

NEWSLETTER

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

Still some vendor and sponsor openings for the IADLEST June 2016 conference. Contact: Yvonne@iadlest.org

MESSAGE FROM THE VICE-PRESIDENT IADLEST IN THE BALKANS

by: *Daniel Zivkovich, Director, Massachusetts Municipal Police Training Committee*



In July, the U.S. Department of Justice, International Criminal Investigative Training Assistance Program (ICITAP) contacted IADLEST and asked if IADLEST was interested and able to make a presentation at a regional conference of Balkans

police training directors being held in Serbia. The goal of the conference was “to further develop competencies for advanced police education in complex tasks and assignments; building the capability of regional partners to confront contemporary challenges, risks, and emerging threats; understanding the creation of preconditions for career enhancement and development; as well as the free exchange of best practices among the attending delegates and their respective countries.”

Specifically, IADLEST was asked to give a presentation showcasing the benefits of membership and discussing how IADLEST is organized, managed, and what functions it serves in the United States. There was also a request for the IADLEST members to listen to the presentations and discussions during the conference and identify areas where IADLEST would have resources and expertise useful to participants.

IADLEST President Dave Harvey (MI) and Second Vice-President Dan Zivkovich (MA) were selected to represent IADLEST.

The conference was held September 23-25, 2015, in Vrnjačka Banja, Serbia, a town noted for its mineral waters and spas. Countries represented at the conference and who made presentations were:

- Bosnia and Herzegovina
- Bulgaria
- Croatia
- Kosovo
- Macedonia

- Serbia
- Slovenia
- Republic of Srpska

The theme for the three-day conference was specialized and advanced police training and practices and included topics such as:

- Curriculum development process
- Implementation and types of specialized training
- Police college structure and operation
- Merit-based recruitment and hiring
- Family/domestic violence
- Combining education with training

In light of the refugee crisis in the region, concerns about and investigation of human trafficking were understandably a major topic of discussion.

On the second day of the conference, Serbia offered a tour of its Mitrovo Polje Training Center in Goc. The facility is the site of one of Europe's most advanced training sites for raiding, dealing with, and investigating illegal drug production labs. The site contains re-creations of several types of drug labs, from marijuana growing to cook labs. Rather than being simply mock-ups, however, in each of the labs was actual equipment from successful drug raids that had been painstakingly disassembled and then reassembled at the police academy. A tour of the site was given. The academy also had a firearms instructor course in progress. A demonstration was offered that had the students participating in a timed proficiency drill that involved movement and multiple targets. Afterward, the hosts allowed the conference attendees to participate in a static shoot-off competition amongst themselves that was fired from the 10-meter line using PPC-style targets.

At the conclusion of the tour, we were able to watch the students engage in a simulated drug raid. The simulation was part of their final examination to graduate from the training. We watched as the student officers responded in police and support vehicles and as they donned personal protection suits and gear, set up a mobile decontamination site, and processed the suspect (including his decontamination) and scene. It was a very impressive performance.

On the last day of the conference, President Harvey started the day with an overview of IADLEST and what we have to offer. He followed with a discussion about Blue Courage and its concepts and goals. He concluded by discussing the benefits of networking and collaboration, offering as an example the information that he was taking back with him that he had gleaned from the presentations, and thanking our hosts for their hospitality.

While the focus of the conference was training initiatives and best practices in the Balkan region, mealtimes and evening activities provided time for international networking and the opportunity to discuss and compare a broad range of practices and initiatives between the United States and the Balkans.

While there are some significant differences in the structures of the criminal justice systems in the Balkans and the United States, two things became quickly obvious: The participants were very passionate about their police training, and there was much we could learn about police training from our Balkan peers. Even though the entire conference was filled with useful information, of special note to us were the instructional design processes and the use of police colleges and universities designed to specifically educate police officers.

Another message derived from IADLEST's participation in this conference is reinforcement of the reality that despite the many differences in criminal justice systems around the world, many similarities remain; and there is much we can learn from our peers, collectively, around the world when it comes to best practices in police training.

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

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

All professional training managers and educators are

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

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

IADLEST 2016 CONFERENCE GRAND RAPIDS, MICHIGAN



View of the Amway Grand Plaza from the Gerald R. Ford Presidential Library

Registration for the International Association of Directors of Law Enforcement Standards and Training annual conference will be opening in January! Take advantage of the early bird pricing by registering before May 1.

Conference Dates: June 5-8, 2016. Location: Amway Grand Plaza Hotel in Grand Rapids, Michigan; 187 Monroe Avenue NW; Grand Rapids, Michigan.

Looking for vendors and sponsors to help make this event a success! For more information or if interested in being a vendor and/or sponsor, please contact Yvonne@iadlest.org



IADLEST MEETING SCHEDULE

IADLEST will hold its midwinter Executive Committee Meeting at the J. W. Marriott Hotel in Washington, DC, in conjunction with the National Sheriffs' Association winter conference. The meeting is scheduled for 1:30 to 4:30 p.m., Saturday, February 6; and 8:00 a.m. to noon Sunday, February 7, 2016. All IADLEST members are welcome to attend.

The next IADLEST Business Meeting is scheduled for the June Annual Conference June 5-8, 2016, at the Amway Grand Plaza Hotel; 187 Monroe Avenue NW; Grand Rapids, Michigan. Refer to the www.iadlest.org for registration information.

CREDIT CARD PAYMENTS

IADLEST Membership renewals are due January 1. IADLEST accepts credit card payments for membership renewals. Members can log on to www.iadlest.org and click on "Join Now." Select "membership renewal", enter your member's user code, password, and provide the requested information. You can also contact Yvonne Pfeifer yvonne@iadlest.org or phone (208) 288-5491 for assistance.

Credit card payments are also available for purchases and those joining IADLEST. New members can log on to the IADLEST web page and follow the prompts.

POLICE OFFICER DECERTIFICATION

Submitted by: Roger L. Goldman, Callis Family Professor of Law Emeritus, Saint Louis University School of Law

The Associated Press recently published a series of articles on decertification of police officers for sexual misconduct: <http://www.timesfreepress.com/news/breakingnews/story/2015/nov/04/betrayed-badge-aps-investigation-officer-sex-misconduct/333856/>



IADLEST PARTNERS WITH FEDERAL MOTOR CARRIER SAFETY ADMINISTRATION TO PROVIDE TRUCK AND BUS ENFORCEMENT TRAINING

by: Keith A. Ternes, Manager, IADLEST T&BET Project

In partnership with the Federal Motor Carrier Safety Administration, IADLEST is proudly embarking on a new training initiative entitled T&BET, which is short for **Truck & Bus Enforcement Training**. This four-hour block of instruction intends to re-establish the importance of having municipal, county, and other local law enforcement officers (in addition to those representing state highway agencies) actively engaged in the enforcement of moving and equipment violations associated with large trucks, buses, and other commercial motor vehicles.

By increasing the attention both city and county law enforcement officers pay to commercial vehicles and the poor or dangerous driving behaviors exhibited by some who operate them, IADLEST's goal is to have a positive impact on those driving behaviors and reduce the number of serious injury or fatal crashes that involve a commercial vehicle, nationwide.

This new training initiative is currently targeting the ten states representing the highest national percentage of fatality and serious injury crashes involving commercial vehicles. Those states include Texas, California, Illinois, North Carolina, Ohio, Pennsylvania, Georgia, Florida, Indiana, and New York. The training has already been provided to over 200 law enforcement officers and traffic safety advocates in North Carolina and Florida and has been very well received. Local officers in both states are already emphasizing the importance of increasing their commercial vehicle enforcement activities, and are committing themselves to reducing the serious injury and fatality crash numbers that have their respective states listed as one of the ten highest in the country. Congratulations to both of them for taking the initiative to do so!

In addition to providing the core curriculum to the students who attend the training, the T&BET program also provides those students who are interested in delivering the material to others with

the capacity to do so. The four-hour course includes a “train-the-trainer” component which allows the T&BET material to be delivered to an unlimited number of officers throughout the country, thus magnifying the impact the training hopes to have on reducing the number of commercial vehicle crashes occurring on the nation’s roadways.

IADLEST is extremely excited to be working with the Federal Motor Carrier Safety Administration on this new training initiative. If you or your agency is interested in learning more about the T&BET program, please don’t hesitate to contact the program manager, Keith Ternes at keithternes@iadlest.org, or by calling 701-630-4016.

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.

Natasha Archer, Invest in Kids, Washington, DC
Eileen Carlin, Rasmussen College, Brooklyn Park, MN
Gerald Champagne, Schoolcraft College, Livonia, MI
Jeffrey Chapman, Nat’l Assoc. of FTO’s, Glendale, AZ
Kevin Duffy, Daytona State College, Deland, FL
Peter Dunbar, Evergreen, CO
R. E. “Bob” Griffiths, Alaska POST, Juneau, AK
Bob Hawkins, Minnesota POST, St. Paul, MN
Stacy Holloman, NC Justice Academy, Salemburg, NC
Benjamin Jean, New Hampshire POST, Concord, NH
Arthur Mackie, Supreme Court Police, Washington, DC
Sean Moriarty, Delaware State Police, Dover, DE
Steve Nicola, Lake Region State College, Devils Lake, ND
John Ortolano, Arizona DPS, Phoenix, AZ
Brandon Satepauhoodle Mikkanen, Lebanon, IL
Kimberly Schlau, Uhl Memorial, Lebanon, IL
Doug Simmons, the Learning House, Louisville, KY
Joseph Witkowski, POST, Springfield, MA

POST DIRECTOR CHANGES

Alaska: R. E. “Bob” Griffiths was appointed Executive Director of the Alaska Police Standards Council. Before accepting the Director position, he was the interim Police Chief of Haines, Alaska. He also served as the Chief of Police for the City of Cordova, Alaska.



Bob has more than 40 of law enforcement experience. He started his career at the Jackson County, Oregon, Sheriff’s Department. After moving to Alaska, he worked as an officer, detective, sergeant,

and lieutenant for the Anchorage police department. Bob served as the Director of the Alaska Association of Chiefs of Police’s National Law Enforcement & Corrections Technology Center.

Bob is also the owner and captain of the 50’ Kadey Krogen PilotHouse Trawler. The boat cruised from Portsmouth, Virginia, to Scappoose, Oregon, via Bahamas, Jamaica, Panama (canal), and north up the Pacific coast to Oregon. The vessel is currently berthed near Portland, Oregon, along the Columbia River.

Delaware: Captain Sean E. Moriarty, Ed.D, has been a member of the Delaware State Police since 1994. Prior to his employment with the Delaware State Police, he worked as a police officer and dispatcher in Wayland, Massachusetts.

On November 1, 2015, Captain Moriarty was appointed as the Director of Training for the



Delaware State Police and the Administrator for the Delaware Council on Police Training. He is responsible for all recruit, in-service, and elective training.

Prior to joining the academy staff, Captain Moriarty served as the Troop-4 commander in Georgetown for five years. Troop-4 is one of the largest troops in Delaware encompassing urban and rural landscapes. It is the only patrol and criminal investigation (detective) troop in Sussex County, which is comprised of personnel who are assigned to uniformed patrol, major crimes, property crimes, white collar crimes, youth, school

resource, polygraph, evidence detection, court liaison, community liaison, undercover drugs, auto theft, and the Governor's Task Force.

Captain Moriarty's prior assignment include: Director of the Office of Professional Responsibility, which included Internal Affairs, Inspections, and Accreditation; Troop-7 Deputy Troop Commander; Assistant Director of the State Bureau of Identification; Assistant Director of the Planning and Research Section; polygraph examiner and supervisor; shift commander/patrol sergeant; major crimes detective; and patrol trooper.

Captain Moriarty holds a Doctorate in Organizational Leadership and Innovation, a Master of Science degree in Criminal Justice, and a Bachelor of Arts degree in Criminal Justice. He is a certified Master Instructor with the Delaware Council on Police Training. In addition to teaching a myriad of courses at the Delaware State Police Academy, he is an adjunct professor for Wilmington University and Delaware Technical and Community College. He has published articles in several periodicals including: *The Police Chief* and the *Delaware Trooper*. He is also the author of the book, *Leadership Development for Law Enforcement: A Model for Program Implementation*.

“CHANGING OF THE GUARD”

*by: David Moore, Chief of Police Retired,
Vice President Virtual Academy*

“Is that like the old satellite television training we used to use back in the day?”

This was the first question I received during my first law enforcement conference as I began my new career with V-Academy.

I smiled confidently as I answered, “Well, no, not exactly.”

I had just retired from my agency of over 26 years where I began as a dispatcher, where I retired as the Chief and where I served in just about every capacity in between. I was familiar with the satellite training in question. In fact, my old

department still has an old satellite signal receiving dish on the roof.

I remembered the booking room of that aging police department being the place where we used to huddle around a television set to view the “on schedule training” brought to us via that satellite training network. It was really a novel idea at the time, much the same as present day thinking - why not provide good training to the masses at a fraction of the cost?

As industry standards have changed seemingly overnight, so too have the learning management systems created for the law enforcement industry. Higher Education, manufacturing, professional CLE's and CCU's have driven the building of these technologies. The great part is that public safety now benefits. These technological advancements are not a new phenomenon. The military and private industries have long been proving grounds for technology and advancements that eventually benefit law enforcement and other public safety applications.

As an investigator, I wrote grants through the U.S. Military Technology Transfer Programs and traveled across the country for training on technologies that had been used for years by the military and tested at the military proving grounds before the technologies were declassified and provided on a limited basis to agencies willing to report statistics based on use in the field. As a Chief, I made use of LLEBG grant funds for new technologies any time I could. Many of these technologies have since become common place such as fiber optic scopes created for surgical procedures now deployed for examination of gas tanks and other hard-to-reach or tactically dangerous spaces, software that allows for massive bulk data and number examinations from phone and computer records, night vision equipment, and many other tools that a few short years ago were out of reach to the local law enforcer.

Just as technological innovation has reshaped the equipment we use, V-Academy is changing the future of law enforcement management and training. V-Academy implements a multifunctional training management platform software coupled with educational design using graphics, text, and video professionally produced

with the subject matter experts on the leading edge of their specialty. Additionally the V-Academy training management system is customizable and can be used for records management, training approval, scheduling, randomized questions and lockout assessments, and reporting with features that allow for course production by the users for policy training or courses specific to that agency. How do new tools become common and accepted in public safety? Visionaries and progressive thinkers must be willing to imagine a better way, to implement new ideas, and to provide solutions to real issues. The tools are here, they are developed, and slowly but surely, our industry is coming to terms with a new way of training. The online training and training management provided by V-Academy is not yesterday's satellite television training; but rather, it is and will be the future of law enforcement training for years to come.

2015 ENDING ON A "NCP" HIGH NOTE

*by: Chris Borland, Envisage Technologies and
Peggy Schaefer, IADLEST NCP Manager*

Now Accepted in 31 States



The National Certification Program (NCP), a broadly supported training quality standard for law enforcement continuing education programs has been making incredible strides in its first year. Looking back, as we do at the end of a year, we

thought it would be good to give you some updates on how things have gone so far.

The new NCP, only a mere seven months old, is now accepted in 31 states. IADLEST is still working with those who have not signed on yet to get the program accepted in all 50 states before the NCP reaches a year old. Currently, all of the nationally certified training is available to more than 500,000 criminal justice professionals in the USA. However, IADLEST won't stop until the number of training courses include every provider. All IADLEST-reviewed courses comply with the training "best practices" and count towards annual in-service or advancement credit in our participating states. The IADLEST seal displayed

with a training program is a huge WIN for the officers, agencies, POST Directors, and training providers.

"The response from our State POSTs and Law Enforcement agencies has been overwhelmingly positive" stated Mike Becar, IADLEST Executive Director. "Most of my colleagues are telling me a program like this, where we will increase the quality of training, eliminate inappropriate or bad training from the market, and elevate the level of professionalism for officers Nationwide, is long overdue."

Please contact Mike Becar, IADLEST Executive Director (mikebecar@iadlest.org) to help your state get on the list for the National Certification Program. If you are a law enforcement department wishing to gain access to high-quality, certified training visit: www.iadlest-ncp.org

IADLEST is also rapidly approving new online and in-person courses monthly and has created a National Training Catalog to take the guesswork out of finding high-quality programs in a variety of subjects. Dozens of providers are working to get their courses certified including many well-known industry leaders. To date, we have issued 20 certifications for both online and in-person courses from more than a dozen vendors. Check out the list below of currently approved courses.

We have also recruited more than 90 subject matter experts and have continued to refine our process and our rubrics to ensure quality training always comes first. "We have recruited some of the best experts from many different states. These are the people who are ensuring the men and women in law enforcement are getting the very best training available," explained Peggy Schaefer, IADLEST NCP Director. "We have been getting amazing recommendations from directors across the country, and we will keep adding more experts in the new year. Our hope is to have more than 200 in our cadre of experts. These are the people who will review these courses and help us ensure we put the IADLEST seal on quality training, deserving national certification."

If you have a recommendation for experts who can help review courses submitted for national certification, please contact Peggy Schaefer (peggyschaefer@iadlest.org). To find out more about the certification process and the courses already certified, please visit <http://iadlest-ncp.org>.



IADLEST
National Certification Program
Certified Courses

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



Course

Approval
12/28/2015

The Graffiti Consultants
Graffiti Investigations

This Graffiti Investigation Course is the best way to receive all of the strategic information you will need to perform a successful graffiti vandalism investigation.

COURSE CURRICULUM:

- The Best Solution for Graffiti on Private Property: Graffiti Ordinances That Work
- Getting Graffiti Vandals to Stop: How to Establish an Effective "Package of Penalties"
- Tips and Tricks for Catching Graffiti Vandals
- Let's Work Together: How to Build a Successful Anti-Graffiti Collaborative Partnership
- Let's Stop It Before It Starts: Graffiti Prevention and Alternatives

Course ID: 1522-12

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



Innovative Reasoning

12/1/2015

Critical Decision Making for Traffic Stops

This instructor-led training program is designed to provide the participants with the knowledge, skills and abilities to make better critical decisions while effecting traffic stops and improve law enforcement outcomes.

Course ID: 1521-12

Class: In-Person **Length:** 12 hours





**Bureau of Justice Assistance
Crime Analysis for Chief Executives**

11/16/2015

This intensive two-day workshop is designed to support Chiefs, Sheriffs and other police executives in the development, utilization, and enhancement of crime and public safety analysis intended to drive departmental operations. The training is intended to build capacity and improve communication among ranks and disciplines, specific to the creation and utilization of actionable analysis.

Course ID: 1518-11
Class: In-Person **Length:** 14 hours



**Blue to Gold
Advanced Search and Seizure**

11/12/2015

The 4th Amendment, and in particular search and seizure, are at the very core of police work. Almost everything you do as an officer involves the Fourth Amendment. Yet, most cops are taught about eight hours during the academy and that's it. If you're lucky maybe you get some in-service legal training.

Course ID: 1515-10
Class: In-Person **Length:** 8 hours



**Innovative Reasoning
Responding to Domestic Violence**

11/9/2015

This training program is designed to provide the participant with the knowledge, skills, and abilities to make improved critical decisions and achieve better law enforcement outcomes when responding to a domestic dispute.

Course ID: 1517-11
Class: In-Person **Length:** 12 hours



**John Reid & Associates
Interview & Interrogation Day 1**

11/5/2015

This course offers advanced training to investigators who have already received training in the basic course on the Reid Technique. The focus of this instruction is on improving interrogation skills.

Course ID: 1511-11
Class: In-Person **Length:** 8 hours





John Reid & Associates

11/5/2015

Interview & Interrogation Day 3

This Course will enhance the investigator's ability to assess a subject's credibility - to read and evaluate the verbal and nonverbal behavior symptoms displayed by a subject (victim, witness, or suspect) during an investigative interview for indications of truth or deception. It will expand the content of the investigative interview by demonstrating the utilization of behavior provoking questions and the appropriate response models. It will increase the investigator's ability to secure legally acceptable confessions through the use of the Reid Nine Steps of Interrogation, including theme development, stopping denials, overcoming objections, and the use of alternative questions.

Course ID: 1510-11

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



Force Concepts

Documenting Use of Force

Documenting Force delivers proven strategies that help officers avoid unnecessary internal and external scrutiny. Participants receive instruction on how to:

1. Learn body-worn camera reporting strategies.
2. Explain decisions and actions in quantifiable terms.
3. Identify critical details needed for use of force reports.
4. Write and examine reports using step-by-step strategies.
5. Apply strategies that make reports easier to read and write.
6. Write consistently to avoid unnecessary liability and scrutiny.

11/2/2015

Course ID: 1516-11

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



John Reid & Associates

10/22/2015

Interview & Interrogation Day 4

This course will enhance the investigator's ability to assess a subject's credibility - to read and evaluate the verbal and nonverbal behavior symptoms displayed by a subject (victim, witness, or suspect) during an investigative interview for indications of truth or deception. It will expand the content of the investigative interview by demonstrating the utilization of behavior provoking questions and the appropriate response models. It will increase the investigator's ability to secure legally acceptable confessions through the use of the Reid Nine Steps of Interrogation, including theme development, stopping denials, overcoming objections and the use of alternative questions. This program combines the content of the three-day Reid class as well as the one day Advanced Reid class.

Course ID: 1509-10

Class: In-Person **Length:** 32 hours



**Innovative Reasoning
Critical Decision Making for LEOs**

9/15/2015

This program integrates the systems approach to training, experiential learning, recognition-primed decision making and task proficiency to provide reality-based training designed to improve critical decision outcomes in high risk, high consequence, and low occurrence events.

Course ID: 1508-09
Class: In-Person **Length:** 12 hours



**NC Justice Academy
Officer Safety:
First Five Minutes**

6/30/2015

Officers will learn how to survive the first critical moments of a life threatening injury, from vehicular crashes to circumstances surrounding a hostile subject.

Course ID: 1506-08
Class: In-Person **Length:** 4 hours



**NC Justice Academy
Officer Safety:
Responding to Crimes of Duty**

6/30/2015

There are a high number of officers assigned to various agencies reducing the likelihood of officers recognizing other law enforcement officers out of uniform. Officers need to be identifiable in the event they respond to public active shooters and other violent crimes where a limited amount of suspect information is available. Family members of officers need to have a plan in the event the officer is targeted for revenge by a suspect. Potential law enforcement equipment necessary for a safe response to crimes in progress while witnessing off-duty crime will be identified.

Course ID: 1506-07
Class: Online **Length:** 4 hours



**Applied Simulation Technologies
[EVOc101] Part 5:
Intersection Departure for LE**

5/22/2015

List the steps for safely departing an intersection; Recognizing the common hazards you might encounter during the departure stage; Recall all steps and key concepts in the EVO Intersection Analysis process.

Course ID: 1505-05
Class: Online **Length:** 0.5 hours



Applied Simulation Technologies

5/22/2015

**[EVOC101] Part 3:
Clearing Intersections for LE – Basics**

List basic steps for clearing an intersection; Select appropriate methods for clearing an intersection; Recognize the risks associated with improper intersection clearing.

Course ID: 1505-03

Class: Online **Length:** 0.5 hours



Applied Simulation Technologies

5/22/2015

**[EVOC101] Part 2:
Intersection Assessment for LE**

Describe how the assessment stage and the approach stage work together in intersection analysis; Identify all the hazards and potential hazards in a given scenario; Categorize the hazards as potential or immediate and prioritize them according to their level of danger; Recognize the risks associated with each hazard.

Course ID: 1505-02

Class: Online **Length:** 0.5 hours



Applied Simulation Technologies

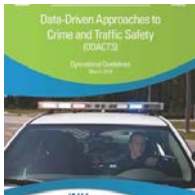
5/22/2015

**[EVOC101] Part 1:
Intersection Approach for LE**

Identify the primary goals of the Approach stage of intersection navigation; Label highway travel lanes with corresponding reference numbers; List the intersection approach tasks in sequence and link them to appropriate distances; Select appropriate methods for maximizing vehicle control when approaching intersections; Recognize the risks associated with improper intersection negotiation.

Course ID: 1505-01

Class: Online **Length:** 0.5 hours



IADLEST Training

5/13/2015

Data Driven Approaches to Crime & Traffic Safety

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

Course ID: 1506-06

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

About IADLEST: The International Association of Directors of Law Enforcement Standards and Training (IADLEST) is an international organization of training managers and executives dedicated to the improvement of public safety

personnel. IADLEST serves as the national forum of Peace Officer Standards and Training (POST) agencies, boards, and commissions as well as statewide training academies throughout the United States. IADLEST.org

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

OREGON UPDATE

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

The Center for Policing Excellence (CPE) at the Oregon Department of Public Safety Standards and Training (DPSST), in partnership with the Oregon Criminal Justice Commission (CJC), are pleased to share an update on the Oregon Knowledge Bank (OKB). OKB is designed to be Oregon's "go to" resource for Oregon-based public safety programs and research. OKB will feature programs that are operating in Oregon, summarize the available research, and supply users with an Oregon public safety agency directory. OKB launched on December 1st and is in the process of having agencies submit information regarding programs they have implemented in their communities that are

effective. The goal is to identify these programs so that police agencies can benefit from one another's creativity and community strategies. To submit a program, all the local agency needs to do is click on "Submit a program today" and complete a simple form. If you have more than one program that you are proud of, please complete a form for each program. Each month, the OKB newsletter will feature a program submission from the OKB website. December's featured program is the Chronic Nuisance Property program implemented by the Corvallis Police Department. An ongoing issue for the Corvallis PD is responding to college parties that are causing disturbances in neighborhoods. Citing and warning the offenders did not change their behavior. The Chronic Nuisance Property program instituted a tracking system to better monitor repeat offenders and triggers warning letters and fines to the property owner if the behavior does not cease. Coupled with the Special Response Fee Notice, which provides for civil penalties for repeat offenders, Corvallis PD reports a drastic decline in repeat offenders.

DPSST is in the process of a total Firearm's curriculum re-write. A workgroup of Academy staff and constituents has been formed to accomplish this review with recommendations being sent to the Police Policy Committee of the Board. The purpose of this curriculum re-write is to ensure we are supporting the Center for Policing Excellence (CPE) in their task of reviewing, revising, ensuring best practices, and ability to continually evaluate training in all areas. CPE's task in reviewing the Basic Police curriculum is monumental and this gives us an opportunity to greatly assist that process. During this project, we will be concentrating on many areas to include, but not limited to; emotional and physiological factors affecting officers in deadly force situations, best practices regarding gun handling tactics, marksmanship, tactical movements within a deadly force environment, staff usage efficiencies, round expenditure efficiencies, facility efficiencies, and equipment. The end product will be a progressive curriculum that is evidence-based, and utilizes best practices as identified through copious research. Our target implementation date is early 2017.

ISSUES AND SOLUTIONS IN PROMOTIONAL TESTING

by: Henry Morse, Fire Service Testing Company, Inc.

Promotional testing is increasingly becoming something we have to do correctly, in every sense. Our audience is becoming both more educated and more insistent, even litigious. This is no longer something we can afford to do sloppily or with any "good old boy" winks and nods. Three areas specifically seem to generate problems: challenges, test content, and disparate impact.

Challenges: Allowing test-takers to lodge any challenges is questionable in its essence. It is allowing the base-runner to question the call of the umpire at second base. The umpire may have made a mistake, but the base-runner is the wrong person to make the claim. He is hopelessly biased and has an intractable conflict of interest in the outcome.

So it is with test-takers. People challenge not because they care about the scientific accuracy and efficacy of the test, but rather to get another point. They don't care, usually, if their challenge is valid or not. They just want the point. And most test administrators do not have a clear view of which challenges are valid and which are not, nor how to respond in either case.

And yet we feel we must allow some challenges. Mistakes can occur. Turns out, there are only three valid challenges that any test-taker, on any subject, can spot while taking a test. Those are:

1. No correct answer
2. Multiple correct answers
3. Question not from reading list

All questions should be documented by book and page from some source document, such as a textbook or Department SOP. If that is done, then any of these challenges can simply be looked up and determined to be true or false. A disinterested third party should do that - perhaps someone in HR. Note, however, that it requires someone with a knowledge of the subject to determine whether the decoy answers are fully false or not. This is why writing good test questions is so hard to do. Anyone can look up in the manual that the proper dose of a certain medication is 0.5 milligrams, but

would 0.6 be wrong? Could be that's a trivial distinction, or it could be a dangerous overdose. You'd have to know.

If any one of these challenges is lodged and found to be true, then the question must be removed from the test for everyone. It is not proper to simply award the point to everyone, or allow either of two answers, etc. Reason is, once we pronounce the question defective, then we have no justification to either award or withhold a point based on it. It is defective. Also, it's not fair to those who saw past the defect, whatever it was, and selected the right answer. The next guy, who did not, gets the same point? No. That would be grounds for a challenge too.

Other challenges that may come up which are not valid include

1. Question not relevant
2. We don't do it that way here
3. Question too hard to understand
4. Typo

Certainly some information in some textbooks can be considered irrelevant. Texts may include the melting point of several kinds of metal, for instance. And that MAY not be relevant, unless you are the fire officer figuring out how long the crew can stay inside that Home Depot before the roof drops. This is another reason why a test question writer should have experience in the field - to know which points are more relevant or applicable than others.

That said, it is assumed that any textbooks and certainly Department SOPs are written by experts. And if THEY felt it was important enough to include, then we put ourselves in an awkward position if we declare parts of their books irrelevant. It says that we know more than they do about it. Which we may, but it's a bold statement. Further, if the test-takers were told that anything in this book was fair game, then those diligent enough to have learned some particular point deserve to get credit for answering the question correctly. More so than someone else who did not bother to learn it and then gets the question thrown out because it was "not relevant."

The time to decide what is relevant is when the book list is chosen. It is possible to exclude certain chapters, topics, or things like tables or charts. We must be careful, however, because sometimes authors present a topic of such importance that it gets its own table or chart or graph and may not appear in the text, such as "NOTE - Spiking a motorcycle is a use of deadly force!" We would not want to exclude such a point.

As to whether or not "we do it that way here," two points. One, perhaps we should be doing it that way here. Never hurts to question that and think about it. Two, once personnel rise above entry level, it is relevant for them to learn how other agencies do things around the country. It is both part of an officer's professional education, and it is one way these things are communicated throughout the industry. We should not capriciously shield them from exposure to new ideas. These are the decision-makers of tomorrow.

If a question is deemed "too hard to understand," that is a judgment call, certainly. And, some questions are poorly written or unnecessarily complicated. That said, some concepts are complicated. But again, it is not for the test-taker to decide, especially someone who got the question wrong. And, this hardship, if it is real, happened to everyone equally. Therefore, there is no justification for favoring some test-takers (those who got it wrong) over others (who may have gotten it right). This is an invalid challenge.

Typos occur on all kinds of documents every day in real life. A simple typo is not grounds to throw out a question. If, and only if, the typo is exactly such that it forces the test-taker to choose between two now-correct answers, or creates a situation where no answer is correct, then it should be thrown out - but not otherwise. Again, we prefer to reward the alert individual who saw past the typo, not someone else who was stumped by it.

Test Content: What should be on a promotion written test? Ideally we'd like to take a snapshot of everything candidates at that level should know, and pick from it. People have tried testing from job descriptions, NFPA Standards, their own

experience, past practices, etc. All those things have deep psychometric problems associated with them, too many, and some too subtle, to go into here.

What we can do, that comes close, and is psychometrically sound, is to select textbooks and/or Department documents, and test from those. Industry-accepted texts are certainly valid and applicable, and even more so Department documents, such as SOPs.

Once valid materials are selected, and remember you can include or exclude certain chapters, topics, charts and graphs, etc., now we have only to render these topics into sound written questions. That is very far indeed from being as simple or easy as it sounds. It requires a ferocious command of vocabulary and analytic thought, as well as subject area knowledge. We have all taken tests with questions that had two, three, or even all four answers arguably correct. "What is the most important thing about a robbery?"

Every word counts. Take the word "boat." Am I referring to a rowboat? 900-foot tanker? Sailboat? Cruise ship? Submarine? Airboat? Who knows?

And before we can even craft the question, we must first tease the essence of what we want to ask out from the background. And we must analyze what exactly it is that makes one thing a "chase" and another thing not. Or one thing an act of "insubordination" and another not. This is an intellectually demanding thing, to write test questions.

But it is important to start with the right materials. They must be job-relevant and written to an appropriate reading level, generally high-school. Just doing that will eliminate the majority of potential challenges.

Disparate Impact: This is the claim that a test is defective because one identifiable group, a protected minority, did not do as well as another group, or the whole group, by a large enough margin of difference. It is an easy enough thing to determine by crunching a few numbers, in a simple exercise in statistics that is within the reach of nearly anyone.

However, for all that, it is wrong. The claim is wrong. It is not supported by the science or the math.

To show that one thing has caused another, we must first eliminate any other cause that could have produced this outcome. Then we try the one thing and see if the other thing happens or not. Though it sounds simple, it can be highly subtle and is vitally important. This is the essence of an experiment, the only way to attach scientific validity to any claim of cause and effect.

For instance: Let's assume that we propose that pulling the trigger on a pistol is what causes it to discharge. Not the ambient temperature, touching the barrel, inverting it, wetting it, or anything else. Pulling the trigger.

To establish that, we might acquire ten identical pistols, loaded with identical ammo, and arranged in identical conditions of temperature, pressure, relative humidity, light, airflow, etc. Then we pull the trigger on five of them but not on the other five. Since that was the ONLY difference between the two groups of guns, we can conclude that pulling the triggers is what caused them to discharge.

Compare that to the case where perhaps we drop a couple on the floor and they discharge too. Or some were set up to fire electronically from a radio signal. Once we have even one other potential cause, then we can't conclude that this particular cause was responsible.

On a test, if five guys fail, there can be a number of reasons why. They may not have studied as hard. They may have had distractions or been sick or been anxious. They may even have conspired to do poorly. And it could be (supposedly) that this test somehow reached out and learned their demographic particulars and decided to impact them differently than the other test-takers. It sounds nonsensical to say, yet that is exactly what this claim says.

The point is that once we recognize even ONE other possible cause of this outcome, then we cannot scientifically justify any assumption as to the cause. Further, as a professional question-writer, I must say that I could not design a test,

any test that could render a score based on anything other than candidate responses.

This claim arises, of course, out of a desire to change the demographics on a given Department or at a given Rank. That is a goal whose merit might be a reasonable subject for debate, but the way to do it is NOT to tinker with scores. Test scores are a scientific instrument and they read what they read. They do not respond to political wishes. To claim the test is defective because we don't like the results is like cursing the scale at the doctor's office because we don't like what it says either.

The way to change the demographics, if that is desired, is to first publicly announce the intention to do so, then get buy-in from the Stakeholders, then give the test as usual, but produce two scoring results. One is simply everyone in rank order, as usual, and the other is a list of those from the target demographic group only, also in rank order. Then you promote the top scorer from the Everyone list, then the top scorer from the Target Demographic list. Then the next highest from Everyone, then the next highest from the Target Demographic group, and so forth until enough have been selected from the Target group. After that point (predetermined) is reached, then promote from the Everyone list.

These are three top areas of trouble that can arise in entry or promotional testing, and suggested ways to prevent or deal with them. There are fifteen other identifiable areas in such testing that can be done correctly or incorrectly. To read further, see the book *Emergency Services Personnel Testing Practices*, by Morse, available at Amazon.com.

About the author: Henry Morse is president of Fire Service Testing Company, Inc., which provides Entry and Promotion testing to Police, Fire, EMS, and Military jurisdictions across North America. He can be reached at www.FSTC.com.



Kentucky Department of Criminal Justice Training Selects the Acadis® Readiness Suite to Track Officer Training

by: Kim Storvik, *Envisage Technologies, Bloomington, IN*

Cloud-based software will manage academy operations and certifications state-wide.

Envisage Technologies, a Bloomington, Indiana-based high-technology firm, announced that it was chosen by the Kentucky Department of Criminal Justice Training (DOCJT) to implement the Acadis® Readiness Suite to replace its legacy credentialing and training management system. Envisage's cloud-based solution is designed specifically for public safety.

The system will be used to automate academy operations, including curriculum development, scheduling, registration, housing, and testing, as well as track full training and compliance records for the 15,000 law enforcement officers across the state. The state-wide system connects all departments and will allow law enforcement agencies to report officer training and employment, register officers for courses, and renew certifications in a highly-secure framework. Acadis® will support the entire hire-to-retain lifecycle to ensure that each officer remains in compliance with all certification requirements.

“The academy automation and distributed portal are an ideal fit for the needs of DOCJT, our law enforcement agencies, and officers.” stated Leslie Gannon, Deputy Commissioner.

“We are excited to add DOCJT to our rapidly growing customer base,” stated Cory Myers, Vice President of Homeland Security for Envisage. “With the addition of Kentucky, Acadis® has the largest installed user base of first responders in the nation with over 1,000,000 personnel tracked.”

“When we envisaged the Acadis® Readiness Suite, we wanted to build the most robust, secure, and comprehensive compliance ecosystem in the world,” said Ari Vidali, Envisage CEO. “We succeed in implementing our vision by constantly listening to our customers and closely collaborating with them to create a powerful solution that simplifies their jobs.”

About the Department of Criminal Justice Training:

The mission of the Department of Criminal Justice Training is to provide quality criminal justice training and other services that will enhance the ability of the state's law enforcement personnel to reduce crime and its costs and create a safe, secure environment for Kentucky.

It is the goal of the Department of Criminal Justice Training to accomplish its mission while adhering to the values of honor, responsibility, and commitment.

About ENVISAGE: Envisage is a high tech software company founded in 2001 to automate complex training operations for first responders and the military. We create solutions that make our world a safer place. Our mission is to improve the readiness of our nation's public safety professionals to ensure they come home alive. The company's training and compliance software platform leads the industry, serving over 1,000,000 first responders and 8,600 public safety departments, across multiple states and the federal government.

Our clients include federal law enforcement agencies, including the U. S. Department of Homeland Security (DHS) and many state law enforcement and public safety organizations (www.EnvisageNow.com).

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About the Acadis® Readiness Suite: The Acadis® Readiness Suite is designed to make certain that our law enforcement, military, and emergency services are trained, equipped, and ready to respond. The Suite measures readiness by automating complex, high-risk training and compliance operations. Acadis® increases the accuracy and effectiveness across every level of critical incident response by consolidating information about personnel and resources. The modular system enables organizations to implement functionality where needed to support the entire compliance lifecycle. Acadis® embodies a single, powerful idea: To make certain our first responders come home alive. (www.Acadis.com)

COMING SOON!
REGISTRATION NOW OPEN!
by: Cedergrens Mek. and Skidcar System, Inc.

The 2016 International Driver Training Symposium is approaching quickly. Though targeted primarily at First Responder and EVOC Instructors, the speaker presentations and networking sessions promise a wealth of information valuable to any instructor or administrator.

Scheduled sessions include: training the Millennial Generation in analog outcomes, Pursuit Intervention Techniques considering new vehicles and ESC/TC technology; and updates on future controlling technologies like ESC, Smart Differentials, and Predictive Skid Control. Further presentations are scheduled for advanced learning, testing, and record keeping technologies that are used around the world. All of the presenters will be available and accessible for questions and conversation during networking sessions.

With decades-old curriculums still in use today, there are not many resources for practical change and technically correct answers to modern outcomes. These two days of presentations and demonstrations are intended for ALL TRAINERS, whether your agency has a SKIDCAR or not.

Limited modern resources combined with a decline in experienced instructors and few new ideas for solutions today, mean that this symposium should be on your EVOC instructors' or administrators' April calendar.

After the two days of presentations, an optional third day of this event will feature an Electronic Stability Control Workshop for EVOC instructors, SKIDCAR Service Clinics, and SKIDCAR Instructor Recertification for existing SKIDCAR instructors. Those who want to learn more about the SKIDCAR, ATSS Accident Avoidance Light System, and/or the Vigil System, will have the opportunity for in-car, hands-on demonstrations of the equipment.

Another Rider Training Symposium at the end of the week will be directly related to two-wheel rider training and technology issues.

The host property will be the Atlantis Resort in Reno, NV.

For registration and pricing details, please contact SKIDCAR System, Inc., at (702) 395-2896 or info@skidcar.com or visit our Symposiums page at <http://www.skidcar.com/symposium/>.

Driver Training Symposium, April 10-13 /
Electronic Stability Control Workshop, April 13 /
Rider Training Symposium, April 14-16, 2016



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**ON THE FINAL PHASE OF
REAL ID ACT IMPLEMENTATION**

*Statement by: Jeh C. Johnson, Secretary
United States Department of Homeland Security*

Today, I announce the schedule for the final phase of implementation of the REAL ID Act. Bottom line up front: Effective January 22, 2018, air travelers with a driver's license or identification card issued by a state that does not meet the requirements of the REAL ID Act (unless that state has been granted an extension to comply with the Act) must present an alternative form of identification acceptable to the Transportation Security Administration (TSA) in order to board a commercial domestic flight. Over the next two years, those states that are not REAL ID compliant are strongly encouraged to meet the requirements of the law for the benefit of their residents.

In 2004, the 9/11 Commission recommended that the U.S. government set standards for the issuance of "sources of identification, such as driver's licenses." The Commission recognized that "[s]ources of identification are the last opportunity to ensure that people are who they say they are and to check whether they are terrorists."

In accordance with that recommendation, Congress enacted the REAL ID Act. This law prohibits federal agencies from accepting for official purposes driver's licenses and identification cards issued by states that do not meet the law's standards for secure issuance and production. The law charges the Department of Homeland Security with establishing minimum requirements for these standards. So, for a license or identification card to be REAL ID compliant, the state issuing it must, for example, incorporate anti-counterfeit technology into the card, verify the applicant's identity, and conduct background checks for employees involved in issuing driver's licenses.

The overall goal of the REAL ID Act passed by Congress is to prevent the fraudulent issuance and use of driver's licenses and identification cards, thereby ensuring the safety and security of the American public. Given today's threat environment, this requirement is as relevant now

as it was when the 9/11 Commission recommended it.

Since its enactment, the Department of Homeland Security has implemented the law in careful phases, including most recently at military bases, most federal facilities, and nuclear power plants. Throughout this period, we have worked closely with states to support them in coming into compliance with the REAL ID Act standards. Now it is time to move toward final implementation of the law.

At present, 23 states are fully compliant with the REAL ID Act, and the Department has used its authority to grant states extensions when they demonstrate steps toward compliance. Thus, 27 states and territories have been granted extensions for a period of time to become compliant. Six states and territories – Illinois, Minnesota, Missouri, New Mexico, Washington, and American Samoa – are noncompliant and do not currently have extensions.

We have now reached the final phase of implementation of the REAL ID Act, which relates to commercial air travel. These are the timelines for that final phase:

- Effective immediately, the Department of Homeland Security will conduct outreach to educate the traveling public about the timeline below, and continue engagements with states to encourage compliance with REAL ID standards.
- Starting July 15, 2016, TSA, in coordination with airlines and airport stakeholders, will begin to issue web-based advisories and notifications to the traveling public.
- Starting December 15, 2016, TSA will expand outreach at its airport checkpoints through signage, handouts, and other methods.
- Starting January 22, 2018, passengers with a driver's license issued by a state that is still not compliant with the REAL ID Act (and has not been granted an extension) will need to show an alternative form of acceptable identification for domestic air travel to board their flight. To check whether your state is

compliant or has an extension, click here. Passengers with driver's licenses issued by a state that is compliant with REAL ID (or a state that has been issued an extension) will still be able to use their driver's licenses or identification cards.

- Starting October 1, 2020, every air traveler will need a REAL ID-compliant license, or another acceptable form of identification, for domestic air travel.

Important: Right now, no individual needs to adjust travel plans, or rush out to get a new driver's license or a passport for domestic air travel. Until January 22, 2018, residents of all states will still be able to use a state-issued driver's license or identification card for domestic air travel. Passengers can also continue to use any of the various other forms of identification accepted by TSA (such as a Passport or Passport Card, Global Entry card, U.S. military ID, airline or airport-issued ID, federally recognized tribal-issued photo ID).

Travelers are encouraged to check the REAL ID compliance status of their state on the DHS website and review TSA's list of acceptable forms of identification. Travelers may also check with their state's driver's licensing agency about how to acquire a REAL ID compliant license.

Finally, we know that some states must change their laws to comply with the REAL ID Act. That is why we have determined to set the timetable above, and have provided extensions to several states. I urge state government leaders to take immediate action to comply with the REAL ID Act, to ensure the continued ability of their residents to fly unimpeded. It is time to move toward final compliance with this law.



Looking for vendors and sponsors to make the 2016 IADLEST annual conference a success! For more information or if interested in being a vendor and/or sponsor contact Yvonne@iadlest.org

