

NEWSLETTER

International Association of Directors of Law Enforcement Standards and Training
3287 Tasa Drive; Meridian, Idaho 83642-6444



<http://www.iadlest.org>

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MICHAEL CREWS

President

Florida Department of Law Enforcement
P.O. Box 1489
Tallahassee, Florida 32302-1489
(850) 410-8600
Fax: (850) 410-8606
mikecrews@fdle.state.fl.us

RUSTY K. GOODPASTER

First Vice-President

Law Enforcement Training Board
P.O. Box 313
Plainfield, Indiana 46168-0313
(317) 839-5191 Fax: (317) 839-9741
rgoodpaster@ilea.state.in.us

RICHARD CLARK

Second Vice-President

Nevada Commission on Peace Officers
Standards and Training
5587 Wa Pai Shone Ave.
Carson City, Nevada 89701
(775) 721-4536 Fax: (775) 687-4911
rclark@post.state.nv.us

E. A. WESTFALL

Treasurer

Iowa Law Enforcement Academy
P.O. Box 130
Johnson, Iowa 50141-0130
(515) 242-5357
Fax: (515) 242-5471
penny.westfall@ilea.state.ia.us

LLOYD HALVORSON

Secretary

Peace Officer Training
Lake Region State College
1801 North College Drive
Devils Lake, North Dakota 58301
lloyd.halvorson@lrsc.edu

PATRICK J. JUDGE

Executive Director

2521 Country Club Way
Albion, Michigan 49224
(517) 857-3828
Fax (517) 857-3826
pjudge@worldnet.att.net

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

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

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

Newsletter articles or comments should be sent to IADLEST; 2521 Country Club Way; Albion, MI 49224

IADLEST EXECUTIVE COMMITTEE MEETING SCHEDULED

The National Sheriffs' Association (NSA) will host the IADLEST Executive Committee meeting at its January 2010 Winter Conference in Washington, DC.

The IADLEST Executive Committee will meet at the J.W. Marriott Hotel, from 9:00 a.m. to 5:00 p.m., on Thursday, January 21, and from 9:00 a.m. to Noon, Friday, January 22, 2009.

The next IADLEST business meeting is scheduled for June 20-23, 2010, in Corpus Christi, Texas.

CONFERENCES HOST NEEDED

The Executive Committee is seeking a POST agency to host the 2011 IADLEST Annual Conference. Should your agency be interested in hosting the 2011 or any future conference, please contact the Executive Director at: pjudge@worldnet.att.net.

WELCOME NEW MEMBERS

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

Spencer Campbell, Fayetteville, NC
David Gledhill, National Rifle Assoc., Fairfax, VA
Robert Hawkins, Capt., State Police, Dover, DE
Glen Hoyer, National Rifle Assoc., Fairfax, VA
Craig Matzke, Polk County, Des Moines, IA
Steve Raschke, Acting Dir., POST, Meridian, ID

POST DIRECTOR CHANGES

Colorado: On December 24, 2009, the U.S. Senate approved the appointment of the Colorado POST Director, John Kammerzell, as U.S. Marshal for Colorado.

Colorado Attorney General, John Suthers, praised the U.S. Senate's vote on Christmas Eve to confirm the director of the Colorado Peace Officer Standards and Training Board, John Kammerzell, as Colorado's next U.S. Marshal.

"I am pleased to see that the U.S. Senate has confirmed John as Colorado's next U.S. Marshal," Suthers said. "John has dedicated his life to public service and public safety. He has done a great job as the POST director. I look forward to watching him continue his career as one of Colorado's top federal law enforcement leaders."

Kammerzell was the director of the Peace Officer Standards and Training program from February 2001 through December 2009. Prior to joining the Office of the Attorney General, Kammerzell served in a variety of roles in Colorado's law enforcement community, including being the elected sheriff in Rio Grande County.

Delaware: In November 2009, Captain Robert C. Hawkins of the Delaware State Police was appointed the Director of Training for the Delaware State Police Academy and the

Administrator of the Council of Police Training for the state of Delaware.

Captain Hawkins is a 28-year veteran of the Delaware State Police. His past assignments include Troop Commander of Troop #3 in Kent County from 2002 to 2009. Troop #3 serves all of Kent County with the responsibility of all police services outside of municipalities. This includes the twice-yearly NASCAR race at Dover Downs International Speedway, the Delaware State Fair, Dover Air Force Base Air Shows, and the annual Delaware State University Homecoming festivities.

Prior to his assignment at Troop #3, Captain Hawkins served in a supervisory role with the state-wide Homicide Unit - 1997 to 2002; as lieutenant of Troop #3 Criminal Investigative Unit - 1994 to 1997; Detective Sergeant at Troop #3 Persons and Property Crimes - 1992 to 1994; academy instructor - 1989 to 1992; Detective at Troop #4 - 1986 to 1989; and Uniformed Trooper - 1982 to 1986. He also served on the state police Scuba Team and Tactical Control Unit.

Captain Hawkins holds an Associate's Degree from Delaware Technical and Community College and a Bachelor's Degree from Wilmington College.

Idaho: Steve Raschke is the interim Director.

**NEW PUBLICATION OFFERS GUIDANCE
TO EMPLOYING
RETURNING VETERANS AS LAW
ENFORCEMENT OFFICERS**

*U.S. Department of Justice - Bureau of Justice Assistance
- Office Justice Programs*



When combat veterans return from deployment to new positions or previously-held positions as

law enforcement officers, there exist potential challenges, such as the screening for and treatment of PTSD and adjusting from hostile to local community environments. A [new report](http://www.theiacp.org/PublicationsGuides/ResearchCenter/Publications/tabid/299/Default.aspx?v=1&id=1194) from the International Association of Chiefs of Police (IACP), in partnership with BJA, presents research findings on transition issues both veteran officers and agencies face (refer to: <http://www.theiacp.org/PublicationsGuides/ResearchCenter/Publications/tabid/299/Default.aspx?v=1&id=1194>)

Using a variety of research methods, the study's findings include: depression, anger, withdrawal, and family issues create a low tolerance for citizen complaints and heightens the reintegration process. Veterans worry about confidentiality, with a deep-seated concern over a lack of empathy and stigmatization by departments; disappointment with chain-of-command for not displaying leadership in creating a well-rounded transition path for veterans; and a desire among veterans for a comprehensive retraining program that utilizes their skill sets. The publication offers time-phased recommendations to address these and other concerns. In addition, two guidebooks are under development based on the study's research: one for veteran officers and one for law enforcement leaders.

GRANT PROJECT UPDATE

by: Michael Becar, Contract/Grants Manager

Since starting work for IADLEST in September of last year, a lot of changes have occurred positioning this association to function more like a business in administering our programs and to become better recognized nationally.

With the assistance of an attorney retained by the association, IADLEST now has contract and MOU templates, allowing us to have current contracts and memorandums of understanding with all sub-contractors on our various grants.

Insurance was obtained for the association and its officers, to cover IADLEST for professional and internet liability as well as the directors and Officers. Bonding was denied last year due to our lack of financial policies and procedures, but

an application was recently submitted; and we anticipate acquiring bonding for all officers handling our finances; since our financial policies have been defined.

Another accomplishment that has greatly enhanced the association was the relationship we entered into with our CPA/Booking firm. We have an on-line check writing program that can be accessed through the internet. The IADLEST Executive Committee was given instructions for monitoring the system, all checking accounts, and running transaction reports. To streamline the disbursement process, invoices are approved and entered into the system by the Grants Manager. All original invoices and documents are scanned and stored into electronic files. Copies of all invoices are electronically sent to the Treasurer or President for approval; and once approved; checks are printed and signed by the Executive Director. Because of this process and technology, payments are made in 1-2 weeks instead of 2-3 months, as we had experienced in the past.

Our CPA, Alan Levenson, has worked to put all past transactions from 2007 and 2008 into electronic spreadsheets and has provided the association with full financial reports for the first time. We have been able to submit our tax documents to the IRS for 2007 and 2008 and are set for a full outside audit of our financial system for 2009.

Direct deposits from the Federal agencies are now monitored through alerts on our cell phones and through email for the Grants Manager, Treasurer, and Executive Director. On-line access is also available to view all bank accounts, electronically transfer payments to the general account for indirect costs, and view and print monthly statements.

Bank statements are sent to our CPA monthly, and he reconciles our accounts with the check writer system and produces financial reports for our Executive meetings.

Now that all past transactions have been placed on electronic spreadsheets, we have recently identified over \$25,000 in indirect costs that were never transferred into the general account.

These changes have allowed IADLEST to now operate in an efficient, professional business model.

Recent successes with our grants have included a second year increase of \$320,796 for the pursuit policy workshop grant, bringing the total funds awarded to \$650,988.64. Second year funding was also obtained for the Older Driver Grant for \$110,262.68 bringing the total funds awarded to \$210,262.68. IADLEST is presently in negotiations with NHTSA for second year funding for the Enforcement of Motorcycle Laws grant, and we anticipate approval in the near future.

An extension was recently submitted for our decertification grant, which is set to end on December 31, 2009, and the remaining funds in the grant will be used to enhance the existing database query system to a more user-friendly format. A new National Decertification Index grant for \$350,000 was awarded to IADLEST by DOJ to identify the impediments preventing states from participating in the decertification database and try and remove those impediments to get most states participating.

Our training template grant for NHTSA was completed on time, and a presentation on the template was recently made to NHTSA in Washington, D.C. An extension of this grant was sought to use remaining funds in this grant to bring several Federal agencies together and study an electronic bookshelf system on our present NLEARN database. The training template has been successfully placed on the IADLEST website and is available for outside vendors to use when designing training courses for law enforcement.

The SFST database first awarded to IADLEST on September 11, 2002, ended September 31, 2009. The database was developed and maintained through the leadership of Ray Franklin and is in use in all 50 states, as well as territories and Indian Nations. Current membership exceeds 7,500 active SFST and DRE specialists. An extension of grant funds was also requested from this grant to use remaining funds to go toward the study of an electronic bookshelf to house documents and

training curriculum for a number of Federal agencies.

Our NLEARN grant, which was set to expire December 31, 2009, was extended to May 31, 2010. This National Law Enforcement Resource Network continues to grow with over 600 memberships now on the system. Negotiations are currently underway to move our servers and databases to the Federal Law Enforcement Training Center which, if approved, will cut costs and enable us to provide our web-based services for many years to come.

A lot has happened in the past year and through the efforts and visions of President Gotschalk, President Beach, President Crews, Vice President Goodpaster, and 2nd Vice President Dick Clark, IADLEST is now positioned as a stronger, more professional and efficient manager of federal funds and better able to provide leadership and services to the members and law enforcement community.

ADULT LEARNING AT THE POLICE TRAINING INSTITUTE

*by: Mike Schlosser & Ken Zimny
University of Illinois Police Training Institute*

Historically, police academies across the United States have based their training on the concepts similar to military academies and, thus, military science. There has been a paradigm shift in recent years from quasi-military training to police training using adult learning models and scenario-based training. The University of Illinois Police Training Institute is at the forefront of this shift.

The Police Training Institute is a department within the University of Illinois at Urbana-Champaign. The Institute has provided training for law enforcement agencies for over 50 years. Courses at the Institute include Basic Law Enforcement, Basic Correctional Officer, Master Firearms Instructor, Patrol Rifle, Master Control Tactics Instructor, Arson Investigator, and Effective Supervision for law enforcement and correctional managers.

There are three primary components that construct the Police Training Institute's training foundation.

These components are progressive training, interconnectedness of training, and scenario-based training. The overlying ideology used within the training methods follow androgogical (adult learning) principles described by University of Illinois Professors Scott D. Johnson and James A. Leach, (2006):

- Law of Relevance – Adults need to know why they should learn something and how it will benefit them.
- Law of Motivation – While adult learners may respond to external motivators, internal priorities are most important.
- Law of Experience – Adults come to class with a lifetime of experiences, which provide a base knowledge that can be used in the learning experience.
- Law of Self-Directedness – Adults resent and resist situations in which they feel others are imposing their will on them.
- Law of Involvement – Learners must be actively involved in the learning process, and the opportunity for direct involvement will produce a greater experience than will mere observation.
- Law of Intensity and Challenge – The adult learner will gain more from an intense and challenging learning experience than one that is easy, routine, or boring.
- Law of Repetition – Learners can process only a small amount of information at one time so important information must be repeated often to be retained.
- Law of Feedback – Learning is strengthened when accompanied by positive, constructive feedback and weakened when associated with negative feedback.

Recruits begin the academy by learning very basic information and skills that prepare them for the more simple scenarios; and as the recruits learn more information and skills, the scenarios become progressively more complex.

For example, during the first two weeks of training, the recruits learn basic laws, interviewing skills, officer safety skills, and report writing skills, which prepare recruits for their first scenario – either taking a stolen property or criminal damage report. For example, in the classroom, recruits will be given

lectures on communications skills and interview skills. They will then be allowed to practice these basic skills with one another during this class time and reflect on what went well and what did not. During the initial control tactics class, recruits will be given basic officer safety techniques such as basic interview stance and proximity. Recruits are also trained in the classroom on report writing, where they learn the basic skills and get to practice a short written report and share it with a fellow student for feedback. During this first scenario, recruits must understand the elements of the offense, be able to gather information from the victim, stay safe and be aware of their surroundings, and finish by completing a police report on their findings.

The progression of the scenarios is such that each one becomes more difficult and dangerous. To assure their success, it is important that each of the individual training sessions is melded together in such a way that will give the recruits the necessary tools to complete their tasks. As they handle domestic violence calls, recruits need to further understand the laws of domestic violence and probable cause increase their control tactics skills in order to stay safe and affect an arrest, and work with backup officer(s). The communication skills become more important because the recruit is not only gathering information, they are also defusing a potentially violent situation.

Each recruit has the opportunity to be the primary officer during each scenario. At the conclusion of each scenario, the recruit's performance is debriefed by a facilitator. During the debriefing the recruits are given the opportunity to acknowledge what they did well, but also acknowledge their own mistakes. Facilitators then lead recruits into discovering options to handle the situation differently. Facilitators also keep the training points to a minimum so recruits are not overwhelmed with information. This has a two-fold benefit. It not only keeps the information at a level that basic recruits can comprehend, but also allows for more repetitions.

When new concepts are taught at PTI, this androgical philosophy is continued. For

instance, when basic traffic stops are introduced to recruits, instructors use the "tell, show, do" instructional method. Because some people learn best by hearing, some by seeing, and some doing, instructors incorporate all three methods during initial familiarization. For example during vehicle stops, the recruits start in the classroom hearing the steps in making a traffic stop. The recruits then go outside and see instructors complete a traffic stop. The recruits then spend the rest of the block of instruction practicing basic traffic stops. This hopefully gives all types of learners the best possible opportunity to comprehend and retain information.

The State of Illinois mandates only 12 weeks of academy training for new police officers. The staff at the Police Training Institute tries hard to provide recruits with as much valuable information as possible during that short time. Full-time and part-time instructors at the Institute are trained by University of Illinois Professors Johnson and Leach. Both are professors in the Human Resource Education College. By incorporating the adult learning theories into the instructional methods used by instructors and facilitators, the training is tailor-made to all types of learners. Thus, recruits are hopefully able to retain more and progress smoothly through the academy and prepare them for their field training program.

Reference: Johnson, S.D., Leach, J.A., (2006) *Facilitating Adult Learning: A Workshop to Improve Instructor Performance*, University of Illinois, Urbana, IL.

**CRITICAL TRAINING ON
INFORMATION SHARING NOW
AVAILABLE ONLINE**

*U.S. Department of Justice - Bureau of Justice Assistance
- Office Justice Programs*

The National Information Exchange Model (NIEM) - a standards-based information sharing model - greatly enhances agencies' abilities to share data and improve operations, while saving integration and implementation costs. A partnership of DOJ, the U.S. Department of Homeland Security, and the Global Justice Information Sharing Initiative, NIEM is quickly

becoming the de facto standard for information sharing across the justice and homeland security domains. NIEM training, primarily funded by BJA, is now available online, enabling students to take the course anywhere and at their own pace. Enrollment is always open and is free of charge. [Learn more.](#)

DISCOVERPOLICING.ORG

by: International Association of Chiefs of Police

DiscoverPolicing.org is a joint partnership between the International Association of Chiefs of Police (IACP) and the Bureau of Justice Assistance.

DiscoverPolicing.org offers a robust career information database along with a built-in Career center. The career database is divided into four easy-to-navigate and informative categories: “Why Policing?”, “What’s It Like?”, “What Does It Take?”, and “Find Your Career”. Here users will find a wealth of information about policing including: an outline of why policing is a great career; examples of the variety of agencies and job opportunities; first-person accounts of what it is like to be a policy officer; and an overview of the hiring, selection, and training processes. Visitors to the site can also look up contact information for nearby agencies and access links to resources of interest in all 50 states and worldwide. No other site on the Web offers a more comprehensive window into police service.

Competition for new recruits is tight, not just among other law enforcement agencies, but with other industries and job sectors. The media and popular culture add to the challenge, with stories of policing that are often inaccurate or uncomplimentary. DiscoverPolicing.org dispels such myths and misinformation while providing a central platform where agencies can post their jobs, have a Web presence, and connection with applicants.

The DiscoverPolicing.org Career Center includes an extensive job listing area, allowing candidates to search jobs, post resumes, and create job alerts through their own personalized account. Employers can take advantage of the

site by creating a dedicated recruiting profile, which allow job postings, resume search, and much more. The IACP is currently able to offer these Career Center features at no cost to the applicant or hiring agency.

Recruitment is a long standing concern of police agencies nationwide. Finding, attracting, and hiring quality officers from diverse backgrounds are top priorities for all law enforcement agencies.

DiscoverPolicing.org is the cornerstone of a nationwide initiative that will market the benefits of careers in law enforcement to a broad and diverse audience, from young applicants to those seeking a career change or exiting military service. Through a clear and accurate portrayal of the full range of police service opportunities, DiscoverPolicing.org will reframe the image of policing, expand the pool of potential applicants, and provide an effective means for candidates and hiring agencies to connect.

INTERVIEW AND INTERROGATION TIPS

by: David E. Zulawski, CFI[®], CFE, Wicklander-Zulawski and Associates, Inc

WHY DO PEOPLE LIE?

One of the most difficult parts of any patrol officer's job is to speak with a variety of individuals with very little preparation. Unlike the detective who may develop significant background information about a suspect prior to the interview, a patrol officer most often meets people he has no experience or history with. To be successful the officer must be part communicator, an observer of human behavior, and part psychologist.

We will be dealing with a variety of different techniques and strategies that can be used in a field interview or classic interrogation as time progresses. However, fundamental to any type of interview or interrogation are several questions that must be understood and answered if an officer is to be successful communicating with subjects.

Why do people lie? On the surface this seems like a simple question that should be easily

understood and answered by most of us. However, like many things, this is a difficult and complex question once you begin to explore the underlying strategies and psychological components of people.

Certainly most people begin to lie at a very early age to avoid the consequences of their actions. Small children learn early on that they can avoid the consequences of something that they have done or gain an advantage if they are able to deceive a playmate or an adult. Once they are successful at deception, it becomes a tool they can return to in similar situations. The successful strategy provides an advantage to the child since he now has a means of effectively avoiding consequences that can be returned to without thinking.

Learned behavior is only one aspect of why people attempt to lie, but it is a primitive behavior they can utilize when in a state of panic and unable to think of anything else to do. Consider a traffic stop where there is clearly evidence of the individual's crime in the vehicle, and yet, his first strategy is to lie. Why? The fundamental reason is that a state of panic causes a retrieval at a primitive subconscious level of a strategy that has worked previously, denial. There is no time to think so he selects something that has worked before.

There are really three broad causes for denial, each with many underlying reasons why a subject will attempt to deceive another.

Environment: The more experienced criminal is able to use deception without triggering the physiological changes to the magnitude of the occasional liar. Often it is the environment that triggers denial. For example, you begin to question someone in front of others and he lies to save face or preserve his self-image. Sometimes simply separating the subject from others will allow him to tell the truth. It may also be the environment chosen to do the interview is supportive to the subject. Questioning someone in their place of business where they have absolute control puts them on a different plane than when they are questioned during an unexpected street stop.

Another aspect relating to the environment is whether or not the individual knows he's about to be questioned. The advantage of a traffic stop or field interview is the event is unexpected and the subject has not planned a story or alibi for this moment. He must now make up a story about where he is going, been, or one that accounts for those he is with. His ability to carry out a deception is hampered by his lack of preparation and his physiological response to his fear of detection. This is obviously very different from an interview conducted by appointment.

The field interview resulting from a surprise stop often triggers the individual's fear of detection. This fear of detection triggers the body's autonomic nervous system that alters the body's physiology. For example, the individual may begin to perspire, eyes dilate, breathe more rapidly, and fidget, not to mention changes in their verbal behavior. Their language is confused, contradictory and full of long pauses as they search for answers that seem plausible and don't contradict.

The subject: The subject also will significantly effect whether or not a denial or deception will be attempted. As mentioned previously, an individual in a state of panic will often return to something that has been successful in previously denying involvement. However, the more experienced criminal is able to use his deception without triggering the physiological changes to the magnitude of the occasional liar. The lack of physiological change is the result of the experienced liar's adeptness at carrying off deception. He knows he is a good liar and, as a result, his fear of detection diminishes because of his confidence in his ability to lie.

The experienced liar may use denial simply because he wants to see what the officer knows or suspects. He uses the denial simply as a delaying device in an attempt to elicit information from those questioning him. The more information he is able to obtain, the more likely he can make correct judgments about what he must admit or not admit.

The officer: The officer's actions, words, and approach will often be the primary cause triggering a subject's denial. On occasion, an officer will stop an innocent individual and press him for an admission and receive a denial simply because the person is telling the truth. Failing to recognize the truthfulness of the individual, the officer continues to accuse, and the result is continued denial by the innocent subject.

However, more often than not, the officer's questions are directed at somebody who has something to hide. Asking a subject in a field interview, "What are you doing out here?" tells the suspect to make up a lie since the officer likely has no information to contradict whatever he will say. A denial could also be triggered by an officer's direct accusation of wrongdoing, which requires the suspect to defend himself. "You robbed that woman." "No I didn't." This is a simple cause and effect dictated by the officer's state.

When all is said and done, it is very often the interviewer who causes many of his own problems and it is these actions that we will address in upcoming columns offering suggestions and remedies that can be put into play immediately.

About the Author: David E. Zulawski, CFI®, CFE, is Co-Chairman and Founder of Wicklander-Zulawski & Associates, Inc. (WZ) and a nationally recognized speaker on interview and interrogation techniques. Mr. Zulawski has also testified as an expert witness in the areas of interview and interrogation. He is a licensed polygraph examiner in Illinois and Indiana and has personally conducted over 9,000 interviews and polygraph examinations.

Mr. Zulawski and his firm developed and provide instruction in the acclaimed WZ Non-Confrontational Method of Interview & Interrogation. Additionally, Mr. Zulawski and Mr. Douglas E. Wicklander co-authored the text *Practical Aspects of Interview and Interrogation, 2nd Edition*.

Mr. Zulawski is a graduate of Knox College, Galesburg, Illinois. He is Chairman of the Advisory Committee of the Center for

Interviewer Standards and Assessment and worked to develop the Certified Forensic Interviewer (CFI®) certification examination.

About WZ: Wicklander-Zulawski and Associates, Inc. (WZ) is widely recognized as the premier consulting and training company in the field of interview and interrogation techniques. The company is dedicated to assisting public and private sector professionals to improve their interviewing ability to obtain the truth through legally acceptable techniques. More information on training courses and seminars can be found at www.w-z.com.

**RURAL DOMESTIC
PREPAREDNESS CONSORTIUM**
Submitted by: The Rural Domestic Preparedness Consortium

The Nation's rural emergency responders face unique challenges when compared to their urban counterparts. In recognizing the need for consistent, quality training which addresses those challenges, Congress and the Department of Homeland Security (DHS) established the Rural Domestic Preparedness Consortium (RDPC or the Consortium) to fill the training needs and requirement gap faced by rural communities. In authorizing the Consortium, Congress noted, "This new Consortium should provide regional approach to rural first responder awareness level training, develop emerging training, and provide technical assistance in support of rural homeland security requirements."

Led by Eastern Kentucky University, the Consortium is comprised of academic partners with expertise and niche capabilities in developing and delivering homeland security curriculum to rural first responders. These academic partners include:

- East Tennessee State University, Johnson City, Tennessee
- Eastern Kentucky University, Richmond, Kentucky
- Iowa Central Community College, Fort Dodge, Iowa

- North Carolina Central University, Durham, North Carolina
- Northwest Arkansas Community College, Bentonville, Arkansas
- The University of Findlay, Findlay, Ohio

To ensure that training directly reflects the needs of rural emergency responders, the Consortium convenes a national rural emergency preparedness summit and completes a bi-annual national survey of rural stakeholders. Data gathered from these activities are used to determine the type of training needs, the extent to which training is needed, and the best delivery methods.

Additionally, to ensure RDPC's activities are validated by the stakeholders it serves, an advisory board of practitioners serving in rural areas across the Nation provides guidance and recommendations to the program. The RDPC Advisory Board consists of 18 national organizations and associations representing the emergency services sector, public health, state and local government, the National Guard, and private industry.

To find out more information on RDPC, request a course, or find training in your area, visit: www.ruraltraining.org or contact RDPC staff (859) 622-8106.

**NEW AUTOMATED
TRAINING RECORD SYSTEM
FOR U.S. IMMIGRATION AND
CUSTOMS ENFORCEMENT**

by: Cory Myers, Envisage Technologies

Envisage Technologies announced that U.S. Immigration and Customs Enforcement (ICE), an agency within the Department of Homeland Security, awarded the company a 5-year, \$3.5 million contract (total base plus options). Envisage will utilize its Acadis® Readiness Suite software as the foundation for ICE's Training Management Support System (TMSS).

ICE will upgrade its legacy system with Envisage's secure enterprise platform and consolidate ICE's critical, high-liability training into a unified system. The TMSS will simplify

complex tasks, ensure agent compliance, and increase training throughput by automating key aspects of ICE training operations. This will result in comprehensive and legally defensible training records.

ICE will utilize several Acadis software modules including: the training management system, automated scheduling, automated testing, qualification/certification management and portal to meet its rigorous training management requirements, and modernizing key aspects of its law enforcement training operations. Acadis will be utilized at ICE training facilities in Glynco, GA.; Dallas, TX.; Charleston, S.C.; Washington D.C.; and field offices throughout the United States.

"ICE has undergone a significant transformation over the last five years. The Office of Training Development has been very successful at developing a consolidated vision for lifelong learning," said Ari Vidali, Envisage chief executive officer. "ICE has a fundamental understanding of the challenges and requirements surrounding high-risk training, and we are honored to have been chosen to play a significant role in implementing that vision."

About the Acadis Readiness Suite: The Acadis Readiness Suite is an enterprise software application that automates the management of complex, high-risk training environments for law enforcement, public safety, homeland security, and the military. The modular system architecture allows training organizations to customize the software by implementing modules as needed, including automated scheduling, registration management, housing/barracks management, certification compliance tracking, automated testing, and document management. The optional Acadis Portal Framework allows secure, decentralized access to in-service training reporting, class registration, and instructor availability.

U.S Immigration and Customs Enforcement: Immigration and Customs Enforcement (ICE) is the largest investigative agency within the U.S. Department of Homeland Security (DHS). Formed in 2003 as part of the federal
(continued on 13)



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

Ronald J. D'Ulisse, Senior Director
Law Enforcement Liaison & Education
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(continued from page 10)

government's response to the 9/11 attacks, ICE's mission is to protect the security of the American people and homeland by vigilantly enforcing the nation's immigration and customs laws. With more than 20,000 employees in over 400 offices in the U.S. and around the world, ICE plays a vital role in the DHS layered defense approach to protecting the nation.

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**BUSINESS MEETING MINUTES
OCTOBER 3-4, 2009
DENVER, COLORADO
(to be approved)**

CALL TO ORDER: President Mike Crews (FL) called the meeting to order at 1:00 p.m.

ROLL CALL: Secretary Lloyd Halvorson (ND) conducted the roll call for those in attendance. These included: North Carolina, Kentucky, South Carolina, Nebraska, Florida, North Dakota, Kansas, California, Arizona, Pennsylvania, Maryland, Vermont, FLEETA, and Alaska. Fourteen states present. Halvorson informed the President that there was insufficient membership present to allow a quorum.

AGENDA ADDITIONS: Grants Management class for Mike Becar and a cost share request from the Secretary for Denver-related expenses (to be added under the Executive Director's Briefing).

Roll Call Update: Larry Birney (OK) arrived at 1:15 p.m. to allow for a quorum. The required 15 states were now present. Eriks Gabiliks representing Oregon arrived at 2:00 p.m. providing for participation by 16 states.

APPROVAL OF MINUTES: MOTION by DiMicelli (CA) to approve the minutes from the Business Meeting on June 16, 2009 in Sparks, Nevada, and SECOND by Mann (AZ). One grammatical change was requested and noted. MOTION CARRIED.

EXECUTIVE DIRECTOR'S BRIEFING: Pat Judge informed the members of new post directors in Michigan and Illinois. He renewed the liability insurance for the association, executive committee, staff, and contractors. There have been nine options presented for the redesign of our logo. It is anticipated that recommendation and approval will occur at the annual conference in Texas. The next Executive Committee meeting will be in Washington, DC, on January 21-22, 2010, at the NSA conference.

- **Workshop Funding Request:** President Crews indicated that Mike Becar has requested to attend a Grants Management workshop which will cost \$675.00. Motion by Melville (KY) to approve request for funding. SECOND by Gallaher (PA). MOTION CARRIED.

- **Travel Funding Request:** Crews requested that the association help share the cost of the Secretary's travel to Denver. Halvorson has requested that IADLEST pay his airfare to Denver for \$219.20. His employer will cover all other costs. MOTION by Vrabec (AK) to approve. SECOND by Damitio. MOTION CARRIED.

CONTRACT AND GRANT'S MANAGER BRIEFING: Mike Becar gave a thorough progress report on all of the contracts and grants IADLEST is currently working on. The Pursuit Grant has accomplished 22 train the trainer classes producing 400 trainers. The project must still put on approximately 450 pursuit policy workshops. These are 4-hour classes. The grant was rewritten and included the purchase of two LCD projectors. Twenty-seven states have held

classes under the Older Driver Training grant producing approximately 600 trainers. Becar stated that June Kelly has done a great job with the Motorcycle Training Grant. It was the only grant selected for training at the IACP conference. IADLEST is still getting positive reports for NHTSA. The LE Training Template has been completed. SFST Assessments have been completed in Maine and Michigan with Virginia later this month and Wyoming in December.

The SFST Grant has been transferred to Syneren Technologies Corporation. We had this grant since September 2002 and have concluded our participation in it. The National Decertification Database has seen its 29th state participate and has almost 11,000 records.

The NLEARN Grant has been extended through May 2010. Over 520 members in 49 states are registered as users. Many academies have not signed on. A new Decertification Index Grant has been approved for \$350,000 through August 2011. The Grant committee will be chaired by Bill Muldoon (NE).

Becar also briefed the members on new initiatives, pending contracts, and the amount of time spent on each of the projects he is currently working on. A one-million dollar partnership grant with DOJ has been submitted. This would be similar to the umbrella agreement that is in place with NHTSA.

Becar provided a complete financial picture to the members. He indicated that the General fund was down to \$27,000; however, it went back up after he found \$25,000 that had not been transferred back to the general fund as it should have been. He stated he was concerned about some large bills for our attorney and requested the Executive Committee use caution and keep cost in mind when using these legal services. President Crews stated the association will not use legal services unless absolutely necessary.

With the new financial services system up and running, Becar believes we can proceed with bonding. The cost to obtain bonding for the Grants Manager, Executive Director, President, 1st VP, 2nd VP, and Treasurer is \$326.03 per year

for \$100,000 in coverage. MOTION by Elrick (VT) to approve the purchase of bonding. SECOND by DiMicelli (CA). MOTION CARRIED.

MOU with CALEA: President Crews left the meeting due to an invitation for him to attend the opening ceremony for the IACP conference. Halvorson called on Peggy Schaefer (NC) to present the MOU with CALEA. Schaefer handed out the MOU which generated considerable discussion about the value of the agreement to IADLEST both pro and con, the terms of the agreement, and the commitment it places on IADLEST. MOTION by Birney (OK) to approve the MOU as submitted. SECOND by Mann (AZ). MOTION CARRIED with two states in opposition.

MOTION to recess by Mann. SECOND by Damitio (KS). MOTION CARRIED.

President Crews called the meeting to order at 9:00 a.m. on October 4, 2009.

INTRODUCTION OF GUESTS:

- **Earl Hardy-NHTSA:** Expressed appreciation for IADLEST and the work done for NHTSA.
- **Ron Dionne and Chuck Daenzer-FLETC:** Dionne introduced Daenzer as the new FLETC liaison for IADLEST. He also introduced several other FLETC representatives present at the meeting. He expressed a strong desire to work closely with IADLEST on the Rural Policing Institute's training initiative. Daenzer stated that FLETC has hired Bruce Miller to coordinate with state POST Directors to get FLETC training approved. He indicated that RDPC and RPI will be attending each other's advisory committee meetings in an effort to work together. Daenzer indicated that Dr. Parsons (WA) is chairing a subcommittee for RPI and is looking for tribal law enforcement subject matter experts to assist the training effort.
- **Mark Logan-ATF:** Introduced by Steve Otto, Logan indicated that he oversees

training for ATF and their state and local partners. ATF would like to see more collaboration with IADLEST. ATF is a strong believer in training standards.

- **Dave Hobson-RDPC:** Introduced by Steve Otto, Hobson indicated that the RDPC and RPI are beginning to work together to share information, collaborate when possible, and reduce duplication in their efforts to train rural police officers/agencies.
- **Mary Lou Leary-U.S. Attorney General's Office.** Leary stated that her office is especially interested in standards regarding training that IADLEST works on. It is important that the training be "evidence based" so we know that it works. She also stated that OJP has awarded a \$350,000 grant to IADLEST to continue the National Decertification Index. She expressed the importance of not allowing "bad cops" to be passed on from state to state and agency to agency.
- **Jim Kerins and Lonny Wilder-LETN:** Spoke regarding their partnership with FLETC to roll out training to rural agencies.
- **Kim Kohlhepp-IACP:** Presented the discoverpolicing.org interactive website. He stated the over 600 agencies are registered, over 70 jobs per month are posted, over 2,000 job seekers have posted their information, and they host approximately 10,000 visitors per month. He demonstrated the site through a short video and asked the members to provide feedback on ways to improve the site.
- **IACP Candidates:** Four IACP members running for several VP positions at the IACP conference were present and given an opportunity to speak to the members and provide information about their work and ideas for the future of IACP.

COMMITTEE REPORTS:

- **Membership Committee:** Larry Birney (OK) informed the members that the

committee has been disbanded after the bylaw changes to 3.6 and 4.33.

- **Bylaw Revisions:** Mark Damitio presented the bylaw changes as amended and proposed. MOTION by Franklin (MD) to approve as presented and mailed. SECOND by Braaten (TX). MOTION CARRIED.
- **Technology:** Ray Franklin (MD) presented information regarding the NLEARN project. He also demonstrated a sample website that could be used to create a National Curriculum Distribution Service. Franklin reported that programmer Chuck Sadler has moved to Hawaii from Maryland. The NLEARN grant has been extended and can accommodate an intern for 120 hours at \$16.50 per hour. MOTION by Schaefer (NC) to approve the Technology Report. SECOND by Mann (AZ). MOTION CARRIED.
- **2010 Conference:** Tim Braaten (TX) provided an overview of the 2010 IADLEST Conference set to begin on Sunday, June 20, in Corpus Christi, Texas. He spoke about planned training, meeting locations, and activities available.

TREASURER'S REPORT: Treasurer Westfall presented the balance sheet for our financial accounts for 2007, 2008, and 2009. The general ledger was also provided to the members for review. She expressed appreciation to Mike Becar and Pat Judge for their work with the new financial management firm. Mike Crews asked the members if IADLEST should go back to do independent audits for 2007 and 2008. He indicated that there are very few records, and those that do exist may not be sufficient for an auditor to complete a thorough audit. In 2007 and 2008 our finances were done manually and without computer software. This makes retrieval of information difficult and time consuming. MOTION by Elrick (VT) to have an audit completed for 2009 only at the conclusion of 2009. SECOND by Melville (KY). MOTION CARRIED with the Treasurer abstaining.

MOTION by Melville (KY) to accept the Treasurer's Report. SECOND by Mann (AZ). MOTION CARRIED.

anticipated that the members will select the new logo at the June 2010 business meeting in Corpus Christi, Texas. Refer to page 17 for proposed logos.

REGIONAL REPORTS

- **Northeast:** John Gallaher (PA) stated that Pat Bradley has been replaced as Maryland's POST Director. Ray Franklin has been appointed interim director.
- **Central:** Chuck Melville (KY) stated there is a new POST Director in Illinois.
- **South:** Peggy Schaefer (NC) stated that Pat Melton has retired and Dwight Floyd has replaced her at the Florida POST.
- **Midwest:** Mark Damitio (KS) reported no POST Director changes. He indicated a regional meeting will tentatively take place in South Dakota in April. Oklahoma is working on credentialing and on standardizing active shooter instruction.
- **West:** Lyle Mann (AZ) reported no new POST Director changes. He stated Dick Clark (NV) was unable to be at the meeting. He spoke on e-learning and on their upcoming regional meeting in Sacramento.

ADJOURNMENT: MOTION to Adjourn by Damitio (KS). SECOND by Westfall (IA). MOTION CARRIED.

NEW IADLEST LOGO PROPOSED

The Executive Committee wishes to adopt a logo that would better reflect the organization. Last January the IADLEST Executive Committee asked for suggestions for a new IADLEST logo. Proposed logos were submitted. Marla Norville, graphic artist, North Carolina Justice Academy, prepared samples of the submissions. Eight proposed logos were published in the October 2009 IADLEST Newsletter for IADLEST members' review and comment. The Executive Committee will review member comments and narrow down the selections before the Annual Conference. It is



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- Access the IADLEST POST-NET (Internet) national curriculum library.
- Use the IADLEST POST-NET (Internet) national training calendar to list your training programs.
- Access IADLEST research studies and training products, e.g., Emergency Driving Training Guide, Radar/LIDAR Training Manuals, *IADLEST Sourcebook*, etc.
- Provide input on national policies affecting law enforcement standards and training.