
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>



Volume 26 Number 1

January 2015

Contents	Page
San Antonio Conference.....	2
Meeting Scheduled	3
Pay Membership Dues with Credit Card.....	3
Reduced Membership Dues of International Members	3
Rahr Appointed to Obama Task Force	3
IADLEST Deputy Director Retires	3
United States-Mexico POST Project Director Selected	4
Welcome New Members	4
POST Director Changes	4
Installation of Life Members	5
Oregon POST and Bangladesh Partnership.....	5
Online Articles of Interest	6
LETN and TargetSolutions® Merge	7
FLETC-Online.....	7
AMBER ALERT Training Available.....	8
An Academy for the Ages	8
Business Meeting Minutes – Orlando, Florida	10
- Approval of Sandestin, Florida, Minutes	11
- Executive Director’s Briefing	11
- Grants.....	12
- Audit Report	12
- Military Police Reciprocity.....	12
- IADLEST National Certification of Courses.....	12
- Mitigate Work Zone Crash Conference.....	13
- 2015 Conference Briefing.....	13
- Treasurer’s Report.....	13
- Review of Current Business Items.....	14
- Regional Reports.....	14
- New Business.....	23
- Installation of Life Members	23
- POST Access to NCIC.....	23
Vendors’ Announcements	24
Supplemental Postings.....	26
- Cleaning Ebola Surfaces	26
- Ebola Instructional Pocket Card.....	29
- Rural Domestic Preparedness Consortium Report.....	31

ARLEN CIECHANOWSKI
President
Iowa Law Enforcement Academy
P.O. Box 130
Johnston, Iowa 50131
(515) 242-5214
arlen.ciechanowski@iowa.gov

DAVID HARVEY
First Vice-President
Michigan Commission on Law Enforcement Standards
106 W. Allegan, Suite 600
Lansing, Michigan 48909
(517) 322-5610
harveyd2@michigan.gov

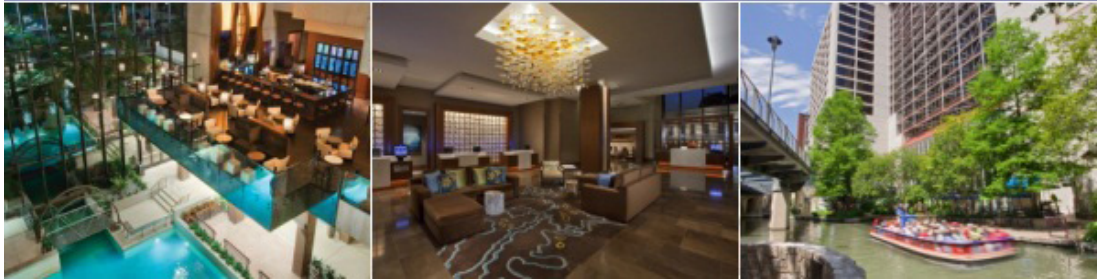
BRIAN GRISHAM
Second Vice-President
Tennessee Law Enforcement Training Academy
3025 Lebanon Pike
Nashville, Tennessee 37214
(615) 741-4448
brian.grisham@tn.gov

MARK DAMITIO
Secretary
Kansas Law Enforcement Training Center
P.O. Box 647
Hutchinson, Kansas 67504
(620) 694-1532
mdamitio@kletc.org

KELLY ALZAHARNA
Treasurer
Alaska Police Standards Council
P.O. Box 111200
Juneau, AK 99811
(907) 465-5523
kelly.alzaharna@alaska.gov

KIM VICKERS
Immediate Past-President
Texas Commission on Law Enforcement
6330 East Hwy 290, Ste. 200
Austin, Texas 78723
(512) 936-7700
kimv@tcleose.state.tx.us

WILLIAM J. MULDOON
Second Past-President
Law Enforcement Training Center
3600 North Academy Road
Grand Island, Nebraska 68801-0403
(308) 385-6030, Ext. 301
william.muldoon@nebraska.gov



**MAY 31-JUNE 3, 2015
IADLEST ANNUAL CONFERENCE
SAN ANTONIO, TEXAS**

IADLEST 2015 Conference registration is quickly approaching. Registration details will be emailed out the first part of January. We have so many exciting things planned for this conference; you won't want to miss it! Please encourage your spouse/significant other to join. We have some fun things lined up for them!

In years past, we asked each POST to bring something to donate for the silent auction to help raise money for the Special Olympics. This year we will be having a live auction and ask that anyone and everyone bring something to donate. Let's make this the best fundraiser of all!

If you have any questions regarding the conference, please contact Yvonne Pfeifer- Yvonne@iadlest.org
Hope to see you in June!



Hyatt Regency San Antonio offers an unbeatable location that directly overlooks the historic Alamo and the picturesque River Walk, two of the most popular things to do in San Antonio. An exceptional home base for all your San Antonio adventures, the authentic River Walk hotel provides breathtaking panoramic views of the city skyline from their rooftop pool and sundeck.

**Attendees are responsible for making their own room reservations. The group room rate of \$150.00 (plus tax) will be available until May 8, 2015, or until the room block is sold out, whichever applies first. **

Reservations

Online: <https://resweb.passkey.com/go/iadlest>

Call: 1-888-421-1442

Meeting Name: IADLEST 2015 Conference

Hotel Address

Hyatt Regency San Antonio Riverwalk
123 Losoya Street
San Antonio, TX 78205

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

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

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

Newsletter articles or comments should be sent to IADLEST; 1330 North Manship; Meridian, Idaho 83642; or Yvonne@iadlest.org.

MEETINGS SCHEDULED

The IADLEST Executive Committee (EC) will meet in conjunction with the National Sheriffs' Association Midwinter Conference Thursday and Friday, January 22-23, 2015. The EC meeting will be held at the J. W. Marriott Hotel; 1331 Pennsylvania Ave, NW; Washington, DC.

The next Business meeting will be held at the 2015 IADLEST Annual Conference scheduled for May 31 to June 3, 2015, at the Hyatt Regency; 123 Losoya Street; San Antonio, Texas 78205 at the San Antonio River Walk.

PAYING MEMBERSHIP DUES WITH CREDIT CARD

IADLEST Membership renewals are due January 1. IADLEST accepts credit card payments for membership renewals. Members can log on to www.iadlest.org and click on "Join Now." Select "membership renewal," enter the member's user code, password, and provide the requested information.

New members can log on to the IADLEST web page and follow the prompts.

Should you need a paper invoice, contact the IADLEST office at (208) 288-5491 or e-mail your request to info@iadlest.org.

INTERNATIONAL MEMBERSHIP DUES REDUCED

At the October 25, 2014, Orlando, Florida Business meeting, the Executive Committee voted to reduce membership dues for international members. International membership for 2015 is set at \$50 annually.

SUE RAHR NAMED TO OBAMA TASK FORCE ON POLICING

Posted by Steve Miletich, [The Seattle Times](http://www.seattletimes.com)



Sue Rahr, the Executive Director of the Washington State Criminal Justice Training Commission, was named to President Obama's task force on building trust between police and communities throughout the country.

Read more:

<http://blogs.seattletimes.com/today/2014/12/sue-rahr-named-to-obama-task-force-on-policing/>

DEPUTY DIRECTOR RETIRES

Patrick Judge retired from IADLEST on December 31, 2014. Pat was hired in early 1998 as IADLEST's first staff member. He served as the Executive Director until 2012 at which time he assumed the position of Deputy Director. In 1998, IADLEST's coffers were seriously depleted and a major concern for the Association. One of Pat's first assignments was to generate sufficient revenues to support a central office and the various IADLEST activities. Since his taking the job, the Association has been on a solid financial footing and has always enjoyed a comfortable general fund surplus. During his tenure, Pat has seen 18 IADLEST presidents move through the chairs.

Pat has had a long relationship with the Association. He attended his first Association business meeting in 1973 as a young Michigan POST staff member. In those formative years, the Association was then known as the National Association of State Directors of Law Enforcement Standards and Training (NASDLEST). The Association reorganized in 1984 and changed its name to IADLEST.

Pat started his law enforcement career with the Detroit Police Department serving as a precinct officer, member of the tactical mobile unit, and academy instructor before accepting a position with the Michigan POST (Michigan State Police). He served 26 years with the Michigan POST, six years as its Director. He accepted the position with IADLEST upon his retirement from the State Police.

UNITED STATES-MEXICO POST PROJECT

Richard Clark is the new Director of the United States-Mexico Peace Officer Standards Training Project. The project's aim is to establish POST agencies in each of Mexico's 31 states and assist in the development of nationwide professionally established employment and training standards.

Dick was the POST Executive Director for the Nevada Peace Officer Standards and Training Commission and served on the IADLEST Executive Committee and as IADLEST 2011-12 President. He retired from the Los Angeles Police Department in 1991 after 26 years.

Dick and his wife Barbara have taken up residence in Mexico City.

WELCOME NEW MEMBERS

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

Terry Benjestorf, FLETC, Wilmington, CA
Judy Bradshaw, Iowa POST, Johnston, IA

Beverly Brooks, Council of Governments, Kilgore, TX
Tammy DeBow, Knoxville PD, Knoxville, TN
Glenda Garcia, Development Council, Harlington, TX
Keith Gaston, Florida Hwy. Patrol, Jacksonville, FL
Ronald Gluvna, Police Academy, North East, PA
Nathan Grove, POST, St. Paul, MN
Greg Groves, Training Academy, Monroe, LA
Bill Hale, Police Academy, North East, PA
Stephanie Heffner, POST, Harrisburg, PA
Stephen Kiessling, POST, Harrisburg, PA
Mark Kiger, FLETC, Glynco, GA
Jason Kuykendall, FLETC, Glynco, GA
Paulo Lino, Cisco Systems, Costa Mesa, CA
David Mahany, POST, Albany, NY
Victor McCraw, POST, Meridian, ID
Craig Moore, Niagara Police Serv., Grimsby, Ontario Canada
Myrna Morrison, FLETC, Glynco, GA
Rodney Parish, POST, Phoenix, AZ
Greg Spain, FLETC, Artesia, NM
Kevin Thornton, FLETC, North, SC
Louis Tovar, POST, Phoenix, AZ
Kirk Trate, Wilmington University, New Castle, DE
Tom Walker, Knoxville PD, Knoxville, TN
Paul Williams, Development Council, Harlington, TX

POST DIRECTOR CHANGES

Idaho: On November 19, 2014, Victor McCraw was appointed the Director of the Idaho POST. Victor is a career public safety professional and criminal justice trainer who served the Arizona Department of Public Safety (DPS) for over 28 years. He retired at the rank of Captain to accept his new position after serving as the Executive Officer of the Arizona Law Enforcement Academy for the past five years.



In addition to his vast law enforcement training experience, Victor has served as an Arizona Highway Patrol District Commander in the metro Phoenix area and as the Arizona DPS Training Commander.

His special duty assignments have included Tactical Negotiator, SWAT Medic, Major Events Security Commander, and Senior NFL Public Safety Official for the Arizona Cardinals.

He holds a Bachelor of Science degree in Public Safety Administration, is a graduate of the Leadership in Police Organizations course, and completed FBI National Academy Session #249.

Victor assumes his new position as the Division Administrator and looks forward to being a productive member of IADLEST.

Minnesota: Nathan R. Gove was appointed to the position of Executive Director of the Minnesota POST Board on November 10, 2014, after retiring from a lengthy police career in Minnesota - more than 28 years.



Most recently, he served as a police officer for the Golden Valley Police Department for over 20 years, serving the last six years as a commander. During his career at Golden Valley, he was a patrol officer, corporal, and patrol

sergeant. He was also a range officer and member of the West Metro S.W.A.T. Team for 19 years ultimately holding the position of team commander for approximately 14 years.

Prior to Golden Valley, he worked for two other progressive police agencies in Minnesota: the Elk River Police Department and the Minnetonka Police Department.

Nate has a Bachelor of Arts in Criminal Justice from Gustavus Adolphus College, St. Peter, Minnesota; law enforcements credits from Mankato State University, Mankato, Minnesota; a Master's Degree in Public Safety Education and Administration from the University of St. Thomas, St. Paul, Minnesota; and is a graduate of the 245th Session of the FBI National Academy in Quantico, Virginia.

He has been married to his wife Lori for over 27 years. He and his wife have three grown children and live in a suburb of Minneapolis.

INSTALLATION OF LIFE MEMBERS

At its October 25, 2014, Orlando, Florida Business meeting, the Executive Committee voted unanimously to install Richard Clark,

William Flink, and Charles Melville as IADLEST Life Members.

- Richard Clark was the POST Executive Director for the Nevada Peace Officer Standards and Training Commission. Dick served on the Executive Committee from 2009-2013 and as the IADLEST 2011 President.
- William Flink was the director of the Idaho POST. Bill served five years as the IADLEST Secretary from 2001 to 2006 and as a Regional Representative from 2011 to 2012.
- Charles "Chuck" Melville retired from the Kentucky Department of Criminal Justice Training Center. Chuck served on the Executive Committee as a Regional Representative from 2008 to 2011 and as the IADLEST Treasurer from 2011 to 2014.

DPSST BANGLADESH LAW ENFORCEMENT PARTNERSHIP (LEP)

by: Eriks Gabliks, Director, Oregon Department of Public Safety Standards and Training

The Oregon Department of Public Safety Standards and Training (DPSST) has been contacted by the International Criminal Investigative Training Assistance Program (ICITAP) at the United States Department of Justice regarding training assistance to the Bangladesh National Police Academy.

Bangladesh has a national police force of more than 141,000 officers who serve and protect a population of more than 156 million residents. <http://bpa.gov.bd/>

As many of you know, ICITAP works with foreign governments to develop professional and transparent law enforcement institutions that protect human rights, combat corruption, and reduce the threat of transnational crime and terrorism. ICITAP supports both national security and foreign policy objectives. ICITAP works in close partnership with and receives funding for its programs from the U.S. Department of State, the U.S. Agency for International Development, and the U.S. Department of Defense.

For the past two years, members of the Portland (Oregon) Police Bureau have provided assistance to ICITAP and the Bangladesh National Police. DPSST was honored to host members of the Bangladesh National Police leadership team at our facility during their visits to Portland. As a result of their visits to our facility, the Bangladesh National Police Academy is moving towards scenario-based training and creating training venues such as ours to support this new direction.

The two-year commitment of the Portland Police Bureau has come to an end and ICITAP is working with the police departments in Hillsboro, Beaverton, Lake Oswego, Gresham and DPSST to discuss opportunities for participation. The Portland Police Bureau has agreed to mentor the new Oregon agencies participating in the program. As a side note, the Oregon National Guard has a similar relationship with the Bangladesh military since 2008.

DPSST has specifically been requested to provide training assistance to the Bangladesh National Police at its centralized academy. Topics will include leadership training, curriculum and instructor development, skills training programs, and others. The goal is to develop a training cadre with the ability to develop training classes and train others.

ICITAP will cover all travel, lodging, and per diem expenses involved with the training conducted for the Bangladesh National Police. DPSST's expense will be salary and benefits costs for employees who are selected to participate. We will send two to three instructors for up to four weeks per visit over the course of the two years.

We believe this will be a great opportunity for the state of Oregon to showcase the public safety training resources of our state as well as the talented employees who work at DPSST. More importantly, we see this as a tremendous professional development and cultural diversity training opportunity for our employees.

ONLINE ARTICLES OF INTEREST

The following standards and training articles appeared in the November edition of The Police Chief magazine.

– ***Police Officer Decertification: Promoting Police Professionalism Through State Licensing and the National Decertification Index***

Roger L. Goldman, the Callis Family Professor of Law Emeritus, Saint Louis University School of Law, Missouri

http://www.policechiefmagazine.org/magazine/index.cfm?fuseaction=display&article_id=3538&issue_id=112014

– ***The Pursuit of Law Enforcement Intelligence Training and Education***

Robert A. Smith, Special Agent in Charge (ret.), U.S. Secret Service; Associate Professor, University of Maryland University College, Adelphi, Maryland

http://www.policechiefmagazine.org/magazine/index.cfm?fuseaction=display&article_id=3536&issue_id=112014

– ***Evaluating and Utilizing Specialized College Courses for Police Officers***

Deborah Wilkins Newman, JD, EdD, Professor, Department of Criminal Justice Administration, Middle Tennessee State University, Murfreesboro, Tennessee

http://www.policechiefmagazine.org/magazine/index.cfm?fuseaction=display&article_id=3537&issue_id=112014

– ***Education and Training as a Cornerstone to Professional Police Service***

Thomas J. Jurkanin, PhD, Assistant Professor, Middle Tennessee State University, Senior Editor, Law Enforcement Executive Forum, IACP Education and Training

Committee. http://www.policechiefmagazine.org/magazine/index.cfm?fuseaction=display&article_id=3535&issue_id=112014



MERGER BETWEEN LETN AND TARGETSOLUTIONS® COMPLETED
Online Law Enforcement Training Courses Meet Continuing Education Requirements in Various States
by: Lonny Wilder, TargetSolutions

The merger between LETN and TargetSolutions has been completed resulting in a significantly enhanced records management platform and expanded curriculum library. TargetSolutions offers more than 240 courses and videos for achieving compliance and reducing liability with 24/7 online convenience.

The POST agencies that accept training offered by TargetSolutions include: Florida Division of Criminal Justice, Georgia POST, Indiana Law Enforcement Academy, Iowa Law Enforcement Academy, Louisiana POST, Michigan Commission on Law Enforcement Standards, Missouri POST, Nevada POST, New Jersey Police Training Commission, New York State Division of Criminal Justice Service, Oklahoma Council on Law Enforcement Education and Training, and Texas Commission on Law Enforcement.

TargetSolutions' online training catalog features courses covering high-risk, low-frequency events, as well as other topics germane to law enforcement professionals. Course categories include Patrol and Officer Survival, Investigation, Corrections, Dispatch, Driver Training, and Homeland Security. TargetSolutions also features OSHA & Compliance training and Human Resources training, including mandatory sexual harassment training and other valuable courses for supervisors. These courses are aimed to educate public safety officers, mitigate risk, and reduce claims.

If you would like more information about your state's accreditation status for online police training, please contact us at (800) 840-8048 or via e-mail at accreditation@targetsolutions.com. You may also contact IADLEST member Lonny Wilder at 972-309-4346
lonny.wilder@targetsolutions.com

FLETC ONLINE

Michael T. Reese Sr., Division Chief, Regional and International Training Directorate (RITD)

The Federal Law Enforcement Training Centers (FLETC), Homeland Security Information Network (HSIN), and Blackboard Learn have recently partnered to build an online campus. The goal is to train state, local, tribal, international, and federal law enforcement officers all across the country at reduced or no cost to the department. By the second quarter fiscal year 2015, they will have approximately 94 computer based training modules posted on the HSIN network, in the below listed topical areas. This will provide invaluable training with an end-of-module test and a FLETC certificate of completion. This will meet many states' Peace Officer Standards and Training (POST) requirements for training. Spread the word. More topics are being built every day. Come see us at: fletc.gov/e-fletc-online-campus

Topical Areas	# of Training Modules
Crime Scene	9
Driver Training	2
Firearms	4
Health	10
Interviewing	2
Investigative	16
Legal	24
Mapping	7
Maritime	4
Officer Safety	4
Technology	6
Terrorism	1
Traffic Stops	1
Training	4
Grand Total	94



AMBER ALERT TRAINING

by: Jim Walters, Program Director, AMBER Alert Training and Technical Assistance Program

The national AMBER Alert Training and Technical Assistance Program (AATTAP) provides unique and targeted training and technical assistance services to a wide variety of law enforcement agencies and child protection organizations, including Federal, state, tribal, and local agencies.

For more than ten years, the AATTAP has served as the pre-eminent child protection training program in the U.S., Canada, and Mexico, providing participants with improved skills, capacities, and knowledge to protect and safely recover missing, endangered, and abducted children. This nationally acclaimed training program provided by the AATTAP has trained nearly 100,000 participants and received numerous awards and recognition for improving the responses and investigations of missing, endangered, and abducted children.

Increasing the organizational competencies of participating agencies leads to improved policy and practices, response protocols and systematic responses to missing children issues and other forms of child abuse, including the commercial sexual exploitation of children. The training and technical assistance platform available to agencies includes the unique opportunity for agencies to request specific training and technical assistance to meet the local and regional needs of participating agencies.

Agencies and organizations interested in hosting training will receive complete logistical support, **cost-free** training, assistance in achieving POST certifications, and certificated training. As a hosting agency, you are encouraged to collaborate with law enforcement, public safety, and non-profit partners to identify your training needs. Hosting agencies requesting training are requested to provide marketing and outreach to promote participation, provide an appropriate training venue, and onsite coordination.

Please see the attached flyer for a listing of AMBER Alert Training and Technical Assistance programs and to request a training

program be brought to your agency. For further information: Jim Walters, Program Director, AMBER Alert Training and Technical Assistance Program; askamber@fvtc.edu; phone: 877-71-AMBER.

AN ACADEMY FOR THE AGES

Michael J. Lindsay, Deputy Director
Indiana Law Enforcement Academy and Law Enforcement Training Board

Most trainers have heard colleagues claim that this or that strategy really works much better for training “today’s” police recruits. Many veteran patrol officers have also noticed, if only at a gut level, that there are differences between the generations in how they see situations, learn, and respond to stress. Nonetheless, we—as a group of trainers—have not spent much time looking into this phenomenon or thinking about how to capitalize on these differences.

Most of us would likely admit that there are probably things we could do differently that might produce a better basic course graduate, but most have not embraced examining these alternative training techniques in any comprehensive way. Hearing one or two anecdotal conclusions and slightly tweaking one program within a curriculum often does not produce a significantly better graduate.

Perhaps it is time to look at these generational differences in a more organized, comprehensive way. Perhaps it is time to use the information that is already available to produce that better graduate.

There are those who have, in fact, spent years looking at this phenomenon and have accumulated a substantial amount of research on generational differences. The data on “Millennials” (our newest set of recruits) is just now beginning to flow, and it is interesting and encouraging.

Many of the observations in this article are supported by data collected by Mr. Chuck Underwood* and reported in his book *The Generational Imperative*** but there are many other sources as well. Some of the things he

says about the Millennial Generation are that they are optimistic even in tough times, patriotic and team players, and they revere the wisdom of elders.

We veteran officers have already noticed a few things that Mr. Underwood says—in addition to the above—that have created some problems for us as police trainers. We know that Millennials tend to have difficulty with face-to-face interpersonal communications under stress. They are not particularly good at recognizing that the world does not revolve around them, and they do not handle personal criticism particularly well. They have problems taking charge and are somewhat immature for their years when compared with previous generations, and they have not been indoctrinated with a hard set of moral standards even though they might be receptive to these standards. Even more distressing to some trainers is that they are not particularly loyal to employers.

Just these few observations should give us some hints as to how we should be training these new officers.

Recently, IADLEST (the International Association of Directors of Law Enforcement Standards and Training) has investigated using a program known as “Blue Courage.” This program undoubtedly stems from a sense that many new officers have a number of shortcomings in the areas of loyalty, ethics, and careerism.

Perhaps similar approaches should also be developed to address those other areas in which Millennials show traits that are not particularly desirable for becoming solid police officers. For instance, the debate has raged for years as to whether the paramilitary approach to basic training should be used for new police officers. With this new millennial generation, some benefits of a modified paramilitary approach seem evident.

Immaturity and an inability to take charge are traits that are directly addressed using that training approach. The military has known the benefits of that approach for training very young recruits for centuries. However, the older style

of military training which involved humiliating trainees does not seem to be the best for a group with a “Millennial” profile. Each generation brings with it its own set of characteristics. Whereas a hard paramilitary approach may not have been the best approach for Gen X trainees, a modified paramilitary approach seems ready made for Millennials.

On one of the many positive notes for the Millennial generation, the traits of patriotism, social justice, and teamwork seem to lend themselves to easily exposing Millennials to concepts of *doing things correctly* and *treating people with respect* by training through small groups or through mentoring by “wise” veteran officers.

Another teaching technique that developed several years ago called Problem Based Learning (PBL) also seems particularly well adapted for Millennials with a few modifications. Here, small groups of students are given problems, some guidance, and then left to solve these problems within the group. Their group findings are then compared against what experts (veteran officers) know to be true. These types of approaches hold real potential for training our newest officers.

Even though different generations display different character traits, what it takes to be a good street officer has not really changed much over the last 60 years. A few of these generational groups lend themselves more naturally to becoming solid police officers. Others take a little more work. Mr. Underwood believes that development within the Millennials will be slow during the initial years, but they will eventually become one of the most productive generations we have ever seen. Getting them indoctrinated now is our job.

* Researcher and Lecturer for Genimperative, a company providing management services to business and government, see also: Underwood, C. (2014). *The Millennials* [DVD] available at: www.genimperative.com.

**Underwood, C. (2007). *The Generational Imperative*. North Charleston, SC: BookSurge, L.L.C

2014 OFFICER FATALITIES REPORT

by: *Craig W. Floyd, Chairman,*
National Law Enforcement Officers Memorial Fund

The National Law Enforcement Officers Memorial Fund issued its officer fatality report for 2014. The report shows that, based on preliminary information received, 126 officers died in the line of duty in 2014, which is a 24% increase over last year's numbers. Particularly troubling was the fact that 50 officers were shot and killed—a 56% increase over last year—with 15 of them killed in ambush attacks (the fifth straight year that ambush attacks were the number one cause of felonious fatalities for officers). Traffic-related deaths (49) also increased by 11% in 2014.

Below is a link to the press release summarizing our report, and the more detailed report.

<http://www.nleomf.org/newsroom/news-releases/eoy-report-2014.html>

<http://www.nleomf.org/assets/pdfs/reports/Preliminary-2014-Officer-Fatalities-Report.pdf>

BUSINESS MEETING MINUTES ORLANDO, FLORIDA October 25-26, 2014

CALL TO ORDER: The meeting was called to order by President Ciechanowski (IA) at 6:05 PM

ROLL CALL: The roll call of jurisdictions was made by Secretary Damitio (KS). Present were:

Alaska; Arizona; Connecticut (by telephone); Office of Federal LE Training Accreditation; Florida (by telephone); Indiana (by telephone); Iowa; Kansas; Maine; Maryland (by telephone); Massachusetts; Michigan; Nebraska; North Carolina; Oklahoma (by telephone); Oregon; Pennsylvania (by telephone); Tennessee; Texas; Washington (by telephone); Wisconsin (by telephone).

Quorum Requirements: The IADLEST Bylaws require representation from at least 15 member

jurisdictions to constitute a quorum to conduct business. Twenty-one jurisdictions were represented.

Executive Committee members present: Arlen Ciechanowski, President (IA); David Harvey, First Vice-President (MI); Brian Grisham, Second Vice-President; Kelly Alzaharna, Treasurer (AK); Mark Damitio, Secretary (KS); C. Kim Vickers, President (TX), First Immediate Past-President; William Muldoon, Second Immediate Past-President (NE); Steve Emmons, Midwest Regional Representative (OK) (by telephone); Stephanie Pederson, Central Region Representative (WI) (by telephone); Daniel Zivkovich, Northeast Regional Representative (MA); Lyle Mann, Western Region Representative (AZ); Mark Strickland, Southern Regional Representative (NC).

IADLEST Staff present:

Michael Becar, Executive Director
Patrick Judge, Deputy Director
Yvonne Grimm, Executive Assistant

ADDITIONS TO THE AGENDA:

Introduction of Guests: President Ciechanowski (IA) introduced the following guests:

Senior Advisor Roberto Hylton, Federal Emergency Management Agency (FEMA).

Mr. Hylton requested the Association's guidance and expertise developing curriculum to integrate law enforcement into Emergency Management. FEMA is establishing an advisory board and may be requesting that IADLEST provide a representative.

Jim Bueermann, President and Karen Amendola, Ph.D., Chief Behavioral Scientist: The Police Foundation.

The Police Foundation is readying the Near Miss Reporting System at www.leonearmiss.org. Patterned after the successful version in the Fire Service, the website will provide a venue for practitioners to conduct non-blaming reviews of incidents that had the potential for catastrophic outcomes. It will provide law enforcement with insight on how mistakes happen and how to

learn from errors. Reports can be made anonymously. The Police Foundation asked for the Association's endorsement of the System. There was a **MOTION** to endorse the Near Miss Reporting System by Harvey (MI) and a **SECOND** by Gabliks (OR). The **MOTION CARRIED** in a unanimous vote.

John F. Awtrey, Director Law Enforcement Policy and Support, Military Police Training.

Mr. Awtrey is the Chair of the Department of Defense (DoD) POST Commission. The DoD POST Commission has been formed to provide consistency and standards for military police training schools operated by the Army, Navy, Marines, and Air Force, and the civilian police academies operated by the Army, FLETC for the DoD, and the police academy operated by the Veterans Administration. After a recent inspection by the Office of the Inspector General, the DoD POST Commission now has implemented a minimum 400-hour requirement for military police across all their agencies. There is now a central repository for curriculum, ultimately making the job of State POSTs easier to determine reciprocity - a goal of the DoD POST Commission.

Don Smith, Chief of the FLETC Office of State, Local and Tribal Training: Mr. Smith announced that the new and improved online registration site for FLETC OSL&T classes is operational. He also announced that there are now permanent Regional Coordinators, which will lead to enhanced interaction with POSTs and Academies.

Steve Otto, IADLEST Representative to the Rural Domestic Preparedness Consortium. Mr. Otto advised that the RDPC has been re-funded by the federal government for the 2014-2015 budget; and there are many established courses, plus newly developed courses that are all free of charge. The courses are available for inspection at www.ruraltraining.org.

Richard Clark, ICITAP POST Project Director, Mexico. Mr. Clark introduced a delegation of Mexico law enforcement officials that will be working with him on the project to bring a POST-style organization to Mexico. He thanked the members of IADLEST for their support

through the years, and reinforced that the relationships that he developed through IADLEST during his career in law enforcement training led to this position.

APPROVAL OF BUSINESS MEETING

MINUTES: President Ciechanowski asked for a review of the June 2, 2014, Sandestin, Florida Business Meeting Minutes (Refer to October 2014 Newsletter). There was one request for an edit from Al Liebno (MD). This was to indicate that Maryland had been present at the Business Meeting. There were no other additions or changes requested. There was a **MOTION** by Harvey (MI) and a **SECOND** by Gabliks to approve the amended minutes. The **MOTION CARRIED** in a unanimous vote.

EXECUTIVE DIRECTOR'S BRIEFING:

Executive Director Becar reported the following information:

- Change in POST Directors: Idaho POST: Bill Flink has left the organization. They are advertising the position. Wyoming POST: Jeff Schultz has left the organization. The new Director is Len DeClercq. Minnesota: Neal Melton has retired. Nathan Gove is the new Director.
- Nevada POST: Dick Clark has retired. Jim Bunting is the Acting Director, and they are currently advertising the position.
- Life Membership requests have been received for Bill Flink (ID), Chuck Melville (KY), and Dick Clark (NV).
- As a result of the Ferguson, Missouri, incident, IADLEST was requested to provide testimony for the US Senate Subcommittee on Financial & Contracting Oversight. Ciechanowski (IA), Harvey (MI), and Rahr (WA) provided the testimony.
- The IADLEST international mission to Nigeria scheduled for November, 2014, was postponed due to the outbreak of Ebola in the region.

- Becar participated in a Curriculum Development Conference on Feb 16, 2014, for the Federal Motor Carrier Safety Administration. The curriculum relates to stopping buses and large trucks for traffic violations. The focus is to encourage regular law enforcement officers to engage in standard traffic enforcement of these vehicles (speeding, failure to stop, signals, etc.). Many regular law enforcement officers believe that because they don't have the specific expertise of Motor Carrier Enforcement personnel in the realm of logbook inspections, weight scales, etc., that they shouldn't be stopping them at all. This curriculum is intended to close that gap. The curriculum is being Beta-tested in Maryland, Virginia, and North Carolina. There may be a potential for a grant opportunity in the future for IADLEST.
- The Near Miss Reporting System of the Police Foundation and the COPS Office was reported earlier. It is focused on the notion of "preventable error." It is used in the military, aviation, medical, and nuclear industries. It is a possible workshop at a future IADLEST Annual Conference.
- Department of Justice Grants: The Blue Courage project is currently focused on test sites in Arizona, Washington State, and New York City. We have received an additional \$449,443 in funding for five more sites.

The Analytical Training project is underway. It brings agency administrators and analysts together to work towards improved information collection and usage.
- NHTSA Grants: The IADLEST Project on Data-Driven Approaches to Crime and Traffic Safety (DDACTS) has an award of \$501,960 for three years, for a total of \$1,505,882.110.
- Audit Report: The Auditor is making progress for the 2013 fiscal year audit report. No problems are anticipated, due to the reporting structure in place. The same company that has prepared the audit for the past three years is preparing the report so they have experience with our operation.
- Academy Directors Training: Becar has given presentations in Florida, Indiana, Texas, Virginia, Arizona, Michigan, and California. A meeting in Pennsylvania is scheduled.
- POST Accreditation: After a recent request from New Mexico for an IADLEST accreditation, Becar requested that a committee be formed to explore the viability of such a project on a national scale. Zivkovich (MA) will serve as the Chair. Harvey (MI), Alzaharna (AK), Vidali (First Forward - Envisage), and Otto (Member) volunteered for the committee.
- Projects: Rusty Goodpaster (IN) is chairing the development of the IADLEST Academy Directors Course.
- There are increasing initiatives from legislatures, governors, etc., to provide an expedited method of transitioning former military police officers to civilian law enforcement. While large population states such as Michigan have had the student numbers to implement their own programs, many smaller states will have difficulty justifying the expense for a handful of personnel. At a recent Regional Meeting, it was suggested that IADLEST might be the organization with the resources and expertise to present a regional transition academy encompassing several states. If sufficient interest exists, this may be a project in the future if funding and logistics can be worked out.
- Becar proposed contracting with First Forward (formerly Envisage) for the technology resources necessary for IADLEST National Certification of Courses. It has the potential for becoming a stable method of revenue generation for the Association. The contract will reduce

our reliance on grant funding, which is unreliable and inconsistent. The proposed contract is formula-driven for revenue – sharing with First Forward, but is designed to keep the Association from adverse financial risk if it does not perform to expectations. There was a **MOTION** by Vickers and a **SECOND** by Strickland to authorize the Executive Committee to enter into a contract with First Forward. The **MOTION CARRIED**, with a majority voting ye. Gabliks (OR) voted nay.

- The FBI through its NCIC Advisory Board does not recognize stand-alone POST agencies as Law Enforcement units under CCH or NLETS. This topic continues to be a subject of discussion with the FBI. (Further action was taken under New Business).
- Brian Grisham (TN) will be the IADLEST representative attending a conference on Technical Approach to Mitigate Work Zone Crashes on Nov 13, 2014, in Knoxville, TN.

2015 CONFERENCE REPORT: Yvonne Pfeifer (IADLEST) reports that the 2015 IADLEST

- Annual Conference will be held May 31-June 3, 2015 in San Antonio, TX. The conference hotel will be the Hyatt Regency river walk.
- The Conference will feature a western-theme event with a Country & Western band, a live auction for Special Olympics, a visit to the Alamo, and a spouse's excursion to the historic town of Greune. Speakers already committed to the event include Gordon Graham and Jack Enter.
- The conference will not be managed by the Redden Group this year. Conference management is being facilitated by Pfeifer, with the assistance of the Texas Commission on Law Enforcement. The consequent

reduction in administration costs will allow the registration fees charged over the past several years (\$400 for attendees, \$1,200 for vendors) to be reduced. There was a **MOTION** by Zivkovich (MA) and a **SECOND** by Gabliks (OR) to set the registration fee for the 2015 IADLEST Annual Conference to \$375 for attendees, and \$1,000 for vendors. The **MOTION CARRIED** by unanimous vote.

IADLEST TREASURER'S REPORT:

Treasurer Alzaharna (AK) reported the following financial information for IADLEST as of August 31, 2014:

Statement of Assets, Liabilities, and Fund Balance:

- Assets:
 - Cash in Bank General: \$79,005.76
 - Cash in Bank DOJ: \$42,535.17
 - Cash in Bank NHTSA: \$73,234.73
 - Cash in Savings: \$113,542.24
 - Cash in Bank Wire Transfer Account: \$150.00
 - Due to General Account: \$70,000.00
 - Total Current Assets: \$378,467.90
- Property & Equipment:
 - Computers: \$16,037.59
 - Less: Accumulated Depreciation: (\$15,994.88)
 - Net Property and Equipment: \$42.71

Total Assets: \$378, 510.61

Liabilities and Fund Balance

- Deferred Revenue: \$50,000.00
- Loan to NHTSA/DOJ: \$70,000.00
- Total Current Liabilities: \$120,000.00
- Fund Balance: \$322,984.64
- Excess (Deficiency) of Support & Revenue Over Expenses (\$64,474.03)
- Total Fund Balance: \$258,510.61
- Total Liabilities and Fund Balance \$378,510.61

There was a **MOTION** by Mann (AZ) and a **SECOND** by Zivkovich (MA) to approve the report. The **MOTION CARRIED** by unanimous vote.

2014 ANNUAL CONFERENCE (Sandestin, FL) FINANCIAL REPORT

- Attendee & Vendor Registration Revenue: \$89,286.85
- Meals and Breaks: (\$24,113.43)
- Social Events: (\$21,617.39)
- Additional Expenses: (\$41,988.45)
- Conference Profit: \$1,567.58

There was a **MOTION** by Muldoon (NE) and a **SECOND** by Zivkovich to approve the report. The **MOTION CARRIED** by unanimous vote.

ADMINISTRATIVE REVIEW OF CURRENT BUSINESS ITEMS

- Harvey (MI) reported that the Blue Courage Project Advisory Board would meet after the business meeting.
- After identifying bylaws gaps in the ability to replace certain members of the Executive Committee and the subsequent issues that would keep the Association from conducting business, Damitio (KS) brought forward the following suggested revisions and additions to the bylaws:
 - A revision to 5.7.5.1: In the predictable absence of ~~the president, the first vice-president, and the second vice-president~~ *a member of the Executive Committee*, the president may designate any other officer, member of the executive committee, or member in good standing to represent the Association.

There was a **MOTION** by Vickers (TX) and a **SECOND** by Gabliks (OR) to approve the bylaw revision. The **MOTION CARRIED** by unanimous vote.

- A new bylaw, placed at 7.0.1: In the event a vacancy occurs in the office of Immediate Past-President or Second Past-President, the Executive Committee may appoint a successor from previous Past-Presidents until the next general election. In the event a successor is not appointed, a quorum exists when fifty-percent (50%) of the remaining Executive Committee members are present.

There was a **MOTION** by Vickers (TX) and a **SECOND** by Harvey (MI) to approve the new bylaw. The **MOTION CARRIED** by unanimous vote.

- Future Conferences – 2016 and 2017: President Ciechanowski recognized Harvey (MI) and Grisham (TN), who made proposal presentations for hosting the IADLEST Conferences in 2016 and 2017. There was a **MOTION** by Vickers (TX) and a **SECOND** by Alzaharna (AK) to award the 2016 Conference to Grand Rapids, MI, and the 2017 Conference to a site to be determined in Tennessee. The **MOTION CARRIED** by unanimous vote.

COMMITTEE AND SPECIAL ASSIGNMENT REPORTS: There were no additional committee and special assignment reports.

OLD BUSINESS: There was no old business to report.

REGION REPORTS:

For the Northeast Region, Zivkovich (MA) reported:

- This year New York revitalized its long running anti-crime funding program called Operation IMPACT, and changed its focus to exclusively funding evidence-based and data-driven strategies proven to reduce gun violence. Now called GIVE (Gun Involved Violence Elimination), the New York State Division of Criminal Justice Services

(DCJS) is responsible for the administration and oversight of GIVE, which provides funding to the 17 jurisdictions in New York State outside of New York City that comprise 86% of the crime in the state. GIVE jurisdictions are required to prepare a plan to use their GIVE funding consistent with four core elements (people, places, alignment, engagement) and utilizing one or more evidence-based strategies: Focused Deterrence, Problem-Oriented Policing, Hot-Spot Policing, Crime Prevention Through Environmental Design, Procedural Justice, and Street Workers. From a training perspective, DCJS is coordinating a series of technical assistance offerings to assist the jurisdictions in the implementation of their evidence-based strategies, as well as planning a statewide symposium where we will bring together the leadership of all of the funded agencies from across New York State and national experts on evidence-based policing.

- In addition, New York has begun providing Naloxone training for law enforcement – DCJS, the Department of Health, and the Office of Alcohol and Substance Abuse Services (among other partners) developed a curriculum and have deployed training throughout New York State since April (including a train the trainer program) on Opioid overdose and intranasal application of Naloxone. Municipalities receive the training and naloxone kits at no charge. Trainings have been conducted statewide; and over 1,200 officers (350 trainers) have been trained with over 200 agencies from 52 counties represented.
- Massachusetts is in the process of trying to find a vendor or contractor to completely revise its 826-hour recruit curriculum. The last major revision was in 1996, with only piecemeal updates since then. Consequently, the goal is to invest in a complete overhaul of the training program. Concurrently, the staff instructor (AKA drill instructors in other states) program has been redeveloped, with a revised policy manual and a mandatory training and mentoring program.

For the Central Region, Pederson (WI) reported:

1. Arkansas: No one contacted me back with an update
2. Illinois: No one contacted me back with an update
3. Indiana: Rusty Goodpaster did not contact me with an update for Indiana. Not sure if he is at the meeting but if he is, he can give an update for Indiana.
4. Ohio: Mary Davis contacted me with the following update for Ohio:
 - Final plans for the 2014 Ohio Attorney General’s Law Enforcement Conference are underway. It will be held October 28 – 29 at the Hyatt Regency in Columbus, Ohio, and will include 30 workshops plus plenary sessions. While there are a number of topics, this year’s theme-based track is Protecting Ohio’s Seniors. We currently have approximately 800 people registered and hope to hit 1,000.
 - Ohio’s Attorney General’s Office, through our Training Academy, will launch a website to house a close call reporting database for agencies across the state of Ohio. The program will be unveiled at the annual Law Enforcement Conference with a workshop for attendees to learn about setting the program up for their agencies and a live web-submission site. Close call reporting is a process of identifying, analyzing, documenting, and sharing close calls to avoid a catastrophic incident and/or minimize risk. Close call reporting can assist agencies by preventing injuries, maintaining a climate of safety, giving officers an open forum to discuss concerns they have, raising awareness of issues that affect officer safety, and sharing those experiences so others can reduce close calls in their departments. This concept is widely used in the firefighting profession but we’ve not seen this “lessons learned” concept much within law enforcement. This database will be available on the

Attorney General's website and will offer agencies quarterly reports of close calls across the state, agency-submitted solutions, and training opportunities. Also included will be a model policy for agencies seeking to implement a similar program in their agency.

- Ohio is exploring the possibility of implementing new chiefs training for all state chiefs of police. The Ohio Association of Chiefs of Police offered several chiefs that are being utilized as subject matter experts. We have contacted several different states including Texas, New York, New Jersey, and Indiana who have been kind enough to share their process with similar training initiatives. At this time topics have been selected, and we are in the process of drafting lesson plans for the course.
- Basic Training Curriculum:
 - a. The Ohio Peace Officer Training Commission finished their three year cycle for complete revision of peace officer basic, corrections, and private security curriculum based on a 2011 Job Task Analysis.
 - b. Earlier this year the Minimum Standards for Full Service Jails were revised and updated. In response, the entire corrections basic training curriculum has been reviewed and appropriate updates implemented. This curriculum will be effective January 1, 2015.
 - c. Currently, revisions are being made to the 12 day/12 hour jail standards. Once completed, the entire jailer curriculum will be open and revised.
 - d. A new addition to our basic training programs are video scenarios that have been professionally filmed and edited for individual courses. We have created and implemented training videos for peace officer basic training in the uniform traffic ticket course and

corrections basic training in the crisis intervention and suicide prevention course. Production is currently underway for peace officer basic training impact weapons course. As our basic programs are revised we are considering the benefit of these videos for each course. We believe that the implementation of the videos will give the training a real-life perspective for the students as they are specifically designed to match the performance objectives.

- The Ohio Peace Officer Training Academy partnered with the Madison County, Ohio, Sheriff's Office in conducting a "Teen Texting-While-Driving" class. Several high school students were selected from four Madison County, Ohio, high schools to participate in the class, which provides the students the opportunity to text and drive on a closed obstacle course. The students were able to experience the dangers of distracted driving in a controlled environment and were encouraged to take their experiences and share them with their peers. Ohio Buckeye State Sheriffs' Association is also looking at ways to share the experience across the state.
- The Training Academy conducted its first Unique Drag Factors class. This advanced course was designed to provide information for the experienced traffic accident officers investigating drag factors caused by all-terrain vehicles, motorcycles, and pedestrians. Several ATVs and motorcycles were intentionally crashed to help the officers understand the dynamics of these types of accidents.
- The Training Academy hosted Ohio's first Below 100 Train the Trainer course. The goal of this nationally recognized training course is to keep annual law enforcement in the line of duty deaths to below 100 by providing tips to officers on how to stay safe. The trainers from the Academy course can now share the program with their local agencies. Additionally, the

academy has conducted two regional Below 100 courses and has two more scheduled in 2014.

- Continuing Professional Training (CPT):
 - a. For calendar year (CY) 2014, all peace officers and troopers must take four hours of continuing professional training (CPT) that is approved by their chief or sheriff. In order for their agency to receive reimbursement from the State (at the rate of \$80 per officer), at least one of the hours the officer takes must involve training related to crimes against the family. To facilitate this, four free online courses were added to the e-OPOTA course catalog. One on interviewing child victims and a three-course series on officer survival. The written lesson plans for these four courses were also provided for agencies to conduct the trainings in person, if desired.
- For CY 2015, the Commission has again assigned four hours of CPT. For next year, though, to obtain the reimbursement, at least one of those hours must involve domestic violence training. Again, four hours of training will be provided both online and in lesson plan format.
- The Commission is responsible for the certification of more than 34,000 peace officers. Previously, when a training determination was made and certain trainings were assigned, the notices were sent; and it was then considered the responsibility of the agency and the officer to complete the training. If certificates were received documenting that assigned training had been completed, we would note that. If we never received documentation, however, we did not conduct follow-up, unless and until the officer moved to a new agency. Over the past year, we have run a search of those active officers who have assigned training, but where we did not have documentation that the training had been completed. The

final analysis was that this office was missing required training documentation for over 250 officers.

- We began the process of contacting these officers and their agencies regarding the missing documentation. Often, the officers were completely unaware they had outstanding training assignments and the current chiefs had no idea that past chiefs had received these notices and not taken compliance steps. We've established a process for determining outstanding training assignments, so this issue does not re-emerge. We have also data-mined the results to see if there were any common denominators as to when training requirements were not completed. A number of those situations involved cases where an officer moved from Agency A to Agency B in a calendar year, and both A and B stated that annual CPT was not completed, presumably thinking that this had occurred while the officer was with the other agency. Another common problem was when an officer would be assigned a Refresher course plus another course (such as Missing Persons). Often the live Refresher was completed, but the other course was not completed (even though one would think it would be the easiest to complete, as it was a free online course). It appears that the officer and agency thought that the Missing Persons class was a part of the live Refresher course, and that once the Refresher was done, they were good to go. We will be seeking to avoid these problems in the future by updating the language in our form letters and notices, to emphasize the need for officers to take CPT and for agencies to document that, even if they switched agencies, and to emphasize that the other courses are in addition to the Refresher course.
- Over the past few years, we have had an active campaign on electronic delivery of all office correspondence. We're at a point where "snail mail" going out of and coming into the office is minimal. The

Commission oversees and corresponds with over 34,000 peace officers, 970 law enforcement agencies, 400 basic academy commanders, 7,200 basic training instructors, and all the advanced training course attendees which were more than 20,000 in 2013. The email database is kept up to date primarily through an electronic “update your contact information” page. By using electronic delivery, in addition to the cost savings (e.g., postage, supplies, staff time), we have seen an increase in response from the agencies and officers, and in faster response time. This further helps to increase the efficiency of our staff as they get a response while the matter is still fresh in their mind, without having to go back and review files and re-acquaint themselves with matters they addressed weeks ago.

- As previously reported, as of March, law enforcement officers, friends, family members, or others who may be in the position to assist someone suffering from an opioid overdose were given the authority to administer naloxone to limit or stop an overdose. In July, an electronic training course developed for law enforcement regarding the administration of naloxone was released. An educational video was also produced for the public. Recently, the state of Pennsylvania has reached out to get permissions for partial use of the training course.
 - The Training Academy purchased new state-of-the-art cameras to utilize in crime scene and photography courses. We recently added additional heavy bags, grappling and striking dummies, and protective gear for use in subject control courses. We’ve also initiated the process to purchase and install a camera system in our scenario house. This will allow instructors to watch training exercises in “real time” and provide students the ability to receive effective critiques using video recording/playback technology.
 - The Academy’s learning management system, eOPOTA, currently offers 87 e-learning courses. We had 45,109 total completions for FY14. As mentioned above, we will be releasing four new courses Jan. 1, 2015, for CPT.
 - The Academy has begun to incorporate additional training blocks using cross disciplines into the advanced training courses. Examples include, photography instructors teaching blocks in traffic crash reconstruction courses and legal instructors teaching testifying techniques in evidence technician courses. This technique not only gives attendees hands-on exposure to multiple situations in the learning environment, but increases the numbers of students who benefit from the course resources and also encourages networking opportunities among officers across the state.
5. Kentucky
- At the June meeting, Kentucky reported going through a Job Task Analysis regarding the extension of basic training (currently a minimum of 768 hours). The JTA resulted in a proposed Basic Training increase from 18 weeks to 22 weeks (768 hours to 888 hours), and the proposal should be approved by the Kentucky Law Enforcement Council during the November 6, 2014, meeting. Upon approval, the first 22-week basic training class will be scheduled for January 2015.
 - DOCJT is on schedule for a November 16-19, 2014 CALEA on-site for Gold Standard Assessment.
 - DOCJT compiled a listing of POST agencies documenting whether basic training is mandatory; and the number of hours required; and whether in-service training is mandatory; and the number of hours required and how frequent. This was forwarded to all POST agencies.

6. Michigan: Dave Harvey contacted me with the following update for Michigan:
 - MCOLES pursued two bills that significantly amend both statutes that govern its operations. SB 411 and 412 have passed the Senate unanimously and are in the House of Representatives. The most significant amendments would add a list of misdemeanors to the offenses that require mandatory revocation of an officer's license, and MCOLES will gain the authority to set standards for hiring and training of Police Reserve Officers.
 - Over the summer MCOLES conducted a pilot program to test a list of agency best practices. MCOLES was challenged to develop a set of best practices for all Law Enforcement agencies in the state. Approximately 50 agencies out of a total of 597 agencies were given a survey and follow-up meeting to see how that agency complied with the practices. Based on the pilot tests, some minor changes are being made. Implementation statewide may occur in early 2015 as an advisory program.
 - MCOLES developed a best practice policy and procedure for Eyewitness Identification for the State Bar. Currently a survey is being conducted to measure compliance across the state with the model policy.

Minnesota: No one contacted me back with an update.

7. West Virginia: Charles Sadler provided the following update for West Virginia:
 - A legislative study will take place through the start of 2015 session (Feb 15). The study will examine the level of funding for law enforcement training in West Virginia. The program is currently funded by a \$2 fee assessed on court actions. Two dollars of an approximate total \$140 court costs covers a variety of entities

and interests related to criminal justice.

The \$2 level was set in 1982 and has not increased since then. This fee does not fund training fully. A tuition fee is charged to any department sending officers to training. We hope to have a straight line item in the state budget to cover the full costs.

Update: POST is set to meet with legislative members in Oct 2014. In conjunction with this review, we will be submitting statutory changes to increase the fee to \$10. It's unknown at this time if the Governor will support an increase in his legislative packet. If not, POST will seek introduction through legislative sponsors secured through POST members and associations. The fund for entry level law enforcement training at this time is doing better, but available funds do not cover entry level training costs at the state's single Academy program. Departments sending officers are required to pay \$1,500 tuition for each officer sent. Additional fees are required for in-service training and development.

- West Virginia continues to operate its Envisage Technologies ACADIS software. The program manages officer training and certification. POST is pleased with ACADIS so far and is moving to have certain software modifications made to enhance the capabilities of the program in West Virginia.

- Update: Envisage Technologies ACADIS software is referred to as LEPSIS (Law Enforcement Professional Standards Information System). It continues to serve our information management well. Using some state forfeiture funds, we have enhanced features to "type ahead" which will allow a portal, for the field user to enter training

and qualifications records. The system offers possible officer name selections to portal users. In the past, they had to enter the full name verbatim and the “one class” feature which incorporates features we had on our prior state-built system. It allows agencies to enter training and qualifications information. Originally, the Envisage’s process took a couple different, separate actions to enter class date, which is now combined into one action/field.

- Now using ACADIS, West Virginia can directly track and verify officer firearms qualification. We were not able to fully do so in the past
 - Update: We just completed our first training year cycle. We can now flag officers who are not in compliance. Officers and agencies now recognize the importance of reporting firearms qualifications. This capability is something we have needed. The bottom line is officer safety will be enhanced by this capability and tracking.
- West Virginia is addressing the current exemption from certification requirement for agencies’ administrators (meant originally for heads of larger agencies). Over time this exemption has been used for agencies of any size. It is not likely that we will be able to fully remove the exemption. We hope to at least require training and qualification for those who also work as enforcement officers.
 - Update: No direct action taken on exemptions. We are educating legislative members and other individuals and organizations for the need to have minimum training and qualifications for all officers and administrators. We need to change the statute to modify the exemption for heads of municipal as well as state level

law enforcement agencies. Sheriffs are a constitutional office and may not be affected by any change to the law. The problem with the current exemption provision is that its original intent (as we understand it) was to allow larger agencies to have a Chief or head of agency not to have to be a certified officer. The class of “officer” would “only” administratively run the agency and not function as a line officer. As written, the exemption is applicable to any head of agency including agencies of just one officer. Most administrators are certified but there are enough that are not that it is an issue.

- West Virginia is using a reactivation review process which requires a (generally paper based) review as to why an officer left his or her agency and not employed by another agency. The certification reactivation review works well. A large majority of officers were reactivated, and this process has allowed West Virginia POST to stop disqualified officers from working.
 - Update: This process continues to work well as it allows this office to identify officers who should not be allowed to change agencies. All officers are reviewed, with a majority just a paper review. Those who are no longer under investigation, pending investigation or were terminated require are formal review. A majority of officers reviewed are ultimately allowed to work, but the review also stops those who should not be working as officers
- In relation to reactivation, officers under review and officers who are still employed under pretrial diversions status is an issue. POST has taken action to revoke the certification of an officer who entered into a pretrial diversion following an arrest for domestic violence. He is a city officer and his employer wanted him to keep

working as an officer. The case is under appeal to an administrative law judge who will submit a recommendation, finding, or decision to the Executive Director of the full Governor's Committee on Crime, Delinquency, and Correction which oversees the Law Enforcement Professional Standards (LEPS) Subcommittee (the state's POST equivalent body). One other former Deputy has left employment in his county as part of a pretrial diversion and is at the moment working under the Head of Agency exemption but is seeking to have his certification reactivated since he has completed his pretrial diversion. In this case there was no conviction. The matter is still pending. The pretrial diversion process is an ongoing situation. This may be an issue for IADLEST to provide some direction. It impacts whether an officer can carry/possess a firearm while in a diversion program.

- Any information on procedures, recommended policies for body cameras that can be provided by IADLEST would be appreciated as we are already receiving inquiries from the field for such

8. Wisconsin

- Wisconsin is continuing to work on expanding and restructuring the recruit academy for the first time since 2004. We will be going from 520 hours to 720 hours. The Wisconsin Law Enforcement Standards Board will be giving the final approval to the expanded and restructured academy in December 2014. All academies will HAVE to use the new curriculum by January 1, 2016. Some academies will begin the new 720 hour curriculum beginning in January 2015, however. The academy is also going to be restructured into three phases where one phase will build on the previous phase. In between each phase, recruits will take a formal

written assessment on all of the skills taught in that phase and will also take some time to participate in "integration exercises" to practice and link the skills they learned in that phase together.

- Wisconsin is continuing to work on developing a physical fitness and officer wellness program to include in the recruit academy. The competencies and learning objectives were approved for these programs, but the state is still determining if recruits will take a required physical fitness test at the beginning and/or end of the academy with the requirement to pass at a specific standard. Wisconsin has been working with FitForce to validate the testing events as well as the testing standards for each event. FitForce conducted a job task analysis on physical activities, compiled that information, and is now doing a comparison with Nevada and Arizona to set the standards. It appears the test will consist of a 1.5 mile run, 300 meter run, 1 minute of sit ups and push-ups, 1 repetition of a bench press, a vertical jump, and an agility run.
- Envisage Technologies was awarded the state contract to provide the new record management software (ACADIS) for Wisconsin. Wisconsin conducted training around the state on the new software in July, and all agencies and academies started using the software in August. We are discovering a few issues here and there with some reports and other capabilities but working through those with Envisage.
- Wisconsin Act 214 was signed into law on April 8 and went into effect April 10. This act made changes to Wisconsin Statute §165.85 one of which dealt with decertifying officers who falsify information to obtain or maintain certification status, who are

certified as the result of an administrative error, or who are convicted of a felony or of any offense which if committed in Wisconsin could be punished as a felony, and/or who are convicted of a misdemeanor crime of domestic violence. Officers employed prior to April 10, 2014, do not have "grandfathered" status. We will be seeking decertification for one officer at the December Law Enforcement Standards Board Meeting for domestic violence.

For the South Region, Strickland (NC) reported:

1. South Carolina is also seeing a demand in the interest of Human Trafficking training. It is one of those issues that is hot and cold, depending on what happens in the media. Also, they are experiencing a high demand in their enrollment. They have now started to allow 70 recruits in each class. From the time a recruit is hired, it takes about six months to get into their training regimen.
2. Virginia reported that they are gearing up for next year's training cycle that begins in January. They are looking forward to the increased number of training courses they have scheduled for next year. Discussion led into pre-employment academies. Pre-employment academies have helped agencies with their hiring practices.
3. FLETA talked about the e-standards that will be published at the beginning of the New Year.
4. Georgia has been dealing with some staffing issues. They have received funding to hire some additional staff to help with their workload. They have been in discussions with their groups in the past about recertification and nothing came from it. Now, they are re-exploring the issue of recertification. They are taking on a major project with training on the topic of Use of Force. In

all of their specialized instructor courses, they are going to include this issue to the newly trained instructors. They have several thousand instructors that will be grandfathered. Also, there is a push to certify K-9 for drugs. They have certifications in Bombs and Explosions. Not sure when or if this certification will take place.

5. Florida reported that they would share their use of force matrix with Georgia. They reported that they allow civilians into their academies and call it open enrollment. This was discussed as a side comment about Foreign Nationals inquiring about entering basic academies in North Carolina without meeting the minimal standards. They have not had any problems. They do have an issue with suspected gang members entering some of the academies. Also, they are in the process of replacing their data base for certifications.
6. North Carolina reported that they are in the process of allowing veteran officers to carry weapons on campus. They will purchase safes that will be installed in the dorm rooms in order for officers to be able to secure them at night. They secured the ACADIS Readiness Suite to help with student registration, dorm management, and on-line training. It should be fully functional by July 2015. North Carolina is having the same issues with Human Trafficking as the other states. They inquired if anyone was doing any Ebola training for law enforcement first responders. Florida stated they have a document on this topic and would disseminate with the group.

For the Midwest Region, Emmons (OK) reported:

- Iowa: Will host the regional meeting in spring 2015. They have a Job Task Analysis in progress. They have a new Assistant Director.

- Kansas: The Kansas Law Enforcement Training Center will be approaching the state legislature with a funding enhancement package. The current method of funding, through a portion of court docket fees, has seen a significant shortfall.
- Nebraska: Is in the process of implementing Continuing Education requirements. They have worked on their backlog of officer revocations, and are down from 20 to only 3. They are studying the implementation of physical fitness entrance requirements into the Basic Academy. Their requirements for Reserve Officer training are now the same as for Full-time officers. Blue Courage has been integrated into the Basic Academy.
- Texas: Texas DPS has created a mandatory fitness program for their personnel, and it is spreading across the state to other agencies. The goal is working toward improvement, and it has already withstood court challenges. TCOLE has hired a Director of Government Relations.

West Region: Mann (AZ) reported:

There was a regional meeting held in Sparks, Nevada December 7-9, 2014.

1. Idaho has a new POST Director
2. Nevada is conducting a search for a new POST Director.
3. Washington is integrating Blue Courage into their Basic Academy
4. Oregon's budget is still strong, and they will be requesting positions in their budget process. They have amended their policies and rules to allow experienced officers to carry their weapons on the Academy campus. Their tribal law enforcement training

requirements statute is due to sunset this year, and they will be requesting a renewal.

5. Alaska POST has been approved to hire an investigator. They are in the process of a full review of their regulations and Basic Academy requirements.

NEW BUSINESS

President Ciechanowski proposed Life Membership status for William Flink (ID), Charles Melville (KY), and Richard Clark (NV) based upon their qualifying status and their past service to the Association. There was a **MOTION** by Mann (AZ) and a **SECOND** by Vickers (TX) to award life membership to all three members. The **MOTION CARRIED** by unanimous vote.

POST access to NCIC/CJIS: Some states have access and others don't. There is little consistency in application of the eligibility rules nationwide. Harvey (MI) reported that he has two members of his Commission on the NCIC National Board. The suggestion has been made to suggest a working paper on the subject, which is typically an 18-month process. A committee was recommended to pursue this issue. There was a **MOTION** by Gabliks (OR) and a **SECOND** by Vickers (TX) to establish a committee to pursue POST access to NCIC /CJIS. The **MOTION CARRIED** by unanimous vote.

Executive Director Becar asked for volunteers to edit the question bank for the next IADLEST Sourcebook. Alzaharna (AK), Harvey (MI), and Strickland (NC) volunteered.



Life Member Darrel Hart is currently assigned to the US Embassy in Algiers, Algeria, in his role for ICITAP. His experiences in the region and intelligence gathered suggest that POSTs and Academies should be training and preparing law enforcement officer students for the likelihood of foreign terrorist operations within the US. It is imperative that relationships are developed with fusion centers and JTTF units to enhance the flow of information to training centers.

ADJOURNMENT

Having no other business to conduct, President Ciechanowski called for adjournment at 12:04 PM on Sunday, October 26, 2014. There was a **MOTION** by Strickland (NC) and a **SECOND** by Grisham (TN) to adjourn. The **MOTION CARRIED** by unanimous vote.

NOTE: the next scheduled Business Meeting of IADLEST will occur June 2, 2015, in San Antonio, Texas.



Watch for Motorcycles



Together,
We Can Get
Below 100

<http://below100.com/>

POLICE TECHNICAL

LAW ENFORCEMENT'S BEST SOURCE FOR TECHNICAL TRAINING

Police Technical provides superior quality training in computer applications, online investigations, web-based software, and digital forensics to law enforcement personnel facilitated by expert instructors using proprietary, validated methods of instruction.

Featured courses include:

Craigslist Investigations
Social Media Methods
Excel® for Public Safety
Cell Phone Investigations

www.policetechnical.com

Police Technical is an IADLEST member

THE SYSTEMS DESIGN GROUP

Val Lubans, Director
Consultants to Public Safety Standards Agencies
and Other Public Safety Organizations
Since 1970

Statewide Multi-Agency
Job Task Analysis Studies
Curriculum Validation-Physical and Medical
Selection Standards and Systems

511 Wildcat Hill Road
Harwinton, CT 06791
e-mail: vallubans@snet.net
Office 860-485-0803 Fax: 860-689-8009

Systems Design Group is a Member of IADLEST



*Using Educational Technologies
to Promote Public Safety*

Paul M. Plaisted
Justice Planning and Management Associates
(207) 621-8600
www.jpmaweb.com
pplaisted@jpmaweb.com

Nation's Premier Online Training Provider
Contact us for Partnership Options

JPMA is an IADLEST Member



At **no cost**, the Purdue Pharma Law Enforcement Liaison & Education Unit offers **training programs** for law enforcement and healthcare professionals to help **stop prescription drug abuse and diversion**; free **educational materials**, including **drug identification cards**, and placebos for "reverse sting" operations.

Ronald J. D'Ulisse, Senior Director
Law Enforcement Liaison & Education
Purdue Pharma L.P., Stamford, CT 06901-3431
(203) 588-4387 • E-mail: ron.dulisse@pharma.com

Purdue Pharma L.P. is an IADLEST member.

© 2006, Purdue Pharma L.P. C7345 3/06

Public Agency Training Council® "Academy Quality Module Training"

*More than 100 Different Courses.
More than 700 seminars a year.
Our instructors make the difference.*

6100 North Keystone Ave, Suite #245
Indianapolis, IN 46220
phone (800) 365-0119 fax (317) 235-3484
www.patc.com

An IADLEST Member



Wicklander-Zulawski and Associates, Inc.

Wicklander-Zulawski and Associates (WZ) is the recognized leader in training law enforcement professionals on non-confrontational interview and interrogation techniques.

Since 1982, WZ has trained over 100,000 individuals through standard and customized courses including:

- Criminal Interview & Interrogation
- D.O.A: Death Investigations
- Tactical Interview & Interrogation
- Interview & Interrogation Techniques for Child Abuse Cases
- Gang Investigation "Triple I" - Identify, Interview, and Interrogate

Register NOW for an Open Seminar or call to schedule on-site training. Mention this ad and receive 10% off your next WZ seminar.

www.w-z.com or (800) 222-7789

I/O SOLUTIONS

Industrial/Organizational Solutions, Inc.

**1127 S. Mannheim Rd., Suite 203
Westchester, IL 60154
(888) 784-1290; www.iosolutions.org**

Entrance exams, National Criminal Justice Officer Selection Inventory (NCJOSI), physical ability, and promotional tests. I/O Solutions has worked on statewide projects with several IADLEST members.

I/O Solutions is an IADLEST Member

John E. Reid and Associates, Inc.

**250 S. Wacker Dr., Suite 110
Chicago, IL 60606
(312) 876-1600; fax: (312) 876-1743
E-mail: info@reid.com**

"John E. Reid and Associates provides training programs on investigation and interrogation techniques, as well as seminars on specialized techniques of the investigation of street crimes. We have also produced a variety of audio and video training programs, as well as several books designed to enhance the investigator's interviewing skills."

**John E. Reid and Associates, Inc.
is an IADLEST Member**



Scheduling • Registration • Housing
Training • Testing • Compliance

Contact Ari Vidali or Cory Myers
101 W. Kirkwood Avenue, Suite 200
Bloomington, IN 47401
(888) 313-8324
info@envisagenow.com

Envisage Technologies is an IADLEST Member

Cleaning and Decontamination of Ebola on Surfaces

Guidance for Workers and Employers in Non-Healthcare/ Non-Laboratory Settings

Workers tasked with cleaning surfaces that may be contaminated with Ebola virus, the virus that causes Ebola hemorrhagic fever (EHF), must be protected from exposure. Employers are responsible for ensuring that workers are protected from exposure to Ebola and that workers are not exposed to harmful levels of chemicals used for cleaning and disinfection.

Guidelines for cleaning and disinfection

- Immediately clean and disinfect any visible surface contamination from blood, urine, feces, vomit, or other body fluids that may contain Ebola virus.
- Isolate areas of suspected Ebola virus contamination until decontamination is completed to minimize exposure to individuals not performing the work.
- Cover spills with absorbent material (e.g., paper towels), then pour disinfectant on to saturate the area, and allow bleach to soak into spills for at least 30 minutes before cleaning to allow it to kill any virus or other infectious agents that may be present.
- Treat any visible contamination or bulk spill matter with a suitable disinfectant (described on p. 2) before cleaning up and removing bulk material.
- After disinfecting and removing bulk material, clean and decontaminate the surface using the disinfectant.
- Ensure adequate ventilation in areas where workers are using disinfectants, including by opening windows and doors, or using mechanical ventilation equipment.
- In some cases, the use of chemical disinfectants may require an employer to train workers about how to protect themselves against chemical hazards and comply with OSHA's Hazard Communication, [29 CFR 1910.1200](#), and other standards.

Use appropriate protective equipment

Employers must select personal protective equipment (PPE) (such as gloves, gowns, goggles and facemasks) that will protect workers against Ebola virus and other hazards to which they may be exposed. Workers must wear PPE to help minimize exposure to the virus via mucous membranes or broken skin. PPE suitable for contact-transmissible diseases, such as Ebola, includes:

- Nitrile gloves (consider using double-gloves for extra protection);
- Fluid-resistant or fluid-impermeable gowns;
- Goggles or face shields; and
- Facemasks that cover the nose and mouth.

Wearing protective sleeve, leg, and shoe coverings or fluid-resistant or fluid-impermeable coveralls further reduces the risk of contact with infectious materials. In some cases, additional respiratory protection (e.g., respirators) may be necessary to protect workers from exposure to Ebola and/or chemical disinfectants.

- Use tools, such as tongs from a spill kit, as much as possible rather than doing cleanup work directly with gloved hands.
- After cleaning and disinfection work is complete, remove PPE as follows: gloves, face shield/goggles, gown, and then

mask/respirator. Wash hands with soap and water, or use an alcohol-based hand gel if no running water is available. See CDC fact sheet on donning and removal of PPE: www.cdc.gov/vhf/ebola/pdf/ppe-poster.pdf.

- Avoid cleaning techniques, such as using pressurized air or water sprays, that may result in the generation of bio-aerosols (aerosolized droplets containing infectious particles that can be inhaled).

Disinfectants for Ebola virus

- Use an EPA-registered disinfectant suitable for non-enveloped viruses (e.g., adenovirus, norovirus, poliovirus) to treat contamination/spills and to disinfect surfaces after bulk spill material has been removed. See www.epa.gov/oppad001/chemregindex.htm. Follow manufacturer instructions for the specific disinfectant.
- When commercial disinfectant products are unavailable, common household bleach and other appropriate disinfectants may be effective alternatives.
- Use a 1:10 solution of bleach to water (e.g., 1 cup of bleach in 9 cups of water).
- **Never mix chemicals together.** Certain combinations of chemicals can be deadly or can reduce the effectiveness of the disinfectant.

Guidelines for waste disposal

- Soak materials and PPE used in cleanup and decontamination in disinfectant, double-bag, and place in a leak-proof container to further reduce the risk of worker exposure. Use a puncture-proof container for sharps.
- It may be necessary to dispose of contaminated objects with porous surfaces that cannot be disinfected.
- Dispose of waste from surface cleanup in accord with CDC guidelines and the U.S. Department of Transportation's (DOT) Hazardous Materials Regulations (HMR), at www.cdc.gov/vhf/ebola/hcp and phmsa.dot.gov/hazmat/transporting-infectious-substances.

Use appropriate respiratory protection

- In instances where workers may be exposed to bio-aerosols (e.g., as a result of spraying liquids or air during cleaning) suspected of or known to contain Ebola virus, additional respiratory protection is needed. In these cases, medically qualified workers must use, at a minimum, a NIOSH-approved, fit-tested N95 respirator.
- Wearing a respirator for extended periods of time can be uncomfortable. Workers who need respirators for long durations may find powered air-purifying respirators more tolerable.
- Respirators or face masks used for protecting workers against Ebola virus may not be effective for also protecting them from exposure to certain toxic chemicals used for cleaning and decontamination. To learn more about the requirements for selecting an appropriate respirator to protect against chemical exposure (elastomeric respirator with appropriate chemical cartridges or a supplied-air respirator), consult OSHA's Respiratory Protection standard, [29 CFR 1910.134](http://www.osha-slc.gov), and the manufacturer's Safety Data Sheet (SDS) for the specific chemical(s) that workers are using. See OSHA's Respiratory Protection web page: www.osha.gov/SLTC/respiratoryprotection.

Follow applicable OSHA standards

- Employers must ensure that they comply with OSHA's Bloodborne Pathogens standard, [29 CFR 1910.1030](http://www.osha-slc.gov), to protect workers who may be exposed to blood or other potentially infectious materials.
- OSHA's Personal Protective Equipment (PPE) standard, [29 CFR 1910.132](http://www.osha-slc.gov), provides additional information about how to select and use appropriate PPE, training and other requirements.
- Employers must comply with OSHA's Hazard Communication standard, [29 CFR 1910.1200](http://www.osha-slc.gov), when their workers use certain chemicals for cleaning and decontamination.
- In some cases where a specific OSHA standard doesn't apply, the General Duty Clause (Sec. 5(a)(1)) of the *Occupational Safety*

and Health Act (OSH Act) requires employers to furnish to each employee employment and a place of employment which are free from recognized hazards that are causing or are likely to cause death or serious physical harm to employees.

Assistance for Employers

OSHA's On-site Consultation Program offers free and confidential advice to small and medium-sized businesses in all states across the country, with priority given to high-hazard worksites. On-site Consultation services are separate from enforcement and do not result in penalties or citations. Consultants from state agencies or universities work with employers to identify workplace hazards, provide advice on compliance with OSHA standards, and assist in establishing safety and health management systems. To locate the OSHA On-site Consultation Program nearest you, call 1-800-321-6742 (OSHA) or visit www.osha.gov/consultation.

Additional OSHA resources

- Safety and Health Topics web page for Ebola www.osha.gov/SLTC/ebola
- Safety and Health Topics page for Bloodborne Pathogens (and Needlesticks) www.osha.gov/SLTC/bloodbornepathogens
- Safety and Health Topics web page for PPE www.osha.gov/SLTC/personalprotectiveequipment
- Safety and Health Topics web page for Respiratory Protection www.osha.gov/SLTC/respiratoryprotection
- Safety and Health Topics web page for Hazardous and Toxic Substances www.osha.gov/SLTC/hazardoustoxicsubstances
- Hazard Communication web page www.osha.gov/dsg/hazcom

Note: This document is not intended to cover all OSHA standards that may apply. State Plans adopt and enforce their own occupational safety and health standards at www.osha.gov/dcsp/osp. Additionally, this guidance is not for cleanup and decontamination of Ebola virus released as a biological weapon. See OSHA's emergency preparedness and response resources for information related to biological terrorism: www.osha.gov/SLTC/emergencypreparedness.

This is one in a series of informational fact sheets highlighting OSHA programs, policies or standards. It does not impose any new compliance requirements. For a comprehensive list of compliance requirements of OSHA standards or regulations, refer to Title 29 of the Code of Federal Regulations. This information will be made available to sensory-impaired individuals upon request. The voice phone is (202) 693-1999; teletypewriter (TTY) number: (877) 889-5627.

For assistance, contact us. We can help. It's confidential.



www.osha.gov (800) 321-OSHA (6742)



U.S. Department of Labor



Ebola Virus Disease (EVD)

Guidance for Law Enforcement:
Identification and Risk Reduction of Ebola Exposure



Ebola Virus Disease (EVD)

Guidance for Law Enforcement:
Identification and Risk Reduction of Ebola Exposure



(U) SIGNS AND SYMPTOMS

(U) Symptoms of Ebola may appear anywhere from **2 to 21 days after exposure**, although the **average is 8 to 10 days**. Ebola can only be spread to others after symptoms begin.

(U) Ebola can be spread by direct contact (through broken skin or mucous membranes) with a sick person's blood, bodily fluids. The virus also can be spread through contact with objects (like clothes, bedding, needles, syringes/sharps or medical equipment) that have been contaminated with the virus.

(U) Immediate identification of symptoms is critical for personnel who are exposed or come in direct contact with a potentially infectious person.

(U) The Ebola virus is fatal in most cases and the following serious conditions appear once the disease advances in the body.

Day 7-9:

- ✓ Headache
- ✓ Fatigue
- ✓ Muscle pain

Day 10:

- ✓ Sudden high fever
- ✓ Vomiting blood
- ✓ Passive behavior

Day 11:

- ✓ Bruising
- ✓ Brain damage
- ✓ Bleeding from nose, mouth, or eyes

Day 12:

- ✓ Loss of consciousness
- ✓ Seizures
- ✓ Massive internal or external bleeding
- ✓ Death

Flowchart:

- A number of organs in the body fail
- Critical amount of blood is lost from the body
- State of mind gets disturbed and the person feels ecstatic and excited
- Convulsions
- Sudden shaking and vibrations in the body
- Onset of coma

(U) SIGNS AND SYMPTOMS

(U) Symptoms of Ebola may appear anywhere from **2 to 21 days after exposure**, although the **average is 8 to 10 days**. Ebola can only be spread to others after symptoms begin.

(U) Ebola can be spread by direct contact (through broken skin or mucous membranes) with a sick person's blood, bodily fluids. The virus also can be spread through contact with objects (like clothes, bedding, needles, syringes/sharps or medical equipment) that have been contaminated with the virus.

(U) Immediate identification of symptoms is critical for personnel who are exposed or come in direct contact with a potentially infectious person.

(U) The Ebola virus is fatal in most cases and the following serious conditions appear once the disease advances in the body.

Day 7-9:

- ✓ Headache
- ✓ Fatigue
- ✓ Muscle pain

Day 10:

- ✓ Sudden high fever
- ✓ Vomiting blood
- ✓ Passive behavior

Day 11:

- ✓ Bruising
- ✓ Brain damage
- ✓ Bleeding from nose, mouth, or eyes

Day 12:

- ✓ Loss of consciousness
- ✓ Seizures
- ✓ Massive internal or external bleeding
- ✓ Death

Flowchart:

- A number of organs in the body fail
- Critical amount of blood is lost from the body
- State of mind gets disturbed and the person feels ecstatic and excited
- Convulsions
- Sudden shaking and vibrations in the body
- Onset of coma



Ebola Virus Disease (EVD)

Guidance for Law Enforcement:

Identification and Risk Reduction of Ebola Exposure



Ebola Virus Disease (EVD)

Guidance for Law Enforcement:

Identification and Risk Reduction of Ebola Exposure



(U//FOUO) **Law Enforcement Officers (LEO)** - When an arrestee is in custody and reports or exhibits signs and symptoms of the Ebola virus, the LEO should inquire if:

- The arrestee has resided in, or previously traveled to, a country where an Ebola outbreak is occurring (West Africa - Liberia, Guinea, Sierra Leone)
- Subject complains of signs and symptoms of Ebola (such as indicators provided in this guideline; fever, vomiting, diarrhea, etc.)
- Has recently been in direct contact with someone sick with the Ebola virus.

(U//FOUO) If the officer's assessment of the signs and symptoms provided by the arrestee pose a risk of infection, the officer should:

- Drive to a safe/open area;
- Exit the vehicle;
- Leave the arrestee secured inside the vehicle;
- Notify dispatch and a supervisor of the situation;
- Request a hazardous materials team to be sent to their location to handle the situation.

(U//FOUO) LEOs should be informed NOT to take the arrestee to the emergency room or the jail to prevent additional contamination.

(U) **Personal Protective Equipment (PPE)** - According to the CDC guidelines, the proper PPE for Ebola protection includes wearing:

- Wash the affected skin surfaces with soap and water.
- Receive a medical evaluation and follow-up care, including fever monitoring twice daily for 21 days, after the last known exposure.



West Virginia Intelligence Exchange [WVIX]
 304-746-2807
wvix@wvsp.gov

(U//FOUO) **Law Enforcement Officers (LEO)** - When an arrestee is in custody and reports or exhibits signs and symptoms of the Ebola virus, the LEO should inquire if:

- The arrestee has resided in, or previously traveled to, a country where an Ebola outbreak is occurring (West Africa - Liberia, Guinea, Sierra Leone)
- Subject complains of signs and symptoms of Ebola (such as indicators provided in this guideline; fever, vomiting, diarrhea, etc.)
- Has recently been in direct contact with someone sick with the Ebola virus.

(U//FOUO) If the officer's assessment of the signs and symptoms provided by the arrestee pose a risk of infection, the officer should:

- Drive to a safe/open area;
- Exit the vehicle;
- Leave the arrestee secured inside the vehicle;
- Notify dispatch and a supervisor of the situation;
- Request a hazardous materials team to be sent to their location to handle the situation.

(U//FOUO) LEOs should be informed NOT to take the arrestee to the emergency room or the jail to prevent additional contamination.

(U) **Personal Protective Equipment (PPE)** - According to the CDC guidelines, the proper PPE for Ebola protection includes wearing:

- Wash the affected skin surfaces with soap and water.
- Receive a medical evaluation and follow-up care, including fever monitoring twice daily for 21 days, after the last known exposure.



West Virginia Intelligence Exchange (WVIX)
 304-746-2807
wvix@wvsp.gov



Ebola Outbreak Response

The RDPC is currently responding to a surge in requests from state public health and homeland security agencies to provide training on isolation and quarantine issues in rural communities. A 2007 survey conducted by Eastern Kentucky University (EKU) identified isolation and quarantine as an area where communities felt underprepared for an event requiring such actions. From this data, EKU proposed a suite of public health courses directly addressing the complex issues involved in an infectious disease outbreak. This resulted in four FEMA-certified courses (each a half-day in length) for rural communities which tackle the legal and ethical issues, preparedness planning, communications strategies, and available resources during an event that requires isolation and quarantine of individuals or groups. As an isolation and quarantine event will require the activity of multiple agencies, such as public health, hospitals, law enforcement, fire, EMS, hazmat, and the private sector, the suite of training includes a core course, and three discipline-specific courses which address specific actions to be taken by these responders.

EKU will represent the RDPC on a panel presentation at the fall meeting of the National Domestic Preparedness Consortium (NDPC) on the Ebola crisis and what is currently being done to train communities for a possible increase in reported cases.

Course Development & Certification

Since January 2014, the RDPC has successfully certified (or recertified) six courses, including:

- MGT 335 Event Security Planning for Public Safety Professionals (2-day course)
- AWR 209 Dealing with the Media: A Short Course for First Responders (1-day course)
- Public Health Response Series:
 - MGT 433 Isolation and Quarantine for Rural Communities (Half-day course)
 - MGT 432 Isolation and Quarantine for Rural Public Safety Personnel (Half-day course)
 - MGT 431 Rural Isolation and Quarantine Planning: Private Sector Readiness (Half-day course)
 - PER 308 Rural Isolation and Quarantine for Public Health and Healthcare Professionals (Half-day course)

Future Funding for Training in Rural Communities (\$6.1M)

The RDPC was awarded funding under the FY13 State and Local Homeland Security National Training Program (Continuing Training Grants) in the amount of \$3.0M for a small subset of courses in the RDPC catalog. The primary focus of the grant program included:

- Medical Readiness/Immediate Emergency Victim Care at Mass Casualty Events
- Countering Violent Extremism
- Hazardous Materials/Weapons of Mass Destruction
- Emergency Management Leadership
- Cybersecurity
- Rural Communities Training in:

- Isolation and Quarantine
- Environmental Health

Training considered eligible for delivery under this narrowly focused grant includes:

- AWR 147: Rail Car Incident Response
- AWR 148: Crisis Mgt for School-Based Incidents – Partnering Rural Law Enforcement, First Responders, and Local School Systems
- Agroterrorism Series: AWR 151 through AWR 156
- AWR 209: Dealing with the Media (and web-based version)
- AWR 232: Mass Fatalities Planning & Response for Rural Communities
- MGT 335: Event Security Planning for Public Safety Professionals (and web-based version)
- MGT 405: Mobilizing Faith-Based Community Organizations in Preparing for Disaster
- MGT 416: Continuity of Government Operations Planning for Rural Communities
- MGT 417: Crisis Management for School-Based Incidents for Key Decision Makers

The RDPC was also awarded funding under the FY14 State and Local Homeland Security National Training Program (Continuing Training Grants) in the amount of \$3.1M for a broader set of courses covering several issues. These include the following 23 courses:

Hazardous Materials Training

- AWR 144: Port and Vessel for Public Safety and Maritime Personnel (and web-based version)
- AWR 147: Rail Car Incident Response
- AWR 225: CBRNE Response for Rural First Responders
- AWR 302: Pipeline Security for Rural Communities
- AWR 311: Small Vessel Security for Rural Communities

Mass Fatality Planning and Response Courses

- AWR 232: Mass Fatalities Planning & Response for Rural Communities

Crisis Management for School-Based Incidents Courses

- AWR 148: Crisis Mgt for School-Based Incidents – Partnering Rural Law Enforcement, First Responders, and Local School Systems (and web-based version)
- MGT 417: Crisis Management for School-Based Incidents for Key Decision Makers

Development of Emergency Operations Plans (EOP) Courses

- MGT 383: Emergency Operations Plans for Rural Jurisdictions
- MGT 401: Planning & Intervention for Gangs, Hate & Terrorist Groups in Rural Jails & Prisons
- MGT 405: Mobilizing Faith-Based Community Organizations in Preparing for Disaster
- MGT 416: Continuity of Government Operations Planning for Rural Communities

Bioterrorism Awareness Courses

- MGT 431: Rural Isolation and Quarantine (I&Q) Planning – Private Sector Readiness
- MGT 432: I&Q for Rural Public Safety Personnel
- MGT 433: I&Q for Rural Communities
- PER 308: Rural I&Q for Public Health and Healthcare Professionals

- PER 281-W: Homeland Security Terrorism Prevention Certificate for Law Enforcement
- All-Hazards Planning for Animal-and-Food Related Emergencies in Rural Communities
- Rural Community Preparedness: All-Hazards Awareness and Planning for Disasters That Include Animals

Media Engagement Strategies for First Responders Courses

- AWR 209: Dealing with the Media (and web-based version)
- MGT 335: Event Security Planning for Public Safety Professionals (and web-based version)

Descriptions for the courses listed above can be found in the course catalog on the RDPC Web site at www.ruraltraining.org/courses. For more information on the courses available, to request delivery in your area, or to register for a class, visit www.ruraltraining.org or call toll-free 1-877-855-RDPC (7372).

National Training Needs Assessment of Rural Communities

On behalf of the RDPC, ECU has launched its sixth National Training Needs Assessment (NTNA) effort to determine the training needs of first responders in rural communities. The RDPC conducts these surveys to ensure that training initiatives are appropriately aligned with the overarching goals of federal, state, and local homeland security strategies and remain cognizant of the evolving needs of particular regions of the Nation. The NTNA aims to measure: (a) the adequacy of training delivery; (b) substantive training gaps and needs based on lessons learned and emerging priorities from both federal sources (e.g., FEMA doctrine, National Preparedness Report) and state and local incidents; and c) the training experiences, needs, barriers, and preferences of rural emergency responders.

The results of the survey will provide valuable information that can be immediately utilized to ensure the consortium is meeting the homeland security training needs of rural emergency responders. Further, FEMA will be provided with information directly from its constituents to inform future funding allocations as well as to better understand rural homeland security issues, which may not be apparent or reflected in aggregate, national-level data such as provided in the states' National Preparedness Reports.

Background

The RDPC was authorized by Congress in 2005 to meet the homeland security training needs of rural communities across America. The Consortium is comprised of five academic institutions and one non-profit organization with expertise in developing and delivering homeland security curriculum to rural first responders. These partners include:

- Eastern Kentucky University– Richmond, KY
- North Carolina Central University – Durham, NC
- NorthWest Arkansas Community College – Bentonville, AR
- The Center for Rural Development – Somerset, KY
- The University of Findlay – Findlay, OH
- University of California, Davis – Davis, CA

Each of these academic institutions brings important niche capabilities to the table, ranging from issues associated with environmental threats, critical infrastructure threats, medical and healthcare issues, and issues affecting the everyday activities and quality of life of rural communities.

What is Rural?

Understanding who “rural America” is and working to identify its special needs are critical tasks for the Consortium. A common definition for “rural” is difficult to find and is one of the most popular questions asked of RDPC. According to the Rural Assistance Center (www.raconline.org) the U.S. Census Bureau estimates that as much as 97.4% of American land is rural, while the U.S. Department of Agriculture Economic Research Service defines 74.5% of the land in America as rural. Most federal agencies, however, use a population threshold at under 50,000 to define a “rural” area. The U.S. Census Bureau further defines “rural” as all territory, population, and housing units located outside urbanized areas. They also qualify urban as at least 1,000 people per square mile with a surrounding territory density of at least 500 people per square mile. In order to serve the unique needs of this segment of the emergency responder population, RDPC therefore chose to define “rural” as “any location with a population of less than 50,000 and with a population density of less than 1,000 persons per square mile.” RDPC applies the definition to cities, counties, towns, villages and parishes. It is important that in defining rural, the RDPC does not unduly exclude a location that is, in fact, rural. For example, a county on the whole could be considered urban, yet contain cities that are actually rural.