

# NEWSLETTER

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Volume 33 Number 3

July 2021

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

*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.*

*IADLEST's mission is to support the innovative development of professional standards in public safety through research, development, collaboration and sharing of information, to assist states and international partners with establishing effective and defensible standards for the employment and training of public safety personnel.*

*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, IADLEST extends its membership invitation to professionals in other democratic nations.*

*Newsletter articles should be emailed to the Editor at [becky@iadlest.org](mailto:becky@iadlest.org). You may also mail your articles to IADLEST; 152 S. Kestrel Place, Suite 102; Eagle, ID 83616-5137. Comments or concerns should be sent to [yvonne@iadlest.org](mailto:yvonne@iadlest.org) or via the mailing address. Contributors are encouraged to provide material that best promotes valid standards for the employment and training of law enforcement officers.*

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

## IADLEST 2022 ANNUAL CONFERENCE

The IADLEST Annual Conference will be held May 15-18, 2022, in Fort Worth, Texas at the Omni Fort Worth Hotel. Registration will open in January 2022. Contact Yvonne Pfeifer, at (208) 288-5491, if you have questions regarding the conference.



## POST DIRECTOR CHANGES



**Guam:** Robert Camacho has been named Executive Director of Guam Peace Officer Standards and Training. Mr. Camacho served as the Interim Executive Director since 2019. He had previously served as Chairman and Vice Chairman of the Guam POST Commission. When he arrived in Guam, Mr. Camacho worked in the Guam Department of Corrections, Parole Services Division. He rose to the position of Director of Corrections, and later served as Deputy Chief of Police of the Guam Police Department, and Acting Chief of Police for the Guam Airport Police. Mr. Camacho returned to the Guam Department of Corrections, and served as Deputy Director until his appointment as POST Executive Director.

In his civilian life, since moving to Guam, Mr. Camacho has served in many military-related and community service organizations. He also served in the United States Army Reserves stationed in the Middle East during the Gulf War.



**Hawaii:** Major Mike Lambert has 18 years of service with the Honolulu Police Department. He has served the community in various assignments, such as District 1 Patrol, District 6 Patrol, District 7 Patrol, Central Receiving Division, Narcotics Vice Division, Community Outreach Unit, and the Training Division. All of his assignments have allowed him the opportunity to understand the challenges facing law enforcement here in Honolulu and he has provided guidance to other Federal, State and City agencies on several complex issues that impact the community. He has received various local, national, and international awards for his work with individuals experiencing

homelessness and those suffering with behavioral health issues. He has a BA in Public Administration with a Justice Concentration from the University of Hawaii, West Oahu.



**Oklahoma:** Brandon Clabes became Executive Director of the Council on Law Enforcement Education and Training (CLEET) in Ada, Oklahoma on May 17, 2021. He was born in Lawton, Oklahoma.

Mr. Clabes came to Midwest City in 1964. He graduated from the University of Oklahoma in 1979 with bachelor's in public administration. He was hired by the Midwest City, Oklahoma Police Department as a patrol officer; he promoted through the ranks and served as Assistant Chief under two separate administrations.

In August of 1999, Mr. Clabes was appointed Police Chief and was honored to work daily with the Department's 131 employees. He was the longest serving Chief in the history of the agency, retiring in May of 2021.

Mr. Clabes is a graduate of the FBI National Academy, United States Secret Service Dignitary Protective Services program, past president of the Metro Chief's Association, and a longtime board member for the Oklahoma Association of Chiefs of Police (a state-wide organization). He is an adjunct professor at Rose State College, and was on the Advisory Board of the Oklahoma City National Memorial Institute for Prevention of Terrorism.

Oklahoma Governor Mary Fallin appointed Mr. Clabes to be commissioner for the Department of Human Services in 2012; he served as a commissioner for the Oklahoma Bureau of Narcotics and Dangerous Drugs in 2013, and was appointed to the Board of Regents for Rose State College in 2016.

He also served on the Oklahoma Commission for School Security with former Lieutenant Governor Todd Lamb, and was appointed to serve as a member

of the Department of Justice Medal of Valor Review Board by Paul Ryan, former Speaker of the United States House of Representatives.

In January of 2019, former Oklahoma Attorney General Mike Hunter appointed Mr. Clabes to serve on the Opioid Overdose Fatality Review Board to represent all municipal police agencies. Mr. Clabes also serves on the Board of Adjustments for the City of Choctaw, Oklahoma.

### NEW IADLEST PUBLICATION

IADLEST released its first new publication in June 2021, entitled *Standards & Training Director Magazine*. The publication is an additional resource for all IADLEST members. The publication is free to IADLEST members, and will also be available to our law enforcement constituents.

The IADLEST *Standards & Training Director Magazine* is filled with information that is specific to the interests of POST agencies and Criminal Justice Academies, pitching topics related to instructional programs and training development, topics of interest to the association, highlighting individual academies, current events, and leaders in training.

The publication will not be a substitute for the IADLEST Newsletter, as they are two separate publications, that address different IADLEST membership needs. Like the IADLEST Newsletter, the *Standards & Training Director Magazine* is a web-based magazine that can be downloaded from the IADLEST website to an Adobe pdf. The magazine is found at:

<https://www.iadlest.org/news/magazine>

We encourage IADLEST members to contact their academy directors and instructors to tell them about this free IADLEST product. The IADLEST *Standards & Training Director Magazine* is filled with information that is specific to the interests of POST agencies and Criminal Justice, and is

scheduled to be published each September, December, March and June.

### LEGAL UPDATE

By: Bruce-Alan Barnard, JD, LLM

### CASE SUMMARY

## United States v. Mabry – D.C. Circuit

May 21, 2021

Uniformed Metropolitan Police officers Goss, Tariq, and Volcin were patrolling an area known for gun and drug-related crime when they saw three men hanging out on the sidewalk. When they exited their car to talk to them, one man began to walk away and Officer Goss approached him. Mabry, the defendant in this case, and the third man stayed. The man who tried to leave became irate as Officer Goss spoke with him. Officer Tariq walked over and patted the man down. Officer Volcin stayed with Mabry and the third man. Seeing the pat-down, Mabry raised his shirt and said, “I’ve got nothing,” and “you have no probable cause to search me.” Officer Volcin asked about a satchel Mabry was carrying. The officers requested that he open the satchel. Mabry repeatedly said that he had nothing. Officer Volcin never grabbed Mabry or the satchel and never told Mabry that he could not leave. At this point, Mabry ran and during the ensuing chase, Mabry discarded the satchel, which Officer Goss recovered. Mabry eventually stopped and Officer Volcin opened the satchel and discovered a spring for a large-capacity magazine. While walking, Mabry made unsolicited statements indicating he was in possession of a firearm and drugs. Mabry had a pistol, 30 rounds of ammunition, an extended magazine, crack cocaine, and amphetamines. The D.C. Circuit reversed the denial of Mabry's motion to suppress. Mabry was “seized” for Fourth Amendment purposes. The circumstances show the officers’ conduct constituted a show of authority to which Mabry submitted which constituted a seizure. In the absence of a reasonable suspicion of criminal activity, the seizure was unlawful.



**About the author:** IADLEST member Bruce-Alan Barnard, JD, LLM [[bruce@broadcast.blue](mailto:bruce@broadcast.blue)] is a former federal prosecutor and retired FLETC Legal Instructor who has trained over 30,000 state, local, tribal, and federal law enforcement officers across the country over the last 20 years. He received his law degree from the University of Florida and advanced law degree from the University of Alabama. He is a subject matter expert in the legal aspects of law enforcement, specializing in search and seizure law and electronic surveillance law. Bruce-Alan provides weekly updates on cases that impact the legal aspects of law enforcement by hosting the weekly podcast “Broadcast Blue” at [www.broadcast.blue](http://www.broadcast.blue)



## COURSE SPOTLIGHT

### Police Legal Advisor Training Program (PLATP)

**WHEN:** Tuesday, August 3 through Thursday, August 6, 2021

**WHERE:** Hilton Cocoa Beach Oceanfront, Cocoa Beach, Florida

Back for 2021 and better than ever, this unique 32-hour course provides an in-depth look at topics of significant interest to those who provide legal advice to law enforcement agencies. Attendees are eligible for 32 hours of CLE credit including 4 hours of ethics.

[Click here for PLATP Information and Registration](#)

### FORT COLLINS, COLORADO

August 30 - Search and Seizure Supercharged!

August 31 - Use of Force - Law and Liability

Click on the link <https://lea.one/schedule/> for more information.

## **ARIZONA PEACE OFFICER STANDARDS AND TRAINING RISES TO THE CHALLENGE OF 2020-2021**

By Darcy Nichols, Arizona POST

Fueled by the passion and vision of Executive Director Matt Giordano to make relevant, accessible and quality training available to law enforcement officers across the state, Arizona Peace Officer Standards and Training (AZPOST) has worked hard to recreate its reputation and expand course offerings. Like most POST organizations, AZPOST faced several years of budget and personnel scarcities that affected the availability of training updates and courses. Recent leadership and staffing additions have enabled AZPOST to build teams to focus on training and prioritize improvements to both the basic and advanced training curriculums. All of this was accomplished during an unprecedented pandemic and intense focus on law enforcement as a whole.

In the past year, increased communication with key community members and subject matter experts enabled AZPOST to review and revise a significant number of the Academy lesson plans. These revisions were made possible through collaborations by teams made up of AZPOST staff, law enforcement subject matter experts, and community members. The diverse make-up of these teams ensures that the most current and relevant materials are included in the lesson plans being taught at academies across the state, as well as strengthens communication across organizations and communities.

In response to the expressed needs within the law enforcement community, AZPOST staff created an advanced leadership training series. This series consists of the Basic Leadership Academy, the Field Training Leadership course, and the Executive Leadership Program.

The Basic Leadership Academy curriculum is designed to provide leadership concepts to newly promoted supervisors, or officers awaiting promotion to a supervisory position. Since November 2020, over 200 law enforcement

supervisors have attended Basic Leadership Academies held regionally across the state. Due to an increased demand for this course, and positive feedback received, a recent Train the Trainer course was held to build a cadre of skilled and passionate leadership instructors to increase the delivery of course curriculum and to empower agencies to use their own personnel for leadership training.

The Field Training Leadership course was designed to provide leadership concepts to field training officers, who are viewed by AZPOST as the first line of leadership within the organization. Attendees are exposed to leadership concepts and exercises by AZPOST staff and the Thin Blue Line of Leadership L.L.C. This course is also offered regionally, several times each calendar year.

The Executive Leadership Program for command-level personnel provides a variety of topics pertaining to the attendee's role as a driver in both organizational and community culture. Presenters include local governmental leaders, internationally renowned speakers, and AZPOST staff. Topics are universally applicable to ensure adaptability to agencies of all sizes and structures, and are responsive to current challenges faced by law enforcement.

While each course within the leadership series is designed specifically to address topics relevant to that particular stage in the law enforcement professional's career, alignment among core concepts exists. This ensures that all levels within law enforcement organizations receive parallel, but not redundant information, which can be reinforced throughout the ranks. We will all be on the same page with our knowledge and expectations from each other whether we are the rank of Officer or Chief.

The pandemic forced AZPOST to consider alternatives to traditional in-person only training courses. We utilized our Digital Media & Training Unit to produce four digital media programs that are accessible to AZ law enforcement officers online. In partnership with the McCain Institute and the Phoenix Police Department, AZPOST created an eight-hour Advanced Human Trafficking Training

course available for continuing POST credit. In partnership with the Arizona Commission for the Deaf and the Hard of Hearing, AZPOST created 11 digital media training modules lasting 15 minutes or less each, providing relevant information supporting best practices for law enforcement officers when working with the deaf, blind, hard of hearing, persons with speech difficulties, and those who experience combined vision and hearing loss. In June 2021, AZPOST will release a Police Officer Communication Practices & Techniques series containing a total of three hours of short modules providing tools and resources to support effective communication for law enforcement officers. A team of law enforcement and mental health subject matter experts collaborated with AZPOST to compile and present the effective communication strategies to diffuse and prevent challenging and dangerous situations. In July 2021, AZPOST will release a self-paced video version of the LIVE Drug Impairment Driver Information Training (DIDIT). This AZPOST digital media production was made possible through a collaboration with Alberto Gutier, the Director of the Arizona Governor's Office for Highway Safety.

Additionally, for the first time in AZPOST's history, we began allowing training credit for online courses through third party vendors. We require the vendors to provide proof of the peace officer's "attendance" via several options. To date, we have approved over 300 online courses for training credit for peace officer's unable to travel or attend in person due to pandemic and/or agency travel restrictions.

This past year has seen AZPOST challenged with the obstacles from a pandemic to the ever-evolving expectations of law enforcement training by our communities. AZPOST met the challenge and will continue to provide the highest level of service to the men and women serving the greater Arizona law enforcement community. From Executive Director Matt Giordano, "AZPOST enjoys tremendous support from Governor Doug Ducey, the 12 current Board Members and all 159 partner agencies. Without this support, and the amazing work completed by members of the AZPOST team, I do

not believe AZPOST would have realized the same level of success over the past year. "

## **TIME MACHINE?**

### **The Distortion of Time, and Its Impact on Use of Force Reviews.**

By Derrick Crews, INCI

Law enforcement DT instructors or internal affair investigators are sometimes required to review an officer's use of force event. The U.S. Supreme Court established an objective reasonableness test as a means to determine if force was reasonable. Part of this test requires the force be viewed from the perspective of a reasonable officer **at the scene**. This "at the scene" is important to keep in mind. Most of us can relate to experiencing the slowing of time during a threatening or stressful event. It is good to possess this implicit knowledge (personal experience). However, a use of force review should be founded upon an evidence-based approach supporting our beliefs. Such an approach suggests perception of time is in fact distorted when confronted with potential danger.

So how does a reasonable officer at the scene process time? Professor Stetson, California Institute of Technology, looked into this distortion of time slowing down, and found time did slow down. Well, time did not actually SLOW down. But, our perception of time did in fact slow down. Participants in the study fell from a set distance to simulate a stressful event. The real time of the fall (2.49s) was compared to the perceived time. On average, participants felt their fall time was longer than it actually was. The study concluded our amygdala (system 1) impacts our emotional memory by distorting our concept of time. Our system 1 is sometimes referred to as our reactive brain or survival brain.

Marc Wittmann, senior researcher at the Institute for Frontier Areas of Psychology and Mental Health, found similar results. Individuals faced with an object moving towards them felt the event lasted longer when compared to the object moving away. In

part they concluded certain areas of the brain are more active when a person is potentially in danger, compared to when they are not. This different brain activation influences our perception of an event as lasting longer. In, *Time Slows Down During Accidents*, Dr. Valterri Arstila theorized this slowing of time is, “triggered by a perception of a fearful and threatening situation”... Meaning the threat does not have to be an actual threat, but only perceived as a threat. He went on to conclude our brains may react from this perceived threat faster than the blink of the eye.

How does this research impact your use of force review?

1. We will mentally process what we see or read using our rational brain (system 2) since we are in the safety of our office. The officer **at the scene** was most likely using his survival brain (system 1). As the reviewer, just know your first impression may not be the most correct regarding the facts. This is due to not thinking like an officer at the scene in order to be unbiased.
2. When video is used to time stamp event actions, this is the actual time. The officer **at the scene** was operating under “perceived” time. Meaning the officer at the scene was experiencing the event as lasting longer than actual time. For example, an officer de-escalating for 3 minutes in real time, most likely felt her efforts were much longer than 3 minutes.
3. The officer **at the scene** may have perceived the threat as more threatening compared to you. This is due to the officer’s perception of engaging the danger longer due to the slowing of time. As the reviewer of the event, we may sometimes think the suspect was not really “that threatening.” This occurs sometimes when our brain is not activated in a similar fashion as the officer who was dealing with the threat.

Having the explicit knowledge of the time slowing phenomenon may help you cognitively process the event more in depth. You’ll know your first impression is NOT from the perspective of the officer **at the scene**. Using peer-review research to support your personal conclusion helps the conclusion become a professional opinion based in part on peer-review research. Remember, your opinion of an officer’s actions **at the scene** may terminate a good employee, or maintain the employment of a bad one. The U.S. Supreme Court’s objective reasonableness test is a solid standard to use in reviewing use of force events. The application of such test is what sets you apart from everyone else.

*Derrick Crews is an active law enforcement officer and a nationally recognized de-escalation instructor. His background includes defensive tactics and internal affairs. He is the founder of 360 Policing, LLC, a law enforcement training provider.*



Caniglia v. Strom  
Community Caretaking  
Podcast with analysis of  
the decision.

[Watch on YouTube](#)

In this 30-minute video, retired FLETC Senior Legal Instructor Bruce-Alan Barnard provides an analysis of this decision including a discussion on the impact the case may have on Red Flag Laws and police welfare checks.

## Texas Academy and IACP Engage in Foreign Exchange Program

Collin College Law Enforcement Academy located in McKinney, Texas was selected to host a group of law enforcement officers from the United Arab Emirates (UAE), in an exchange program organized by that country's Ministry of the Interior (MOI) and the International Association of Chiefs of Police (IACP). Six specially selected UAE officers are currently attending Collin College's 855-hour basic officer training program." The program began on May 3, 2021 and will continue until October 1, 2021.

The officers representing the UAE in the international exchange program are: Anas Al Harmi and Abdulla Al Hefeiti, from Ras Al Khaimah, Saeed Al Khyeli from Abu Dhabi, Mohammed Al Shamsi from Al Ain, and Ahmed Al Suwaidi and Abdulla Al Teneiji from Ras Al Khaimah.

The exchange program's mission is to advance the policing profession through advocacy, research, outreach, and education in order to provide for safer communities worldwide.

The MOI has partnered with other IACP initiatives including an office in Abu Dhabi, representation on

the IACP Board of Directors and the development of a candidate exchange program.

Collin College Law Enforcement Director Scott Donaldson worked with the IACP Director of Global Policing to arrange the exchange program. Vince Hawkes, the Director of Global Policing for the IACP stated, "This type of global partnership between Collin College and IACP's Global Policing Division is an incredible opportunity to collaborate with international agencies from around the world on this type of educational exchange, with the potential to expand to more senior leadership programs in the future." Director Donaldson was commended "for spearheading the efforts which brought this program to Collin College."

On June 24, 2021, the Public Safety Training Center hosted the McKinney Chamber of Commerce - *Leadership McKinney* for a day titled "Justice System & Community Resilience." Since its inception in 1988, over 600 program alumni representing all sectors of McKinney's community have strived to put community trusteeship into action by combining inclusiveness, collaborative decision making, personal responsibility and visioning. Based



The photograph above shows Director Donaldson and the six UAE police officers during the officers' introduction before McKinney's Chamber of Commerce - *Leadership McKinney*.



on a curriculum that combines personal leadership skills training and an awareness of the McKinney community, this challenging educational experience has provided participants the opportunity to engage in dialogue with leaders and field-specific experts on relevant community issues.

Each of the six UAE delegates were able to engage with the *Leadership McKinney* group, introduce themselves, give a background and describe their experience thus far. It was very well received by all participants.

*Collin College Law Enforcement Academy Director Scott Donaldson is a member of IADLEST and holds IADLEST National Instructor Certification.*

### **OREGON DEPARTMENT OF PUBLIC SAFETY STANDARDS AND TRAINING SELECTED TO RECEIVE IACP AWARD**

On June 22, 2021, Director Jerry Granderson of the Oregon Department of Public Safety Standards and Training (DPSST) received notice that they had been selected by the International Association of Chiefs of Police (IACP) as the 2021 IACP Leadership in Law Enforcement Research Award winner. The IACP acknowledged DPSST as “an exemplary police agency and leader in the field of emerging issues/safety & wellness.” DPSST will be recognized as the winner of the award at the upcoming 2021 IACP Conference, Annual Awards Banquet in New Orleans, Louisiana on the evening of Tuesday, September 14, 2021.

The IADLEST membership sends its congratulations to DPSST for their achievement in being recognized by the IACP for their efforts to advance the law enforcement profession.

## **IADLEST TRAINING STANDARDS**

**The International Association of Directors of Law Enforcement Standards and Training encourages “best practices” in training design and delivery.**

IADLEST maintains national training standards through the National Certification Program (NCP) and publishes the *Model Minimum Standards* outlining Peace Officer’s Standards and Training (POST) and Academy recommendations to improve law enforcement training development and delivery at the State and local level.

Every State POST commission accepts NCP-certified training for officer training credit.

The NCP applies rigorous standards, utilizes subject matter experts, and incorporates best practices to recognize excellence in law enforcement training. This National Certification simplifies access to training for agencies across the United States by collecting certified courses in a national catalog. Agencies seeking current, evidence-based training find value in this third-party review and certification that focuses on validating quality training programs. Communities can be assured that there is external oversight and enhanced legitimacy in the process.

### ***What constitutes good training?***

IADLEST recommends policymakers consider the following when reviewing training models and requirements:

1. All training programs should have complete and detailed written instructor and student lesson plans developed from valid job task and training needs analysis. It is not enough to teach from slides or provide only the slides to the participants. Lesson plans should be scripted and detail the knowledge, skills, and abilities required of the participants.

2. All training programs should engage and challenge the participants mentally and physically with well-designed lesson plans that include discussion questions, in-class collaborative exercises, and realistic, practical exercises replicating the most common tactics and incidents for effective police response. Moreover, training should be delivered using dynamic and competent instructors with advanced knowledge in the specific topic area.
3. Good training should be evidence-based and developed in an unbiased manner. Curriculum designers should ensure training materials reflect the law enforcement profession's diversity and the communities they serve.
4. All training programs should incorporate a variety of learning preferences. The goal should be to apply training technologies to enhance the students' learning ability, not solely to expedite the training process.
5. Students should demonstrate content mastery and training transfer with pre-and post-testing. Inadequate performance requires a remediation plan and continuous training in critical topic areas to ensure viable job performance.
6. Critical skills areas (vehicle stops, use of deadly force, de-escalation techniques, responding to individuals with mental illness, etc.) should be tested using graded practical exercises. Acceptable pass/fail criterion should be established for each skill, and students should demonstrate proficiency to pass the activity.

Please see the IADLEST training reference <https://www.iadlest.org/our-services/model-standards#TS> for detailed information on model training criteria.

*For more information, please contact IADLEST  
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## **FIND THE TRUTH: SCIENCE OF VIOLENCE**

GTD Scientific Inc. (GTD) has developed a unique skill set to investigate violent encounters. GTD's Principal, Dr. Geoffrey T. Desmoulin (PhD., RKin., PLEng.), was the science and engineering expert on the hit TV series, *Deadliest Warrior*, and possesses over twenty years of experience determining how injuries were caused. Dr. Desmoulin has refined the process with his team at GTD, and while the name has begun to turn heads, the approach also solves cold cases.

An essential step to the success of Science of Violence® in finding the truth is validating the evidence, or in other words, assessing evidence for consistency. A step Dr. Desmoulin says is absent with conventional investigations by professionals possessing typical backgrounds (law enforcement, physicians, and engineers). Here Dr. Desmoulin presents a workflow developed as a critical part of the Science of Violence® process for injury reconstruction in forensic investigations.

### **On The Shoulders of Giants**

Previous authors inspired the Science of Violence® process but the workflow presented was applicable only to vehicle accident cases. Evidence from a vehicle can readily establish points of contact with the body, and analysis of vehicle motion can be used to estimate the forces applied to the body as constrained by the vehicle. However, in non-vehicle incidents, once an injury has been defined, there are frequently many possibilities as to the mechanism that caused them, especially if applied to violent encounters. The challenge is to determine which mechanism is consistent with available data. Hence, the Science of Violence® was born.

### **The Process Framework**

GTD developed a framework for injury reconstruction, which can be applied to any injury, including atypical injuries caused by violent

encounters. A distinguishing feature of this framework is the requirement that conclusions are first based on the laws of physics rather than relying on a set of pre-determined medical definitions and second be consistent with independent objective data (Fig. 1). Lawsuits frequently involve disputes centered around conflicting accounts of an incident by witnesses and involved parties. Although their narrative can set the scene, it cannot be accepted as reliable without supporting evidence. Therefore, it is necessary to determine the consistency of testimony with independent objective data.

### **Critical First Steps - Define the Injury**

The process developed consists of first defining the injury based on medical records and a review of relevant published literature on the biomechanics specific to the diagnosed injury (Fig. 1). Issues that need consideration when defining the injury include physical tolerance, timing of the injury, and the mechanism of the injury. Physical tolerance is determined by the force necessary to cause the injury. Timing of the injury is important for determining when the injury occurred in the sequence of events and may be established through analysis. The mechanism of injury may be known, or proof acquired through published research. However, it is also possible that the mechanism of injury is unknown, in which case analysis is likely required to ascertain this.

### **What You Have Vs. What You Need**

Early scene documentation including videos, measurements and photos of the location of bodies, objects, damage, bloodstains patterns, etc. relevant to the incident, can provide independent objective data to corroborate witness accounts as well as input for quantitative analysis. An analysis is often necessary to establish causal relationships between the injuries and the dynamics of the incident. The process may involve methods such as ergonomic analysis, photogrammetry, impact tests, computer models and mechanical calculations, but always includes answering the following three questions: 1) Find the

location of the applied load that caused the injury; 2) Find the direction in which the load was applied; 3) Find the magnitude of the applied load that caused the injury.

### **Are You Sure? – Reaching A Conclusion**

A discussion of the evidence, results of the analysis and independent objective data are required to draw conclusions. Included are elements such as a review of standards relevant to the incident, results of tests that were performed as part of the analysis, and the probability of risk of injury under the conditions which existed at the time of the incident. However, before any conclusions can be drawn, an agreement must be established between the different lines of reasoning (Fig. 1). Critically, any conclusions gathered from similar witness accounts or evidence recovered from the scene must be consistent with independent objective data, either derived from the analysis or obtained from independent sources outside of case related evidence, such as published scientific studies.

The final conclusions should represent a harmony of the data gathered from the case material and independent objective data derived from the analysis and referenced literature. If inconsistencies are found, the process dictates revisiting the analysis, and in some cases the injury literature, to ensure the data and referenced studies being relied upon are indeed correct, do not include any errors, and are useful in directing the investigation towards the truth. If not, the process is repeated.

### **The End Game**

Dr. Desmoulin and his team at GTD have created a set of courses on The Science of Violence® to present not only this workflow but a series of courses to share how to find the truth behind what really happened in violent encounters.

The Science of Violence® is certified for continuing professional development in British Columbia, Arizona and Washington, and is in the process of being certified in California and other U.S. states.

“At GTD, we have developed unique strategies to investigate violent encounters,” explained Dr. Desmoulin. “The Science of Violence® allows us to share some of these skills, and help officers document better in the field and attorneys to make better arguments and question more effectively in court. When fingers are being pointed and the truth is hard to find, biomechanical engineering can provide definitive answers.”

Interested participants may sign up for The Science of Violence® course at [www.gtdscientific.com](http://www.gtdscientific.com).

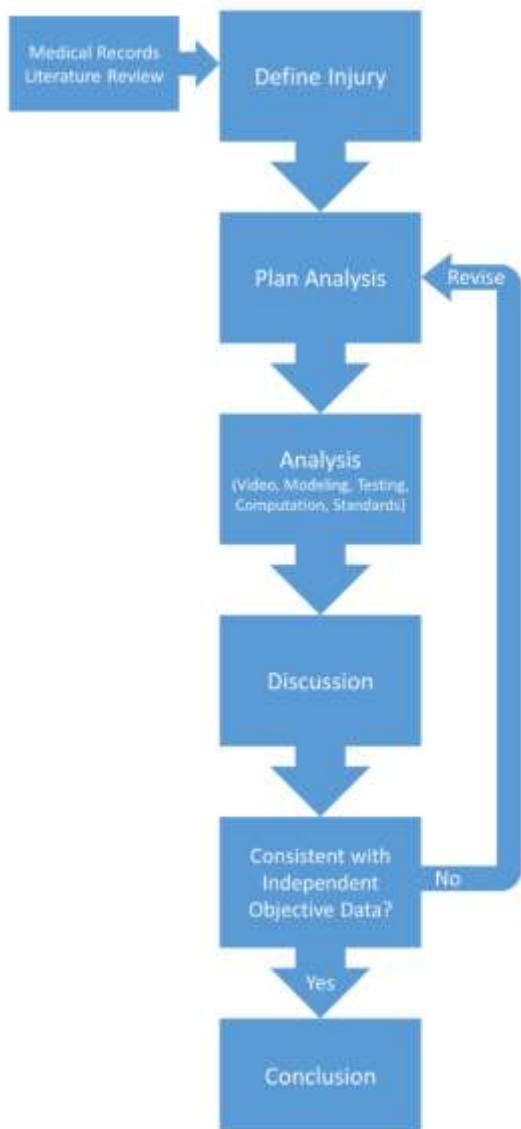


Figure 1. Workflow diagram for injury reconstruction.



Dear IADLEST Members,

SKIDCAR SYSTEM INC, a Driver & Rider Training technologies company based in Las Vegas, NV, is glad to announce that we will be back to exhibiting and demonstrating our line of driver training technologies at in-person events this fall. SKIDCAR representatives will be at the Governors Highway Safety Association 2021 Annual Meeting from September 11-15 in Denver, CO, and then at the ALERT International Conference in Tulsa, OK, from September 26-30, 2021.

After more than 30 years in business, SKIDCAR SYSTEM INC remains one of the only companies in the USA representing multiple driver training tools focused at law enforcement and first responders. While many companies have ignored or been unable to address updated modern vehicle control, SKIDCAR has emerged as a leader in developing relevant curriculum to encompass the changing needs of departments learning to adapt to new baseline standards for car, truck, SUV, and motorcycle training.

ALERT International is the only law enforcement association in North America focused exclusively at driver training. The conference this year promises to include educational components both hands-on and in the classroom. Presentations will cover a range of topics from building better driver training instructors to understanding new simulation technology; all information critical to the safety and efficacy of policing, from EVOC exercises to being out in the field.

Throughout the conference, SKIDCAR SYSTEM INC representatives will demonstrate the Virtual (VR) SKIDCAR Trainer, a portable, desktop simulator available at a price point of under \$15k. Additionally, they will provide demonstrations of the

ATSS Light System, another piece of wildly valuable tech featuring Lane Changing or Swerve modes plus the industry-exclusive “Intersection Clearing” mode for quality pursuit exercises never before attainable in EVO training.

Of course, the track day is historically the most exciting element for those that want to get hands-on and butt-in-the-seat experience! The Charger Pursuit SKIDCAR will be on site for driving demonstrations. SKIDCAR continues to be the only "adjustable on the fly" technology available today able to replicate difficult driving environments with the option to have Electronic Stability Control either activated or turned off. A vehicle dynamics class that takes only 5 minutes is a true breakthrough. For those attendees involved in motor training, SKIDCAR SYSTEM INC reps will also bring their award-winning SKIDBIKE. Never before have motor instructors had a professional rider training tool to build better riders faster and safer.

During the GHSA Meeting, SKIDCAR reps will exclusively feature indoor demos including the ATSS Light System and Virtual (VR) SKIDCAR Trainer.

The team at SKIDCAR SYSTEM INC is excited to participate in live events once again, showcasing and educating on what is relevant and new to driver training. If you plan to attend either of these events, we look forward to seeing you there.

Contact us today at 866-754-3227 or via email at [info@skidcar.com](mailto:info@skidcar.com) for any additional information.

### IADLEST SOCIAL MEDIA SITES

We encourage you to visit IADLEST’s robust set of social media sites, that can assist your search for training and standards information. These site addresses are provided for your convenience:

- <https://www.facebook.com/IADLEST/>
- <https://www.linkedin.com/company/iadlest/>
- <https://twitter.com/iadlest/status/1248353754539311108>
- <https://www.youtube.com/channel/UCObihGYwEV0uedgbyBuEIA>

### POLICE and COMMUNITY CONNECTIONS Transformational Consultations

During a time of great and many divisions in the country, *Police and Community Connections* was born. Dr. Audrene Ellis, a retired federal probation officer and Dr. John Trentalange, a clinician specializing in trauma and attachment issues decided to partner up and form Transformational Consultations, a consulting and training center. Dr. Ellis and Dr. Trentalange combined their expertise and decided to address the challenges that both police officers, other law enforcement agents and different communities face. These two psychologists are passionate speakers and trainers and have found an educational solution to a significant and dangerous problem in the United States, as well as many other countries throughout the world.

Officers are tasked with many duties; one includes protecting individuals in the community in which most officers do an excellent job. However, the work officers do in the communities is overlooked when they make an error in judgment that results in the following: officer found guilty of using excessive force against an unarmed civilian; officer convicted second-degree unintentional murder, third-degree murder and second-degree manslaughter; officers shoots an unarmed teenager during a traffic stop, and he did not activate the body camera until after the shooting took place; and when the body-cam video shows officers stunning, hitting and dragging a Black man before his death and officer report indicated something different. Some may argue the officers have motives/agendas when responding and interacting with individuals from a culture other than their own.

It is our opinion that most of the inappropriate behaviors are a direct result of the lack of training and skills regarding interacting with individuals from diverse backgrounds, individuals who have a mental illness, and individuals suffering from drug addiction. Instead of pointing the finger at the officers, we decided to address the cause of the behavior.

These two psychologists wanted to create a course that would build a bridge of mutual respect, understanding, and practical strategies that would keep everyone safe and build more positive relationships within each community. Police and Community Connections trains all professionals on de-escalating intense situations and building positive relationships within each community. In addition, through educating law enforcement agents on understanding and working with the mentally ill, the drug-induced individual, and being able to connect with individuals from various cultural backgrounds, more positive relationships are being built.

*Police and Community Connections*, a two-day course, consists of in-depth training on cultural diversity and sensitivity and how they impact the workplace, community, and interactions with people outside of specific cultures. The course explores cultural biases, provides insight to identify and address personal biases, and building positive relationships within your community. The course also identifies individualistic and collectivistic cultural values and how individualistic and collectivistic cultural values influence community interactions, job performance, agency growth, and the work environment; and explores how to identify whether an individual has a mental illness or is drug-induced. Students will acquire skills to address unexpected issues with safety and dignity and recognize and accept their limitations.

*Police and Community Connections* is an IADLEST Nationally Certified Program (NCP). [Click here](#)

## USING THE DDACTS MODEL CAN BE AN AGENCY'S BEST STRATEGY

Peggy M. Schaefer,  
DDACTS National Project Manager



The National Safety Council recently released a preliminary report indicating that US motor vehicle fatalities increased by 3,000 in 2020 despite the severe

reduction in miles traveled. The report indicated that 42,060 individuals died on our nation's highways, even with a 13% decrease in miles driven. These deaths reflect an 8% increase in fatalities over 2019. The facts are clear in that these crashes were caused by "riskier driving, including speeding on less-packed roadways."<sup>i</sup> Also contributing to the increase is driving while impaired and distracted driving, primarily from cell phone usage.

The DDACTS 2.0 revised model emphasizes using highly visible *engagement* opportunities to deter or change unsafe driving behaviors. The model works best when crashes and police activity data (traffic stop locations) are plotted on a map. In addition to crashes, agencies can also map calls for service, specific crime, and other officer-initiated activities. We repeatedly see that when all of these points are plotted, *hot spots* emerge, and it is at **these** precise locations where officers should be deployed.<sup>ii</sup>

With our NHTSA grant, IADLEST can coordinate and deliver a NO-COST 12-hour training program to your academy training site. Generally, twenty to twenty-five officers, commanders, and analysts come to the sessions and, working in a team format, complete an agency implementation plan. We usually have workshops with three or four attending agencies. The workshop is full of facilitation, discussion, and team break-out sessions that keep all participants engaged.

Consider hosting our DDACTS 2.0 National Agency Strategic Planning Session or our 7-hour Evidence-Based Strategic Decision-Making courses, both nationally certified. These courses were developed to help agencies learn how to use their data more effectively to build trust in their communities and reduce social harm.

Contact [peggyschaefer@iadlest.org](mailto:peggyschaefer@iadlest.org) for more information.

<sup>1</sup> Jon Kamp. (March 4, 2021). U.S. Roadway Deaths Rose 8% in 2020, Safety Group Estimates. *Wall Street Journal*. <https://www.wsj.com/articles/u-s-roadway-deaths-rose-8-in-2020-safety-group-estimates-11614883077>

<sup>2</sup> Weisburd, David; Anthony Braga; Elizabeth R. Groff, and Alese Wooditch. (2017). "Can Hot Spots Policing Reduce Crime in Urban Areas? An Agent-Based Simulation." *Criminology*, Volume 55, Number 1: pp. 137-173.

## What Can NLEARN Do For You?

**NLEARN is your no-cost resource for news about training programs, classroom resources for instructors and academy management policies for administrators.**

The National Law Enforcement Academy Resource Network is provided to police instructors, patrol officers, prosecutors and academy personnel as a service of IADLEST.

We offer an online archive of training programs and roll call videos for immediate use.

Online you will find the full set of SFST training materials, include an archive of past versions of the SFST manuals.

Our Information Portal contains documents and links to resources of enduring value to police and corrections educators.

Online in the Information Portal you will find hundreds of academy-level lesson plans which you can use as a model for your lesson plans, or compare to your lesson plans to assure that you have hit all the pertinent points, and perhaps discover a new approach to teaching the material.

New content is posted every week and you will receive an email detailing what has been added so that you can decide whether or not you want to follow the link.

The site is fully searchable and can be a valuable time-saver when seeking new background material for your courses.

Whether you deliver law enforcement training or receive training, you will find something of value on NLEARN.

Sign up for your no-cost login account today:

[Request an NLEARN Login](#)

### NATIONALLY CERTIFIED INSTRUCTOR TEACHING AT NEBRASKA TRAINING CENTER



Firearms Instructor Development Course (FIDC)

Dates: August 23rd-27th, 2021

Location: Nebraska Law Enforcement Training Center, 3600 N. Academy Road, Grand Island, NE

**Length:** 5 Days (40 hours)

**Class times:** 8:00am to 5:00pm (First day check-in starts at 7:30am)

**Cost:** \$600 (Travel, lodging, and meals are not included)

**Course Information, enrollment, and payment:**

Shawn Walker at 913-481-7380 or email [walker826@msn.com](mailto:walker826@msn.com)

Onsite lodging and meals:

**Contact:** Steven Gobel at 308-385-6030 ext 301 or email [steven.gobel@nebraska.gov](mailto:steven.gobel@nebraska.gov)

**Course Description:** Have you ever attended a instructor training course and felt something was missing? We understand if this is the case.

Instruction should be more than passing on knowledge to others. It should assist others in developing their wisdom in applying that knowledge being passed forward to them. In order to do this, we will explore, challenge, and even test one's foundational and past knowledge within firearms instruction.

Through this inner search, a person could have those missing elements revealed within themselves. Once revealed, together, we can build upon that person's wisdom to help strengthen their instructor ability. If interested, join us in moving past the paper and exploring a different side of firearms instruction. For more information click the link:

<https://ncc.nebraska.gov/file/firearmsinst-development-august-2021-nletcpdf>

## IADLEST NATIONAL CERTIFIED INSTRUCTOR UPDATE

by: *William Flink, IADLEST Program Manager*



As we enter the third quarter of 2021, it is our pleasure to inform you about some of the individuals who have recently qualified as IADLEST National Certified Instructors. The IADLEST National Certified Instructor (INCI) Program has a variety of subject matter experts who have focused their talents upon law enforcement training. They have increased our influence upon training excellence, and continue to make a positive impact upon the work of law enforcement officers. Notifications of National Certified Instructor presentations are being sent to

IADLEST Director members and Regional Representatives within surrounding states where our INCI instructors make their presentations. These notifications can also be found within IADLEST's social media activities.

All of the IADLEST's National Certified Instructor instructors are highly recommended from their peers or IADLEST members. Their credentials include significant training and development experience, and demonstrate their commitment towards improving criminal justice training and society. With that, we introduce some of our newest IADLEST Nationally Certified Instructors in this edition of the Newsletter, Kathleen Mitchell, Shaun Lomax, Kevin Diehl, William Duggan, Daniel Knight, Roman Maier and Glenn Bakken.

Contact information for all IADLEST Certified Instructors can be found on the IADLEST Instructor Certification Web Pages, at either:

<https://www.iadlest.org/training/instructor-certifications/national-certified-instructor/inci-instructors> or

<https://www.iadlest.org/training/instructor-certifications/international-certification/iici-instructors> .



**Kathleen Mitchell** serves as the Director of and instructor for the Front Range Community College Law Enforcement Academy, Ft. Collins, Colorado. Ms. Mitchell is responsible for directing, managing, and promoting all activities of law enforcement training, instruction, staffing, activities, facilities, professional relationships, and regulatory guidelines for the Academy. She has more than 35 years of law



enforcement service in local, county, and federal agencies, in roles ranging from Communications Officer, patrol, investigations (major crimes/white-collar crimes), and supervision.

After 21 years, Ms. Mitchell retired from the Federal Bureau of Investigation (FBI) as an Executive Manager in the FBI Training Division. After a successful career as a Special Agent investigator working multifaceted criminal investigations, Kathleen served as an instructor, supervisor, and Executive Manager for the FBI National Academy and the FBI New Agents Training.

Ms. Mitchell was recognized twice as a Law Enforcement Officer of the Year by the Southern District of Florida US Attorney's Office. She has also received the FBI Director's Excellence in Leadership Award in 2010 from FBI Director Robert Mueller.

Ms. Mitchell is a college educator for the University of Maryland Global Campus, Florida State University, Colorado State University, University of Virginia, and the University of Northern Colorado. She is a nationally and internationally recognized instructor. She has presented at state, national, and international in-service and training conferences to include the FBI National Academy Training Conferences and INTERPOL law enforcement training.

Ms. Mitchell created the FBI Instructor Development Program, creating the first comprehensive instructional techniques and curriculum development training for the FBI. She wrote an instructional manual that included complete lesson plans and instructional materials for basic and advanced instructional development. She managed and taught this program for over ten years.

Ms. Mitchell also developed, instructed, and reviewed the curriculum, both for classroom and online instruction in a variety of topics. In 2007, she led the FBI New Agents Training Curriculum initiative as well as a state-of-the-art, advanced

HUMINT development training course, first of its kind for the FBI. She managed and taught the Basic Instructor course for the Joint Counterintelligence Training Academy, as well as developed and taught advanced investigations course for Department of Defense investigators.

Ms. Mitchell currently serves on the Colorado POST Curriculum Committee and leads the Curriculum subcommittee leading the statewide curriculum development of law enforcement wellness for POST academies.

Ms. Mitchell has a Bachelor of Science in Communications and Criminal Justice from Colorado State University, a Master of Science in Criminal Justice from the Lynn University, a Masters of Education from the University of Virginia, and a Doctor of Philosophy in Education from Walden University. She is also a certified Emotional Intelligence evaluator. She is a member of the International Association of Directors of Law Enforcement Standards & Training (IADLEST) and Colorado Women of Influence.



**Shaun Lomax** is a former employee of the Fort Meade Police Department (U.S. DoD), where he worked from September 2008 thru January 2020. During his tenure, he was a Patrol Officer, Senior Field Training Officer, an Instructor, Patrol Supervisor, and a Team Leader on the Military District of Washington - Special Reaction Team (SWAT).

Mr. Lomax is currently assigned as an Anti-Terrorism Training Supervisor with Naval Base Ventura County where he serves as the lead firearms instructor and resident subject-matter expert in the instructional areas of terrorism, active shooter, force protection, and other specialized and technical areas of law enforcement.

Mr. Lomax is certified as a Law Enforcement Academic Instructor, Field Training Officer, Firearms Instructor, Defensive Tactics Instructor, De-Escalation Instructor, Physical Fitness and Injury Prevention Specialist, Active Shooter Instructor, Tactical Emergency Casualty Care Instructor, Basic Life Support Instructor, EVOC Instructor, Non-Lethal Weapons and Tactics Instructor, and Anti-Terrorism Training Supervisor. Altogether, Mr. Lomax possesses over one-hundred specialized accreditations and certifications.

His professional affiliations include: Fraternal Order of Police, Federal Law Enforcement Officers Association, National Tactical Officers Association, International Law Enforcement Educators and Trainers Association, International Association of Law Enforcement Firearms Instructors and National Rifle Association Law Enforcement Division. Mr. Lomax can be contacted at: [shaun.lomax@leo.gov](mailto:shaun.lomax@leo.gov)



**Kevin Diehl, MPA**, graduated from Richmond Hill High School in Richmond Hill, Georgia, where he joined the United States Marine Corps. While in the Marines, he served in the Marine Security Forces and Military Police. Upon completing his enlistment in the Marines, he began

his law enforcement career with the Georgia Ports Authority Police Department in Savannah, Georgia working his way up to Sergeant/Watch Commander.

In 2007, Sergeant Diehl accepted a position with the Southlake Police Department as a police officer, where he has served as a Patrol Corporal, an FTO, and a Patrol Sergeant.

In 2014, he was transferred to the Professional Standards Division and took over the Internal Affairs unit. Sergeant Diehl has conducted several investigations within his department and

successfully guided the agency through a national re-accreditation process (CALEA), assisting in earning the agency a gold standard CALEA accreditation with excellence. In his role in Professional Standards, Sergeant Diehl is responsible for conducting Internal Affairs investigations for both the police and the fire department, supervising background investigations, Community Initiatives, the Photo-Enforcement Program, and Records Division Accreditation. He is also the Terminal Agency Coordinator (TAC) for TCIC/NCIC, manages the STEP program, and is responsible for planning and research for his agency.

He holds a Bachelor of Science in Criminal Justice Administration with a certificate in Criminal Justice Management (BSCJA/CJM), and a master's degree in Public Administration (MPA) from the University of Phoenix.

Sergeant Diehl is an adjunct instructor at the Tarrant County College Basic Police Academy and the North Central Texas Council of Governments (NCTCOG) Basic Police Academy, where he instructs new officers in Internal Affairs, Police Professionalism and Ethics, SFST / DWI enforcement, and Taser. He is also an adjunct instructor at the Institute for Police Technology and Management (IPTM) at the University of North Florida, where he teaches Internal Affairs Investigations and Police Applicant Background Investigations and the Institute for Law Enforcement Administration (ILEA) in Plano, Texas. He conducts in-service training on Background Investigations, Internal Affairs, Taser, and SFST/DWI Enforcement.



**William (Liam) Duggan**, an Investigative / Administrative Commander, works for the Prior Lake Police Department, in Minnesota. Cmdr. Duggan began his career in 1997 with the Burnsville (MN) Police Department. He later served with the St. Paul Police Department, and now the

metro area suburb of Prior Lake. Cmdr. Duggan has served in executive leadership roles for investigations, patrol, SWAT, vice/narcotics, undercover operations and training.

Cmdr. Duggan has a BS in Law Enforcement from Metropolitan State University-St. Paul and is a graduate of the Northwestern School of Staff and Command. He currently serves on the board of Advisors for the National Law Enforcement Firearms Instructors Association and as Executive Director of Training and Development for the Special Operations Training Association.

Cmdr. Duggan specializes in human performance factors analysis, decision making in force options response, firearms, arrest and control, and leadership development. Additionally, he is a certified Advanced Specialist in the Behavioral Analysis of Force Encounters through the Force Science Institute and consults as an expert witness in use of force incidents and policing best practices. He is a certified Instructional Design specialist and also evaluates the design, delivery and evaluation of training curriculum in law enforcement around the country.

Cmdr. Duggan is a senior national instructor for KFD Consulting/LOCKUP/LEADS, LouKa Tactical, NLEFIA and Calibre Press / Lifeline Training. He has also served as a subject matter expert consultant for the State of Minnesota in the interpretation and evaluation of use of force and use of deadly force statute application and continues the same work in his own agency and for entities around the US. He has also been selected multiple times as national teaching faculty for the Daigle Use of Force Summit and the Force Science Institute's international conference and summit.

**Daniel Knight** is a Corporal with the Spokane County Sheriff's Office, Spokane, Washington. He began his instructing career in 1999 while employed at the Post Falls Police Department. He initially went to Instructor Development in Idaho in 1999, to teach less-lethal impact munitions and firearms. He obtained his Idaho POST Firearms Instructor certificate and went on to teach countless hours of firearms training to the sworn members of the Post Falls Police Dept. He also became a less lethal munitions, chemical munitions and OC instructor while at PFPD, and taught those skills to not only his agency, but to other agencies including the Kootenai County Sheriff's Office and Coeur d'Alene Police Dept.



After leaving Post Falls Police Department, Corporal Knight went to the Federal Air Marshal Service before being hired by the Spokane County Sheriff's Office, in 2006. Once there, he continued his firearms instructor training and attended the Washington Criminal Justice Training Commission (WA CJTC) Level 1 Firearms Instructor, Rifle Instructor and Shotgun Instructor programs. He taught those skills to not only his agency, but also on behalf of the WA CJTC.

Along the way, Corporal Knight also became an instructor in Low Light Shooting, Designated Marksman, Psychomotor Skills Instructor, FAA Flying While Armed Instructor and Armored Shield Firearms Instructor. He also was invited to be an Adjunct Instructor for Spokane Community College and assisted in teaching at the Washington State University SHOT laboratory.

Other instructor ratings Corporal Knight holds, include Airborne Use of Force Instructor, FLIR Instructor, and leads all instruction to the newly appointed Tactical Flight Officers assigned to his agency's Air Support Unit.

Since 1999, Corporal Knight has taught thousands of hours to police, SAR, civilians and military in multiple disciplines, mainly focused on firearms. In his new position as Range Master, he oversees all department firearms related training while also teaching part-time for the WA CJTC Basic Law Enforcement Academy. Corporal Knight can be contacted at: 509-477-4206.



**Roman Maier** is currently employed by the Spokane County Sheriff's Office as a Patrol Deputy. Prior to working as patrol, he was employed as Corrections Officer in Spokane County, WA.

He holds certificates as a defensive tactics, firearms, taser, and patrol tactics instructor. He is currently the lead defensive tactics instructor for the Spokane County Sheriff's Office where he trains current commissioned Deputies, lateral Deputies, and entry level Deputies. Deputy Maier has instructed for his own department, as well as, the Washington State Criminal Justice Training Commission and several other surrounding agencies. He can be contacted at: 509-477-2641.



**Glenn Bakken** is a Deputy with the Spokane County Sheriff's Office and has been with the agency since May 2015. He is currently assigned to the Traffic Unit and certified, through the Federal Motor Carrier Safety Administration, as a Commercial Vehicle Enforcement Officer, having

completed North American Standard – Part A and Part B. As a Washington State Criminal Justice Training Commission Certified Instructor in Collision Investigation, he has instructed courses to

allied agencies. Through utilization of the Faro Focus 3D scanner, he measures crash scenes for the Spokane County Sheriff's Office Traffic Unit.

Deputy Bakken is an accredited Reconstructionist through the Accreditation Commission for Traffic Accident Reconstruction (ACTAR), #2840. ACTAR is the internationally recognized certification program for both law enforcement and civilian crash reconstructionists. It is endorsed by the National Highway Traffic Safety Administration (NHTSA) as an established standard for crash reconstruction.

Previously, he was a Corporal with the Idaho State Police and had been a Trooper from 2007 to 2015. He was assigned as uniformed patrol to the Crash Reconstruction Unit in the Coeur d'Alene District Office and had been a Crash Reconstructionist since 2009. Appointed in 2014 as a Crash Reconstruction Program Coordinator, he reviewed and approved all ISP Crash Reconstruction reports, as well as coordinated training and equipment. Deputy Bakken was an accredited Idaho State Police Crash Reconstructionist through ACTAR.

As an Idaho State Peace Officer Standards and Training (POST) Certified Instructor in Collision Investigation, he developed the curriculum for Basic and Advanced Crash Investigation courses and instructed POST Academies, ISP Advanced Training Classes, local Idaho City and County agencies, as well as refresher and in-service classes. He is still a current state certified instructor.

Through the extensive utilization of the Nikon NPR-332 Total Station and LTI Impulse Laser with MapStar Angle Encoder, and TDS Recon data collector, He measured crash and crime scenes for the Idaho State Police Patrol Division and Idaho State Police Investigations Division. He also assisted local Idaho City and County agencies, as well as Federal agencies.

Using the Bosch Crash Data Retrieval equipment, he is certified to both image Event Data Recorders and analyze the data. He is also trained to image and analyze the data from Heavy Vehicle Engine Control Modules and Anti-Lock Braking System Modules.

Additionally, Deputy Bakken has specialized in pedestrian/bicycle reconstruction and heavy truck reconstruction.

Glenn Bakken attended Eastern Washington University in Cheney, Washington and graduated Magna Cum Laude in 2002 with a Bachelor of Arts degree in Criminal Justice.

**INTERNATIONAL  
ASSOCIATION OF DIRECTORS OF  
LAW ENFORCEMENT STANDARDS AND  
TRAINING**



**EXECUTIVE COMMITTEE WEBINAR MEETING  
MINUTES  
Tuesday, February 9, 2021  
1:00 pm to 5:00 pm EST**

**Call to Order:** President Kim Vickers (TX) called the meeting to order at 1:02 PM Eastern Standard Time on Tuesday, February 9, 2021.

**Roll Call:** The roll of attendees was called by Secretary Pederson (WI). There were thirteen Executive Committee members present:

- President Kim Vickers (TX)
- First Vice President Brian Grisham (TN)
- Second Vice President Erik “Bo” Bourgerie (CO)
- Immediate Past-President Dan Zivkovich (MA)
- Treasurer Mike Ayers (GA)
- Secretary Stephanie Pederson (WI)
- Northeast Region Representative Michael Wood (NY)
- Central Region Representative Amanda Yarbrough (AR)
- Southern Region Representative Trevor Allen (NC)
- Midwest Region Representative Kelly Alzaharna (NM)
- Western Region Representative Perry Johnson (MT)

International Region Representative Gary Bullard (ICITAP)  
Federal Partner Representative (Non-Voting)  
Charles “Skeet” Brewer (FLETC)

Committee members absent:  
Second Immediate Past-President Vacant

There was a quorum to conduct business.

IADLEST Staff:  
Executive Director – Mike Becar  
Director of Operations – Yvonne Pfeifer  
Accreditation and Grants Manager - Mark Damitio (Life Member)  
IADLEST History Project – Bill Flink  
CRI TAC Program Manager – Pam Cammarata  
National Certification Program Manager  
– Peggy Schaefer

**Webinar Instructions and Registered Viewers  
(Mark Damitio (IADLEST)):**

Mark Damitio let all attendees know that the meeting was being recorded and reviewed how to participate in the meeting (ask questions, use the question box, etc.).

**Additions to Agenda:** President Vickers asked if there were any additions to the agenda. There were no additions.

**Introduction of Guests (Kim Vickers (TX))**

– **Keith D. Williams**, Chief  
Enforcement and Justice Services Division  
National Highway Traffic Safety Administration  
(NHTSA)

Chief Williams thanked IADLEST and said that NHTSA appreciates IADLEST for improving training and standards for law enforcement. The Department of Transportation and NHTSA are transitioning. Secretary Pete Buttigieg was confirmed by the Senate as the U.S. Secretary of Transportation and took over February 2, 2021.

Several political appointees are also being announced. Director Steven Cliff was appointed as the Acting Administrator for NHTSA.

Chief Williams shared the following data with the committee:

For the first nine months in 2020, almost 30,000 people were killed on American roadways which is an increase of 4.6% from the first nine months in 2019. Many of these deaths can be attributed to risky driving behaviors. NHTSA released several reports that document and analyze various data about the pandemic and its resulting driving behaviors. During the early months of the pandemic behaviors and driving patterns changed significantly. Drivers engaged in riskier behaviors including speeding, failure to wear seatbelts, and driving under the influence of alcohol and drugs.

Additionally, the fatality rate rose from a rate of 1.06 in 2019 to a projected rate of 1.25 in 2020. This is a significant increase and bad indicator of safety. At the same time, the vehicle miles traveled (VMT) by American drivers decreased by 16% in the first 6 months of 2020 compared to 2019. It is important to bring this to IADLEST's and law enforcement's attention because these risky behaviors may replicate in other areas of social harm. More research is needed to discover that, however. There is a lot of work ahead of NHTSA and law enforcement to help address these issues so that they do not become part of the "new normal."

NHTSA's flagship program with IADLEST for over a decade is the Data-Driven Approaches to Crime and Traffic Safety (DDACTS) program. Chief Williams thanked Peggy Schaefer and Director Becar for their work and support of DDACTS over the years. NHTSA is updating the program to address current social issues. The program is being distributed across the country and states and local agencies are adopting the program. Agencies are using the data collected to make policy and enforcement decisions in their agencies and communities.

Additionally, NHTSA focuses on the safety of law enforcement officers including programs like Below 100. Chief Williams thanks IADLEST for supporting the Below 100 program and helping distribute it across the country. In 2020 there were 44 law enforcement traffic crashes; 27 were fatal crashes. Out of those 27 fatalities, 3 were on motorcycles, and 14 officers were struck while out on the highway. NHTSA wants to continue to work with IADLEST to train the Below 100 program to reinforce officer safety. NHTSA received some grant funding in the 2020 Appropriations Act to devote resources to first responder safety. They are focusing their efforts on technology that can protect first responders and roadside workers while doing their jobs. Chief Williams then thanked IADLEST and said NHTSA looks forward to continuing the partnership to conduct training and improve safety.

- **William Fallon**, Deputy Director  
Federal Law Enforcement Training Center  
(FLETC)

Deputy Director Fallon discussed how FLETC is operating in the COVID-19 environment. Due to the pandemic and limited operations they continue to focus on their level one basic training opportunities at all three of their in-residence sites in Georgia, New Mexico, and South Carolina. The process they have in place for their in-residence sites includes isolating students for the first ten days to protect their student population. New Mexico had to temporarily pause training due to community spread but they will continue after a ten day pause to get the community spread under control. In Glynco, they were able to vaccinate their staff (approximately 1,000 instructors). The hope they can continue this at the other locations so that FLETC can resume training they export to agencies and academies throughout the country.

Deputy Director Fallon discussed FLETC's Use of Force instructor training course. It is a 2-week

course that can be completed on site or can be trained in the field. FLETC is going to put 4 travel teams together and hope to get about 50 train-the-trainer sessions completed per year. FLETC just received the funding for these teams so they hope to start those sessions this summer or fall.

- **Joshua A. Ederheimer**, Deputy Director  
Federal Protective Services  
U.S. Department of Homeland Security

Deputy Director Ederheimer wanted to thank IADLEST for being great partners and for being able to lean on IADLEST to help develop curriculum throughout the years. Deputy Director Ederheimer began by discussing Public Order Policing (POP) which he thinks is a trend that all law enforcement needs to rethink. Chief Bob Conte (Washington DC) testified in a closed session of Congress after January 6, 2021. He believes that law enforcement agencies are not trained and not equipped for sustained, focused battle and attacks, and deadly attacks on law enforcement. For example, the attack at the Capitol and the ongoing protests going on in Portland, Oregon. Sustained, multiple deadly force attacks are changing the environment and police must be trained on how to respond.

There are a lot of discussions on bringing back more use of CS gas, and more intrusive weapons and tactics. The Federal Protective Services (FPS) is taking a hard look at this. For example, when officers were having lasers shot into their eyes from protestors in Portland, they had to quickly find the right eye equipment that would also fit in gas masks. Jason Kepp (Assistant Director Washington DC-Baltimore Area) was also attending this meeting and is available for any upcoming conference or meetings to discuss these topics. FPS held an international symposium on Public Order Policing (POP) on January 13 and 14, 2021 to develop a new doctrine on POP which will feed into new policies and training. FLETC has also been

partnering with FPS on this project. FPS will lean on IADLEST to help promote this doctrine and training once it is developed.

The next item Deputy Director Ederheimer discussed was benchmarking. On February 3, 2012, FPS developed a new Protective Advisory Group (PAG) made up of eleven agencies most like FPS; multi-jurisdictional with a lot of Federal facilities to oversee, etc. This group benchmarks with each other and discuss curriculum formats. These discussions include how IADLEST can help with topics such as POP, recruiting, and how training will have an impact on recruiting.

FPS is spread out geographically. During the pandemic, they could not do mandatory in-service training, so they developed a 100% virtual in-service training except and for live fire firearms. They took the academic approach and created a full curriculum, not just a power point presentation, and made it mandatory for all of their law enforcement officers. The distance learning allowed FPS to be proactive in providing training during the pandemic. FPS will be leaning on IADLEST to help with distance learning and virtual reality training in the future. FPS would love to participate in any upcoming initiatives or projects with IADLEST and Deputy Director Ederheimer thanked IADLEST for expanding training and information on how training is run around the country.

- **Vince E. Davenport**, Associate Deputy  
Director, DOJ, Bureau of Justice Assistance

The Department of Justice (DOJ) does not have an Attorney General yet, however, the transition is actively happening. The DOJ is still waiting for a lot of their top leadership positions to be appointed. In the meantime, Kristen Mahoney is the acting director of the Bureau of Justice Assistance (BJA) within the Office of Justice Programs. Deputy Director Davenport then discussed how the events of last year impact

training. The question is how to we promote good policing going forward? Deputy Director Davenport believes the answer is training. BJA has confidence in IADLEST being a strong voice for law enforcement and for training. BJA is pleased to partner with IADLEST to support good training.

Deputy Director Davenport mentioned a few specific issues they are working with IADLEST on. First, is the new law enforcement technical and assistance program with the International Association of Chiefs of Police (IACP) and IADLEST. Within this new law enforcement technical assistance program, BJA is building a suite of programs that are designed to address some of the core training issues that law enforcement is being asked to address. This program promotes professionalism and competence, confidence in policing, and officer wellness and safety. IADLEST has helped bring some science and instructional design to the discussion on these topics.

Additionally, BJA is working with IADLEST on the National Decertification Index (NDI). NDI has been around for a long time, but the DOJ is asking for some new requirements to be built into the program. And, if anyone is working with BJA on grants, they have a new grant process called "Just Grants." BJA is still learning the system and are getting better at it but Deputy Director Davenport wanted to thank everyone for being patient as they transition to this new grant system.

BJA also has a new Valor Surge Portfolio. The Valor Surge Portfolio consists of online training, webinars, posters, podcasts, infographics, and other items available to support officers in the field. The link to these resources is: <https://bjaj.org/program/valor/overview> or go to the Valor Officer Safety and Wellness section on the BJA website. Lastly, the solicitations for funding opportunities are available. The roll out has slowed down a bit due to the transition, however, agencies should still check for

available funding opportunities and solicitations on the website. President Kim Vickers thanked and recognized BJA for the longstanding partnership IADLEST has had with BJA.

– **Doug Shoemaker, Chief**  
Grand Junction Colorado Police Department

Chief Shoemaker wanted to discuss the upcoming IACP election in September in New Orleans. He will be running for the Fifth Vice President position and he wanted to explain why he is interested in the position with IACP as a member of IADLEST. The Chief has been involved with IACP since 2007 and was an active committee member and Chair on many IACP committees throughout the years.

With Chief Shoemaker's involvement with IACP and IADLEST he wanted to explain why he is running for the Fifth Vice President position in September. His platform for running includes three main pillars:

1. Communication and collaboration – As trainers and experts in the field, we need to do a better job working together. Law enforcement agencies across the country have the same challenges regardless of the size of the agency. He would like both IACP and IADLEST to work together with other law enforcement organizations, in areas where we can enhance and advance the profession.
2. Training – Chief Shoemaker has been involved in training for most of his career. Training is key.
3. Wellness – Chief Shoemaker is critically worried about the psychological and physical status of law enforcement officers out in the field. He wants to give them support and the tools they need to do the job and to take care of them.

As a member of IADLEST, Chief Shoemaker wants to hear if the Executive Committee



members or IADLEST members have any issues he could address with IACP. He would be honored to have IADLEST endorse him as the Fifth Vice President for IACP.

- **Rob Chapman**, Deputy Director  
DOJ, Office of Community Oriented Policing (COPS)

Deputy Director Chapman wanted to do a quick check-in with IADLEST. The COPS office, like other federal agencies, is in transition and waiting for a new director. However, Deputy Director Chapman wanted to keep the connection and communication between the COPS Office and IADLEST open in the meantime.

The COPS Office is in the middle of finalizing their programs. The goal is to start getting the programs out to the field in March or April. The COPS Office wants to release all of the programs within a 60-80-day open period. As they transition, the COPS Office wants to make the new leadership aware of how important IADLEST is and communicate IADLEST's wishes on the President's Executive Order on Safe Policing and Safe Communities.

The COPS Office's primary part of this Order has been the certification piece where agencies must have use of force policy reviewed and meet certain criteria for certification for DOJ funding. Deputy Director Chapman wanted to recognize IADLEST for their leadership in working with each state on this initiative. There was an original due date of January 31, for agencies to receive certification, but the numbers far exceeded what they thought they could push through the review process. There were approximately 6,000 – 7,000 agencies that either started or completed the process by the end of January. Due to the high volume of agencies submitting their policies for review the January 31, deadline has been extended.

The COPS Office is also working with IADLEST on the National Decertification Index (NDI) which was funded by BJA. They are starting to have discussions with their leadership on what role the COPS Office can play in supporting the NDI and on all the other elements of the Executive Order. On the Community Policing Development side of the COPS appropriation equation, the COPS Office received a bump in funding approval from \$6.5 million to \$35 million. Congress was very specific on what they want the funding spent on, including things such as de-escalation training, the expansion of Crisis Intervention Training (CIT), and the expansion of accreditation. The COPS Office will continue to engage IADLEST and other law enforcement organizations to continue to support law enforcement in the field.

#### **Approval of Executive Committee Minutes (Kim Vickers (TX))**

President Kim Vickers (TX) asked for a motion to approve the Executive Committee Meeting Minutes from October 16, 2020 (Virtual Meeting). There was a **MOTION** by Brian Grisham (TN) and a **SECOND** by Perry Johnson (MT) to approve the minutes. **The MOTION CARRIED.**

#### **Executive Director's Briefing (Mike Becar)**

##### **POST Director Changes:**

- Oregon – Eriks Gabliks retired. The interim Director is Les Hallman.
- Oklahoma – Jesus "Eddie" Campa resigned to take a new position. The interim Director is Earl Morrison.
- Virginia – Eric Smith resigned to take a new position. The new Director is Harvey Powers.
- North Carolina – Steven Combs resigned to take a new position. The interim Director is Richard Squires.
- Pennsylvania – Steve Ignatz retired. The new Director is William Bowen.

- West Virginia – Chuck Sadler passed away on December 30, 2020. Jeffery Estep is the interim Director.

### **IADLEST Committee Changes**

- IADLEST Treasurer – Mike Ayers replaced Eddie Campa.
- Southern Region Representative – Trevor Allen replaced Steven Combs.

### **New Grants Received**

- IACP Training and Technical Assistance - \$50,000 to develop curriculum.
- IACP Officer Safety and Wellness - \$44,079.37
- Charlotte Mecklenburg PD wants a complete Training Program Audit – IACP contacted IADLEST and awarded \$100,000.00 to complete the audit.

Total received since October 2020 - \$4,244,660.00. Normally IADLEST grants equate to \$1.5 million so the grants/work has more than doubled.

### **DDACTS**

- 2020 – 24 Workshops were Scheduled before the pandemic hit.
  - 12 were postponed due to COVID-19.
- 2021 – As of January, 8 Workshops have been scheduled so far in:
  - MO, IN, NC, AZ, IA, AL, and WI.
  - 119 Workshops and 37 Agency Strategic Planning Sessions have been held since project started.
- Due to COVID-19, an 8-part DDACTS webinar series has been developed and scheduled:
  - DDACTS Overview – February 18
  - Outcomes – March 18
  - Data Collection – April 15
  - Data Analysis – May 27
  - Partners/Stakeholders – June 17
  - Strategic Operations – July 22
  - Information Sharing – August 19
  - Monitor and Evaluate – September 15

### **Below 100**

- 2020 – 25 Intensive courses were completed by 670 students and 11 Train-the-Trainer courses were completed by 167 students.
- 2021 – 7 Intensive courses and 7 Train-the-Trainer courses are scheduled to date.

### **National Decertification (NDI) Expansion**

- An Advisory Committee was formed with the following members:
  - POST Directors, DOJ, IACP, National Sheriff's Association (NSA), Fraternal Order of Police (FOP), National Organization of Black Law Enforcement Executives (NOBLE), National Association of Police Organizations (NAPO), Major County Sheriffs, Major City Chiefs
  - There are also four working committees:
- Governance committee is developing a governance document for the NDI.
- Additional fields in existing NDI committee will look at expanding some of the fields to capture some of the new data that the federal DOJ wants before the new system is rolled out.
- Re-design of NDI committee will develop an RFP and the complete re-design of the new system.
- Federal Agency Participation committee will create a process for federal agencies to report misconduct within the NDI.

### **Agency Use-of-Force Policy Certification Grant from the COPS Office**

- 15 mini grants were awarded totaling \$156,314 to the following states to help state accreditation bodies cover costs for reviewing and certifying use-of-force policies:
  - AZ, AR, DE, GA, IL, KY, MA, MI, NH, NC, OR, PA, SC, TN, TX
  - 4 states do not have accreditation bodies and the POST is not authorized to review and certify use-of-force policies. IADLEST is helping review and certify use-of-force policies in these states: AK, HI, WV, NM. IADLEST developed an online portal using

Virtual Academy for agencies from these states to submit their policies for review.

- Since January, 1,496 agencies from the states listed above have had their use-of-force police reviewed and certified in addition to the almost 6,000 that have been reviewed and certified in other states.
- Planning technical assistance to use existing money to help states without accreditation agencies form accreditation agencies. This is still in the planning stages.

### **Collaborative Reform Initiative Technical Assistance Center (CRI-TAC)**

- 581 requests for technical assistance were received.
- 307 agencies receiving training or technical assistance through IACP and all of the partners including IADLEST.
- Top 5 requests:
  - De-escalation
  - Active Shooter
  - School Safety
  - Leadership
  - Intelligence and Information Sharing
- There are starting to be several requests for curriculum review:
  - Wyoming law enforcement academy curriculum reviewed.
  - Chicago Police Department wants their entire curriculum reviewed.
  - IADLEST beginning to put together an advisory committee of subject matter experts that can help review these programs.

### **Academy Innovations Grant**

- This is a designed research study to evaluate if methods and timing of training content delivery improves knowledge and skill retention at the basic academy level. The project is looking at a communications block in the academy and assessing the training in a 4, 8 or 16-hour block and compare that to developing a curriculum that is integrated into other blocks of instruction throughout the academy to see how students

retain and use that information. This study will be completed by 3 academies.

- IADLEST brought on an Assistant Project Manager, Dianne Beer-Maxwell, to help with this project.
- IADLEST also convened an advisory group that is made up of POST directors and Executive Board members.
- Plan for 2021:
  - IADLEST established a Federal Wide Assurance (FWA) and partner with an external Institutional Review Board (IRB) so we can conduct research with human subjects.
  - Recruit applicants and select 3 academies to participate in the study.
  - Develop the curriculum and testing instruments for the experiment.
  - Implement the experiment in the late Summer/early Fall academy class.

### **Every Officer a Leader (COPS Office Grant)**

- 2020:
  - IADLEST developed the curriculum and held 2 Executive Classes for 30 students.
  - Ran 2 Train-the-Trainer Classes for 20 students
  - Held 2 Line Officer Classes for 37 students
- 2021:
  - 3 classes are scheduled
  - Planning on doing an overview at the IADLEST Conference
  - 9 Agencies are requesting classes

### **IACP National Law Enforcement Training and Technical Assistance Response Center (LET TARC) Grant**

- IADLEST is partnering with IACP to develop curriculum for:
  - De-escalation
  - Use of Force
  - Recruitment, Hiring and Retention
  - Community Policing
  - Responding to Mental Illness/Substance Abuse

- Ethical Policing
- Active Shooter Response
- Leadership
- Officer Wellness

### **IACP Peer Intervention Training**

- CRI-TAC received a request for this type of training. IACP asking IADLEST to develop curriculum:
  - IADLEST has created and completed a Task Analysis
  - IADLEST is in the process of developing objectives
  - First draft of curriculum due mid-February
  - Hope to pilot first session in spring
  - Also planning on a Train-the-Trainer class

### **IACP Officer Safety and Wellness**

- Partnership with IACP to develop curriculum:
  - Targeted for recruits/basic academy
  - Tapping into the IADLEST Executive Committee and POST representatives to create an advisory committee
  - POSTs currently represented: CO, WI, NY, AR, AZ, AL, RI
  - In early stages of curriculum development

### **TxDOT Grants**

- Four courses re-written and submitted for NCP:
  - 8-hour DDACTS workshop
  - 2-day Basic Analytical Level I
  - 2-day Intermediate Analytical Level II
  - 2-day DDACTS decision making for Chief Executives
- Virtual workshops delivered on:
  - Data Analysis Using Microsoft Access Basic
  - Data Analysis Using Excel Basic
  - Data Analysis Using Microsoft Access Intermediate
  - Data Analysis Using Microsoft Excel Intermediate

- Created Virtual workshop scheduled for January on:
  - Tactical Analysis for Crashes and Crime – 14 hours
- Scheduled workshop for February 2021:
  - Harris County Sheriff – 150 – 200 participants
- Completed Multi-Agency vs. Statewide Crash Analysis with another planned.
- Completed 2 agency wide DDACTS evaluations and one more being conducted.

### **Large Truck and Bus**

- In-person training allowed beginning in January 2021
  - Nine 4-hour workshops scheduled to date: Amarillo, Pharr, Edinburg, Odessa, Monahan, and Humble.
  - 2-hour workshop scheduled to date in Amarillo.
  - Three other agencies requesting workshop dates.

### **National Certification Program (NCP)**

- Reviewed 318 courses to date
  - Failed 33 (10%) – most of those who failed revised their courses and resubmitted them.
- Have trained 142 reviewers.
- Worked with 390 training providers.
- Quality of training is increasing.

### **National Certified Instructor (INCI)**

- Certified 119 instructors in the United States to date.
- Worked with Virtual Academy to develop a portal for submissions and payments.

### **International Certified Instructor (ICI)**

- Certified 17 international instructors to date in Switzerland, Trinidad, Tobago and the United States.

### **IADLEST Accreditation**

- 2 Academies were accredited in 2020:
  - Police Academy in Sarajevo, Bosnia

- Washtenaw Community College Police Academy, Ann Arbor Michigan (who were the first academy to receive an Award of Excellence).
- 3 Academies in the process:
  - Administration for Police Education, Bosnia
  - Guilford Technical Community College, NC
  - Policing Training Center, North Macedonia
- In process of doing a self-assessment:
  - Abu Dhabi
  - Dubai Police Training Department
  - Kansas Law Enforcement Training Center
  - New Hampshire Police Standards and Training
  - Ohio Peace Officer Training Academy
  - Oklahoma Council on Law Enforcement and Education
  - Plymouth, Massachusetts Regional Training Academy
  - Tennessee Law Enforcement Training Academy
  - U.S. Virgin Island Police Academy
  - Western Massachusetts Regional Police Academy
  - Montana Law Enforcement Academy
  - Idaho POST Academy
    - Front Range Community College, Colorado
- POST agencies in process of doing a self-assessment
  - Oklahoma POST
  - Tennessee POST
  - Wyoming POST
  - Idaho POST

### **Audits**

- Completed an audit of the Minnesota POST:
  - Compared business practices with other POSTs
  - Provided recommendations to MN POST
  - Focused on:
    - Continuing education
    - Course or Training approval process

- Pre-service education and training
- Academy system
- Regulatory function
- Requirements for notification of misconduct
- Discipline
- Complaint system and process

### **Regional Training Hubs**

- 2020 Classes:
  - Diversity and Inclusion – FL
  - Drug Endangered Children – MD
  - Drug Identification 1 – MD
  - Drug Identification 2 – MD
  - Drug Identification 3 – MD
  - Drug Identification 4 – MD
  - Diversity and Inclusion – FL
- Total of 46 training centers developed:
  - 8 added in 2020

### **Webinars Under Development:**

- NHTSA DDACTS Analyst Mastermind
  - Provided 7 webinars with a total of 944 students.
- Instructor Development
  - Provided 4 webinars with a total of 717 students
  - Have 4 more scheduled in 2021, with more anticipated. Currently, there are 327 students pre-registered for the next scheduled webinar.
- TxDOT DDACTS Microsoft Excel
  - Completed 26 webinars with 493 students.
- TxDOT DDACTS Microsoft Access
  - Completed 20 webinars with 324 students.
- NHTSA DDACTS Implementation
  - 8 webinars scheduled in 2021.

### **IADLEST History Project**

- Quest for Professionalism
  - 100 books ordered

- Sold 69 books to date
- Bill Flink is working on a 2<sup>nd</sup> printing

### **New IADLEST Office and Staff**

- New address:  
152 S. Kestrel Place, Suite 102  
Eagle, Idaho 83616

#### **New Staff:**

- Becky Reynolds  
Administrative Assistant - Reception
- Dianne Beer-Maxwell  
Assistant Project Manager – Academy Innovations
- Victor McCraw  
Project Manager – NDI Expansion

### **Other IADLEST Activities**

- Executive Director Becar participated in virtual meeting with the Philadelphia American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) and the Police Union. He answered questions about NDI and Leadership Training.
- IADLEST staff also participated in a virtual briefing of IADLEST to IACP staff. The IACP wanted to know more about IADLEST so they could identify other projects they can partner with IADLEST on.

### **POST Commission Assistance**

- Delaware
  - Executive Director Becar was contacted by the Chief of Georgetown Police Department, R.S. Hughes, he is leading a task force studying the Delaware POST. Right now, the Delaware POST falls under the Delaware State Police and they are considering making it a standalone POST like other states.

- There was an Advisory Committee February 2, with Mike Becar, several state representatives and legislators, the task force, and some public citizens to discuss the issue.

- Hawaii
  - Hawaii is also trying to establish a POST. They set up legislation about a year ago to establish a POST, but they were not given much funding.
  - They had a POST Board Meeting in December 2020. Executive Director Becar attended the meeting virtually and provided information on IADLEST resources that could help them.
  - Hawaii developed a POST Board Standards Committee to set up standards. Executive Director Becar and Brian Grisham attended that meeting on January 28, to provide guidance and answer any questions they had.

### **Committees**

- RAND Corporation
  - IADLEST was asked to provide a representative for a Technical Advisory Group – DOJ COPS Office funded study on census of law enforcement youth experience - Matt Giordano, Arizona POST is attending on IADLEST's behalf.
- Anti-Defamation League (ADL)
  - The Law Enforcement Outreach and Partnerships Committee wanted an IADLEST Representative to sit on this committee – Darin Beck, Kansas POST is replacing Jesus “Eddie” Campa on this committee.
- Virginia Tech Transportation (VTTI)
  - Virginia Tech Transportation applied for a grant and if they are awarded the grant, they want an IADLEST representative to sit on

their Center for Occupational Driver Safety and Health Advisory Committee on First Responder Drivers.

### **Legislative Update** (Ben Bawden (BBM, LLC))

Mr. Bawden started by saying that BBM, LLC appreciates being able to support IADLEST. He then gave a brief overview of what is going on in Washington DC. After the impeachment decision and COIVD relief package deal are voted on (goal is to vote by March 14), Congress will then move into police reform discussions. Discussions are already happening at the staff level and with the DOJ. The House Republicans have reintroduced their primary version of policing reform, but the Democrats have not yet. The change in Administration will be driving a lot of the reform legislative proposals coming from the Democrats in both the House and Senate. It will look a lot like the George Floyd Justice and Policing Act, but not exactly the same.

It is not certain that Congress has set a date for any type of vote, however, the anniversary of the death of George Floyd would be a significant date for legislative action. BBM, LLC is going to be coordinating with the legislators so that IADLEST can provide technical assistance with people on Capitol Hill to help with the language and provide information where it is appropriate.

In addition to authorization, the Appropriations Bills for FY 22, will be a big opportunity for implementation of reform principles, including training. The focus is going to be on grant incentives and penalties to a large degree when it comes to compelling agencies to adopt or adapt certain policies. There will be a lot of legislative and funding opportunities over the next few months.

BBM, LLC is going to facilitate some engagement with other stakeholders who are working in areas adjacent to IADLEST's priorities. For example, one of those stakeholders is SEARCH. This group represents all the state level personnel who manage the criminal history repositories in each state.

Coordinating with this group may provide an opportunity to address the issue with POST access to Criminal Justice Information Services (CJIS) data.

BBM, LLC is working on providing an education briefing for legislation staff on IADLEST within the next month. This briefing would ensure that key players are aware of IADLEST, who its members are and know what specific topics IADLEST can provide feedback on. They will explain that IADLEST can also help identify significant gaps and opportunities for improvement as well. To help facilitate that, IADLEST needs to not only look at what Congress is already discussing but also to suggest any topics that are not being discussed.

All of this is in the context to educate legislators and provide technical experience, not to lobby anything or provide resources, etc. BBM, LLC's job is to ensure people know who IADLEST is, what IADLEST's mission is, what expertise IADLEST can provide, etc. The objective is to make sure IADLEST is sharing technical expertise to ensure federal policies are workable in practice, ensure attention is focused where it really needs to be from a training perspective, and looking for opportunities of where other stakeholders should be made aware of IADLEST.

Melissa Nice will be leading the effort on all of this. She will conduct the briefings on this going forward. Executive Director Becar thanked Mr. Bawden for setting up the partnership with SEARCH. Erik "Bo" Bourgerie (CO) will be assigned to working with SEARCH on behalf of IADLEST.

### **Treasurer's Report** (Mike Ayers (GA))

Treasurer Mike Ayers (GA) provided the following information. As of January 31, 2021:

Assets: \$1,251,004.40

Liabilities: \$285,299.97

Total Equity: \$965,704.43

President Kim Vickers (TX) asked for a motion to approve the Treasurer's Report. There was a **MOTION** by Perry Johnson (MT) and a **SECOND**

by Erik “Bo” Bourgerie (CO) to approve the Treasurer’s Report. The **MOTION CARRIED**.

### **IADLEST Audit Report** (Erik “Bo” Bourgerie (CO))

The Audit Committee met and reviewed the Audit Report. There were no findings against IADLEST in the report and the Audit Committee accepted the report.

President Kim Vickers (TX) asked for a motion to accept the Audit Report. There was a **MOTION** by Stephanie Pederson (WI) and a **SECOND** by Mike Ayers (GA) to accept the Audit Report. The **MOTION CARRIED**.

### **Conference Report** (Yvonne Pfeifer (IADLEST))

Yvonne Pfeifer gave the following report before the Executive Committee discussed the feasibility of holding the 2021 Conference due to the ongoing pandemic.

Registration for the conference opened in January 2021. As of this meeting there were 167 people registered for the conference, including registrations that carried over from the previous year. Early bird registration ended February 5, 2021. Registration for members is \$500. The fee for non-members is \$550, for speakers it is \$400, and for vendors \$1,100. As of this meeting there was only one vendor booth available. IADLEST also has \$46,500 in sponsorships.

The keynote speaker is Paul Butler (law enforcement and motivational speaker) and is being sponsored by Virtual Academy. He will be speaking about leadership for a lifetime. You can read more about Paul Butler at this website: <https://www.paul-butler.com/> There will be a welcome reception on Sunday, May 23<sup>rd</sup>, from 6pm to 8pm sponsored by Envisage. There will be a main dinner and Special Olympics auction on Monday, May 24<sup>th</sup> at the River Ranch Stockyards (co-sponsored by Benchmark

Analytics) and will include long horn livestock (sponsored by Partner Plus by Wiley).

There will be round table discussions to include a legal roundtable and 20 different training tracks offered throughout the conference. The regional meetings will take place on Tuesday morning. The conference will be full days Monday and Tuesday, and until 3pm on Wednesday, May 26<sup>th</sup>.

Cut off to make room reservations at the Omni Fort Worth (hotel) in Sundance Square is April 30<sup>th</sup>. The next Executive Committee meeting will be on Sunday, May 23<sup>rd</sup> from 1pm to 4 pm.

The 2022 IADLEST Conference will be held in Denver, Colorado from June 5 – 8, 2022. Yvonne hopes to make a site visit to possible venues in March or April.

After the presentation on the plans for the 2021 Conference, the Executive Committee discussed if the 2021 Conference could still be held due to the ongoing pandemic. Yvonne updated the committee on the hotel requirements and the possibility that if IADLEST does not meet 80% of the room requirement, IADLEST will owe the hotel for the block of rooms that are not fulfilled. A large percentage of the room occupation relies on the international attendees. Gary Bullard said that the international attendees will not be able to attend the conference this year due to travel restrictions.

Yvonne asked the committee, based on this information, if the 2021 conference should go forward or if she should contact the hotel and check to see if they would let IADLEST postpone the conference to 2022 or if they would be willing to renegotiate the current contract for the conference this year.

The Executive Committee discussed the situation and even discussed the possibility of running the conference virtually. However, the Executive Committee decided that the conference should be postponed if the hotel would be willing to let IADLEST reschedule the date in 2022. Yvonne and the Executive Committee felt that letters from the



POSTs explaining travel restrictions would help to negotiate with the hotel.

President Kim Vickers (TX) asked for a motion to authorize Yvonne to negotiate with the hotel about postponing the conference to 2022 and to extend all Executive Committee members in their current positions for another year. There was a **MOTION** by Brian Grisham (TN) and a **SECOND** by Mike Ayers (GA) to postpone the conference. The **MOTION CARRIED**.

### **Administrative Review of Current Business Items** (Kim Vickers (TX))

### **IADLEST Partner Advisory Committee (IPAC) Update** (Pam Cammarata (IADLEST))

IADLEST continues to engage the IPAC, and they continue to support IADLEST's mission and priorities. The committee is at full capacity with 15 members. A virtual IPAC meeting was held in June 2020 and the next virtual IPAC meeting is the first week in February (later the same week as this Executive Committee meeting) where they were going to gauge their ability to travel to the conference but since the conference will most likely be postponed this may be a moot point. Typically, the meeting held at the conference is when the IPAC would meet with the Executive Committee. If the conference is canceled Executive Director Becar and Pam Cammarata will have to decide if the IPAC committee will meet virtually with the Executive Committee in the coming months.

The meeting notes from the June 2020 IPAC meeting were sent to the Executive Committee. Pam Cammarata asked the Executive Committee to review those notes. They will help the Executive Committee determine how the IPAC can help IADLEST. Many of the IPAC members were going to sponsor events at the upcoming conference and sponsored the IADLEST Instructor Development Webinar series that IADLEST did not have grant funding for in addition to conducting their own webinars. Lastly, Dianne Beer-Maxwell will be

taking over facilitating the IPAC Committee for Pam Cammarata.

### **New Business** (Kim Vickers (TX))

### **Lifetime Member Letter** (Kim Vickers (TX))

Bill Flink sent a letter to Executive Director Becar formally nominating Robert R. Bing for an IADLEST lifetime membership. Mr. Bing was the Director of the Colorado Law Enforcement Training Academy (Colorado POST) and was the third elected IADLEST President. He was a member of both the National Association of State Directors of Law Enforcement Standards and Training (NASDLEST) and IADLEST and contributed to many projects within NASDLEST and IADLEST. Mr. Bing is in good standing with the association, and he provided significant information for the IADLEST History Book Project.

According to the IADLEST Bylaws, Mr. Flink is not allowed to make the formal nomination, however, he can suggest the nomination to the Executive Committee. The formal nomination must come from an Executive Committee member. Brian Grisham (TN) formally nominated Robert R. Bing for lifetime membership.

President Kim Vickers (TX) asked for a motion to approve Robert R. Bing as an IADLEST Lifetime Member. There was a **MOTION** by Brian Grisham (TN) and a **SECOND** by Erik "Bo" Bourgerie (CO) to approve Robert R. Bing as a Lifetime Member. The **MOTION CARRIED**.

### **Committee and Special Assignment Reports** (Kim Vickers (TX))

### **Virtual Law Enforcement Use of Force Planning Conference** (Bo Bourgerie (CO))

Director Bourgerie attended a Homeland Security Virtual Law Enforcement Use of Force Planning Conference in early December 2020. They are looking at doing a virtual reality-based study on law

enforcement use of force and de-escalation. The planning conference developed the parameters and goals for the study including evaluating the officers on scene and seeing if their actions are impacted by having a mental health counselor on scene with them or by having a CIT trained officer on scene with them.

The main discussion was about holding this simulation in a virtual environment versus in-person. The study is scheduled to happen in March 2021 with a follow up report coming out in April to provide more scientific data on law enforcement de-escalation; what works and what does not work.

## **Regional Reports**

### **Northeast Region (Mike Wood (NY))**

#### **Maine**

1. The Maine Criminal Justice Academy has been busy with news media inquiries on our Board's changes to law enforcement's mandatory topics relating to social justice issues. They have also made recent substantive changes to the mandatory standards for agencies. These new changes align with recent Federal changes to a variety of topics, including use of force i.e., prohibition of chokeholds unless deadly force is authorized, requirements to intervene, etc.
2. As the State's certifying agency for compliance with the recent Presidential Executive order, they had more than 90% of the State's law enforcement agencies validate they were in compliance with the recent Department of Justice requirements.
3. Officer misconduct and certification actions by their Academy has also been a hot topic. They are seeing several legislative initiatives that are focusing on certification of law enforcement and corrections officers and they will be busy this session dealing with those initiatives.

#### **Maryland**

1. Maryland is in the midst of their annual Legislative Session. There are a number of Bills that have been introduced; from legalizing marijuana, police use of force prohibiting any form of "choke hold", eliminating No-Knock warrants, prohibiting the servicing of warrants between 7pm - 6am, eliminating and form of law enforcement officer bill of rights, removing "qualified immunity"....and finally adding responsibilities for gather data on UOF, Officer Discipline, Officer involved UOF Incidents, prohibiting officer certification if accused of wrongdoing...to mention a few. And there is one 78-page bill "Police Reform and Accountability Act of 2021".
2. Additionally, they are trying to return to classroom training. They took most of class to virtual since the beginning of the Pandemic. Their staff converted their Mandated Programs, except for Practical Portions to computer video presentations. They were only down for 6 weeks.

#### **New York**

1. New York's legislative session is in full swing, with the expectation of additional policing and criminal justice reforms under consideration. In fact, the Governor's proposals in follow up to his budget presentation included a policing reform bill that will improve hiring standards and accountability measures over the law enforcement profession, including a permanent disqualifier for officers removed for cause.
2. The Governor has also required all police agencies, through executive order, to engage in a community wide process, namely New York State Police Reform and Reinvention Collaborative.
3. Also, similar to other states New York also implemented a number of prior reforms that have been passed by the Legislature over the last couple of years. Their accreditation unit is also the state's certifying agency for compliance with

the recent Presidential Executive order and work is ongoing in that regard.

## **Central Region (Amanda Yarbrough (AR))**

### **Arkansas**

1. Arkansas is currently in legislative session. They are watching for police reform bills and other changes to the operations for the POST.
2. The Arkansas legislature is considering a bill to add Use of Force and Untruthfulness as elements that must be reported to the POST when an officer separates from an agency.
3. The Arkansas Association of Chiefs of Police is certifying all Use-of-Force policies for the state in compliance with the Presidential Executive Order.

### **Illinois**

The Illinois General Assembly just passed a large criminal justice reform bill. The highlights of the new legislation include mandating officer worn body cameras, prohibits destruction of police misconduct records, changes the use of force rules, provides for decertification of officers, and creates an affirmative duty to intervene. If anyone wants a copy of the bill, please contact Brent Fischer.

### **Wisconsin**

1. Wisconsin was awarded a COPS Office Law Enforcement Mental Health and Wellness Act grant. \$125,000 in funding will be used to provide regional training to create Peer Support instructors across the state. This will allow Peer Support training to reach a broader range of agencies throughout the state.
2. During the initial phases of the COVID-19 pandemic, Wisconsin recruit academies transitioned some of the classes in the recruit academy into a virtual format. Eventually, all academies returned to in-person training when

safety precautions were put into place. The Wisconsin Training and Standards Bureau (POST) is now reviewing the curriculum within the law enforcement, jail and secure juvenile detention academies to determine if any part of the academies could continue to be delivered in a virtual environment (post-pandemic).

3. In anticipation of some Police Reform Bills being pushed in Wisconsin, the Wisconsin Department of Justice began collecting Use-of-Force and Arrest-Related Death data in March 2020. The goal is to have all Wisconsin agencies reporting all reportable incidents by the end of 2021.

“Reportable” incidents include incidents that meet one or more of the following criteria:

- Officer Use-of-Force that results in death of a person.
- Officer Use-of-Force that results in the serious injury (great bodily harm) of a person.
- Use-of-Force that results in an officer discharging their firearm at or in the direction of a person.

There are currently 259 agencies out of approximately 560 agencies voluntarily reporting these incidents.

4. In Wisconsin, there are two sets of criminal justice reform bills being pushed in the legislature. One is a set of bills being put forward by Democratic legislators (and endorsed by the Governor) and one set being put forward by Republican legislators. The Wisconsin Training and Standards Bureau (POST) met with legislators throughout the fall and again this winter to explain what training already takes place for officers in Wisconsin and also to help influence bills that would be positive for law enforcement.

5. The Wisconsin Training and Standards Bureau updated their website (WILENET). It went live on January 26<sup>th</sup>. The staff continues to make modifications and troubleshoot the website these first few weeks. The website is used by law enforcement, jails, recruit academies and prosecutors in Wisconsin.
6. Wisconsin's Law Enforcement Accreditation Group (WILEAG) is the organization certifying agency Use-of-Force policies in order to qualify for federal grant funding. As of January 31<sup>st</sup>, 330 agencies of approximately 560 agencies had submitted their policies for approval. The timeline for submissions has not been extended by the DOJ allowing more agencies to submit their policies for approval in the future.

### **South Regions (Trevor Allen (NC))**

#### **Georgia**

1. Georgia added physical agility testing as a pre-academy standard (pass/fail) 2 attempts.
2. Georgia added psychology testing as a pre-academy standard.
3. Georgia is offering "First Responder Resiliency Training" based on Acadia Health Care. The goal is to train all officers in Georgia. This program was shown to reduce suicide by 50% and reduced misconduct in New Jersey. Georgia POST is working with the Law Enforcement Officer's Association to get funding donated for the training.

#### **Mississippi**

Mississippi has nothing new to report other than they are currently short staffed.

#### **North Carolina**

1. Steven Combs resigned to take a new position with the Department of Public Safety. Trevor Allen will replace him as the South Region Representative.

2. Due to the pandemic, 2020 saw 1/3<sup>rd</sup> the number of officers trained than in 2019. However, online training via Acadis saw a huge increase.
3. The Basic Law Enforcement Training is undergoing a complete revision based on a recent Job Task Analysis (JTA).
4. North Carolina is in discussion with the Police Executive Research Forum (PERF) to bring Integrating Communications, Assessment, and Tactics (ICAT) de-escalation training to North Carolina.
5. A JTA will be conducted for Telecommunicator and Detention Officer training courses this year.
6. North Carolina is working with the Sheriffs and Chiefs to create regional teams that are trained and equipped to handle incidents of civil unrest.
7. North Carolina implemented a podcast series including topics such as opioids, cold case investigations, procedural justice, and human trafficking.

#### **South Carolina**

1. In South Carolina, the basic academy classes are capped at 42 per class. They begin a new class every 4 weeks.
2. Due to the pandemic, courses were filmed (lecture topics) and they deliver the first 4 weeks of basic training via video to reduce in-person exposure.
3. The Mobile Training Team is delivering de-escalation and implicit bias training at individual agencies.
4. They are delivering advanced training, to include some School Resource Officer (SRO) training via Webex and Zoom.
5. Funding – the South Carolina POST worked with the South Carolina Legislature to get committed funds replacing receipt-based funding.

## **Tennessee**

1. Tennessee is working through new initiatives from the Governor's Task Force on Law Enforcement Reform.
2. They are receiving grant money for the main Tennessee Law Enforcement Training Academy (TLETA) to provide free tuition to agencies facing budgetary issues.

## **Virginia**

1. Virginia expanded development of their Use of Force/De-escalation, Fair and Impartial Policing, and Crisis Intervention training.
2. A JTA was recently completed in support of a basic academy revision.

## **Midwest Region (Kelly Alzaharna (NM))**

### **Missouri**

1. For Missouri's 2021 annual Continuing Law Enforcement Education (CLEE) reporting period, the MO POST Commission mandated 1 hour of training on de-escalation and 1 hour of training on implicit bias. This is part of 24 hours of required annual CLEE training.
2. In basic training, the MO POST Commission mandated a block of instruction that will cover the History of Policing in Minority Communities.
3. Missouri licensed their 20<sup>th</sup> basic training academy in December 2002, which is located on the campus of Lincoln University. Based upon research conducted by Lincoln University, it is believed this is the first basic academy in the nation located on the campus of a Historically Black College or University.
4. Legislation has been proposed that will require all licensed peace officers to enroll in the state and national Rap Back programs. Once enrolled, if an officer is arrested for any offense, that arrest will be reported to the officer's commissioning law enforcement agency, which is then required by law to report that arrest to the POST Program.

From there, they can open an investigation to determine if an officer's license is subject to discipline. They will learn in May 2021 if that legislation passes and is signed into law.

### **Nebraska**

1. The legislature is currently in session and has introduced approximately 20 bills under the umbrella of police reform. This includes changes to the definitions in an officer's use of force, creates citizen oversight committees, develops state credentialing for law enforcement agencies, increases the membership of their POST board to include an officer of the rank of sergeant or below; allows access 24/7 to officer's phones and bank records; makes it a crime if an officer submits a report that later turns out to be false and develops a database for any and all officer misconduct.

The biggest legislative issue is the proposal to eliminate the conditional appointment which allowed an officer to work for up to one year before they received certification. It has quite a bit of support, except from the smaller communities.

The proposed legislative changes are going to necessitate rule and regulation changes.

2. Nebraska continues to struggle with finding enough qualified applicants to fill the officer job openings in the state.
3. Nebraska is in the process of updating their 20+ year database with new software. Once it is operational, they will be conducting training with agencies on the options and how to best utilize the system.
4. Nebraska is implementing the final data collection steps for a comprehensive exam that would be administered to all law enforcement academies before certification. The exam has been created based on their most recent JTA and the POST Board required that all academies take the exam this year. However, there will be no

consequences if a student failed to achieve a passing score.

### **New Mexico**

1. Staffing – New Mexico received approval to hire 11 positions that have been vacant for over a year. They hope to have new personnel on board by the end of May 2021.
2. Separation of NMDPS New Mexico Law Enforcement Academy (NMLEA) and MNLEA Board – In their overview of goals for this legislative session, the Legislative Finance Committee (LFC) cited an IADLEST 2005 survey finding, at the time, police officer standards and training boards operate as independent agencies in 19 states. The LFC is directing \$350 thousand and 5 FTE for use by the NMLEA Board to ensure it has a dedicated funding stream and full-time staff to provide greater independence from the New Mexico Department of Public Safety (NMDPS).
3. New Mexico is working with Envisage to utilize Acadis at its full potential and functionality – successfully administered web-based block testing for the NMLEA Basic Police Officer Training Academy class and the New Mexico Public Safety Telecommunicator Exam (PSTE) at a satellite academy.
4. Future projects – They will finish the 2021 Basic Police Officer Training (BPOT) curricula review and disseminate it to satellite/regional academies and the NMLEA Board; they will bring 9 satellite academies into compliance with regulations regarding curriculum and reporting; and they will repeal and replace outdated/contradictory sections of the New Mexico Administrative Code relevant to the NMLEA and NMLEA Board (i.e., disciplinary process that takes over a year if followed, no consequences if officers, telecommunicators, and agencies do not comply with mandatory training, etc.).

### **North Dakota**

1. In the past, the ND POST Board has had no authority/oversight over an individual that is working for an agency in a reserve capacity. Prior to their 2021 legislative session starting in January, their Board created guidelines and training requirements for the use of reserve officers. There is a current bill going through the legislature that creates a separate Reserve Peace Officer License which will now fall under the governance of the POST Board.
2. North Dakota has a bill currently going through the legislature that will authorize tribal law enforcement officers the ability to assist local and state law enforcement officers in mutual aid and emergency situations off tribal lands.

### **Oklahoma**

1. Due to the issue created last year with COVID-19 and social distancing concerns and restrictions Oklahoma had to change some of their basic academy delivery. They had a LMS in place that was limited but allowed them to get the normal classroom topics out without delaying academies and training. This allowed them to reduce the time spend on campus and the number of students to adhere to new safety protocols.
2. Oklahoma used Go-to-training and Articulate as a hybrid process, but they have now switched to CANVAS as their primary delivery system of pre-recorded classes with Go-to-training as a live online back up. They still do their skills and practical exercises in person on campus. They launch the CANVAS classes next week.
3. Oklahoma recently partnered with several Career Tech schools within Oklahoma to allow them to operate a basic police training academy at their prospective schools. This will allow them the opportunity to provide this training in their areas as opposed to all agency candidates having to travel to their location. One school has completed their first academy and is already string their second one. They have one more that

has started their first academy and two more that have academies scheduled for later this summer.

4. Oklahoma's biggest future project is continuing to update their training hours and curriculum to match changes and provide quality training to their cadets. In addition, they are continuing to strive to improve their continuing education classes for LE, both in-person and on-line. This increases the opportunities for training even during the COVID protocols and restrictions.

### **Wyoming**

1. Wyoming digitally scanned all archived files on certifications for computerized access. The transferred certification data from their old Access database to Acadis.
2. Wyoming is working on policy development for effective internal practices and compliance with IADLEST accreditation.
3. They will be developing a Basic certification test for all disciplines the POST regulates and developing an effective basic training process for reserve officers.

### **West Region (Perry Johnson (MT))**

#### **Alaska**

1. Alaska's Council directed staff to research and draft proposed regulatory changes addressing the following areas, at the urging of the state's Attorney General:
  - a. Returning Village Public Safety Officers (VPSO) to the regulatory authority of APSC for standards and certification (will require a likely-inevitable statutory change).
  - b. Instituting mandatory in-service training requirements to maintain officer certification.
  - c. Establishing certificate suspension as an intermediate sanction option rather than being forced to resort to permanent revocation in all cases.

- d. Creating supervisory, management and/or executive levels of professional certification along with training, education, and experience requirements for each.
- e. Considering mandatory use of force reporting to Alaska Police Standards Council (APASC) (will require statutory change).
- f. Consider expanding (formalizing) ethnic/demographic diversity among council members (will require statutory change).
- g. Consider adding authority for APSC to sanction individuals/agencies/communities for failure to comply with APSC's regulations/statutes (will definitely require statutory changes).

2. Alaska has been focusing on online/distance learning which was driven by COVID-19 travel and training restrictions. But they are focusing on the long term; APSC has expanded its learning management system to allow for online training content delivery and will be developing online courses in high risk, high-liability, high-visibility topical areas for agencies to use, or to help comply with 1.b. above. They are interested in sharing any courses they develop as well as asking for others to share with them.
3. APSC's records retention policy is to retain officer files for 50 years beyond their last separation of service. As a result, they have massive files dating back 48 years to when APSC was first established. They will be partnering with the Alaska DPS to begin digitizing these records so the paper can be discarded, and records can be more easily retrieved.
4. They continue to work through a significant backlog of adjudication cases stalled in the state's Office of Administrative Hearings. They continue to hold status hearings and push back dates for in-person fact finding hearing where officers (or their attorneys) insist on in-person testimony. Their first socially distanced hearing was held in November.

## **Arizona**

1. Arizona is working through the rulemaking process for the State of Arizona to modernize their minimum qualifications for peace officers. The biggest changes surround pre-employment drug use. The process is progressing, and they hope to have final approval before the end of 2020, and most will take effect in the first quarter of 2021.
2. As part of every police officer application process the applicant is required to complete an AZPOST Personal History Form. The form was created by AZPOST and is available as a download on their website. Occasionally, an applicant changes their responses to areas of the Personal History Form when they apply for multiple agencies. In egregious matters, the case is presented to the Board and the applicant is denied certification. In an effort to avoid these issues, the Arizona Peace Officer Standards and Training Board decided to become the keeper of record for these forms. The Chief Technology Officer coded a new, all online form which is completed by the applicant and when applying for an agency can give their permission, through their website, do download their personal history form. They are beta testing the process now and have received positive feedback. Their goal has been to leverage technology to increase customer service.
3. They are completing the follow up to a Job Task Analysis (JTA) they commissioned in 2018. This will culminate in a complete updates of their 585-hour basic academy curriculum. They hope to have the curriculum updated and running in the academies in early 2021.

## **Idaho**

1. Currently, the Idaho POST's budget is almost entirely based on dedicated funding, resulting in an annual appropriation reversion of \$600K - \$800K due to revenue shortfalls from the dedicated funds. They submitted a legislative proposal to transfer a small portion of the state's

liquor fund to POST's dedicated fund to ensure that they realize sufficient revenues to match their annual appropriation.

2. The POST published an aggressive and comprehensive 5-year strategic plan to serve as their compass toward excellence. They also published the Agency Guide to POST, a comprehensive manual to assist agencies in navigating the many processes and procedures involved in the training and certification of their officers. They also produced and published a newly designed Annual Report for 2020.
3. In partnership with ISP (their higher headquarters), they were able to regrade and repave nearly 75% of the POST driving track on the Meridian campus. The remaining portion of the pad resurfacing should be completed next summer.
4. The POST enrolled in IADLEST accreditation (self-assessment) for both the POST and Academy programs in July and are making great strides in assessing their current compliance with the standards. Idaho POST is committed to achieving IADLEST accreditation in 2021.
5. 2020 is the POST's Golden (50<sup>th</sup>) Anniversary (founded in 1970), and they kicked it off in January with a Proclamation and signing ceremony by the Governor. Although there were many plans to celebrate their first 50 years throughout the year, most were canceled due to the pandemic. They did, however, produce 50<sup>th</sup> Anniversary coins and lapel pins, as well as created a museum quality 50 year timeline display in the east wing hallway on their campus.

## **Montana**

1. There is a legislative proposal to change the appeal process for certification sanctions. The current appeal process includes an appeal to the Montana Board of Crime Control. The change would eliminate the appeal to the Board and provide for the appeal to go directly to a District Court.



2. This is another legislative proposal that would provide for the POST Council to return to the status of an independent, autonomous agency. This change would provide for the POST Council to revert from its status as a bureau under the Department of Justice/Attorney General to an agency that is administratively attached to DOJ, but independent in regard to its statutory duties and business.
3. There are proposed edits to the Administrative Rules of Montana (ARMs) that would include additional language requiring each agency that provides emergency dispatch services to include Telephone CPR (TCPR) training that will be defined in the new rule.

### **Nevada**

1. In the last legislative session, a bill passed that was called the “Crime Bill.” There were numerous things related to the POST. Most notably they are setting up a grant program to provide funds for agencies to establish behavioral health response teams. These are teams that partner with police with behavioral health professionals and address mental health crisis type calls. They are recruiting for a part-time position to set up the specific infrastructure for the program and training for agencies on such teams. They are also asking for a grant management position to administer the program once it is built.
2. Nevada is also developing an intermediate management course. They have been lacking in training that supports the transition from sergeant to lieutenant. They are looking to develop something similar to California’s SLI (Supervisor Leadership Institute) program. The formatting will be the same. One 3-day period per month for approximately 5 months, while encouraging agencies to send their people to sessions outside of their own area (to allow interaction with agencies and cultures different than their own). They hope to present sessions in the north, south and east to allow options for

agencies to send their people out of their own areas.

3. They are implementing and looking to make regulation changes to add ARIDE to their basic training requirements. With the legalization of marijuana, mandating only SFST is not enough. This will add 12 hours to their SFST/DUI curriculum requirement.
4. Nevada is getting ready to go into another legislative session and expect their dispatcher voluntary certificate program to become mandatory. They do not expect a lot of extra work since they already developed and host dispatcher training. However, this would require all dispatchers to be POST certified.
5. Nevada has been conducting their academies without interruption through the pandemic. The only thing is they had to restrict their graduations. They are gearing up to get back to full attendance and graduations.

### **Washington**

1. Law Enforcement Training and Community Safety Act (LETCSA) and Patrol Tactics – Since the initiative was signed into law, the Washington State Criminal Justice Training Commission (WSCJTC) and community stakeholders worked together to create and adopt training requirements in June 2019. The requirements for training can be viewed at: <https://app.leg.wa.gov/wac/default.aspx?cite=139-11-020>. As a result, WSCJTC staff have created and implemented Patrol Tactics training into both the Basic Law Enforcement Academy (BLEA) and Advanced Training courses. The instruction emphasizes the use of time, distance and shielding to promote officer and community safety. The curriculum is based on five core principles: legal authority, threat management, position and movement, communication, and equipment management. These core principles have become the foundation for moving forward with the BLE curriculum restructure as well.

2. Active Bystandership for Law Enforcement (ABLE) – ABLE training is a project of the Innovative Policing Program (IIP) at Georgetown Law. The IIP is a national hub for launching new and innovative police training programs. The WSCJTC joins a select group of 30 other law enforcement agencies and statewide and regional training academies chosen to participate in the ABLE Project’s national rollout. Over the winter, they delivered the content of ABLE in the BLEA and embedded its principles into the culture of CJTC. They are creating opportunities for intervention on various degrees of intensity, further ritualizing its implementation into their practices. Utilizing mock scenes, students will not only learn how to recognize the need for intervention but how to effectively implement it. More importantly, students will learn how to accept intervention from a peer. From correcting a peer’s bad positioning during a building search to intervening during an escalating conflict between their classmates, students won’t just learn ABLE, they will become practitioners of it. WSCJTC intends to incorporate ABLE principles into their leadership program (21 CPL, first and mid-level management) and into their tactical curriculum (e.g., Patrol Tactics Instructor) to help ritualize and familiarize these practices. In addition, the WSCJTC will be offering ABLE training to police organization across the state. They will be creating a cadre of ABLE trainers regionally that can meet the needs of their stakeholders and their communities.
3. Innovation During COVID-19 – The challenge of how to continue training law enforcement officers balanced with the necessity for social distancing quickly brought innovative ways of getting the job done. Transitioning in-seat classes to virtual platforms kept their students and instructors socially distanced while maintaining the integrity of the training. How to accomplish the hands-on training took additional creativity. Their C/DT cadre went to work creating over 200 c/DT training videos that were

then made available to students and instructor via the Cognitive Command (C2) app. C/DT training was then conducted at the students’ home or neighboring agencies in order to meet the requirements of social distancing and small group size. As students begin training on campus again, these videos and virtual class sessions will remain an invaluable addition to in-seat training.

#### **International Region (Gary Bullard (ICITAP))**

Gary Bullard did not have individual reports from the countries within the International Region but did report that the international delegates will not be able to travel to Fort Worth, TX this year for the conference due to travel restrictions due to the COVID-19 pandemic.

#### **Federal Region (Skeet Brewer (FLETC))**

1. There were no issues brought forward from the federal partners.
2. All NLEARN, training notifications, etc. were forwarded to the “Federal Partners” alias to ensure widest possible distribution.
3. The Federal Region used the IADLEST Executive Committee to conduct a training Needs Assessment related to Use of Force, Implicit/Explicit Bias, Procedural Justice, Duty to Intervene, etc.
4. Skeet Brewer canvassed the federal partners throughout the year for topics of interest, discussion, etc. to bring to the IADLEST Executive Committee.
5. FLETC appropriated additional funding to provide Use of Force related training specifically to state, local and tribal law enforcement. This will include in-person and on-line training offerings.

**Personnel Committee Report** (Brian Grisham (TN))

There was a **MOTION** by Kelly Alzaharna (NM) and a **SECOND** by Mike Wood (NY) to go into an executive session to discuss the evaluations and compensation recommendations for Executive Director Becar and Director of Operations Pfeifer. The **MOTION** carried.

There was a **MOTION** by Perry Johnson (MT) and a **SECOND** by Mike Wood (NY) to come out of executive session. The **MOTION CARRIED**.

There was a **MOTION** by Dan Zivkovich (MA) and a **SECOND** by Erik Bourgerie (CO) to approve the Personnel Committee's evaluation and compensation recommendations for Executive Director Mike Becar and Director of Operations Yvonne Pfeifer. The **MOTION CARRIED**.

**Adjournment:** Having no other business to conduct, President Vickers called for adjournment at 4:23 PM Eastern Standard Time. There was a **MOTION** by Brian Grisham (TN) and a **SECOND** by Stephanie Pederson (WI) to adjourn. The **MOTION CARRIED**.

**Call IADLEST Foundation Meeting to Order** (Brian Grisham (TN))

After the Executive Committee meeting adjourned, Brian Grisham called the IADLEST Foundation Meeting to Order. (Not part of this Executive Committee Meeting.)

Next Executive Committee Meeting will be via webinar in October. The actual date is TBD.

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**NOTICE:**

Due to the Covid-19 pandemic and cancellation of the 2020 IADLEST Annual Conference, the 2019 IADLEST Annual Conference Meeting Minutes were delayed in being approved by the membership, and have never been published. The meeting minutes were addressed and approved at the association's

June 18, 2021 virtual Business Meeting. Though it has been two years since the meeting was held, in line with our policy of reporting meeting minutes, the meeting minutes are hereby presented to the membership

**INTERNATIONAL  
ASSOCIATION OF DIRECTORS OF  
LAW ENFORCEMENT STANDARDS AND  
TRAINING**



**BUSINESS MEETING MINUTES  
Tuesday, June 11, 2019  
10:00 am to 12:00 pm**

Pfister Hotel  
424 East Wisconsin Avenue  
Milwaukee, Wisconsin 53202  
Grand Ballroom

**Call to Order:** President Kim Vickers (TX) called the meeting to order at 10:02 AM Central Daylight Savings Time on Tuesday, June 11, 2019.

**Roll Call:** The roll of attendees was called by Secretary Pederson (WI). There were thirty POST agencies represented. There was quorum to conduct business.

Additions to Agenda: President Kim Vickers (TX) asked if there were any additions to the agenda. There were no additions to the agenda; however, President Vickers (TX) reminded the membership that because Dan Zivkovich had to leave on Monday evening, the transition of Kim Vickers moving into the President position from the First Vice President position happened on Monday. Dan Zivkovich is now the Immediate Past President. Normally that

transition would take place during the General Business meeting.

**Introductions of Guests:** President Vickers (TX) introduced the following guests who gave presentations as summarized below:

- **Phil Keith**, Director  
US Department of Justice  
Office of Community Oriented Policing  
Services (COPS Office)

Director Keith expressed how much the COPS Office enjoys working with IADLEST. He highlighted a workshop at the conference on building skill sets through online training and he discussed setting up training hubs around the country. The COPS Office is looking to network with training academies across the country. They need training venues to conduct a variety of chiefs and sheriffs' forums and trainings. IADLEST and POST Directors can help create that network.

Director Keith also introduced the Assistant Director of the COPS Office, Deborah Spence. Additionally, the COPS Office is working with their training providers to get all of them certified through the National Certification Program (NCP). Director Keith urged the IADLEST membership to contact the COPS office if they have any questions or training needs.

Director Keith also talked about the COPS Office initiative called the Collaborative Reform Initiative Technical Assistance Center (CRI-TAC). The purpose of this program is to provide customized technical assistance and training to state, local and tribal agencies. Information on CRI-TAC is posted on the International Association of Chiefs of Police (IACP) website as well as the COPS Office website and these services are delivered at no cost to agencies.

- **James G. Austrich**  
Federal Highway Administration  
Traffic Incident and Event Management Team

Mr. Austrich addressed one of the problems facing law enforcement nationwide; officers continue to be injured or killed by distracted and drunk drivers who hit officers when they are working cases both in and out of the squads while out on patrol. The Federal Highway Administration developed a 4-hour Traffic Incident Management (TIM) course to help minimize these crashes. Just under 200,000 officers have been trained in TIM and the Federal Highway Administration's goal is to train one million first responders, including officers, nationwide.

IADLEST provided a support letter on TIM years ago to support this nationwide initiative. Mr. Austrich asks that the POST and Academy Directors reach out to more agencies, especially in rural areas, and focus on getting more officers trained in their state. Eleven officers have been struck and killed this year as of June 2019, and TIM's goal is to reduce or eliminate these deaths and injuries going forward. Mr. Austrich will also be reaching out to Dan Setzer and NLEARN to expand the training worldwide.

- **Michele Greenstein**, Acting Director  
Office of Criminal Justice Assistance and Partnership, Bureau of International Narcotics and Law Enforcement Affairs (INL)

Ms. Greenstein discussed the INL mission and told the membership that their goal was to support international agencies. Her division specifically looks at programs, training, and best practices that are excelling here in the United States and will then partner individuals and agencies up with international organizations so they can learn from them.

INL is helping international agencies set and achieve external international standards to improve their effectiveness. INL will help these international agencies to receive accreditation and help in the development of external standards. Ms. Greenstein is interested in continuing the conversation between INL and IADLEST to see where they can partner in developing, setting up standards, and accrediting international agencies.

Lastly, Ms. Greenstein asked that if any IADLEST members have issues in their own communities that the State Department can help with – please contact them.

- **Tony Russell**, Superintendent  
U.S. Homeland Security  
FEMA Center for Domestic Preparedness  
(CDP)

Superintendent Russell explained that one of their main missions at the CDP is to train for a response to weapons of mass destruction, hospital care, and police officer emergency management. The CDP is trying to gain an understanding of the law enforcement role and emergency management. Their goal is to figure out how to merge these two entities so they can work together more efficiently (local law enforcement and emergency management).

The CDP has a campus at Fort McClellan, AL. They train both emergency management and law enforcement officers at Fort McClellan. Superintendent Russell wanted to reach out to the IADLEST membership to increase law enforcement awareness of the training they do. Superintendent Russell really wants future response to be locally executed while being funded and supported by the Federal Government and CDP training is one part of that mission. The goal is to get emergency management and law enforcement on the same page. Superintendent Russell provided his

contact information (256-847-2000) if any IADLEST members have any questions.

- **Jon Walters**, President  
Public Safety Testing

Mr. Walters discussed how when someone is applying for a job at an agency, many times they must take a test of some kind during the application process. If that same person applies for a job at a number of agencies, they often times have to complete a test at each agency they apply to. At Public Safety Testing (PST) these applicants can take one written test and/or physical test and apply it at multiple agencies (so they only test once).

The concept behind this program is that academies can serve as a place to do the tests. This would make the testing process more flexible, more convenient, and tests can be offered more frequently which would improve the recruiting process. The PST is proposing that each POST/Academy serve as a site to test new recruits, conduct background tests, etc. The results would then be provided to the agencies interested in hiring that candidate. Mr. Walters provided a handout to the membership with more information on this program.

### **Approval of General Business Meeting Minutes**

President Vickers (TX) asked for a motion to approve the General Business Meeting Minutes from May 22, 2018, (Boston, MA) as posted in the October 2018 Newsletter. There was a **MOTION** by Jeff Scott (OH) and a **SECOND** by Gary Steed (KS) to approve the minutes. The **MOTION CARRIED**.

President Vickers (TX) asked for a motion to approve the General Business Meeting Minutes from October 7, 2018, (Orlando, FL) as posted in the April 2019 Newsletter. There was a **MOTION** by Jeff Scott (OH) and a **SECOND** by Gary Steed (KS) to approve the minutes. The **MOTION CARRIED**.

### **Executive Director's Briefing (Mike Becar)**

Executive Director Becar provided information on the following:

#### **Changes in POST Directors:**

- Tom Flaherty from Connecticut retired on April 1, 2019, and the acting administrator is Karen Boisvert.
- The new Executive Director for the U.S. Virgin Islands POST is Gleston McIntosh, Jr.
- Ken Vance, Georgia POST retired at the end of March, 2019. Ryan Powell is the Deputy Executive Director and they are searching for a new director.
- Jeff Scott is the new Director in Ohio and Mary Davis moved to Director of Administration with the Ohio Bureau of Criminal Investigation.
- Captain J. Sapp transferred to the Delaware POST and Captain Jennifer Griffin was transferred to Delaware State Police Operations.

#### **Partnership Meetings:**

Executive Director Becar had three partnership meetings since the last General Business meeting. One was with Engility, now SAIC, to talk about how SAIC and IADLEST can share Subject Matter Experts (SMEs) and have a partnership and work together on training.

Executive Director Becar attended a Federal Emergency Management Agency (FEMA) meeting and met with several federal partners to explain IADLEST's mission and how we can help them work with state and local contacts.

Executive Director Becar's final meeting was with Virtual Academy who is building an accreditation platform that will allow IADLEST to share documents with POST organizations and academies that are going through the accreditation process.

### **Dubai Police Academy and Abu Dhabi College Police Academy:**

Executive Director Becar was contacted by the Dubai Police Academy. He was invited to attend their 12<sup>th</sup> International Police and Best Practices Symposium in Dubai in March, 2019. Bill Flink attended that symposium on behalf of IADLEST. There is a delegation from Dubai at the conference and IADLEST will be signing a Memorandum of Understanding (MOU) with them during the International Spotlight session at the conference. This MOU will include IADLEST providing Dubai with training and technical assistance.

Additionally, IADLEST was contacted by Abu Dhabi College Police Academy. They are interested in accreditation. They sent a delegation of five individuals to Boise, Idaho for a meeting to get additional details on the accreditation process.

#### **Invitations:**

Executive Director Becar was invited to attend the United Nations Department of Peace Operations in Brindisi, Italy in June. IADLEST was not able to send a representative to that meeting but we were honored to be invited. IADLEST was also invited to attend a reception with Attorney General William Barr in Washington DC in honor of National Police Week.

#### **Puerto Rico:**

IADLEST received a request for technical assistance from Puerto Rico. They are building a Police Academy and asked for advice on building specifications as well as guidance on training for their national police officers.

#### **National Firearms Instructor Committee (NFC):**

The National Firearms Instructor Committee (NCF) requested that a member of IADLEST sit on their committee to help develop new national standards for firearms instructors. Lieutenant James MacGillis

from the Milwaukee Police Department was asked to represent IADLEST on this committee. Lieutenant MacGillis will be producing reports that will be published for the membership regarding their recommended standards.

### **International Managers of Police Academy and College Training (IMPACT):**

IMPACT is an association, within IACP, of managers for police academies and colleges. They reached out to IADLEST requesting that a liaison from IADLEST be on that committee. Executive Director Becar and the Executive Committee are currently developing a process to choose the IADLEST member to sit on that committee.

### **New Grant Solicitations:**

Two grants were submitted to the COPS Office:

- Invitational Grant – National Certification Program (NCP) Administration - \$80,000
- Community Policing Development with the Mentally Disabled - \$249,675

### **State Grants applied for:**

- New Hampshire – Data-Driven Approaches to Crime and Traffic Safety (DDACTS) - \$52,877 – have not heard back yet
- Texas – Texas Department of Transportation (TxDOT) - \$524,921 – received
- Texas – Large Truck and Bus - \$191,175 - received
- Missouri – DDACTS - \$160,530 – have not heard back yet

### **Buffet Foundation**

- Human Trafficking, McCain Institute - \$1.9 million – grant submitted

### **NHTSA**

- Below 100 - \$184,875 – will be submitted in August

### **National Decertification Index (NDI) Query Only Requests:**

Executive Director Becar asked that POSTs vet individuals looking to query the National Decertification Index (NDI). Please make sure they are who they say they are and ensure they have a legitimate reason to access the NDI. The reason Executive Director Becar brings this up is that there have been a few cases where individuals have accessed NDI when they should not have been allowed to.

There are a lot of media who want access to NDI. They do not usually apply for access as they usually contact Executive Director Becar. Media and research requests to access the NDI are denied. The NDI is only for law enforcement access. However, an individual was recently approved who was a candidate entering a law enforcement academy and had no legitimate reason to access the NDI.

Another ongoing case is happening in Michigan. An individual applied for access and said he was from the Department of Homeland Security (DHS). When Michigan looked at his application everything looked legitimate except for his email address. He had an email similar to this: `firstname.lastname.fbi@gmail.com` which raised a red flag. He also listed what looked like a legitimate name for his supervisor but the supervisor's email was listed as `blackpanther.com@hotmail.com`. Michigan determined this individual is not who he says he is and they are now conducting an investigation to see who was trying to gain access to the NDI.

Executive Director Becar brought these cases up to illustrate how people are attempting to gain access and to ask that states vet anyone who has applied for and attempt to gain access to the NDI.

**IADLEST Treasurer's Report:** Treasurer Brian Grisham (TN) provided the following information:

*As of May 31, 2019:*

Assets: \$1,147,091.84

Liability: \$305,933.41

Total Equity: \$841,158.43

President Vickers (TX) asked for a motion to approve the May 2019, Treasurer's Report. There was a **MOTION** by Stephanie Pederson (WI) and a **SECOND** by Michael Antu (TX) to approve the Treasurer's Report. The **MOTION CARRIED**.

*As of October 7, 2019:*

Assets: \$824,588.69

Liability: \$328,073.09

Total Equity: \$496,515.60

President Vickers (TX) asked for a motion to approve the October 7, 2018, Treasurer's Report (Orlando, FL). There was a **MOTION** by Steven Combs (NC) and a **SECOND** by Brent Fischer (IL) to approve the October 2018, Treasurer's Report. The **MOTION CARRIED**.

**Conference Report:** Executive Director Becar announced that there were 248 registered attendees at the conference in Milwaukee. This included 16 POST Directors, attendees from 41 states, and 59 international delegates from 14 countries. IADLEST also received a total of \$57,550 in sponsorship funding for the conference.

The Special Olympics auction at the Harley Davidson Museum on Monday, June 10, 2019, raised \$3,500. Executive Director Becar thanked everyone who donated items or bid on items during the auction because the money goes to a great cause.

Yvonne will send a link to the photos that were taken throughout the conference to all the registered attendees.

Executive Director Becar thanked all the IADLEST staff, Executive Committee, and Wisconsin Department of Justice staff that helped with the conference in Milwaukee.

The 2020 Conference will be in Fort Worth, Texas from June 7-10 at the Omni Fort Worth (hotel) in Sundance Square. President Vickers showed a video from Fort Worth, Texas.

The 2021 Conference was approved during the last general business meeting and will be in Raleigh, North Carolina.

President Vickers then asked the IADLEST membership if anyone was interested in hosting the 2022 conference. Jeff Scott (OH) volunteered to host the 2022 conference in Columbus, Ohio.

President Vickers (TX) asked for a motion to approve Columbus, Ohio as the location for the 2022 IADLEST Conference. There was a **MOTION** by Jesus "Eddie" Campa (OK) and a **SECOND** by Steven Combs (NC) to approve the 2022 IADLEST Conference location. The **MOTION CARRIED**.

## **Administrative Review of Current Business Items**

### **a. Election Committee**

President Vickers explained that this year's elections are special due to some resignations on the Executive Committee. Jami Cook who was the Second Vice President resigned her position on the committee due to a cabinet position she was appointed to by the Governor in Arkansas. With her stepping aside that leaves an opening for the First Vice President position for the coming year and as usual there is an opening for the Second Vice President.

Pursuant to bylaw 5.1 and 5.2, President Vickers opened the floor for nominations for First Vice President. Kyle McNew (TX) nominated Brian Grisham (TN) for First Vice President. President Vickers asked if there were any other nominations. There were no other nominations.

President Vickers explained that if there is only one nomination the membership could vote with a "voice" vote but there needed to be a motion to take a "voice" vote. President Vickers (TX) asked for a motion to accept a "voice" vote for the First Vice President position. There was a



**MOTION** by Jeff Scott (OH) and a **SECOND** by Trevor Allen (NC) to accept a “voice” vote for the First Vice President position. The **MOTION CARRIED**.

President Vickers (TX) asked for a motion to approve Brian Grisham (TN) for the First Vice President position. There was a **MOTION** by Kyle McNew (TX) and a **SECOND** by Jesus “Eddie” Campa (OK) to approve Brian Grisham (TN) as the First Vice President. The **MOTION CARRIED**.

President Vickers opened the floor for nominations for Second Vice President. Dave Harvey (lifetime member) nominated Erik Bourgerie from Colorado for Second Vice President. President Vickers asked if there were any other nominations. There were no other nominations.

President Vickers (TX) asked for a motion to accept a “voice” vote for the Second Vice President position. There was a **MOTION** by Kyle McNew (TX) and a **SECOND** by Brent Fischer (IL) to accept a “voice” vote for the Second Vice President position. The **MOTION CARRIED**.

President Vickers (TX) asked for a motion to approve Erik Bourgerie (CO) for the Second Vice President position. There was a **MOTION** by Dave Harvey (lifetime member) and a **SECOND** by Brent Fischer (IL) to approve Erik Bourgerie as the Second Vice President. The **MOTION CARRIED**.

Since Brian Grisham (TN) had been the IADLEST Executive Committee Treasurer and was just voted in as the First Vice President this created a vacancy for the Treasurer position (three-year term). President Vickers opened the floor for nominations for Treasurer. Brian Grisham (TN) nominated Jesus “Eddie” Campa (OK) for Treasurer. President Vickers asked if there were any other nominations. There were no other nominations.

President Vickers (TX) asked for a motion to accept a “voice” vote for the Treasurer position. There was a **MOTION** by Linsay Hale (OR) and a **SECOND** by Erik Bourgerie (CO) to accept a voice vote for the Treasurer position. The **MOTION CARRIED**.

President Vickers (TX) asked for a motion to approve Jesus “Eddie” Campa (OK) for the Treasurer position. There was a **MOTION** by Brian Grisham (TN) and a **SECOND** by Jeff Scott (OH) to approve Jesus “Eddie” Campa (OK) as the Treasurer. The **MOTION CARRIED**.

### **New Business**

a. **IADLEST History Project** (Bill Flink (IADLEST))

IADLEST asked Bill Flink to pull together the history of IADLEST. President Vickers (TX) presented a plaque and an IADLEST watch to recognize Bill Flink for all of his work on the IADLEST History Project. Mr. Flink then provided a summary of the history project to the membership. The history should be available in its final book form by 2020.

### **Committee and Special Assignments and Reports**

a. **National Certification Program (NCP) Meeting Briefing** (Kim Vickers (TX))

The Executive Committee has been having ongoing meetings on the NCP to determine the best direction to go in moving forward. The NCP is going to be stronger and more efficient moving forward.

b. **IACP Technical Advisory Panel (TAP) Committee** (Executive Director Mike Becar)

The IACP has asked IADLEST for a representative to sit on the IACP TAP committee. Dan Zivkovich (MA) was the

IADLEST representative but had to resign his position on the committee. IADLEST has now chosen David Beatty, the Traffic Safety Training Coordinator from the Oregon Department of Public Safety Standards and Training to be on the TAP committee. After every meeting IADLEST posts a report on the IADLEST website.

c. **Sourcebook** (Executive Director Mike Becar)

IADLEST has a new committee called the IADLEST Partner Advisory Committee (IPAC). It is a made up primarily of vendors that have become corporate members of IADLEST. They are vendors who not only want to have a voice in training but also want to help IADLEST get to the next level through marketing and funding. One of the IPAC members is the International Institute of Public Safety. They are creating an electronic sourcebook for IADLEST.

Over the past three years, IADLEST has tried to release the sourcebook to the POST Directors to try and get the information filled in for each state. With each release there were some glitches with the input process. Those issues have been fixed; however, IADLEST formed a committee to go through the sourcebook to make sure everything works before it is released to the POST directors again.

Executive Director Becar stated that the electronic sourcebook will be released soon (with any data states provided 10 years ago) and asked the POST Directors to update the sourcebook once they receive it. Since it will be an electronic version, states can go in and make updates to the sections that change without having to fill out every question again. The sourcebook will help eliminate the number of surveys sent out to the membership because the sourcebook will provide most of the information typically requested in the survey questions sent out to the membership.

d. **Accreditation** (Mark Damitio (IADLEST))

There are approximately a dozen academies, both nationally and internationally, that have begun or are currently going through the accreditation process. IADLEST is looking for more academies or POSTs who are interested in the accreditation process. Anyone interested should talk to Mark Damitio.

e. **Regional Representative Updates**

The following (limited) information was presented during the general business meeting for each region. Detailed mini-reports (regional reports) are located in the “Members” section on the IADLEST website. Twenty-five states submitted mini-reports (two states had more than one report submitted) and eight countries submitted reports. These reports will be collected and compiled once a year (April) before the annual IADLEST conference.

**Northeast Region** (Michael Wood) (NY)

Michael Wood (NY) was re-elected and will remain the Northeast Region Representative. They have not yet set a date for their regional meeting.

**Central Region** (Mary Davis) (OH)

Alex Payne (KY) was elected as the new Central Region Representative. The Central Region would like to thank Mary Davis for stepping in mid-year to cover the regional representative position until this conference. The Central Region has not yet set a date for their regional meeting.

**South Region** (Rebekah Taylor) (LA)

Steven Combs (NC) was elected as the new South Region Representative. They have not yet set a date for their regional meeting.

**Midwest Region** (Chuck Gerhart) (OK)

Chuck Gerhart was re-elected and will remain the Midwest Region Representative. They have not yet set a date for their regional meeting.

**West Region** (Mike Sherlock) (NV)

The West Region meeting will be on October 7 or 14, 2019 in Boise, Idaho. Perry Johnson (MT) was elected as the new West Region representative.

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

Gary Bullard will remain the International Region Representative.

**Swearing in of IADLEST Officers** (Kim Vickers (TX))

Honorable Richard Sankovitz (Ret), Milwaukee County Circuit Court Judge administered the oath of office to the executive board and regional representatives.

**Adjournment:** Having no other business to conduct President Vickers called for adjournment at 11:20 AM Central Daylight Savings Time. There was a MOTION by Perry Johnson (MT) and a SECOND by Kyle McNew (TX) to adjourn. The MOTION CARRIED.

**Next Business Meeting:** October 27, 2019, in Chicago, IL in conjunction with the IACP conference.

**A list of new nationally certified training courses follows on the next page -**



## IADLEST National Certification Program Certified Courses

For more information, contact:  
[peggyschaefer@iadlest.org](mailto:peggyschaefer@iadlest.org)  
<http://iadlest-ncp.org>

See a complete list of certified courses  
here:  
<https://iadlest-ncp.org/ncp-catalog/>



### Strategic Operations

TECC-LEO Provider

[Catalog Link](#)

Class: Classroom Length: 8 hours

This newly released course from NAEMT has replaced TCC LEFR. It is an 8-hour classroom scenario-based skills course designed explicitly for law enforcement and non-EMS first responders.

The course covers lessons found in the 16-hour provider course at a level appropriate for first responders. It includes four (4) hours of core content and an additional four (4) hour module that addresses the needs of specific responders.

Upon successful completion of the course, students receive an NAEMT TECC-LEO provider certificate valid for four (4) years, eight (8) hours of CAPCE credit, or eight (8) POST CPTs. This course includes seven (7) skills stations, IFAK familiarization, Hyper-Realistic® trauma lanes, and a written test.

For more information, please contact Strategic Operations, Inc. (STOPS) at [meded@e-stops.com](mailto:meded@e-stops.com) or 858-715-5265.

Ask for details on a custom TECC-LEO course tailored to meet your agency's specific operational responsibilities — 14 student minimum.

This class can be held at STOPS, or a mobile training team can come to your location. \*

06/28/2023



**Vigilant/Motorola Solutions**

**06/28/2023**

Facial Recognition Technology and Best Practices

[Catalog Link](#)

Class: Online Length: 8 hours

Facial Recognition (FR) is increasingly becoming a part of law enforcement across the country. In this course, we will provide an in-depth view of the current state of facial recognition technology, legal aspects, and best deployment practices. We'll focus on the balance between how to use this technology responsibly and successfully. The trainers of this course will demonstrate the Vigilant FaceSearch program, which is a nationwide cloud-based software with known sex offenders & millions of open-sourced LEA mugshots.

Get the chance to work through real-world scenarios on a facial recognition database, utilizing enhancement tools with step-by-step instruction. Discover how using millions of open-source images in an established gallery complements your existing local booking images. Maximize your investigative efforts by implementing facial recognition technology and improve in almost every facet of the job, including both areas of proactive field enforcement and investigations.

This four-part series will be taught in 2-hour blocks. To learn more/register for this course and all future in-person and webinar courses, please visit us at [www.vslea.org](http://www.vslea.org)



**VirTra**

**06/25/2023**

Active Threat/Active Killer-Module 3- (Explosives)

[Catalog Link](#)

Class: Classroom Length: 5.25 hours

This course provides critical information in preparing an officer to respond to an Active Threat/Active Killer event involving explosives.



**Fair and Impartial Policing, LLC**

**06/24/2023**

Fair and Impartial Policing – Patrol Training

[Catalog Link](#)

Class: Classroom Length: 7 hours

This 7-hour training helps patrol officers understand that even well-intentioned people have biases and that implicit biases can impact

not only what we perceive/see but also what we do. This training also helps officers understand that fair & impartial policing leads to effective policing and provides tools to help him/her (1) recognize his/her conscious and implicit biases, and (2) implement “controlled” (unbiased) behavioral responses.



**Fair and Impartial Policing, LLC**

Fair and Impartial Policing – First Line Supervisor Training

[Catalog Link](#)

Class: Classroom Length: 7 hours

This curriculum instructs trainees in how to supervise to promote fair & impartial policing. The 7-hour training helps supervisors identify subordinates who may be acting in a biased manner—including those well-meaning officers whose biased behavior may not be consciously produced. This training provides guidance to supervisors on how they should respond to officers who exhibit biased policing behaviors and challenges supervisors to think about how bias might manifest in their own behavior. This training also provides guidance on how to speak about bias to individuals (e.g., officers, individual community members) and groups/media.

**06/24/2023**



**PoliceOne Academy**

Managing Fatigue in 24/7 Operations

[Catalog Link](#)

Class: External Length: 1 hour

\*\*To access the course, you will need to log in to PoliceOne Academy. If you do not have a membership, you will need to sign up for an individual or a department membership on [policeoneacademy.com](http://policeoneacademy.com).\*\*

This comprehensive course explores the relationship between human fatigue and important biological functions that impact not only personal well-being and officer safety but also organizational liability and overall risk management. This course describes the factors that cause fatigue and the individual and organizational strategies that can be used to mitigate the negative effects of fatigue. Participants will be exposed to multiple areas designed to raise awareness of fatigue factors, both within and outside of their control, in

**06/11/2023**

order to improve performance and mitigate the risks from fatigue.



**Blue to Gold Law Enforcement Training, LLC**  
Advanced Search & Seizure

**06/11/2023**

[Catalog Link](#)

Class: Classroom Length: 8 hours

This is the flagship Blue to Gold Course. This course is designed for experienced law enforcement officers who already possess a background knowledge and functional experience in search and seizure law. The instruction is advanced and fast-paced and uses case studies to explain the development and the current status of the legal aspects of searches and seizures.



**National White Collar Crime Center (NW3C)**  
Stress & Resilience in Law Enforcement

**05/31/2023**

[Catalog Link](#)

Class: External Length: 1 hour

This free course will provide insight and information on the topic of wellness and mental health, focusing on stress and resilience in everyday policing. At the conclusion of this course, you will understand how stress affects the brain, alters behaviors and feelings, and tools to build resilience. It is imperative that law enforcement officers understand that to take care of others you must take care of yourself first. Wellness and mental health training is not an option, but a requirement to ensure you can sustain a healthy career and personal life.

\*\*To access the course, you will need to log in to NW3C.org. If you do not have a membership, you will need to sign up at NW3C.org.\*\*



**Gracie University**  
Gracie Survival Tactics Instructor Level 1  
Certification Course

**05/17/2023**

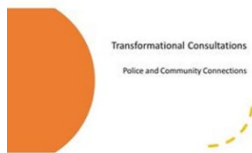
[Catalog Link](#)

Class: Classroom Length: 30 hours

[www.GracieSurvivalTactics.com](http://www.GracieSurvivalTactics.com)

Gracie Survival Tactics (GST) is a de-escalatory defensive tactics system based on Gracie Jiu-Jitsu that incorporates time-tested techniques into an easy-to-learn system designed to help officers humanely prevail

against larger and stronger opponents. GST has been reviewed both medically and legally for use in law enforcement. Although GST was developed for its tactical effectiveness, its humane, leverage-based techniques are less likely to cause serious injury to both officer and arrestee. Also, GST's benign appearance has greater acceptance from a viewing public. A law enforcement force application is vastly different from a street fight or sports match, yet defensive tactics programs make no distinction. GST is the only "jiu-jitsu based" program that is 100% LEO applicable, giving officers the technical tools to control resisting suspects with maximum efficiency while minimizing injuries. No martial arts experience is necessary for this 30-hour course administered in a non-competitive, cooperative environment. The student will also learn the Gracie Teaching Methodologies to effectively administer the system to the end-users at their agencies.



### **Transformational Consultants**

**05/07/2023**

#### **Police and Community Connections Training**

[Catalog Link](#)

**Class: Classroom Length: 11 hours**

This 11-hour course, spread out over 2 days, consists of in-depth training on cultural diversity and cultural sensitivity and how they both impact the workplace, community, and interactions with people outside of specific cultures. The course further explores cultural biases, provide insight to identify and address personal biases, and building positive relationship within your individual community. The course identifies individualistic cultural values and collectivistic cultural values and how they influence, community interaction, job performance, agency growth, and work environment. The course also explores mental illness and how to identify and address the types of mental illness that individual most likely encounter during their workday, and explores techniques that can be used to effectively interact with the mental ill or display drug induced with then without behavior without the use of violence, (gun, Taser, mace). The courses discuss the importance of identifying, knowing, and accepting your limitation.





## National Center for Missing & Exploited Children

05/06/2023

Protect, Reduce, Prevent: Executive Leadership (PRPL) Series

[Catalog Link](#)

Class: External Length: 11 hours

This free, six-week online learning series will familiarize leaders in public safety with current issues related to missing and sexually exploited children. Participants will learn about effective policies and practices, emerging trends, and resources for responding to and investigating these unique cases.

The interactive training is designed for executives in law enforcement agencies and emergency communications centers, as well as state clearinghouse managers.

Topics include:

- Vulnerable Populations
- Emerging Trends in Exploited Child Cases
- Child Sex Trafficking
- Community-Based Multi-Disciplinary Teams
- Legal Considerations
- Media Relations
- Federal Resources
- Family and Survivor Impact
- Responder Resilience and Wellness
- Community Action Planning

PRPL is delivered via synchronous and asynchronous content. Learners practice and apply their knowledge via virtual exercises with facilitators and peers and through weekly online discussion boards. This helps with fostering comradery and gives participants the ability to demonstrate knowledge retention throughout the training series.



## PoliceOne Academy

05/03/2023

Investigating Officer-Involved Shootings

[Catalog Link](#)

Class: External Length: 2 hours

\*\*To access the course, you will need to log in to PoliceOne Academy. If you do not have a

membership, you will need to sign up for an individual or a department membership on [policeoneacademy.com](http://policeoneacademy.com).\*\*

An officer-involved shooting can be a harrowing experience for everyone involved and can present long-lasting impacts to the officer and the agency. Because of these potential impacts, it's essential that officers prepare for this type of incident by understanding the five key phases in an officer-involved shooting investigation, including the incident itself. This course will explore the five phases of an OIS investigation by examining the major tasks in each phase and key issues you should be aware of. The five phases include: The Officer-Involved Shooting, First On-Scene Supervisor, Criminal Investigation, Administrative Investigation, and Preparation for Civil Cases.



**PoliceOne Academy**

**Employee Free Speech**

[Catalog Link](#)

Class: External Length: 2 hours

\*\*To access the course, you will need to log in to PoliceOne Academy. If you do not have a membership, you will need to sign up for an individual or a department membership on [policeoneacademy.com](http://policeoneacademy.com).\*\*

**05/03/2023**

This course will examine the First Amendment right to free speech and how it impacts officers in the workplace. Specifically, the course will identify protected and unprotected categories of speech as well as expressive conduct that constitutes speech. The course will then identify and discuss the criteria considered when evaluating whether speech might be protected under the First Amendment. Finally, the course will apply the criteria used in determining if speech is protected under the First Amendment to specific law enforcement scenarios for analysis and learning purposes.



**PoliceOne Academy**

**Addressing Homeless Populations**

[Catalog Link](#)

Class: External Length: 2 hours

\*\*To access the course, you will need to log in to PoliceOne Academy. If you do not have a membership, you will need to sign up for an

**05/03/2023**

individual or a department membership on [policeoneacademy.com](http://policeoneacademy.com).\*\*

This course provides law enforcement officers with information on best practices for interacting with and assisting homeless civilians in their community by examining applicable laws regarding enforcement and regulation of our unhoused neighbors, including laws on trespassing, property rights, anti-camping ordinances, and encampments. We will also discuss how to interact with homeless civilians who could have mental health issues and the related services that can be used to help them.

### IADLEST – Traffic Safety Courses

04/26/2023

#### Part 9: How to Create Rocking Reports and Automation Processes

[Catalog Link](#)

Class: Online Length: 1 hour

This is part 9 of a 13-part training series that is nationally certified (NCP) through the International Association of Directors of Law Enforcement Standards and Training and is designed for new and seasoned analysts to learn the key primary skills needed to practice effective and efficient analytical processes. This series explores the benefits of data driven strategies, the process of connecting databases and analyzing in Microsoft Access®, applying statistical significance techniques in Microsoft Excel®, and developing key mapping and analytical skills in ArcGIS.

Further, participants completing this 13-part series can earn a Certified DDACTS Analyst certification and course credit from the partnering agency, the International Association of Crime Analysts after completing ALL 13 parts of the series.

Part 9: Ever wish you could press the "Easy" button, grab a coffee or tea, and then return to your desk to find your reports are completed? It's possible! This section focuses on refining and automating processes so that your database can work for you! We will explore how to generate automated reports for print and how to automate other processes in Microsoft Access®.





### IADLEST – Traffic Safety Courses

04/26/2023

#### Part 10: Z-Score and Statistical Significance Made Easy (Excel)

[Catalog Link](#)

Class: Online Length: 1 hour

This is part 10 of a 13-part series that is nationally certified through the International Association of Directors of Law Enforcement Standards and Training and is designed for new and seasoned analysts to learn the key primary skills needed to practice effective and efficient analytical processes.

This series explores the benefits of data driven strategies, the process of connecting databases and analyzing in Microsoft Access®, applying statistical significance techniques in Microsoft Excel®, and developing key mapping and analytical skills in ArcGIS.

Further, participants completing this 13-part series can earn a Certified DDACTS Analyst certification and course credit from the partnering agency, the International Association of Crime Analysts after completing ALL 13 parts. of the series.

Part 10: Provides a solid understanding for analysts to put structure to their analysis. We will explore what statistical significance means, what model to use to determine that a threshold has been met, and how to make it all look simple and pretty for presentation.



### IADLEST – Traffic Safety Courses

04/26/2023

#### Part 8: How to Identify “Top” Locations, Offenders, and more with Queries

[Catalog Link](#)

Class: Online Length: 1 hour

This is part 8 of a 13-part series that is nationally certified through the International Association of Directors of Law Enforcement Standards and Training and is designed for new and seasoned analysts to learn the key primary skills needed to practice effective and efficient analytical processes. This series explores the benefits of data driven strategies, the process of connecting databases and analyzing in Microsoft Access®, applying statistical significance techniques in Microsoft Excel®, and developing key mapping and analytical skills in ArcGIS. Further, participants completing this 13-part series can earn a

Certified DDACTS Analyst certification and course credit from the partnering agency, the International Association of Crime Analysts after completing ALL 13 parts of the series.

Part 8: - Every analyst wants a quick and efficient way to identify the top crash or crime locations during a specific season, to identify the "heavy hitters" taking up the most police time, to create yearly comparisons and monthly reports, and to identify deployment strategies in the hot spot zones that send officers where they need to go exactly when they need to be there.



## **NATIONAL DE-ESCALATION TRAINING CENTER**

**04/23/2023**

### **De-escalation Fundamentals**

[Catalog Link](#)

**Class: Classroom Length: 8 hours**

Online course that delivers best practices in de-escalation including procedural justice, correct de-escalation language, officer adjustments for varying threat stages and environments, body language, conflict management, recognizing mental health and disability issues, and means to adjust interactions based upon rapid personality identification. Also included are de-escalation and prevention of escalation while maintaining professionalism, respectfulness, and self-control particularly if insulting or disrespectful language and behavior are present. Numerous examples of proper officer behavior and responses. Exclusively licensed material. Significant student participation.



## **The ALERRT Program at Texas State University**

**04/23/2023**

### **Civilian Response to Active Shooter Events (CRASE) Train the Trainer**

[Catalog Link](#)

**Class: Classroom Length: 4 hours**

Local law enforcement agencies and officers are often frequently asked to provide guidance to their communities about what civilians should do if faced with an active attack threat. The Civilian Response (CR) course is a 4-hour direct delivery train-the-trainer course designed to provide first responders and other professionals with a model response program they can deliver to civilians within their communities.

The course, built on the Avoid, Deny, Defend (ADD) / Run, Hide, Fight strategy, providing these instructors with the course materials and presentations to be able to deliver the Civilian Response program to any civilian group including schools, businesses, civic organizations, faith-based organizations, hospitals and others. The curriculum is scalable and can be condensed or expanded depending on local needs, time, and requirements.



### **The ALERRT Program at Texas State University**

**04/23/2023**

**ALERRT Solo Officer Rapid Deployment Train the Trainer**

[Catalog Link](#)

**Class: Classroom Length: 4 hours**

The train the trainer course includes the complete delivery of the Solo Officer Rapid Deployment course of study as well as instructional techniques for delivering the course, live-fire range drills, force on force scenario development, safety protocols and procedures, graded participant teach backs, graded participant led force on force scenarios and range drills, course critiques, and evaluations. Participants are provided with the course material so that they are immediately prepared to deliver the Solo Officer Rapid Deployment course at their agency.

The Solo Officer Rapid Deployment dynamic course of instruction is designed to provide the solo officer (off-duty/plain clothes /uniform) with the knowledge, skills, and mind set on how to isolate, distract, or neutralize an armed threat. This course will cover reasons to carry for off-duty and plain clothes officers, deadly force policies and case studies, ergonomic considerations for plain clothes carry, options for mitigating the occurrence of blue on blue shootings, concepts and principles of solo officer movement, threshold evaluation, room entry techniques, post engagement priorities of work, and incident management.



**The ALERRT Program at Texas State University**

**ALERRT Solo Officer Rapid Deployment**  
[Catalog Link](#)

Class: Classroom Length: 2 hours

This dynamic course of instruction is designed to provide the solo officer (off-duty/plain clothes /uniform) with the knowledge, physical skills, and mind set on how to isolate, distract, or neutralize an armed threat like an active shooter. This course will cover reasons to carry for off-duty and plain clothes officers, levels of intervention, deadly force policies and case studies, ergonomic considerations for plain clothes carry, options for mitigating the occurrence of blue-on-blue shootings, concepts and principles of solo officer movement, threshold evaluation, setting up for and room entry techniques, post engagement priorities of work, and incident management. Day one includes live fire training and day two culminates with dynamic force-on-force scenarios.

**04/23/2023**



**The ALERRT Program at Texas State University**

**ALERRT Active Attack Response – Level 1 Train-the-Trainer**  
[Catalog Link](#)

Class: Classroom Length: 40 hours

The train-the-trainer course includes the complete delivery of the Active Shooter Level I course of study as well as instructional techniques and methodology for delivering the course, force-on-force scenario development, safety protocols and procedures, graded participant teach-backs, graded participant-led force-on-force scenarios, remediation, course critiques, and evaluations. Participants are provided with all lesson plans, PowerPoint presentations, student manuals, and related course ware so that they are immediately prepared to deliver the Active Shooter Level I course at their home agency.

**04/23/2023**



### The ALERRT Program at Texas State University

04/23/2023

#### ALERRT Active Attack Response – Level 1 [Catalog Link](#)

Class: Classroom Length: 16 hours

This dynamic course of instruction is designed to prepare the first responding law enforcement officer to quickly respond to a crisis and isolate, distract, and/or neutralize an active attacker. This course will cover arrival on scene, establishing and maintaining command, approaches to and entering the crisis site, concepts and principles of interior team movement, setting up for and room entry techniques, secondary responder considerations, link-up procedures, improvised explosive devices, and post engagement priorities of work. The course will culminate with dynamic force-on-force scenarios.



### The ALERRT Program at Texas State University

04/23/2023

#### Active Attack Integrated Response – Train the Trainer [Catalog Link](#)

Class: Classroom Length: 40 hours

The Active Attack Integrated Response Train-the-Trainer Course (AAIR) is a 40-hour performance level direct delivery course designed to teach participants a standardized curriculum aimed to improve integration between law enforcement, fire, telecommunicator and emergency medical services (EMS) in active attack / shooter events. The course provides law enforcement officers with key medical skills based on tactical emergency casualty care (TECC) guidelines, which can be used at the point of injury (POI) to increase survivability of victims. The course also provides a model framework for law enforcement, fire, and EMS to integrate responses during an active attack / shooter event through the rescue task force concept. This course has been designed to improve the safety and survivability of victims of active attack / shooter events and increase the effectiveness, coordination, and resource integration between law enforcement, fire, telecommunications, and EMS when responding to these events. Participants in this train-the-



trainer will be required to pass several graded events in order to successfully complete the course.

**IADLEST – Traffic Safety Courses**

**04/05/2023**



**Part 7: Making Analytics Easier with Expressions**

[Catalog Link](#)

**Class: Online Length: 1 hour**

This is part 7 of a 13-part training series that is nationally certified (NCP) through the International Association of Directors of Law Enforcement Standards and Training (IADLEST) and is designed for new and seasoned analysts to learn the key primary skills needed to practice effective and efficient analytical processes. This series explores the benefits of data-driven strategies, the process of connecting databases and analyzing in Microsoft Access®, applying statistical significance techniques in Microsoft Excel®, and developing key mapping and analytical skills in ArcGIS.

Further, participants completing this 13-part series can earn a Certified DDACTS Analyst certification and course credit from the partnering agency, the International Association of Crime Analysts (IACA) after completing ALL 13 parts of series.

Part 7: “Making Analytics Easier with Expressions” You may have great data... but now what do you do with it?! This segment is a MUST for analysts who want dig into their data while automating as much as possible! This segment will share several common expressions that will facilitate the analytical flow.

**IADLEST – Traffic Safety Courses**

**03/15/2023**



**Part 3: Connectivity; how to connect your data.**

[Catalog Link](#)

**Class: Online Length: 1 hour**

This is part 3 of a 13-part training series that is nationally certified (NCP) through the International Association of Directors of Law Enforcement Standards and Training (IADLEST) and designed for new and seasoned analysts to learn the key primary skills needed to practice effective and efficient analytical processes. This series explores the benefits of data-driven strategies, the process of connecting databases and analyzing in

Microsoft Access®, applying statistical significance techniques in Microsoft Excel®, and developing key mapping and analytical skills in ArcGIS.

Participants completing this 13-part series can earn a Certified DDACTS Analyst certification and course credit from the partnering agency, the International Association of Crime Analysts (IACA) after completing ALL 13 parts of series.

Part 3 introduces participants to the concept of open database connectivity (ODBC), detailing what ODBC is, why it is necessary to have to analyze patterns and trends, and a step-by-step on how to get ODBC in your department (including language to send to executives, IT staff, and vendors as well as screen shots of exactly how to establish connection).

### IADLEST – Traffic Safety Courses

04/05/2023

Part 6: Data Quality and Cleaning Tips Like You've Never Seen Before!

[Catalog Link](#)

Class: Online Length: 1 hour

This is part 6 of a 13-part training series is nationally certified (NCP) through the International Association of Directors of Law Enforcement Standards and Training (IADLEST) and is designed for new and seasoned analysts to learn the key primary skills needed to practice effective and efficient analytical processes. This series explores the benefits of data-driven strategies, the process of connecting databases and analyzing in Microsoft Access®, applying statistical significance techniques in Microsoft Excel®, and developing key mapping and analytical skills in ArcGIS.

Further, participants completing this 13-part series can earn a Certified DDACTS Analyst certification and course credit from the partnering agency, the International Association of Crime Analysts (IACA) after completing ALL 13 parts of series.

Part 6: “Data Quality and Cleaning Tips Like You've Never Seen Before!” outlines the key factors relative to developing the cleanest data for quality analysis. These instructions are



pivotal in designing a properly functioning database and processes for data-driven strategies.



04/05/2023

**IADLEST – Traffic Safety Courses**  
**Part 5: Creating Master Tables Using ‘Make Table’ and ‘Append’ Queries**

[Catalog Link](#)

Class: Online Length: 1 hour

This is part 5 in a 13-part training series is nationally certified (NCP) through the International Association of Directors of Law Enforcement Standards and Training (IADLEST) and is designed for new and seasoned analysts to learn the key primary skills needed to practice effective and efficient analytical processes. This series explores the benefits of data-driven strategies, the process of connecting databases and analyzing in Microsoft Access®, applying statistical significance techniques in Microsoft Excel®, and developing key mapping and analytical skills in ArcGIS.

Further, participants completing this 13-part series can earn a Certified DDACTS Analyst certification and course credit from the partnering agency, the International Association of Crime Analysts (IACA) after completing ALL 13 parts of series.

Part 5: “Creating Master Tables Using ‘Make Table’ and ‘Append’ Queries” outlines the key factors relative to creating and appending to master tables in Microsoft Access®. These instructions are pivotal in designing a properly functioning database with all its automated processes.