

# NEWSLETTER

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Volume 28 Number 1

January 2017

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**Save this Date!**  
**IADLEST 2017 Conference**  
**May 21-24, 2017**  
**Nashville, Tennessee**



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

## RESOLUTION

### IN SUPPORT OF FULL AND COMPLETE ACCESS TO CRIMINAL HISTORY RECORD INFORMATION FOR LAW ENFORCEMENT CERTIFICATION PURPOSES

*submitted by: The International Association of Directors of Law Enforcement Standards and Training (IADLEST)*

**WHEREAS**, the Directors of the individual Peace Officer Standards and Training (POST) agencies in the United States and Territories are responsible to prevent persons with disqualifying criminal histories from gaining and/or maintaining employment or volunteering as law enforcement officers within the United States, to reduce the vulnerability of the citizens to police misconduct, and to generally safeguard the safety and well-being of the People of the United States;

**WHEREAS**, POST agencies act in roles that are traditionally law enforcement and criminal justice agency duties, such as performing detection and investigation of crimes within their statutory authority;

**WHEREAS**, POST agencies operate in support of traditional criminal justice and law enforcement agencies' missions;

**WHEREAS**, over 50,000 individuals annually apply for employment as law enforcement officers within the United States of America;

**WHEREAS**, local, county, state, and tribal law enforcement agencies submit these individuals to their state POSTs for certification;

**WHEREAS**, all of these individuals voluntarily consent in writing to disclosure of their Criminal History Record Information in applying for employment to perform the duties of a law enforcement officer;

**WHEREAS**, existing laws may prevent the POST agencies from receiving full and complete Criminal History Record Information contained in criminal record repositories of the federal government and the respective states;

**WHEREAS**, this prohibition is directly related to the current construct of 28 USC 534 and CFR 28 Part 20, and accompanying policy and procedures through the FBI Advisory Policy Board;

**WHEREAS**, the inability of the POST agencies to obtain full and complete access to Criminal History Record Information may result in individuals with otherwise disqualifying criminal histories to attain employment or volunteer as law enforcement officers, and;

**WHEREAS**, the public trust towards law enforcement is irreparably harmed when individuals that should have been disqualified from appointment have the opportunity to misuse their position of authority;

**NOW THEREFORE IT BE RESOLVED**, that the International Association of Directors of Law Enforcement Standards and Training proposes to amend 28 USC 534 and CFR 28 Part 20 and accompanying policy and procedures through the FBI Advisory Policy Board to authorize the state POST agencies to receive the full and complete criminal history records information and other criminal justice data sets maintained federally and by the respective states upon proper application for such access.

## **VP's REPORT**

### **DECEMBER COPS FORUM REPORT**

by: *Daniel Zivkovich, IADLEST First Vice-President*

December 9, 2016: Kim Vickers and I just returned from a forum hosted by the COPS Office that discussed the recommendations from President's Task Force on 21<sup>st</sup> Century Policing and how they relate to risk management. It was a daylong meeting with an interesting and lively discussion. Many of the items related to training, but one facet became clear: There needs to be more of a connection between elected officials, city/town managers and administrators, city/town risk managers, and chiefs of police regarding training, equipment, and logistical support needed to reduce risks to officers citizens and liability exposure. (Certainly, Kim and I recognize that POST agencies do engage in risk management analysis continually as we watch events and officer performance play out in the media.) A report from the meeting will be produced with more details, and we will share that once it is published.

While at the meeting, we learned that George Mason University has conducted research to address this issue (as contained in the "About this Research Report" section): "Where should law enforcement agencies begin in implementing these recommendations? Which recommendations should be prioritized for action, for policy implementation, or for more research? With a grant from the Laura and John Arnold Foundation, the Institute for Community-Police Relations of the International Association of Chiefs of Police (IACP) has collaborated with researchers from George Mason University's (GMU) Center for Evidence-Based Crime Policy to create an evidence-based Blueprint for 21st Century Policing. The research team was charged with reviewing existing research knowledge about those Task Force recommendations relevant to state and local law enforcement,

highlighting promising efforts based on research knowledge and identifying issues that need more research and testing."

In case you have not seen it, here is a link to the report with their findings and recommendations: <http://cebcp.org/wp-content/evidence-based-policing/IACP-GMU-Evidence-Assessment-Task-Force-FINAL.pdf>

In its final report, the President's Task Force on 21st Century Policing recommended to the President that the Department of Justice prepare an annual report on the state of American policing that would provide an updated overview of events and changes in law enforcement policies and practices, as well as their impact on police officers and the public. Here is a link to the inaugural report that reviews law enforcement activities and developments from January 2015 to December 2015 and offers research and other resources for more in-depth analysis: <https://ric-zai-inc.com/Publications/cops-w0815-pub.pdf>

*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](mailto:Yvonne@iadlest.org).*

## MEETINGS SCHEDULED

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 1:00 to 5:00 p.m., Saturday, February 4; and 9:00 a.m. to noon, Sunday, February 5, 2017. All IADLEST members are welcome to attend.

The next IADLEST Executive Committee Meeting and General Business Meeting are scheduled for the Annual Conference May 21-24, 2017, at the Hilton Nashville Downtown; 121 Fourth Ave., South; Nashville, Tennessee 37201. The Executive Board meeting will be held in the Ryman 1 Room; 1:00 to 4:00 p.m., Sunday, May 21.

Registration is open for the Nashville IADLEST 2017 Conference. To register for the conference, click on: <http://www.cvent.com/d/wvqlvr>

## MEMBERSHIP DUES 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](http://www.iadlest.org) and click on "Join Now" then click on "membership renewal", enter your member's user code, password, and provide the requested information. You can also contact Yvonne Pfeifer [yvonne@iadlest.org](mailto:yvonne@iadlest.org) or phone (208) 288-5491 for assistance. New members can log on to the IADLEST web page and follow the prompts.

Credit card payments are also available for purchases as well as membership dues.



## NEWSPAPER ARTICLE DESCRIBES IDAHO POST MEASURES TO STEM MISCONDUCT

by: *Idaho Statesman News*

In a December 17, 2016, article, the *Idaho Statesman* describes measures taken by the Idaho POST to decertify officers who have engaged in police misconduct  
<http://www.idahostatesman.com/news/state/idahoo/article121613777.html>

## 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.

Tom Ackerman, Santa Fe College, Gainesville, FL  
Brian Adams, La Grange PD, La Grange, TX  
Manny Alvarez, Jr., POST, West Sacramento, CA  
Randy Baygents, Alabama POST, Tuscaloosa, AL  
Jon Blum, FORCE Concepts, Inc., Angier, NC  
Bryan Chapman, Phoenix PD, Phoenix, AZ  
James Cople, Strategic App's Int'l, Alexandria, VA  
Mark Dantzker, UTRGV, Edinburg, TX  
Matt Doyle, FCPD, Chantilly, VA  
Jennifer Doyle, Missouri POST, Jefferson City, MO  
Catherine Foreman, Police Department, Plano, TX  
Michael Cray, Training Center, San Diego, CA  
Jonathan Holmgren, Envisage, Bloomington, IN  
Angeleic Huth, Police Department, Kansas City, MO  
Michael Huth, Police Department, Kansas City, MO  
Ray Hyatt, Prince William County PD, Nokesville, VA  
Wesley Jacobs, Alabama POST, Tuscaloosa, AL  
Anita Koester, Sheriffs Training & Standards, Raleigh, NC  
Anita Konopka, Sheriffs Training & Standards, Raleigh, NC  
Jusin Labbe, Military Police Academy, Barrie, Ontario\*  
Charles Lewis, Maryland POST, Sykesville, MD  
Matt Lewis, U.S. Army MP School, Ft. Leonard Wood, MO  
Ron Martinelli, Martinelli and Assoc., Temecula, CA  
Michelle Meier, Kansas POST, Wichita, KS  
Travis Miller, U.S. Army MP School, Ft. Leonard Wood, MO  
Gerald Partridge, Legal Sciences, Inc., Washington, IA  
John Piper, Fairfax County CJ Academy, Chantilly, VA  
Arthur Privett, Plano PD, Plano, TX  
Mark Ptaszek, Washtenaw Co Sheriff Dept., Ann Arbor, MI  
Jason Schmidt, Anchorage PD, Anchorage, AK  
John Shanks, Fight Crime Invest in Kids, Washington, DC  
Christine Stanford, Wyoming POST, Cheyenne, WY  
Joshua Vinehout, New York State POST, Albany, NY  
Tim Whitaker, Houston PD, Houston, TX  
\*Canada

## POST DIRECTOR CHANGES

**California:** The California Commission on Peace Officer Standards and Training (POST) has appointed Manuel "Manny" Alvarez as the Executive Director of POST. Manny started his employment and leadership role at POST on September 6, 2016.



Manuel Alvarez Jr.  
Executive Director

Prior to coming on board at POST, Manny served as a Special Agent for the Federal Bureau of Investigation (FBI) from 1990 to 2016. Following his training at the FBI Academy in 1990, he

was assigned to the FBI's San Francisco Field Office, San Jose Resident Agency until 2006. From 2006 to 2010, he served as the FBI Assistant Legal Attaché at the U.S. Embassy in Madrid, Spain. From 2010 to 2016 he served as an Assistant Special Agent in Charge in the FBI's Sacramento Field Office.

Manny is a graduate of the University of Nevada, where he earned a Bachelor's Degree in Accounting in 1989. From 1989 until 1990, he was employed as a Materials Accounting Manager in the Grocery Products Division of the Ralston Purina Company. Manny specialized in cost accounting and variance analysis.

Manny grew up in South Lake Tahoe, California.

**South Carolina:** On September 02, 2016, the former chief of the Newberry Police Department was named the new director of the South Carolina Criminal Justice Police Academy.

The South Carolina POST announced the appointment of Lewis Swindler as the academy's new director. Swindler retired as Newberry's police chief in June 2014 after serving 38 years in law enforcement.



Lewis "Jackie" Swindler

Director Swindler began his career in law enforcement with the City of Newberry Police at the age of 18 in 1975 as a cadet. He became a commissioned law enforcement officer in 1978 rising through the ranks to chief. In 2003, he retired but again led the agency until 2014 when he left to serve at the South Carolina Department of Social Services (DSS). There he served as the law enforcement liaison coordinating activities between DSS and law enforcement officers throughout the state.

## IADLEST-NHTSA BELOW 100 GRANT PROGRAM UPDATE

*by: Mark Damitto, IADLEST  
Accreditation and Grants Manager*

This summer, IADLEST received a pass-through grant from the National Highway Traffic Safety Administration to facilitate the delivery of Below 100 training over a 36-month period. The Below 100 mission is to influence law enforcement culture by providing innovative training and awareness, through presentations, social media, and webinars on identifying the leading causes and current trends in preventable line of duty deaths and injuries.

The Below 100 training program incorporates the following five tenets:

1. *Wear Your Belt*
2. *Wear Your Vest*
3. *Watch Your Speed*
4. *WIN—What's Important Now?*
5. *Remember: Complacency Kills!*

There have been five events or presentations since the last update:



- A user-level workshop in Snohomish County, WA. 16 agencies and 43 personnel.
- A train-the-trainer workshop in Snohomish County, WA. 8 agencies and 18 personnel.
- A conference presentation at the International Association of Chiefs of Police Conference in San Diego, CA. There were 439 in attendance.
- There were two conference presentations for the Concerns of Police Survivors Conference in Grapevine, TX. There were approximately 500 in attendance at each presentation for a total of approximately 1,000 attendees.
- There was a Technical Assistance Request performed for the Road to Zero Coalition (a highway safety group) where input was provided to a working group addressing “Safer Drivers and Passengers.” Approximately 100 people were in attendance.
- There were three user-level workshops for the Puerto Rico Department of Transportation in San Juan, PR. Each presentation was four (4) hours, and were attended by 44, 37 and 22 officers, respectively, for a total of 103 attendees.
- There was one train-the-trainer workshop which was attended by 22 officers for the Puerto Rico Department of Transportation in San Juan, PR.

The Project Director provided the Executive Committee of IADLEST with a project update at their scheduled meeting on October 16, 2016, in San Diego, CA.

The funding provides for 12 training events per year. Each event normally will consist of: a morning training session designed for all personnel (line staff to administration). It is followed by an afternoon session that is a train-the-trainer session so that agencies can develop their own trainers to continue the message. In addition, the funding provides for three presentations at major conferences per year, for three free technical assistance visits per year to agencies that require additional expertise and guidance to implement the program.

If your agency would like to host a workshop, please contact me at [markdamitio@iadlest.org](mailto:markdamitio@iadlest.org) or Below 100 Executive Director Dale Stockton at [editorlom@yahoo.com](mailto:editorlom@yahoo.com). The general requirement for hosting a workshop is a classroom with multimedia equipment.

Attendance requirements will apply so that we can maximize the return on investment of the grant funds. The workshops are free to the student, and all materials are supplied. Students are responsible for their travel and expenses.

There will be both a Below 100 user-level workshop and a train-the-trainer workshop at the IADLEST Annual Conference in Nashville, Tennessee, in May 2017.

**NON-CONFRONTATIONAL  
INTERROGATION:  
OBTAINING CONFESSIONS FROM  
STREETWISE GANG MEMBERS**

*by: John J. Guzman, Certified Forensic Interviewer  
Wicklander-Zulawski & Associates, Inc.*

**Background:** Gang members have become the new face of domestic terrorism in the United States. A recent report from the US Attorney General estimates that gang membership nationwide is approximately one million members. The extent of criminal gang activity is far reaching. It has impacted communities large and small in all regions of this country. One of the most valuable lessons we learned from the terrorist attacks on September 11 is that law enforcement should never underestimate the enemy. In communities across the United States, gang members have become public enemy number one. Street gangs have become intertwined in the fabric of our American culture. The media and the entertainment industry have glamorized this notorious lifestyle.

Gang related criminal activity is not a new phenomenon, but since the 1980's, gangs have become more violent and more sophisticated. Because of their propensity for violence and their sophistication, gang members have become more aware and streetwise to the interrogation methods and techniques of law enforcement. Most gang members have experienced the traditional confrontational method of



interrogation. Once taken into custody they wait to be confronted so that they can make repeated denials. They believe that the less they say, the better off they will be. When a second officer joins in the interrogation, they are waiting for the ‘good cop, bad cop’ routine. They realize that this is just a routine and simply another interrogation tactic employed by law enforcement.

**Criminal Mindset of the Gang Member:** It is important for members of law enforcement to have an understanding of the criminal mindset of the gang member in order to conduct a successful interrogation. In many respects this gang mindset parallels that of members in terrorist organizations. It doesn’t take a gang-banger to catch a gang-banger, just as it doesn’t take a thief to catch a thief. Understanding the criminal mindset of a gang-banger will give an interrogator a better insight so that rationalizations can be developed to prompt the gang member to confess to the issue under investigation.

<sup>1</sup> *Attorney General’s Report to Congress on the Growth of Violent Street Gangs in Suburban Areas, April 2008: Most gang members come from a background where fear and intimidation are the norm. For that reason they are not fearful or intimidated by law enforcement. It must be noted that street gang members have a convoluted notion of respect. To a gang member, respect equals fear. So when a gang member says, “he didn’t respect me,” they typically mean “he didn’t fear me enough.” A member of law enforcement can develop rapport with a gang member simply by showing respect with a firm handshake and a greeting that is not condescending.*

Loyalty and pride are important to gang members. This is evidenced by the tattoos they wear, especially tattoos like “thug for life” or “blood in – blood out” which indicates a permanent lifetime commitment to the gang. A lot of incarcerated gang members find out that once in prison, the gang or gang leaders have little or no contact with them. Those incarcerated gang members soon discover that the promises of “we got your back” by the gang

leaders and membership have little or no meaning.

Revenge is a high priority within the gang culture. When a rival gang has victimized a gang member, that incident has to be avenged immediately. If it isn’t, this will show weakness on the part of the victimized gang and will lessen their reputation. Today’s victim in a gang-related incident will become tomorrow’s offender.

Gang members live by a code of silence that has to be broken through during a successful interrogation. Most victimized gang members want to avenge the incident themselves and not rely on law enforcement to conduct the investigation and to make the arrest. It has become popular street culture in many communities to ‘stop snitching’ or cooperating with the police.

Almost by definition, a gang-related incident involves more than one offender. For example, in a drive-by shooting, the shooter is not the only one responsible for pulling the trigger, but the driver and the gang leader who ordered it. Developing conspiracy cases and targeting the weakest link or the lowest ranking member among the coconspirators gives investigators a distinct advantage during the interrogation. This applies to various types of gang-related cases including murder, robbery, extortion, intimidation, as well as narcotic and gun trafficking investigations. By targeting the weaker members of the conspiracy, law enforcement can work their way up the hierarchy structure of the gang and go after the leaders who have insulated or isolated themselves from being directly involved in criminal activity.

Law enforcement must be aware that gang members are experts in reading behavior. They have developed their powers of observation as a means of street survival. During an interrogation, a law enforcement officer has to be constantly aware of his or her own behavior. Any sign of weakness or uncertainty will work in the gang member’s favor.

## Non-Confrontational Interrogation

**Approach:** Gang members have developed strategies to deal with conflict in their personal lives, whether that conflict occurs within their family, on the street, or during an encounter with law enforcement. For most gang members, this conflict and situational awareness has become part of their daily routine. Gang members utilize this strategy during an interrogation. When an interrogator attempts to deal with a gang member using an aggressive confrontational approach, the interrogator unknowingly is giving the gang member the 'home field' advantage.

The tactics of the interrogator play into the hands of the gang member because he or she can anticipate the conflict confrontation creates and he or she knows from past experience how to deal with these types of situations. Utilizing the non-confrontational interrogation approach forces the gang member to improvise a strategy in response to the interrogation. Because the gang member has not experienced this technique in the past, he or she has no reference point and, therefore, lacks confidence to respond and regain control of the interrogation.

The non-confrontational approach avoids placing the individual into a situation where he has to deny his involvement. This is immediately contradictory to the nature of the gang member's previous experience. In many instances, the gang member may attempt to draw the interrogator out of the non-confrontational strategy and into a more direct interrogation with which the member has experience dealing.

Similarly to other criminals, gang members tend to confess when they believe that their guilt has been established and there is convincing evidence of their involvement. The non-confrontational approach protects the evidence available while leading the gang member to the conclusion that his guilt has already been discovered. By avoiding the presentation of evidence, the non-confrontational approach does not allow the gang member to attack it directly or to draw inferences from how it may have been obtained. Because the said member cannot know exactly what the interrogator knows, what witnesses have been identified, or what physical evidence has been recovered, the gang member

is limited in the ability to defend himself or herself.

The non-confrontational approach sets the stage that the gang member has been caught. At the same time, the approach affords a face-saving device to put a more positive spin on the situation and relieve any guilt that he or she may have. It does all this without encouraging the suspect to lie to the investigator. In actuality, the gang member doesn't realize that the interrogation has begun because they are waiting for the direct accusation that never occurs.

The non-confrontational approach works extremely well with streetwise gang members because it avoids conflict and denials. It persuades without being aggressive, and links the most common reasons why individuals confess which include; guilt, hope for leniency, feeling they have no way out (unless they confess), being proud of what they did, or to put their spin on the story. In addition, the non-confrontational interrogation approach is better suited for the Gen X and Y members of our society because it is much more collaborative and communicative than the more traditional use of a direct accusation.

To learn more about the non-confrontational approach discussed in this article visit [www.w-z.com](http://www.w-z.com) or contact Bob Brislan by email at [bbrislan@w-z.com](mailto:bbrislan@w-z.com) or by phone at 800.222.7789 x103.

**About the Author:** *John J. Guzman is a Certified Forensic Interviewer (CFI) and an instructor for Wicklander-Zulawski & Associates, Inc (WZ). He is a retired gang crimes specialist with Chicago Police*



*John J. Guzman*

*Department and is a nationally recognized speaker on gang crimes and interview and interrogation techniques. John wrote the Gang Reference Book for the Chicago Police Department and has presented hundreds of seminars on gangs and interrogation to federal, state, county, tribal, and local law enforcement agencies, as well as different entities in the private sector. As an investigator with over 35 years of experience, he has personally conducted thousands of interviews and interrogations.*



**DDACTS  
IMPLEMENTATION WORKSHOP  
2016 HIGHLIGHTS**

*by: Peggy M. Schaefer, IADLEST*

The Data Driven Approaches to Crime and Traffic Safety (DDACTS) program continues to flourish and extend our outreach capabilities. By the end of 2016, we conducted 12 Implementation Workshops, 5 one-day agency specific workshops, 2 two-day Strategic Agency Planning Sessions, 1 SME Facilitator Course and 1 DDACTS Analytical Workshop at the following locations and dates:

**Workshops Conducted**

Date	Location	Region*	N
March 1 - 3	Morrisville NC	Region 3	22
April 5 - 7	Lincoln, NE	Region 7	22
May 10 - 12	Beaufort, SC	Region 4	23
June 7 - 9	Gilbert AZ	Region 9	26
July 12 - 14	Salt Lake City, UT	Region 8	15
July 19 - 21	Cincinnati, OH	Region 5	19
Aug 23 - 25	Casper, WY	Region 8	25
Sept 12 - 14	Taunton, MA	Region 1	25
Oct 3 - 5	Freehold, NJ	Region 2	24
Oct 11 - 13	Knoxville, TN	Region 4	21
Nov 30 - Dec 2	Plymouth, MA	Region 1	18
Dec 12 - 14	Lenexa, KS	Region 7	36
		<b>Total Participants</b>	<b>276</b>

\*Refer to page 11 for NHTSA regions

**One Day Agency Specific Workshops**

Date	Agency	Region*	N
January 11	Harrisonburg VA PD	Region 3	24
January 25	Farmington NM PD	Region 6	22
March 4	Gastonia NC PD	Region 3	16
March 21	New York City PD	Region 2	14
May 26	Apex NC PD	Region 3	13
		<b>Total Participants</b>	<b>89</b>

**Two Day Strategic Agency Planning Session**

Date	Agency	Region*	N
Sept 15 - 16	Allen TX PD	Region 6	26
Oct 26 - 27	Torrance CA PD	Region 9	21
		<b>Total Participants</b>	<b>47</b>

**Analyst Workshop (Two-day Training)**

Feb 2 - 3, 2016; Charlotte, North Carolina.

**Twenty analysts from the following agencies were trained:**

Analyst	Agency	Region*
Jennifer Bastille	Taunton, MA PD	Region 1
Sgt. John Lizanecz	York, ME PD	Region 1
Jason Nein	Lincoln CO ME SO	Region 1
Officer Orlando Perez	Voorhees NJ PD	Region 2
Brad Schmittle	PA State Police	Region 2
Lt. Christopher Dudzik	Toms River NJ PD	Region 2
Chelsey Wlodkowski	Harrisonburg VA PD	Region 3
Michael Deaton	Morrisville NC PD	Region 3
Jeff Jones	Lancaster CO SC SO	Region 4
Joe Randol Patty	Memphis TN PD	Region 4
Lt John Williams	Memphis TN PD	Region 4
Janet Cantrell	Palm Beach CO FL SO	Region 4
Lynda Turner	N Myrtle Beach SC PD	Region 4
Amy Marie Matilick	Detroit MI PD	Region 5
Aric Daniel Tosqui	Detroit MI PD	Region 5
Sgt. Kevin Jackson	Gulfport MS PD	Region 6
Larry Moore	Harlingen TX PD	Region 6
Katharine Haydar	Jonesboro AR PD	Region 7
Wendy Ethridge	Denver CO PD	Region 8
Shawn Baird	Rocklin CA PD	Region 9

**Subject Matter Expert (SME) Workshop (Two-day Training)**

February 9-10, 2016, Charlotte, North Carolina, 12 new SME Facilitators Trained:

SME	Agency	Region*
Sgt. Matthew Prouty	Rutland VT PD	Region 1
Lt Thierry Croizer	Kingston NY PD	Region 2
Chief Mitchell Little	Toms River NJ PD	Region 2
Lt. David Bowen	Greenville NC PD	Region 3
Janet Cantrell	Palm Beach CO SO	Region 4
Sgt. Tim Allen	Rock Hill SC PD	Region 5

Major Cynthia Williams	Florida SHP, Orlando	Region 6
Jason Porter	Novi MI PD	Region 6
Major JD Younger	Norman OK PD	Region 7
Jill Eck Myers	Grand Prairie TX PD	Region 7
Levi Giraud	Lakewood CO PD	Region 9
Sgt. Bill Campbell	Gilbert AZ PD	Region 10

**List and number of SMEs and the regions they serve:**

SMEs by Region	Commanders	Supervisors	Analysts	TOTAL
1	1	5	4	10
2	8	5	5	18
3	3	10	2	15
4	6	5	1	12
5	3	2	3	8
6	4	5	4	13
7	3	2	0	5
8	3	0	3	6
9	1	4	3	8
10	1	2	2	5
<b>TOTAL</b>	<b>34</b>	<b>40</b>	<b>28</b>	<b>100</b>

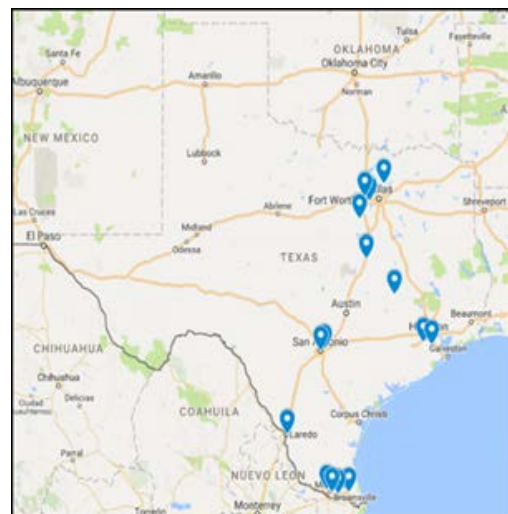
IADLEST received 43 Technical Assistance Requests (resulting in 65 hours) from the following agencies (several agencies had multiple requests):

Agency	Region*
Barnstable MA PD	Region 1
Leominster MA PD	Region 1
MASS HSO	Region 1
New Bedford MA PD	Region 1
Newton MA PD	Region 1
Rhode Island SHP	Region 1
Rutland VT PD	Region 1
Taunton MA PD	Region 1
Region 2 Staff	Region 2
Cherry Hill NJ PD	Region 2
Kingston NY PD	Region 2
Monmouth CO SO	Region 2
NYPD	Region 2
Voorhees NJ PD	Region 2
Oxford NC PD	Region 3
Beaufort SC PD	Region 4
N Myrtle Beach SC PD	Region 4

Norwood OH PD	Region 5
Waukesha County WI SO	Region 5
W. Chester TWN OH PD	Region 5
Albuquerque NM PD	Region 6
Allen TX PD	Region 6
Harlingen TX PD	Region 6
Midland TX PD	Region 6
Jonesboro AR PD	Region 7
Lenexa KS PD	Region 7
Shawnee KS PD	Region 7
Grande AZ PD	Region 8
Pueblo CO PD	Region 8
Rocklin CA PD	Region 9
Great Falls MT	Region 10
Meridian ID PD	Region 10

In addition, IADLEST received a separate grant from the Texas Department of Transportation and has successfully conducted two Train-the-Trainer Workshops; one 2-day Analytical Training Workshop; and fifteen agency-specific Strategic Planning Workshops resulting in 212 law enforcement personnel receiving a total of 1,556 hours of training.

The following map indicates agencies that IADLEST has worked with providing training and technical assistance support by funds from the Texas Department of Transportation (TXDOT) initiative.



A review of all the participant evaluations and the follow-up agency surveys found the material presented and delivery methods were well received and proved to be a viable project worth continuing in the state of Texas. We anticipate further funding to promote the DDACTS model for 2017.

**\*National Highway Traffic Safety Administration Regions**

Region 1	Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont
Region 2	New Jersey, New York, Puerto Rico, Virgin Islands
Region 3	Delaware, District of Columbia, Maryland, Pennsylvania, Virginia, West Virginia
Region 4	Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, Tennessee
Region 5	Illinois, Indiana, Michigan, Minnesota, Ohio, Wisconsin
Region 6	Arkansas, Indian Nations, Louisiana, New Mexico, Oklahoma, Texas
Region 7	Iowa, Kansas, Missouri, Nebraska
Region 8	Colorado, Montana, North Dakota, South Dakota, Utah, Wyoming
Region 9	American Samoa, Arizona, California, Guam, Hawaii, Nevada, North Marianas
Region 10	Alaska, Idaho, Oregon, Washington

**IADLEST-BJA CRIME ANALYSIS GRANT PROGRAM UPDATE**

*by: Mark Damitio, IADLEST Accreditation and Grants Manager*

This fall IADLEST-BJA Crime Analysis Program offered a combination of workshops, webinars, and conference presentations:

**Crime Analysis for Chief Executives Workshops (14 hours):**

Dates	Location	Instructors	Agencies	Attendees
September 12-13, 2016	Richland, WA	Christopher Bruce Brett Railey Robert Hubbs	10	26
October 5, 2016	Prince George's County, MD	Christopher Bruce Robert Hubbs	2	39
November 14-15, 2016	Oriskany, NY	Christopher Bruce Brett Railey	18	39
November 16-17, 2016	Pomona, NY	Christopher Bruce Brett Railey	23	49

November 29-30, 2016	Appleton, WI	Christopher Bruce Robert Hubbs Jonas Baughman	12	36
December 6, 2016	Midland, TX	Dawn Reebey Brett Railey TBA	2	29

The workshops are geared to agency teams and focus on fostering better coordination and understanding.

**Crime Analysis Webinars (1.5 hours):**

We held a webinar on Monday, November 21, 2016, from 2:00 PM to 3:30 PM EDT, titled "12 Questions Executives Should Ask About Their Crime Analysis Capabilities." It was presented by Christopher Bruce, the IADLEST Crime Analysis Program Manager. It was attended by 45 people in person. There have been 35 additional views by people who have logged in after the webinar to view the recording. The total attendance to date is 80.

IADLEST is in the process of developing additional workshops for calendar years 2017 and 2018:

Dates	Location	Instructors	
February 22-23, 2017	Concord, NC	Christopher Bruce Mitch Cunningham Greg Stewart	2-day open enrollment
Feb 28 – Mar 1, 2017	Davie, FL	Christopher Bruce Brett Railey Jeff Goldman Dennis Dudley	2-day open enrollment
March 2, 2017	Punta Gorda, FL	Christopher Bruce Brett Railey Jeff Goldman Dennis Dudley	1-day agency class
May 10-11, 2017	Santa Fe, NM	Christopher Bruce TBA TBA	2-day open enrollment
TBA, FY 2017	Oakland, CA area		2-day open enrollment
TBA, FY 2017	Wilmington, DE area		2-day open enrollment
TBA, FY 2018	Jackson, MI area		2-day open enrollment
TBA, FY 2018	Nashville, TN area		2-day open enrollment
TBA, FY 2018	TBD		2-day open enrollment
TBA, FY 2018	TBD		2-day open enrollment

<b>FY 2018</b>		enrollment
<b>TBA, FY 2018</b>	TBD	2-day open enrollment
<b>TBA, FY 2018</b>	TBD	1-day agency class

We will begin planning for the distribution of the 12 workshops during 2017 and 2018 within the next few months. If your agency would like to host a workshop, please contact me at [markdamitio@iadlest.org](mailto:markdamitio@iadlest.org). The general requirements for hosting a workshop is a classroom with multimedia equipment that can hold between 30-60 comfortably, with space and table flexibility to break out into small group sessions. The workshops are free to the student, and all materials are supplied. Students are responsible for their travel and expenses. The workshops are nationally certified through the IADLEST NCP.

You may always find the most up-to-date information on the IADLEST-BJA Crime Analysis Grant Program on the IADLEST website under the “Projects” tab at <http://iadlest.org/Projects/CrimeAnalysisforChiefExecutivesWorkshop.aspx>

**IADLEST-NHTSA  
WEBSITE GRANT PROGRAM UPDATE**

*by: Mark Damitio, IADLEST  
Accreditation and Grants Manager*

This summer, IADLEST received a grant from the National Highway Traffic Safety Administration to redesign both the IADLEST National Law Enforcement Academy Resource Network (NLEARN) webpage and system and the IADLEST Website.

The project will incorporate a complete re-design of the NLEARN database, form and maintain an Advisory Group, develop a marketing plan for NLEARN, and develop a list of training programs to be hosted on and available through NLEARN. IADLEST representatives met with NHTSA officials on August 30, 2016, to kick off the program. The project team met with the technology vendor and the NHTSA Program Manager in late September to begin the discussions of the project goals.

Since the last report, the IADLEST staff have had an additional meeting with the NHTSA Program Manager to further focus specifics of the work plan. The work plan was re-drafted and submitted to the Program Manager, and it was accepted. IADLEST staff updated the Executive Committee and the General Membership at the meetings held in San Diego in October. The Advisory Committee membership was identified.

In October, a newly revised NLEARN Weekly Update was sent out to the subscription list every week. It features an improved visual look, and is easier to navigate to the articles. Initial reaction by the subscribers has been positive.

Envisage was selected as the technology vendor for the updates, and they conducted staff meetings, discussion, and initial planning about the technology to be used to support the needs of the sites. Initial design elements were developed, and a draft was prepared for submission at the beginning of December to the IADLEST Staff for comments and suggestions. Two more revisions to the design elements occurred later in December.

The first meeting of the Advisory Committee will occur on Saturday, February 4, prior to the IADLEST Executive Committee meeting in Washington, DC. Any input on the changes that you would like to see on both the NLEARN and IADLEST sites will be welcomed and appreciated. You may contact any member of the project team: [markdamitio@iadlest.org](mailto:markdamitio@iadlest.org), [mikebecar@iadlest.org](mailto:mikebecar@iadlest.org) or [dsetzer@iadlest.org](mailto:dsetzer@iadlest.org) with your input.

**OREGON POST UPDATE**

*by: Eriks Gabliks, Director, Oregon POST*

**New Training Division Director Selected:** Mike Leloff has been selected as the new Training Division Director for DPSST. Mike has over 30 years of experience in law enforcement and has served with the Cornelius and Tualatin Police Departments before joining the Portland Police Bureau. Mike currently serves as an Assistant Chief of Police for Portland and will be joining DPSST on January 9, 2017. During

his career with Portland, Mike has served at numerous times in their Training Division in various leadership positions and will be a great fit for our organization and constituents. Mike has also overseen the Transit Police Division which is made up of law enforcement officers from more than two dozen agencies in the metro area who support the safety and security mission of Tri-Met. Mike was selected from a pool of more than 50 applicants from around the nation, and two overseas. The extensive process involved five screening panels of staff and constituents. We are glad to have Mike join our organization in his new role.

**DPSST Academy Enrollment Update:** The Oregon DPSST continues to experience what we thought might happen as local budgets improve and as a "baby boomers" retire, we are seeing a significant increase in requests for Basic classes. Hiring in all discipline areas (police, corrections, parole and probation, 9-1-1) are seeing a constant hiring stream. Thanks to the assistance of Oregon Association of Chiefs of Police (OACP) and Oregon State Sheriffs Association (OSSA) DPSST received additional funding to run four additional Basic Police and two additional Basic Corrections classes which we have added to our training calendar. We have also added an additional Parole & Probation class in partnership with the Oregon Association of Community Corrections Directors (OAACD) and we have added two additional Basic Telecommunications classes thanks to funds from the Oregon Emergency Management 9-1-1 Program. We will request funds from the Oregon Legislative Assembly when they return in February to fund two additional Basic Police classes and one additional basic Corrections class in the Spring of 2017 to meet the needs of our constituents.

**Mental Health Work Group:** DPSST continues to facilitate the Oregon Association of Chiefs of Police and the Oregon State Sheriffs Association Mental Health Crisis Work Group. The group will be co-chaired by Chief Jim Ferraris of the Woodburn Police Department and Undersheriff Troy Clausen of the Marion County Sheriff's Office. This group has met a number of times and is developing a statewide public safety response framework and a training

plan for first responders. The group has developed a comprehensive plan and includes fire-rescue and 9-1-1 professionals along with allied public, private, and non-profit organizations such as Greater Oregon Behavioral Health Initiative (GOBHI). It is anticipated that the group will complete its work at the end of January 2017. The work group has expanded and now includes representatives from Disability Rights Oregon, the Oregon Health Authority, and the National Association for the Mentally Ill.

**Active Shooter Incident Management:** DPSST continues its work to develop an active shooter management training program. The work group got off to a very good start but lost momentum during the summer months. Work group members continue to develop their assigned areas in partnership with staff until the next meeting can be scheduled.

**K-9s Added to Calls for Service Week:** DPSST's Tactical Training Section is working with the Oregon Police Canine Association to incorporate canines into our 16<sup>th</sup> and final week of our Basic Police Course during which city, county, state and tribal law enforcement respond to simulated calls for service in our 100 acre training village. The Portland Police Bureau sent two dogs to the last class who assisted with vehicle searches scenarios and served as an important resource and training tool in the village. The feedback from students, handlers, and evaluators was very positive and the ability to work with K-9s was appreciated.

**Oregon to Implement Statewide Tip-Line:** DPSST continues to actively participate on the Oregon School Safety Task Force. The Task Force was created by the Oregon Legislative Assembly to address variety of issues connected to the safety of schools, students, staff and guests. The initial task was to develop a set of terms that are used statewide to address functions such as lockdown, lockout, etc. The second task was the development and implementation statewide tip-line that can accept calls through a variety of means including social media. The tip-line is in the beta-test phase with the Inter-Mountain School District that is based in Pendleton and serves

students in multiple cities and counties in Eastern Oregon. DPSST is working to incorporate the tip-line into the Basic Telecommunications Class so dispatchers know how to handle calls received through the Tip-Line. DPSST is also hosting a session for legislators, local and elected officials, and public safety and school administrators at the Academy in February to share the work on the Tip-Line and also the proposed creation of more than ten regional threat assessment teams.

**Center for Policing Excellence:** DPSST's Center for Policing Excellence (CPE) hosted the second Oregon Problem Oriented Policing (POP) conference at the academy. More than 150 participants from agencies around the state attended this two-day event and the feedback was very positive. Funding to support the conference was made possible through a Byrne Grant DPSST was awarded by the Oregon Criminal Justice Commission.

### **HOW THE COURTS VIEW THE REID TECHNIQUE**

*by: Joe Buckley, John E. Reid and Associates*

*The following is an abstract of the Reid Technique for interview and interrogation with court case citations.*

#### **TOPICS:**

1. Core principles of the Reid Technique
2. What is the Reid Technique?
3. How the Courts View Minimization
4. How the Courts View Misrepresenting Evidence to the Suspect
5. How the Courts View Being Friendly and Empathetic with the Suspect
6. How the Courts View the Alternative Question
7. Several Courts Have Admonished Investigators for Not Following Reid Guidelines
8. Federal Court - No Basis for the Claim That the Reid Technique Is Coercive
9. False Confession Expert Testimony about the "Coercive" Nature of the Reid Technique Is Rejected
10. Reid as the Gold Standard

#### **– Core Principles:**

- Always conduct interviews and interrogations in accordance with the guidelines established by the courts
- Do not make any promises of leniency
- Do not threaten the subject with any physical harm or inevitable consequences
- Do not deny the subject any of their rights
- Do not deny the subject the opportunity to satisfy their physical needs
- Always treat the subject with dignity and respect
- Do not conduct excessively long interrogations
- Exercise caution when interrogating juveniles, suspects with a lower intelligence or suspects with mental impairments

#### **– What is the Reid Technique?**

- The Reid Technique consists of a three-phase process beginning with *Fact Analysis*
  - Fact Analysis involves reviewing the case evidence and facts to determine possible subjects to be interviewed;
  - The possible motive for the commission of the crime;
  - Whether or not the perpetrator needed any special knowledge or access;
  - The possible presence of any evidence implicating an individual person, etc.
- Fact Analysis is followed by conducting interviews of the victim, witnesses, and possible suspects
- The investigative interview structure in the Reid Technique is called the



### *Behavior Analysis Interview*

- The Behavior Analysis Interview is a non-accusatory interview in which the investigator maintains a neutral and objective fact finder role
- The purpose of the interview is to develop behavioral and investigative information
- This process is essentially what is called the PEACE model in Great Britain
- If the case evidence, facts, and information developed during the investigation and the interview indicate that the subject committed the crime or is withholding relevant information, then interrogation becomes appropriate: *The Reid Nine Steps of Interrogation*
  - In the Reid Technique the core element of the interrogation process is called theme development in which the investigator offers the subject reasons and excuses that serve to psychologically justify the subject's behavior
  - These reasons and face-saving excuses for the subject's crime include projecting blame away from the subject onto such elements as financial pressure, the victim's behavior, an accomplice, emotions, or alcohol
  - False confession experts oftentimes refer to this process as minimization

- And suggest that minimization is tantamount to a promise of leniency

### **How the Courts View Minimization**

- There are two types of acceptable minimization that can occur during theme development:
    - minimizing the moral seriousness of the behavior
    - minimizing the psychological consequences of the behavior
    - We teach **never** to minimize the legal consequences of the suspect's behavior
  - In the White Paper written for the American Psychology-Law Society entitled, "Police- induced confessions: Risk factors and recommendations" (Law and Human Behavior 2010) the authors - Saul Kassin, Steven Drizin, Thomas Grisso, Gisli Gudjonsson, Richard Leo, and Allison Redlich - agree with us
    - Stating that future recommendations for interrogation procedures should "permit moral and psychological forms of minimization, but ban legal minimization."
- Hayes v. Plumley* – death of an 18 month-old child
- "The detectives presented the subject's predicament in terms of two options: he could either continue to feign ignorance and, from his silence, be treated as a remorseless killer, or otherwise confess to an accident resulting from a brief fit of rage or lapse in judgment and receive mercy."
  - Confession admissible

*State v. Fouts* – sexual abuse of a minor

- “The other possible statements in the record that arguably minimized Fouts's offense were the officer's statement that she believed he ‘made a mistake’ and ‘mistakes can be fixed’, and her characterization of what might have happened the night before as ‘iffy.’ However, we find nothing about those vague and indefinite statements that would render his confession involuntary.”

*Williams v. State* – homicide

- Police officer's implication that defendant might see the outside again if he confessed to a robbery gone bad instead of a premeditated murder was not an inducement rendering his confession involuntary

*Fundaro v. Curtin* – homicide

- The officers merely informed defendant that if what he did was self-defense, then it was in his best interest to say so. While Petitioner testified that he understood the officers to be saying that he did nothing wrong, their testimony shows that they made no such representation

*US v. Hunter* – death of a 9 year-old child;

- Confession admissible: While Agent David's repeated assurances that she understood how Hunter must have felt and that she (Agent David) believed the incident was an accident were no doubt persuasive and inducing, nothing in those statements constitutes a quid pro quo promise to Hunter in exchange for a confession
- Confession admissible
- The courts consistently reject the claim from defendants that the investigator's suggestion that the

crime was an accident is a coercive tactic:

- *Smith v. State*
- *State v. Turner*
- *Walker v. Davis*
- *US v. Hunter*
- *State v. Fundaro*
- *Commonwealth v. Johnson*
- *People v. Carrillo-Garcia*
- *People v. Batiste*
- *People v. Carrington*
- *People v. Wroten*
- *Bramley v. State*
- *People v. Holloway*

*People v. Flores* – homicide

- "This is your opportunity to tell the truth ... 'cause if you were with somebody and they did something stupid that you didn't know about, that's on them. Let them deal with that but don't make this about you by lying about it because you're only, not only trying to help yourself, you're trying to help the other person..."
- Confession admissible

*Thlang v. Jacquez* – homicide

- The Court rejected the defendant's claim that his statements after the detective urged him to be a witness rather than a suspect were involuntary and inadmissible because this was an implied promise of benefit or leniency which induced him to admit he was present at the shooting

*R v. Oickle* Canada Supreme Court

- "There is nothing problematic or objectionable about police, when questioning suspects, in downplaying or minimizing the moral culpability of their alleged criminal activity. I find there was nothing improper in these and other similar transcript examples where [the detective] minimized [the accused's] moral responsibility."

*State v. Belonga*

- “[Investigator] testified that he used an interrogation technique that involves ‘minimizing the actions [of defendants to suggest] that they are less culpable for their actions, whether it be due to a chemical dependence or being under the influence of alcohol or drugs or being [under] the stress of a single parent.’ Given that police are permitted to mislead a suspect, they are likewise permitted to use minimization techniques.”

*People v. Harrington*

- “suggestions that the ... homicide might have been an accident, a self-defensive reaction, or the product of fear, were not coercive; they merely suggested possible explanations of the events and offered defendant an opportunity to provide the details of the crime. This tactic is permissible.”

*State v. Fundaro*

- rationalizing a defendant's actions (self-defense/accident) in such a way that he "might hope that he would not be charged with murder" did not render the confession inadmissible

**How the Courts View Misrepresenting Evidence to the Suspect**

False confession experts oftentimes testify that misrepresenting evidence to a suspect is coercive.

Generally speaking, the courts do not find misrepresenting evidence to be a coercive tactic

*Frazier v. Cupp* United States Supreme Court

- Upheld a defendant’s confession that was the result of the police falsely telling the subject that his accomplice had confessed, implicating him in the commission of the crime. In their opinion, the Supreme Court stated that “the totality of circumstances” must be considered in determining the voluntariness of a confession

*Valle v. Butler*

- Court found confession was voluntarily given even though the police lied to the suspect about the victim being a federal informant, that his friends named him as the shooter, and that they had a recording of him bragging about the shooting
- Lying about DNA evidence is not coercive
  - *Demarest v. Secty, Dept of Corrections*
  - *Melendez v. Koehn*
  - *Jefferson v. State*
  - *State v. Smith*
  - *Mata v. Martel*
- However, creating false documents purporting to be the official results of a state-police lab’s DNA examination was coercive

*Gray v. Commonwealth*

- Intrinsic falsehoods do not create a coerced confession

*Marquez v. State*

- This court has distinguished between intrinsic falsehoods and extrinsic falsehoods.... Intrinsic falsehoods imply the existence of implicating evidence and are more likely to secure a truthful confession from a defendant....
- Extrinsic falsehoods involve issues that are collateral to the crime and are more likely to overbear a defendant's will and secure a false confession or "a confession regardless of guilt." (concluding that a confession was coerced when police threatened a defendant that "state financial aid for her infant children would be cut off, and her children taken from her, if she did not 'cooperate"')

*State v. Bates*

- Falsely telling a suspect that a

witness placed him inside of the victim's car was not coercive

*People v. Boner*

- Falsely telling a suspect that a gunshot residue test and statements from witnesses identified him as the shooter were not coercive

*US v. Hunter*

..... courts have held that "trickery or deceit is only prohibited to the extent it deprives the suspect of knowledge essential to his ability to understand the nature of his rights and the consequences of abandoning them." Thus, "[t]he kinds of deception that are generally deemed to trigger suppression are lies about a defendant's legal rights ( i.e., 'you must answer our questions'), false promises ( i.e., 'whatever you say will be just between us'), or threats ( i.e., 'if you don't talk, you won't see your family for a very long time')."

- Additionally, the law in the Eleventh Circuit "is clear, that the police's use of a trick alone will not render a confession involuntary," unless there are "other aggravating circumstances" beyond the mere use of deceptive tactics...

Along these same lines:

*US v. Graham*

- misrepresenting evidence is "one factor to consider among the totality of the circumstances in determining voluntariness." ... However, "[c]ourts have been reluctant to deem trickery by the police a basis for excluding a confession on the ground that the tricks made the confession coerced and thus involuntary."
- The court points out that there are a number of cases in which statements elicited from a defendant in response to police deception were found

involuntary,.... but "these cases all involve significant aggravating circumstances not present here, such as, subjecting the accused to an exhaustingly long interrogation, the application of physical force or the threat to do so, or the making of a promise that induces a confession."

*People v. Riley*

- Not coercive to lie about having an incriminating surveillance video

*US v. Freeman*

- Not coercive to lie about having a witness and finding the suspect's fingerprints at the scene of the crime

*People v. Smith* California Supreme Court

- It was not coercive for the police to administer a "Neutron Proton Negligence Intelligence Test" that purportedly showed the defendant had recently fired a gun

*People v. Mays*

- The court found that "a mock" polygraph test administered to defendant after he requested a lie detector test during detective's questioning, and fake test results, did not render involuntary defendant's incriminating statement after he received the fake test results."

*People v. Chutan:*

- "Police trickery that occurs in the process of a criminal interrogation does not, by itself, render a confession involuntary and violate the state or federal due process clause. Why? Because subterfuge is not necessarily coercive in nature. And unless the police engage in conduct which coerces a suspect into confessing, no finding of involuntariness can be made."
- So long as a police officer's misrepresentations or omissions

are not of a kind likely to produce a false confession, confessions prompted by deception are admissible in evidence.... Police officers are thus at liberty to utilize deceptive stratagems to trick a guilty person into confessing. The cases from California and federal courts validating such tactics are legion.

### **How the Courts View Being Friendly and Empathetic with the Suspect**

In the Reid Technique, we teach that the investigator should be understanding and empathetic with the subject. Some critic's have suggested that this is misleading and coercive – the courts disagree

#### *People v. Powell*

- There was no improper coercion here. It is no exaggeration to say that Sergeant Alexander came across more like a mentor than a police officer during the interview. He spoke about family, character, overcoming problems, accepting responsibility for wrongdoing, and becoming a better man.
- "But, at no point during the interview did either officer expressly or implicitly promise Powell that he might not be charged with, prosecuted for, or convicted of the murder if he cooperated.

#### *US v. Sanchez*

- Obviously, interrogation of a suspect will involve some pressure because its purpose is to elicit a confession. In order to obtain the desired result, interrogators use a laundry list of tactics such as a raised voice, deception, or a sympathetic attitude on the part of the interrogator will not render a confession involuntary unless the overall impact of the interrogation

caused the defendant's will to be overborne... "[T]here is nothing inherently wrong with efforts to create a favorable climate for confession."

#### *State v. Parker*

- Excessive friendliness on the part of an interrogator can be deceptive. In some instances, in combination with other
- tactics, it might create an atmosphere in which a suspect forgets that his questioner is in an adversarial role, and thereby prompt admissions that the suspect would ordinarily only make to a friend, not to the police." Nevertheless, the 'good guy' approach is recognized as a permissible interrogation tactic
- Also see *Beckwith v. US* and *Frazier v. Cupp* on this same point

#### *Sanchez v. McDonald*

- "The Court is unaware of any Supreme Court authority where an officer's building rapport with a suspect in a friendly manner would cause a resulting confession to be considered involuntary."

#### *R v. Oickle* Canada Supreme Court

- In essence, the court [of appeals] criticizes the police for questioning the respondent in such a gentle, reassuring manner that they gained his trust. This does not render a confession inadmissible... To hold otherwise would send the perverse message to police that they should engage in adversarial, aggressive questioning to ensure they never gain the suspect's trust, lest an ensuing confession be excluded



## How the Courts View the Use of the Alternative Question

- When a suspect appears ready to tell the truth during an interrogation, we teach to use an alternative question to develop the first acknowledgment of guilt
- An example of an alternative question would be, “Was this your idea or did your buddies talk you into it?”
- Some false confession experts view this type of question as minimizing the suspect's perception of the consequences of an admission if he chooses the “good” reason, thereby creating a promise of leniency – they refer to this as pragmatic implication
- The courts reject this view

### *People v. Wroten*

- Dr. Richard Leo testified that the interrogators suggested to the defendant “that the offense was accidental, thereby minimizing the suspect's perception of the consequences of an admission and implying that an accidental killing might result in leniency. This technique can increase the risk of a false confession.” The court rejected this position and the jury convicted the defendant of first degree murder
- “While the detective stated that knowing whether the murder was intentional or accidental might make a difference in “how we proceed,” he did not say it would benefit appellant or that it would make a difference as to whether they would proceed.... There were no promises of leniency made to appellant

### *People v. Benson*

- “Here, Detective Rodriguez did tell

defendant there was “a big difference between ... someone getting hurt and trying to shoot someone.” However, the detectives made no promises or representations that defendant's cooperation would garner more lenient treatment or lesser charges. “No specific benefit in terms of lesser charges was promised or even discussed, and [the detective's] general assertion that the circumstances of a killing could ‘make a lot of difference’ to the punishment, while perhaps optimistic, was not materially deceptive.”

### *R. v. Oickle*

- “The most important decision in all cases is to look for a quid pro quo offer by interrogators, regardless of whether it comes in the form of a threat or a promise.”

### *Harris v. State*

- Harris claims that his admissions were obtained through police trickery, and the detectives “delude[d]” him by minimizing the dangers of admitting to the assault and robbery.... They did not offer a quid pro quo bargain for a confession. Nor did the detectives indicate that murder resulting from a robbery is any less serious than intentional murder. They only inquired as to whether the boy had planned a robbery, as opposed to having grabbed the victim off the bike to intentionally beat him to death.”

- Confession admissible

### *Smith v. State*

- Appellant contends the trial court erred in admitting the videotaped confession into evidence because he contends it was induced by the slightest hope of benefit “as the hope of lighter punishment was clearly implied by the [detective's] excusable accident theory,”... We disagree



- “A hope of benefit generally arises from ‘promises related to reduced criminal punishment—a shorter sentence, lesser charges, or no charges at all.’ ... At no point did detectives tell appellant that he would not be charged with murder, that he would be charged with a crime less than murder, or that he would receive lesser punishment if he confessed

### **Courts Admonish Investigators When They Do Not Follow Reid Guidelines**

#### *People v. Elias*

- In this case the, Appeals court pointed out several prescribed Reid procedures that were not followed by the investigator, resulting in a confession that was found to be involuntary:
- A non-accusatory interview was not conducted before initiating an interrogation
- The investigator misrepresented the case evidence when questioning a 13-year old
- There was no corroboration of the incriminating statement
- There was contamination - disclosing details of the crime
- The court quoted extensively from our book *Criminal Interrogations and Confessions*

#### *US v. Preston*

- In reviewing the confession of an intellectually disabled 18-year-old, the court pointed out that the investigators did not follow our guidelines regarding the questioning of such an individual
- “The officers, however, sometimes disregarded the manual's cautions about the tactics they used.”

- The court found the confession inadmissible and quoted extensively from *Criminal Interrogations and Confessions*

### **NJ Court uses Reid Book as Reference for Proper Interrogation Length**

#### *State v. Knight*

- New Jersey Appellate Court found that the trial court erred in admitting the defendant's confession. In their opinion, the Appellate Court said that, “The length of the interrogation alone exceeded the bounds of due process. Gregory acknowledged that he questioned defendant for ‘hours’ before and after the written waiver was signed”.
- While there is no hard-and-fast rule delineating when the length of an interrogation becomes coercive, “[w]hen fatigue, withdrawal, hunger, thirst, or a craving for other biological needs serve as the primary incentive for a confession, duress may be claimed.” Fred E. Inbau, et al, *Criminal Interrogation & Confessions*

### **False Confession Expert Testimony that the Reid Technique Is Coercive Has No Basis in Fact**

#### *U.S. v. Jacques*

- “In his declaration and at the hearing, Professor Hirsch [false confession expert] explained that the primary cause of ‘coerced compliant’ confessions are certain interrogation methods employed by law enforcement, including a widely used method known as the Reid Technique.....” Beyond his own intuition, however, Professor Hirsch offered no basis for concluding that these tactics had any tendency necessarily to cause false, rather than true, confessions

- ... Professor Hirsch's declaration offered no other evidence of the danger of certain police interrogation tactics, and the Reid Technique in particular, except to say that, “The use of these tactics [employed in the Reid technique] and their correlation with false confessions are extensively documented in the literature”.
- “...espite this broad statement, he did not provide any further explanation...”
- In sum, the proffered expert testimony to the effect that the Reid Technique enhanced the risk of an unreliable confession lacked any objective basis for support whatever. Although Professor Hirsch insisted that “there is a wealth of information about the risks of the Reid Technique,” he could point to none.”
- Confession admissible

### **False Confession Expert Testimony About the “Coercive” Nature of the Reid Technique is Rejected**

#### *Shelby v. State*

- The Court of Appeals of Indiana rejected the defendant’s claim that his confession was involuntary, in part, because the police used the “Reid Technique” to question him. The court stated, “Considering the evidence favorable to the trial court's decision and the reasonable inferences to be drawn therefrom, the trial court did not err in concluding that the totality of the circumstances show that Shelby's statement to the police was given voluntarily.”

#### *State of New Jersey in the Interest of A.W.*

- The Supreme Court of New Jersey upheld the admissibility of a confession from a juvenile who was interrogated by investigators using the Reid Technique. In this case, the defendant challenged the interrogation

techniques that were used by the detective "asserting that they failed to comport with "the highest standards of due process" as required by this Court

- In their opinion, the Supreme Court stated that, "Although it is certainly true that juveniles are more susceptible to having their wills overborne by adult authority figures, there is no evidence in this record that the interview techniques deprived A.W. of any of his rights or overbore his will."

#### *US v. Senior Airman John S. Freeman, US Air Force*

- The U.S. Air Force Court of Criminal Appeals affirmed the conviction of Freeman for "one specification of false official statement and one specification of assault with a means or force likely to cause death or grievous bodily harm."
- In reviewing the investigator's interrogation techniques (which he had identified as the Reid Technique) which elicited an incriminating statement from Freeman, the Court found that "We find no basis to conclude that the AFOSI overbore the appellant's will in eliciting the incriminating statement”.

#### *State v. Myers*

- The Supreme Court of South Carolina upheld the admissibility of a confession by investigators utilizing the Reid Technique

### **Reid as the Gold Standard**

- In July 2014, at the National Association of Criminal Defense Attorneys’ conference, there was a presentation entitled, “ Theories and Advocacy Strategies in False Confession Cases.”
- The presenters were Steve Drizin, Center on Wrongful Convictions,

Chicago, IL; Laura Nirider, Center on Wrongful Convictions of Youth, Chicago, IL

- In their presentation they stated that Reid is the gold standard on proper procedures, and that they regularly review reid.com and our materials to establish best practices and to point out what other investigators did that was improper. They specifically reference our cautions regarding the questioning of juveniles

For additional information on these and many other issues, visit [www.reid.com](http://www.reid.com); or call our office at 800-255-5747

**NATIONAL CERTIFICATION PROGRAM:  
ESTABLISHING STANDARDS TO  
'RAISE THE BAR' FOR LAW  
ENFORCEMENT TRAINING**

*by Peggy M. Schaefer IADLEST and Greg Ryhal,  
Envisage Technologies*

*"For training to be effective, curriculum development standards are an absolute necessity. The IADLEST National Certification Program has brought enhanced credibility and interest to our signature Documenting Force course."*

*Jon Blum, Vice President of  
Training & Development,  
FORCE Concepts, Inc.*



Until a year ago, there were no *nationally* recognized standards for law enforcement training and oversight of the quality of training programs varied

dramatically from state-to-state. This lack of consistent standards created problems that lead to training quality, civil litigation, and negligent training affecting the critical performance of officers nationwide.

**What is the remedy?** Members of the International Association of Directors of Law Enforcement Standards and Training (IADLEST) collaborated to create a viable and

dynamic solution: The National Certification Program. IADLEST is a non-profit group comprised of Peace Officer Standards and Training (POST) Directors, Training Academy Directors, training experts, and commissioners throughout the United States and from many foreign countries. IADLEST is a cohesive association committed to improving law enforcement certification standards and training for criminal justice practitioners.

In June 2015, IADLEST, with the support of Envisage Technologies, launched the National Certification Program (NCP). The NCP is a dynamic program designed to enhance standardization and quality within police training. By establishing and disseminating "best practices" for both in-person and on-line training, the program recognizes quality continuing in-service education for the law enforcement community. NCP standards are designed to meet or exceed any individual state certification requirements, thereby ensuring all NCP-certified training will be accepted by participating POST organizations in the country. Additionally, by compiling certified courses into a national training catalog, the NCP fundamentally improves access to quality training, reduces agency costs, improves training efficiency, and allows students to provide critical course feedback on their training experience.

When commenting on the impact that the NCP would have on the law enforcement training profession, Mike Becar, IADLEST's Executive Director explained, "The NCP seal will make it easier to select training programs that we know have been critically and independently examined to meet the threshold required for NCP endorsement."

**Who are the independent reviewers?** The training content is reviewed by specific topic area and curriculum development experts nominated and referred by POST organizations and other training entities throughout the country. The reviewers must attend and pass a training course and mentoring program before being able to review courses for national certification. These experts have extensive experience in curriculum design and

development for police training. The immediate goals of IADLEST and the NCP include training 200 qualified reviewers in order to increase the number of certified courses. New reviewers are added to the roster monthly.

**How does a training provider submit a course for review?** Training providers who wish to have their training assessed and certified must complete an application before submitting their program for review. All training must be accompanied by supporting documentation such as course manuals, instructor lesson plans, audio-visual aids, and test instruments, which are all reviewed to ensure they meet NCP standards. In recent months, the certifications have started to increase dramatically due to the recognized value of the program by training providers and law enforcement leaders with the encouragement and endorsement from POST Directors.

Despite the high threshold for certification, it is never IADLEST's primary goal to fail a course, but rather to support and help a training provider to improve the quality of their courses. IADLEST often works with the training providers who have initially failed certification to give them critical feedback helping them meet NCP standards.

“The NCP certification process is thorough and tough. It sets a high bar for training development, content, support, and delivery. However, the criteria for success are clearly established and easy to understand. The NCP staff have been tremendous collaborators and advisors. Our training would never have reached the standard of excellence we've achieved without their assistance and commitment.”

Mr. Joe Wolf,  
Law Enforcement Program Manager,  
Innovative Reasoning, LLC (August 2016)



**What are the benefits to the criminal justice profession?** Law enforcement administrators and organizations from around the country have been quick to recognize the benefits of the NCP. In just the first year of its existence, 34 states have adopted the program, with several mandating that training provided for in-service credit be NCP certified. In April 2016, the Major County Sheriffs' Association endorsed the National Certification Program. At the time, the President of the MCSA, Sheriff Sandra Hutchens, stated, “As an association dedicated to the continuing education of our members, we are very happy to embrace a new, and very high standard, for law enforcement training.”



The benefits of the NCP are innumerable. Among them:

#### For Officers and Agencies -

1. Officers and other criminal justice participants can access the IADLEST National Training Catalog in the FirstForward Marketplace. This national course catalog will announce training and educational opportunities scheduled throughout the U.S., including both online and classroom courses.
2. After the participants complete a training program registered through the portal, their course completion records will be archived and accessible to the participants for the duration of their careers. These records belong to the participant and are portable.
3. When the participants see the NCP seal on a training program, they will know the program has been reviewed and

complies with the best practices for criminal justice training. Furthermore, the content will be current and legally defensible.

4. Real reviews posted in the catalog will help officers make informed decisions on training programs.
5. Law enforcement agencies will know that training their officers, experience beyond their state's boundaries will be accepted in their state for continuing education credit.
6. Agency training coordinators can view and have access to a larger selection of quality training programs by visiting the IADLEST National Catalog, simplifying access to training content.
7. Training coordinators can easily compare costs between providers in the marketplace and purchase only those courses needed for their officers.
8. Reporting officer training compliance to state POSTs will be streamlined with NCP-recognized courses.
9. Departmental training, once reviewed, can also be distributed, and potentially marketed to others across the U.S.
10. It establishes a standard for in-house training development.

#### **For POST Directors -**

1. POST Directors have traditionally been tasked with reviewing content and approving training materials for their respective states, a process which is time-consuming and a drain on human resources. With the NCP, POST Directors can be assured that the reviewed training programs have met their state's applicable training requirements.
2. POST Directors will know that the training officers receive in other states and in their own are of the highest quality and meet or exceed individual state standards.
3. POST Directors may be able to distribute and potentially sell state proprietary content to other out-of-state agencies and officers.

#### **For Training Academy Directors -**

1. Academy Directors have a keen interest in ensuring that the training they provide at their venues complies with nationally accepted standards. They, too, will be able to submit training programs and courses for national certification and use the rubrics for their individual course training assessments.
2. Academy Directors hosting an NCP course will know that the training being presented complies with national standards and that it will be a valuable experience for their students.

#### **For Training Providers -**

1. Training providers will benefit from the NCP process as they ensure their training program complies with recognized best practices. Based on this feedback, they will revise and modify their training program, making it a better product for their customers – officers throughout the country.
2. In addition, training providers will not have to submit their courses to each individual state POST agency. They will submit their materials to one national portal for review and processing, saving them effort, time and money.
3. Training providers will be able to market their courses using the NCP seal, which will increase their participation levels and revenue.

*“Having IADLEST experts critique our training program using stringent guidelines, raised the bar, and made our curriculum better. We believe in the sixth pillar of the 21<sup>st</sup> Century Policing model, which is about providing better training. Transparency in our programs, our pricing model, and sharing our training with training experts is paramount to our success.”*

*Linda Webb, CEO, Rite Academy*



**Who is our Technology Partner?** Envisage Technologies, a company dedicated to streamlining complex law enforcement training and certification programs, provides the technical framework for the program and offers NCP-certified training through its FirstForward® training network. According to Envisage CEO, Ari Vidali, “The NCP is a fundamental shift in how departments access training for their deputies and officers. By providing a seal of quality departments can trust, IADLEST has created the nation’s first benchmark standard for what constitutes excellent training. We are deeply honored to be a part of this positive change that will improve access to quality training for all officers.”



**FirstForward**

If you are interested in learning more about the National Certification Program, access our website at: <http://iadlest-ncp.org/>

We are currently recruiting curriculum reviewers and content providers. Join us at the FirstForward portal today and help us “raise the bar” for training provided for your officers, agencies, and the citizens you serve!

**About the Authors:** Ms. Peggy M. Schaefer, National Certification Program Director, International Association of Directors of Law Enforcement Standards and Training (IADLEST), Fayetteville, NC

*Peggy Schaefer leads a dynamic and innovative team comprised of training program reviewers, content experts, and software specialists committed to ensuring that criminal justice training content and delivery methods comply with nationally accepted standards. In this capacity, she directs content to the appropriate expert reviewers and tracks the certification process for training providers throughout the country. Peggy retired in 2010 as the CEO/Training Director of the North Carolina Justice Academy. As the Director, she managed the curriculum development and dissemination of training and instructional materials to over 85,000 law enforcement professionals. Peggy served on the Board of Directors for IADLEST, representing the southeast region of the U.S. and served as the CALEA Accreditation Training Academy Revision Co-chair establishing training standards for the country. She started her career as a Guilford County Deputy Sheriff in 1981 and then served as a Greensboro Police Officer, vice-narcotics detective, and recruiting and personnel officer. She retired from the Fayetteville NC Police Department’s Reserve Officer program in 2015.*

**Mr. Greg Ryhal, Staff Writer, Envisage Technologies, Bloomington, Indiana,** is the staff writer for Envisage Technologies and author of their recent publication, *Records Management: A Means to Legal Defensibility and Cost Savings*. Greg has assisted or been the lead researcher on numerous research projects covering an array of topics including law enforcement, process improvement, and baseball. A past associate editor for post-secondary textbooks on practices and training in the fields of emergency medicine and trauma nursing, Greg is a champion of social causes and is passionate about the increased safety, security, and success of first responders that can be realized through quality.

**LAS VEGAS POLICE AGENCIES  
ADOPT SECURED COMMUNICATIONS  
TO CONNECT OFFICERS**

*by: Nicole Santarpia, Secured Communications, LLC.*

*End-to-end encryption protects citizen privacy and investigative integrity while enabling rapid information sharing and cross-agency communication*

More than 2,700 sworn officers in the Las Vegas area are now communicating in-the-field via encrypted voice, text, video, and file sharing on the Secured Communications, LLC, mobile connection platform.



Secured Communications provides officers secure, non-radio connectivity that allows the rapid sharing of investigative information or departmental alerts in an encrypted environment that protects citizen privacy and investigative integrity. Las Vegas police agencies successfully used the system during the October Presidential Debate, in which more than 18,000 messages were shared between other state and federal agencies.

The Las Vegas Metropolitan Police Department is one of the largest police agencies in the United States, protecting a resident population of more than 1.5 million and annually ensuring the safety of more than 40 million tourists. Last year, the agency handled more than 1.3 million 911 calls.

The Secured Communications mobile platform augments the department's radio network with text messages, phone calls and image/file sharing that are end-to-end encrypted using the Advanced Encryption Standard (AES).

"While mobile phones are a vital tool for the rapid communication of sensitive information by law enforcement, they can also be vulnerable to interception," said Chris Perry, Secured Communications' Chief Operations Officer. "With Secured Communications, critical or sensitive operations are protected from interception, helping agencies ensure the safety of their officers and ultimately that of the citizens they are sworn to protect."

Secured Communications currently connects 47 public safety agencies in Nevada, allowing personnel to cross-communicate in a secure environment during emergency situations.

**About Secured Communications, LLC:** The global leader in safeguarding critical communications, Secured Communications delivers advanced encryption solutions for law enforcement, enterprises, corporations, government entities, defense agencies, health care organizations, and limited individuals.

Using Secured Communications' mobile connection platform, text messages, phone calls, images, and files are end to-end encrypted and

protected using the Advanced Encryption Standard (AES), the encryption algorithm for securing sensitive information.

Secured Communications is led by retired senior FBI and law enforcement leaders and allows only trusted partners vetted by the FBI's InfraGuard program to access its technology. For more information about how Secured Communications can safeguard your communications, visit: [www.SecuredCommunications.com](http://www.SecuredCommunications.com).

### **PRIVATE-INDUSTRY MANAGEMENT & TRAINING CORPORATION SELECTS ACADIS® READINESS SUITE FOR TRAINING MANAGEMENT**

*by: Greg Ryhal, Envisage Technologies*

Envisage Technologies, creators of the Acadis® Readiness Suite—a software solution built to manage the complex training operations for high-stakes training environments—announced today that it has been chosen by private-industry Management & Training Corporation (MTC) to implement the Acadis® Readiness Suite to replace their legacy training management systems for their corrections division. The Acadis Readiness Suite is Envisage's cloud-based training and compliance solution purpose-built for corrections, public safety, and military professionals. With over 1.1 million first responders and 8,600 departments included in the Envisage client base, Acadis is the preeminent training and compliance software within the corrections and public safety industry.

The MTC corrections division contracts with federal, state governments to manage correctional facilities. The Acadis Readiness Suite will be used by MTC to automate the organization's training operations, including curriculum development and reporting, for their staff of over 4,500 correctional employees. Acadis will track and support the entire hire-to-retire lifecycle of training events, lowering costs while ensuring the accuracy and legal defensibility of MTC's training records.

Bernie Warner, MTC's Senior Vice President of Corrections, said in a statement, "MTC is excited to have chosen Envisage Technologies to provide an

electronic training software package that is expected to enhance the consistency and efficiency of MTC's employee training activities. Our selection of this robust system further demonstrates a commitment to provide our employees a first rate training experience that will aid them throughout their career."

"We look forward to assisting MTC as they modernize their approach to training management," said Ari Vidali, CEO of Envisage. "Acadis will help streamline MTC's training operations, improve sharing of information with MTC stakeholders, and drive paperless reporting to oversight agencies, reducing the costs associated with the printing, mailing, and storage of documents."

Envisage company and Acadis product information can be found at [www.envisagenow.com](http://www.envisagenow.com) and [www.acadis.com](http://www.acadis.com) or by calling (888) 313-8324.

**About Management & Training Corporation:** Since 1987, MTC has made a social impact by giving thousands of offenders an opportunity to change their lives. MTC's philosophy in Corrections is rehabilitation through education. MTC secures nearly 25,000 offenders at 25 correctional facilities in eight states. Additionally, MTC provides rehabilitation services to approximately 30,000 probationers and parolees in the United Kingdom.

**About Envisage Technologies, LLC:** Envisage is a software company founded in 2001 to automate the complex training operations for first responders, law enforcement, 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 Acadis training and compliance software platform leads the industry, serving over one million first responders across 8,600 public safety organizations, including both federal and state agencies. Our clients include federal law enforcement agencies, including the U. S. Department of Homeland Security, and many state law enforcement and public safety organizations. Further information about Envisage may be found at [www.envisagenow.com](http://www.envisagenow.com).

**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. Acadis 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. Learn more at [www.acadis.com](http://www.acadis.com).



EbevyYG Learning Solutions LLC Founded 2014  
Phone: (717) 773-0165; E-mail: [ebevyyg@solution4u.com](mailto:ebevyyg@solution4u.com)

**E. Beverly Young, PhD**

Adult Learning Strategies Consultant, Adjunct Professor, Mentor

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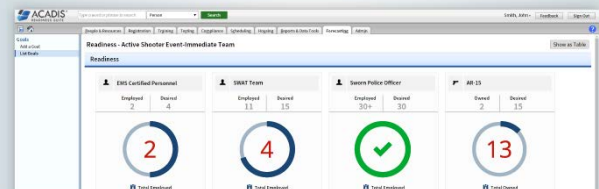
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## ONGOING IADLEST PROJECTS

IADLEST is actively engaged in several programs and services, some of which are supported by federal funding agencies. The following are brief descriptions of offerings that may be of interest to IADLEST members.

- **Accreditation:** IADLEST offers accreditation services for POST agencies and law enforcement academies. The benefits are maintaining compliance and consistency with national and state standards, increasing defensibility, national recognition of adherence to best practices, and guidance for addressing issues and achieving best practices. For the POST agencies, there are 99 standards encompassing Statutory and Regulatory Compliance, Mutual Aid Agreements and Policies, Record-keeping, Budgeting, Health Screening, and Disciplinary Process.
- **Audits:** IADLEST offers audit services for POST agencies and law enforcement academies. Audits are designed in consultation with the agency to meet the client’s need. They can be focused on one or more of the following areas: Performance Audit (efficiency, effectiveness and conforming to best practices), Image Audit (perceptions of external and internal stakeholders), Operations Audit (quality and effectiveness), Finance Audit: (finances managed appropriately, fees, grants, funding), Management Audit (leadership), Content Audit (consistent voice), Legislative and policy (compliance).
- **Blue Courage:** Blue Courage enhances the law enforcement professional’s capacity to serve with courage, respect, resilience, and commitment to the nobility of the profession. The Blue Courage Academy consists of the 2-day Blue Courage course followed by a 2-day certification course, allowing attendees to conduct their own 2-day courses. The grant is intended for full state infusions, which includes a Blue Courage Academy (Train-the-Trainer) a couple of 2-day blue courage classes and two or three Blue Courage executive overviews. IADLEST has conducted the state infusions in Arizona, Washington,

Ohio, Nebraska, New York, Iowa, and Kansas with several other states in progress.

Click on:



- **Crime Analysis Workshops and Webinars:** Since 2013, IADLEST has managed a grant from the US Department of Justice Assistance to provide a four-tiered training program for Crime Analysis. The four tiers are: (1) the provision of free 16-hour “Crime Analysis for Chief Executives” training workshops, (2) provision of free 1-½ hour webinars on selected crime analysis subjects, (3) presentations at executive conferences, and (4) Free additional technical assistance to agencies that participate in the 16-hour workshops. The goal is reductions in crimes, crashes, and other social harms and the effective and efficient use of patrol, investigative, and other available resources.

- **DDACTS:** Data-Driven Approaches to Crime and Traffic Safety (DDACTS) is an effective, predictive, location-based policing approach to crime and traffic safety that delivers law enforcement services at the right place and at the right time. NHTSA funds Implementation Workshops and analytical support to law enforcement agencies throughout the country.

Click on:



- **Large Truck & Bus Traffic Enforcement:** A Federal Motor Carrier Safety Administration funded training program that establishes the importance of municipal and other local law enforcement officers actively engaged in enforcing moving and equipment violations associated with large trucks, buses, and other commercial vehicles.

Click on:



- **National Certification Catalog:** Since June 1, 2015, IADLEST has been certifying courses as part of our National Certification Program. Training programs are rigorously assessed to ensure training excellence. The catalog is a listing of vetted training that ensures that the training is current, engaging,

legally defensible, and appropriate to the target audience. Click on:



- **National Decertification Index (NDI):** The NDI is a searchable national registry of certificate or license actions related to officer misconduct. Click on:



- **NLEARN:** The National Law Enforcement Academy Resource Network (NLEARN) is an Internet link to all United States law enforcement training academies and provides a variety of resource services including complete training programs, significant documents repository, and interactive member bulletin board forum. Each week this project reaches over 3,000 police instructors and academy personnel on the local, state, tribal, federal, and military levels. Click on: [N](#)

- **Outreach:** Outreach is a project that supports various combined traffic safety initiatives and promotes more involvement of local law enforcement in data driven traffic safety enforcement and education. This includes Combined Accident Reduction Efforts (CARE), State & Provincial Division of IACP (S&P), and the Florida Highway Patrol (FHP) to push NHTSA's goals of reducing crashes and saving lives on our nation's highways. The project is led by Retired Col. Ken Morkel who is building relationships and bringing law enforcement agencies together to help reduce crashes for the summer driving season.

- **Training Development, Analysis, Design, Review, and Implementation:** For Academies, there are 72 standards encompassing Statutory and Regulatory Compliance, Mutual Aid Agreements and Policies, Operations, Record-keeping, Staff, Students, Training Development/ Analysis/ Delivery and Assessment.

- **State Training Assessment:** In 2016, IADLEST was awarded a grant by the US Department of Justice /Office of Community Oriented Policing Services (COPS) to

survey the 50 states to determine the current state of training and curriculum development in process in response to the recommendations of the President's Task Force on 21<sup>st</sup> Century Policing.







# IADLEST

## National Certification Program

### Certified Courses

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

#### Course

#### Approval



### Spokane County Sheriff's Office

12/6/2016

#### Interaction and Perception (I&P)

The Spokane County Sheriff's Office combined the strategic interaction program and implicit bias trainings into the Interaction and Perception training allowing for the understanding and identification of personal biases to act as a foundational component of accurate and effective pre-planning and observation/assessment of the self and others prior to engaging in an encounter. It also provides relevant context for debriefing interactions with civilians, focusing on how personal background and innate assumptions can frame encounters or influence vital decision making, and how adaptation to biases during encounters can increase accuracy and improve interactions with citizens. This course is a non-lecture, highly facilitative course that takes the student from the classroom to the community for interaction and practice. All facilitators must complete a train-the-trainer program to facilitate this course.

#### Catalog link

**Course ID:** 1649-1612

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

### Advanced Interviewing Concepts

11/15/2016

#### Statement Analysis® Interviewing Techniques

In this one-day seminar, you will learn how to tell if someone is lying by examining how a person phrases his verbal or written statement. Even though people may lie and withhold information their words will betray them. People will give you more information, than what they realize. The key to detecting deception is to listen to what people are saying and to know what to look for in their statement. After attending this seminar, you will begin to observe things in a verbal and written statement that you never noticed before.

#### Catalog link

**Course ID:** 1646-1611

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





## The Graffiti Consultants

### Ten Steps to a Graffiti Free City

This course will cover how to conduct a successful graffiti investigation as well as the ten proven steps a city needs to take to become graffiti free.

#### COURSE CURRICULUM

- How to Conduct A Citywide Graffiti Survey
- How to Recruit A Graffiti Fighting Army
- Graffiti Ordinances That Work.
- Getting Graffiti Vandals to Stop
- Tips And Tricks For Catching Graffiti Vandals
- Graffiti Abatement Strategies
- Save Money In Your Graffiti Program: What NOT to Do
- How to Build an Anti-Graffiti Collaborative Partnership
- Graffiti Prevention and Alternatives
- Treasure Chest of Graffiti-Related Topics

#### [Catalog link](#)

**Course ID:** 1648-1610

**Class:** Online    **Length:** 10 hours



## FMCSA/IADLEST

10/18/16

### Large Truck & Bus Traffic Enforcement Training Program – Instructor Course

The Truck & Bus Traffic Enforcement Training Program was developed by Federal Motor Carriers Safety Administration (FMCSA) and is a 2-hour in-service training program for ALL local officers. The course teaches officers to engage large trucks and buses safely and effectively reduce major crash injuries and fatalities.

#### [Catalog link](#)

**Course ID:** 1645-1610

**Class:** In-Person    **Length:** 4 hours



## Marin Consulting Associates

10/12/16

### Performance and Accountability

This workshop is for commissioned and civilian first responder managers and supervisors at all levels. This is also an excellent course for aspiring supervisors. Poor performing and difficult employees suck the life out of their supervisors and their organizations.

Our practical real world approaches to dealing with problem employees will give you a new perspective on your role as a supervisor or manager. We focus first on making disciplinary due process and performance evaluation easy to understand and then provide the interpersonal skills training you need to successfully take on problem employees. This is straightforward material without the gimmicks or touchy-feely approaches many other leadership courses propose.

#### [Catalog link](#)

**Course ID:** 1642-1610

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



## Innovative Reasoning

10/12/16

### Workplace Violence and Active Shooter Preparedness

In this training program, ideas will be provided about the ways you can apply the methods discussed to better prepare your business or operation for active shooter incidents or other types of workplace violence.

This is not a course about tactics or techniques. Rather, this program of instruction is intended to provide you with the tools you need to make better advance preparations for the possibility of a workplace violence episode or active shooter attack.

#### [Catalog link](#)

**Course ID:** 1644-1610

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



## Glidden Training & Consulting, LLC

10/4/16

### Bulletproof Leadership

Bulletproof Leadership is a training seminar that equips leaders with the tools they need to improve employee morale, accountability, and performance. This training is appropriate for both new and experienced supervisors of any rank or position who want to get better results from their employees. Attendees will learn how to build trust, create a positive work environment, respond appropriately to negative attitudes, reduce gossip, rumors, sarcasm, and chronic complaining. The addendee with be deal effectively with unacceptable employee behavior, and provide clear employee feedback. This is a practical strategy-filled leadership development presentation designed to get results!

#### [Catalog link](#)

**Course ID:** 1636-1610

**Class:** In-Person    **Length:** 6 hours



## FMCSA/IADLEST

9/15/16

### Large Truck & Bus Traffic Enforcement Training Program

The Truck & Bus Traffic Enforcement Training Program was developed by Federal Motor Carriers Safety Administration (FMCSA) and is a 2-hour in-service training program for ALL local officers. The course teaches officers to engage large trucks and buses safely and effectively reduce major crash injuries and fatalities.

#### [Catalog link](#)

**Course ID:** 1637-1610

**Class:** In-Person    **Length:** 2 hours



## Innovative Reasoning

8/31/16

### Critical Decision Making – Encounters with Mentally Ill/Highly Intoxicated Persons

This program is designed to provide first responders with the knowledge, skills and abilities to apply critical decision-making principles during encounters with the mentally ill or highly intoxicated.

[Catalog link](#)

**Course ID:** 1635-1608

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



## International Ethics and Leadership Training Bureau, LLC

### Law Enforcement Peer Intervention Training

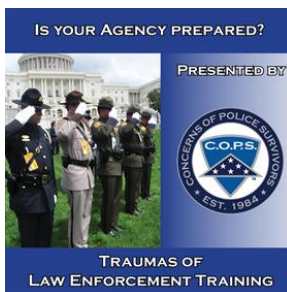
8/31/16

The program is designed to guide police officers and civilian employees in their understanding and practice of Peer Intervention and Critical Loyalty as a moral and ethical means to the survival of their life, their family, their career, and their freedom.

[Catalog link](#)

**Course ID:** 1634-1608

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



## Concerns of Police Survivors, Inc.

6/16/16

### The Traumas of Law Enforcement

Each year, Concerns of Police Survivors (C.O.P.S.) provides training to America's law enforcement agencies on how to appropriately respond to officers and family members affected by line-of-duty trauma. At these trainings, instructors will present information regarding appropriate response to line-of-duty death, disability, critical incidents, and police suicide.

[Catalog link](#)

**Course ID:** 1629-1605

**Class:** In-Person **Length:** 21 hours



## Innovative Reasoning

5/11/16

### Critical Decision Making – Encounters with Mentally Ill/Highly Intoxicated Persons

This program is designed to provide first responders with the knowledge, skills, and abilities to apply critical decision making principles during encounters with the mentally ill or highly intoxicated.

[Catalog link](#)

**Course ID:** 1628-1604

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



## Innovative Reasoning

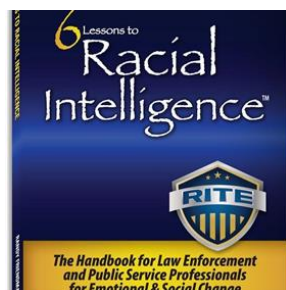
### Critical Decision Making Instructor Development Program (CDM/IDP)

This program is designed to provide law enforcement trainers with the knowledge, skills, and abilities to deliver Innovative Reasoning's Critical Decision Making program. Topics include the importance of instructor professionalism, reaching the 21st Century learner, and advanced methods of presentation.

[Catalog link](#)

**Course ID:** 1626-1603

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



## RITE ACADEMY

### Racial Intelligence for law enforcement & public service professionals

Our Racial Intelligence Officer Wellness Training Public Service Professionals teaches a three-prong approach:

- Help the Officer: Tools to De-escalate (at work) as well to use personally (at home)
- Improve the Department: Improve Recruiting, Morale, and Accountability
- Build Community Relations: Enhance Public Trust

Students learn how to use Emotional Intelligence (EI) & Social Intelligence (SI), to improve personal and professional relationships. We teach six modules in every RITE Training, from our Leadership to Train-the-Trainer.

[Catalog link](#)

**Course ID:** 1626-1602

**Class:** In-Person    **Length:** 4 hours

2/8/16

## BSR / SUMMIT POINT TRAINING CENTER

### B.E.C.O.N. Active Shooter Preparedness Course

B.E.C.O.N. stands for Barricade, Egress, Control, Oppose, and Notify and is a series of non-sequential strategies that can be applied during a crisis event. This course is designed for Commercial Management, Hospitals, School Leadership/faculty, School Resource Officers, and places of worship. The course includes lecture with in-class practical exercises, a shot exposure of a pistol, AR-15, AK-47, and shotgun, and hands-on practical exercises where the participants experience various situations reacting proactively.

[Catalog link](#)

**Course ID:** 1625-1602

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

2/1/16



**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

Catalog link

**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.

Catalog link

**Course ID:** 1521-12

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

**Bureau of Justice Assistance**

11/16/2015

**Crime Analysis for Chief Executives**

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, to the creation and utilization of actionable analysis.

Catalog link

**Course ID:** 1518-11

**Class:** In-Person    **Length:** 14 hours



## Blue to Gold

11/12/2015

### Advanced Search and Seizure

The 4th Amendment, and in particular search and seizure, are at the very core of police work. Almost everything as an officer does involves the Fourth. 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.

#### [Catalog link](#)

**Course ID:** 1515-11

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



## Innovative Reasoning

11/9/2015

### Responding to Domestic Violence

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.

#### [Catalog link](#)

**Course ID:** 1517-11

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



## John Reid & Associates

11/5/2015

### I & I Day 1

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.

#### [Catalog link](#)

**Course ID:** 1511-11

**Class:** In-Person **Length:** 6 hours



## John Reid & Associates

11/5/2015

### I & I 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 symptom-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.

#### [Catalog link](#)

**Course ID:** 1510-11

**Class:** In-Person **Length:** 18 hours





## Force Concepts

11/2/2015

### **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.

#### Catalog link

**Course ID:** 1516-11

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



## **John Reid & Associates**

10/22/2015

### **I & I 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.

#### Catalog link

**Course ID:** 1509-10

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



## **Innovative Reasoning**

9/15/2015

### **Critical Decision Making for LEOs**

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.

#### Catalog link

**Course ID:** 1508-09

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



## Blue Courage

8/24/2015

### Blue Courage

Blue Courage is a transformational process focused on the human development of a police officer. It draws on relevant, proven literature and research on human effectiveness, positive psychology, leadership development, and neuroscience. The goal is personal and cultural transformation through institutionalizing the heartset, mindset, skillset, and toolset of our police officers.

[Catalog link](#)

Course ID: 1507-08

Class: In-Person Length: 16 hours



## NC Justice Academy

6/30/2015

### Officer Safety:

#### First Five Minutes

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

6/30/2015

### Officer Safety:

#### Responding to Crimes Off Duty

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.

[Catalog link](#)

Course ID: 1506-07

Class: Online Length: 4 hours



## Q-Safety

5/22/2015

### [EVOC101] Part 5:

#### Intersection Departure for LE

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

Part 5: Intersection Departure



Catalog link

Course ID: 1505-05

Class: Online Length: 0.5 hours



**Part 4: Intersection Clearing Advanced**

Q-Safety

**[EVOC101] Part 4: Clearing Intersections for LE – Advanced**

Recognize the additional hazards associated with clearing a congested intersection; Recognize the importance of slowing down and to allow additional time to recognize and respond to these hazards; List the steps for safely clearing a congested intersection; Know the methods for clearing an intersection when lanes are blocked; Identify the most common mistakes made when clearing a congested intersection.

5/22/2015

Catalog link

Course ID: 1505-04

Class: Online Length: 0.5 hours



**Part 3: Intersection Clearing Basics**

Q-Safety

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

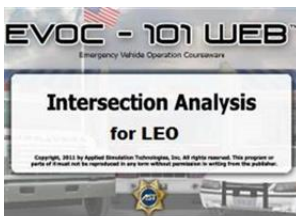
List basic steps for clearing an intersection; Select appropriate methods for clearing an intersection; Recognize the risks associated with improper intersection clearing.

5/22/2015

Catalog link

Course ID: 1505-03

Class: Online Length: 0.5 hours



**Part 2: Intersection Assessment**

Q-Safety

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

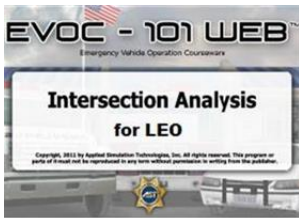
Describe how the assessment stage and the approach stage work together in intersection analysis; Identify all the hazards and potential hazards in a given scenario; Categorize the hazards as potential or immediate and prioritize them according to their level of danger; Recognize the risks associate with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

5/22/2015

Catalog link

Course ID: 1505-02

Class: Online Length: 0.5 hours



### Part 1: Intersection Approach

## Q-Safety

5/22/2015

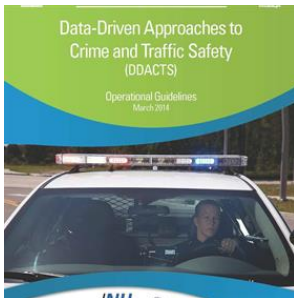
### [EVOC101] Part 1: Intersection Approach for LE

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.

#### Catalog link

**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.

#### Catalog link

**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. <http://IADLEST.org>

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