

NEWSLETTER

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Contents	Page
IADLEST Annual Conference.....	2
Meeting Scheduled.....	6
POST Director Changes.....	6
IACP Magazine Call for Papers.....	7
DHS Leadership Academy.....	8
IADLEST Academy Director's Course.....	9
Executive Committee Introductions.....	10
In Memorial: Mark Gilbertson.....	14
Dubai Police and IADLEST Agreement.....	14
Every Officer Is a Leader Training.....	15
IADLEST History Project Update.....	16
Nationally Certified Instructors Update.....	17
DDACTS Training (Data-Driven Approach to Crime and Traffic Safety).....	18
IADLEST-COPS Office Regional Training.....	18
Nationally Certified Training.....	20
Mastering Trauma Stimulation – Officer Wellness.....	20
Oregon POST Update.....	24
Executive Committee February 2019 Meeting Minutes.....	27
Executive Director's Briefing.....	27
– Post Director Changes.....	27
– Partnerships.....	28
– Dubai Police.....	28
– DDACTS.....	28
– IADLEST Website.....	28
– Agency Audit.....	28
– Federal NDI Entries.....	28
Treasurer's Report.....	29
Annual Conference Report.....	29
National Certification Meeting Briefing.....	30
Howard Buffett Meeting.....	30
FLETC Research.....	30
Federal Advisory Committee.....	30
Policy and Procedures Manual.....	31
IADLEST Foundation 501c3.....	33
Personnel Committee Report.....	34
Regional Reports.....	34
Fundamentals of De-Escalation: Nationally Certified.....	42
Vendor Announcements.....	42
Legal: Immunity for Officers in Exigent Home Entry.....	43
U.S. Supreme Ct: Probable Cause to Arrest May Defeat a 1st Amendment Claim.....	46
Legal Case Updates.....	49
Wisdom from Horses (its relationship to officer training).....	59
Listing of Nationally Certified Training Courses.....	Supplement

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

2019 IADLEST MILWAUKEE CONFERENCE



MILWAUKEE CONFERENCE SUMMARY

by: Yvonne Pfeifer, IADLEST Director of Operations

More than 240 law enforcement executives gathered June 9-12, 2019, in Milwaukee, Wisconsin, for intensive training, information sharing, fellowship, and business networking during a conference hosted by the Wisconsin Department of Justice. Attendees represented 41 states throughout the USA, as well as representatives from 14 other countries, including Albania, Bosnia, Philippines, Nigeria, Kosovo, Indonesia, Montenegro, North Macedonia, Iraq, Saudi Arabia, Dubai, Germany, Bangladesh, and Mali.

A special thank you is extended to the conference sponsors who generously supported the Milwaukee Conference: SAIC; Wisconsin Department of Justice; Envisage; PorliceOne; Northwestern University; Learning House; and University of Wisconsin, Platteville. This one-of-a-kind event would have not been possible without their support!



IADLEST is committed to transforming policing by pursuing excellence in training and the development of professional standards; and each year, the annual conference showcases this commitment by focusing on the most pressing issues for training managers and executives. This year, the IADLEST Conference in Milwaukee, WI, brought together fellow law enforcement executives, training managers, Police Officers Standards & Training (POST) directors, and academy directors for a comprehensive four-day program that featured:

Keynote Speaker

Training tracks including the latest innovations on law enforcement training and technology as well as specifically designed training classes for POST Directors, Academy Directors, and law enforcement trainers.

International training classes were provided throughout the four-day conference.

Scheduled round-table discussions to exchange ideas and experiences regarding standards, certifications, and course development.

Social activities, such as the President's Welcome Reception and an off-site dinner and museum tour as well as a live auction to raise funds for the Special Olympics. IADLEST donated all proceeds from the auction to the Wisconsin Special Olympics, which raised \$3,500.

Exhibits showcasing state of the art products from more than 20 companies, organizations and government agencies featuring their latest products, services, programs, and/or publications.

Networking with some of the states' leading law enforcement standards and training directors, academy managers, and other law enforcement trainers from throughout the USA and around the world.

The conference opened Sunday, June 9, at the Pfister Hotel in downtown Milwaukee. The day's schedule included conference registration from 10am-1pm, IADLEST Partner Advisory Committee (IPAC) Meeting, IADLEST Executive Board meeting, and the President's Welcome Reception that evening Monday's agenda kicked off with the opening ceremonies and introduction of the morning's keynote speaker Lieutenant Brian Murphy.



Lieutenant Brian Murphy

On August 5, 2012, Lieutenant Brian Murphy was shot 15 times when he was the first officer to respond to an active shooter at the Oak Creek Sikh Temple of Wisconsin. A white supremacist had just killed six people and wounded three others when Lieutenant Murphy arrived on scene. As Lieutenant Murphy approached the Temple through the parking lot, the gunman opened fire hitting him multiple times.

During his presentation, Lieutenant Murphy explained the rapidly unfolding events of that day and used 911 call center audio, dash cam video, aerial imagery, and graphical diagrams to illustrate how the incident developed.

Lieutenant Murphy talked about the importance of training and described how even when things were at their worst, he remained calm. He kept doing his autogenic breathing, and he literally willed himself to stay alive.

Lieutenant Murphy served 22 years with the Oak Creek, Wisconsin, police department prior to retiring in June 2013. Before working for the Oak Creek Police Department, he served in the Marine Corps from 1980 -1985, working at embassies in Afghanistan and Thailand. He was also a security officer for the United Nations from 1985 – 1990. After a brief stint with the Jefferson County Sheriff's Office (Wisconsin), Oak Creek hired Lieutenant Murphy on April 15, 1991. He served on units for drug enforcement, emergency response, evidence technician and homeland security, and received numerous awards and citations throughout his career, including the Presidential Public Safety Medal of Valor in 2015.



The IADLEST conference sessions continued Tuesday and Wednesday with break-out training sessions.

The organization also elected new officers for the 2020 fiscal year and outgoing IADLEST President Dan Zivkovich, of the Massachusetts Municipal Police Training Council, turned the gavel over to the newly elected incoming President, Kim Vickers, Executive Director of the Texas Commission on Law Enforcement (TCOLE).



MILWAUKEE CONFERENCE ATTENDEE NATIONS

Albania



L/R: Stephen Schneider, ICITAP; Idriz Haxhiaj; Lilijana Kristo; Kim Vickers, Texas; Bilbil Memaj; Mike Becar, IADLEST

Dubai



L/R: Stephanie Pederson,(WI); Kim Vickers,(TX); Mike Becar, IADLEST; Ahmad Merdas; Musabih Al Ghafli; Dr. Mostapha Aldah; Esam Al Awar; Lt.Colonel Mr. Ali Â Ahmad Â Al Ali

Bangladesh



L/R: Mike Becar, IADLEST; Tanik Munir; Md. Shahadat Hossain; Kim Vickers, Texas; Md. Matiur Rahman Sheikh; Karl Clark, ICITAP

Germany



L/T: Kim Vickers, Texas; Heinz Albert Stumpfen; Mike Becar, IADLEST

Bosnia



L/R: Mike Becar IADLEST; Nusret Besirevic; Branko Vukoja; Kim Vickers, Texas; Stephanie Pederson, Wisconsin; Mladen Maric; Mak Radicic

Indonesia



LR: John Ruffcorn, ICITAP; Mujiyono, Fiandar; Kim Vickers, Texas; Boy Rafi Amar; Mike Becar, IADLEST; Arif Rachman; Tjhin Adrian Pramana

MILWAUKEE CONFERENCE ATTENDEE NATIONS

Kosovo



L/R: Hilmi Pacolli; Zylfije Dema; Kim Vickers, (TX); Ismail Smakiqi; Remzije Ibrahimimi; Mike Becar, IADLEST; Shpend Shabani

North Macedonia



L/R: German Rusev, Mike Becar, IADLEST; Goce Bachanov; Kim Vickers, (TX)

Mali



L/R: Mike Becar, IADLEST; Fantieme Coulibaly; Mamy Sylla; Youssou Otto Diallo; Oumar Cisse; Kim Vickers, (TX)

Nigeria



L/R: Kim Vickers, (TX); Prince Ojora Adewale; Mike Becar, IADLEST; Chuck Gerhart, (OK)

Montenegro



L/R: Greg Wilson, ICITAP; Kim Vickers, (TX); Boban Saranovic; Nikola Asanin; Mike Becar, IADLEST

Philippines



L/R: Mike Becar, IADLEST; Kim Vickers, (TX); Ricardo De Leon; Romeo Magsalos

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. Contributors are encouraged to provide material that best promotes valid standards for the employment and training of law enforcement officers.

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

MEETINGS SCHEDULED

The next Executive Committee and General Business meetings will be held in conjunction with the International Association of Police Chiefs conference scheduled for October 26-29, 2019, in Chicago, Illinois.

The next General Business meeting is tentatively scheduled for June 10, 2020, in Fort Worth, Texas.

POST DIRECTOR CHANGES

Delaware: Captain J. Sapp is a 24 year veteran of the Delaware State Police and currently serves as the Director of Training for the Delaware State Police, overseeing both the Division's Training Academy as well as its Firearm's Training Unit. The Training Academy is responsible for the initial training of all Delaware State Police Recruits as well as



Recruits from Municipal Agencies from throughout the State of Delaware. The Training Academy and Firearm's Training Unit are also responsible for ensuring that all Delaware Council on Police Training mandated training as well as elective professional development opportunities are provided for all Delaware Troopers and allied agencies. Captain Sapp also serves as the Administrator for the Delaware Council on Police Training.

Prior to his present assignment Captain Sapp served in a variety of capacities to include serving as a Patrol Trooper and Supervisor in the Uniformed Patrol Division, a Detective and Supervisor in the Criminal Investigative Unit, the Assistant Director of Human Resources, the Director of the State Bureau of Identification, the Troop Commander at Troop #9 Patrol and the Troop Commander at Troop #2 Patrol.

Captain Sapp presently serves as the Statewide Commander of the Delaware State Police Honor Guard Unit and as a Board Member of the Delaware State Police Museum.



Ohio: Chief (retired) Jeffrey Scott, CLEE, has spent over 30 years in public safety, where he started his career in fulltime fire service and has maintained his professional firefighter (II) and paramedic certification ever since. Several years in to his firefighter career, Jeffrey became an arson investigator, which jump started his passion for law enforcement. Years later, he made the fulltime transition to law enforcement. For the past 24 years, Jeffrey has been extremely active in law enforcement and is well known as a progressive change agent to

enhance the profession and professionalism of law enforcement service.

Jeffrey serves on many local, state, and national organizations and is an avid author and speaker on a wide variety of police leadership topics. Most notably, Jeffrey has been instrumental in working with with CLEE and PELC Boards of the Law Enforcement Foundation to enhance and bring the program in to the 21st Century of law enforcement, including major project enhancements, to improve learning outcomes, ensuring current academic sources are used, and co-led the overhaul of the individual assignments to ensure relevancy and practicality to be useful for agencies' growth. Jeffrey was awarded the William E. Croiser Award in 2016 for his efforts and work to enhance the professionalism of our profession, including the PELC and CLEE programs.

Prior to becoming the Executive Director of the Ohio Peace Officer Training Commission under the Office of the Ohio Attorney General Dave Yost, Jeffrey was the Chief of Police at The Notre Dame College and was employed at NASA [John Glenn Space Center] as the Incident Commander prior to his appointment.

Jeffrey is a graduate of the prestigious FBI National Academy (FBINA Class #265). He holds a Master's Degree in Business Administration and a Bachelor's Degree in Public Safety Management. He is also a Certified Law Enforcement Executive (CLEE) graduate and is the Past President of the Ohio Association of Chiefs of Police.

**CALL FOR PAPERS:
LAW ENFORCEMENT
EDUCATION AND TRAINING**

*by: Mark Logan, M. Ed, Guest Editor
"The Police Chief" Magazine*

This announcement is a call for articles to be considered for inclusion in the November 2019 issue of *The Police Chief Magazine*. *The Police Chief Magazine* is a monthly publication that is sponsored by the International Association of Chiefs of Police and provides articles on various

topics in the field of law enforcement ranging from policing strategies, advancements in technology, and relevant research studies. The November issue of the publication will be focused on **Law Enforcement Education and Training**. The content for papers considered are to be related to the history, current state, and advancements in education and/or training of the law enforcement professional.

Papers submitted must be original work that has not been previously published or submitted simultaneously to another publication for consideration. We encourage the use of diagrams, charts, and illustrations provided along with the papers for consideration. It would be greatly appreciated if you could respond by **July 15, 2019**, with your intent to participate as there are strict deadlines to follow in order to make sure the issue gets published on time. The deadline for submittal of the paper is expected to be by **September 1, 2019**.

If you are interested, please provide to me an intent for submitting a proposal by **July 15, 2019**, with information on your intent to submit a paper including a person of contact along with an email address. We look forward to hearing back from you and hope to work together on bringing light to education and training in the law enforcement profession. IACP Manuscript Guidelines can be found at:

http://www.policchiefmagazine.org/wp-content/uploads/Manuscript-Guidelines_2018-1.pdf

Please direct all inquiries and manuscripts to: MloganSR@verizon.net. If there are any questions, please do not hesitate to contact me. Mark Logan, M. Ed., Guest Editor, "The Police Chief" magazine; ATF Assistant Director (Retired) IACP Education and Training Committee Member; phone: (703) 895-7923



Department of Homeland Security Leadership Academy

A COLLABORATION OF THE
NATIONAL SHERIFFS' ASSOCIATION (NSA) AND
THE FEDERAL LAW ENFORCEMENT TRAINING CENTERS (FLETC)



For command staff and other state, local, and tribal law enforcement leadership, this two-week program at FLETC, plus an 8-hour coordinated follow-on at an NSA conference, results in a Homeland Security Professional Certificate awarded by NSA.

The next DHSLA is November 12 - 22, 2019, Glynco, GA. Call (912) 261-3785 for more information

DHSLA Program

- Includes topics that vary in response to events; past examples include:
 - *Leadership in a Crisis
 - *Emotional Intelligence
 - *Ethics in Leadership
 - *Critical Thinking and Decision-Making
 - *21st Century Policing Initiatives, e.g., Wellness and Resilience, Active Shooter, and Tactical Medical training
- Engages participants in realistic training scenarios with other command leaders in the context of an active shooter, pandemic, or other major events
- Leverages FLETC's standing within DHS, bringing significant federal resources to one location
- Brings together state, local, and tribal law enforcement leaders from across the nation to share experience and expertise at a professional development program tailored to their operational and strategic needs

DHSLA Participants

Senior law enforcement officials and executives from state, local, and tribal agencies located in all 50 states and US territories have benefited from the DHSLA over the past five years.

DHSLA Benefits

- Establishes an expert, responsive, and proven professional development resource for senior law enforcement executives
- Builds a national cadre of law enforcement executives with a common understanding and deep capacity for leading in a crisis
- Develops a robust professional resource network

Comments from Participant Feedback

"Absolutely outstanding!! The relevance of the content of this program is critical in today's society."

"Without a doubt, this is some of the best training I have ever attended."

"Great training for Command leadership. I will recommend we send others from our department to this academy."

"The ability to delve into real-world issues and stretch my mind was an eye opener."

DHSLA 7 May 2019



Homeland Security



IADLEST

Academy Directors' Course

The purpose of the IADLEST Academy Directors' Course is to develop and enhance the knowledge, skills, and abilities of law enforcement academy directors to effectively lead personnel, manage facilities, and prepare the next generation of law enforcement personnel for their assignments.

**Do you want to improve your colleagues,
the profession, and the Association?**

Join the teaching cadre

IADLEST Academy Directors' Course Topic Areas:

Budgeting/Funding:

- Overall General Information on Budgeting
- How to Fight for Funds Within the Budgeting Procedure
- Funding: How to Obtain Funds: Grants, Donations, etc.
- Creative Ways to Reduce Costs

Curriculum Development

- Developing Training Objectives and Outcomes
- Developing Assessment Methods
- Developing Testing Methods
- Determining Time Allocations
- Developing Training Aids
- Lesson Plans

Policies/Rules/Regulations:

- State-specific
- Admission
- Attendance
- Evaluations: Type and Standards
- Fitness Standards, Instructor Certification
- Development of Policies

Logistics

- Resident v. Commuter Issues
- How to Deal with Students Who Are Not Your Employees
- Development of Rules of Conduct-During and After Hours
- Basic Students v. In-service
- Disciplinary issues

Learning Styles/Delivery of Training Methodology

- Adult Learning
- Stress v. Academic
- Classroom v. Hands-on
- Use of Training Technology

Legal Issues

- Nationwide Statutes Applicable to Training
- Liability Issues
- ADA and How It Relates in Training Environment

Needs Assessment

- How to Develop
- How to Utilize
- Goal Setting
- Job Task Analysis

Resources

- IADLEST
- Other Professional Law Enforcement Organizations (IACP, NSA, BJA)
- Other Civilian Organizations (ASTD, etc.)

Make a Difference!

If you have subject matter expertise and would like to join the teaching cadre, contact Mark Damitio, Accreditation & Grants Manager: markdamitio@iadlest.org for more details.

The Committed Catalyst for Law Enforcement Improvement

International Association of Directors of Law Enforcement Standards and Training
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2019-2020 IADLEST EXECUTIVE COMMITTEE



The 2019-20 Executive Committee members were duly elected and sworn in at the conclusion of Milwaukee Conference business meeting.

2019-20 IADLEST EXECUTIVE COMMITTEE INTRODUCTIONS

A new IADLEST Executive Committee was installed June 12, 2019, at the IADLEST business meeting held in Milwaukee, Wisconsin. The following is a brief biographical sketch of each of the Committee members.

President: Kim Vickers is the Director of the Texas Commission on Law Enforcement Standards and Education. Prior to his appointment as POST Director, Kim served 27 years with the Abilene Police Department in a wide variety of capacities. He was Commander of the Critical Missing Response Team which gained nationwide attention when it handled and quickly solved the first Amber Alert case in Texas. Kim is also nationally recognized as an expert instructor and consultant in the area of family violence dynamics and law. He has drafted several pieces of Texas family violence law, has testified as an expert witness before Texas Senate and House Committees, and is currently a member of the Board of Directors of the National Council on Family Violence.

In 2006, Kim began working as a Field Service Agent for the Texas Commission on Law

Enforcement as Director of Education and Credentialing. Kim has been an IADLEST Executive Committee member for several years and previously serviced as its 2016-17 President.

First Vice-President: Brian Grisham, Esq., is the Director of the Tennessee Law Enforcement Training Academy (TLETA) and Executive Secretary of the Tennessee Peace Officer Standards and Training (POST) Commission since April 2005.

Prior to that, he served as Assistant Director since 1997. He has served as assistant to the commissioner and staff attorney for the Tennessee Department of Safety. Brian received his law degree from the Nashville School of Law in 1989 and his B.S. from Middle Tennessee State University in 1984. Brian's law enforcement experience includes service with the Department of Safety's Criminal Investigations Division, Middle Tennessee State University Police Department, and prior service with Tennessee Law Enforcement Training Academy.

He has been a licensed attorney since 1989 and has training certifications in criminal law, firearms instruction, asset forfeiture, police

management, and courtroom security. In addition to instructional and administrative duties at the academy, he has served as an investigator and legal advisor to the POST Commission.

Outside of these departmental duties, Grisham serves as a member of the Tennessee Public Safety Network providing training and critical incident stress debriefing and peer support, is a member of the Tennessee Voices for Victims Advisory Council, and a member of the International Association of Directors of Law Enforcement Standards and Training (IADLEST). He is a graduate of the Tennessee Government Executive Institute and the FBI National Law Institute. In 2011, Brian was appointed to the Governor's Subcabinet for Public Safety.

Brian has been an IADLEST Executive Committee member for several years and previously served as its 2017-18 President.

Second Vice-President: Since October of 2017, Erik Bourgerie has served as the Director of the Colorado Peace Officer Standards and Training (POST). In this role, Erik works with the POST Board to develop training requirements for law enforcement training academies and in-service training requirements, ensure compliance with POST rules and standards, and administers multimillion dollar grant programs for law enforcement training.

Erik J. Bourgerie was born into a career military family, where he learned a deep appreciation for public service. He moved to Colorado in 1989 to attend the University of Colorado at Boulder on a Marine Corps scholarship, where he earned a Bachelor's Degree in Political Science. In 1997, Erik joined the Summit County Sheriff's Office as a Deputy Sheriff working in the Detentions Division. During the course of his 20-year career with the Summit County Sheriff's Office, Erik worked in a variety of capacities, including: Detentions Sergeant, Patrol Sergeant, lead firearms and arrest control instructor, and training sergeant. In 2008, Erik was promoted to Detentions Division Commander. Erik retired from the Summit County Sheriff's Office on November 2, 2017, where he was the longest

serving detentions division commander in agency history.

Throughout his career, Erik has been passionate about training. He first became an arrest control instructor in 1998 as a PPCT Defensive Tactics Instructor, following his lifelong study of martial arts. This was soon followed by instructor statuses in PPCT Spontaneous Knife Defense, Restraint Chair, Law Enforcement Edged Weapons Tactics (LEEWI), Assault Prevention Workshops, and Krav Maga. Erik became a POST Firearms Instructor in 1999 and gained POST Full Skill instructor status for firearms in 2002. Erik joined the POST Arrest Control Tactics Subject Matter Expert Committee in 2003 and was appointed Chair of the committee in 2013.

Secretary: Stephanie Pederson is a Law Enforcement Education Consultant with the Wisconsin Department of Justice, Training and Standards Bureau. Her primary duty includes developing law enforcement training curricula for the basic recruit academies in Wisconsin. Prior to joining the Wisconsin Training and Standards Bureau in 2006, Stephanie worked for Target Corporation and for the Army as an active duty Military Police Officer. She has a BA in Criminal Justice from the University of Wisconsin-Madison and a Master's degree in Criminal Justice from the University of Phoenix.

Stephanie also served as the Central Region Representative to the IADLEST Executive Committee.

Treasurer: Jesus E "Eddie" Campa was appointed Executive Director of CLEET on November 19, 2018. Director Campa was born and raised in El Paso, Texas. He joined the El Paso County Sheriff's Office in 1994 and retired from the Sheriff's Office in 2014 as the Chief Deputy of Law Enforcement overseeing Criminal Investigations, Narcotics, Patrol, CALEA Accreditation, The Region VIII Training Academy, and all specialized units such as SWAT, CNT, and Search and Rescue.

Director Campa was then appointed as the Chief of Police for the Ector County ISD Police

Department in Odessa, Texas, where he was working on implementing the Enough Stop Bullying Campaign he had developed while in El Paso. Director Campa was later appointed Chief of Police for the City of Marshall, Texas, where he created and implemented the innovative No Colors No Labels Program, Cool Cops Ice Cream Truck, ensured that the Marshall Police Department obtained the Texas Police Chief's Best Practices Recognition Accreditation in under two years, and was named the Dr. Martin Luther King, Jr., Humanitarian of the Year by the NAACP.

Director Campa holds a Master's Degree in Criminal Justice and Security Administration, a Bachelor's Degree in Criminal Justice Administration, and is currently in the Dissertation Phase of his Ph.D. in Criminal Justice.

Director Campa is the spokesperson for Ranch on the Rocks Recovery Center in Sierra Blanca, Texas, and sits on the Board of Directors. Director Campa is a strong supporter and believer of 21st Century Policing and Procedural Justice. Director Campa has completed writing his first book on Leadership in the 21st Century which will be published in mid-2019. He has worked with NETFLIX and 12 More Rounds of Infinity Productions on an animated series based on the adventures of a minority police chief which is based on the life of the Director.

Northeast Region Representative: Michael R. Wood is the Deputy Commissioner of New York State's Division of Criminal Justice Services, Office of Public Safety and serves as the New York State POST Director. Mike joined the New York State Division of Criminal Justice Services in April 2014 after a 27-year career in law enforcement. Most recently serving as Deputy Chief of Operations for the Rochester, New York, Police Department, and Chief of Court Security for the Monroe County Sheriff's Office, he has also commanded a patrol division, crime analysis unit, homicide division, and served as Aide to the Chief of Police.

A Rochester native, Mike received his Bachelor of Science degree in Mathematics/Management

from Le Moyne College in Syracuse, New York, and is a graduate of the Senior Management Institute for Police.

Southern Region Representative: Steven Combs is the Director of the Criminal Justice Standards Division.

Since 2013, Steve has overseen the Criminal Justice Standards Division, which administers the Criminal Justice Training and Standards Commission's mandatory certification program for all sworn police officers in North Carolina. The Commission sets employment and professional training standards for police officers and certifies officers who have met these standards.

Prior to his new appointment, Combs served as an Assistant Special Agent in Charge for the State Bureau of Investigation (SBI) in its Jacksonville, North Carolina, office. He was with the SBI for 15 years.

Combs holds a Bachelor of Arts degree in Criminal Justice from East Carolina University and has completed specialized training in law enforcement management through the North Carolina Justice Academy.

Combs served previously with the Raleigh Police Department and in the US Coast Guard Reserves.

The Criminal Justice Education and Training Standards Commission was created by the NC General Assembly in 1971 as the Training and Standards Council to oversee education and employment requirements for police officers. The Commission is currently made up of 31 members appointed by the Governor, legislators, the Attorney General, and law enforcement groups.

Central Region Representative: Alex Payne is currently the Commissioner of the Kentucky Department of Criminal Justice Training located in Richmond, Kentucky. He was most recently the Deputy Commissioner of the Kentucky State Police, an agency he retired from as a Sergeant in 2004. His previous assignments with Kentucky State Police (KSP) were Post 9, Pikeville, Post 16, Henderson,

and a founding member of the centralized Special Response Team. He was also the primary use of force instructor at the Kentucky State Police Academy for a number of years. Alex previously served as Operations Major, Sergeant, and Patrol Officer with the Jeffersonton Police Department and as a Law Enforcement Specialist with the Kentucky League of Cities. He has conducted training for police, military, security, and civilian personnel all across the United States and other countries. He is continually used as an expert witness in court cases involving police use of force, police training and tactics.

Midwest Region Representative: Charles “Chuck” Gerhart serves the citizens of Oklahoma and Oklahoma Law Enforcement as the Assistant Director of the Council on Law Enforcement Education and Training (CLEET). Chuck was appointed to the Assistant Director position with CLEET in February of 2012 and was appointed as the Interim Director of CLEET in May of 2018, with the retirement of Executive Director Emmons. Chuck has been a member of the International Association of Directors of Law Enforcement Standards and Training since 2012.

Chuck is a 35-year law enforcement professional with 29 years of service in the State of California, and he is a proud Marine Corps veteran. Chuck began his law enforcement career with the Los Angeles County Sheriff’s Department (LASD), in 1983. In 1985, Chuck accepted a deputy sheriff position with the Santa Barbara County Sheriff’s Department (SBSO), moving through the ranks where he retired in 2009 as a Commander. Upon retirement, he immediately assumed a Commander position with the Arroyo Grande Police Department, leaving in 2012 for his current position with CLEET.

Chuck has been involved in law enforcement training since the 1980s, serving as the department training manager for the SBSO, an academy instructor in the Allan Hancock College basic law enforcement training program, and with CLEET where he instructs both in the state academy and continuing education courses on ethics, leadership, management, and generational issues in the workplace. Chuck holds a Bachelor’s Degree in Business Administration and a Master’s Degree in

Administrative Leadership. He is an Adjunct Professor with the University of Oklahoma, College of Professional and Continuing Studies - Criminal Justice.

West Region Representative: Perry Johnson has been the Montana POST Director since 2013. Perry has been a veteran Montana law enforcement officer for more than 30 years. He is formerly the Ravalli County Undersheriff and served as the Ravalli County Sheriff. He has also served on the board of the Montana Sheriff’s and Peace Officers Association and as chairman of the association’s government affairs committee. He is a graduate of the FBI National Academy and served as President of the Montana/Idaho National Academy Associates.

Perry oversees the POST Council which is an independent, quasi-judicial board. It is required by state law to set employment and training standards for all public safety officers. POST also provides for the certification of public safety officers and is responsible for the suspension or revocation of certification of public safety officers.

International Region Representative: Gary Bullard began his federal career with ICITAP in 2009 and currently serves as ICITAP’s assistant director for the Europe, Eurasia, and Western Hemisphere region. Mr. Bullard’s previous ICITAP assignments include serving as the program manager for Albania and Montenegro and as the DOJ-ICITAP Interagency Police Representative to the United States European Command (EUCOM) J-9 Interagency Partnering Directorate in Stuttgart, Germany.

Mr. Bullard has over 35 years of law enforcement experience in the United States and abroad. He has 20 years of experience in the development of police training programs, including ten years as director of training academies—domestically, in Vermont and Virginia; and internationally, in Jordan.

Mr. Bullard has worked in law enforcement development projects in post-conflict and emerging democracies since 1999: Bosnia and Herzegovina (1999-2000); Iraq and Afghanistan (2004); and Jordan (2006). While mobilized

with the United States Central Command (CENTCOM) in 2004, Mr. Bullard served as the operations chief for the Civilian Police Assistance Training Team (CPATT) in Iraq during its operational start-up and in Afghanistan as the lead CENTCOM advisor in evaluating and providing recommendations to the Combined Joint Task Force and the U.S. Department of State's Bureau of International Narcotics and Law Enforcement Affairs (INL) on their police development programs. In Jordan, he served as INL's Jordan International Police Training Center Director. In this capacity, he was responsible for planning, organizing, and directing the world's largest international police training facility, which was staffed by 2,000 international professionals and trained over 3,000 Iraqi police per month.

Mr. Bullard holds a Master's Degree in executive development for public service from Ball State University, a Bachelor's Degree in criminal justice from Castleton State College, and is a graduate of the 184th session of the Federal Bureau of Investigation's National Academy.

In June 2011, Mr. Bullard received the Medal of Gratitude from the President of Albania as well as the U.S. Department of State Superior Honor Award for his work with the Albania State Police. In 2004, Mr. Bullard was awarded the Bronze Star and the Defense Meritorious Service Medal while mobilized to active duty in support of both Operation Enduring Freedom and Iraqi Freedom.

IN MEMORIAL

Mark Steven Gilbertson, 66, of Bismarck, ND, passed away May 1, 2019. Mark was an IADLEST member and served on the Executive Committee and as IADLEST 2003-04 President.

Mark was born in Willmar, Minnesota, on March 25, 1953. He graduated from Willmar High School and wanted to pursue both teaching and law enforcement. After high school, he moved to Fargo where he met his wife Thea while they both worked at Sears. He began his law enforcement career in Beulah, North Dakota where he worked for nine

years during which he became Chief of Police. He then combined both his passions and began teaching cops. Mark spent time teaching officers under both the North Dakota Highway Patrol and the Bureau of Criminal Investigation. He became secretary of the North Dakota Police Officer Standards and Training Board and served a term as president of the International Association of Directors of Law Enforcement Standards and Training. In 2010, Mark retired from the State of North Dakota and moved on to working for Lake Region State College; Devils Lake, ND; continuing teaching the future of Law Enforcement. After retiring from Lake Region in 2015, Mark was able to enjoy all of his hobbies and became very active in the Dakota Woodturners club.

DUBAI POLICE AND IADLEST SIGN HISTORIC AGREEMENT

by: William Flink, IADLEST

During the 2019 IADLEST Conference in Milwaukee, Wisconsin, the International Association of Directors Law Enforcement Standards and Training (IADLEST) and representatives of the Dubai Police, United Arab Emirates, signed a historic memorandum of understanding to strengthen cooperation and coordination between the two organizations.

The memorandum creates a partnership, to cooperate in matters to enhance Dubai Police advanced training opportunities in several specialized areas and review standards in police work. The Dubai Police-IADLEST partnership will result in activities to bring greater international recognition to Dubai's Police Training Program and efforts to share best practices in policing, thus enhancing safety and security for all within Dubai and the United Arab Emirates.



The Memorandum was signed by Colonel Ahmad Merdas, Deputy Director of Training Department for the Dubai Police, and IADLEST Executive Director Michael Becar and IADLEST President Kim Vickers (Texas Commission of Law Enforcement Officer Standards and Education). The signing ceremony for the memorandum was witnessed by the IADLEST Executive Committee and several members of the Dubai police in attendance, including: Colonel Esam Al Awar, Director of the Traffic Department; Colonel Musaabin Al Ghafli; Acting Director of Protective Security and Emergency, Lt. Colonel Ali Ahmad Al Ali, Director of Criminal Investigations; and Dr. Mostapha Aldah.

Others witnessing the signing ceremony, included conference attendees from several of the U.S. states, members of the U.S. Department of Justice, International Criminal Investigative Training Assistance Program, and members from international countries including: Germany, Algeria, Kosovo, the Philippines, Indonesia, Northern Macedonia, Bosnia, North Montenegro, Nigeria, Bangladesh, Mali, and Albania. This agreement lays the foundation for a great partnership, while improving international best practices in police work for citizens from around the world. Dubai is an international city, responsible for the safety and welfare of citizens from many countries, as well as home to some of the leading economic and technological institutions. The agreement signed between Dubai Police and IADLEST will have a far-reaching impact upon international law enforcement training and standards into the future.

**UPDATE: IADLEST-COPS OFFICE
EVERY OFFICER IS A LEADER GRANT
FREE TRAINING AVAILABLE**

By: Mark Damitio, Accreditation and Grants Manager

On September 21, 2018, IADLEST succeeded in a competitive process and was awarded funding by the US Department of Justice, Office of Community Oriented Policing Services for a 24-month project called “Every Officer is a Leader: Connecting Agencies to Community-Practical

Skills.” The project is funded through August 2020.

Today, the role of police is evolving to encompass broader areas of influence, from local community problems to global issues. The impact an officer can have on a community goes far beyond arrest and prosecution of criminals. The focus has become more on change leadership, change management, public trust, competence, problem solving, analysis, and collaboration among community groups and other police agencies. Police work and police responsibilities are more thoroughly viewed under aspects of legitimacy. There are close links between these kinds of requirements and high expectations from the public whose police service - both the whole organization and the individual officer - should have a problem-oriented approach, act in accordance with the situation, in an anticipative, competent way and with a sense of social responsibility. A common refrain found in the research and practice is that leadership competence – as opposed to incompetence - is necessary. One powerful way to prevent inefficient management and ineffective leadership from occurring at the supervisory and managerial levels is to instill leadership competence as a required competency in front line officers so that when they are promoted, they already have been developing their leadership capacity for years. In some recruit training programs there is a brief self-awareness and interpersonal-relations focus, but none have specific education and competency-based training in self-management, social and emotional intelligence skills, and team and organization development skills that are necessary for success in the very complex job of police leadership at any rank.

Project Details: Assess Gaps - IADLEST will establish a nationally representative group of POST directors representing police, sheriffs, and state, federal, tribal entities, and select associations to review existing skills and the gaps nationally, and at COPS. The group will be selected after a survey to determine the extent to which they believe competence in performing the tasks and responsibilities of leaders to facilitate effective community policing initiatives.

Design and Develop Curriculum and Lesson Plans - Design and develop the specific curriculum and tool kits to fill gaps within the scope of this project. The core of this curriculum has been established for direct delivery to line personnel. It will be supplemented with new multimedia presentations. The bulk of the new curriculum development will be to convert the direct-delivery curriculum to line officers to a new two-day Train-the-Trainer format (so that the project becomes sustainable after it ends), and the development of an executive-level curriculum that promotes the ideals and goals of the training so that management understands the shift in philosophy. The project will develop comprehensive lesson plans for training on these skills to include tool kits and associated outcomes measures.

Pilot Curriculum - pilot test suggested curriculum at three locations in Year One (one pilot per curriculum). Students will be selected representing small, medium, and large stakeholders.

Assess Curriculum related to Performance Improvement - Conduct pre and post assessments of skills performance improvements in students by the use of validated instruments as promoted by the BJA Smart Policing best practices for research.

Engage in a Nationwide Training Delivery Program – Present workshops in Years One and Two for:

- Line officers and staff, focusing on skills enhancement (4 total)
- Trainers, focusing on a train-the-trainer course that will give the trainers the tools and resources to present the line officer training at their agencies and academies (3 total).
- Executives, focusing on promoting buy-in of enabling line staff to become leaders (4 total).

The project team completed the gap assessment in October and November 2018. The team has been very busy developing the draft curriculum for the three different classes. The drafts were

submitted to the COPS Office for peer review in May 2019, about a month ahead of schedule. The project is on track to present the pilot training classes at the Concord, CA Police Department during the first week of August, 2019. Barring any significant curriculum changes that may arise from the pilot training classes, we anticipate beginning the regular schedule of class deliveries in late Fall. We are now recruiting for training facilities to host the training. If your agency is interested in hosting the classes, please contact me at: markdamitio@iadlest.org.

IADLEST HISTORY PROJECT
- Available This Summer -
by: William Flink, IADLEST Historian

During the July 2019 Annual Conference, the IADLEST Executive Committee and General Membership were provided with briefings on the progress of the IADLEST History Project. With over 900 pages of material drafted for the project, we are engaged in the final editing process and book design.

The briefings outlined the historical influence that IADLEST has brought to criminal justice standards and training, and the vast amount of research accomplished to bring the association's history to light. As stated in our previous discussions, IADLEST's history will, once again, put the association at the forefront of criminal justice research, alongside other law enforcement historical works. It is the history of people long forgotten, who made significant contributions towards developing professional standards, and spent their time bringing needed training to our law enforcers. The effort in producing this publication belongs to many of these people and to all IADLEST members who have taken the time to discuss their recollections and historical information with the project.

The book is expected to be available this summer, and we will advise the membership as soon as it has been published. Once completed, IADLEST's history will be published and distributed by the association.

We're convinced the book will, truly, be a seminal historical work regarding law enforcement standards and training. It is worthy of a place in all criminal justice academy libraries and those libraries maintained by higher education and government institutions. Its content will provide academies with useful lesson plan information involving the history of law enforcement and the book will be a powerful tool to educate academy managers and staff on the broader perspective of what has taken place in the past to bring criminal justice standards and training to the point it is today. The book also contains significant information that could be used to further aid the development of state professional programs and future strategic planning.

For the avid criminal justice historian or scholar, this history book will be a valuable document for personal libraries; and the project's work is worthy of reading and resourcing by criminal justice professionals and research communities throughout the world. After all, the International Association of Directors of Law Enforcement Standards and Training is a world-wide association of professionals on a mission to improve criminal justice standards and training, and IADLEST's history reflects that goal.

IADLEST'S NATIONALLY CERTIFIED INSTRUCTORS UPDATE

by: William Flink, IADLEST

IADLEST was proud to have several IADLEST Nationally Certified Instructors make presentations at the June 2019 IADLEST Annual Conference in Milwaukee, Wisconsin. INCI program instructors Peggy Schaefer, John Blum, Bruce-Alan Barnard, Don McCrea, and Shawn Walker spoke to our national and international attendees on critical topics of developing and maintaining training standards in law enforcement.

Lon Bartel, from Virtra, was keeping attendees active, demonstrating his fantastic firearms simulator.

For those already certified as INCI instructors, IADLEST will soon announce new details for

our expanded International Instructor Certification. This new program will enhance our global outreach to identify the best and brightest criminal justice instructors, worldwide, and will assist in the growth and development of our international partners. It is our hope, to engage the use of IADLEST certified instructors in our outreach programs, and influence our federal partners to infuse IADLEST certified instructors into their programs and projects. As we progress over the next several months, we will keep the membership advised on our progress.

At this time, it is our pleasure to announce the following individuals, who now carry the distinction of IADLEST Certified Instructor upon their credentials. They are:

- **Morgan R. Ballis** – DBM Consultants
- **Shawn M. Walker** – EnS Equine Systems LLC
- **Jeff Welch** – Hopkins County Sheriff's Office
- **Anne Kelleher** – BluetoGold Training
- **John Newton** – Odessa College (Criminal Justice Department)

Each instructor came highly recommended from their peers and IADLEST members. They all have significant training and development experience, and are spending much of their careers pursuing the improvement of the criminal justice training system.

The IADLEST Certified Instructor Program encourages POST Directors to utilize IADLEST certified instructors to present training in their academy's basic training, in-service or specialized training programs. A list of Nationally Certified Instructors and their expertise can be found at: <https://www.iadlest.org/training/national-certified-instructor/inci-expertise>.

The Nationally Certified Instructor webpages identify instructors and their expertise <https://www.iadlest.org/training/national-certified-instructor/inci-expertise>. All IADLEST instructors have committed themselves to continuing development in their instructional expertise, by attending instructor conferences and advanced instructional courses, and maintaining a minimum number of hours of

continuing instructional development hours every three years.

This IADLEST initiative is for all peace officers, deputy sheriffs, correction officers, detention officers, telecommunicators, analysts, academic instructors, private trainers, and others interested in improving law enforcement training and individual instructional skill sets.

For more information and to download an application, go to:

<https://www.iadlest.org/training/national-certifiedinstructor>

Please upload your application, resume', bio, and photo, and send them to William Flink, INCI Program Manager at wflink@iadlest.org

IADLEST HELPS NHTSA SAVE LIVES USING THE DDACTS MODEL

by: Peggy Schaefer, DDACTS Project Manager



As many of you know, IADLEST has effectively partnered with the National Highway Traffic Safety Administration (NHTSA) since 2010 delivering the popular Data-Driven Approaches to Crime & Traffic Safety (DDACTS) Model workshops. Since the inception of the grant, IADLEST staff has delivered over 116 workshops and trained commanders, supervisors, officers, and analysts from over 785 agencies. Here are some links to case studies of successful DDACTS agencies:

Kansas City, KS, Police Department
<https://www.kshb.com/news/safe-kc/violent-area-of-kck-sees-big-drop-in-crime-after-police-start-business-checks>

Sheridan WY Police Department
<https://www.sheridanmedia.com/news/koltiska-police-initiative-reducing-crime-rates104752>

Killeen TX Police Department
<http://kdhnews.com/news/crime/police-chief-breaks-down-crime-numbers-to->

[council/article_9be85558-5628-11e9-95fe-efa6c7aaf9b8.html](https://www.iadlest.org/council/article_9be85558-5628-11e9-95fe-efa6c7aaf9b8.html)

IADLEST is on track to complete our grant deliverables and have spaces in the upcoming workshops if you know of any agencies that want to attend:

Little Rock Arkansas	July 15 – 16
Pigeon Forge Tennessee	July 30 – 31
Rohnert Park California	August 5 – 7
Richmond California	August 20 – 22
Concord New Hampshire	August 26 – 28
Carol Stream Illinois	Sept 11 - 13

We are beginning to plan for next fiscal year. We make good progress when our POST Academies host DDACTS workshops. We recently completed a DDACTS workshop at the NC Justice Academy, and it was full. There is no tuition or fees for this course so if you are interested in serving as a host, please contact Peggyschaefer@iadlest.org

IADLEST-COPS OFFICE REGIONAL TRAINING GRANT PROGRAM UPDATE

by: Mark Damitio, Accreditation and Grants Manager

On September 21, 2018, IADLEST was awarded funding by the US Department of Justice, Office of Community Oriented Policing Services for an invitational 24-month project called “Partnerships in Community Policing: Regional Training with a National Impact.” The project is funded through August 2020.

The purpose of this project is to support the development of a network of regional training hubs that can serve as training hosts and test-beds of training innovation. The goal of the project is to establish a network of regional training hubs. The award originally called for six such hubs across the country; however, we have established a goal significantly higher than that. The COPS Office is very interested in our membership’s unmet training needs, and there is a possibility that one or more of these new courses could fit the unmet need.

The three functions of these training hubs are:

- The COPS Office has existing awards with vendors for fully developed courses, and they will need sites to present them.
- The COPS Office has existing awards with vendors for courses, and they will need sites to beta-test them so they can receive feedback from students.
- The COPS Office is interested in promising practices in newly developed training classes by our membership that need beta-testing. These types of classes can be part of the project, too. They will just need to go through a vetting process before they're approved for this project.

As we receive task orders for the different courses, we will reach out to the regional hubs to recruit possible hosts. To date, the regional training hubs are:

- Kansas Law Enforcement Training Center
- New Mexico Law Enforcement Academy
- Eastern Missouri Law Enforcement Academy
- Mineral Area College Law Enforcement Academy (Missouri)
- Missouri State Highway Patrol Academy
- St. Louis Police Academy
- North Carolina Justice Academy (West Campus)
- North Carolina Justice Academy (East Campus)
- New York State Police Academy
- Rochester Police Dept. Academy (New York)
- New York State Preparedness Center
- Oklahoma Council on Law Enforcement Education & Training
- Pennsylvania Municipal Police Officers' Education and Training Commission
- Tennessee Law Enforcement Training Academy
- South Carolina Criminal Justice Academy
- Arkansas Law Enforcement Training Academy
- Arkansas Law Enforcement Training Academy-Northwest
- Arkansas Law Enforcement Training Academy-Central

- Nevada Commission on Peace Officer Standards and Training Academy
- University of California, Berkeley Police Department Training Center
- North Central Texas Council of Governments Regional Police Academy
- Jefferson County Sheriff's Office Training Academy (Alabama)
- Arizona Peace Officer Standards and Training
- Spokane County Sheriff's Office (Washington)
- Schoolcraft College Police Academy (Michigan)
- Lansing Police Department (Michigan)
- Los Angeles HIDTA Training Center
- Vermont Criminal Justice Training Council
- Southern California Intergovernmental Training and Development Center
- Oxnard Police Department (California)
- Rutgers University Police Department (New Jersey)
- Colorado Peace Officer Standards and Training
- Ohio Peace Officer Training Academy
- Wyoming Law Enforcement Academy
- South Dakota Law Enforcement Officers Standards & Training
- Montana Law Enforcement Academy

The project has already placed the “Community Policing: Improving Police Efficacy and Building Trust” class into up to as many as four regional hubs with the classes facilitated by the Virginia Center for Policing Innovation (VCPI). In addition, we have placed up to three Diversity and Inclusion for Law Enforcement courses presented by the Center for Public Safety and Justice at the University of Illinois at Chicago (CPSJ).

The project has two classes scheduled in July: “The Law and Your Community Train-the-Trainer,” presented by NOBLE, and “Regional Collaboration to Embrace, Engage, and Sustain Tribal Community Policing Partnerships” presented by the Western Regional Community Policing Institute. We are currently recruiting for locations for a “Recruitment and Retention of Officers in Small and Rural Agencies Forum,” presented by the COPS Office.

We are maximizing the flexibility of the Regional Training Hubs project by also making the facilities known to other federal training partners outside of the COPS Office. The Office of State and Local Training of the Federal Law Enforcement Training Center is already making use of the network to present classes.

If your agency has interest in becoming one of the training hubs, please submit your proposal for your facility that includes any special facilities you have that could make them ideal for a specific type of training event such as executive training rooms, train-the-trainer classrooms and breakout rooms, specialized training facilities (mock scene areas, etc.). Or if you have an innovative training program that this project could assist in beta-testing, please contact me at markdamitio@iadlest.org

**NCP COURSES INCLUDE
DIVERSE TRAINING OPTIONS**
by: *Peggy Schaefer, NCP Program Director*



Since the inception of IADLEST's Nationally Certified Training, we have assessed over a hundred training courses and are currently working with over 200 training providers, helping them assess their courses and improve their training programs using our "best practices" rubric.

We currently have 104 certified courses that showcase innovation and technology in a variety of topic areas. In this newsletter edition, we will highlight a few.

VirTra: VirTra uses their simulator in a creative way by embedding the instructor directly in their system. The on-screen instructor delivers the same training experience to each class, while the agency operator controls the simulator. The VirTra training team, led by Lon Bartel, has submitted ten courses for national certification

in topics related to *Contact and Cover*, *Tourniquet Application Under Threat*, and *High-Risk Vehicle Stops* to name a few. What is exciting is using this technology for direct instruction that is consistent for every class.

Icarus Aerospace, Inc.: Josh Brown, CEO Icarus Aerospace, submitted a 20-hour in-person introductory class, *UAS (Unmanned Aircraft Systems) Basic Course*, to prepare officers to effectively use drones during police operations. The UAS course is the first one certified in this new topic area.

PoliceOne Academy: The NCP assessment team approved 45 online courses submitted by Police One Academy. These one-hour and two-hour courses are easily accessible from their website and were rated as exceptional by the assessors for a total quality online training program. Topic areas include: *Recognizing and Responding to Domestic Violence*, *Implicit Bias*, *Suspects in Medical Distress*, etc.

Vigilant Solutions: The Vigilant Solutions team has submitted two courses that have earned the NCP seal: *LPR Recognition and Techniques* and *Facial Recognition Technology & Best Practices*. Both courses train officers how to use cutting edge technology to investigate motor vehicle operators and determine potential criminal information.

We have more training providers submitting courses every day, so thank you for supporting this program and encouraging the providers you encounter to submit their programs for national review. If you have members of your staff that want to join our assessment team, please have them contact Peggyschaefer@iadlest.org

**MASTERING TRAUMA SIMULATION
CAN BE KEY TO RESTORING
OFFICER WELLNESS FOLLOWING
VIOLENT INCIDENTS**

by: *Lon Bartel, Dir. of Training and Content, VirTra, Inc.*

When a police officer is involved in a shooting incident, there are plenty of obvious repercussions. The aftermath might include recovery from physical injuries, departmental

investigations, media attention, and administrative processes that can keep officers off active duty until the situation is resolved. But there are also many things going on under the surface – self-doubt, depression, increased use of alcohol, anti-social behavior, uncontrollable emotions – that can make the once ordinary stresses of police work almost unbearable in the wake of a trauma.

[Recent studies](#) have reinforced the reality that law enforcement officers face trauma-inducing situations as often as combat soldiers, if not more. And yet, despite all the infrastructure to help returning veterans cope with reintegration into civilian life, there has hardly been any research on effective treatments for police. Currently, there are very few established best practices for helping police overcome the feelings of isolation, negativity, and anxiety that follow in the wake of violence.

For decades, cop culture encouraged officers to keep those feelings locked down behind a mask of stoic silence. The results: alcoholism rates nearly triple the community average, careers cut short, relationships crumbling under stress, and erratic behavior on the job that can endanger the officer, his colleagues, and the community.

Dr. Lamaurice Gardner witnessed all this first hand when he began his practice as a clinical psychologist 30 years ago. He recognized in his law enforcement patients the text-book symptoms of a condition variously referred to over the years as “shell shock,” “combat fatigue,” “copshock,” or the current clinical designation, Post Traumatic Stress Disorder (PTSD). But when he tried getting patients to open up about their experiences, he was met with a blue wall of silence. “Only cops understand cops,” they told him.

When Dr. Gardner tried getting patients to open up about their experiences, he was met with a blue wall of silence. “Only cops understand cops,” they told him.

That’s when Dr. Gardner took an unusual step: he enrolled in a police reserve academy and

officially became a law enforcement officer. Over the years, he has worked in a variety of policing roles, including going on patrols, working as a hostage negotiator, and even completing SWAT training. He currently serves on the force of Oakland County Sheriff’s Office, adjacent to Detroit, Michigan.

When patients come to him for treatment, they now see a fellow officer with a badge, gun, uniform and first-hand understanding of the issues police face, both internal and external. That level of trust helped him establish credibility where he can give traumatized officers the help they need to get their lives and careers back on track.

“One officer I treated had been involved in three shootings,” Gardner recalled. “They were all justified by the circumstances, with violent perpetrators posing a direct threat to the officer or the public. The last one was a shootout where the officer and his partner tracked the suspect to an alley where he was concealed in a parked vehicle, gun drawn, ready to fire. The officer fired three headshots. That one took a toll because it was such a close call. He started showing more signs of PTSD. We did a lot of prolonged exposure therapy to help him get past it. He’s a top officer, and we didn’t want to lose him. I was ready to retire him medically, but we were able to work together to bring his stress reaction down. We did a ride-along, traffic stops, responded to calls, routine stuff to get him back into the mode. By the end of the night, he said ‘Doc, I’m ready.’”

Gardner says the violent, shocking situations that police encounter every day can trigger PTSD in just about anyone: it’s a normal human reaction to extraordinary stress and surviving a life-or-death encounter, and it’s only made worse by the additional pressures of investigation, media scrutiny, second-guessing, and the financial strain of losing overtime and court pay during internal review.

Fortunately, there are treatments that can be effective in helping officers get past the emotional issues associated with past traumas. Gardner prefers Prolonged Exposure Therapy an evidence-based treatment for PTSD. The first step, says Gardner, is “Imaginal Exposure”

where the patient is encouraged to visualize and verbally recount the traumatic experience several times in each session, offering a self-assessment of how much emotional stress is being caused using a 1-100 numerical scale known as SUDS (subjective units of discomfort).

Gardner says that with enough verbal repetitions, anxiety eventually gets down into manageable territory, and the patient gains some emotional distance from the traumatic events. The next step is to have the officer face the traumatic memories in the real-life situations associated with them. This process, known as “In Vivo Exposure,” lets the officer take back control over their feelings and behavior in the context of daily policing activities, from drawing and firing their weapon to the simple routines of wearing the uniform, riding on patrol, and interacting with other people in their professional role.

With enough repetitions, anxiety eventually gets down into manageable territory, and the patient gains some emotional distance from the traumatic events.

As in Imaginal Exposure, In Vivo sessions can initially bring about very high levels of discomfort and stress. But through repetition, patients learn to deal with stressors in their environment without losing control. Their training reasserts itself, and they regain confidence in their abilities, both in life and on the job.

Dr. Gardner has found a powerful tool to help take In Vivo therapy to the next level: [VirTra’s 300-degree simulation system](#) that many departments now use for officer training and certification. Because VirTra’s systems offer complete immersion in a wide range of real-world scenarios and even include the ability to customize backgrounds using panoramic photos of actual places, they allow officers to test their skills under the kind of pressures they’d see on the job, but without the life-or-death consequences.

Once Dr. Gardner’s patients have reduced their SUD scores in ordinary In Vivo environments and are comfortable in their role as police officers, he uses the simulator to evaluate and reinforce their reactions in high-stress, high-stakes scenarios.

“We usually start with bullseye practice on the firing range, then animated targets,” says Gardner. “I always check their SUD anxiety level. Then I’ll run tasks on the VirTra simulator. SUDs are high when we start. It’s very realistic, which helps. If SUD is still high, we’ll keep doing reps. I tell them, it’s a benign (no-shoot) situation. I just want to hear your verbal interaction. We’ll keep checking SUD. Once SUDS are down, I let them know we will progress to multiple threats, edged weapons, and other situations to make sure they are doing the right thing.”

The next step is shoot/threat scenarios with predetermined conditions: the officers are aware the simulation requires them to draw their weapon, engage the threat, and stop the threat. The goal, says Dr. Gardner, is to get their anxiety down, normalize their reactions and give them comfort and confidence.

The final series is ambiguous: the officer has to determine the appropriate course of action for themselves. This is by far the most stressful professional situation for a police officer and is often at the root of the incident that triggered the PTSD in the first place. “We vary those. We can change things up. Eventually, they get comfortable with that,” says Dr. Gardner.

He says the session with the VirTra system takes about 60-90 minutes altogether. “Most people get their SUDs down to 20 or less and are ready to go back to work,” he says. “Officers say the VirTra simulator was crucial to their reintroductions.”

June is PTSD Awareness Month

Officers say VirTra simulator was crucial to their reintroductions.

The real benefit, he says, is the confidence boost that comes with knowing you are still able to perform in a high-stress situation and make the appropriate decisions, as following an officer-involved shooting, it is common for officers to question whether they will either be too quick to shoot next time or hesitant to shoot. That's important because untreated PTSD can have consequences to others beyond just the affected officer. "One of the biggest symptoms we see is hesitation liability, where officers are reluctant to assert themselves and just sit back waiting for calls." In moments of crisis, the inability to act decisively can be dangerous or deadly.

Conversely, some officers respond to trauma by being too quick to act or viewing everything through a screen of negativity and aggression. "They act too quickly, become aggressive in the wrong situations, get complaints and poor reviews," he said.

Another negative outcome is simply to call it a day. Officers involved in shootings may be tempted to leave their departments or leave policing entirely. In municipalities where the force is already stretched thin by low recruitment and attrition, it's both a personal and a public crisis if good police turn in their badges because they can't get past a traumatic situation.

Dr. Gardner says he has used the VirTra simulator in conjunction with other therapeutic techniques to help hundreds of law enforcement professional to resume their lives and careers. "My job and goal are to get officers back to work. I serve and protect those who serve and protect. Re-integration is my first purpose.

My job and goal are to get officers back to work. I serve and protect those who serve and protect.

With PTSD among police officers reaching epidemic proportions, departments around the

country need to become serious and systematic about promoting wellness and treatment. Officers and the communities they protect deserve nothing less. Simulation is an essential part of that effort.

"I don't know what other departments are doing," says Dr. Gardner. "I know at minimum when officers are given a new weapon, they have to go to the range. But that's not using scenarios. That's just getting used to firing again. The VirTra simulator takes us to the next level in terms of reintegration. I've encouraged it with everyone I talk to in law enforcement. We need to broaden use beyond just training to reintegration."



LaMaurice H. Gardner, Psy.D., Police Psychologist, obtained his Bachelors of Arts degree in psychology from Wayne State University in 1984, and a Doctorate in Clinical Psychology from Wright State University in 1988. He is a Fully Licensed Clinical Psychologist working at the John Dingell V.A. Medical Center, in Detroit Michigan. Dr.

Gardner is a Reserve/Lt. Deputy for the Oakland County Sheriff's Office. He is also the department Psychologist for the Detroit Police Department. Dr. Gardner is an adjunct faculty member at the Oakland Police Academy, Macomb Police Academy, and Law Enforcement Officers Regional Training Commission. He has been trained in critical incident stress debriefing, hostage negotiations and special weapons and tactics. He is a crisis negotiator, tactical officer and department psychologist for local departments, Michigan State Police, and several federal law enforcement agencies. He is a Consulting Psychologist for the FBI Joint Terrorist Task Force in Detroit.

Dr. Gardner is a member of the International Association of Chiefs of Police - Psychological Services Section, the National Tactical Officer's Associations - Crisis Negotiations Section, and the Michigan Tactical Officer's Association. His areas of clinical expertise include: suicide intervention, psychopathology, post-traumatic stress disorder, critical incident stress debriefing, hostage negotiations, substance abuse treatment; and school or workplace violence. He is on call 24 hours per day to local, state, and federal law enforcement agencies to provide crisis intervention and clinical support during or following critical incidents. He has lectured to law enforcement agencies throughout the country and at international forums. Dr. Gardner maintains a part-time clinical private practice in Farmington Hills, Michigan,

devoted to the treatment of law enforcement personnel and their families.

OREGON POST UPDATE

by Eriks Gabliks, Director, Oregon POST

The 2019 legislative session is working towards a close near the end of June, if not sooner. DPSST worked with the Oregon Attorney General's Task Force on Campus Public Safety to address concerns regarding college and university public safety agencies, their staff, their appearance, and their operations. This work resulted in the introduction of Kaylee's Law, named after Kaylee Sawyer a young woman enrolled at Central Oregon Community College and killed by a campus public safety officer. This bill has been signed by Governor Brown with an emergency clause of July 1, 2019.

DPSST staff in the Professional Standards Division are working on proposed language that will be placed into BPSST Oregon Administrative Rules (OAR) that will outline the process to be used to address recently passed legislation that will require law enforcement officers to have pre-employment psych evaluations by an licensed practitioner. The proposed OARs will be shared with law enforcement leaders for input and then to the Board's Police Policy Committee. We anticipate having the OARs on the Board agenda for October 2019. If the process is delayed, we may implement temporary rules to meet the legislative time frames.

Other policy bills continue to be heard. DPSST staff has been active in various hearings with much success this session for public safety. This includes bills on professional occupational licensing, PTSD, law enforcement officer wellness and health, trauma informed care, and dozens of others.

DPSST was honored to host the state's annual fallen officer memorial ceremony last month. During this year's ceremony the names of four officers were added to the memorial. Governor Kate Brown attended and spoke at the ceremony. State Representative

(Retired) Andy Olson of Albany was the keynote speaker. More than 500 attended the event.

The Association of Oregon Counties (AOC) held their annual County College last month in Salem and spent two days focused on public safety. The class allowed county elected officials and senior leaders to learn more about the work done by county and state agencies. Day One included a tour and update of the work done at the Oregon Public Safety Academy and DPSST. The group learned a lot and were able to watch "con-sim" training in action, a tour of the scenario village, and a professional standards update. The feedback was very positive with lots of respect and appreciation for the work done by our organization.

The Statesman Journal recently wrote a lengthy story about law enforcement officer training and decision making after the recent shooting of a Salem Police Officer. DPSST does not comment on agency events, but we always are willing to share our training. Kudos to Mike Stradley and Scott Willadsen for sharing our work with the reporter and for allowing them to experience the split second decisions the men and women who work in our law enforcement agencies have to make. To read the article please go to: <https://www.statesmanjournal.com/story/news/2019/05/23/police-law-enforcement-officers-shot-during-traffic-stops-rare-salem-pd/375717400/>

DPSST Training and Professional Standards Division staff recently attended the Oregon Association of Community Corrections Directors (OACCD) Spring meeting in Bend. DPSST staff provided an update on curriculum and professional standards. DPSST will be working to update administrative rules and processes that address the training required for those parole and probation officers that are armed. The proposed OARs will begin with the Board's Corrections Policy Committee who will review the initial draft.

A detailed audit was recently conducted on HIDTA financial transactions. The audit found

that Oregon HIDTA and DPSST accounting staff do a great job in managing the funds, submitting reports, and in complying with federal guidelines.

Last month our DPSST Safety and Health Committee discussed creating a “Near Miss” reporting system at the agency through which we ask our students and staff to report incidents that could have led to injury. This would be a pro-active, non-punitive, way to collect information on potential safety risks as opposed to waiting for something to occur which results in an injury report. The idea being that if we know about these situations we can take steps to address them before someone gets injured.

Work to bring updated audio-visual capabilities in the Boardroom has begun. The project should take about two weeks to complete and will expand our ongoing efforts to increase transparency in Board and Policy Committee deliberations and processes.

On Saturday, June 8, 2019, DPSST served as the start and end point for the second annual Ruck Walk. The Ruck is a 12-mile walk which includes participants wearing a backpack or ruck (no weight limits). The ruck walk honors, and includes, wounded service members and law enforcement officers. Funds raised are used to help support programs that assist wounded warriors and service members.

The City of Salem has approved the additional parking lot for DPSST. This means we can move forward and begin to develop and seek proposals from organizations interested in doing the work.

Agent Marcello A. Abbruzzetti of the FBI Violence Reduction Unit’s Office of Partner Engagement (OPE) will be on campus in July for a few days along with a film crew from Quantico. They are working on a video for safe schools that will feature Salem-Keizer Schools and want to show the reunification process at DPSST as part of their work.

DPSST was pleased to host skills trainers from the Kansas Law Enforcement Training Center (KLETC) last month for a week of training and

information sharing. This visit builds on a tour DPSST offered to KLETC’s leadership team earlier this year. DPSST also hosted curriculum staff from the California Commission on Peace Officer Standards and Training (POST) earlier this month.

DPSST hosted the second annual Public Safety Chaplains Course at the Academy for law enforcement and fire department chaplains in early June. The training included peer support, public safety chaplaincy, supporting emergency responders and their families, support of citizens impacted by emergency incidents, and much more.

As local schools come to a close, DPSST will host three training academies for youth during the summer months. Events planned include Salem Police Cadet Academy, Oregon State Police / American Legion Law Enforcement Career Camp, and the FBI Teen Academy.

DPSST hosted the Oregon Association of Chiefs of Police Small Agency Summit on June 11 and 12, 2019, in the Hall of Heroes. Many may not realize that 70 of the law enforcement agencies in Oregon employ less than ten officers. Some have only one or two full-time officers.

Basic Police Phase 3 review will begin next month. This will be the final phase of the academy curriculum with an estimated completion in December. Implementation will be determined.

For the second time in the last three years, DPSST hosted the IACP’s Women’s Leadership Institute in Salem. Fifty public safety professionals attended this course and feedback has been positive.

JD Edwards, Academy Fitness Coordinator, delivered the first edition of: “Designing and Implementing a Law Enforcement Agency Fitness Program” on June 5, 6, and 7 at DPSST. This class was designed to help students develop a fitness and nutrition program for officers at their home agency. We are very excited to support wellness and fitness initiatives for public safety officers in Oregon.

The firearms program completed a two-day training class for several of our full-time and part-time instructors. This training took place to support the upcoming changes to the firearms program as a result of the Phase 2 curriculum implementation occurring in July. Firearms training for basic police will move from 46 total hours to 60 total hours. Full-and part-time instructors reported the training was excellent.

In partnership with DPSST's CJ Certification Section, a new Police Field Training Manual (FTM) has been developed and implemented to align with upcoming changes to the Basic Police Academy. The new FTM directs agencies to provide training in workplace harassment and disease awareness, as well as complete federal courses related to incident command and weapons of mass destruction. The new FTM also includes improvements to formatting and reporting requirements, and is now available online at: [https://www.oregon.gov/dpsst/cj/Documents/CJForms/Police_FTM-M11-19A%20\(F33\).pdf](https://www.oregon.gov/dpsst/cj/Documents/CJForms/Police_FTM-M11-19A%20(F33).pdf)

As part of the Supervisory Leadership Academy, students are required to develop a plan to address a real-life issue facing their communities or agencies. The project requires analyzing the root cause of the problem experienced, looking to research ideas on what works, and identifying a strategy to measure results. While technically just a homework assignment, periodically these projects evolve into actual innovations back at the students' agencies. One such example was recently reported back to CPE. After attending SLA031, Sgt. Brittany Ross with the Malheur Co. Sheriff's Office was able to implement a new pre-employment test at her agency to better screen future applicants. Kudos to Annie Rexford, Terry Moss, and Ken Stenkamp from DPSST for their continued efforts toward this project and inspiring new supervisors/managers to never settle for "what we've always done."

CPE Analyst Annie Rexford, along with the Skills Section's Andy Bechdolt, participated in this year's Police Unity Tour to raise awareness of law enforcement officers who have died in the line of duty, as well as to raise funds for the National Law Enforcement Officer's Memorial and Museum. The bicycle ride began in

Somerset, NJ, and covered approximately 250 miles before finishing in Washington, DC, just before the National Fallen Officer Memorial Ceremony.

On June 24 DPSST's CPE will host its first Crime Analysis Seminar, a one-day training opportunity specifically designed for Oregon's growing community of crime/intelligence analysts. The event will feature presentations on four topics relevant to crime analysis today: open-source investigations, effective bulletin creation, mapping with QGIS, and pedestrian/vehicle stop data analysis.

The Criminal Justice Moral Fitness Workgroup has concluded its work. Their proposed changes to the processes and rules that govern the review of professional standards cases for our criminal justice disciplines are making their way through the Telecommunications, Corrections, and Police Policy Committees this month. Their discussions resulted in the formation of two additional workgroups: one looking at DPSST's role in pre-employment background investigations, and the other reviewing the moral fitness standards for emergency medical dispatchers employed by private ambulance companies.

One of the recommendations resulting from the CJ Moral Fitness Workgroup is the expiration of CJ certifications after five years of separation from a certified public safety role. This would prevent DPSST from having to enforce a "watered down" version of the Board's moral fitness standards for individuals who have left employment. This expiration would have no impact on issued DPSST numbers or records and would not impact an individual's ability to qualify for LEOSA. Any individual with expired certifications would be subjected to the same pre-employment and pre-certification background investigation as a new officer. This recommendation started working its way through the Telecommunications, Corrections, and Police Policy Committees last month; but we found during deliberations some wording changes will be necessary to avoid confusion.

**EXECUTIVE COMMITTEE
MEETING MINUTES
Sunday, February 10, 2019
Washington, DC**

CALL TO ORDER: President Dan Zivkovich (MA) called the meeting to order at 9:00 AM Eastern Standard Time on Sunday, February 10, 2019.

ROLL CALL: The roll of attendees was called by Secretary Pederson (WI). There were eight Executive Committee members present:

President Dan Zivkovich (MA)
Second Vice-President Jami Cook (AR)
Treasurer Brian Grisham (TN)
Secretary Stephanie Pederson (WI)
Northeast Region Representative Mike Wood (NY)
Central Region Representative Mary Davis (OH)
International Region Representative Gary Bullard (ICITAP)

First Vice-President Kim Vickers (TX) was represented by proxy. Jami Cook (AR) represented Kim Vickers at the meeting.

Committee members absent:
Southern Region Representative Rebekah Taylor (LA)
Midwest Region Representative Chuck Gerhart (OK)
Western Region Representative Mike Sherlock (NV)
Immediate Past-President - Vacant
Second Immediate Past-President - Vacant

There was a quorum to conduct business.

IADLEST Staff:
Executive Director Mike Becar
Director of Operations Yvonne Pfeifer

ADDITIONS TO AGENDA: President Zivkovich asked if there were any additions to the agenda.

President Zivkovich had one item to add to the agenda. He requested that the Executive Committee go into an Executive Session to discuss a matter at the end of the Executive Committee Meeting.

INTRODUCTIONS OF GUESTS: Ari Vidali and Heather DeMoss from Envisage attended the Executive Committee meeting.

**APPROVAL OF EXECUTIVE
COMMITTEE MINUTES**

President Zivkovich asked for a motion to approve the Executive Committee Meeting Minutes from October 6, 2018, (Orlando, FL). There was a **MOTION** by Brian Grisham (TN) and a **SECOND** by Gary Bullard (ICITAP) to approve the minutes. The **MOTION CARRIED**.

EXECUTIVE DIRECTOR'S BRIEFING

(Mike Becar): Executive Director Becar provided information on the following:

POST Director Changes:

- Len DeClercq retired from the Wyoming POST on November 4, 2018. The Acting Director is Russell Clark.
- Jesus Campa is the new Director for the Oklahoma POST.
- Darin Beck is the new Academy Director in Kansas replacing Ed Pavey.
- Alex Payne is replacing Mark Filburn as the new Director (Commissioner) in Kentucky.
- Tim Horthy is the new Executive Director in Indiana replacing Rusty Goodpaster.
- Kevin Hewitt resigned from the Virgin Islands, and they are searching for a replacement.
- Steven Marshall is retiring as the New Mexico POST Director and Brian Coss is the Acting Director until a replacement is hired.
- Dennis Fortunato retired as the Director for the Wisconsin POST. They are still in the process of hiring a new Director.

Partnership Meetings: Executive Director Becar had a partnership meeting with the Deputy Director of the Federal Law Enforcement Training Center (FLETC). They have 100 courses on Tactical Medical Instructor Training and Active Shooter they want to provide around the country. Executive Director Becar told FLETC about IADLEST's partnership with the COPS office to develop training hubs around the country to provide training throughout the country. FLETC is interested in using those training hubs to provide these training courses.

Executive Director Becar was also contacted by U.S. Customs and Border Protection. IADLEST is going to help them survey regional training hubs and deliver training.

Dubai Police: The Dubai Police made a request to IADLEST to qualify and train police leaders to enable them to measure the impact of job training. They want to address response teams, rescue teams, patrols, protection, special tasks, crime scene, accident management, event security, crisis, disasters, and rioting. Executive Director Becar is still in contact with them and working with them to develop a MOU to provide training and technical assistance.

International Data-Driven Approaches to Crime and Traffic Safety (DDACTS)

Training: Peggy Schaefer was invited to make a presentation on DDACTS in Germany at the German Police University.

Dan Howard (TX) and Peggy Schaefer were invited to make various presentations on DDACTS and Large Truck and Bus Enforcement in Mexico through the Police Professional Exchange Program.

Guatemala is also asking Peggy to make a presentation on DDACTS.

IADLEST Website: The IADLEST website was redesigned over the past year. Envisage was contracted to update the website. Most areas of the website are working well. However, the membership area has been problematic: there have been some glitches with membership renewal. Envisage is working on correcting those issues.

There have also been some problems with the National Decertification Index (NDI)
Requests approved, duplicate entries
Agencies in wrong states
Duplicate agencies
Confusing decertification entries

These issues are also being corrected as they come up.

Agency Audit: The Vermont POST is getting sued by some law enforcement officers who were hurt during their use-of-force scenarios. The Director in Vermont called IADLEST about conducting an audit on the scenarios. IADLEST is contracting with Jon Blum to have him evaluate their scenarios.

Federal NDI Entries: Ron Mullihan, together with the U.S. Army is continuing to set up a POST to allow military law enforcement to be entered into NDI. Once the POST is established, they will be able to enter personnel from the Army, Air Force, Marine Corps, Navy, Defense Intelligence, Defense Logistic, National Geospatial Intelligence, National Security Agency, and the Pentagon Force Protection Agency into the NDI system.

Executive Director Becar began the process of walking Ron Mullihan through the process of entering people into NDI when Mr. Mullihan said he will be retiring on September 30, 2019. Olivia Prewett is the new person set up to enter officers into the NDI.

History Project: Bill Flink has been working on the history of IADLEST and through his research he found the first Executive Director of the National

Association of Directors of Law Enforcement Standards and Training (NADLEST); Preseton Horstman. He was hired by 3rd President of NASLET, VanWagnor (MD POST). Mr. Horstman was provided an office at the International Association of Chiefs of Police (IACP) headquarters right next to the IACP Executive Director.

Mr. Flink will have the history, pictures, and official dates and locations when he has completed his research. He expects to have a completed document by the Annual Conference in Milwaukee.

IADLEST TREASURER'S REPORT:

Treasurer Brian Grisham (TN) provided the following information:

Assets: \$1,020,599.02
Liability: \$328,073.09
Total Equity: \$692,525.93

President Zivkovich asked for a motion to approve the Treasurer's Report. There was a **MOTION** by Gary Bullard (ICITAP) and a **SECOND** by Mike Wood (NY) to approve the Treasurer's Report. The **MOTION CARRIED**.

CONFERENCE REPORT: The 2019 conference will be in Milwaukee, Wisconsin, June 9-12. The Pfister hotel is offering rooms at \$189+tax. There will be a separate lodging link for international attendees. There is also an overflow hotel (Hilton) with a free shuttle that runs between the two hotels.

The conference registration opened on January 7. As of February 7, there were a total of 33 people registered.

The vendor registration is the same as last year, \$1,100, and the registration fee for attendees is increasing from \$400 to \$450 for members and from \$450 to \$500 for non-members for the early bird pricing. So far there are six vendors registered.

Conference Format: The conference theme is Bridging the Gap Between Training Performance and Certification Standards.

The keynote speaker will be Lt. Brian Murphy (Ret). He is a former Wisconsin officer who was shot 15 times responding to an active shooter event at the Oak Creek Sikh Temple. His presentation will include what happened that day along with dash cam video of the event and pictures. He will share a message of survival and the importance of training as well as focusing on the importance of meeting people from cultures officers think are different: he discusses the event but also educates the audience on the Sikh community.

There will be roundtable discussions, including a legal round table breakout as well as 15 different training tracks.

The regional meetings will take place on Monday, June 10, during lunch. This will be the first time we have tried this format. States will be asked to submit a mini-report prior to the conference. The roundtables will mainly serve as a time to elect or re-elect a regional representative which is required in the bylaws.

There will be a welcome reception on Sunday, June 9, from 6 – 8 PM. The reception is sponsored by Envisage. The main dinner event and live auction for Special Olympics will be on Monday night, June 10, at the Harley Davidson Museum. Registered attendees will receive a free ticket to tour the museum. There is a motorcycle ride planned for Saturday, June 8.

The 2020 Conference will be in Fort Worth, Texas, from June 7 – 10, 2020.

The next Executive Committee meeting will be on Sunday, June 9, 2019, in Milwaukee from 1–4 PM.

Stephanie Pederson (WI) added that the Milwaukee Police Department Honor Guard, Band, and a few singers from the Band will conduct the opening ceremonies and sing the National Anthem. The Chief of Police from Milwaukee will welcome attendees to Milwaukee during opening ceremonies as well.

Additionally, the Wisconsin Department of Justice is providing a \$10,000 grant towards the conference. The conference will end at noon on Wednesday this year.

Partnering with the International Law Enforcement Educators and Trainers Association (ILEETA) President Zivkovich has been in contact with the Executive Director of ILEETA about possibly partnering with them for future conferences. They hold a conference in March in St. Louis every year. President Zivkovich wanted the Executive Committee to consider co-locating the IADLEST annual conference with the ILEETA conference to take advantage of combined workshops. This would allow IADLEST to focus more on IADLEST business and allow IADLEST to insert sessions for academy directors and POST Directors into their program. President Zivkovich said we will put this topic on the agenda for the next meeting and asked the Executive Committee members to think about it until then.

The other option is to pick four locations like the IACP does and rotate the conference between those four locations. It would give IADLEST more room to negotiate with hotels if the same four locations are used.

ADMINISTRATIVE REVIEW OF CURRENT BUSINESS ITEMS

National Certification Meeting Briefing (Dan Zivkovich): The IADLEST National Certification Program (NCP) sub-committee met with Envisage on Saturday, February 9, 2019. The sub-committee and Envisage will come up with a solid proposal for the NCP program's future by the next Executive Committee meeting in June.

NEW BUSINESS

a. **Howard Buffett Meeting** (Dan Zivkovich [MA] and Mike Becar) Executive Director Becar met Howard Buffett at the central region meeting in Illinois in April 2018. Mr. Buffett was the acting Sheriff at the time and his foundation

had donated the money to build the law enforcement training center located in Decatur, Illinois. During the regional meeting, Howard Buffett discussed one of his passions - addressing the human trafficking problem.

Executive Director Becar reached out to Mr. Buffett about a month later to see how IADLEST could partner with his foundation to advance law enforcement training in the United States. Mr. Buffett wants to create a week-long curriculum on human trafficking that could be added to every academy in the United States. Mr. Buffett is working with the McCain Institute and made it clear to them that IADLEST will be involved in developing this curriculum.

Executive Director Becar reached out to the McCain Institute, and they are preparing a proposal and a budget for Mr. Buffett that includes IADLEST helping develop the curriculum. Earl Hardy is retiring and reached out to Executive Director Becar so he may be considered to spearhead the project on IADLEST's behalf.

- b. **Technology Issues, the Federal Law Enforcement Training Center's (FLETC) Research** (Dan Zivkovich [MA]): In Orlando, Ron Dion from FLETC let the Executive Committee know that one of the things FLETC does is research – especially as it relates to technology and policing. This is an ongoing item on the agenda to remind us that we have an offer by FLETC to do research on issues IADLEST brings to their attention.
- c. **Federal Advisory Committee** (Dan Zivkovich [MA]): IADLEST has created a new committee called the Federal Advisory Committee which is made up of IADLEST's federal partners. The Executive Committee met with approximately 15 federal agencies on Saturday, February 9, 2019. The Executive Committee introduced the concept to the committee and discussed how all of the organizations involved could better collaborate on initiatives, reduce unnecessary duplication, and increase

communication on what training has been developed by each organization.

During the meeting, IADLEST's federal partners indicated they want to continue with this committee. The meeting was very productive. Colleen Cople facilitated this meeting and is writing up an action plan for the committee to keep the momentum going. The commitment is to meet twice a year in conjunction with the National Sheriff's Association (NSA) and the IACP conferences. The Executive Committee suggested that the Federal Advisory Committee be invited to attend the IADLEST annual conference, too. If a Federal Advisory Committee meeting was set up at the conference, it may encourage more federal agencies to attend the conference.

- d. **Partner Advisory Committee** (Mike Becar): Another meeting that was held on Saturday, February 9, 2019, was the Partner Advisory Committee. The committee members are sponsors and vendors who are connected to, and supporters of, IADLEST. The role of this committee is to engage these supporters in conversations about how IADLEST can better give them as a return on their investment in IADLEST, how IADLEST can better serve them at the annual conference and meetings, and how IADLEST can improve the partnership in general.

The second part of this was to discuss the sponsors' and vendors' ultimate goal of providing quality training to criminal justice professionals. The committee can discuss the future of policing and the future of police training and how each organization can use that high level discussion to improve the training their individual organization provides. The committee will meet three times a year. Once a year they will meet with the full Executive Committee. The first meeting with the Executive Committee will be at the annual conference in June 2019.

Executive Director Becar provided a list of organizations and letters from the

organizations expressing their interest who want to participate on the Partner Advisory Committee. The requirement is that they become a Corporate Member of IADLEST. The interested organizations are (in no particular order): VirTra, Columbia Southern University, Envisage, Jones and Bartlett, Strategies for Youth, Polas Solutions, PoliceOne, Virtual Academy, White Collar Crime Association, and the International Academy of Public Safety (IAPS).

Executive Director Becar stated that one of the requirements he wants in place is for the Executive Committee to approve participating members. He asked the Executive Committee to approve the sponsors and vendors he mentioned above who are interested in participating on this committee.

President Zivkovich asked for a motion to approve the organizations requesting to become members of the Partner Advisory Committee. There was a **MOTION** by Stephanie Pederson (WI) and a **SECOND** by Mike Wood (NY) to approve the Partnership Advisory committee membership. The **MOTION CARRIED**.

- e. **Policy and Procedures Manual Update** (Mike Becar): The Policy and Procedures Manual was already approved by the Executive Committee. Executive Becar sent out an update on Page 14 regarding some changes dealing with time sheets. This was already a procedure IADLEST followed. It was just not written into the Policy and Procedure manual until now. This change required Executive Committee approval.

President Zivkovich asked for a motion to approve the changes to the Policy and Procedures Manual as presented. There was a **MOTION** by Gary Bullard (ICITAP) and a **SECOND** by Mary Davis (OH) to approve the changes to the Policy and Procedure Manual. The **MOTION CARRIED**.

- f. **IADLEST Internal Collaborations** (Dan Zivkovich [MA]): President Zivkovich expressed an interest in increasing the internal collaboration and communication between the IADLEST members. He is looking for ideas on how to better communicate between all the members about different initiatives or curricula that they are working on.

Some ideas included:

1. Include a section on the mini-reports for current projects and a second section for future projects.
 2. Have an archived document on the website a POST or academy used to complete a project or initiative. For example, if a state revamps their curriculum: they can list the steps they used to develop that curriculum and posted it on the IADLEST website. Other instructional designers could take that document to help them they revamp their curriculum.
 3. Put together an action plan at the end of the POST round tables of who should connect with whom afterwards, etc.
 4. Listserves for certain types of jobs within the POSTs – similar to the message boards on NLEARN.
- g. **FORCE Concepts Law Enforcement Training Content Proposal** (Mike Becar): FORCE Concepts rewrote the Massachusetts recruit academy curriculum. The four-year project included a statewide Job Task Analysis (JTA), a complete curriculum rewrite, and piloting new testing protocols. The 764-hour curriculum was approved for statewide implementation in 2018.

FORCE Concepts said that the content of the Massachusetts recruit academy curriculum can immediately be used by law enforcement agencies throughout the United States and abroad. For example, the Washington Criminal Justice Training Commission hired them to revise its entire basic law enforcement academy curriculum.

FORCE Concepts is going to use the curriculum they developed for Massachusetts and then tailor it for things that are specific to Washington.

FORCE Concepts has also been contacted by the Department of Justice to develop curriculum for certain topics, including: Procedural Justice, Problem Solving, and Communication Skills for the Baton Rouge, Louisiana, Police Department's basic academy. Additionally, FORCE Concepts is in preliminary talks with Virginia's Department of Criminal Justice Services.

FORCE Concepts provided a letter to Executive Director Becar which was provided to the Executive Committee. The letter pointed out the need to make law enforcement training more standardized across the country. FORCE Concepts would like to collaborate exclusively with IADLEST in offering scientifically valid, standardized, and holistic training content for law enforcement.

FORCE Concepts included a proposal in the letter to IADLEST. Executive Director Becar said that FORCE Concepts wanted him to introduce this proposal to the Executive Committee. Executive Director Becar asked President Zivkovich to appoint a committee to see if there is viability in entering into an agreement with FORCE Concepts.

Executive Director Becar's recommendation is that the committee consists of the three Presidents of IADLEST and Brian Grisham. No one on the Executive Committee or among the recommended committee members had any objections to creating this committee. President Zivkovich then formally appointed the three Presidents and Brian Grisham to the FORCE Concepts Initiative Committee.

- h. **Regional Mini-Reports Template** (Stephanie Pederson [WI]): The Executive Committee wants to revive the Mini-Reports to help cut down on the time spent conducting regional report outs at

the Business Meeting. Stephanie Pederson sent out a draft template to the Executive Committee prior to the meeting asking for feedback on how to improve the document for future use. The recommendations were:

1. Add a line after the IADLEST website at the top that says, “Access past mini-reports here” – and then add the hyperlink to the website.
2. Place a character limit in the comments section to keep the mini-reports focused on the top 3-4 projects a state is working on.
3. Have two sections for comments. One for top 3 or 4 “Current Projects” and one section for the top 3 or 4 “Planned or Future Projects.”
4. Delete the Director name and phone number section. Just have the name, title, and phone number of the person reporting the information.
5. List the State/Country not just state since we have international members.

The Mini-Reports will be requested a minimum of once a year before the Annual Conference. If regional representatives want to use it throughout the year for other meetings, they can use the template to collect the information. However, only the Mini-Reports collected in April and May each year will be compiled into a report that will be placed on the website prior to the Annual Conference.

A suggested timeline is to send the Mini-Report template out to the regions on April 15, with a return date to the regional representative and to the Executive Committee Secretary by May 1 each year. The Secretary will then compile the Mini-Reports into one document and send that to Yvonne Pfeifer by May 15 to be posted on the IADLEST website. The Secretary will still list the notes from the report outs at the Business and Executive Committee meetings in the meeting notes; however,

these will be abbreviated reports with a statement saying that the full reports can be accessed at the following link (and then list the link on the website).

Regional representatives will use the Mini-Reports to provide a short regional report at the business meetings; however, these report-outs should only highlight the major projects in their region while more details can be found in the full report on the website. The Executive Committee agreed to use the Mini-Reports for the upcoming conference in Milwaukee.

- i. **IADLEST Foundation 501c3** (Mike Becar): Executive Director Becar explained that many companies will not donate items for the annual conference or Special Olympics auction because IADLEST is considered a 501(c)6 organization. These companies will only donate to 501(c)3 organizations. Donations to a 501(c)6 organization are not tax deductible like they are with a 501(c)3 organization. Additionally, some federal organizations will only award grants to 501(c)3 organizations.

Executive Director Becar discussed this with Jim Cople who is IADLEST’s Government Relations contact. Mr. Cople said IADLEST can still achieve 501(c)3 status while also maintaining a 501(c)6 status as an association. Mr. Cople said that IADLEST could create a foundation, which would need to have a board of Directors to qualify for a 501(c)3 organization and would need to have a meeting once a year. Executive Director Becar said that we could have the Executive Committee meeting first and then adjourn and have a 501(c)3 “Directors’ meeting” with the Executive Committee members to meet this obligation. IADLEST will also have to pay taxes (IADLEST currently pays taxes for the 501(c)6 status); and IADLEST would have to have insurance for the Board members, which IADLEST already has.

Executive Director Becar provided the Executive Committee with the documents

that will be submitted to create an IADLEST foundation as a 501(c)3 organization, while the IADLEST association will remain a 501(c)6 organization.

- j. **Regional Representative** (Dan Zivkovich [MA]): Joyce Nelson from Michigan resigned her position as the Central Region representative. Mary Davis (OH) will now fill that position.

COMMITTEE AND SPECIAL ASSIGNMENT REPORTS

- a. **Personnel Committee** (Kim Vickers [TX]): Jami Cook (AK) spoke on behalf of Kim Vickers (TX). Jami Cook chaired the Personnel Committee meeting on Saturday, February 9, 2019. The two goals of that meeting were to complete the performance evaluation for Executive Director Becar and evaluate the salary for the two IADLEST employees.

1. Executive Director Becar was evaluated in the following areas:
 - Overall organization and performance
 - Community leadership
 - Administration and human resources
 - Financial sustainability and mission impact
 - Executive committee

Executive Director Becar exceeded the standards in all five categories.

2. **Salary Evaluation:** The Personnel Committee reviewed the salary for Yvonne Pfeifer and Mike Becar. The first recommendation was to give Yvonne Pfeifer a salary increase effective 1 January 2019, with no change in the current benefits and a one-time retro payment for 2018 since she did not receive a salary increase in 2018.

President Zivkovich asked for a motion to approve the adjustment to Yvonne

Pfeifer's salary and for the one-time retro payment as presented. There was a **MOTION** by Mary Davis (OH) and a **SECOND** by Mike Wood (NY) to approve the adjustment to Yvonne Pfeifer's salary and one-time retro payment. The **MOTION CARRIED**.

The Personnel Committee recommended that Executive Director Becar receive a one-time retro payment for the three months that Executive Director Becar took a cut in pay in 2018.

President Zivkovich asked for a motion to approve a one-time retro payment for Executive Director Becar as presented. There was a **MOTION** by Brian Grisham (TN) and a **SECOND** by Stephanie Pederson (WI) to approve a one-time retro payment for Executive Director Becar. The **MOTION CARRIED**.

Similar to Yvonne Pfeifer, Executive Director Becar did not receive a salary increase in 2018. Therefore, the Personnel Committee also recommended that Executive Director Becar receive a three percent pay increase for 2019, and a one-time retro payment for 2018, since he did not receive a salary increase in 2018.

President Zivkovich asked for a motion to approve the three percent increase for 2019 and a one-time payment for 2018, for Mike Becar as presented. There was a **MOTION** by Mary Davis (OH) and a **SECOND** by Stephanie Pederson (WI) to approve the three percent increase and one-time payment. The **MOTION CARRIED**

The last recommendation by the Personnel Committee is that in order to make recommendations to salary adjustments for IADLEST employees, the committee must know the status of IADLEST's finances. Therefore, the current committee members recommend that the Executive Committee Treasurer also be a part of the Personnel Committee. Changes to this committee may be made by the President of IADLEST. President Zivkovich appointed the

Treasurer as the fourth member of the Personnel Committee.

- b. **TAP Committee** (Dan Zivkovich [MA]): President Zivkovich created a summary report of the IACP's Technical Advisory Panel (TAP) Committee meeting. This report is posted the IADLEST website, and he provided the Executive Committee with a copy of the report.
- c. **COPS National Officer Safety and Wellness** (Dan Zivkovich [MA]): President Zivkovich created a summary report which is posted on the IADLEST website under the membership, committee reports section.
- d. **Accreditation Committee** (Written Report) (Mark Damitio): Executive Director Becar provided a report for Mark Damitio. He provided a list of academies that have currently paid or applied for accreditation.

List of states and academies now going through the process (\$150 self-assessment fee and \$6,000 application fee paid):

- Washtenaw Community College Academy, Michigan
- Western Massachusetts Regional Police Academy, Massachusetts

List of states and academies that have paid the self-assessment fee (\$150) to start the process:

Domestic:

- Tennessee Law Enforcement Training Center, Tennessee
- Kansas Law Enforcement Training Center, Kansas
- Plymouth Regional Police Academy, Massachusetts
- New Hampshire Police Academy, New Hampshire

International:

- Banja Luka Police Academy, Bosnia and Herzegovina
- Mostar Police Academy, Bosnia and Herzegovina

- Sarajevo Police Academy, Bosnia and Herzegovina

List of states and academies that have expressed interest (information sent/follow-up calls or emails made):

Domestic:

- Guam Public Safety Academy, US Territory of Guam
- Polk State College Institute of Public Safety, Florida
- Ohio Law Enforcement Training Academy
- Crater Criminal Justice Training Academy, Virginia
- Valencia College Police Academy, Florida
- Sinclair Community College Criminal Justice Academy, Ohio
- U.S. Army Military Police School in Missouri
- Passaic County Police Academy, New Jersey
- Vermont Police Academy, Vermont
- New Orleans Police Department, Louisiana
- Montana Law Enforcement Academy
- Alameda County Sheriff's Office, California.

Private Sector:

- Hardy Corps International Training Center, Virginia
- Academy Training Center, North Carolina

International:

- Institute of International Security Forces of Lebanon
- Philippines National Police College
- Algeria National Police Academy

There are currently no state POSTs going through the accreditation process.

List of state POSTs that have paid the self-assessment fee (\$150) to start the process:

- Wyoming POST

The state POSTs that have expressed interest in being accredited:

- Tennessee POST
- Illinois POST
- New Hampshire POST
- Arkansas POST

e. **Jones and Bartlett Learning Update**

(Mike Becar): Jones and Bartlett originally approached IADLEST with a proposal to develop a National Police curriculum which IADLEST felt was too big of an undertaking. IADLEST elected to focus on a smaller project by focusing on dispatcher/communications training curricula with them. Jones and Bartlett is revising the proposal based on feedback from IADLEST. Once the proposal and subsequent contract are finalized, IADLEST will form a committee to work with them on developing dispatch and communications curricula that can be used around the country.

f. **Sourcebook Update** (Mike Becar): There was no update for this topic.

g. **Regional Reports**

Northeast: (Mike Wood [NY]): Mike Woods provided the following update for the Northeast Region:

Massachusetts: Massachusetts is implementing a new recruit training curriculum statewide that is 760 hours, with half those hours being practical applications, such as role play and scenarios. The curriculum topics are taught in blocks. Topic areas are woven throughout the curriculum to allow specific aspects of the topic material to be presented at a time that it better attaches to other learning and where its applicability is better understood.

Massachusetts is also rolling out the Acadis® Readiness Suite as a statewide training record/certification database.

New York: New York is expected to finalize their recruit curriculum rewrite in 2019. A course in Police Supervision will

be the next mandated course they will overhaul in late 2019 or early 2020.

There are many new criminal justice reform bills currently going through the legislature including the legalization of recreational cannabis.

The Northeast Regional meeting is tentatively set for May in Meriden, CT.

Central Regional Update (Mary Davis [OH]): Mary Davis provided the following update for the Central Region:

Arkansas: After reviewing and updating the strategic plan for the agency with the Commission of Law Enforcement Standards and Training (CLEST) staff, the Standards office prepared a legislative packet for the 2019 session and proposed rule packet in anticipation of all legislative changes. In all, Arkansas has 12 statutes affected. The goal of the packet is to reduce bureaucracy and clear up ambiguity.

In an effort to streamline training, CLEST began development of an online Part-Time II/Auxiliary course. New objectives were established, and CLEST staff conducted a thorough review of the curriculum to determine what portions of the curriculum could be delivered online versus the portions of curriculum that would remain the responsibility of the hiring agency. The online portion of the Part-Time II/Auxiliary course is currently in the development stages.

Illinois: The Illinois Law Enforcement Training and Standards Board will be working throughout 2019 to develop minimum training standards and a new curriculum to utilize in a certification process for School Resource Officers.

In addition, Illinois is looking at proposing some legislative amendments to expand their Intern Training Act to allow for basic correctional officers to take advantage of the intern program.

Along with those tasks, the Illinois Law Enforcement Training and Standards Board will be continuing with the review and revision of their narcotic detection canine training program and making updates to their basic correctional officer training curriculum.

Indiana: Indiana did not submit a report.

Ohio: *New LMS/RMS:* Launching a new learning management system (LMS), Inquisiq. Phase One is incorporating as a traditional LMS with online training courses. Future phases will utilize it for blended (on-line and in-person) courses and eventually as a records management system to allow paperless reporting and basic academy oversight/management.

Statutorily mandated SRO Training: All officers assigned as a school resource officer after November 2, 2018 must complete 40 hours of SRO training. The Commission accepted the Ohio School Resource Officer Association and the National School Resource Officer Association curriculum for the basic course. OPOTA is currently working on curriculum to add another option for officers to complete to meet this mandate.

Medical Marijuana Webcast Course: Medical marijuana is now legal in Ohio. OPOTA is currently working with Ohio Bureau of Investigation agents and the Ohio Board of Pharmacy to record a webcast for law enforcement officers informing them of the recently passed medical marijuana laws and to answer frequently asked questions on enforcement.

Kentucky: Kentucky did not submit a report.

Michigan: Michigan did not submit a report.

Minnesota: As a result of a series of articles in one of Minnesota's major newspapers, the POST Board was given the task of evaluating sexual assault investigation

training and specifically developing a model policy for sexual assault investigations. The Board commissioned its Standards and Training subcommittees to form working groups made up of law enforcement, advocacy groups, and training institutions to provide recommendations on training, best practices, and a model policy.

Those work groups have completed those tasks, and the Standards and Training subcommittees have approved the final recommendations and model policy for adoption by the full board at the January 24, 2019, meeting.

Currently, a model policy on sexual assault investigation is not one of the POST mandated policies as that requires legislative action or promulgation of a new rule. The new legislative session has just begun, and it is likely the legislature will mandate the new model policy.

Budget. The POST Board is facing an operating budget deficit for fiscal 2019 and beyond. The deficit is "on paper" in that revenue from a surcharge on traffic and criminal violations has not kept up with the legislative appropriation for the POST Board operations. Discussions are underway with budget personnel and legislative leaders to either increase the percentage of the surcharge that is allocated to POST (currently at 39%) or to move the POST Budget into the general fund.

Rule-making. The POST Board is undertaking significant rule making for the first time since a full time rule maker position was eliminated in 2010 under the Pawlenty administration. POST has requested the reinstatement of that staff position in the next biennial budget. Currently, one part time Standards Coordinator and other staff are working on the first phase of rule making which consists of removing or revising obsolete and/or duplicative rules. The next phase will consist of making changes to the existing rules to reflect statutory, regulatory, or policy changes.

West Virginia: Funding remains West Virginia's top priority issue. Only by the provision of supplemental funding in a special legislative session were they able to continue classes through the current class. The Legislature is in session but there is no indication additional funding is coming at this time so classes may stop in April 2019. They already have a full class that could start now.

Legal issues are a problem as well:

A local college has applied to run an Academy – but West Virginia is a single Academy state. The POST body is strongly opposed, but the case is in the West Virginia Supreme Court now awaiting a final decision.

The West Virginia POST has moved aggressively to revoke certification for domestic violence involving officers. With officer's familiarity with the system, they are getting deferrals saying they should not be referred to anger management, etc., as an alternative. One case is currently in the West Virginia Supreme Court addressing the ability of POST to take such an action. The POST currently has the authority, but this case may weaken it.

Wisconsin: Wisconsin's Training and Standards Bureau (POST) Director retired in August 2018. A new Attorney General was elected in November 2018 and took office in January 2019. Now that he is in place, the new administration will focus on hiring a new Director. The job listing should be posted soon.

Now that the new 720-hour curriculum has been in place since January 2016, with some revisions in 2018, and all of the test questions have been rewritten for the academy, the Wisconsin Training and Standards Bureau is focusing on rewriting the questions for the reciprocity exam.

Wisconsin is working on revising the jail academy from 160 hours to 200 hours. The new academy goes into effect in August 2019.

Like other states, Wisconsin is looking for alternative ways to cover funding. Wisconsin's law enforcement training has always relied on penalty assessment funds, but those funds are no longer sufficient, and Wisconsin is looking for other resources.

Wisconsin is looking forward to hosting the 2019 IADLEST conference in Milwaukee!

South Regional Update (Rebekah Taylor [LA]): No update was provided for the South Region.

Midwest Regional Update (Charles Gerhart [OK]): No update was provided for the Midwest Region.

West Regional Update (Mike Sherlock [NV]): No update was provided for the West Region.

International Regional Update (Gary Bullard [ICITAP]): Gary Bullard provided the following update for the International Region:

Algeria: ICITAP assists the Algerian National Gendarmerie to achieve accreditation in 11 disciplines for their forensics laboratory under standards set by the International Organization for Standardization (ISO).

ICITAP has launched a Forensics (for) Police/Magistrate Coordination component consisting of five seminars specifically designed police and magistrates to help them understand and effectively use forensic evidence and data in criminal investigations, as well as encouraging them to shape their policies to ensure that the forensic science data generated by the laboratory is used to its maximum potential. The goal is to build the capacity of the Algerians to use forensic data for investigations, court proceedings, criminal intelligence, and policy guidance.

Continuing to build on existing relationships

to strengthen the trust between the U.S. and Algerian governments, demonstrating the value in developing these partnerships outside of Algeria with their U.S. and international counterparts, which will enhance their own security in Algeria.

The general Algerian context remains challenging, with the bureaucracy requiring diplomatic notes for any engagement, which slows the processes of communications and coordination for training events.

Bangladesh: Projects delivered by the U.S. Dept. of Justice's International Criminal Investigative Training and Assistance Program (ICITAP). ICITAP's mission is to work with foreign governments to develop effective, professional, and transparent law enforcement capacity that protects human rights, combats corruption, and reduces the threat of transnational crime and terrorism, in support of U.S. foreign policy and national security objectives. The ICITAP Bangladesh program began in 2010 and is located at the U.S. Embassy in Dhaka, Bangladesh.

Community Engagement Initiative: ICITAP's community engagement program supports initiatives undertaken by the government of Bangladesh and the Bangladesh National Police to enhance community confidence and trust. ICITAP's goal is to help develop a more professional and community-focused police service.

ICITAP Bangladesh and the Portland, Oregon Police Bureau (PPB) pioneered a unique and highly regarded project: the Local Law Enforcement Agency Partnership (LLEAP) program. Under this program, active duty police officers from the United States come to Bangladesh to teach a variety of policing topics. Through this program, the U.S. officers impart modern policing best practices to the Bangladesh police, while in turn enhancing and developing their own cultural competence. By becoming immersed in the culture, these American officers experience what it is to be a minority and return to the United States with

enhanced compassion and empathy. Currently eight U.S. agencies from Oregon and Michigan have participated in the program.

Counter Terrorism: ICITAP and the FBI assisted in the initial development and start up of the Bangladesh Counter Terrorism Transnational Crime Unit (CTTCU). ICITAP has embedded a CT advisor within the unit, who works with CTTCU leadership in developing its capacity to counter the growing extremist threat in Bangladesh.

Further, ICITAP will work with the government of Bangladesh to develop a centralized terrorist screening database, or Alert List.

Countering Violent Extremism (CVE) Program: ICITAP is delivering a CVE program that provides technical assistance, training, and limited equipment donations to the Bangladesh Police. These efforts support the development of positive police/community relationships and partnerships through the utilization of community engagement principles. The program also develops police capacity to counter growing extremist messages, in particular to the country's youth on college campuses. Joint projects with the Embassy interagency and the police are designed to educate police and the public to recognize signs of radicalization and intervention strategies.

Police/Student Workshops: ICITAP and DOD's Pacific Command (PACOM) partnered to deliver a series of police/student workshops designed to bring university/college students and police together in an effort to strengthen what were often antagonistic relationships. Funded by S/CT, these workshops greatly exceeded expectations. Police and students now join together on initiatives, including community projects and dispute resolutions. This approach was so successful, USAID will partner with ICITAP in FY18/19 to bring these workshops to other areas of the country.

Advanced Investigation Training: ICITAP partners with other Department of Justice agencies to provide advanced investigations training to the Bangladesh police. A cross-section of topics jointly delivered include: Cybercrime, Human Trafficking, Terrorism Financing, and Recruitment of Foreign Fighters.

Colombia: Application of Job Task Analysis, for Criminal Investigator, Criminal Analyst and Patrol Officer. Colombian National Police wish to implement the Job Task Analysis for other positions in the organization.

Implementation of Plan Prisma II, a nationwide in-service program for all criminal investigators in Colombia. Colombia currently has approximately 16,000 criminal investigators, many of whom have not received formal training, and others who have not received in-service training in many years.

Development of Basic Criminal Investigator and Criminal Analyst training programs based on the results of the Job Task Analysis.

Implementation of a national investigative model for narcotics crimes, organized crime, and corruption.

Indonesia: ICITAP began working in Indonesia in 2000 to assist the national police transition from a military to a civilian law enforcement agency. The program is ICITAP's largest police assistance effort in Asia and provides organizational development, system and policy enhancement, training, technical assistance, and limited equipment donations to the Indonesian National Police (INP). Listed are four of ICITAP-Indonesia's vital projects:

Women's Leadership Development Project (WLDP): Women throughout the world in law enforcement are underrepresented and face serious career obstacles. Female police officers in Indonesia face the same

challenges. Indonesia's WLDP is working to advance women's leadership and promote organizational changes to support women throughout the organization. Our project has developed a national multi-stakeholder strategy to address violence against women and children and is in the development of a first-ever Android App *HELP* to provide immediate geo-location services and multiple information channels for women in distress. This past year we have spent time with the various law enforcement stakeholders and are developing several classes for various levels within the INP to address emergency management and response training, to include victim needs assessments, forensic interview training with an emphasis on child interviews, and leadership training specifically focused on local needs.

Procurement Services Unit: Procurement within INP is inefficient, not currently in line with new Government of Indonesia regulations, and the opportunity for waste and corruption is conceivable. With a \$500 million annual procurement budget, validated change is a necessity. ICITAP has begun working with the INP Logistics Division to implement a standard of excellence model for conducting procurement process aligned with newly revised Government of Indonesia regulations. This project will involve restructuring the current procurement practices within the INP, developing an INP Regulation, and creating new policies and procedures.

INP Reorganization: Currently, INP curriculum and training that addresses patrol concepts and Community Oriented Policing methods are based on an outdated model. We are working with INP to accommodate the new skills and approaches this training and curriculum will provide, and that is required under the INP reorganization. The project covers patrol operations, policies, procedures, protocols, and community engagement strategies, all of which will be replicated throughout the INP. Although the basic academy teaches patrol concepts, they

are limited, and value is placed on other less essential subjects. We are working to expand the INP definition of patrol, and providing the necessary guidance to increase the training hours during their basic academy from 30 to 130. These imperative and meaningful skills that will be provided through the increased training will assist with their Community Oriented Policing efforts, and enhance the overall objectives of the entire organization.

Forensics Development Project: It is imperative that forensic evidence is maintained and tested to the highest level of quality. Expert testimony must help the court to achieve the overriding objective by giving objective, unbiased opinions on forensic evidence matters. ICITAP first helped the Surabaya DNA lab to become operational in 2008 and continues to provide that lab and six other regional labs with support and training. ICITAP continues working with the INP forensic labs to assist them in obtaining international accreditation as part of an effort to standardize their forensic procedures to international standards. ICITAP's forensics project enhances the INP's capacity to conduct forensic evidence analysis and provides them with tools to address the ever-increasing changes within criminal investigations.

Kosovo: Ethics and Professional Standards – annual requirement Clandestine Lab – investigations, handling, collection, disposition Public Affairs/Media Relations Advanced Investigations, Interview – Interrogation, Cyber-crime investigation and forensics, Cross Border/Transnational organized crimes – narcotics, weapons, etc.

Mali: Currently performing the following projects in Mali: A comprehensive HR reform project for the Mali National Police that includes a newly developed Job Task Analysis The installation of an HR Management System (HRMS) and associated hands-on training on this new system Planning a Regional Police conference for West Africa

Planning educational trips for key police leaders

Issues – In the process of installing the new HRMS system in a server room of the Mali National Police, the ICITAP IT experts identified weaknesses, some of them severe, in their IT structure and architecture that could put the newly installed HRMS at risk of being hacked.

Pakistan: Pakistan is looking to bring 16 people to the annual conference.

Originally, President Zivkovich had requested that the Executive Committee go into an Executive Session to discuss a matter at the end of the Executive Committee Meeting. That item has been tabled until further notice.

ADJOURNMENT: Having no other business to conduct, President Zivkovich called for adjournment at 12:30 PM Eastern Standard Time. There was a MOTION by Jami Cook (AR) and a SECOND by Mike Wood (NY) to adjourn. The MOTION CARRIED.

Next Executive Committee Meeting: June 9, 2019, in Milwaukee, WI

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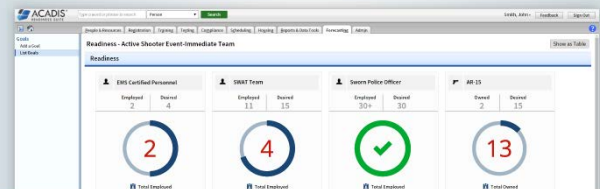
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**ELEVENTH CIRCUIT UPHOLDS
IMMUNITY FOR OFFICERS
IN EXIGENT HOME ENTRY**
submitted by: Legal and Liability
Risk Management Institute©

On December 21, 2018, the Eleventh Circuit Court of Appeals decided *Lowe et al. v. Smith et al.*^[i], in which the court examined whether officers violated the Fourth Amendment when they entered a residence without a warrant in response to a 911 call that was placed by a child and misunderstood by the dispatcher. The facts of *Lowe*, taken directly from the case, are as follows:

The Lowes' ten-year-old son N.L. called 911 and, according to an audio recording of the call, informed the dispatcher, "My dad is killing my brother." On the phone, N.L. sounded hysterical, and the dispatcher mistook the word "brother" for "mother." As a result, the officers dispatched to the Lowes' home believed they were going there to investigate a possible homicide of N.L.'s mother, Monette Lowe. As it turned out, Ms. Lowe was away at work during this entire episode. N.L.'s older brother and sister had been inside the house during the 911 call, but they left before any of the police officers arrived, leaving only Mr. Lowe and N.L. in the house for what transpired after the officers arrived.

Cameras and microphones in the vehicles driven by Conyers Police Department Officers Charlene Smith, John Bruce, and Justin Lykins recorded the events described below. Although the camera footage does not reveal a visual picture of what happened at the Lowes' door or inside their home, the recordings do include audio of the incident.

Officer Smith arrived on the scene first and found the house "relatively quiet." She knocked on the Lowes' door, stated that she was with the Conyers Police Department, and ordered Mr. Lowe to open the door. Mr. Lowe opened the door, not all the way, but enough to show his entire body. Officer Smith observed that he appeared sweaty.

Officer Smith commanded, "Have your wife come out." Mr. Lowe informed her that his wife was at work. Officer Smith then ordered Mr. Lowe to step outside, but Mr. Lowe refused, stating, "Why? I didn't call you, and I don't have to. Tell me what you want." Officer Smith answered that the police had "received a 911 call from this location." She inquired, "Is there a young person here?", at which point Mr. Lowe opened the door all the way and informed her, "I got kids."

Through the doorway, Officer Smith was able to see N.L., who appeared uninjured. Officer Smith twice commanded Mr. Lowe, "I need you to step out," but Mr. Lowe refused to do so and argued with Officer Smith, saying, "I don't have to step out, because I didn't call you, I own this house, and you can't make me do that."

Officer John Bruce arrived at the Lowes' door about one minute after Officer Smith knocked on it. Three times, Officer Bruce ordered Mr. Lowe to "[c]ome outside." After Mr. Lowe refused, Officer Bruce told him, "You're out here fighting with your wife. You're going to get Tased." Mr. Lowe yelled in response, "My wife is at work, motherfuckers!" During much of his interaction with Officers Smith and Bruce leading up to this point, Mr. Lowe was, in his own words, "[a]ggravated," and he spoke to the officers in a belligerent manner.

Mr. Lowe contends that he never made any move toward the officers. Yet immediately after he swore at them, a scuffle ensued in which Officer Bruce violently pushed the front door even farther open, elbowed Mr. Lowe in the side of the head, and grabbed his shoulders. Officer Smith reached under Officer Bruce's arm and discharged her Taser once onto Mr. Lowe's abdomen. The scuffle lasted about thirty seconds and ended with Officer Bruce handcuffing Mr. Lowe.

During the scuffle, Mr. Lowe yelled a couple of times, "I didn't do anything!" N.L., who witnessed the entire scene from inside the house, also yelled, "He didn't do anything!" Officer Bruce responded, "That's what you get for pushing me," and "That's what you get for

jumping up—bumping up to a police officer," After handcuffing Mr. Lowe, Officer Bruce immediately searched the first floor of the house but found no other person.

Immediately after Mr. Lowe was handcuffed, Officer Paul Bernichon arrived on the scene and entered the Lowes' home. For the next five minutes, Officers Smith, Bruce, and Bernichon attended to Mr. Lowe, while Officer Bruce argued with Mr. Lowe over what had just taken place. In addition, either Officer Bruce or Officer Bernichon radioed that there had been a Taser deployment, and Officer Bruce read Mr. Lowe his Miranda warnings.

About five minutes after the scuffle ended, Officer Justin Lykins, the supervising officer, arrived and also entered the home. Officer Bruce continued arguing with Mr. Lowe. About a minute later, Officers Bernichon and Lykins escorted Mr. Lowe, who was still handcuffed, out of the house to one of the police vehicles.

While Officers Bernichon and Lykins were outside with Mr. Lowe, Officer Bruce asked Officer Smith and N.L. about the 911 call and Officer Smith's interaction with Mr. Lowe before he arrived. Officer Lykins reentered about a minute later and then spoke with Officers Smith and Bruce and N.L. for about four and half minutes about the circumstances of the 911 call and what had happened before he arrived. N.L. informed the officers that he had reported to the 911 dispatcher that "someone was being killed." Officer Bruce replied, "But you told us that it was—he was beating up your mom." Then N.L. explained, "Not my mom; you probably heard me wrong."

Toward the end of the officers' conversation with N.L., which was approximately 12 minutes after Mr. Lowe was Tased, Officer Lykins said, "Let me check upstairs to see if there's any signs of violence or something upstairs." Officer Lykins proceeded to check the upstairs of the house, where he found no one and no signs of violence.[ii]

The Lowe's filed suit in federal district court and alleged three Fourth Amendment claims, as well as state tort law claims. The Fourth

Amendment claims were as follows: (1) unlawful arrest; (2) excessive force, as related to force was used to effect an unlawful arrest; and (3) unlawful, warrantless search of the plaintiff's residence. The district court granted qualified immunity to the officers on the federal claims and dismissed those claims. The court declined to exercise jurisdiction over the state claims. The plaintiffs then appealed the grant of qualified immunity to the Eleventh Circuit Court of Appeals. [Note: This article will not discuss the state law tort claims.]

The Eleventh Circuit Court of Appeals examined each of the plaintiff's Fourth Amendment claims, noting that at this stage of the litigation, the court must view unresolved factual disputes by giving credit to the plaintiff's version of events.

The first issue before the court of appeals was whether the officers violated the Fourth Amendment when they arrested Mr. Lowe for "Obstruction of Law Enforcement Officers" (see OCGA § 16-10-24), inside his residence, without a warrant. The court first discussed the constitutional law related to such in-home, warrantless arrests and stated

Under the Fourth Amendment, officers may make warrantless arrests if they have probable cause to believe that the person to be arrested has committed a crime. Atwater v. City of Lago Vista, 532 U.S. 318, 354 (2001). Even when the officer has probable cause to believe a person has committed a crime, however, warrantless arrests inside a home are "presumptively unreasonable." Payton v. New York, 445 U.S. 573, 586 (1980). Nevertheless, an in-home warrantless arrest may still be reasonable under the Fourth Amendment if it comes within an exception to the warrant requirement. See Brigham City v. Stuart, 547 U.S. 398, 403 (2006). One such exception is for "exigencies of the situation [that] make the needs of law enforcement so compelling that the warrantless [entry] is objectively reasonable under the Fourth Amendment." Mincey v. Arizona, 437 U.S. 385, 393-94 (1978) (internal quotation marks omitted). More specifically, to invoke the exigent circumstances exception, officers must have

"probable cause to believe that exigent circumstances exist." Smith v. LePage, 834 F.3d 1285, 1293 (11th Cir. 2016).[iii] [emphasis added]

Thus, the court observed that (1) officers are allowed to make warrantless arrests if they have probable cause, (2) officers normally need a warrant to make arrests inside a person's residence, but (3) there are exceptions to the warrant requirement, such as exigent circumstances. Therefore, officers can make warrantless arrests inside a private residence when they have both probable cause to believe a crime was committed and probable cause to believe exigent circumstances exist. Additionally, the court noted that

[E]mergency situations involving endangerment to life fall squarely within the exigent circumstance's exception. United States v. Holloway, 290 F.3d 1331, 1337 (11th Cir. 2002).[iv] [emphasis added]

Therefore, in order for Lowe's arrest to be lawful under the Fourth Amendment, the officers needed probable cause to believe that a crime was being committed and probable cause to believe that exigent circumstances were present enter the home without a warrant to effect the arrest.

The court then examined facts relevant to the issue. First, Lowe refused three requests by officers to step outside his home so that officers could investigate a 911 call where officers were advised that a child stated his father was killing his mother. The Eleventh Circuit also noted that the Georgia "obstruction" statute makes it a crime to "knowingly and willfully obstruct or hinder any law enforcement officer . . . in the lawful discharge of his or her official duties." [v] Based on the fact that his refusal to step outside was preventing the officers from checking on the mother's well-being, the court stated that the officers had probable cause to arrest Lowe for "obstruction of a law enforcement officer."

The court also examined whether the officers had probable cause to believe that exigent circumstances were present to effect this arrest

in Lowe's residence without a warrant. The court stated

The substance of the 911 call conveyed to Officers Smith and Bruce gave them "probable cause to believe that exigent circumstances exist[ed]," that they needed to enter the Lowes' home immediately to ascertain Ms. Lowe's safety, and that they could do so only if they arrested Mr. Lowe, who was obstructing their entry into the home.

Therefore, the Eleventh Circuit held that the officers had probable cause to arrest Lowe and probable cause to believe that exigent circumstances justified the warrantless arrest in Lowe's residence.

Lowe argued that when he told the officers that his wife was at work, the officers were obligated to have a dispatcher attempt to telephone her to check her well-being. Thus, he argued that exigent circumstances did not exist because the officers did not diligently exhaust other, less intrusive options. The court refuted this argument with several applicable legal principles. Particularly, the court stated

Officers Smith and Bruce were responding to a 911 call about someone being killed, and the situation still presented "the need for a prompt assessment" of, at best, "hurried and incomplete" and "ambiguous information concerning potentially serious consequences"—a homicide. Holloway, 290 F.3d at 1339 (internal quotation marks omitted). The ambiguous information included uncertainty about Ms. Lowe's safety, Mr. Lowe's refusal to follow the officers' orders to step outside, his sweaty appearance, and his belligerent and "[a]ggravated" demeanor. Doc. 81 at 125. Moreover, "[o]fficers do not need ironclad proof of a likely serious, life-threatening injury to invoke the emergency aid exception." Fisher, 558 U.S. at 49 (internal quotation marks omitted).[vi] [emphasis added]

Additionally, the court stated

[I]f law enforcement could not rely on information conveyed by . . . 911 callers, their ability to respond effectively to emergency

situations would be significantly curtailed." Holloway, 290 F.3d at 1339; see also Smith, 834 F.3d at 1293 (declining to impose duty to investigate further whether "circumstances were exigent before entering . . . because it would be contrary to the core purpose of the exigent circumstances exception," i.e., "to allow swift police action during an emergency."). The "business of policemen . . . is to act, not to speculate or meditate on whether the report is correct." Holloway, 290 F.3d at 1340 (internal quotation marks omitted). "The Fourth Amendment does not require police officers to delay in the course of an investigation if to do so would gravely endanger . . . the lives of others. Speed here was essential . . ." Warden v. Hayden, 387 U.S. 294, 298-99 (1967). Just as officers need not seek out "ironclad" proof that an emergency really does exist when they receive a 911 call about a homicide in progress, Fisher, 558 U.S. at 49, they need not affirmatively seek out evidence to disprove that an emergency is ongoing.[vii][emphasis added]

Therefore, the officers did not have to conduct a full investigation and develop "ironclad proof" that an emergency did, in fact, exist, prior to entering a residence in response to a 911 call about a homicide in progress.

Next, the court examined the allegation of excessive force. The court noted that the plaintiff's allegation of excessive force was based on the premise that force used to effect an illegal arrest is excessive under the Fourth Amendment. However, the court stated

Under this Circuit's law, . . . a claim that any force in an illegal stop or arrest is excessive is subsumed in the illegal stop or arrest claim and is not a discrete excessive force claim. Jackson v. Sauls, 206 F.3d 1156, 1171 (11th Cir. 2000). The damages for an unlawful arrest include "damages suffered because of the use of force in effecting the arrest." Williamson v. Mills, 65 F.3d 155, 158 (11th Cir. 1995).[viii] [emphasis added]

Thus, in the Eleventh Circuit, a valid claim for an unlawful arrest will include damages related to the force used in making the arrest.

The court also noted that a plaintiff may allege that a *lawful* arrest was effected by the use of excessive force. The court stated

Even if the initial stop or arrest was lawful, a plaintiff may still allege “a discrete excessive force claim” that the amount of force used to effect that stop or arrest was excessive.
[ix] [emphasis added]

In Lowe’s complaint, they did not allege specific facts to show that the force used was excessive, beyond the allegation that force was used to make an unlawful arrest. They also explicitly stated that they do not allege “excessive force per se.” Since the court of appeals held that the arrest was legal, they affirmed the grant of summary judgment to all defendant officers and dismissed this claim.

Lastly, the court examined whether the officer’s warrantless search of the Lowe’s residence violated the Fourth Amendment. The court noted the legal principles applicable in this case and stated

The Supreme Court has long recognized threats to life as the sort of emergency that satisfies the exigent circumstances exception to the search warrant requirement. “[T]he Fourth Amendment does not bar police officers from making warrantless entries and searches when they reasonably believe that a person within is in need of immediate aid.” Mincey, 437 U.S. at 392.[x] [emphasis added]

The court then stated that based on the substance of the 911 call, as it was relayed to the officers, the officers had probable cause to believe there could be a person in the residence that was in need of immediate aid. Additionally, it was relevant that officers remained within the proper scope of the search, particularly where a person could be found. There was no allegation that officers searched compartments or items where a victim could not reasonably be located.

The plaintiffs also took issue with the search of the upstairs of the residence, which occurred approximately twelve minutes after the search of the downstairs. The court stated that there was

still probable cause to search the upstairs for the victim since she was not located downstairs. As such, the court of appeals affirmed the grant of summary judgment and qualified immunity to all defendant officers in this case.

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Citations

- [i] No. 18-10639 (11th Cir. Decided December 21, 2018 Unpublished)
 - [ii] Id. at 2-6 (internal citations omitted)
 - [iii] Id. at 9-10
 - [iv] Id. at 10-11
 - [v] Id at 10 (citing O.C.G.A. § 16-10-24(a))
 - [vi] Id. at 12-13
 - [vii] Id. at 14
 - [viii] Id. at 17
 - [ix] Id.
 - [x] Id. at 19
- By Brian S. Batterton, J.D. | June 25th, 2019 | Legal updates

UNITED STATES SUPREME COURT UPDATE:

The Existence of Probable Cause to Arrest May Defeat a First Amendment Claim as a Matter of Law

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June 2019: The United States Supreme Court noted that in a case where officers normally exercise their discretion and forego an arrest, a plaintiff may have a claim if the plaintiff presents objective evidence that other similarly situated persons who were not exercising the same type of protected speech had not been arrested.

In *Nieves v. Bartlett*,¹ the United States Supreme Court considered the issue of whether an arrest by an officer, supported by probable cause, of a subject who is exercising their First Amendment rights, can form the basis of a lawsuit against the officer for a retaliatory arrest. In this case, the argument is that the officer made the arrest because the person was exercising their First Amendment rights, for example, by filming the officer, by yelling at the officer, or by protesting an officer’s

actions.

The Court outlined the facts in *Nieves* as follows:

Bartlett was arrested during “Arctic Man,” a weeklong winter sports festival held in the remote Hoodoo Mountains near Paxson, Alaska. Paxson is a small community that normally consists of a few dozen residents. But once a year, upwards of 10,000 people descend on the area for Arctic Man, an event known for both extreme sports and extreme alcohol consumption. The mainstays are high-speed ski and snowmobile races, bonfires, and parties. During that week, the Arctic Man campground briefly becomes one of the largest and most raucous cities in Alaska.

*The event poses special challenges for law enforcement. Snowmobiles, alcohol, and freezing temperatures do not always mix well, and officers spend much of the week responding to snowmobile crashes, breaking up fights, and policing underage drinking. Given the remote location of the event, Alaska flies in additional officers from around the State to provide support. Still, the number of police remains limited. Even during [*8] the busiest periods of the event, only six to eight officers are on patrol at a time.*

On the last night of Arctic Man 2014, Sergeant Luis Nieves and Trooper Bryce Weight arrested Bartlett. The parties dispute certain details about the arrest but agree on the general course of events, some of which were captured on video by a local news reporter.

At around 1:30 a.m., Sergeant Nieves and Bartlett first crossed paths. Nieves was asking some partygoers to move their beer keg inside their RV because minors had been making off with alcohol. According to Nieves, Bartlett began belligerently yelling to the RV owners that they should not speak with the police. Nieves approached Bartlett to explain the situation, but Bartlett was highly intoxicated and yelled at him to leave. Rather than escalate the situation, Nieves left. Bartlett disputes that account. According to Bartlett, he was not drunk at that time and never yelled at Nieves.

He claims it was Nieves who became aggressive when Bartlett refused to speak with him.

*Several minutes later, Bartlett saw Trooper Weight asking a minor whether he and his underage friends had been drinking. According to Weight, Bartlett approached in an aggressive [*9] manner, stood between Weight and the teenager, and yelled with slurred speech that Weight should not speak with the minor. Weight claims that Bartlett then stepped very close to him in a combative way, so Weight pushed him back. Sergeant Nieves saw the confrontation and rushed over, arriving right after Weight pushed Bartlett. Nieves immediately initiated an arrest, and when Bartlett was slow to comply with his orders, the officers forced him to the ground and threatened to tase him.*

Again, Bartlett tells a different story. He denies being aggressive and claims that he stood close to Weight only in an effort to speak over the loud background music. And he was slow to comply with Nieves's orders, not because he was resisting arrest, but because he did not want to aggravate a back injury. After Bartlett was handcuffed, he claims that Nieves said: “[B]et you wish you would have talked to me now.” 712 Fed. Appx. 613, 616 (CA9 2017).

The officers took Bartlett to a holding tent, where he was charged with disorderly conduct and resisting arrest. He had sustained no injuries during the episode and was released a few hours later.

At the outset, the Court noted that the prosecutor dismissed the charges against Bartlett and Bartlett then brought a lawsuit alleging that the officers violated Bartlett's First Amendment rights by arresting him in retaliation for his speech. The speech which Bartlett said was protected was his refusal to speak with Nieves earlier in the night and his intervention in Trooper Weight's discussion with the underage subject.

The United States Supreme Court noted that the question before the Court was “**whether probable cause to make an arrest defeats a**

claim that the arrest was in retaliation for speech protected by the First Amendment.”

The Court noted that this question had been left open in *Lozman v. City of Riviera Beach*,² where the Court decided that a City Policy of retaliation against a subject for exercising their First Amendment rights could give rise to a cause of action even when probable cause for an arrest existed.

In its analysis the Court pointed out that, “As a general matter the First Amendment prohibits government officials from subjecting an individual to retaliatory actions for engaging in protected speech. In law enforcement cases, the Court noted that a lack of probable cause in an arrest will generally substantiate that a subject’s arrest was in retaliation for their exercise of First Amendment rights. But what about when there is probable cause to make an arrest?”

In analyzing the arrest situation, the Court noted that speech is a legitimate consideration for officers who are making an arrest and pointed out that the subject’s speech may indicate to the officer whether or not the subject is going to cooperate or, in the alternative, poses a threat.

The Court rejected an analysis put forth by Bartlett suggesting that courts simply look at the arresting officer’s subjective intent in making the arrest. The Court noted that the Fourth Amendment analysis calls for the court to determine the objective reasonableness of an arrest and does not look at the subjective motivation of the particular officer. The Court, for the second time in a year, pointed out that officers in the United States make 29,000 arrests per day “a dangerous task that requires making quick decisions in circumstances that are tense, uncertain, and rapidly evolving. To ensure that officers may go about their work without undue apprehension of being sued, we generally review their conduct under objective standards of reasonableness. **Thus, when reviewing an arrest, we ask “whether the circumstances, viewed objectively, justify [the challenged] action,” and if so, conclude “that action was**

reasonable whatever the subjective intent motivating the relevant officials. A particular officer’s state of mind is simply ‘irrelevant,’ and it provides ‘no basis for invalidating an arrest.’ (citations omitted).

The Court noted that a purely subjective approach as sought by Bartlett would undermine the long-standing Fourth Amendment analysis and allow lawsuits to proceed against officers solely on plaintiff’s allegations of the officer’s mental state in making the arrest. The Court pointed out: “As a result, policing certain events like an unruly protest would pose overwhelming litigation risks. Any inartful turn of phrase or perceived slight during a legitimate arrest could land an officer in years of litigation. Bartlett’s standard would thus ‘dampen the ardor of all but the most resolute, or the most irresponsible, in the unflinching discharge of their duties.’”

The Court concluded that as a general matter probable cause should defeat a First Amendment retaliatory arrest claim with a narrow qualification. In a case “where officers have probable cause to make arrests, but typically exercise their discretion not to do so. In such cases, an unyielding requirement to show the absence of probable cause could pose ‘a risk that some police officers may exploit the arrest power as a means of suppressing speech.’” The Court provided: “For example, at many intersections, jaywalking is endemic but rarely results in arrest. If an individual who has been vocally complaining about police conduct is arrested for jaywalking at such an intersection, it would seem insufficiently protective of *First Amendment* rights to dismiss the individual’s retaliatory arrest claim on the ground that there was undoubted probable cause for the arrest.”

The Court held that to no-probable cause requirement to establish a claim does not apply “when a plaintiff presents objective evidence that he was arrested when otherwise similarly situated individuals not engaged in the same sort of protected speech had not been.” The Court noted that even under this narrow exception an objective rather than a subjective analysis would apply since the question would

be whether objectively reasonable officers generally exercise discretion rather than making the arrest.

The Court closed by issuing summary judgment in favor of the officer because the officers had probable cause to arrest Bartlett.

Bottom Line: Generally, in the case of an arrest by an officer, probable cause will defeat a plaintiff's allegation that the officer's arrest was in retaliation for the exercise of the subject's First Amendment rights UNLESS:

Plaintiff can show that officers generally exercise their discretion and do not arrest for this crime but arrested in the subject's case because of the protected speech.

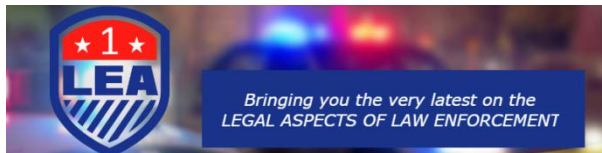
Article Source:

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¹ *Nieves v. Bartlett*, 2019 LEXIS 3557, slip op. No. 17-1174 (2019).

² *Lozman v. City of Riviera Beach*, 138 S.Ct. 1945 (2018)

LEGAL UPDATES



By: *Bruce-Alan Barnard, JD, LLM*

***United States v. Sallis* 8thCIR 9APR2019**

Key Phrases: custody, consent, implied consent, inevitable discovery

This is a good case for a review of implied consent while in custody. Police watch a suspect (Sallis) with outstanding warrants come and go from an apartment that was not his residence (it was his girlfriend's apartment where she lived with her small children). They arrested Sallis after he entered a vehicle outside the apartment. At the same time, they were obtaining a warrant based on the fact a gunshot victim had identified Sallis as the

shooter. After arresting Sallis, officers went to the apartment door and knocked but no one answered. An officer turned the knob and the door opened and the officer saw a small child and then another child come into the hallway. They conducted a sweep of the apartment and found no adults in the apartment. Shortly thereafter, the mother of the children entered. They asked her for permission to search the apartment and she indicated she wanted to talk to Sallis. Officers took her to him and he told her to get his bag and give it to the officers. She did and the officers found marijuana in the bag. They then executed the warrant, which had been obtained and found more drugs and a 9mm and ammunition.

Sallis sought to exclude the contents of the bag as a result of the officers unlawfully entering the house. The government argued that the entry was lawful and pursuant to consent and even if it wasn't, the inevitable discovery doctrine should prevent the evidence from being excluded because they would have found it with the warrant that was obtained. The District Court held that the community caretaker doctrine applied to allow the officers in the house and Sallis appealed. The Eighth Circuit held that since it was Sallis's consent that that led to the discovery of the marijuana, and nothing was gained in the investigation by the officer's entry into the apartment, the only issue is whether Sallis consented to officers searching the bag. The court held that Sallis gave implied consent to search the bag when he told his girlfriend to go get his bag out of her apartment and give it to the officers.

To read or download the full decision, [CLICK HERE](#)

***United States v. Coleman* 6thCIR 3MAY2019**

Key Phrases: Probable Cause, Curtilage, Driveway

This case had two issues. The first was whether probable cause existed for the issuance of a tracking warrant. The second was whether the ATF agents violated Coleman's Fourth Amendment rights when they first entered the condominium parking lot and then again when they went onto his driveway (which Coleman argues was his curtilage).

The court held that probable cause existed to

support the tracking warrant. The court then applied the four *Dunn* Factors from *United States v. Dunn*, 480 U.S. 294, 301 (1987) to determine the driveway to his garage (which was actually shared with another condo) was not in the curtilage.

To read or download the full decision, [CLICK HERE](#)

***Hunter v. Hale* 11thCIR 9MAY2019**

Key Phrases: use of force, intermediate force, Taser, repeated use, excessive force, qualified immunity

This is another case where repeated use of a Taser is held to be excessive use of force in violation of the Fourth Amendment. It is important to remember that each time the Taser is used there is a separate use of force analysis made. Every zap has to be reasonable!

This is a must read for every LEO who carries a Taser!

To read or download the full decision, [CLICK HERE](#)

***Cruise-Gulyas v. Minard* 6thCIR 13MAR2019**

Key Phrases: Traffic Stop, Seizure, First Amendment, Free Speech, Qualified Immunity

“Fits of rudeness or lack of gratitude may violate the Golden Rule. But that doesn’t make them illegal or for that matter punishable or for that matter grounds for a seizure.”

In this case, an officer gave a driver a break when he cited her for a non-moving violation instead of the more serious speeding offense for which he had pulled her over. In return, as she drove away, the driver flipped the officer off. This angered the officer, who then pulled the woman over again and gave her a citation for the speeding offense. The woman sued in this 42 USC 1983 action for violating her Fourth and First Amendment rights. Officer Minard sought qualified immunity arguing the constitutional rights were not clearly established.

The Sixth Circuit held that the second stop was a violation of the Fourth Amendment because the seizure was not supported by reasonable suspicion of probable cause. Citing *Rodriguez* the court stated: “Any authority to seize her in connection with that infraction ended when the first stop concluded.” The court then concluded that the gesture did not violate any identified law and did not justify the second stop. Since both of these rights were clearly established at the time the encounter occurred, the court denied qualified immunity.

To read or download the full opinion, [CLICK HERE](#)

***Sebastian v. Ortiz* 11thCIR 14MAR2019**

Key Phrases: Qualified Immunity, Use of Force, Handcuffs

In this 42 USC 1983 civil suit for excessive use of force, the plaintiff alleged that police officers intentionally applied handcuffs too tight for the purpose of inflicting pain and that this use of force was gratuitous and excessive because he was under control and was obeying commands. The plaintiff asserts this force was used solely because he refused consent to search his vehicle. The court noted the serious permanent injuries that were alleged and used the *Graham* factors as well as the gratuitous unnecessary use of force for an extended period to deny qualified immunity.

Editor’s Note: It is important to remember that in a motion for summary judgment, the facts are always construed in a light most favorable to the non-moving party. This means that if there is a dispute of facts in the allegations a person makes against an officer, then the facts must be taken as presented in the version offered by the plaintiff in the civil suit against the officer. Significant disputes of fact typically need to be resolved either through discovery or by a jury at trial. You can’t always count on winning at the summary judgment stage, even if you did nothing wrong!

To read or download the full opinion, [CLICK HERE](#)

***Pagan-Gonzalez v. Moreno* 1stCIR 22MAR2019**

Key Phrases: Consent, Deception, Qualified Immunity, Search

Back in October of 2013, ten federal Special Agents went to the door of the plaintiff Pagan- Gonzalez who lived with his parents in Puerto Rico. One of the agents told the plaintiff that they were there because a modem or computer in the house was “sending a signal and/or viruses to computers in Washington.” This was not true. The agents believed a computer at that address contained child pornography, and they were there on a criminal investigation. The agents asked for permission to inspect all the computers and promised to either repair the defective computer or replace it at government expense. The agents seized Pagan’s laptop which was found to contain child pornography for which the plaintiff was indicted. Prior to trial, Pagan fought to suppress the evidence based on the deception used to gain consent for the warrantless search. Rather than argue the motion, the government dismissed the case. Pagan then filed a *Bivens* action against the federal agents.

The First Circuit noted that the “sanctity of the home is at the core of the Fourth Amendment’s protection against unreasonable governmental intrusions.” The court held that under a totality of the circumstances, the deception that was used negated the voluntariness of the consent making the warrantless search unreasonable under the Fourth Amendment. Courts have repeatedly held that officers cannot claim false authority (a warrant they don’t have) or falsely indicate exigent circumstances where none exists, in order to gain consent to enter a dwelling. Moving to the “clearly established” prong of the Qualified Immunity inquiry, the First Circuit held that a reasonable law enforcement officer would have understood that the false report of a virus threatening computers in Washington, D.C., conveyed to Pagán-González at his home by a force of ten federal agents identified as such, was materially equivalent to the ruses in the fabricated emergency precedent, and, therefore, it was a clearly established violation of the Fourth Amendment. Accordingly, qualified immunity was denied.

To read or download the full opinion, [CLICK HERE](#)

***US v Richmond* 7thCIR 13 MAY 2019**

Key Phrases: *Terry Frisk*, *Curtilage*, *Reasonable Suspicion*

Around midnight in Oct 2016 two officers in a marked patrol car were driving in the Capitol Street Corridor section of Milwaukee. This is a high crime area known for drugs and armed robberies and gun violence. As they drove through an intersection, they saw Richmond walking towards their direction on the sidewalk. He had his right hand in a kangaroo pocket on his shirt. As they drove past one officer saw a big bulge consistent with a handgun in the pocket. Richmond made eye contact with the officers then changed direction and quickly walked to a duplex. The officers did a U turn and got out of their car to talk to Richmond, and as they did, Richmond went up the five stairs to the front door porch of the duplex. He then opened the outer screen door and placed an object between the screen door and the bottom of the front door. They could not see what the object was but they suspected it was a gun.

The officers went up the stairs to the porch and one officer asked Richmond questions: What are you doing? Did you hear a shot? Are you carrying a weapon? During this time, the other cracked opened the screen door and found a gun. The screen door was opaque at the bottom so he didn’t know it was a gun until he opened the outer screen door. Richmond confirmed he was a convicted felon so he was arrested. The entire encounter lasted about 30 seconds.

The court held that the encounter on the front porch was a consensual encounter and that the limited search of the area where the officer suspected a gun was placed was reasonable under the totality of these facts and circumstances because the officers had a reasonable suspicion that the person was carrying a weapon and had placed it in the area between the outer screen door and the inner door.

Editor’s Note: This is an interesting decision which allows for a Terry Frisk of a part of the curtilage. This was a 2-1 decision with a very well-articulated dissenting opinion. We will

have to keep our eye on this one to see how it develops!

To read or download the full opinion, [CLICK HERE](#)

US v Loera 10thCIR 13 MAY2019

Key Phrases: Warrant Execution, Digital Search, Plain View, Scope

This case provides an excellent example of how to stay within the scope of a warrant to search digital storage devices such that plain view seizures of other evidence of criminal activity will be admissible.

In this case, FBI Agents had a search warrant to seize digital storage devices (DSDs) and then search them for evidence of fraud. While searching the DSDs, the agents found evidence of child pornography. They continued searching the DSDs for evidence of fraud and used the description of child pornography images they had previously discovered as the basis for a second search warrant allowing for the search of child pornography.

The defendant argued that once they saw the first suspected child pornography file, they should have stopped and obtained another warrant before proceeding. The Tenth Circuit disagreed, holding that the Fourth Amendment does not require police officers to stop executing an electronic search warrant when they discover evidence of an ongoing crime outside the scope of the warrant so long as their search remains directed at uncovering evidence specified in that warrant.

Editor's Note: This is a textbook example of how to execute a search warrant for digital data! It is also yet another example of how the courts will not require a search protocol that is least likely to result in the discovery of criminal evidence outside of the crime being investigated. (If you are in the Ninth Circuit, you could be required to have a taint team conduct the search as a result of rules specific to that circuit, and this case is not instructive.)

To read or download the full version of the case, [CLICK HERE](#)

US v Bradley 8thCIR 13MAY2019

Key Phrases: Probable Cause, Tracking Warrant, Confidential Informant

This case provides an excellent review of what is required to establish probable cause using anonymous tips and confidential informants. The court noted that the supervised, controlled buy is a substantial basis for the issuing judge to find probable cause.

To read or download the full opinion, [CLICK HERE](#)

United States v. Johnson 11thCIR 16APR2019

Key Phrases: Terry Frisk

At 0400 one morning in Opa-Locka, Florida, police were dispatched to respond to a report of a burglary in progress. The caller provided a description of the burglar. An officer responding to the call saw the defendant (Johnson) standing in a dark alley. Johnson matched the description, so the officer detained him and frisked him. Upon conducting the frisk, the officer felt what he immediately recognized as a round of ammunition in Johnson's pocket. The officer retrieved the round as well as an empty holster. He then searched the area and found two handguns a foot away from where he originally spotted Johnson. Johnson, a convicted felon, was charged with being a felon in possession of a firearm. Johnson sought to have the ammunition and holster suppressed as the result of an unlawful search. Specifically, Johnson argued that the presence of a bullet did not warrant retrieval of the item since a bullet alone could not be used as a weapon against the officer.

The Eleventh Circuit, sitting *en banc* after vacating a previous decision suppressing the items, held that under a totality of the circumstances the bullet posed a danger to the officer because it could result in grave injury if it

had been loaded into a gun. Furthermore, bullets go with guns so the retrieval of the bullet might help the officer locate the firearm associated with it. The court held that the question is not whether a given object qualifies as a “weapon” in the abstract. Rather, the question is “whether removing and securing the object is reasonably related to “the protection of the police officer and others nearby.” Using this query, under a totality of the circumstances the retrieval of the bullet was lawful pursuant to the Terry Frisk.

To read or download the full decision, [CLICK HERE](#)

***United States v. Cherry* 7thCIR 08APR2019**

Key Phrases: Confidential Informant, Probable Cause, Reliability, Signal

The defendant went to pick up heroin from his supplier and was totally unaware the supplier had already been arrested and had agreed to assist law enforcement in order to get a “better deal.” The arrested man (now a CI) provided significant information about how the deal was supposed to go down. With the CI’s assistance, a buy-bust sting was set up with the CI wired and DEA ready to move upon a prearranged signal from the CI. The deal went down as expected, and Cherry was arrested and prosecuted.

Cherry sought to have the drug evidence excluded arguing the CI information was not reliable enough to establish probable cause. The court acknowledged that the probable cause determination can be “difficult” because “the totality of the circumstances” differ greatly from case to case. The court then applied the factors from *Illinois v. Gates*, 462 U.S. 213 (1983) and determined probable cause existed. Specifically, the court noted that when working with an unproven informant, the accurate prediction of specific future activity can provide that reliability (citing *Alabama v. White*, 496 U.S. 325, (1990)). In this case, the CI accurately predicted and arranged for the buy which provided the reliability needed to establish probable cause.

To read or download the full decision, [CLICK HERE](#)

***United States v. Houston* 8thCIR 10APR2019**

Key Phrases: Seizure, Terry Stop, Terry Frisk

At 0100, three officers are dispatched to a neighborhood in Davenport, Iowa, to respond to “shots fired” disturbance complaints. This neighborhood accounted for nearly a third of all shots fired calls for the preceding ten-month period. When they arrived, the officers spotted Houston with their flashlights. Houston ran and did not stop when they commanded him to “wait.” One officer saw a handgun in Houston’s hand as he ran. Chasing Houston into his backyard, the officers drew on Houston, and he finally stopped. One officer frisked Houston and felt something metallic in his pocket. The officer reached into the pocket and retrieved a set of brass knuckles (a violation of Iowa Code) as well as a pocket knife, a bottle of alcohol, and a cellphone. After Houston was searched, officers recovered a black pistol in the ravine just beyond the property line. Houston, a convicted felon, was charged with felon in possession of a firearm.

Houston argued he was unconstitutionally seized when the officers told him to “wait.” The court disagreed, citing *California v. Hodari D.*, 499 U.S. 621, (1991) for the proposition that ordered someone to stop does not constitute a seizure unless the person obeys the command and submits.

Houston then argued the seizure of the items from his pockets after he was detained was unconstitutional. Citing *Illinois v. Wardlow*, 528 U.S. 119, (2000), the court held that Houston’s flight from the officers in an area known for gun-related crime was sufficient to justify a reasonable suspicion of criminal activity. The court further held that since an officer saw a firearm in his hand, the officers had an articulable reasonable suspicion that Houston was armed and dangerous. Therefore, the Terry Frisk was lawful. Furthermore, since officer felt a hard object that could be used a weapon (brass

knuckles), the retrieval of the brass knuckles from the pocket was lawful. The court then held that since Houston was arrested for the possession of the brass knuckles under Iowa law, the seizure of the others items was lawful as a search incident to arrest.

Lastly, Houston argued that the area of the ravine was his curtilages and, therefore, the pistol should be suppressed as found in violation of the Fourth Amendment. The court held this area, beyond his property line, was not Houston's curtilage and therefore did not implicate his Fourth Amendment rights.

EDITOR'S NOTE: This case provides a very good example of lining up the "Fourth Amendment Dominoes" and making proper Fourth amendment decisions.

To read or download the full decision, [CLICK HERE](#)

United States v. Babcock 11thCIR 23May2019

Key Phrases: Terry Stop, Cellphone, Probable Cause, Seizure, Destruction of Evidence, Destruction Exigency

In this case, police in Stuart, Florida, were notified that there was a domestic disturbance taking place in a camper parked at the residence of the defendant (Babcock). Officers were told that a female could be heard yelling "Stop, stop, stop." Deputy Olson responded to the disturbance call. When Olson arrived, she knocked on the door of the camper. After the knock, Babcock came out, closed the door behind him, and told her no one else was inside. As soon as he said this, a teenage girl (called only "C.A." in the opinion) said she was "coming out" and she stepped out of the camper wearing yoga shorts and a camo jacket. Deputy Olson saw blood on the girl's thigh. At that point, Babcock handed Olson his cell phone to show her a video of C.A. sitting on a bed holding a knife to her throat saying she wanted to die. In the video, Babcock was taunting her, telling her she was "dumb as f***."

By this time, backup had arrived and Babcock and C.A. were interviewed separately. Babcock denied knowing C.A.'s age and stated that although he had known her for years, they were not in a relationship. Babcock then gave permission to search the camper and officers found blood on the bedsheets and prescription drugs scattered around. A detective, who had Babcock's phone at this point, asked Babcock if he could inspect it further. Babcock refused and asked for it back. The detective refused and kept it.

Meanwhile, C.A. had been transported to a hospital. She denied having a relationship with Babcock, until she was told that they had Babcock's phone. At this time, she told them there were sexually explicit images of her on the phone. Two days later a warrant was obtained to search the phone, and the search revealed sexually explicit images of C.A. and Babcock together.

Babcock was charged with producing a visual depiction of sexually explicit conduct with a minor in violation of 18 U.S.C. § 2251. His defense attorney filed a motion to suppress the images, arguing that the warrantless seizure of the cell phone violated his Fourth Amendment rights. The government countered with three alternative arguments. First, the government argued the officers had a reasonable suspicion to investigate further (basically arguing that the phone was seized for two days under a *Terry Stop*). Second, they argued they had probable cause to seize the phone because it contained evidence of a crime, and seizure was necessary to preserve the evidence. Lastly, the government threw a "Hail Mary" and argued that either consent or the inevitable discovery doctrine would have prevented the exclusion of the evidence.

The court held that due to the two-day *duration* of the seizure of the phone prior to obtaining the search warrant, and the *intrusiveness* of the detention, combined with the lack of *diligence* in obtaining a warrant, the seizure fell outside of the *Terry Stop* exception for investigative detention. However, the court further held that the officers had the collective knowledge needed to establish probable cause that the cell phone

contained evidence of criminal activity. The court also held that the officers had a reasonable belief that the evidence would be destroyed or removed before a warrant could be obtained; and, therefore, the warrantless seizure of the phone was reasonable under the destruction of evidence exigent circumstances.

Editor's Note: This 32-page decision gives a great analysis of what is required to temporarily seize an object to conduct an investigative detention (Terry Stop).

To read or download the full opinion, [CLICK HERE](#)

***United States v. Tello* 5thCIR 21May2019**

Key Phrases: Immigration Checkpoint, Extended Stop, K9

The defendant in this case argued that Border Patrol Agents impermissibly extended an immigration checkpoint stop beyond its limited immigration purpose to conduct a K9 sniff. He argued the consent he gave to search his vehicle came only after he was asked impermissible questions unrelated to the search; and, therefore, the consent was tainted. As a result, he argued the discovery of three Hondurans should be excluded as evidence in his trial for transporting illegal aliens within the United States by means of a motor vehicle in violation of 8 USC 1324.

The court disagreed and held that the questions asked about his citizenship, cargo, and travel were permissible questions and the K9 sniff that took place during these 30 seconds of questioning did not prolong the stop. The court further noted that if an agent requests consent to extend the duration of a checkpoint stop, or if probable cause arises, then the stop's countable duration is measured only up until the time of consent or probable cause. Since the court held that the stop was not unreasonably extended, the court noted "we are not obligated to reach the consent issue." Nevertheless, the court noted that the consent was valid.

Editor's Note: This is a case of limited applicability as it applies only to those with

authority to conduct immigration checks under Title 8. But it is a good example of the reach of the Supreme Court decision in Rodriguez v. United States, 135 S. Ct. 1609 (2015) regarding extending traffic stops for the purposes of conducting an unrelated criminal investigative inquiry.

To read or download the full opinion, [CLICK HERE](#)

***United States v. Leon* 8thCIR 24May2019**

Key Phrases: De Minimus, Traffic Stop, K9, Extended Stop, Constructive Possession

A trucker is illegally parked on the entrance ramp to a highway in Arkansas. Thinking the trucker has a problem, Arkansas State Police officer Corporal Craig stops and does a welfare check. The driver (Leon) told the officer he was not having an emergency and pulled over to call his dispatch. At that time, however, Leon was not on the phone. Corporal Craig then asked for the log books and noticed a couple of significant abnormalities. First, Leon had been off duty for two weeks, which is unusually long for a truck driver who owns his own truck.

Second, Leon waited two days after picking up his load before beginning his route. Corporal Craig then asked if there were drugs in the truck. Leon denied that there were drugs in the truck but appeared very nervous. Corporal Craig then asked for permission to search the truck and Leon consented. The truck was more than Corporal Craig could search himself so he called for a K9 backup. A K9 alert leads to the discovery of significant quantities of meth, and Leon is arrested for possession with intent to distribute. At trial, Leon sought to have the evidence excluded based on an unlawful extension of a traffic stop. He also argued he was not in possession of the Meth.

The court held that extension of the stop was "de minimus" in light of the consent that was given and that the defendant constructively possessed the meth in the trailer.

WARNING: *The facts in this case arose before*

the Supreme Court overruled the “de minimus” rule in Rodriguez v. United States, 135 S. Ct. 1609 (2015). Accordingly, the court applied pre-existing law to reach a determination that the search was lawful. The result would almost certainly NOT be the same under the Rodriguez rule.

To read or download the full opinion, [CLICK HERE](#)

United States v. Belakhdhar 6thCIR 28MAY2019

Key Phrases: Reasonable Suspicion, Terry Stop, Tandem Driving

Issue: Does driving in tandem with a vehicle suspected of drug trafficking satisfy reasonable suspicion to allow for a Terry Stop of that vehicle?

Work with a reliable confidential informant led DEA agents to believe occupants of a specific Toyota Camry were involved in drug trafficking on I-94. While conducting surveillance on the Camry, agents noticed a RAV4 with temporary tags that was following the Camry and would change lanes every time the Camry would change lanes. This led LEOs to believe that the two cars were traveling in tandem. The defendant in this case (Belakhdhar) was driving the RAV4.

LEOs stopped both the Camry and the RAV4 on the suspicion of drug trafficking. Belakhdhar consented to a search of the RAV4 but nothing was found and he was released. Determining that Belakhdhar lacked immigration status, LEOs asked Border Patrol to re-stop the vehicle. At this stop, a LEO walked a drug K9 around the car. The K9 alerted on the trunk, and a warrantless search under the automobile exception yielded two kilograms of heroin found in a microwave in the trunk.

Belakhdhar sought to have the evidence excluded arguing that tandem driving alone could not form reasonable suspicion such that the RAV4 could be seized (Terry Stop) along with the Camry. The Sixth circuit

disagreed. **Noting that reasonable suspicion “does not present a particularly high bar” the court held that under a totality of the circumstances, the officer’s observation of apparent tandem driving created reasonable suspicion to stop the RAV4 along with the Camry.**

To read or download the full decision, [CLICK HERE](#)

Unites States v. Huskisson 7thCIR 5JUN2019

Key Phrases: Independent Source Doctrine, Exclusionary Rule

In this case, DEA was working with a confidential informant that led to information that made them believe that the defendant was involved in the distribution of drugs. Using the CI, the agents learned that the drugs were in the house. When they moved in (without a warrant) to arrest the occupants, they found methamphetamine in plain view. Subsequent to the arrests, a warrant was obtained to search the defendant’s house, and evidence was seized.

The defendant sought to have the evidence excluded, arguing the initial warrantless entry was an unlawful search. **The court acknowledged that the initial entry was a Fourth Amendment violation, but concluded that the requirements for the Independent Source Doctrine were met for the warrant application; and, therefore, the exclusionary rule was not imposed.**

Editor’s Note: This case is a good reminder that the purpose of the exclusionary rule is to deter police misconduct, and the exclusionary rule will not always be imposed for a Fourth Amendment violation. As a Senior Legal Instructor at FLETC, I was not a big fan of teaching all the exceptions to the exclusionary rule to LEOs because it would often make them think it was okay to commit Fourth Amendment violations in certain situations. Actually, the opposite is true. If a prosecutor is making an argument for an exclusionary rule exception, he or she is “against the ropes” trying to save the

evidence. The Fourth Amendment violation has already been conceded at that point! If you make proper Fourth Amendment decisions, you will never need to worry about the exceptions to the exclusionary rule.

To read or download the full decision, [CLICK HERE](#)

Thurairajah v. Cross 8thCIR 3JUN2019

Key Phrases: Qualified Immunity, Clearly Established, First Amendment

An Arkansas Trooper pulled over a van for a traffic infraction. As he was talking to the driver, another car drove by, and a person in the car (Thurairajah) yelled “F**k You” to the officer. The officer then terminated the traffic stop and pulled over and arrested Thurairajah for violating Arkansas’ disorderly conduct statute. Charges were dropped and Thurairajah sued for First and Fourth Amendment violations. Officer Cross sought qualified immunity for both claims, but the Eighth Circuit affirmed the District Court’s denial of qualified immunity. The court ruled that yelling out of a window of a moving car did not constitute “disorderly conduct” as defined by the Arkansas statute. Furthermore, the court held that shouting “F**k You” at a police officer was protected speech, and the arrest was made in retaliation for the statement.

To read or download the full opinion, [CLICK HERE](#)

United States v. Brown 9thCIR 5JUN2019

Key Phrases: Reasonable Suspicion, Terry Stop, Terry Frisk

Police officers received a 911 call indicating that an unidentified resident of the YMCA reported that a black man was carrying a gun in Seattle, Washington. This is not a criminal act in the state of Washington. The officers saw Brown, who was walking, and they activated their lights and pursued him. Brown ran for about a block before stopping when the officers drew their

weapons on him. The officers handcuffed Brown and frisked him, and found a firearm in his waistband as well as drugs. Brown sought to have the evidence excluded.

The court noted that this neighborhood was not a high crime area, and the only fact that could be articulated in support of the seizure was that Brown fled when the officers first approached. The report was made by an anonymous person with no indicia of reliability, and the activity reported was not presumptively unlawful. **The court held that avoiding the officers, and nothing more, could not create a reasonable suspicion that Brown was engaged in criminal activity.** The court noted: “At best, the officers had nothing more than an unsupported hunch of wrongdoing.”

Editor’s Note: Significant changes in “open carry” and “concealed carry” laws over the last 20 years have led to jurisdictions where people can (and often do) lawfully carry firearms in public areas. Back in 1963 when Detective McFadden conducted the now famous “stop and frisk” on Terry, Chilton and Katz, it was illegal to carry firearms concealed in Cleveland. This was very typical in that day and age. But in many jurisdictions today, just because someone is carrying a firearm doesn’t necessarily give rise to presumption of unlawful conduct like it might have in the past. This presents a heightened risks to law enforcement officers because the Fourth Amendment does not allow for a seizure (stop) or a search (frisk) based on a hunch.

To read or download the full opinion, [CLICK HERE](#)

Miranda Warnings

United States v. Arellano-Banuelos 5thCIR 17JUN2019

Key Phrases: Custody for Miranda Purposes, Custody, Miranda

In this case, the defendant claims that statements he made during questioning should be suppressed because he was not provided with

Miranda warnings prior to questioning. In order for *Miranda* warnings to be triggered, there must be a custodial interrogation by a person whom the subject knows is a LEO. The defendant argued that since he was an inmate, he was in custody for *Miranda* purposes; and, therefore, a warning should have been provided.

The Fifth Circuit disagreed and held that the defendant was not in custody for *Miranda* purposes. Citing *Howes v. Fields*, 565 U.S. 499 (2012), the court noted that the defendant was **not** told he was free to leave (as was the defendant in *Howes*), but the defendant was told that his “statement had to be voluntary” and that “the interview would terminate if he chose not to speak to the officer.” Given these facts, under the requisite objective test a reasonable person would have felt free to terminate the interview and leave. Accordingly, he was not in custody for *Miranda* purposes.

To read or download the full opinion, [CLICK HERE](#)

***United States v. O'Brien* 2ndCIR 7JUN2019**

Key Phrases: Consent to Search, Postarrest Consent, Miranda Waiver, Involuntary, Capacity

In this case, the defendant argued that his statements and evidence found as a result of post-arrest consent to search should be suppressed because his *Miranda* waiver was not voluntary since he was on GBH and his consent was invalid for the same reason plus the fact consent was given while in custody. The Second Circuit disagreed and noted that although addicted to GHB, the defendant stated he was willing to talk to agents and was eager to provide them with information immediately upon meeting them. The record also indicated that his ability to understand his Fifth Amendment rights and forgo them voluntarily was not impeded by his addiction to GHB. The court held that there was no evidence that he was in a “stupor or not fully conscious” during his interactions with the officers. Accordingly, the *Miranda* waiver was voluntary and the statements were not suppressed. Regarding the

consent to search, the court further held that custody alone does not make consent to search involuntary. Under these facts, which included not only a verbal request to consent but a written consent form, the defendant voluntarily gave consent to search without coercion and therefore the consent was valid.

To read or download the full opinion, [CLICK HERE](#)

***United States v. Potter* 6thCIR 2019 11JUN2019**

Key Phrases: Miranda, Invocation, Right to Attorney

The defendant in this case (Potter) sought to have statements suppressed as a result of a *Miranda* violation when the officers continued questioning him after he invoked the right to counsel. Potter asserted that since he “mentioned an attorney” and asked if he needed one, that he effectively invoked the right to counsel.

The Sixth Circuit did not agree. In an outstanding recital of the right to counsel and effective invocation of that right, the court noted that the Fifth Amendment gives an individual the right not to “be compelled in any criminal case to be a witness against himself.” In *Miranda v. Arizona*, 384 U.S. 436 (1966), the Supreme Court safeguarded this right by requiring officers who interrogate individuals in police custody to remind them that they have a right to remain silent and a right to have an attorney present during questioning. Once a person invokes the right to counsel under a *Miranda* Warning, officers must immediately cease all questioning. (See *Edwards v. Arizona*, 451 U.S. 477 (1981)). To compel officers to end questioning under this right, a “suspect must unambiguously request counsel.” (See *Davis v. United States*, 512 U.S. 452 (1994)). So “ambiguous or equivocal” requests for an attorney do not put reasonable officers on notice that the interrogation must stop. The court held that nothing in these facts shows that Potter unambiguously requested counsel. “The mere mention of an attorney does not cut it... Nor does a question about having an attorney.”

Accordingly, the court ruled that the defendant did not effectively invoke the right to counsel and the continued questioning was lawful.

Editor's Note: The Fourth Amendment is our "bread and butter" as LEOs, and we spend a lot of time reviewing cases involving search and seizure issues. But interrogations and interviews are also a very key part of investigating criminal activity so it is good to review a Fifth Amendment case involving Miranda issues every once in a while. This is a great case to review regarding issues of invocation as well as reapproaches after one or both of the Miranda rights are invoked. Regarding reapproaches, Potter actually told the officers at one point that he didn't want to talk to them (effectively invoking the right to remain silent). The officers stopped questioning, but Potter re-initiated contact the next day. Regarding invoking the right to counsel, the circuits are split as to exactly what is required to effectively invoke the right to counsel. The court provides a number of examples of these differences on Page 6 of the opinion that are worth a read! Post-Miranda invocations and reapproaches can be tricky (especially when you throw in the Sixth Amendment right to counsel). Criminal Investigators need to master this area of the law in order to ensure confessions and statements against interests can be used in criminal proceedings.

To read or download the full opinion, [CLICK HERE](#)



About the author: IADLEST member Bruce-Alan Barnard, JD, LLM [bruce@broadcast.blue] is a former federal prosecutor and retired FLETC Legal Instructor who has trained over 30,000 state, local, tribal, and federal law enforcement officers across the

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WISDOM FROM HORSES

by: Shawn Walker, KnS Equine Systema Farm, LLC

Horses carry within them the wisdom of the ages. It is this wisdom that can make them fun and interesting. Horses provide many lessons we can learn from as well, which can be related to our own life. I want to share one of those experiences taught to me.

I have watched people over the years when it comes to purchasing a horse. They consider the type of horse, color, size, etc. However, when it comes to the training of the horse, it seems to be at the back of their minds. It is not that big of a deal when it comes to training, as everyone thinks they are a trainer. However, this is not always the case. For those that choose to have a long healthy life when it comes to horses, they will get a trainer who knows how to train a horse to assist them.

The Owner of this new horse, after they have "trained" the horse, will finally take the horse to a horse trainer. The horse is given a particular "skill set" that the Owner wants. The trainer will spend time with the horse in the development of those skills. You might see the Owner check in from time to time. The one thing you don't generally recognize is the trainer working with the Owner on training the horse. When the horse is ready, the Owner will watch the trainer perform the skills with the horse. The Owner does not have to try to implement those skills because they are a "trainer and skilled rider." The horse is returned home, and that is where the fun begins.

When the Owner gets on the horse to do the skills, the horse starts to act differently from what they saw the trainer do. After a little while, you watch as the Owner, and the horse get upset with each other. The battle of wills starts, and frustration peaks. After a while, the owner ends up with a horse that fights them. It leads to other issues down the line, which we can talk about another time.

What happened? The problem is the communication issue between the Owner and the horse. Unless your horse is "Mr. Ed," they don't talk. So communication is done through

body contact. There are some other factors as well, that is also for another time. When the horse was with the trainer, a line of communication formed between the two, it was this communication that led to the horse learning. The Owner did not know the language that was being used by the trainer. With the horse not being sure what the Owner wants, you run into conflict.

The moral of the story: It does not matter how much money or time you spend on training a horse; without clear communication, you will come away with nothing.

Now, how does this relate to law enforcement?

A department hires a person and sends them to the police academy. The academy develops him or her skills and will update the department on how the person is doing — starting to sound like the story above?

The person returns to the department. He or she get placed with a training officer for some time. Instead of the training officer asking the person, “what did you learn at the academy?” and bringing their communication skills in line with each other, the training officer states, “Forget what you learned at the academy, I will teach you the right way.” It is no different than the Owner with the horse after the completed training. Sure they can stumble through a lot, but what was the purpose of the police academy then? If you have not encountered this, you are fortunate.

How do we change this? Here are some things an academy can think about:

- Annual follow-up training for those field training officers, department training officers, supervisory staff, and command staff to include:
 - Updates to methods of teaching.
 - New academy programs.
 - Changes to basic programs.
 - Walking them through the academy and showing some of the new training.
 - Using peer discussion on ways to bend basic training skills into operations.

- Reach out programs to department’s training and supervisory staff. Could include:
 - Web-Links that show any new training and explain why the change.
 - Allowing agencies to conference call during peer discussions.
 - Sharing new teaching methods for training officers.



Shawn Walker MBA, Co-owner of KnS Equine Systema Farm, LLC. Shawn is a member of the Prairie Band Potawatomi Nation and an IADLEST nationally certified instructor. He has retired from the Army National Guard with three overseas tours. Shawn has been working in the law enforcement field for over 20 years, with the highest rank of Chief of Police. Shawn can be reached at walker826@msn.com if you have any comments on the article or would like to make use of his services.

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IADLEST - TXTDOT

Part 1 – Data Driven Strategy Basics

[Catalog Link](#)

Class: Online Length: 1 hour

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

06/21/2019

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



IADLEST - TXTDOT

Part 2 – DDACTS in Action

[Catalog Link](#)

Class: Online Length: 1 hour

Part 2 - "DDACTS in Action" explores the seven key areas of the Data-Driven Approaches to Crime and Traffic Safety (DDACTS) place-based operational model including partners and stakeholders, data collection, data analysis,

06/21/2019

strategic operations, information sharing and outreach, monitoring, evaluation, adjustments, and outcomes. This segment will equip students with the tools they need to build an implementation plan, with specific emphasis on analytical processes.

IADLEST - TXTDOT



Part 3 – Connectivity: What is it? Why do I need it? And how do I get it?

[Catalog Link](#)

Class: Online Length: 1 hour

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

06/21/2019



Policing With Insight

[Catalog Link](#)

Class: Classroom Length: 8 hours

The course, Policing with Insight, is designed to help officers. By helping officers better understand factors—internal, external and societal—that contribute to the conflict they experience on a daily basis.

The focus is on increasing officer self-awareness, as well as increasing police understanding of why citizens respond to them in a negative manner in a given situation. Furthermore, officers will learn to recognize when they are at risk of an inappropriate response and obtain the skills required to avoid unnecessary or excessive conflict.

06/21/2019

After completing the basic eight-hour course, officers should demonstrate an increased ability to maintain emotional integrity while engaging in highly charged situations. As a result, law enforcement managers should see that officers who have received this training are better able to achieve positive outcomes when involved in highly charged conflict.



NRA
NRA School Shield Security Assessor Training

[Catalog Link](#)

Class: Classroom **Length:** 32.5 hours
The NRA School Shield's Security Assessor Training seeks to facilitate a partnership between schools and local law enforcement in a shared commitment to more secure schools. Using a curriculum carefully constructed with oversight from experts in homeland security, law enforcement training, and school security, we have created a five-day course designed to better prepare designated officials to serve as school security assessors and assist in conducting school vulnerability assessments on behalf of their respective agency.

06/20/2019

The training will be conducted by certified NRA instructors who are current/former Law Enforcement Officers. The training is conducted in both a classroom and in the field at a local school campus and will focus on learning to detect threat potential and security weaknesses both day and night on and around a school campus.



Force Science Institute
Fundamentals of Realistic De-escalation

[Catalog Link](#)

Class: Classroom **Length:** 7 hours
The course will present concepts and methods to support de-escalation efforts when personal connections can be made. Attendees will be provided with knowledge to apply to, and to address the needs of those in mental health crisis or those whose perception of reality is altered. The course is designed to improve the law enforcement officer's ability to manage human beings by enhancing skills to establish contact, build rapport, and gain influence to achieve a police objective.

6/03/2019



VirTra
Gap Analysis and Troubleshooting

[Catalog Link](#)

Class: Classroom **Length:** 4 hours

4/25/2019

This course is designed as a hands-on practical

course that will analyze attendees' current abilities on the VirTra system and show them how to troubleshoot the system to ensure they are able to provide high level training to their officers. This course is a refresher for those that may have not run the system in awhile.



Kognito

Trauma-Informed Policing with Tribal Youth

[Catalog Link](#)

Class: Classroom **Length:** 1 hour

A digital learning experience to sensitize tribal police officers to intergenerational, historical, and childhood trauma; increase trauma informed response; and respect cultural differences during interactions with American Indian youth.

4/10/2019



Center For Applied Insight Conflict Resolution, LLC

Insight Policing Core Skills

[Catalog Link](#)

Class: Classroom **Length:** 16 hours

This 2-day interactive, skills-based course prepares officers to effectively handle angry, defiant, and noncompliant citizens by using strategic communication and questioning skills rooted in conflict resolution principles. Insight Policing skills empower officers to deescalate conflict, command a scene without the use of force, secure cooperation and compliance in some of the most challenging encounters, and capitalize on their policing skills to make targeted and precise enforcement decisions that maintain safety, hold up in court, and that citizens find fair.

03/28/2019



VirTra

Simulation Science: Foundations of Simulated Event Training (Module 1 of VirTra ATCC)

[Catalog Link](#)

Class: Classroom **Length:** 8 hours

This course will provide a much needed foundation and direction in the utilization of Simulated Event Training. This course is based on the science behind the how and why Scenario Based Learning workshops.

2/15/2019



PoliceOne Academy
Workplace Stress Resiliency
[Catalog Link](#)

Class: Online **Length:** 1 hour

Stress in the workplace is a normal occurrence, and it doesn't always have to be negative. But when stress does become too much to bear, it can interfere with productivity and performance; and it can even impact your physical health and emotional well-being. In this course, learners will explore how workplace stressors can affect your life both in the workplace and at home, as well as the ways you can reduce stress, improve job satisfaction, and increase your physical and emotional health.

1/07/2019



VirTra
High Risk Vehicle Stops: Communication to Custody
[Catalog Link](#)

Class: Classroom **Length:** 6.5 hours

This course maximizes the use of the VirTra Simulator to provide an interactive and immersive environment allowing for officers to learn, practice, and refine their tactics in the removal of occupants in a High Risk Vehicle Stop. Driver, passenger, and a concealed occupant in the trunk are fully interactive.

1/07/2019

Vigilant Solutions
Facial Recognition Technology and Best Practices
[Catalog Link](#)

Class: Classroom **Length:** 8 hours

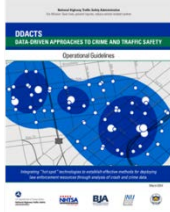














Facial Recognition (FR) is becoming a key part in ever-growing "tool kit" for Law Enforcement Agencies. This course will provide an in-depth overview of the current state of Facial Recognition Technology, legal aspects, and best deployment practices. It will then look to where FR is headed, showing nationwide, cloud-based databases of 18 million open-source images of LEA mugshots and known sex offenders.

1/03/2019






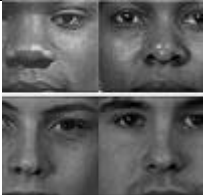


Attendees will get the chance to work through real-world scenarios on Facial Recognition









databases, utilizing enhancement tools with step-by-step instruction. While you will learn about Facial Recognition technology and best deployment practices, this course will utilize Vigilant Solutions' FaceSearch program. Attendees will see how using millions of open-source images in an established gallery complements their current local booking images. Learn how to maximize your investigative efforts by implementing FR technology and improve in almost every facet of the job, including both areas of proactive field enforcement and investigations.









	<p>IADLEST - TXDOT DDACTS Strategic Agency Planning Session Catalog Link Class: Classroom Length: 8 hours</p>	<p>06/21/2019</p>
	<p>FBI National Academy Associates Comprehensive Officer Resilience Train-the Trainer Catalog Link Class: Classroom Length: 36 hours</p>	<p>12/29/2018</p>
	<p>PoliceOne Academy Generational Differences Catalog Link Class: Online Length: 1 hour</p>	<p>12/19/2018</p>
	<p>PoliceOne Academy Ethics in Law Enforcement Catalog Link Class: Online Length: 1 hour</p>	<p>12/19/2018</p>
	<p>PoliceOne Academy Recognizing and Responding to Domestic Violence Catalog Link Class: Online Length: 2 hours</p>	<p>11/30/2018</p>







	<p>PoliceOne Academy The LGBTQ Community Catalog Link Class: Online Length: 1 hour</p>	<p>11/30/2018</p>
	<p>PoliceOne Academy Officer Wellness & Mental Health Awareness Catalog Link Class: Online Length: 2 hours</p>	<p>11/30/2018</p>
	<p>PoliceOne Academy Employee Recognition Catalog Link Class: Online Length: 1 hour</p>	<p>11/27/2018</p>
	<p>PoliceOne Academy Recognition of Child Abuse and Neglect Catalog Link Class: Online Length: 2 hours</p>	<p>11/27/2018</p>
	<p>PoliceOne Academy Sexual Harassment in the Workplace Catalog Link Class: Online Length: 1 hour</p>	<p>11/27/2018</p>
	<p>PoliceOne Academy Understanding and Responding to Excited Delirium Calls Catalog Link Class: Online Length: 1 hour</p>	<p>11/27/2018</p>
	<p>PoliceOne Academy Sexual Harassment for Managers Catalog Link Class: Online Length: 2 hours</p>	<p>11/26/2018</p>
	<p>PoliceOne Academy Suspects in Medical Distress Catalog Link Class: Online Length: 1 hour</p>	<p>11/26/2018</p>

A photograph showing a police officer in a blue uniform interacting with a person near a dark-colored car.	<p>PoliceOne Academy Arrest, Search, & Seizure (Fourth Amendment) Catalog Link Class: Online Length: 2 hours</p>	11/26/2018
A photograph of a stack of books or pamphlets, with one titled 'Peace' and another 'Building Financial Strength'.	<p>PoliceOne Academy Building Financial Strength in First Responder Families Catalog Link Class: Online Length: 2 hours</p>	11/26/2018
A photograph of a police dispatcher in a uniform talking on a mobile phone while sitting at a computer workstation.	<p>PoliceOne Academy Dispatcher: Stress Management Catalog Link Class: Online Length: 1 hour</p>	11/26/2018
A photograph of a person holding a rainbow peace flag with the word 'PEACE' written on it.	<p>PoliceOne Academy Hate Crimes Training For Law Enforcement Catalog Link Class: Online Length: 1 hour</p>	11/26/2018
A photograph of a person in a white lab coat holding a scale of justice.	<p>PoliceOne Academy Litigation Procedures Catalog Link Class: Online Length: 1 hour</p>	11/26/2018
A photograph of a pile of white pills and a blue pill bottle.	<p>PoliceOne Academy Opioid Crisis: Protecting Our First Responders Catalog Link Class: Online Length: 1 hour</p>	11/26/2018
A photograph of a prison cell with metal bars and a door.	<p>PoliceOne Academy PREA –Prison Rape Elimination Act Catalog Link Class: Online Length: 1 hour</p>	11/26/2018
A photograph of a police officer sitting at a desk in a courtroom, holding a microphone.	<p>PoliceOne Academy Presenting Effective Testimony in Courtroom Catalog Link Class: Online Length: 1 hour</p>	11/26/2018

	<p>PoliceOne Academy Cultural Awareness and Diversity Overview Catalog Link Class: Online Length: 1 hour</p>	<p>11/29/2018</p>
	<p>PoliceOne Academy Developing Leadership Catalog Link Class: Online Length: 1 hour</p>	<p>11/19/2018</p>
	<p>PoliceOne Academy Distracted While Driving Catalog Link Class: Online Length: 2 hour</p>	<p>11/19/2018</p>
	<p>PoliceOne Academy Eating Right for Health and Fitness Catalog Link Class: Online Length: 1 hour</p>	<p>11/17/2018</p>
	<p>PoliceOne Academy Ambush Awareness and Preparation Catalog Link Class: Online Length: 1 hour</p>	<p>11/19/2018</p>
	<p>PoliceOne Academy Implicit Bias Catalog Link Class: Online Length: 1 hour</p>	<p>11/16/2018</p>
	<p>PoliceOne Academy Law Enforcement and the Family Dynamic Catalog Link Class: Online Length: 1 hour</p>	<p>11/16/2018</p>
	<p>PoliceOne Academy Racial Profiling Part 1 Catalog Link Class: Online Length: 1 hour</p>	<p>11/16/2018</p>

	<p>PoliceOne Academy Interacting with the Mentally Ill as a First Responder Catalog Link Class: Online Length: 1 hour</p>	<p>11/14/2018</p>
	<p>PoliceOne Academy Emotional Intelligence for Leaders Catalog Link Class: In-Person Length: 1 hour</p>	<p>11/14/2018</p>
	<p>PoliceOne Academy De-Escalation and Minimizing Use of Force Catalog Link Class: In-Person Length: 2 hour</p>	<p>11/14/2018</p>
	<p>PoliceOne Academy Employee Retention Catalog Link Class: Online Length: 1 hour</p>	<p>11/14/2018</p>
	<p>PoliceOne Academy Human Trafficking, Part 1 Catalog Link Class: Online Length: 2 hours</p>	<p>11/14/2018</p>
	<p>PoliceOne Academy Campus Based Training: Clery Act Catalog Link Class: In-Person Length: 2 hours</p>	<p>11/14/2018</p>
	<p>PoliceOne Academy Anti-Harassment in the Workplace Catalog Link Class: In-Person Length: 1 hour</p>	<p>11/14/2018</p>
	<p>PoliceOne Academy Anti-Bias Training for Law Enforcement Catalog Link Class: In-Person Length: 1 hour</p>	<p>11/14/2018</p>

	<p>PoliceOne Academy Shaping an Ethical Workplace Culture Catalog Link Class: Online Length: 1 hour</p>	<p>11/26/2018</p>
	<p>PoliceOne Academy School Resource Officers Catalog Link Class: Online Length: 1 hour</p>	<p>11/26/2018</p>
	<p>IADLEST-TXTDOT Truck and Bus Traffic Enforcement Training: Train the Trainer Course Catalog Link Class: In-Person Length: 4 hours</p>	<p>10/12/2018</p>
	<p>IADLEST-TXTDOT Truck and Bus Traffic Enforcement Training Catalog Link Class: In-Person Length: 2 hours</p>	<p>10/12/2018</p>
	<p>VIRTRA Taser Targeting Catalog Link Class: In-Person Length: 2 hours</p>	<p>9/24/2018</p>
	<p>IADLEST-TXTDOT Crime and Traffic Safety Analysis: Techniques to Support DDACTS- Level 1 Catalog Link Class: In-Person Length: 14 hours</p>	<p>9/21/2018</p>
	<p>IADLEST-TXTDOT Advancing the DDACTS Analytical Toolset –Level II Catalog Link Class: In-Person Length: 14 hours</p>	<p>9/21/2018</p>
	<p>BSR/ Summit Point Training Center Law Enforcement Accident Avoidance Course Catalog Link Class: In-Person Length: 8 hours</p>	<p>9/19/2018</p>

	VIRTRA Tourniquet Application Under Threat Catalog Link Class: In-Person Length: 4 hours	9/13/2018
	BOWMAC Interview & Interrogation Catalog Link Class: In-Person Length: 40 hours	9/04/2018
	BSR/Summit Point Training Center Combatives Catalog Link Class: In-Person Length: 8 hours	8/29/2018
	VIRTRA Injured Officer Handgun Manipulation Catalog Link Class: In-Person Length: 6 hours	8/22/2018
	VIRTRA Human Factors in Force Encounters Catalog Link Class: In-Person Length: 7 hours	08/08/2018
	VIRTRA Contact and Cover Concepts Catalog Link Class: In-Person Length: 3 hours	7/24/2018

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>