

# NEWSLETTER

Michael Becar, Executive Director, CEO  
International Association of Directors of Law Enforcement Standards and Training  
1330 North Manship; Meridian, Idaho 83642-6444  
(208) 288-5491; <http://www.iadlest.org>



Washington, DC, Office: 1175 I Street, NW; Suite 1150; Washington, DC 22005

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Contents	Page
Policies and Procedures in Time of a Pandemic.....	2
Annual Conference Postponed Due to Covid-19.....	4
COPS Award for IADLEST National Certification Program.....	4
Post Director Changes.....	4
In These Times We Must “Get A Grip and Grow”.....	5
DDACTS Program.....	6
Joint IADLEST Partner Advisory Committee (IPAC).....	7
Academy Directors’ Course.....	9
Legal Updates.....	10
Law Enforcement Driver Simulations.....	17
Academy Accreditation.....	18
Non-Escalation Training.....	20
Newly Certified National Instructors.....	21
Certified Instructor Program.....	24
Collaborative Reform Initiative Technical Assistance Center (CRITAC).....	25
Newly Certified International Instructors.....	26
Executive Committee Meeting Minutes: October 27, 2019; Chicago, IL.....	27
• Introduction of Guests.....	28
– Joshua Ederbeimer.....	28
– Ivan Pabon.....	28
– Bill Matthews.....	28
– Grady Carrick, Ph.D.....	28
– Anne E. Schwartz.....	29
• Executive Director’s Briefing.....	29
– POST Director Changes.....	29
– IADLEST Social Media.....	29
– Partnerships.....	29
– IADLEST Partner Advisory Committee (IPAC).....	29
– Audit.....	30
– Academy Accreditation.....	30
– National Certification Program.....	30
– International Instructor Certification.....	30
– New Grants and Cooperative Agreements.....	30
• Treasurer’s Report.....	30
• Conference Report.....	31
• 2018 Audit Report.....	31
• Regional Reports.....	33
• Adjournment.....	44
Vendor Announcements.....	45
History Project.....	46
New Nationally Certified Training Courses.....	Supplement 47

## KIM VICKERS

President

Texas Commission on Law Enforcement  
6330 East Hwy 290, Ste. 200  
Austin, Texas 78723  
(512) 936-7700  
[Kim.Vickers@tcole.texas.gov](mailto:Kim.Vickers@tcole.texas.gov)

## BRIAN GRISHAM

First Vice-President

Tennessee Law Enforcement  
Training Academy  
3025 Lebanon Pike  
Nashville, Tennessee 37214  
(615) 741-4448  
[brian.grisham@tn.gov](mailto:brian.grisham@tn.gov)

## ERIK BOURGERIE

Second Vice-President

Department of Law  
Colorado Peace Officer Standards and  
Training Board  
1300 Broadway, 9<sup>th</sup> Floor  
Denver, Colorado 80203  
(720) 508-6737  
[erik.bourgerie@coag.gov](mailto:erik.bourgerie@coag.gov)

## STEPHANIE PEDERSON

Secretary

Wisconsin Dept. of Justice Training and  
Standards  
17 West Main Street; P.O. Box 7070  
Madison, Wisconsin 53707  
(608) 261-8641  
[pedersonse@doj.state.wi.us](mailto:pedersonse@doj.state.wi.us)

## JESUS CAMPA

Treasurer

Oklahoma Council on Law Enforcement  
Education and Training  
2401 Egypt Road  
Ada, Oklahoma 74820  
(405) 239-5150  
[Jesus.campa@cleet.state.ok.us](mailto:Jesus.campa@cleet.state.ok.us)

## DANIEL ZIVKOVICH

1<sup>st</sup> Immediate Past President

1330 North Manship  
Meridian, Idaho 83642-6444  
(208) 288-5491

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

## NOTICE

# LAW ENFORCEMENT ACADEMY POLICIES AND PROCEDURES IN TIME OF PANDEMIC

Policies and Procedures being used nationwide to address the challenges of managing a public safety academy during the COVID-19 emergency:

<https://www.iadlest.org/news/covid-academy-policies>

### FACT SHEET

#### CORONAVIRUS (COVID-19) PANDEMIC: ELIGIBLE EMERGENCY PROTECTIVE MEASURES



# FEMA

Consistent with the President's national emergency declaration for the coronavirus (COVID-19) pandemic on March 13, 2020, FEMA urges officials to, without delay, take appropriate actions that are necessary to protect public health and safety pursuant to public health guidance and conditions and capabilities in their jurisdictions. FEMA provides the following guidance on the types of emergency protective measures that may be eligible under FEMA's Public Assistance Program in accordance with the COVID-19 Emergency Declaration in order to ensure that resource constraints do not inhibit efforts to respond to this unprecedented disaster.

**FEMA Public Assistance Program:** In accordance with Section 502 of the Robert T. Stafford Disaster Relief and Emergency Assistance Act, 42 U.S.C. 5121-5207 (the "Stafford Act"), eligible emergency protective

measures taken to respond to the COVID-19 emergency at the direction or guidance of public health officials may be reimbursed under Category B of FEMA's Public Assistance program. *FEMA will not duplicate assistance provided by the U.S. Department of Health and Human Services (HHS), to include the Centers for Disease Control and Prevention (CDC), or other federal agencies.*

State, territorial, tribal, and local government entities and certain private non-profit organizations are eligible to apply for *Public Assistance*. FEMA assistance will be provided at a 75 percent federal cost share. This assistance will require execution of a FEMA-State/Tribal/Territory Agreement, as appropriate, and execution of an applicable emergency plan. Local governments and other eligible public assistance applicants will apply through their respective state, tribal, or territorial jurisdictions.

**Eligible Assistance:** Under the COVID-19 Emergency Declaration described above, FEMA may provide assistance for emergency protective measures including, but not limited to, the following, if not funded by the HHS/CDC or other federal agency. *While some activities listed may be eligible for funding through HHS/CDC, final reimbursement determinations will be coordinated by HHS and FEMA. FEMA will not*

*duplicate any assistance provided by HHS/CDC):*

- **Management, control and reduction of immediate threats to public health and safety:**
- **Emergency Operation Center costs**
- **Learn more at [fema.gov/public-assistance-policy-and-guidance](https://www.fema.gov/public-assistance-policy-and-guidance):**
  - Training specific to the declared event
  - Disinfection of eligible public facilities
  - Technical assistance to state, tribal, territorial or local governments on emergency management and control of immediate threats to public health and safety
- **Emergency medical care:**
  - Non-deferrable medical treatment of infected persons in a shelter or temporary medical facility
  - Related medical facility services and supplies
  - Temporary medical facilities and/or enhanced medical/hospital capacity (for treatment when: existing facilities are reasonably forecasted to become overloaded in the near term and cannot accommodate the patient load or to quarantine potentially infected persons)
  - Use of specialized medical equipment
  - Medical waste disposal
  - Emergency medical transport
- Medical sheltering (e.g. when existing facilities are reasonably forecasted to become overloaded in the near future and cannot accommodate needs)
  - All sheltering must be conducted in accordance with standards and/or guidance approved by HHS/CDC and must be implemented in a manner that incorporates social distancing measures

- Non-congregate medical sheltering is subject to prior approval by FEMA and is limited to that which is reasonable and necessary to address the public health needs of the event, is pursuant to the direction of appropriate public health officials, and does not extend beyond the duration of the Public Health Emergency
  - Household pet sheltering and containment actions related to household pets in accordance with CDC guidelines
  - Purchase and distribution of food, water, ice, medicine, and other consumable supplies, to include personal protective equipment and hazardous material suits
  - Movement of supplies and persons
  - Security and law enforcement
  - Communications of general health and safety information to the public
  - Search and rescue to locate and recover members of the population requiring assistance
  - Reimbursement for state, tribe, territory, and/or local government force account overtime costs

Further information about eligible emergency protective measures can be found in the Public Assistance Program and Policy Guide, FP 104-009-2 (April 2018).

For more information, visit the following federal government websites:

Coronavirus (COVID-19) (CDC)

Centers for Medicare & Medicaid Services

## 2020 ANNUAL CONFERENCE POSTPONED TO JUNE 13-16, 2021

### IMPORTANT NOTICE

After careful consideration, the IADLEST Executive Committee has made the difficult decision to postpone the 2020 Conference scheduled to take place on June 7-10, due to the spread of and health concerns associated with COVID-19. This event will now take place on June 13-16, 2021.

Things to know:

1. Your current registration will automatically be applied to the rescheduled 2021 dates. If you are unable to attend the new dates, you may transfer your registration to another person by emailing us with the name and email address of who will be taking your place.
2. If you are a speaker and your presentation has been accepted, please know that we plan on keeping the training tracks the same, albeit with possible agenda modifications within the rescheduled conference dates and revised contracts will be sent out in the next coming months.
3. As a vendor, we are happy to reserve your spot at next year's event. We will assume you want your reservation carried over to next year. If you don't, please request a refund by responding to this email and we will gladly process your request.
4. All room reservations previously made on the conference room block at the Omni Fort Worth will be cancelled automatically and confirmations will be emailed if an email address is on file with the hotel.

Thank you for your understanding in this difficult time. The health and safety of all our attendees, your families, our staff, volunteers, and the community at large are of utmost importance to us.

Please contact [yvonne@iadlest.org](mailto:yvonne@iadlest.org) if you have additional questions.

**Thank you Conference Sponsors!**

## IADLEST RECEIVES COPS AWARD FOR NATIONAL CERTIFICATION PROGRAM.

*submitted by: Peggy Schaefer, Program Director*



Last October, IADLEST received exceptional news that we were awarded a COPS Office grant to assist with the administrative activities involving our National Certification Program.

This award will help to increase our ability to assess training programs more quickly, improve and revise our assessment rubrics and assessor training, and increase our marketing presence. We are excited to be working with the COPS Office to eventually include their robust training portfolio of over three hundred courses in our National Catalog. It has ALWAYS been the mission of the NCP to ensure that quality training gets to those officers needing it the most. This grant award will certainly help in that regard.

If you or your staff want to learn how to use the assessment rubrics to improve your academy training, contact [peggyschaefer@iadlest.org](mailto:peggyschaefer@iadlest.org)

### POST DIRECTOR CHANGE

**Pennsylvania:** State Police Major Steve Ignatz was promoted by Colonel Robert Evanchick on March 7, 2020 and assigned to the Pennsylvania Municipal Police Officers' Education and Training Commission in Harrisburg. MPOETC was created by an act of the legislature and is administered by the Pennsylvania State Police. In addition to administering the minimum courses of study for basic and in-service training for police officers, MPOETC also manages Pennsylvania's Lethal Weapons Training Program which provides certification to privately employed agents to carry a lethal weapon.

Major Ignatz started his law enforcement career in 1982 as an officer for the Leechburg Borough Police Department in Armstrong County. Major Ignatz enlisted in the Pennsylvania State Police on April 15, 1985. He is a graduate of the Indiana University of Pennsylvania Municipal Police Academy, the University of Louisville, the Southern Police Institute, and the Pennsylvania State Police Academy. He has served in various functions at different ranks at stations in Franklin, Seneca, Kittanning, Highspire, Newville, Beaver, New Castle, the Bureau of Technical Services, Erie, and Butler. As a Corporal and Sergeant, Major Ignatz was a Negotiation Unit Team Leader for the PSP SERT. He was most recently the commanding officer of Troop D, in Butler, which covers all State Police personnel in Armstrong, Beaver, Butler, Lawrence, and Mercer Counties.

Major Ignatz was also an Information Officer for the United States Naval Academy, Annapolis, Maryland, for 12 years.

Major Ignatz resides near Ford City, Armstrong County, with his wife, Diana. They have three adult sons and one granddaughter.

### **IN THESE TIMES WE MUST "GET A GRIP AND GROW"**

*by: Mark Bodanza, IADLEST member*

One of the most difficult things to imagine is being out of our comfort zone. You may find yourself in a layoff, downsized, or even isolated due to the coronavirus. Whatever the circumstances, the mental battle that is about to take place in your body and mind might "rock your boat". Keep this in mind, "You are going to be OK" Remember, "Faith is the substance of things hoped for, the evidence of things not (yet) seen."

As I have coach people through their difficult times, may I suggest four ways you can keep it together. The **GRIP and GROW Method**, while you are seeking stability.

**Physical Health:** As the potential stress builds up, you will need an outlet. Even if you do not belong

to, or want to join, a gym you can still get plenty of exercise. Consider the following avenues: Walking around the mall (during winter months) is a great way to get your steps in while listening to a podcast, sermon, or music. If this does not seem like a comfortable option, then map out a comfortable outdoor course or even hit the treadmill. Also, don't forget to stretch, eat low fat meals/snacks, and drink plenty of water. All of these things are simple helps to keep stress down and in control.

**Mental Health:** You are not going to be able to avoid all battles of the mind during this time. So, prepare early and stick to a plan. Create a plan to learning or re-learning something you have a passion for during this "down-time." Daily learning can include reading a book, watching a "how-to" video, or even going back to school. In addition to learning, there is another part of mental health that we will talk about and that is "bringing your thoughts under captivity." Although this is tied to your emotional health, I wanted to mention it here because you will sometimes drift toward negative feelings, thoughts and the dreaded "what-ifs"! Bringing your mind under control and replacing negative thoughts with positive ones will certainly be a game changer. Mental growth during this time can actually lead to great creativity and passionate work if you dig deep enough.

**Emotional Health:** Yep, here it is. The one we hate to talk about, but we all feel it. It's that moment of vulnerability that people hide behind because of the allusive "shame" it can seem to bring on. The reality is we all sometimes need help keeping a grip on what is reality and what is not; we also need to know it is OK to talk about these things with each other. Might I suggest the "emotional bumper cars" verses the "emotional rollercoaster" option? We all know what it's like riding on the emotional rollercoaster: one minute (sometimes in seconds) we are up and then down, twisted this way and then that way. The "emotional bumper car" is when we realize this is going to be "jolting" to our life, but we somehow put a smile on during the ride. I mean we can actually replace our negative thoughts with positive ones in a simple way to "ground" us in reality and keep things real.

Lastly, and I am convinced most importantly,

**Spiritual Health:** Hold on! Before you stop reading just hear me out and try it. By spiritual, I mean partake in a meaningful practice to help you root your life while possibly being "tossed to and fro" during this time. Reading the Bible, prayer, and serving others has made a huge difference for many people. For you, it may be meditation, yoga, fasting, or journaling. Spending time "growing your roots" is going to help you get stronger and will help you with your overall outlook, some call this hope, others feel this builds our resilience. No matter how you view it, do it!

This method is not the be-all-end-all, but I am certain it will help you get through your difficult time. In fact, try this; divide a blank piece of paper into fours. In one box put Exercise, in another Mental, and so on until each box has one of the four helps in it. From there, you can list some different ways you will fulfill that particular discipline each day. The more time you can spend in each box the better. Keeping in mind some days will require more attention to one discipline over another, and that is ok. Be well, and keep going!

<p><b>Spiritual</b>                  Prayer                  Meditation                  Reading                  Serving</p>	<p><b>Physical</b>                  Exercise                  Stretch                  Breathing                  Walk                  Run                  Lift weights                  Yoga</p>
<p><b>Mental</b>                  Logic                  Developing                  Creative thinking/writing                  Strategic planning                  Reading/learning                  Play</p>	<p><b>Emotional</b>                  Awareness                  Exacting/Controlling                  Directing and shedding                  Imploring/exploring</p>

*About the Author:* Mark Bodanza is a 20 year law enforcement professional as well as the Pastor of a local church in the Tri-State area. He is an FBI-LEEDA Trilogy graduate and is a Union Leader 40 Under 40 Alumnus.



**DDACTS Program Going Through the Revision Process**  
 by: Peggy Schaefer, DDACTS Project Manager



IADLEST has been tasked with revising the Data-Driven Approaches to Crime & Traffic Safety (DDACTS) course materials. The *DDACTS Operational Guidelines*, revised in 2014, do not convey the changes in many agency philosophies relating to traffic stops, ticket writing, warning tickets, and building community trust.

A core group of dedicated DDACTS SMEs has met two times in recent months to create the new guidelines manual, which is the foundation of our workshops and model. The changes, with NHTSA approval, will include:

- Reordering the Guiding Principles to reflect the flow of specific agency action items;
- Updating the analysis section to include a discussion on the role of the agency analyst with additional information to support emerging technologies related to CAD/RMS systems and mapping software;
- Including articles supporting the DDACTS model as an effective evidence-based strategy;
- Updating the extensive bibliography to include significant items supporting high visibility engagement and enforcement in local communities;
- Expanding segments to support agencies applying strategies that will build community trust and legitimacy;
- Revising the current workshop schedule, activities, and slides.

We hope to start showcasing the new concepts in our future workshops with a new manual printed and distributed by the Fall.

IADLEST, with NHTSA support, remains at the forefront by assisting agencies problem-solve issues with community partners with the overall goal of decreasing crashes and crime and saving lives.

**(IPAC)  
IADLEST PARTNER  
ADVISORY COMMITTEE**



The IADLEST Partner Advisory Committee (IPAC) is comprised of organizations that currently provide services to Law Enforcement and Corrections Officers and their organizations. Members of the IPAC will: help ensure training and standards meet the needs of the Public Safety industry, help to promote the adoption of best practices, and provide IADLEST with perspectives and recommendations regarding selected IADLEST projects and initiatives. The IPAC will also offer support and recommendations for assisting IADLEST with attaining its annual funding objectives to ensure the viability and continuity of IADLEST for the benefit of the public safety community.

**The IPAC Mission:**

The IADLEST Partner Advisory Committee (IPAC) supports the IADLEST mission by providing research and proven best practices for high quality training and education. IPAC seeks to advance the Public Safety profession with a vision of outcome-based police training and standards.

**IPAC Business Code of Conduct:**

IPAC Partners shall protect IADLEST's interests by adhering to the highest of ethical standards in the conduct of their duties including mutual respect for confidentiality, intellectual property, and proprietary information.

**The IPAC Serves as a:**

- Technical advisory panel comprised of subject matter experts (SMEs);
- Platform to engage partners, and an opportunity for collaboration;
- Sounding and advisory board for IADLEST's current and emerging programs;
- Think tank – to assist IADLEST with its mission and strategic plan;
- Resource for law enforcement; and
- Forum to discuss partner (vendor) issues of interest.

**The “Win-Win” for both IADLEST and the IPAC:** The IPAC partners have the opportunity to:

- Provide the IADLEST Executive Committee with direct advice, guidance, recommendations, and technical assistance.
- Benefit from increased awareness and name recognition of its organization, such as the:
  - Announcement of IPAC membership to the IADLEST general membership;
  - Placement of the IPAC partners' logo and link to the partners' website, placed on the IADLEST website;
  - Promotion of IPAC partners' programs; and
  - Provision of two opportunities for IPAC partners to send a dedicated e-blast to IADLEST membership (by and through IADLEST) that announces offerings by the IPAC member or information of unique interest or importance to IADLEST membership. E-blasts would be submitted to IADLEST for forwarding to the membership and

would not come directly from the IPAC member. Content of the e-blast is subject to review and approval of IADLEST.

- Expand exposure with POSTS and Academy Directors,
- Play a key role in recommendations for products and services,
- Play a significant role in the transformation of an industry and profession, and
- Receive priority opportunities to host events at the IADLEST Conferences (i.e., sponsoring a reception or luncheon) with an opportunity to address the attendees.

#### **IPAC Membership, Commitment and Expectations:**

In representing IPAC, the IPAC member should serve at the executive level and have the ability to make decisions on behalf of the organization. Upon joining the IPAC, an initial two-year active

participation commitment is desired for continuity. Members are expected to travel at least two times per year for meetings, usually held in conjunction with the IADLEST Conference and one of the IADLEST business meetings. At one of these meetings, the IPAC will meet with the IADLEST Executive Committee. Members are expected to attend or be represented at all IPAC meetings.

IPAC membership is currently capped at 15 members. Multiple persons from an organization may participate on the IPAC, but each organization is restricted to one vote. Members are expected to meet all due dates for obligations and deliverables, as established by the IPAC.

IPAC members must be Corporate members of IADLEST in good standing. Realizing that most IPAC members may also be vendors, no discussion of proprietary information or intellectual property will occur, unless it is offered by the vendor who possesses it.

#### **Joining the IPAC:**

Any organization that currently supports IADLEST and is a current Corporate member of IADLEST may request to join the IPAC. Such requests shall be made in writing to the IADLEST Executive Director and should identify the name and title of the individual who will be representing the organization on the IPAC. All requests for membership shall be approved by the IADLEST Executive Committee.

For additional information, contact: Mike Becar, Executive Director  
Email: [mikebecar@iadlest.org](mailto:mikebecar@iadlest.org); Phone: (208) 288-5491



# IADLEST

## Academy Directors' Course

*The purpose of the IADLEST Academy Directors' Course is to develop and enhance the knowledge, skills, and abilities of law enforcement academy directors to effectively lead personnel, manage facilities, and prepare the next generation of law enforcement personnel for their assignments.*

**Do you want to improve your colleagues,  
the profession, and the Association?**

**Join the teaching cadre**

### **IADLEST Academy Directors' Course Topic Areas:**

#### **Budgeting/Funding:**

- Overall General Information on Budgeting
- How to Fight for Funds Within the Budgeting Procedure
- Funding: How to Obtain Funds: Grants, Donations, etc.
- Creative Ways to Reduce Costs

#### **Curriculum Development**

- Developing Training Objectives and Outcomes
- Developing Assessment Methods
- Developing Testing Methods
- Determining Time Allocations
- Developing Training Aids
- Lesson Plans

#### **Policies/Rules/Regulations:**

- State-specific
- Admission
- Attendance
- Evaluations: Type and Standards
- Fitness Standards, Instructor Certification
- Development of Policies

#### **Logistics**

- Resident v. Commuter Issues
- How to Deal with Students Who Are Not Your Employees
- Development of Rules of Conduct-During and After Hours
- Basic Students v. In-service
- Disciplinary issues

#### **Learning Styles/Delivery of Training Methodology**

- Adult Learning
- Stress v. Academic
- Classroom v. Hands-on
- Use of Training Technology

#### **Legal Issues**

- Nationwide Statutes Applicable to Training
- Liability Issues
- ADA and How It Relates in Training Environment

#### **Needs Assessment**

- How to Develop
- How to Utilize
- Goal Setting
- Job Task Analysis

#### **Resources**

- IADLEST
- Other Professional Law Enforcement Organizations (IACP, NSA, BJA)
- Other Civilian Organizations (ASTD, etc.)

**Make a Difference!**

*If you have subject matter expertise and would like to join the teaching cadre, contact Mark Damitio, Accreditation & Grants Manager: [markdamitio@iadlest.org](mailto:markdamitio@iadlest.org) for more details.*

**The Committed Catalyst for Law Enforcement Improvement**

International Association of Directors of Law Enforcement Standards and Training  
1330 N. Manship Pl.; Meridian, ID 83642 • (208) 288-5481 • [www.iadlest.org](http://www.iadlest.org)

## LEGAL UPDATES



By: Bruce-Alan Barnard, JD, LLM

**NOTE - LEA ONE adapts training in response to COVID 19:** As a result of the Corona Virus 2019 pandemic, all of the face-to-face LEA ONE courses have been cancelled into May. We understand that this crisis has created a "training gap," and we have totally shifted gears to fill this gap by leveraging technology to provide high-quality training and information sharing using our LEA ONE internet-based training options. Click the **READ MORE** button below for details on how LEA ONE can provide training over the internet through three different online training modalities.

[READ MORE](#)

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### **United States v. Smith 5thCIR 12MAR2020**

*Key Phrases: Extended Stop, K9 Sniff, Permissible Questions, Reasonable Suspicion, Traffic Stop*

At about 1800 one evening in October 2017, Hernando Police Officer Hunter Solomon pulled a black Chevy Suburban over on northbound Interstate 55 in Hernando, Mississippi, because it had an improperly displayed license plate. Officer Solomon approached the vehicle, and defendant Corey Smith, the driver, produced his license. At Officer Solomon's invitation, Smith got out and walked to the rear of the Suburban so Officer Solomon could show Smith why he had been pulled over. Officer Solomon asked Smith about his itinerary and passengers. Smith

said he had found a good deal on a small icemaker for his Fort Worth, Texas, restaurant and was headed to Indiana to pick it up. Apparently, this icemaker was very small. Office Solomon then asked why he didn't just have it shipped, but Smith did not have a good answer.

Smith also told Officer Solomon that his two passengers used to work for him and were helping him pick up the icemaker. When asked who they were, Smith only knew the name of one passenger. He told Officer Solomon that he had picked up the men in Jackson, Mississippi. The plan was for the men to spend the night in nearby Memphis, Tennessee, and then continue to Indiana the following day. Officer Solomon decided to verify the itinerary with the two passengers (Carroll and Carter). Officer Solomon first got Carroll's and Carter's names and asked dispatch to run a background check. When asked, Carroll told Officer Solomon that he did not really know Smith and said the three men were headed to Memphis for a party and that they would return to Jackson, Mississippi the next day. He had no idea about a trip to Indiana for an icemaker. Carter's story was similar. He said the men were headed to Memphis for a party but was unsure when they would be returning to Jackson. Carter also had no idea about any trip to Indiana.

By 6:09 p.m., both of the passengers' (Carroll and Carter) identification had been verified. A minute later at 6:10 p.m., the background check returned an outstanding warrant on Carroll. Officer Solomon arrested Carroll at approximately 6:12 p.m. and placed him in Officer Davis' patrol car. Officer Solomon then asked Smith for consent to search the Suburban. Smith became "a little defensive," and raised his voice. Smith said he did not want his vehicle searched because he did not know what the passengers might have placed in the car. Around the same time, Officer Solomon requested a more detailed background check called a "CQH" on all three men. The CQH took about six minutes. At about 6:18 p.m. the CQH on Carter revealed that he had four prior drug arrests, including two for possession with intent to sell. Because of all this, Officer Solomon decided to

use his K-9, Krash, to sniff around the exterior of the vehicle. The search began at about 6:21 p.m.; and less than a minute later, as Krash approached the rear door on the passenger's side, he jerked his head back and began to sniff the car door intensely. Krash then sat down, which is how he passively alerted that he smelled narcotics. Officer Solomon determined that Krash's alert gave him probable cause to search the Suburban for narcotics.

Officer Solomon then put Krash back into his patrol unit and began searching the car. In the front part of the car, Officer Solomon found an envelope addressed to Smith. Inside was a stack of blank metal social security cards and a handwritten list of financial companies with addresses and email addresses that appeared to be made up. The items were located sometime before 6:40 p.m. Officer Solomon then paused the search and contacted a detective to help him search the rest of the vehicle. They eventually uncovered fake IDs, authentic IDs with matching social security cards, a printer, blank check stubs, and other items. Smith and Carter were arrested for fraud and identity theft. No narcotics were found. Smith was indicted on various charges related to fraud and identity theft. He moved to suppress the evidence obtained from the vehicle search, making three separate arguments that his Fourth Amendment rights were violated during the traffic stop.

Smith first argued that the stop should have ended at 6:04 p.m., because by that time Officer Solomon had seen that the vehicle had a temporary license plate and had confirmed that Smith's driver's license was valid. The Fifth Circuit did not agree. Smith concedes that Solomon had reasonable suspicion to pull him over so, the initial traffic stop was valid at its inception and the first prong of the Terry inquiry is satisfied. As part of the traffic stop, Solomon could examine the driver's and the identification of the vehicle's occupants and check for any outstanding warrants. Officer Solomon could also ask Smith about the purpose and destination of their journey and then ask similar questions to Carroll and Carter to verify Smith's statements. Thus, to the extent that Smith argues that any of those actions unreasonably prolonged the traffic

stop beyond 6:04 p.m., his arguments fail. The computer checks on both Carroll's and Carter's licenses took until at least 6:09 or 6:10 p.m. Therefore, the initial traffic stop was reasonable at least until that time.

Smith next argued that, even if the stop was reasonably extended beyond 6:04 p.m., it was unreasonable to extend the stop beyond 6:12 p.m. in order to conduct a narcotics investigation. Officer Solomon admitted that, by 6:12 p.m., there was not "anything else to do regarding the investigation of the improperly displayed tag." Therefore, any reasonable suspicion justifying an extension of the stop must have arisen before that point, or continuation of the stop would be unreasonable. The circuit court disagreed holding that Officer Solomon's interactions with the three men provided reasonable suspicion to conduct a narcotics investigation, thus justifying an extension of the stop.

First, Officer Solomon noted the implausibility of elements of Smith's story. Smith stated that the icemaker he was going to pick up was not a large machine. But he had no explanation for why he needed three adult men to pick up a machine of that size. Nor could he explain why it made sense to drive all the way from Fort Worth, Texas, to Indiana rather than just having the machine shipped.

Second, Smith, Carter, and Carroll gave contradictory stories about their destination, the purpose of their trip, and their relationships to each other. Smith claimed the men were headed to Indiana to pick up restaurant equipment: Carroll and Carter both asserted they were headed to a party in Memphis. Smith claimed Carroll and Carter were previous employees: Carroll informed Officer Solomon that he did not really know Smith. Smith did not even know the name of one of the men. Further, the stories from Carter and Carroll did not match up with each other—one of the men stated they would be returning to Jackson the following day, while the other stated he was unsure when they would be returning. These inconsistencies were significant, and they lean in favor of establishing

reasonable suspicion. The court held that this is particularly true where, as here, Officer Solomon drew on his experience to make inferences from and deductions about the cumulative information available to him that “might well elude an untrained person.” Officer Solomon testified that, in his experience, when drivers are dishonest after being pulled over, it usually indicates that they are hiding contraband.

Third, Smith and his companions were traveling along an interstate known for transportation of contraband. While the court agreed the Tenth Circuit in that “the probativeness of a particular defendant’s route is minimal” ... the court noted that it has consistently considered travel along known drug corridors as a “relevant piece of the reasonable suspicion puzzle.” Accordingly, Smith’s travel on I-55 supports reasonable suspicion on these facts.

Lastly, they noted that by 6:10 p.m., Officer Solomon knew that one of the vehicle’s occupants had an outstanding arrest warrant for a parole violation. This fact could have contributed to Officer Solomon’s reasonable suspicion.

In sum, the record supports Officer Solomon’s reasonable suspicion, based on his experience, “that criminal activity ‘may [have been] afoot.’” The record establishes this reasonable suspicion arose by 6:12 p.m. We therefore conclude that the extension of the stop beyond that time so that Officer Solomon could conduct a narcotics investigation did not violate the Fourth Amendment. Finally, Smith argued that, even if it was reasonable for Officer Solomon to begin a narcotics investigation, that investigation was unreasonably extended by Officer Solomon’s decision to wait until 6:21 p.m. to have Krash conduct the drug sweep. Again, the court disagreed. The record did not suggest that Solomon unreasonably dragged the investigation out. Rather, during the ten-minute interval Smith challenges, the record shows that Solomon was waiting for in-depth background checks on all three men, as well as trying to secure consent to search the vehicle. The court concluded Officer Solomon did not act unreasonably by waiting

until 6:21 p.m. to deploy Krash for the drug sweep.

After viewing the totality of the circumstances, the Fifth Circuit concluded that the district court’s decision to deny Smith’s motion to suppress was supported by a reasonable view of the evidence in the record.

The district court’s judgment was therefore **AFFIRMED**.

To read or download the full decision, [CLICK HERE](#)

### ***United States v Bettis* 8thCIR 10JAN2020**

*Key Phrases: Traffic Stop, Probable Cause, K9 Sniff, Rental Car*

Law enforcement officers learned that Bettis was trafficking heroin in Minneapolis. Bettis had two prior convictions for trafficking heroin from Chicago. When law enforcement learned that Bettis was in Chicago and likely driving a Toyota rented by his wife, they set up surveillance on his return route.

A Minnesota state trooper pulled the rented Toyota over for speeding. The officer recognized Bettis as the driver but the ID he produced had the name “Vernon Silas.” The passenger had identification identifying her as Dalia Taha. Neither were authorized to drive the rental car. The trooper also smelled the strong odor of marijuana coming from the car. He separated the two and received different stories: Bettis claiming they smoked marijuana in the car and Taha indicating they had not. They also told different stories regarding where they had been and the purpose of the travel. A second Trooper arrived with a K9 and walked the dog around the car and it alerted on the driver’s side of the vehicle and then the console where only marijuana remnants were found. No heroin was found in the car during that search.

Based everything they knew and because drug dealers sometimes use marijuana to mask the

odor of other drugs, the officers suspected additional drugs were hidden in the Toyota. They seized the vehicle and towed it to a police garage for a more thorough search, and Bettis and Taha were dropped off at a nearby gas station. Bettis' wife called in an effort to retrieve the rental car but was denied. The next day they again performed a K9 sniff. Based on a positive K9 alert, they obtained a warrant and further searched the car. This time they found 200 grams of heroin hidden in a headrest.

Bettis did not challenge the traffic stop, the initial dog sniff, or the roadside search. He argued only that seizing and towing the Toyota after only finding marijuana debris violated his Fourth Amendment rights. His argument was that because officers came up empty handed on the shoulder of the highway, they did not have "probable cause to believe that any additional drugs would be found in the vehicle. The court held that Bettis had standing to make a Fourth Amendment challenge, but disagreed that his Fourth Amendment rights were violated. The court noted that probable cause did not dissipate simply because it took a long time to complete a reasonable and thorough search of the car. The court stated:

*"As the encounter with Bettis unfolded, officers developed additional evidence indicating deception and criminal conduct. Bettis gave the officer a false name and photo ID. Although he admitted Daniels was the only authorized driver, he referred to his wife as "a friend of mine." He initially lied about smoking marijuana. And Bettis and his passenger gave inconsistent stories about where they smoked and what they had done in Chicago. The canine alert, the modus operandi resembling Bettis's past crimes, and the knowledge that marijuana is used to mask other illegal drugs all indicated that Bettis was hiding more drugs."*

These facts taken together made it reasonable to believe there were still drugs in the car after the first roadside search, and, therefore, the probable cause still existed to warrant the seizure of the car and subsequent discovery of the heroin.

To read or download the full opinion, [click here](#)

### ***United States v. Rodriguez-Pacheco* 1stCIR 15JAN2020**

*Key Phrases: Warrantless Arrest, Entry into Dwelling, Exigent Circumstances*

This is yet another case reminding us why it is important to get a warrant. The facts of the case are very interesting. A police officer in Puerto Rico (Rodriguez) was accused of domestic violence against an ex-girlfriend who reported the misconduct through a wife of another officer. Presented with evidence of threatening texts on a cellphone, the district attorney ordered Rodriguez to be disarmed and arrested. Without obtaining an arrest warrant, two officers went looking for Rodriguez and discovered he lived at his mother's house. When they approached the house, Rodriguez was calm and not belligerent. When they told Rodriguez he needed to surrender his service weapon and come with them, Rodriguez informed the officers the weapon was in his bedroom and he would retrieve it. Two officers followed him into the house to retrieve the weapon and seized the weapon as well as a GoPro camera, a cellphone, and laptop while in the house. The laptop contained evidence of not only the domestic violence, but also images of Rodriguez engaged in sexual acts with minors.

In his trial for the production of child pornography, Rodriguez asserted the warrantless entry was unreasonable and was unsupported by an exception to the warrant requirement. At the trial court level, the government argued both consent and exigent circumstances. The trial court determined exigent circumstances existed and denied the motion. In an opinion by First Circuit Judge Thompson the First Circuit disagreed noting several important facts. First, Rodriguez was very cooperative and the officers were not threatened by him (as indicated by the fact they did not place him in handcuffs). Furthermore, the entire family was being very cooperative and cordial. In fact, it was Rodriguez's sister who told the police where her brother lived and took them to the house. More importantly, there was ample time to get a warrant. A short quote from the case itself best sums it up:

*"No emergency, no urgency, no actual or threatened violence or gun violence, no armed suspects, no fleeing, no split-second decisions by police in tense moments, no legal reason not to get a warrant. At bottom, the facts of this case simply do not square with our exigent circumstances case law; and it was error to deny the motion to suppress on this basis."*

The court reversed the district court's denial of the motion to suppress and remanded the case back to the district court to determine whether Rodriguez gave officers consent to enter the house.

*Editor's Note: The presumption of reasonableness with a warrant is a great thing to have and the presumption of unreasonableness presents a tough burden (as this case points out). Don't take shortcuts and rely on exigent circumstances to overcome the presumption of unreasonableness. Get a warrant!*

To read or download the full opinion, [CLICK HERE](#)

***United States v. Carpentino***  
**1stCIR 17JAN2020**

*Key Phrases: Miranda, Invocation, Waiver, Right to Lawyer, Re-approach*

Vermont State Troopers (VSP) received a call informing them that a 14-year-old girl from New Hampshire was missing and that she would be found in a hotel in Vermont. VSP then learned that the girl was spotted in the company of an adult male and identified that person as the defendant in this case (Carpentino). The girl indicated that Carpentino had kidnapped and assaulted her, and Carpentino was arrested and taken to the station for questioning.

In the interrogation room, Carpentino was Mirandized; and he initially waived and told the investigators that he had driven alone from New Hampshire into Vermont. When he was challenged on the truthfulness of this assertion, the defendant said he wanted to end the

interview and talk to his lawyer. The investigators immediately terminated the interrogation and returned Carpentino to his holding cell. On the way to the holding cell, Carpentino asked to place a call to his lawyer.

About forty minutes later, Carpentino waved at the camera to get the guard's attention. When the guard approached the cell, Carpentino told him that he wished to speak to the investigators who had interviewed him. They came to his cell and confirmed that he wished to speak to them and took him back to the interview room. Once in the room, Carpentino asked "How much, would, uhm, the maximum time be for something like this?" When the officer told Carpentino that he would have to re-Mirandize him before they could talk to him, Carpentino again mentioned calling his lawyer. The investigator then sought clarification as to whether he was reinitiating contact to speak to them or if he was requesting a lawyer. At that point, Carpentino confessed to transporting the girl across state lines and having sex with her.

Prior to trial, Carpentino moved to suppress his confession on the ground that the second interview violated of his Miranda rights (impermissible re-approach after invoking right to lawyer). The district court denied the motion to suppress concluding that, although the defendant had invoked his right to counsel during the first phase of the interview, he subsequently initiated an investigation-related conversation with the troopers; that the defendant did not unambiguously reinvoke his right to counsel during the second phase of the interview; and that he knowingly and voluntarily waived his Miranda rights before confessing. Carpentino was convicted by a jury and appealed the district court's ruling.

In an eloquent opinion written in a style that only Judge Selya could produce, the First Circuit disagreed with Carpentino and affirmed the conviction. The court found that a reasonable officer in the troopers' shoes could have understood the defendant to be seeking to resume a generalized discussion of the investigation. The court noted that the defendant sought out further communication

with the troopers by waving at the camera in his cell and then confirmed that he wanted to speak to them. Then, when they escorted Carpentino to the interview room, his very first question zeroed in on the crime that the troopers were investigating: "How much, would, uhm, the maximum time be for something like this?" A reasonable officer could have interpreted this case-related question from the defendant as demonstrating that Carpentino wished to discuss the investigation. When the troopers attempted to confirm this desire, Carpentino suggested that he might want to call his lawyer. Faced with an ambiguity, the troopers sought to resolve it by explicitly asking the Carpentino whether he wanted to speak to them or to his lawyer. The defendant replied that he needed to call his lawyer "too." In light of the dual purposes for initiating communication, a reasonable officer could have interpreted this statement to mean that the defendant wanted both to speak with the troopers about the investigation and to call his lawyer. The court held that although the defendant may subjectively have intended that the conversation with the troopers take place with his lawyer present, his words did not make any such intention clear. Accordingly, the court held that that the troopers did not violate Carpentino's right to counsel by subsequently seeking a Miranda waiver and resuming the custodial interrogation without an attorney present.

To read or download the full opinion: [READ THE FULL DECISION](#)

***Barton v. Martin 6thCIR 7FEB2020***

***Key Phrases: warrantless entry, dwelling, probable cause, arrest***

Barton, the plaintiff in this case, shot a BB gun at the legs of his trampoline to scare away a cat that had been clawing at his daughter. He then yelled to a neighbor, "The next cat that I see in my yard will be a dead one." The neighbor called 911 and said that Barton had told her that "your grey cat ... got shot in the head." She said she did not know if it was a BB gun and admitted she had not seen the injured cat and that the cat could not have been hers. The police

dispatcher then put out: a woman said that her neighbor was shooting cats and that she was not sure what type of weapon was used. Animal Control arrived and spoke to Barton, who refused to come outside or provide identification. He explained that he had shot at a trampoline with a BB gun to scare the cat. The officer saw neither weapons nor injured cats.

Minutes later, eight officers arrived, produced weapons, and surrounded Barton's house. Barton passed his identification through the door. Moments later, fearing that Barton was grabbing a gun, one officer ripped open the screen door and went into the house. The officer then threw Barton up against the counter. Barton was then handcuffed and transported to the station where he was strip-searched while handcuffed to the wall above his head despite complaints of shoulder injury. He was released on bond three hours later, and the charges were dismissed.

Barton sued in a §1983 action for illegal entry, unreasonable arrest and prosecution, excessive force, and First Amendment retaliation. The court granted Vann summary judgment, citing qualified immunity. The Sixth Circuit disagreed and reversed, holding that the warrantless entry into the home without an exception to the warrant requirement violated clearly established law. Specifically, the court noted that a phone call reporting criminal activity, without corroboration, does not provide probable cause for an arrest. A reasonable jury could find that the officers' actions violated Barton's right to be free from excessive force during the arrest and that the officer used excessive force after arresting Barton.

To read or download the full opinion, [CLICK HERE](#)

***United States v. Berg 10thCIR 23JAN2020***

***Key Phrases: traffic stop, reasonable suspicion, Terry Stop***

Kansas Trooper Seiler was patrolling I-70 when

he saw three vehicles that appeared to be traveling together. All three vehicles were going ten under the limit and all registered out of state. He pulled onto the interstate and got behind the rear vehicle (a compact car) which had California plates that were registered to a rental car company. When he pulled behind the last vehicle, the other two vehicles (a van and a truck) sped up to the speed limit. He passed the compact car and pulled behind the van. The van was registered to a rental company in Arizona. The van committed a traffic infraction and, at about the same time, the truck sped up to ten miles an hour over the speed limit. The truck was registered to an individual in California.

Based on his experience, Trooper Seiler believed the truck and the compact car were escort vehicles for the van. Seiler stopped the minivan. As he approached, he noticed the van had a large amount of cargo. He asked the driver (Berg) if he was moving and Berg responded he was moving from Las Vegas to Minnesota. While he ran the license, he asked Berg about his travel plans. Berg said he was taking his clothes and a TV back to his home in Minnesota. Trooper Seiler thought that the way the minivan was packed with duffel bags was inconsistent with someone moving household goods. At this point, Seiler suspected Berg was trafficking drugs. He asked Berg for consent to search the van but Berg refused. At that point, he detained Berg and called for a drug K9. The van was searched after the K9 alerted and recovered 471 pounds of marijuana. Berg sought to suppress the evidence arguing that Trooper Seiler did not have a reasonable suspicion to extend the traffic stop and detain him for a K9 sniff. The district court denied the motion and his appeal followed.

The defendant did not argue the stop was invalid. Rather, Berg argued the extension of the traffic stop into an investigative detention was not supported by a reasonable suspicion that he was engaged in criminal activity. The court disagreed. The court noted that reasonable suspicion requires more than a hunch, but it requires less than probable cause and falls “considerably short” of the preponderance of the evidence standard. The District Court had identified the following factors contributing to

reasonable suspicion: (1) Berg was traveling in a rental car; (2) Berg had trouble expressing whether he lived in Las Vegas and what he did there; (3) Berg was nervous because his breathing was shallow and quick throughout the encounter; (4) Berg took an indirect route of travel; and (5) Berg said he was in a rush to get home, but his statements about his travel timeline, rental agreement, and travel route made that assertion implausible. The Tenth Circuit held that under a totality of the circumstances, Trooper Seiler rationally inferred that (1) Berg was traveling in tandem with two escort vehicles, and (2) Berg’s claim he was moving personal possessions with his rental car was likely untrue; therefore, the continued detention was not unconstitutional.

To read or download the full decision, [CLICK HERE](#)

### **Chestnut v. Wallace 8thCIR 21JAN2020**

*Key Phrases: Qualified Immunity, Terry Stop, Terry Frisk, Use of Force, Handcuffs, Bystander*

In this case, Chestnut is jogging and observing an officer make traffic stops. When the officer sees the jogger a second time observing her making a traffic stop, she radios in that someone is following her as she is making traffic stops. Officer Wallace responded and demanded identification from Chestnut who had no identification on him and gave his name, birth date, and last four of his SSN. At this point, Wallace frisked Chestnut and directed other officers to handcuff him (which they did). Chestnut then provided his full SSN, and officers ran a warrants check which came back negative. When a supervisor arrived, he ordered the handcuffs removed and released Chestnut.

Chestnut sued Wallace for damages under 42 U.S.C. § 1983, alleging that Wallace detained, arrested, frisked, and handcuffed him without reasonable suspicion or probable cause to believe he had engaged in or was about to engage in unlawful conduct or that he was armed and dangerous. When Wallace moved for summary judgment on the ground of qualified

immunity the district court denied the motion. Wallace appealed to the Eighth Circuit.

Officer Wallace argued that the law was not clearly established when he detained Chestnut that he violated the constitution "by conducting an investigatory stop and briefly handcuffing a suspect with no identification after he follows a female police officer, seemingly obscures himself in a dark area of a public park after nightfall to watch her, and then fails to cooperate with the officer's investigation by refusing to provide his social security number." The court disagreed noting that it had "some difficulties with Wallace's legal argument and with his description of the circumstances."

First, citing the Supreme Court decision in *Hiibel v. Sixth Jud. Dist. Ct.*, 542 U.S. 177 (2004), the court acknowledged that the officer's request for identification did not turn the consensual encounter into a detention. The court then held that Chestnut's refusal to provide his full SSN during a consensual encounter could not be used to create the reasonable suspicion required for an investigatory detention. As the court said: "It would make no sense to require an officer to allow someone who provides no information to walk away but then to permit an officer to detain someone who gives him only partial information." The court went on to state: "... since Wallace could not have reasonably believed that Chestnut was engaged or about to engage in criminal behavior, we think that it was also beyond debate that Wallace should not have believed that Chestnut was armed and dangerous, which would have justified him being frisked and handcuffed."

Second, the court held that their precedent in *Walker v. City of Pine Bluff*, 414 F.3d 989 (8th Cir. 2005) clearly established that people had a right to watch police-citizen interactions at a distance and without interfering. The court further noted that every circuit court to have considered the question has held that a person has the right to record police activity in public. Accordingly, the Eighth Circuit affirmed the District Court's denial of qualified immunity.

To read or download the full decision [CLICK HERE](#)

### ***United States v. Baxter* 3rdCIR 21FEB2020**

*Key Phrases: Border Authority, Functional Equivalent Inbound, Border Search Exception*

The Border Search Exception applies to package mailed from US Virgin Islands to mainland United States.

To read or download the full decision, [CLICK HERE](#)

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**About the author:** IADLEST member Bruce-Alan Barnard, JD, LLM [[bruce@broadcast.blue](mailto:bruce@broadcast.blue)] is a former federal prosecutor and retired FLETC 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 provides weekly updates on cases that impact the legal aspects of law enforcement by hosting the weekly podcast, "Broadcast Blue", at [www.broadcast.blue](http://www.broadcast.blue)

### **LAW ENFORCEMENT DRIVER SIMULATIONS:**

#### **TO IMPLEMENT OR NOT TO IMPLEMENT**

*Submitted by: T.J. Alioto and Emily Hatch of VirTra, Inc.*

Emergency driving and de-escalation are both critical police officer safety skills. The threat of violence related to the job is obvious, hence the extensive training and discussion on de-escalation tactics, less lethal and lethal options. But where is the acknowledgement and training about dangers associated with *driving*?

Take a moment to think about how much time officers spend driving. Patrolling, responding to

incidents, traffic enforcement or pursuing suspects all involve time spent in a vehicle navigating the streets. While most law enforcement training solutions place a heavy emphasis on the use of force skills, they fail to address driving skills, though the danger involved is just as constant.

### **Driving Simulators Improve Police Officer Safety**

It is no surprise that driving is dangerous. However, did you know driving has become a more *immediate* threat than firearms? According to the FBI's Uniform Crime Reporting program, over the past decade, 1,068 officers were killed in the line of duty. Of this number, 330 officers were killed by handguns, whereas 577 died from accidents.

This ever-constant threat is why departments must place a heavy emphasis on driver training. Since driver training requires ample time, room, and resources, departments are exploring the use of driving simulators. These simulators are an excellent solution, as instructors can easily teach specific driving tactics, maneuvers, and life-saving tips from the classroom.

Driving simulation training saves more than time and space—it also mitigates harm. Research shows that training performed in driving simulators can reduce officer-related crashes by 8%. Departments that have blended simulated and real-life emergency vehicle operation (EVO) training have seen crashes decrease by nearly 10% (California Commission on Peace Officer Standards and Training, 2009). Moreover, a recent University of Georgia study indicated that the cost-benefit analysis associated with the use of a driving simulator is 12:1, meaning the simulator saves substantial money with crash and injury reductions (Matt Weeks, August 2019).

### **All-in-One Law Enforcement Driver Training Solution**

VirTra is helping arm officers with powerful, life-saving driving skills through the V-DTS™—VirTra's Driver Training Simulator.

Instructors have the ability to place trainees in a variety of customized or pre-authored scenarios, environments, or Emergency Vehicle Operations Courses (EVOC).

The V-DTS is unique in how it focuses on the *driver's cognitive learning* not just the *driving*. Instead, the simulator supports the cognitive tasks of driver location, pedestrian identification, vehicle compromise, department policy considerations, and more. Each of these elements encourage constant analysis and understanding—critical skills that are easily transferred to the field.

Learning is maximized through an in-depth debrief. Upon completion of scenarios, free drives or training tracks, debrief automatically begins. Instructors are provided with a detailed graph of actions, such as the exact moment the brake was pressed or steering input. These debrief abilities—combined with VirTra's TMaR video replay—make it easier for both trainer and trainee to analyze their actions and correct habits before re-entering the simulation or field.

Integrating a driving simulator into any police department training makes the learning experience more realistic, immersive, and longer-lasting than lectures, presentations, or videos. Rookies and experienced law enforcement officers alike can learn from new, carefully-crafted scenarios, extensive environments, and elaborate EVOC tracks.

### **IADLEST ACCREDITATION PROGRAM UPDATE**

*by: Mark Damitio, Accreditation and Grants Manager*

IADLEST has successfully concluded another Academy Accreditation.

**Accreditation of the Police Academy of the Ministry of Interior of the Federation of Bosnia and Herzegovina:** The Police Academy is a component of the Ministry of Interior of the Federation of Bosnia and Herzegovina within the larger nation of Bosnia and Herzegovina. It has been in continuous operation since the nation was established, and the facility has been used as a police academy prior to then within the

old nation of Yugoslavia since 1964. It is headquartered in Sarajevo, the country's largest city. The primary focus of the Academy is the basic and in-service training of police officers in the Federation. The primary training stakeholders are the canton police departments, making it the somewhat functional equivalent of a state law enforcement academy in the United States of America. The Academy Director is Damir Vejo.

The basic training program for regular Police Officers is a total of eight months with five months of theoretic training at the Academy and three months of practical training at the agency. The basic training program for Junior Inspector is a total of six months with three months of theoretic training at the Academy and 3 months of practical training at the agency. On annual basis, the Academy trains approximately 200 cadets for basic police training and approximately 700 police officers for specialist (in-service) training.

The Academy staff began coordination of submissions of the documentation supporting the individual standards in the late spring of 2019. Since the documentation was written in the Bosnian language, translation to English was required. Translation was conducted by the US Department of Justice International Criminal Investigative Training Assistance Program (ICITAP) personnel at their offices in Sarajevo, BiH.

On January 13-17, 2020, the IADLEST Assessment team of Mark Damitio, Accreditation Manager, Richard Gauthier, Executive Director of the Vermont Criminal Justice Training Council and the Chair of the IADLEST Accreditation Committee, Alma Dautbegovic and Alija Kulic, Program Assistants for ICITAP-Bosnia and Herzegovina performed the on-site assessment of the facilities, policies and processes.

On February 20, 2020, the IADLEST Accreditation Committee met to consider the recommendations of staff. The Committee unanimously agreed to award accreditation.

## **Accreditation Status**

### **Academies Accredited:**

- Kosovo Academy of Public Safety, Nation of Kosovo.
- The Ministry of Security Agency for Education and Professional Training Mostar, Nation of Bosnia and Herzegovina.
- The Police Academy of the Ministry of Interior of the Federation of Bosnia and Herzegovina

### **Academies That Have Paid the Accreditation Fee and are in the Process of Document Submission:**

- The Administration for Police Education of the Republika Srpska Ministry of Interior (Nation of Bosnia and Herzegovina).
- Washtenaw Community College Public Service Training/Police Academy, Ann Arbor Michigan.

### **Academies That Have Paid the Accreditation Fee and Have Informed IADLEST They Are Prepared to Begin Document Submission:**

- Gilford Technical Community College, Jamestown, North Carolina USA

### **Academies That Are In the Self-Assessment Phase:**

- Abu Dhabi Police College, UAE
- Dubai Police Training Department, UAE
- Kansas Law Enforcement Training Center, Hutchinson, Kansas, USA
- New Hampshire Police Standards and Training, Concord, New Hampshire, USA
- Ohio Peace Officer Training Academy, London, Ohio, USA
- Oklahoma Council on Law Enforcement Education and Training, Ada, Oklahoma, USA
- Plymouth Massachusetts Regional Police Academy, Plymouth, Massachusetts, USA
- Tennessee Law Enforcement Training Academy, Nashville, Tennessee, USA

- US Virgin Islands Police Academy, St. Thomas, USVI, USA
- US Virgin Islands Police Academy, St. Croix, USVI, USA
- Western Massachusetts Regional Police Academy, Springfield, Massachusetts, USA
- Police Training Center, Ministry of Interior, Republic of North Macedonia

Peace Officer Standards and Training Agencies in the Self-Assessment Phase:

- Montana Public Safety Officer Standards and Training, Helena, Montana, USA
- Oklahoma Council on Law Enforcement Standards and Training, Ada, Oklahoma, USA
- Tennessee Peace Officer Standards and Training, Nashville, TN, USA
- Wyoming Peace Officer Standards and Training, Cheyenne, Wyoming, USA

**Accreditation Committee Members Needed:**

As you can tell, there is considerable activity anticipated soon for accreditations. The IADLEST Accreditation Committee members provide important guidance and leadership to make sure that the accreditation program stays relevant and valuable to the needs of our stakeholders. It is also important to note that Accreditation Committee members are the first people considered for assessor duties, and there are many interesting places around the world where assessments will be taking place.

Additional information about the IADLEST Accreditation Program is available on the IADLEST website at: <https://www.iadlest.org/our-services/accreditation>.



**NPC NEWS  
Non-Escalation Training**

*by: Don McCrea and  
Peggy Schaefer*

IADLEST recently awarded the NCP seal to “Confident Non-Escalation: This is Where De-Escalation Training Begins,” a 24-hour in-person training course. Don McCrea, President of Premier

Police Training, LLC, describes how critical this training is for our profession.

The following scenario plays out far too often across the country. It occurs regardless of agency size or jurisdiction. The good news? This scenario is preventable with the right training. An officer receives notice that he and his agency are being sued for a civil rights violation under 42 USC Section 1983. A citizen whom the officer previously stopped, detained, frisked, and eventually arrested is suing, claiming the officer violated his Constitutional rights. The officer’s world now begins to blur as his agency, and possibly the FBI, opens an investigation into the matter.

A short time later, the officer receives another notice, this time concerning an upcoming deposition where the plaintiff’s attorney subpoenaed the officer’s training records. Surely there couldn’t be a problem with the training his agency had provided. Hadn’t the officer acted appropriately during the contact with that citizen? He believed he had. The officer and his agency would soon find out that the answer was “no.” The terminated officer and his agency would pay out six-figures to settle the lawsuit.

Where had the officer and his agency gone wrong in this scenario? The agency hadn’t recognized the need for non-escalation training. Because of this deficit, the officer went wrong at the very beginning of the contact. This officer, like so many others, was not adequately trained in performing a legally defensible Terry stop based on articulable reasonable suspicion of a crime. When the citizen questioned the reason for the stop, it quickly escalated into an

unlawful frisk, eventually culminating with an unlawful arrest. In this situation, it was the officer who was responsible for escalating the contact, not the citizen.

As Gordon Graham is famous for saying, “Predictable is preventable.” We can predict that officers who “think” they know their authority during police-citizen contacts may soon face a similar fate as in this scenario. I have encountered too many officers who think they know their authority but are dead wrong. Officers must know and lawfully apply their authority, particularly when the Constitutional rights of our citizens are at stake.

Agency heads and administrators, this problem is real, it’s significant, and it’s only going to get worse without corrective action.

Designed to prevent the incidence of lawsuits, lost careers, and eroding community trust, Confident Non-Escalation: This is Where De-Escalation Training Begins may be THE course to protect you and your officers.

**- UPDATE -**

**NATIONAL CERTIFIED INSTRUCTOR**

*by: William Flink, IADLEST Program Manager*



The IADLEST National Certified Instructor (INCI) Program has a variety of subject matter experts who have focused their talents upon law enforcement training. They have increased our influence upon training excellence, and continue to make a positive impact upon the work of law enforcement officers. Notifications of National Certified Instructor presentations are being sent to IADLEST Director members and Regional Representatives within surrounding states where our INCI instructors make their presentations. These

notifications can also be found within IADLEST’s social media activities.

All of the IADLEST’s National Certified Instructors are highly recommended from their peers or IADLEST members. Their credentials include significant training and development experience, and demonstrate their commitment towards improving criminal justice training and society. With that, we introduce some of our newest IADLEST Nationally Certified Instructors in this edition of the Newsletter: Wendy Rich-Goldschmidt, Damon Simmons, Robert Woloszyn, Ellis Amdur, and David Walker.



**Wendy Rich-Goldschmidt** is a career law enforcement officer, having served in a variety of assignments, ranks, and capacities since 1985. She has worked in municipal, county, and state government, as well as private

industry. Ms. Rich-Goldschmidt spent the majority of her career in campus policing where in 2003, she was appointed Chief of Police at the University of Northern Colorado and, in 2009, was appointed Chief at Colorado State University. She also served as the Chief of Staff for the Miami Beach Police Department from 2014-2019, where she was responsible for the administrative functions of the organization. She has spent considerable time teaching and training in classrooms and police academy settings.

Ms. Rich-Goldschmidt has authored several articles and served as an adjunct professor at Colorado State University and as a consultant and speaker for public and private entities, including: the International Association of Chiefs of Police, Training and Developmental Resources, the Texas Association of College and University Police Administrators, Tennessee

Highway Patrol, Women in Law Enforcement, and numerous recruiting conferences. Ms. Rich-Goldschmidt holds a Bachelor of Arts Degree in Sociology with an emphasis in Criminal Justice and a Master of Arts Degree in Educational Technology, both from the University of Northern Colorado. She is a graduate of the University of Denver's Public Safety Leadership Institute, the FBI National Academy and numerous professional/academic leadership courses.



**Damon Simmons,  
PhD, C.S.M.,  
C.S.M.C.**

Dr. Simmons has 21 years of experience in the criminal justice system. He brings 17 years of instructional experience to the classroom, having

taught at the professional and collegiate levels. He is currently employed and serves as sergeant with the Spokane County Sheriff's Office in Spokane, WA. Dr. Simmons has served as a field training officer, gang investigator, school resource officer, TAC team member, child sexual predator investigator, registered sex offender investigator, a member of the United States Marshals' Fugitive Task Force, a member of the Internet Crimes against Children Task Force, and patrol supervisor during his 20-year career in law enforcement.

Furthermore, Dr. Simmons has also worked as a juvenile corrections officer. He holds a Bachelor of Science degree in Sociology from the University of Great Falls, a Master of Science Degree from the University of Phoenix, a Doctor of Philosophy Degree in Criminal Justice from Walden University, a Certificate in Stress Management from the University of Central Florida, and a Stress Management Coach Certification from the Spencer Institute.



**Robert Woloszyn** is a retired FBI Special Agent and U.S. Marine Corps veteran (1988-1994). He served in the FBI from 1995 - 2019 with field office assignments in San Diego, CA, and Houston, TX. He spent four years in the San Diego Office on the Technical

Surveillance Operations Squad and 20 years in the Houston Office working Health-Care Fraud, Government Fraud, Public Corruption, and Counterterrorism investigations. He spent the last five years of his career on a HUMINT (Human Intelligence) squad addressing Criminal and National Security Confidential Informant matters. Mr. Woloszyn has attended the FBI HUMINT Basic, Intermediate, and Advanced Operations courses, and the HUMINT Instructor Trainer course. He was an Investigative Case Agent his entire assignment in Houston, working a National-Level Major Case terrorism investigation and four-year Undercover Corruption Operation. He had collateral duties as the Evidence Response Team (ERT) - Alpha Team Leader and TDY support to the ERT and Logistic component of FBI Rotation-10 to the Iraqi Theater of Operations.

Mr. Woloszyn's expertise is in the management of Confidential Informants. He also instructs Non-Forensic Evidence Collection Pursuant to Search Warrant Execution, Trial Testimony—Testifying to Evidence Collection and Shooting Incident Reconstruction to FBI Evidence Response Team (ERT) and Professional-Staff personnel.

After retiring from the FBI, Mr. Woloszyn taught Potential Confidential Informant: Assessment and Recruitment at the Houston Police Department Academy. He developed and copyrighted a four-day interactive Informant School course focusing on Confidential Informant Selection, Assessment, Recruitment, Handling, Development, Report Writing and Evaluation, which he currently teaches to federal, state, and municipal agents, officers, and analysts in the Houston, Texas, area.



**Ellis Amdur** is the founder of Edgework, Crisis Intervention Resources located in Shoreline, Washington. Mr. Amdur received his B.A. in psychology from

Yale University in 1974, and his M.A. in psychology from Seattle University in 1990. He is both a National Certified Counselor and a State Certified Child Mental Health Specialist.

Mr. Amdur has worked in the field of crisis intervention since 1988 and has developed a range of training and consultation services, as well as a unique style of assessment and psychotherapy. His work focuses on communication specific for first responders to calm and control people manifesting mental illness and emotional disturbance, particularly those who are exhibiting potentially dangerous behaviors. Mr. Amdur has released eighteen profession-specific instructional books, some written with subject-matter-expert co-authors concerning communication with seriously mentally ill individuals and verbal de-escalation of aggression ([www.edgeworkbooks.com](http://www.edgeworkbooks.com)). Of particular relevance to Mr. Amdur's work with law enforcement and correctional officers, is his coordination of one of the largest CIT programs in the nation.

Mr. Amdur's primary trainings focus on tactical de-escalation and control concerning individuals displaying aggressive or potentially threatening behaviors. His vivid descriptions of aggressive and mentally ill people, and his true-to-life role-playing of such behaviors, give participants an almost first-hand experience of facing the real individuals of concern. Among his particular specialties are how to work with those who are suffering from severe mental illness or drug intoxication, aggressive youth, perpetrators and victims of domestic violence, stalkers, and those showing behaviors associated with paranoia, volatile personalities or sociopathy



**W. David Walker** is the Chief Operating Officer & Training Director for Strategies for Youth. David's law enforcement career began as a Deputy for the Latah County Sheriff's Office in Moscow, Idaho, where he was a

member of the Latah County Tactical Emergency Response Team. He transferred to the Moscow, Idaho Police Department where he was a Patrol Officer and Investigator reaching the rank of Corporal. He helped to create and was the lead investigator for the Latah County Child Abuse Task Force. An off-duty injury led Mr. Walker to make the decision to leave law enforcement in 1992, and he has spent the last 20+ years working for a variety of large, multinational companies in technical marketing and communications.

During his career, Mr. Walker has developed and presented technical training and materials to audiences around the world. He joined the *Strategies for Youth* (SYF) team in 2014 as the Training Director, responsible for the development and delivery of SFY's training programs nationally. In 2017, he accepted the role of Chief Operating Officer, broadening his focus to include business development and day-to-day operations management for the organization. Mr. Walker is a member of the International Association of Directors of Law Enforcement Standards and Training Partner Advisory Committee and presents at law enforcement conferences, including the IACP National Convention and state and regional venues.



***Buzzed Driving is Drunk Driving***

# **IADLEST Presents**

## **National & International**

### **Certified Instructor Programs**

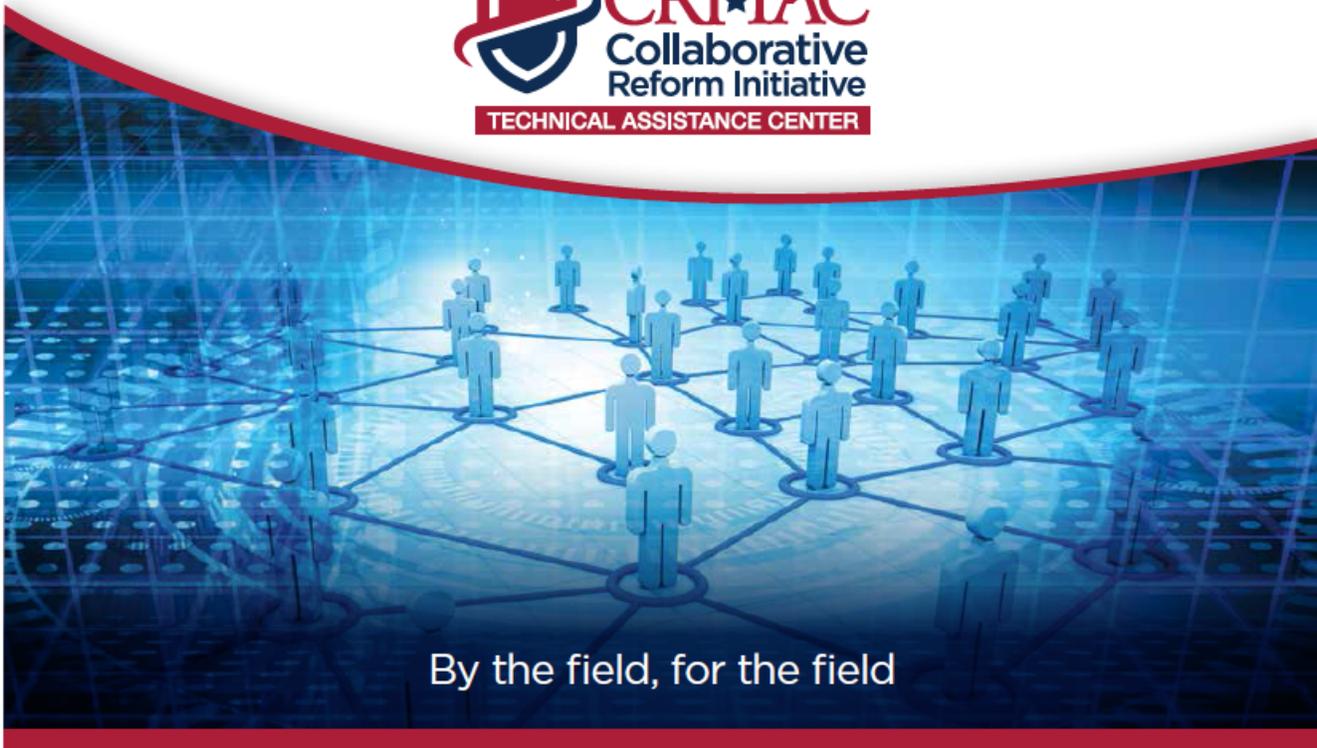


In 2018, IADLEST launched the National Certified Instructor Program (INCI) to recognize and acknowledge the Nation's FINEST instructors. These individuals display the "best practices" in training delivery by being highly recommended by POST and Academy Directors and by maintaining their training acumen by completing continuing professional education instructor course work.

With the success of the National Certified Instructor program, in late 2019, IADLEST launched the International Certified Instructor Program. To recognize our growing international region members and police trainers around the world, the International Certified Instructor Program seeks to expand the credentials of the world's best law enforcement instructors, and develop a worldwide level of expertise to be available to law enforcement agencies with IADLEST's seal of quality instruction.

Both IADLEST programs are available for all police officers, peace officers, sheriff deputies, correction officers, detention officers, telecommunicators, analysts, academic instructors, private trainers, or others interested in improving law enforcement training and individual instructional skill sets.

For more information, or to apply: <https://www.iadlest.org/training/instructor-certifications>



By the field, for the field

The Collaborative Reform Initiative Technical Assistance Center (CRI-TAC) provides no-cost customized technical assistance solutions designed to meet the unique needs of state, local, tribal, and campus law enforcement agencies throughout the United States.

## THE CRI-TAC IS HERE TO HELP

- Tailored, scalable solutions
- Informed by cutting-edge innovation and evidence-based and promising practices
- Designed in a collaborative manner with the agency
- Delivered by subject matter experts from the field
- No cost to the requesting agency

## SERVICES PROVIDED:

- |   |                    |   |                      |
|---|--------------------|---|----------------------|
|  | Resource Referral  |  | Virtual Coaching     |
|  | Web-Based Training |  | Meeting Facilitation |
|  | In-Person Training |  | On-Site Consultation |

Visit [www.CollaborativeReform.org](http://www.CollaborativeReform.org) for more information and to request assistance.



**NEWLY CERTIFIED  
INTERNATIONAL INSTRUCTORS**  
*by: William Flink, IADLEST Program Manager*



IADLEST's International Instructor Certification Program (IICI) is focused on providing those instructors from our international members and partners in foreign countries with a credential of excellence from a respected international source for law enforcement training and standards. The certification is also aimed at U.S. instructors who instruct criminal justice topics directed towards international training venues.

The qualifications for the International Certified Instructor Program (IICI) are similar to the national instructor program; however, IADLEST has undertaken additional conditions ensuring the qualifications for this certification. In the U.S. foreign contracting world, the IICI Program certification has been considered a law enforcement instructor "desired" qualification, by at least one contracting company. IADLEST encourages U.S. law enforcement training or trainer-contracting companies to consider the advantage of IADLEST International Instructor Certification may have on proposals for services to the U.S. Government and instructor qualification. We ask this for two reasons. First, because of IADLEST has a reputation for providing quality services; and second because IADLEST instructor certification provides employers with a second-review of an

instructor's reputation and character for excellence in providing training.

All of the IADLEST certified instructors are highly recommended from their peers and IADLEST members. They all have significant training and development experience and are spending much of their careers improving the criminal justice training system.

In this edition of the IADLEST Newsletter, we are recognizing the following IADLEST International Certified Instructors:



**Brian Caruth** is a member of the Trinidad and Tobago Prisons Service with 30 years active Service. Mr. Caruth is the lead Instructor for Firearms, Controlled Force Defensive Tactics and Reality Based Training with the Trinidad and

Tobago Prisons Service, and a Director with the Firearm Instructors Regional Association responsible for the Firearm Instructors update program. He is an NRA certified Trainer/ Range Safety Officer as well as an IALEFI certified Master Instructor.



**Shane McSheehy** is a Captain with the Eustis Police Department in Florida and a veteran law enforcement officer with over 25 years of service.

During his professional career, Capt. McSheehy has attended over 3,500 hours of continued developmental training. He has achieved a Bachelor of Science Degree Summa Cum Laude in Criminal Justice Administration from Columbia Southern University, and a Master of Science in Criminal Justice Administration degree from Columbia Southern University. Capt. McSheehy has also earned a Master of Science in Management and Leadership from Western Governors University. He also is a graduate of the 135th Administrative Officers' Course from the Southern Police Institute, and the Executive Leadership Course through the University of Notre Dame, Mendoza College of Business.

Throughout his career, Capt. McSheehy has served not only as a Field Training Officer and a Traffic Homicide Investigator, but has also supervised each of these specialized units. He has served in the Criminal Investigations Division as a property crimes detective, narcotics investigator, homicide investigator, Detective Sergeant, and unit commander. Capt. McSheehy is currently assigned as the Commander of the Patrol Division. Capt. McSheehy has been a tactical operator for over 22 years, and continues to serve as the SWAT Commander for the Eustis Police Department.

Captain McSheehy has devoted much of his career to training. He has been employed with the Lake County School Board since 2004. In addition to instructing new police academy recruits, Capt. McSheehy also instructs specialized and advanced training courses. He holds several certifications in training in areas of Firearms, Defensive Tactics, Active Shooter Instructor, Reality Based Training Instructor, and Taser. Capt. McSheehy is a certified National Rifle Association (NRA) instructor, as well as a Senior Range Safety Officer. He is the Chief Operations Officer for U.S. Police Instructor Teams. Since 2007, he has been involved in the tactical training and development of international police forces, as

well as the dignitary and personal protection trainer of judicial, prosecutorial, and executive personnel.

**EXECUTIVE COMMITTEE  
MEETING MINUTES  
Sunday, October 27, 2019  
Chicago, Illinois 60601**

**CALL TO ORDER:** President Kim Vickers (TX) called the meeting to order at 9:05 AM Central Daylight Savings Time on Sunday, October 27, 2019.

**ROLL CALL:** The roll of attendees was called by Dana Vike (WI), proxy for Secretary Stephanie Pederson (WI). There were ten Executive Committee members present or represented by proxy:

President Kim Vickers (TX)  
First Vice President Brian Grisham (TN)  
Second Vice President Erik Bourgerie (CO)  
Treasurer Jesus "Eddie" Campa (OK)  
Secretary Stephanie Pederson (WI) represented by proxy Dana Vike (WI)  
Midwest Region Representative Chuck Gerhart (OK)  
Northeast Region Representative Michael Wood (NY)  
Southern Region Representative Steven Combs (NC)  
Western Region Representative Perry Johnson (MT) represented by proxy Brad Johnson (ID)  
International Region Representative Gary Bullard (ICITAP)

Committee members absent:  
Immediate Past-President Dan Zivkovich (MA)  
Second Immediate Past-President Vacant  
Central Region Representative Alex Payne (KY)

There was a quorum to conduct business.

IADLEST Staff:  
Executive Director – Mike Becar  
Director of Operations – Yvonne Pfeifer  
CRI TAC Program Manager – Pam Cammarata

National Certification Program Manager – Peggy Schaefer

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

**INTRODUCTION OF GUESTS:** President Vickers introduced the following guests who gave presentations as summarized below:

**Tracey Trautman**, Acting Director  
Bureau of Justice Assistance  
US Department of Justice

The Bureau of Justice Assistance (BJA) is moving into their Fiscal Year 2020 funding cycle. They have been doing rural roundtables with law enforcement around the country to try and simplify the grant application process.

**Joshua Ederheimer**, Deputy Director  
Federal Protective Service (FPS)  
US Department of Homeland Security

The Federal Protective Services (FPS) funds 15,000 security guards to protect federal buildings nationwide. FPS has made a commitment to work with IADLEST. Deputy Director Ederheimer introduced Jason Kepp who runs the Specialized and Advanced Training Division of FPS in Alexandria, Virginia, and Chris Moore, who is in charge of Distance Learning and Multimedia for FPS.

As of October 1, 2019, FPS has become a standalone public safety agency within the Office of Homeland Security. FPS has broken ground on a new building at the Federal Law Enforcement Training Center (FLETC) in Glynco, Georgia. FPS is the featured federal agency at this year's International Association of Chiefs of Police (IACP) Conference. Deputy Director Ederheimer invited IADLEST to use any of their facilities for future meetings and expressed FPS interest in partnering with IADLEST in future initiatives.

**Iván Pabón**, Division Director  
Federal Protective Services (FPS)  
US Department of Homeland Security

Director Pabón explained that FPS learned a lot during Hurricane Katrina and during Hurricane Sandy. One of the things FPS does during a disaster like this is provide security for the Federal Emergency Management Agency (FEMA) understanding that first responders in the affected area are also victims of the disaster. However, some authority issues arose. FPS is currently introducing legislation that will allow security guards, in emergency situations, to come from other states and assist FPS in the security mission during a disaster. Director Pabón also mentioned that FPS has a standardized curriculum they use to train and screen FPS officers, and they are willing to share their curriculum.

**Bill Matthews**, SAIC  
Drug Enforcement Administration (DEA)  
Training Academy  
Drug Enforcement Administration

DEA has professional instructional system designers and a robust international training program accredited by a federal law enforcement accreditation body. Agent training is conducted in Quantico, Virginia. Mr. Matthews also explained all the training programs they offer to agents and employees within the DEA and explained the various roles they play throughout the country and abroad.

**Grady Carrick**, Ph.D., Enforcement  
Engineering, Inc.

Mr. Carrick discussed a National Traffic Incident Management Responder Training Program. There is an 8-hour train-the-trainer, and a 4-hour basic course, as well as an e-learning course option. The training program is in every state. Mr. Carrick requests support for the national training program. Mike Becar mentioned that he is working on getting the program nationally certified through IADLEST. Mr. Keith Williams (National Highway Traffic Safety Administration (NHTSA) reinforced IADLEST members advancing the Traffic

Incident Management Responder Training Program throughout the United States.

**Anne E. Schwartz**

National Criminal Justice Training Center

Ms. Schwartz provides communications training for first line supervisors in Wisconsin and owns her own consulting firm. She is a former reporter, public relations manager for the Milwaukee Police Department, and public information officer for the Wisconsin Department of Justice. Ms. Schwartz offered to provide training for any agencies requesting the training.

**APPROVAL OF EXECUTIVE**

**COMMITTEE MINUTES:** President Kim Vickers asked for a motion to approve the Executive Committee Meeting Minutes from June 9, 2019 (Milwaukee, WI). There was a **MOTION** by Brian Grisham (TN) and a **SECOND** by Chuck Gerhart (OK) to approve the minutes. The **MOTION CARRIED**.

**EXECUTIVE DIRECTOR'S BRIEFING**

(Mike Becar): Executive Director Becar provided information on the following :

**POST Director Changes:**

Dan Zivkovich, Massachusetts, retired. Chief Robert Ferullo is serving as Interim Executive Director.

New Executive Director for Georgia is Mike Ayers, replacing Ken Vance who retired in March.

Donald Vittum, New Hampshire, retired on August 2, 2019. The interim Director is Timothy J. Merrill until a new appointment is made.

Teresa Gooch, Virginia, retired. The new Director is Erik Smith who has been with Virginia DCJS.

Kelly Alzaharna has been appointed POST Director for New Mexico. Kelly is the former POST Director in Alaska and a lifetime member of IADLEST.

New Executive Director in Wyoming is Chris Walsh.

Mike Wood (NY) mentioned that Connecticut is also waiting on a new POST Director.

**IADLEST Social Media:** IADLEST has been posting on social media daily. Miranda Fuller (Virtra) has volunteered to publish social media for IADLEST. It was mentioned that Erik Bourgerie (CO) pushes out a lot of the IADLEST tweets. Please "like" and "re-tweet" IADLEST posts. Miranda will be joining the meeting at 10:00 a.m. to provide a mini tutorial on utilizing social media.

**Partnerships:** IADLEST developed a partnership with Force Concepts. IADLEST is acknowledging the process Force Concepts uses for developing law enforcement curriculum. Force Concepts is giving IADLEST a percentage of the work he may get from other states.

Polis Solutions is one of IADLEST's Partner Advisory Committee (IPAC) members, and they applied for a BJA Corrections Grant for \$94,000. IADLEST partnered with them on this grant application but the grant was not awarded to Polis Solutions.

The University of Washington, Center for Continuing Education and Rehabilitation asked for IADLEST to partner with them to apply for a BJA National Public Safety Initiative grant for \$288,228.98. They still have not heard back if they were awarded that grant or not.

**IADLEST Partner Advisory Committee (IPAC) Approval:**

Executive Director Becar forwarded a letter to the Executive Committee from the Learning House. They would like to become an IAPC member. If approved, they would be the 14<sup>th</sup> IPAC member. Executive Director Becar mentioned capping IPAC membership at 15 members. Executive Director Becar nominated Doug Simmons of Learning House for a membership on IPAC.

President Kim Vickers asked the committee for a motion to approve the Learning House as an IPAC member. There was a **MOTION** by

Chuck Gerhart (OK) and a SECOND by Eddie Campa (OK) to approve the Learning House membership on IPAC. The **MOTION CARRIED.**

**Audit:** IADLEST was approached by the Vermont Police Academy and asked to audit their Use of Force Scenarios. John Blum from Force Concepts conducted the audit for IADLEST. He provided the Vermont Police Academy with several recommendations to improve their program.

**Academy Accreditation:** Bosnia and Herzegovina Ministry of Security Agency for Education and Professional Training completed and passed their academy accreditation. There are two more academies preparing for accreditation in Bosnia. There are also a number of Academies in the United States beginning their accreditation process. Virtual Academy, one of the IPAC members, has created a portal for academies to submit their documents during the process.

The Accreditation Committee will also be proposing two new accreditation standards in the near future:  
Standards for accessibility to EMS/First Aid providers and First Aid equipment.  
Standards for adequate lessons plans for all subjects taught in the academy.

**National Certification Program:** After reorganizing the National Certification Program (NCP) in early 2019, the number of vendors submitting courses has doubled and almost tripled from before the revamp. Director Keith from the Community Oriented Policing Services (COPS) Office has recommended that each of their training providers submit courses for NCP certification, and the COPS Office also provided funding to support Peggy Schaefer’s position as the NCP Manager.

**International Instructor Certification:** A lot of instructors are gaining certification nationally and adding international certification. There is interest from SAIC and International Criminal Investigative Training Assistance Program (ICITAP) to require international instructor certification.

Interest from Caribbean to form an IADLEST Chapter.

**Conference:** Yvonne Pfeiffer does a lot of the conference planning and logistics herself, and it is too much for one person. There will be a meeting later today with Fox Valley Technical College to see if they would like to submit a bid to take over these functions for future conferences.

**New Grants**

NHTSA awarded IADLEST a Below 100 (two years) grant for \$184,847.69  
TxDOT awarded IADLEST a Data-Driven Approaches to Crime and Traffic Safety (DDACTS) grant for \$493,653.23  
TxDOT awarded IADLEST a Large Truck and Bus grant for \$125,234.12  
COPS Office – NCP Administration awarded IADLEST a grant for \$80,000.00 (supports Peggy Schaefer’s position with IADLEST)

**Activities:**

Peggy Schaefer attended the Global Security Exchange (GSX) Conference. There were over 24,000 attendees. She presented on the NCP and was interviewed by the media.

Bill Flink, Dan Howard, and Mark Damitio went to Dubai to evaluate their training curriculum and pre-accreditation.

Mike Becar attended the Western Regional Meeting in Meridian, ID, October 9 – 10, 2019.

Pam Cammarata represented IADLEST at the US DOJ commemoration on the 10<sup>th</sup> anniversary of the Shepard/Byrd Hate Crimes Prevention Act.

**IADLEST TREASURER’S REPORT:**

Treasurer Eddie Campa (OK) provided the following information.

As of September 30, 2019:

Assets	\$1,001,334.24
Liabilities	\$305,886.09
Total Equity	\$695,468.15

President Kim Vickers asked for a motion to approve the Treasurer's Report. There was a **MOTION** by Brian Grisham (TN) and a **SECOND** by Erik Bourgerie (CO) to approve the Treasurer's Report. The **MOTION CARRIED**.

**CONFERENCE REPORT:** Yvonne Pfeifer provided the following information about the 2019 Conference:

The 2019 conference generated revenue of \$183,727, an increase of \$14,789 from 2018. Total expenses were \$153,079, leaving a balance of \$30,648. An increase of \$6,300 from 2018.

The 2020 conference will be in Fort Worth, Texas, from June 7-10, at the Omni Fort Worth (hotel) in Sundance Square. The room rate at the Omni is \$219 + tax per night. There will be a separate block for the international delegates.

The keynote speaker is Paul Butler (law enforcement and motivational speaker). You can read more about Paul Butler at this website: <https://www.paul-butler.com/> The call for presenters is complete for the 2020 conference. There were 74 proposals received for 20 presentations. Proposals are in the process of being reviewed. There will be a welcome reception on Sunday, June 7, if it is sponsored. There will be a main dinner and Special Olympics auction again and Yvonne Pfeifer is working on finalizing those details.

The conference will be full days Monday and Tuesday, and until 3pm on Wednesday. Regional meetings at the 2020 conference will not be held at lunch. The regional meetings will be stand-alone meetings for 1 to 1-½ hours. The trainer's roundtable is going to be dropped as it has been poorly attended.

The 2021 IADLEST Conference will be held in Raleigh, North Carolina, from June 6 to 9, 2021. Requests for hotel proposals have been sent out.

**2018 AUDIT REPORT:** Erik Bourgerie (CO) said that the Audit Committee met and went

through the Audit Report, and they found that everything is in good order with IADLEST findings.

President Vickers asked for a motion to accept the 2018 Audit Report. There was a **MOTION** by Chuck Gerhart (OK) and a **SECOND** by Eddie Campa (OK) to accept the 2018 Audit Report. The **MOTION CARRIED**.

## **ADMINISTRATIVE REVIEW OF CURRENT BUSINESS ITEMS**

### **Federal Partner Meeting** (Pam Cammarata, IADLEST)

IADLEST will be hosting another Federal Partner Meeting in February 2020 in Washington, D.C. Ms. Cammarata asked the Executive Committee what they thought the agenda should focus on. President Vickers likes the idea of more federal involvement. There was discussion of adding a federal representative, non-voting member to the executive board; but President Vickers is not sure one federal representative would be able to represent all the federal agencies on the IADLEST Executive Committee. Having federal partners is good for IADLEST; but like IPAC, it is new and IADLEST is not sure what to expect from the partnership. Mike Wood was at the meeting in February 2019. He said there needs to be dialog with the partners on a regular basis, and the Federal agencies need to be reminded of who we are and what we do.

Division Director Iván Pabón from FPS recommended letting the federal agencies pick who their representative is going to be, and to start, make the federal representative a non-voting member on the IADLEST board. Although it is going to be a challenge to have one federal agency serve as a voice for all federal agencies, Mr. Pabón suggested that IADLEST should have a presence with and communicate with all the federal agencies to keep them involved.

**Business Meeting at the International Association of Chiefs of Police (IACP) Conference** (Kim Vickers, TX): Historically,

IADLEST held a business meeting at IACP and at the annual IADLEST conference. However, in the past, there has not been enough IADLEST members in attendance at the IACP Conference to form a business meeting quorum. Therefore, the question is, does IADLEST continue holding the business meeting in conjunction with the IACP or does IADLEST only host one business meeting annually at the IADLEST conference? The bylaws only require that IADLEST hold one business meeting annually.

Executive Director Becar felt that IADLEST could get by with just one business meeting annually unless there is a business need (an issue that cannot wait until that annual conference to be voted on) then a business meeting will be held in conjunction with the IACP. The Executive Committee agreed. Having only one business meeting annually, unless the need dictates, is a policy decision and a vote is not necessary. Going forward the plan is to only have the IADLEST business meeting at the annual conference.

## NEW BUSINESS

**IMPACT Board Position** (Mike Becar, IADLEST): The International Managers of Police Academy and College Training (IMPACT) Section. The section meets annually at the IACP Conference. IADLEST requested representation on IMPACT. Executive Director Becar initially heard from IMPACT's Secretary that a non-voting position had been approved for IADLEST. He later heard that an individual who is not a member of IADLEST was chosen to be the IADLEST representative to IMPACT.

During a separate closed-door meeting, it was determined that IADLEST would not have a representative on IMPACT. Executive Director Becar wrote a letter to the IMPACT Chair, Mark Fallon, asking for re-consideration. Executive Director Becar received a letter back from Mr. Mark Fallon. Mr. Fallon said that IADLEST membership on the board is outside the scope of the IMPACT Section Bylaws. No seats on the board are designated for IADLEST or any other agency or organization.

## **Life Membership Nomination** (Mike Becar, IADLEST)

President Vickers recommended Dan Zivkovich (MA) for an IADLEST lifetime membership. There was a **MOTION** by Brian Grisham (TN) and a **SECOND** by Mike Wood (NY) to approve IADLEST lifetime membership for Dan Zivkovich. The **MOTION carried**.

**Regional Representative Bylaw Change** (Kim Vickers, TX): At the last meeting, there was a discussion about doing away with expirations for regional representatives. This requires a bylaw change. The current bylaws state that regional representatives shall serve a term in office of one year and shall be limited to serving not more than three successive terms. A bylaw language change was provided for regional representatives to serve a term in office of one year subject to re-election, removing the language limiting service to not more than three successive terms.

If this bylaw change is approved by the Executive Committee, it will be published to the General Membership at least 30 days before the General Business meeting at the annual conference. The bylaw change would then undergo a vote by the membership at that meeting for final approval.

There was a **MOTION** by Erik Bourgerie (CO) and a **SECOND** by Brian Grisham (TN) to approve the bylaw change for regional representatives to serve a term in office of one year subject to re-election, removing the language limiting service to not more than three successive terms. The **MOTION carried**.

## **Legal Listserv** (Yvonne Pfeiffer, IADLEST)

A listserv has been created focused on legal issues and questions. This listserv goes out to all the POST legal representatives if they choose to be included in the listserv. If anyone would like to be added to the listserv, contact Yvonne Pfeiffer.

**IADLEST Mission Statement** (Pam Cammarata, IADLEST): Ms. Cammarata read a proposed mission statement for review and approval before the website is updated.

President Vickers (TX) recommended that an ad hoc committee be formed to consider the mission statement. Executive Director Becar, Erik Bourgerie, and Chuck Gerhart will work with Ms. Cammarata to come up with an IADLEST mission statement.

**IADLEST Social Media (Miranda Fuller, VirTra):** Social media was covered after the Treasurer's Report and before the Conference Report.

IADLEST has social media presence on Facebook, Twitter, and LinkedIn. IADLEST would like to increase its visibility and followers on social media. Follow IADLEST on Facebook, Twitter, and LinkedIn. Members should like, re-tweet, and share IADLEST posts so that others have an increased chance of seeing the posts. Members should also add @IADLEST to posts on LinkedIn, and #IADLEST to posts on Twitter.

Ninety-six percent of law enforcement agencies surveyed by the IACP use social media. The average Twitter user follows five businesses, and 80% have mentioned a brand in a tweet. On average, a twitter user should post up to 15 times per day. For a business, posts should be made once or twice a day. A lot of people use Twitter as a live news feed.

LinkedIn is a positioning platform. It is no longer just a "job seeker" platform. There are 65 million people on LinkedIn. If using LinkedIn, use a professional picture and bio on LinkedIn and add your publications and professional accomplishments.

President Vickers mentioned that he has seen a tremendous increase in Instagram usage. Over billion users each month. Ms. Fuller noted that Instagram is imagery based, and content must be relevant. Instagram is also heavy on hashtags. Instagram cannot be forced. To be done well, posts must be well thought out.

Next Door was also discussed. Next Door has over 100,000 U.S. neighborhoods. Next Door for public agencies has been developed and is a way to keep communities in the loop on public

safety issues. Next Door is a good method for leaders to engage with their community. As far as speed and time are concerned, Next Door is as quick as Twitter, but has more of a community feel and focus.

President Vickers encouraged Ms. Fuller to send out any tips she can. Ms. Fuller mentioned she will send out her presentation to the Executive Committee members.

**Dubai Report and Proposals (Mike Becar, IADLEST):** The Dubai contingent would like to have an IADLEST presence in Dubai, and they are willing to pay for the office space and salary for an IADLEST representative. The IACP signed a memorandum of understanding (MOU) to provide an office in Abu Dhabi. The Executive Committee members feel this is a good thing and shows IADLEST's support for the international community. Executive Director Becar may have someone in mind for the role.

## **COMMITTEE AND SPECIAL ASSIGNMENT REPORTS**

**Sourcebook Update (Mike Becar, IADLEST):** The Sourcebook is going through some final revisions. The most updated version will be tested again before it is released to the general membership. Executive Director Becar reported that one of the last steps they are working on is to make the Sourcebook simple and easily searchable. It will reside on the IADLEST website.

## **UPDATE ON CONTACTS WITH POST DIRECTORS/REGIONAL REPORTS:**

### **NORTHEAST REGION**

(Mike Wood, NY): Mike Wood has developed contacts with Rhode Island, New Jersey, and New Hampshire. Connecticut has been involved in the past; and with the Connecticut POST Director position being vacant, it is hard to say how Connecticut will be represented in the

future. The main issue within the Northeast Region continues to be budget challenges.

**Central Region** (Alex Payne, KY): The Central Region representative was not in attendance so no report was given. Central Regional Report by State:

**Wisconsin:** The Training and Standards Bureau is currently going through a reorganization. Wisconsin has not had a Director since August 2018. On October 10, 2019, the reorganization was approved, and the Training and Standards Bureau will now be able to recruit and hire a Director. The hope is to have a new Director by January 2020.

The Training and Standards Bureau Staff is looking at guidelines from other states and FLETC on how officers should safely pursue wrong-way drivers on the interstate system.

The Training and Standards Bureau oversees the curriculum for the law enforcement, jail, and secure juvenile detention academies. To address a shortage in instructors for Principles of Subject Control (POSC – jail version of Defense and Arrest Tactics [DAAT]) they are looking at combining the instructor courses for POSC and DAAT into one class. Instructors would walk out of the class with both certifications.

The Training and Standards Bureau is developing a Wisconsin First-Line Supervisor course.

#### **SOUTHERN REGION** (Steve Combs, NC):

Steven Combs would like for the southern region to be more involved. He will be contacting other states in his region to try and improve regional involvement within IADLEST. Southern Region Report by State:

**Florida: Active Shooter Training** – Since the Criminal Justice Standards and Training Commission approved courses on Single Officer Response to Active Threat and Shooter Incidents

in May 2019, the Florida Department of Law Enforcement (FDLE) has conducted 18 sessions of the instructor course at criminal justice training schools throughout Florida. More than 200 instructors have taken the course, and many states have requested access to Florida's training.

The training is designed to give officers the tactics and mental preparation to respond to an active shooter situation by themselves. The course stresses that in an active shooter incident, "time is lives", therefore, law enforcement cannot wait for backup. They must immediately respond to the threat.

FDLE Assistant Commissioner Jennifer Pritt presented highlights from the course at an Association of State Criminal Investigative Agencies (ASCIA) conference in May 2019 in Gulf Shores, Alabama, and many of the agencies in attendance asked if the training could be made available to their states.

In September 2019, FDLE's Sworn Training Unit hosted a class in Orlando for out-of-state law enforcement agencies. Some of the participating agencies included Georgia Bureau of Investigation (GBI), Alabama Law Enforcement Agency, South Carolina Law Enforcement Division (SLED), North Carolina State Bureau of Investigations (NBI), Texas Department of Public Safety (Texas Rangers), Pennsylvania State Police, and Illinois State Police. The class was received so well that FDLE has been invited to conduct the training for the criminal justice instructors in South Carolina.

There are two courses on this topic: Specialized course 1402 Single Officer Response to Active Threat and Shooter Incidents and the instructor course 1403 Single Officer Response to Active Threat and Shooter Incidents Instructors. Course 1402 is designed to help officers learn the basics of responding to an active threat and uses classroom, live fire exercises, and scenario-based training. Course 1403 is for firearm instructors and prepares them to teach the 1402 course by shadowing a lead instructor and assisting in teaching the 1402 course.

**Single Basic Abilities Test (BAT)** – the BAT was established in 2002 and serves as the initial point of entry into the Florida basic recruit training program for law enforcement and correctional officers. From its inception, the BAT has been administered by three different vendors. Discussions began a few years ago about establishing a single vendor in order to standardize the test and to keep costs uniform statewide.

The official roll-out of the single statewide BAT administered by Pearson VUE occurred on August 15, 2019. The cost of the BAT is \$39 and is being offered at more than 130 locations throughout the state. Examinees taking the BAT via Pearson VUE will be given their unofficial exam results upon existing the test site. However, these exam results are considered unofficial and will be given to examinees for their records only.

Since paper results can too easily be falsified, FDLE has decided against issuing official results on paper and will exclusively use the Commission's Automated Training Management System (ATMS) as the sole repository of the BAT results. The official result will be available in ATMS the day following the candidate's exam.

**Officer Misconduct Case Involving Positive Drug Test** – The Criminal Justice Standards and Training Commission (Commission) found probable cause that a respondent failed to maintain good moral character standards by testing positive for marijuana. (The Florida Drug-Free Workplace standard for a positive test for marijuana is 15 nanograms/milliliter or higher.)

An Administrative Complaint was issued, and the respondent elected to contest the charge in an administrative hearing. During the hearing, the respondent did not dispute the testing procedures of the positive test. The respondent testified she had not used illegal marijuana; but instead, was using legal, over the counter cannabidiol (CBD) oil for back pain at the time of her drug test.

The Commission did not introduce the test results; however, it relied on the testimony from two medical doctors. The doctors were contracted as medical review officers by the respondent's employing agency. Both doctors testified that CBD oil sold legally in Florida should contain no more than .03% THC. The doctors testified that the THC content of legal CBD oil is so low it was not expected to generate a positive test, even if ingested regularly.

Following the hearing, the Administrative Law judge entered an order recommending that the Commission dismiss the Administrative Complaint against the respondent. This ruling was based on the Commission's failure to prove by clear and convincing evidence that the respondent's positive drug test was caused by the ingestion of illegal drugs.

**North Carolina - The Criminal Justice Education and Training and Standards Commission:**

- **School Resource Officers:** The North Carolina Criminal Justice Education and Training Standards Commission has recently updated the North Carolina Administrative Code referring the minimum standards for School Resource Officer Certification. The new administrative code defines School Resource Officer, the minimum requirements for certification, and the required refresher training. This new rule (12 NCAC 09B .0313) became effective October 1, 2019.

**North Carolina Criminal Justice Fellows Program**

The mission of the North Carolina Criminal Justice Fellows Program is to recruit talented high school seniors and graduates into the criminal justice profession. Each year this program will fund fellowships for high school seniors who have exhibited high academic achievement, a history of service to the school and community, and a desire to serve the state of

North Carolina in a field within the criminal justice profession.

The North Carolina Criminal Justice Fellows Program will provide forgivable education loans for high school seniors who agree to enter a criminal justice profession in North Carolina. This fellowship will fund an Applied Associates Degree in Criminal Justice or Committee approved related field of study, from any North Carolina Community College System school. Students who receive the education loan would have five years to repay, though it would be forgiven if they enter and remain in a criminal justice profession within North Carolina for four years.

The number of fellowships awarded annually shall not exceed 100, and the total number of students in the program each year shall not exceed 200.

This program became law in 2018 and has been funded in 2019 by the North Carolina General Assembly. Unfortunately, the General Assembly has not signed the budget for the 2019/2020 fiscal year. The initial class began in the Fall of 2019.

**North Carolina Sheriffs' Standards Division:** The North Carolina Sheriffs' Standards Division is in the beginning stages of completing a Job Task Analysis (JTA) for Detention Officers and Telecommunicators. The last JTA for Detention Officers was in 2003, and the last JTA for Telecommunicators was in 1998.

Effective July 1, 2021, any person employed as a telecommunicator by a municipal police agency shall meet all the requirements for certification through the Sheriffs' Education and Training Standards Commission. Sheriffs' telecommunicators were already required to be certified.

**North Carolina Justice Academy:** The North Carolina Justice Academy is working with the North Carolina Justice Standards Division on a JTA for entry level law enforcement officers. This will include a significant revision of the

Basic Law Enforcement Training program for the next ten years.

The North Carolina Justice Academy has partnered with Advanced Law Enforcement Rapid Response Training (ALERRT - Texas State University) to deliver high quality training in which integrates law enforcement, paramedic and telecom training together.

A three-year renovation has started at two residence halls of the east campus (Salemburg) of the Justice Academy. This renovation will affect a total of 200 beds on campus.

**North Carolina (Peggy Schaefer – DDACTS and NCP Update):** Peggy Schaefer continues to offer DDACTS workshops throughout the U.S. She has four scheduled:

Cleveland, OH	Nov 13-14, 2019
Carol Stream, IL	Dec 4-6, 2019
Fultondale, AL	Feb 18-20, 2020
Port Smith, RI	Feb 25-27, 2020

Peggy is looking for future training sites, perhaps in TN, MS, or LA?

As many may know, IADLEST received a grant from the COPS Office to provide resources for the National Certification Program (NCP). The NCP is funded to help with marketing, rubrics revision, SME reviewer training, and course assessments. The NCP anticipate getting all of the COPS Office programs, which number about 300, approved in the next few years.

In addition, Peggy Schaefer needs a short paragraph from some of the states in the Southern Region outlining the course certification process for NCP recognition (if your state does not automatically accept NCP certificates). Those states are:

- Alabama
- Louisiana
- Mississippi
- Virginia

**Tennessee:** Tennessee's General Assembly and Governor's Office has made grant money available to improve school security with priority given to those schools that do not have an assigned School Resource Officers (SRO). That amounts to funding for approximately 500 schools that currently do not have an SRO. This will have a large impact on the Tennessee Law Enforcement Training Academy (TLETA) and POST since SRO's must first be fully certified law enforcement officers and also receive a 40-hour SRO training.

Tennessee continues to experience unprecedented turnover in law enforcement officers. POST is currently certifying 2,000 new officers per year up from an average of about 1,200. TLETA is operating at maximum capacity with 135 new recruits training in each basic class.

State officials continue to advocate for co-location of three different training academy entities in one location (TLETA, Tennessee Highway Patrol, and Tennessee Department of Corrections). This would be a multi-year construction effort that would not be able to be utilized by TLETA and POST until all phases are complete. No improvements will be approved at their current facilities, and the need to expand is immediate. There are many unanswered questions as to who would be in charge and whether historical identities will be maintained. Co-location has failed in the past in Tennessee.

## MIDWEST REGION

(Chuck Gerhart, OK): Chuck Gerhart said they have a very active region, but he will be contacting Iowa and Nebraska to increase their involvement. Midwest Regional Report by State:

**Kansas – CPOST:** The Kansas Commission on Peace Officer Standards and Training (KSCPOST) is working to obtain the following Kansas Administrative Regulations (KAR) during 2019:

A KAR that will require a certified officer to report an arrest or a conviction to KSCPOST within ten days.

A KAR that will require certified officers who have been inactive (unemployed) for longer than one year to pass a psychological evaluation prior to being employed at an agency.

A KAR that will make it a violation of the Kansas Law Enforcement Training Act (KLETA) to lie during the application process to become a certified officer.

A KAR that will clear up language in the current KAR regarding moral character.

KSCPOST is experiencing an increase in the number of hearings. KSCPOST anticipates an increase in the number of re-instatement hearings. KLETA allows an officer to petition for reinstatement after five (5) years of revocation. KSCPOST became active after changing the rules to maintain certification in 2012. Now, five (5) years later, officers are beginning to consider petitions for reinstatement.

KSCPOST has experienced a small increase in the number of investigations it performs.

KSCPOST has adequate funding via a fee attached to municipal docket fees. Municipal docket cases in Kansas continue to decline, however.

**Missouri POST:** Starting with the Continuing Law Enforcement Education (CLEE) reporting period that ended on December 31, 2018, Missouri migrated to an online tracking system to determine peace officer CLEE compliance. Attendance records (sessions) are entered by training providers through a secure website.

Officers can also check their training records through this same secure website and the law enforcement agency that the officer works for can review the training records for all officers associated with their law enforcement agency. This software was designed and built by in-

house state programmers. So far, feedback on the CLEE system has been positive.

Missouri is trying to find a reasonably priced online software solution to administer their licensing exam to peace officer applicants. Right now, they used a paper exam and scannable answer sheet; but updating the exam in a timely manner has proved to be problematic since they have 11 testing proctors throughout the state. If they are unable to find a solution, they might try to develop the software in-house as well.

**Missouri – Jefferson College:** Not unique to Jefferson College – but there is a lack of applicants to fill academy classes.

The Jefferson College Academy is 40 miles from Ferguson, MO. They noticed the largest impact to younger applicants – their program includes a degree and although parents want their children to go to college – they do not want to pay for them to go to college to become a peace officer. There appears to be lack of maturity and “life experience” in many of the applicants.

Trying to teach communication skills and interviewing skills to law enforcement recruits who have grown up with computers and phones has lowered recruits’ basic abilities in the academy. Just the process of teaching notetaking skills and how to actually write on paper has proven a challenge.

Not an academy issue, but there is a disconnect between the criminal justice players.

The St. Louis and County law enforcement has no support in the prosecuting attorneys’ offices. Maintaining a positive attitude and high morale within the road patrol is tough. The feeling is that the work that is done on the street will not be supported in the District Attorney’s office or courts.

**Oklahoma:** The top priority for the Oklahoma Council on Law Enforcement Education and Training (CLEET) is to seek legislative action directed towards restoration of funding lost

during several years of economic downturn. They also desire to develop additional funding resources to meet existing and future law enforcement training demands.

Meeting the training needs of rural Oklahoma can be an arduous task considering the financial resources available at this time. Accordingly, Oklahoma is analyzing and developing a cost-effective economic plan (software and learning management system) for the delivery of online continuing education and specific courses in the basic academy that may be appropriate for such learning.

CLEET is in the process of developing a new comprehensive five (5) year strategic plan to establish annual goals aligned with CLEET’s mission to Oklahoma law enforcement, the Oklahoma private security industry, and Oklahoma bail enforcers.

**South Dakota:** South Dakota’s Law Enforcement Training (LET) is currently fully staffed and their basic training sessions continue to be full at 48 students.

The LET recently began a partnership with Dakota State University to help develop, house, and access on-line training for their students. LET and Dakota State University are both excited as they explore the advantages of providing both basic and advanced training that fall in line with LET’s training philosophies.

**Wyoming POST:** The Wyoming POST is currently without a Director.

Nothing else to report at this time.

**Wyoming Law Enforcement Academy:** Wyoming Law Enforcement Academy is currently conducting a comprehensive review of curriculum for both Peace Officer Basic Training and Detention Officer Basic Training to compare content associated with instructional objectives identified through a JTA versus content that is in addition to those objectives. The overall goal is to move to a learner-centered training methodology focusing on germane content directly related with the outcomes of

performance and minimize lecture formats based solely on instructor determined content.

Wyoming recently established a penalty assessment mechanism to fund officer continuing education and training. This funding source is managed by the Wyoming Law Enforcement Academy within their existing enterprise fund account. A statewide training needs assessment was conducted to help determine the type and topics of advanced training courses to be offered utilizing this funding source. The training needs assessment will be conducted annually to help capture trends and identify training gaps.

Wyoming is experiencing an uptick in applications for peace officer basic training. Frequently the number of applications exceed the maximum number of students that can be trained within a single basic course. The academy, its advisory board, and members of law enforcement agency administrators are exploring potential solutions to this issue to include expansion of the academy facility and staff, large agency assumption of their own basic training for their own recruits, asynchronous delivery of academic content outside of traditional training course timelines, and/or reducing the number of detention basic courses offered during a calendar year in order to accommodate an additional peace officer basic course.

## WESTERN REGION

(Brad Johnson (ID) proxy for Perry Johnson, MT): Brad Johnson hosted the Western Region meeting in Idaho on October 9-10, 2019. All states in the region, except California, participated. The Western Region is not having the same challenges with participation that other regions are having. Western Regional Report by State.

**Alaska:** Alaska's economy remains a key factor and ongoing challenge for public safety agencies in recessionary Alaska. While recruiting, training, and retention are challenges in the best of situations, they are proving particularly

challenging for agencies in the fiscally constrained environment.

Rural Justice issues boiled over recently with sensational national news coverage of our challenges in getting small isolated Alaskan communities to follow regulations and report hiring qualified local "Village Police Officers," (VPOs). Although a longstanding and well-known problem centered on cultural diversity and lack of community resources, administration officials concerned about the media coverage directed the Lake Council to take immediate action to address the situation. Short of chartering small aircraft to fly to each of the 120 isolated communities and track down local officials, Alaska Police Standards Council (APSC) is fully engaged in efforts to communicate with these communities and guide them toward compliance. To date, Alaska has managed to communicate with only about half of them.

Efforts continue to update state regulations governing VPO hiring standards and their training and certification. Alaska expects their council to support draft regulation changes in their next meeting on December 3, 2019, which will kick off the formal publication and public comment period leading to final adoption in June of 2020.

For years, the state troopers and several local departments maintained all in-service training records in a module of the state's Criminal Justice Information Services (CJIS) system known as Alaska Public Safety Information network (APSIN). This dinosaur of green-screen mainframe IT is undergoing systematic replacement that will eliminate functions not considered core to a criminal history repository. As a result, APSC is migrating hundreds of thousands of historic APSIN training records into the ACADIS training system and is implementing web-based portal access for departments to utilize the system for in-service training tracking. While this initial migration is quite time-consuming, the effort will maintain historic records and reduce APSC data-entry staff time in the future.

Efforts continue to implement a statewide index for agencies to share information about officer applicants. Agencies are trying to save resources and share information regarding background investigations while also providing small departments with a potential tool to identify qualified applicants. The Council is directing this effort, which requires both a technical solution and clear guiding policy within a joint agreement between all the participating agencies.

**California:** Creation of POST De-escalation Guidelines: POST will publish de-escalation guidelines in early 2020. Approximately 80 subject matter experts (SMEs) will attend a summit in order to assist with the project. The SMEs will come from all ranks of California and national law enforcement and will also include mental health professionals and police auditors. Attorneys from the U.S. DOJ Civil Rights Division and California DOJ are scheduled to participate. The summit will include university professors and nationally recognized law enforcement research foundations. POST will publish guidelines for four topics: Communication,; Tactics, Policy and Research, and Training.

California's New Use of Force Legal Standards – Bridge Training Course": In August 2019, California's Governor signed Assembly Bill (AB) 392, which changed California's use of force legal standard. POST has developed a two-hour AB 392 training curriculum to be deployed in tandem with other training. The training will be fully reimbursable by POST, and the training can be taken as many times as necessary. The training is expected to be deployed at the end of October 2019.

Creation of POST Use of Force Guidelines: In September 2019, California's Governor signed Senate Bill (SB) 230, mandating POST establish use of force guidelines and a stand-alone use of force training course. Additionally, SB 230 mandates California law enforcement agencies adopt the POST guidelines in establishing agency use of force policies. Thus, POST will create use of force guidelines by June 1, 2020. POST will also create a standardized eight-hour

training course based on four hours of classroom instruction and four hours of force option simulator/virtual reality training. POST expects to deploy the training course across the state under contract with several POST regional training centers.

Mental Illness Training for Public Safety Dispatchers: POST will insert mental health training in the 120-hour basic dispatcher course. Other mental illness training already exists for dispatcher in-service training so the focus will be to include the training in the basic dispatcher course.

**Colorado:** Colorado is redeveloping the training curriculum requirements for 32 statewide law enforcement academies (LETA's), starting with Colorado's first JTA as the foundation to a building block curriculum, with heavy focus on reality-based scenario training that will flow into Field Training Officer (FTO) programs as part of a comprehensive learning program.

Colorado is supporting their local communities by supporting their law enforcement agencies. Projects include:

- Attending law enforcement recruitment events to provide information on the pathways to POST certification.
- Creating of an online "Peer Support Toolkit" that includes best practices, model policies, and the basics and importance of peer support programs so that agencies do not have to conduct the research on their own. Colorado's hope is that by reducing these barriers, agencies will be more able to set up their own agency or regional peer support programs. The toolkit should be on their webpage by the end of May.
- Creating data analytics on each of the LETA's to providing transparency on the performance of the academies to allow self-sponsored recruits and agencies to make informed decisions about what academy to attend.

- Allowing agencies to post current job openings on the POST website to help with recruitments (by Fall 2019).
- Creating of a statewide calendar on the POST website of law enforcement training and charity events that benefit law enforcement.

Colorado is in the process of identifying new certification and training tracking software that better allows data mining and for all information to be kept in a single location. Ideally, this software would be expandable to better allow access for LETA's and individual agencies.

**Montana:** Transition the Montana POST Council staff to a DOJ Attorney Bureau vs. autonomous agency per 2019 Montana Legislature statutory change.

Scan all current and archived public safety officer hard files into an electronic data base.

Create, adopt, and process an agency retention policy.

Provide education and outreach to agencies across the state regarding legislative changes, administrative rule edits and updates, and agency responsibilities under the laws.

Identify a training resource to implement Ethics and Peer Intervention Training and track the effect it has on allegations of officer misconduct.

Analyze the manpower needs of the POST Bureau and obtain funding from the 2021 Legislature.

**Nevada:** Recent legislation has resulted in mandated training topics, law changes, and academy updates requiring much from POST. The POST is now having to put together objectives for seven subject areas with a mandate of 12 hours annually on those subjects. The legislature also changed the penalty; and in some cases, the definition or elements of nearly every crime. This is forcing a complete review and changes to the basic academy curriculum.

Nevada continues to work on increasing the stress/discipline within their basic training program and how that should look. Budget issues remain with the implementation of "Marcy's Law." Nevada continues to evaluate the impact, if any, on the court assessment-based budget. During the budget process, most of Nevada's enhancements were cut forcing them to look at different ways of funding new furniture for their dorms, vehicles and laptop or tablet computers.

Nevada continues to strive to increase their in-house developed training. They are revamping their management, executive, and first-line supervisor courses. Along those lines, Nevada is exploring the creation of a Command College and Supervisor Leadership Institute type training to address mid-level and command level management training or the transition from sergeant to lieutenant.

Nevada also continues, without budget support, to look at things like vocational/assignment-based training (sex crimes, narcotics, general investigation, homicide, etc.) to provide support to line staff moving into new assignments or units.

**Oregon:** The Boardroom at the Department of Public Safety Standards and Training (DPSST) has undergone a major renovation in technology over the past month. The changes will enable DPSST's to live-stream Board and policy committee meetings via Facebook. This is part of DPSST's ongoing commitment to transparency and awareness of the work done by Oregon's organization and Board.

Revisions and a complete overhaul continue with the work two thirds completed. There are no immediate plans to add any time to the current 16-week Basic Police Course. To create additional time in the schedule, Oregon recently moved some classes out of the Basic Police Course to the field training manual for delivery at the employing agency (harassment, blood borne pathogens) and on-line (NIMS 100 and 200 and Department of Homeland Security AWR 160) which gave them an additional 40 hours to work with.

The Professional Standards Division is working with a group of criminal justice stakeholders to review and update Oregon Administrative Rules on background investigations. The group is exploring what role DPSST might play to assist local agency background investigators.

DPSST continues to work on proposed language to address the recent pre-employment psych evaluation legislation that was just signed into law during the 2019 session.

DPSST is working to create what is being called the Elected Officials and Community Partners Academy which will be a four-hour experience at the Academy which will explain the work of DPSST, a professional standards overview, and a tour of the Academy. This will be phased-in during the Fall of this year with those interested being required to have their police chief or sheriff enroll them with DPSST.

Enrollments at the Academy remain steady. DPSST will be requesting funds from the legislature in February 2020 to add four additional 16-week Basic Police Classes to the current schedule.

DPSST continues to work with their statewide partners looking to find qualified individuals interested in careers in law enforcement with a common webpage: [www.oregonpolicejobs.com](http://www.oregonpolicejobs.com).

**Washington:** Law Enforcement Training and Community Safety Act (LETCSA – formerly I-940) - Since the initiative was signed into law, the Washington State Criminal Justice Training Commission (CJTC) and community stakeholders worked together to create and adopt training requirements in June 2019. The CJTC has developed the curriculum and identified the regional training sites to conduct the 80-hour train-the-trainer sessions and 24-hour violence de-escalation and patrol tactics training. The requirements for training can be viewed at: <https://app.leg.wa.gov/wac/default.aspx?cite=139-11-020>.

21 CPL (21<sup>st</sup> Century Police Leadership): We have completed the curriculum for this three-

week course and have run the pilot of the first module (Emotional Intelligence) with tremendously positive feedback from the participants. The remaining modules will be piloted to the test cohort by the end of 2019.

BLEA 2020: This ongoing collaboration with FORCE Concepts is beginning to take shape as Washington memorializes their current Basic Law Enforcement Academy (BLEA) curriculum and better organize the core content. Their final product is anticipated to be launched in mid to late 2020 and will incorporate critical themes such as Crisis Intervention, Guardianship, De-Escalation, Officer Safety and Wellness, Emotional Intelligence, Procedural Justice, and Community Relations.

CIT Annual Online Update – 2020's update will focus on Traumatic Brain Injuries.

CJTC provides a two-hour annual Crisis Intervention Training (CIT) update via online training that is required to be taken by all certified peace officers during the calendar year it is offered. The 2019 topic was Autism and next year will focus on the effects of Traumatic Brain Injuries and how they can impact law enforcement officer investigations.

Presentations by Dr. Bryant Marks: In 2020, the King County Sheriff's Office and Seattle Police Department will be hosting 28 sessions of Dr. Bryant Marks' "*Acknowledging and Managing the Hidden Bias of Good People*," to be done at the WSCJTC. The Basic Law Enforcement Academy (BLEA) students will be allowed to attend those sessions throughout the year as part of their training.

### **INTERNATIONAL REGION** (*Gary Bullard, ICITAP*)

Kosovo and Bangladesh both provided reports. Gary hopes to have even more international representation at next year's IADLEST conference. ICITAP is working with IADLEST to get instructors nationally certified. Gary Bullard mentioned re-issuance of instructor certifications could be an issue with

international delegates due to funds.  
International Region Report by Country.

**Bangladesh:** We reconstitution of our Local Law Enforcement Agency Partnership (LLEAP) project in 2019. Members of U.S. local law enforcement agencies deploy to Bangladesh for three weeks as advisors and students, teaching and mentoring local police while simultaneously immersing themselves into Bangladeshi culture.

Since 2011, ICITAP Bangladesh and the Portland, Oregon Police Bureau (PPB) pioneered a unique and highly regarded project: the Local Law Enforcement Agency Partnership (LLEAP) program. Under this program, active duty police officers from the United States came to Bangladesh to teach a variety of policing topics. Through this program, the U.S. officers imparted modern policing best practices to the Bangladesh police while, in turn, enhancing and developing their own cultural competence. By becoming immersed in the culture, these American officers experience what it is to be a minority and return to the United States with enhanced compassion and empathy.

Currently nearly 180 U.S. active-duty police officers from eight U.S. agencies from Oregon and Michigan have participated in the program. Although PPB has recently ended its participation in the LLEAP project, ICITAP has identified other agencies from Oregon, and deployments resumed in June 2019. The Detroit police department is planning to participate beginning late 2019, or early 2020. LLEAP members return to the U.S. with a better understanding of different cultures in the hopes of improving their services to minority and immigrant cultures in their U.S. communities.

The Chattogram Metropolitan Police (CMP) continue to develop their community outreach efforts. CMP Officers now regularly sponsor community meetings, make presentations in schools and religious institutions. They now regularly discuss community issues, crime, and radicalization during these gatherings. Police are using social media more than ever to great effect. This is something that was not occurring

two years ago. Bangladesh national newspapers have recently recognized CMP's community outreach efforts. Police tell us that they feel a new connection with the public and that information on criminal activities has risen significantly.

ICITAP has begun to develop a cadre of Bangladesh police officers as Host Nation Instructors (HNIs) who are chosen and developed as future ICITAP trainers. This and increases ICITAP's training capacity but also provides the Bangladesh police with more capable trainers at their disposal for its own internal trainings. Additionally, ICITAP HNIs have also been tapped to teach the Pacific Command is (PACOM's) Basic First Aid course to Bangladesh Fire Service and Civil Defense (FSCD) in Dhaka, Chattogram, and Sylhet. So far three courses have been taught with more being planned.

ICITAP's development of Host Nation Instructors has been recognized by Police Headquarters (PHQ) who have asked ICITAP to develop HNIs at their nine police training institutions around the country. One course specifically requested by PHQ is to develop HNIs who can teach Defensive Tactics and Use of Force.

ICITAP partnered with the United States Agency for International Development (USAID) to deliver a series of successful workshops to actors of the Ready-Made Garment Industry designed to open doors of positive communication and improve trust between these parties. Historically, this sector has been the focus of much unrest and violence. Industrial police were created to provide a focused law enforcement presence authorized to act as intermediaries when necessary and, if necessary, respond quickly when tensions rise. Participants of the ICITAP moderates' workshops included representatives from the Industrial Police, federations, Bangladesh Garment Manufacturers and Exporters Association (BGMEA), and factory workers.

Selected modules of ICITAP's five-day Countering Violent Extremism course,

developed for officers of the Chattogram Metropolitan Police, is being taught to cadets undergoing basic training as newly hired Sub-inspectors and Assistant Superintendents of Police at the National Police Academy. ICITAP will be consulting with Academy leadership to determine whether the full lesson plan will be adopted into the Academy curricula.

A Bangladesh policewoman, who attended a State department International Visitor Leadership Program (IVLP) entitled “Women in Peace and Security“ in 2015, just received the Prevention and Detention of Violence Against Women award at the 2019 International Association of Women Police for her work with victims of violence in Bangladesh while in charge of the Victims Support Center (VSC) in Dhaka. Under her supervision the VSC supported 5,349 gender-based violence victims and survivors, investigated 1,626 critical cases, arrested 802 accused, and recovered 985 victims.

ICITAP is deploying a full-time subject matter expert to assist the Bangladesh National Police in creating a Public Information Office. The police struggle with how to disseminate information to the public. The SME will assist the police in creation of best practices, offer training, expand their ability to use social media platforms, and help police to better manage dealing with the press and public.

**Kosovo:** Pristina, Kosovo: On September 5, 2019, the Kosovo Academy for Public Safety (KAPS) general Director marked the agency’s 20<sup>th</sup> anniversary with a ceremony attended by the Kosovo Police General Director, the Kosovo Police Inspectorate Chief Executive, and the General Director of Emergency Management Agency. Also present to commemorate the important milestone was the General Director of the Albanian Police Academy, ICITAP Principal Deputy Director Gary Bullard, ICITAP-Albania Attaché Steve Bennett, ICITAP-Kosovo Attaché Kim Riffe, and Deputy Head of the Organization for Security and Cooperation in Europe (OSCE) Mission in Kosovo.

The KAPS General Director praised the assistance of OSCE and ICITAP, stressing the importance each played for the past 20 years and highlighting national and international academy accreditation.

The KAPS General Director presented framed certificates of appreciation to the ICITAP-Kosovo mission and to form KAPS leadership (Steve Bennett served as the KAPS director from 1999-2007) and to ICITAP-Kosovo National Coordinator Lulzim Fushtica.

“I am so excited: this day reminds me of my past. I do not believe that there are seven thousand more who have contributed to getting here and their merits working all the time. This has been a team group dedication and the support of financial institutions has made these achievements possible. I am really proud. I feel like a parent when I see what happened here. We feel proud to have been here from the beginning, since the birth of the Academy; but this has grown and become professional and is recognized internationally,” said Bennett.

The Kosovo Academy for Public Safety continues to prepare for reaccreditation (Accredited 2018) through reviewing the standards and honing the benchmarks to ensure success in 2021. The KAPS Director remains grateful for the support from ICITAP and IADLEST.

#### **EXECUTIVE BOARD’S INVOLVEMENT WITH PARTNERS (Pam Cammarata, IADLEST)**

The meeting moved into Executive Session. Guests were asked to leave until the Executive Session concluded.

**ADJOURNMENT:** Having no other business to conduct, President Vickers called for adjournment at 12:55 PM Central Daylight Savings Time. There was a **MOTION** by Brad Johnson (ID) and a **SECOND** by Gary Bullard (DC) to adjourn. The **MOTION CARRIED.**

Next Executive Committee Meeting: February 9, 2020, in Washington, D.C.



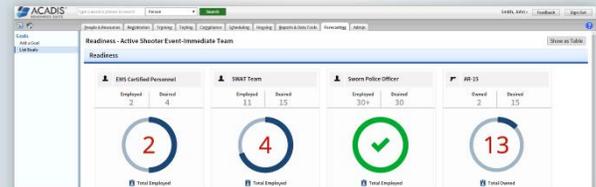
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John E. Reid and Associates provides training programs on investigative interviewing and interrogation techniques, as well as seminars on specialized techniques for the investigation of child abuse cases. We have also produced an APP and several online training programs, a variety of audio and video training programs, as well as several books designed to enhance the investigator's interviewing skills. Visit [www.reid.com](http://www.reid.com) for details.

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## IADLEST HISTORY PROJECT UPDATE

by: *William Flink, IADLEST Historian*

The IADLEST History Project is in its final stage before going to print. The final review is being conducted, and we are concluding our permissions requests for material that has been included in the book.

The book is a compilation of historical facts regarding law enforcement standards and training, and some of the men and women that have brought U.S. law enforcement to where we are today.

Produced with the assistance of many of the earliest members of our association, the book provides an accurate view of the activities IADLEST has engaged in during the past 33 years, plus information about the 15-years during administration of the National Association of State Directors of Law Enforcement Training (NASDLET).

The project will put the association at the forefront of criminal justice research, alongside other law enforcement historical works. It is the history of people long forgotten, who strived to make significant contributions towards the development of professional standards, and spent their time bringing needed training to our law enforcers. The history also discusses many of the projects and program that defined the association over the years.

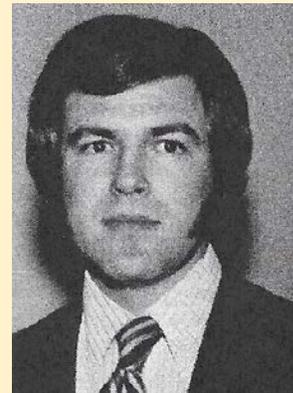
We expect the book to be available for purchase by the membership during the 2020 IADLEST Conference in Fort Worth, Texas, and thereafter through IADLEST's Headquarters.



### From the IADLEST History Book

#### Do You Know?

- Who led the efforts to create the NHTSA Emergency Pursuit Driving Manual in 1989?
- What year the first state required a two-year college degree to become a police officer?
- What the founders of IADLEST set forth as goals for IADLEST?
- How IADLEST's standards of professional conduct were created and the effect they had upon state standards?
- About the relationship IADLEST has had in the foreign training of police officers?
- Do you know how the various state directors became an association of directors?
- Who is this person and how did he become part of the association's history?





## IADLEST National Certification Program Certified Courses

For more information, contact:

[peggyschaefer@iadlest.org](mailto:peggyschaefer@iadlest.org)

<http://iadlest-ncp.org>

See a complete list of certified  
courses here:

<https://iadlest-ncp.org/ncp-catalog/>



Equine Assisted Learning Training  
Center EALTC  
Self-Control Awareness and Resilience  
Training

[Catalog Link](#)

Class: Classroom Length: 7 hours

3/12/2020

Using horses to teach self-regulating skills in real time. When we make changes to our emotions and adrenaline levels, the horse's behavior will change as well. The size and speed of a horse create stress and self-preservation instincts. The experience of knowing and believing the threat exists is the gap in scenario training. Knowing you are safe and believing you are safe are two different things in the brain. Horses are a reflection of what is going on in our brain. Working with different horses mirrors how one adjusts before, during, and after a call. This training is a practicum class for communication, environmental awareness, anger management, bias training, leadership skills, de-escalation skills, and resilience.



### **Virtual Academy**

Wellness and Resiliency in 9-1-1

[Catalog Link](#)

Class: Online Length: 2 hours

**3/09/2020**

Hiring the right fit and preparing those employees for a life-long journey in mental and physical wellness in this profession and beyond is the foundation of this course. The course provides the tools to assist the 9-1-1 professional in managing vicarious trauma and the importance of deploying these resources in your daily life.



**National Criminal Justice Training Center/Fox Valley Technical College**  
Child Abduction Response Team Training (CART)

[Catalog Link](#)

Class: Classroom Length: 24 hours

**3/06/2020**

This course of training is designed to develop a multi-disciplinary Child Abduction Response Team (CART) for response to cases involving endangered, missing, or abducted children. Participants will learn how to leverage resources in the community to improve the response, investigation, search, and canvass activities associated with the missing child investigations. Hear first-hand the impact a child abduction has on the family. Learn the fundamentals of developing an effective responsive CART Team, roles and responsibilities and incident command considerations, managing a search and canvass operation, and needed resources for a CART activation. Receive additional information on investigative considerations and methods for maintaining and sustaining the CART Team.

# VirTra, Inc.

## VirTra

Weapons, Transitions, Concepts, and Skills

[Catalog Link](#)

Class: Classroom Length: 5 hours

3/02/2020

At the end of the initial three hours officers will understand and will be able to articulate the time constraints and tactical considerations associated with transitioning between lethal and less-lethal options during dynamic encounters. Officers will improve the speed and the quality of their ability to transition between lethal and less-lethal options.

# VirTra, Inc.

## VirTra

Tourniquet Application

[Catalog Link](#)

Class: Classroom Length: 4 hours

3/02/2020

This dynamic course leverages the ability of the VirTra simulator to produce an immersive and comprehensive training program covering the application of a winless style tourniquet such as the SOF-T and the CAT tourniquet. This is conducted under simulated and realistic threats to the officer/student.



# ALERRT

## The Alertt Program at Texas State University

Active Attack Integrated Response

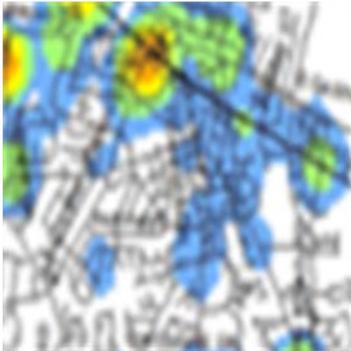
[Catalog Link](#)

Class: Classroom Length: 16 hours

3/02/2020

This course is designed to improve integration between law enforcement, fire, tele-communicator, and emergency medical services (EMS) in active attack/shooter events. The course provides law enforcement officers with key medical skills based on tactical emergency casualty care (TECC) guidelines, which can be

used at the point of injury (POI) to increase survivability of victims. The course also provides a model framework for law enforcement, fire, and EMS to integrate responses during an active attack/shooter event through the rescue task force concept, in addition to other models. This course has been designed to improve the safety and survivability of victims of active attack/shooter events and increase the effectiveness, coordination, and resource integration between law enforcement, fire, telecommunications, and EMS when responding to these events.



**DDACTS**

**DERRICK CREW, INC.**

**IADLEST**

National Agency Strategic Planning Session – Maximizing the DDACTS Model

[Catalog Link](#)

Class: Classroom Length: 12 hours

The National Strategic Agency Planning Session is a 12-hour training event designed to provide specific agencies with DDACTS Subject Matter Expertise in helping to create an actionable DDACTS implementation plan. After the initial DDACTS overview, focus groups will actively work with facilitators to draft a workable plan that will guide agencies in their crash and crime reduction efforts.

**2/28/2020**

**Derrick Crews, Inc.**

Verbal Influence and Documenting Use of Force

[Catalog Link](#)

Class: Classroom Length: 16 hours

At the end of this block of instruction, the participant will be able to achieve the following objectives in accordance with information received

**2/21/2020**

during the instructional period:

1. List reasons why officers are expected to try and verbally gain compliance prior to using physical force.
2. List verbal indicators and body mannerisms that are indicators of a potential assault.
3. In a practical exercise setting, demonstrate effective communications proven to reduce potential conflict.
4. In a practical exercise setting, demonstrate verbal influence while applying weapon decision-making skills.
5. Explain how weapon use and verbal influence are interwoven to decrease the likelihood of arrestee injury

## SiTNA Solutions

### SiTNA Solutions

2/17/2020

Emotional Intelligence for Public Safety

[Catalog Link](#)

Class: Classroom Length: 8 hours

Emotional Intelligence for Public Safety. Attendees will take a valid emotional intelligence assessment, develop a personal change plan, and apply EQ principles to public safety and personal relationships.

### Strategies for Youth, Inc.

1/30/2020

Policing the Teen Brain

[Catalog Link](#)

Class: Classroom Length: 14 hours



Policing the Teen Brain™ (PTB) provides officers with the information and skills they need to effectively interact with youth. The two day training translates cutting edge psychiatric practice and neurological research into practical skills for

officers to improve, facilitate, and help de-escalate interactions with children and youth. This training is targeted for patrol officers as well as specialized units, such as school resource officers.

The PTB training is taught by experienced law enforcement trainers and experts in the adolescent development field. The class includes lecture, small-group exercises, case studies, and role-playing to engage students and ensure practical understanding.

Students will walk away from this training with a better understanding of why teens and young adults behave differently from adults and how mental health and trauma affect youth's response to authority. Proven approaches to prevent escalation while increasing effectiveness when working with teens and young adults will be shared with the class and organizational commitment to deliberate practice of core skills.

## VirTra, Inc.

### VirTra

Active Threat/Active Killer  
(ATAK): Decision Making – (Module 2)  
[Catalog Link](#)  
Class: Classroom Length: 3 hours

1/28/2020

This course is module 2 of a series intended to prepare officers for response to Active Threat/Active Killer (ATAK) events. This module focuses on the critical factors in decision making strategies utilized in response to an ATAK. The course also provides coping strategies to assist officers in arousal/stress control in responding.



**IADLEST/COPS Office**

Every Officer Is a Leader –  
Train-the-Trainer

[Catalog Link](#)

Class: Classroom Length: 32 hours

**1/23/2020**

The role of police is evolving to encompass broader areas of influence, from local community problems to global issues. The focus has become more on change leadership, change management, public trust, competence, problem solving, analysis, and collaboration among community groups and other police agencies. One way to prevent inefficient management and ineffective leadership from occurring at the supervisory and managerial levels is to instill leadership competence as a required competency in front line officers so that when they are promoted, they already have been developing their leadership capacity for years. This course provides the resources for agency trainers to deliver the Line Officer and Executive curriculum.

The course consists of topics including: Self-Management Skills; Communication Skills; Coaching Skills; The Skills of Versatility, Observing; Suspending Skills; to Temporarily Suspend Judgments, Emotions and Premature Advice; Questioning Skills for the Appropriate Gathering of Information; Listening Without Distorting or Interrupting; Challenging and Conflict Management; Continuous Improvement Team Model.



### **IADLEST/COPS Office**

**1/23/2020**

Every Officer is Leader - Executive

[Catalog Link](#)

Class: Classroom Length: 16 hours

The role of police is evolving to encompass broader areas of influence, from local community problems to global issues. The focus has become more on change leadership, change management, public trust, competence, problem solving, analysis, and collaboration among community groups and other police agencies. One way to prevent inefficient management and ineffective leadership from occurring at the supervisory and managerial levels is to instill leadership competence as a required competency in front line officer, so that when they are promoted, they already have been developing their leadership capacity for years. This course provides information to executives to implement this philosophy in their agency.

The course consists of topics including: Self-Management Skills; Communication Skills; Coaching Skills; The Skills of Versatility, Observing; Suspending Skills to Temporarily Suspend Judgments, Emotions and Premature Advice; Questioning Skills for the Appropriate Gathering of Information; Listening Without Distorting or Interrupting, Challenging and Conflict Management; Continuous Improvement Team Model.



### IADLEST/COPS Office

1/20/2020

Every Officer is Leader – Line Officer  
[Catalog Link](#)

Class: Classroom Length: 16 hours

The role of police is evolving to encompass broader areas of influence, from local community problems to global issues. The focus has become more on change leadership, change management, public trust, competence, problem solving, analysis, and collaboration among community groups and other police agencies. One way to prevent inefficient management and ineffective leadership from occurring at the supervisory and managerial levels is to instill leadership competence as a required competency in front line officers, so that when they are promoted, they already have been developing their leadership capacity for years.

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**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://IADLEST-NCP.org>