throughout the United States. <http://IADLEST.org>

About NCP: The National Certification Program (NCP) was launched on June 1, 2015. The program is the first in the Nation designed to increase the quality of law enforcement training and professionalism by ensuring the criminal justice training courses conform to best practices. Courses are rigorously validated by a national panel of subject matter experts before being allowed to carry the NCP seal. The program aims to eliminate many problems associated with a lack of standardization within police training and allows departments to discern more easily quality training from poor training when making purchasing decisions. The NCP standards ensure training content meets or exceeds any individual state-certification requirements. All participating POST organizations will accept an IADLEST certified training course for annual in-service credit. <http://IADLES-NCP.org>