

# NEWSLETTER

Michael Becar, Executive Director, CEO  
International Association of Directors of Law Enforcement Standards and Training  
1330 North Manship; Meridian, Idaho 83642-6444  
(208) 288-5491; <http://www.iadlest.org>



Volume 25 Number 1

January 2014

Contents	Page
Annual Conference Announcement .....	2
Meeting Schedule .....	3
Paying Dues with Credit Card.....	3
Free Training Announcements .....	3
Welcome New Members .....	4
POST Director Changes .....	4
Notable Personnel Changes.....	4
DDACTS in Kuwait .....	6
IADLEST Goes International.....	6
What's Happening in Oregon? .....	8
Pennsylvania Basic Training Program Update.....	9
Philadelphia Business Meeting Minutes .....	10
Educating the 21 <sup>st</sup> Century Police Officer.....	14
Vendor Announcements .....	16
Reid Techniques of Interviewing and Interrogation .....	17
Wisconsin's POST State-Wide Record System .....	18
Acadis Video: Management System .....	19
Skidcar .....	19
Supplement.....	20

– Case Study: DDACTS – Everett, Massachusetts

KIM VICKERS  
President  
Texas Commission on Law Enforcement  
6330 East Hwy 290, Ste 200  
Austin, Texas 78723  
(512) 936-7700  
[kimv@tcleose.state.tx.us](mailto:kimv@tcleose.state.tx.us)

ARLEN CIECHANOWSKI  
First-Vice President  
Iowa Law Enforcement Academy  
P.O. Box 130  
Johnston, Iowa 50131  
(515) 242-5214  
[arlen.ciechanowski@iowa.gov](mailto:arlen.ciechanowski@iowa.gov)

DAVID HARVEY  
Second- Vice-President  
Michigan Commission on Law  
Enforcement Standards  
106 W Allegan, Suite 600  
Lansing, Michigan 48909  
(517) 322-5610  
[harveyd2@michigan.gov](mailto:harveyd2@michigan.gov)

MARK DAMITIO  
Secretary  
Kansas Law Enforcement Training Center  
P.O. Box 647  
Hutchinson, Kansas 67504  
(620) 694-1532  
[mdamitio@kletc.org](mailto:mdamitio@kletc.org)

CHARLES MELVILLE  
Treasurer  
Department of Criminal Justice Training  
521 Lancaster Ave., Funderburk Bldg.  
Richmond, Kentucky 40475-3102  
(859) 622-6855  
[charles.melville@ky.gov](mailto:charles.melville@ky.gov)

WILLIAM J. MULDOON  
Immediate Past-President  
Law Enforcement Training Center  
3600 North Academy Road  
Grand Island, Nebraska 68801-0403  
(308) 385-6030, Ext. 301  
[William.Muldoon@nebraska.gov](mailto:William.Muldoon@nebraska.gov)

RICHARD CLARK  
Second Immediate Past-President  
Commission on Peace Officers  
Standards and Training  
5587 Wa Pai Shone Ave.  
Carson City, Nevada 89701  
(775) 721-4536 Fax: (775) 687-4911  
[rclark@post.state.nv.us](mailto:rclark@post.state.nv.us)



<http://below100.com/>

**2014 IADLEST CONFERENCE  
SUNDAY, JUNE 1 – WEDNESDAY, JUNE 5  
SANDESTIN-MIRAMAR, FLORIDA**



IADLEST is known for being the catalyst for law enforcement improvement; 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 will be held in Sandestin-Miramar, Florida. Join fellow Law Enforcement Executives, Training Managers, POST Directors, and Academy Directors for the following:

- \* An afternoon dedicated to training tracks, covering topics that fall under one of the following categories: enhancing professionalism in law enforcement, increasing officer safety, and reducing training costs and officer liability.
- \* Scheduled round-table discussions to exchange ideas and experiences regarding standards, certifications, and course development. Attendees may participate in one of the following round-table discussions: tactical issues, legal issues, educational issues, and/or POST issues.
- \* Social activities, such as the President's Reception, the Welcome Reception, a hospitality suite, and the Special Olympics fundraiser activity and silent auction.

**Conference Sponsors:**



**Conference Vendors:**

**Purdue Pharma LP**

*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; 2521 Country Club Way; Albion, MI 49224; or [pjudge@att.net](mailto:pjudge@att.net).*

## MEETING SCHEDULE

The IADLEST Executive Committee (EC) will meet in conjunction with the National Sheriffs' Association Midwinter Conference Thursday and Friday, January 23-24, 2014. The EC meeting will be held at the J. W. Marriott Hotel; 1331 Pennsylvania Ave, NW; Washington, DC.

The next Business meeting will be held at the 2014 IADLEST Annual Conference scheduled for June 1- 4, 2014, at the Sandestin Golf and Beach Resort; 9300 Emerald Coast Pkwy; West Destin, Florida 32550.

## PAYING MEMBERSHIP DUES WITH CREDIT CARD

IADLEST Membership renewals are due January 1. IADLEST accepts credit card payments for membership renewals. Members can log on to [www.iadlest.org](http://www.iadlest.org) and click on "Join Now." Select "membership renewal," enter the member's user code, password, and provide the requested information.

New members can log on to the IADLEST web page and follow the prompts.

Should you need a paper invoice, contact the IADLEST office at (208) 288-5491 or e-mail your request to [info@iadlest.org](mailto:info@iadlest.org).

## FREE NW3C TRAINING

by: Mark R. Gage, Deputy Director, NW3C

As a reminder, all Bureau of Justice Administration/Office of Juvenile Justice and Delinquency Prevention funded training put on by the National White Collar Crime Center (NW3C) is free to state, local, tribal, and territorial law enforcement.

NW3C provides 1-5 day classes in high technology and cyber-crime /forensics and investigation, financial crime investigation including mortgage fraud, intellectual property crime, and criminal intelligence analysis. All classes are POST/PTC certified where permitted.

All training info can be found at: <http://www.nw3c.org/training>. If you are not familiar with NW3C classes, take a quick look. Last year NW3C trained over 7,000 officers FREE of charge. Within a month or so, NW3C will also have a new online training system up and active.

For more information contact: Mark R. Gage, NW3C Deputy Director, National White Collar Crime Center, 304-367-8782 or [MGage@NW3C.org](mailto:MGage@NW3C.org)

## COMPUTER FORENSIC TRAINING

by: Scott Stillman  
Minnesota Department of Homeland Security

Free computer forensic classes are coming to Minnesota in 2014. These sessions are for law enforcement only. Contact Scott Stillman at [scott.a.stillman@state.mn.us](mailto:scott.a.stillman@state.mn.us) for more information.



<http://www.NLEARN.org>

## WELCOME NEW MEMBERS

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

**Tony Becker, Tech. & Management, Jacksonville, FL**  
**Byron J. Boston, Professional LE Trng., Dallas, TX**  
**Robert Dolan, Santa Fe College, Gainesville, FL**  
**Leslie Gannon, Kentucky POST, Richmond KY**  
**Patrick Glynn, Quincy PD, Quincy, MA**  
**Tandeta Hettich, Louisville Metro PD, Louisville, KY**  
**James Molloy, Beverage Commission, Marble Falls, TX**  
**Mike O'Neil, Louisville Metro Police, Louisville, KY**  
**Michael Poillucci, FLETC, Glynco, GA**  
**Tracie Shugart, Louisville Metro Police, Louisville, KY**

## POST DIRECTOR CHANGES

**North Carolina:** Attorney General Roy Cooper has named Steven Combs as director of the Criminal Justice Standards Division.

Steven Combs assumed his new post December 2. Combs oversees 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.

"We rely on local police to keep our communities safe, and it's critical that these officers get proper training and meet professional standards," said Cooper. "I'm pleased to appoint someone with Steve's knowledge and experience to this important post overseeing training and standards for our state's police officers."

Prior to his new appointment, Combs has served as an Assistant Special Agent in Charge for the State Bureau of Investigation in its Jacksonville office. He has been 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.

He will succeed Windy Hunter, who has served as acting director since Wayne Woodard's retirement last year.

A native of Jacksonville, Combs currently lives in Jacksonville with his wife and two sons.

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.

## NOTABLE PERSONNEL CHANGES

**Federal Law Enforcement Training Center:** The Federal Law Enforcement Training Centers (FLETC) Director Connie L. Patrick named Bradley ("Brad") W. Smith as the Federal Law Enforcement Training Centers' (FLETC) Assistant Director (AD), Glynco Training Directorate (GTD).

"Smith has a tremendous depth of experience in all phases of FLETC operations – training and administrative. His valuable Federal law enforcement experience through his tenure with the United States Secret Service will be a great asset in this position," noted Patrick. "His outstanding leadership skills will benefit the FLETC and the Department of Homeland Security in this new role."

Since 2011, Brad has served as the Deputy Assistant Director (DAD) for the Centralized Training Management Directorate's (CTMD) Office of Training Resource Management, where he has been responsible for enterprise-wide planning, coordination and execution of

training resource management services, overseeing the training resource management functions at each of the FLETC training delivery points.

Prior to his assignment as CTMD DAD, Brad served as the Deputy Assistant Director for the Administration Directorate, responsible for managing the activities for the Human Capital Operations, Facilities Management, Critical Incident Stress Management, Procurement, Environmental and Safety, and Property Management Divisions.

Brad also served as the Deputy Assistant Director for GTD's Office of Training Operations, where he oversaw the development and execution of law enforcement training programs for more than 80 federal law enforcement agencies at that time, as well as the first Deputy Assistant Director for the GTD's Office of Training Management, serving as the primary agency liaison with the FLETC Partner Organizations and field training sites.

Brad was an original Accreditation Task Force Committee member for the Federal Law Enforcement Training Accreditation (FLETA) Office of Accreditation, served on the FLETA Standards Review Committee, and directed and guided the development and implementation of the first FLETC Accreditation Plan, enabling the FLETC to successfully achieve academy accreditation in compliance with FLETA standards in March 2006.

Brad's prior FLETC experience includes serving as an instructor and in leadership positions in the Firearms Division. He began his law enforcement career in 1982 as a uniformed police officer with the United States Secret Service Uniformed Division in Washington, DC. During his tenure with the Secret Service, he served on a number of missions and protective assignments for the President, Vice President, and Foreign Dignitaries.

Brad is a graduate of the Federal Executive Institute and is certified through OPM for appointment to the Senior Executive Service. He has a Bachelor of Science in Education from

Valdosta State University and resides in Brunswick, Georgia, with his wife Susan.

*The FLETC trains the majority of federal officers and agents in the United States. In addition to providing training for over 90 federal partner organizations, FLETC also provides training to state, local, tribal, and international police in selected advanced programs; graduates approximately 70,000 students annually; and is the largest law enforcement training organization in the country.*

*Headquartered on a 1,600-acre campus at Glynco, near Brunswick, Georgia., the FLETC operates facilities in Artesia, New Mexico; Charleston, South Carolina; and Cheltenham, Maryland. The FLETC also has oversight responsibility on behalf of the Department of Homeland Security for the International Law Enforcement Academies at Gaborone, Botswana; and Bangkok, Thailand.*

**Kentucky:** In August, Leslie Gannon was appointed Executive Director of the Kentucky Law Enforcement Council. Leslie replaces retiring Larry Ball. Leslie's duties are in line with those of the POST Director in that she will have the day-to-day operations of that position. Dr. John Bizzack remains the POST Director for Kentucky.

Leslie Gannon retired from the Kentucky State Police in July 2013 as a Lieutenant Colonel serving as Director of Administrative Division. Her career of over 23 years with the State Police included assignments as Commander of: Madisonville and Pikeville Posts, Forensic Laboratories, and Academy. Upon being appointed to the Commissioner's Staff in 2008, her duties extended from overseeing human resources, training, recruitment, legislative security, public affairs, financial management, to coordinating the agency's promotional process and leadership development training for sworn and civilian supervisors.

Ms. Gannon received a B.A. in Criminal Justice from Kentucky State University. She is a NHTSA, Verbal Judo and Kentucky Law

Enforcement Council certified instructor and served as a member of the Kentucky Law Enforcement Council for over five years, while chairing the Professional Standards Committee.

## DDACTS IN KUWAIT

by: *Chief Brett Railey*  
*Winter Park Florida Police Department*

Winter Park Police Chief Brett Railey recently went to the country of Kuwait to deliver critical information on how to implement the *Data Driven Approaches to Crime and Traffic Safety Model*. This is the second time Chief Railey has shared the model with the citizens of Kuwait. He was there by request of the United Nations (UNDP) to help further develop and implement the National Traffic and Transport Strategy 2010 - 2020 for Kuwait for the Minister of the Interior. Classroom students ranged from engineers, representatives from the office of the Minister of Education, the Minister of the Interior, and Minister of Public Works, to police leaders and Professors from the Kuwait University. Chief Railey also met with the Kuwait Society of Engineers. During the last week of training, they met in smaller groups and presented traffic reduction strategies to the top leaders (Lieutenants and above through the Brigadier General) of the Kuwait Police Force working with them to improve traffic safety in the State of Kuwait. Chief Railey's primary responsibility was to share the best practices in modern traffic policing, which of course, included the DDACTS philosophy.



Chief Railey with Kuwaiti Commanders

Like many other countries, Kuwait has major traffic concerns especially since they lost 454 lives to traffic fatalities last year at a rate of 12 per 100,000 population when contrasted with figures in the rest of the developed world averaging about 4-6 per 100,000. Behind heart

disease and cancer, crashes are the third leading cause of deaths in the State of Kuwait; and they are the leading cause of death for males between the ages of 15 and 40.

The workshop was received very positively by the Kuwaiti press. And even more publicity was generated when Major General Abdulfattah Al-Ali came to the workshop. He is the head of the Kuwaiti Traffic Police Force and is the Assistant Undersecretary for Traffic Affairs for the Minister of the Interior.

Included are links to a picture of Chief Railey and a page from one of the local newspapers publishing the traffic symposium.

NHTSA is providing funding for fiscal year 2014, so please contact Peggy Schaefer if you want more information on a DDACTS workshop in your area [peggyschaefer@iadlest.org](mailto:peggyschaefer@iadlest.org)

## IADLEST GOES INTERNATIONAL

by: *David Harvey, Director*  
*Michigan Commission on Law Enforcement Standards*



The Lagos, Nigerian, government extended an invitation to IADLEST to send a team to Nigeria to share training and standards practices. In November 2013, three IADLEST representatives traveled to Nigeria to meet Lagos officials.

The state of Lagos is located in the southwestern part of Nigeria on the Gulf of Guinea with a population of more than 18 million. Its largest city is also called Lagos which serves as the center of commerce for the entire country and is the largest city on the African continent. English is the spoken language.

The Governor of the state of Lagos, Nigeria, is Mr. Babatunde Raji Fashola. His mission is to promote law and order through institutional building and capacity. He has directed his staff to seek help to meet that end. The Governor wishes to set Lagos' law enforcement as an

example for all of Nigeria. He envisions a professional, well-paid, and pensionable law enforcement constabulary.

For the past two years, representatives from the state of Lagos have worked with IADLEST in an effort to access and evaluate Lagos' basic law enforcement training academy. Logos representatives have visited IADLEST POST Academies, and IADLEST has sent representative to Logos for in-country and on-site visits. At the Portland, Oregon, Conference last June, IADLEST decided to accept the Nigerian invitation and again send a group to Nigeria to provide on-site consultation regarding job analysis and training curriculum development. IADLEST selected a three-member team for the assignment. Members of the team included:

David Harvey - 2<sup>nd</sup> Vice President of IADLEST/Executive Director, Michigan Commission on Law Enforcement Standards (MCOLES)

Valdis Lubans - a law enforcement consultant based in Connecticut with a specialty in Job Task Analysis/Job Description

Steve Okaro - Research and Training Specialist with the Florida Department of Law Enforcement specializing in Curriculum Development.

Dr. Mariam Masha, Senior Special Assistant to the Governor, was assigned as the liaison to the team and corresponded in advance of the trip with the various areas they wish to address. The team left prepared to address any of the following areas:

- Assess the Law Enforcement Training Institute (LETI) and its standard operating procedure document
- Provide training on job task analysis processes
- Provide training on curriculum development processes
- Provide a framework for train-the-trainer programs

- Review current training curricula and meeting with relevant agencies stakeholders
- Provide relevant training curricula materials for:
  - crowd surveillance techniques
  - incident command and control
  - traffic scene management
  - route planning and diversion management
  - management-public relations
  - basic swimming skills and
  - neighborhood watch curriculum

The team had limited opportunity to discuss the project prior to departing for Lagos. Specific areas of concentration were assigned to each member:

David Harvey, leader of the team, would present the process of setting up a Law Enforcement Commission/Institute/POST – legal authority, membership, powers, standards, policies and procedures, and represent IADLEST in any formal presentations.

Valdis Lubans would talk about the conduct of the law enforcement Job Task Analysis process – job description, duties, tasks, physical abilities, and KSAPCs.

Steve Okaro would concentrate on the law enforcement Curriculum Development process – timeline activities, budgeting, task and instructional analysis, writing performance and instructional objectives, scope and sequencing, writing curriculum content/text, developing instructional strategies and Instructor Guide, editing, sending to Training Center Directors for review, presenting curriculum to the Commission, and getting approval, developing test questions, implementing, and evaluating curriculum.

Even though the team had their respective expertise areas and had just met en route, the team members supported each other. The team was flexible, modified presentations based on the need, worked long days, and made every effort to maximize the best use of the times

allocated for instruction and training. The team also had the opportunity to meet with Governor Fashola and visit and interact with senior officials of the various division of Lagos Law enforcement.

The team made numerous observations about the current state of law enforcement, future training needs, and was exposed to some of the initiatives already in place. An example of that is the introduction to the new traffic laws instituted last year. Previous to the new traffic laws and enforcement efforts, Lagos experienced 15 deaths each month on their roadways. Currently, the average monthly roadway death has dropped to one, and there had not been a death in the past three months at the time of the trip. Education has been a large part of that success along with enforcement and engineering.

The team was given an opportunity to witness a competition by school children in traffic safety. They utilized a game similar in appearance to a monopoly board to utilize in demonstrating their knowledge in the traffic laws. The team was honored to be present while Dr. Masha presented awards to the winners. Members of Lagos Law Enforcement were also involved in the education of the children and judging the competition.

At our meeting with Governor Fashola, the team members were treated as visiting dignitaries taking part in a formal press conference which was covered by television and news media. They also met with other senior state government officials. The team was treated exceptionally well by their host, officials, trainees, and the general public. The Lagos State officials extended to the team a security escort during their entire stay in Nigeria.

The IADLEST team will prepare a follow-up final report with recommendations based on observations and experiences. The report will address the following areas:

- need to establish a Commission/POST type organization with legal authority, powers, policies, and procedures

- recommendations for additions to their current institute/academy curricula
- development of a law enforcement job task analysis and job descriptions processes
- development of a more comprehensive best practices law enforcement curriculum process for basic, advanced, and specialized courses.

Ultimately the goal, as described by Dr. Masha, is for the Lagos Law Enforcement Training Institute to develop and acquire the instructional cadre with the expertise to perform all the aforementioned tasks in the future. Governor Fashola desires to be the leader and set an example of police standards and training for the rest of Nigeria. It is very exciting that IADLEST will have a role in that endeavor.

### **WHAT'S HAPPENING IN OREGON?**

*by: Eriks Gabliks, Director, Oregon Department of Public Safety Standards and Training (DPSST)*

**iPad Based Evaluation Tool:** The Survival Skills Section of the Training Division of DPSST has been piloting a new way of gathering skills performance data using iPads. These devices, coupled with an application called TED, Training Evaluation Database, which was designed by our Information Services Section, have given us the ability to objectively evaluate defensive tactics skills training and confrontation simulation scenario training.

The data collected by the evaluation tool allows us to determine not only individual student successes and shortcomings, but also if the instruction is exceeding or lacking. We are able to identify where we should place more instructional emphasis. For the first time, the Skills Section is able to put an objective score to student performances and further relate those scores to learning outcomes.

**71-Year-Old Graduates from 16-week Basic Police Course:** Friday the 13<sup>th</sup> is normally considered by many as bad luck, but not for the 339<sup>th</sup> Basic Police Class which graduated from the Oregon Public Safety Academy on this date. The 38 recruit graduating officers included 9 OSP recruit troopers, 15 city police recruit officers, 11 county sheriffs recruit deputies, 2 tribal law enforcement recruit officers, and the elected Klamath County Sheriff. According to Eriks Gabliks, DPSST director, at age 71, Sheriff Frank Skrah is the oldest student to attend and graduate from the Basic Police Course. Sheriff Skrah was selected by his classmates to speak on behalf of the class at the graduation ceremony that marks the successful completion of the 16-week training program for Basic Police Class 339. Sheriff Skrah, a retired Los Angeles Police Officer, was elected earlier this year; and because he has been out of law enforcement work for more than five years, he had to return to the Academy and successfully complete the basic course before he could request state certification as a law enforcement officer from DPSST.

**Facilities:** DPSST's Oregon Public Safety Academy in Salem has added a school to its 100 acre City Streets training venue. The school has been constructed by using more than a dozen shipboard containers often called conex boxes. The conex boxes were put into place to replicate hallways and classrooms that would be found in a school. DPSST's Facilities Division welded the containers together and added window and doors frames. For safety reasons, the windows have Plexiglas. The furnishings for the school were donated by local schools that had surplus desks and chairs.

The 212-acre academy has grown by an additional 25 acres thanks to a donation from the Oregon Department of Corrections which determined land it owed adjacent to the academy was no longer needed for their

mission. To protect the oak savannah, the 25 acres are designated "green space" so no building will take place on this parcel. DPSST plans to expand its walking and running trails so that staff and students can enjoy the parcel while maintaining and improving their fitness.

### **PENNSYLVANIA BASIC TRAINING PROGRAM UPDATE**

*by Rudy M. Grubesky, Pennsylvania Metropolitan Police Officers Training and Education Commission*

Back in March of this year, the Commission voted to add 105 new learner or instructional objectives to the Basic Training program based on the recently completed Job Task Analysis conducted by Val Lubans.

The Commission then formed an advisory committee or working group to determine the number of hours it would take to teach the new instructional objectives (I.O.). In addition, this group was tasked with streamlining the current 754-hour curriculum to ensure that the Commission was making the best possible use of the current instructional hours.

The Basic Training Curriculum Advisory Committee was chaired by Commission member and school director Barbara Butcher. The members of the committee included:

Ms. Barbara Butcher, Mansfield University, Director (Chairperson)  
Ms. Beth Dombrowsky, HACC, Director  
Mr. Frank Williar, Montgomery County Community College, Director  
Mr. Joseph Hogarth, HACC  
Chief Jeffrey Ketner, Hollidaysburg Police Department  
Lt. Joseph Bressi, PSP Academy  
Sgt. Joseph Spingler, PSP Academy  
Sgt. Alberto Lopez, Philadelphia Police Academy  
Sgt. Efrain Hernandez, Philadelphia Police Academy  
Sgt. Tony Alsleben, Allentown Police Academy  
Sgt. Shawki Lacey, Susquehanna Township Police Department

Officer Jeffrey Mohr, Allegheny County Police Academy  
Officer Donald Adamsky, Pittsburgh Police Academy  
Mr. Ronald Gluvna, Mercyhurst College Police Academy  
Mr. Joseph Blackburn, Pennsylvania Chiefs of Police Association  
Major Douglas Grimes, MPOETC  
Dr. E. Beverly Young, MPOETC  
Lt. Stephen Kiessling, MPOETC  
Mr. Rudy Grubesky, MPOETC  
Mr. William Kaiser, MPOETC  
Mr. Terrence Leahy, MPOETC  
Mr. Timothy Ebersole, MPOETC  
Mr. Craig Hevalow, MPOETC  
Ms. Sandra Myers, MPOETC

Under the leadership of Commissioner Butcher, the committee reviewed each new I.O. and made a determination on where it would be taught in the curriculum, how to teach it, and set the number of hours for each learning objective. This experienced group of police academy directors, instructors and experienced law enforcement practitioners reviewed the MPOETC curriculum to determine how to make the best use of the current hours. In making decisions on the number of hours and teaching methods, the committee wanted to specifically add more practical scenario or "hands on" training hours. As a result, 192 hours of practical training hours were added to the program.

At the September Commission meeting, Barbara Butcher and Rudy Grubesky presented the committee's recommendations to the Training Committee and full Commission. The Commission voted to raise the number of hours of basic training to 946 hours.

The new post-9/11 curriculum features a new training area or learning domain titled "Homeland Security" that includes two online courses that recruits or cadets must take while in the academy. Another new training area is Electronic Crimes. Some other training areas or sub-sections were reorganized. For example, all of the topics related to controlled substances have been put into a new training area called "Drug Law Enforcement".

The Commission staff is working on updating the curriculum with help from a variety of subject matter experts with a long-range goal of implementing the new curriculum in January of 2015. Questions about the new Basic Training Curriculum can be address to the editor or if you are interested in serving on a course development team, please contact Mr. Grubesky via email at: mpotraining@pa.gov.

### **BUSINESS MEETING MINUTES PHILADELPHIA, PENNSYLVANIA OCTOBER 19-20, 2013**

**CALL TO ORDER:** The meeting was called to order by President Vickers (TX) at 6:03 PM EDT.

**ROLL CALL: Executive Committee members present** - C. Kim Vickers, President (TX); Arlen Ciechanowski, First Vice-President (IA); David Harvey, Second Vice-president (MI); Charles Melville, Treasurer (KY); Mark Damitio, Secretary (KS); Richard Clark, Second Past-President (NV); Daniel Zivkovich, Northeast Regional Representative (MA); Jennifer Pritt, Southern Regional Representative (FL) (by conference call); Chris Sutterfield, Midwest Regional Representative (OK); Lyle Mann, Western Region Representative (AZ) (joined in progress). Executive Committee members absent: William Muldoon, First Immediate Past-President (NE), Stephanie Pederson, Central Region Representative (WI)

**States Present:** Alaska, Arizona, Connecticut, Federal Law Enforcement Training Accreditation, Florida (by conference call), Indiana, Iowa, Kansas, Kentucky, Massachusetts, Michigan, Nevada, Oklahoma, Texas.

**IADLEST Staff Present:** Michael Becar, Executive Director; Patrick Judge, Deputy Director; Dan Setzer, NLEARN System Administrator (joined in progress)

**Guests Present:** Ron Dionne, Deputy Assistant Director, Federal Law Enforcement Training Center

**QUORUM REQUIREMENTS:** It was determined that a quorum did not exist. As stipulated under the IADLEST Bylaws, there were not at least 15 member jurisdictions represented.

**ADDITIONS TO THE AGENDA:** Under New Business, President Vickers added a presentation by FLETC Deputy Assistant Director Dionne on a proposal for a cooperative effort for online learning.

#### **APPROVAL OF BUSINESS MEETING**

**MINUTES:** President Vickers called for any edits to be made to the June 4, 2013, Portland, Oregon, Business Meeting that were recorded by Deputy Director Judge (Refer to IADLEST July 2013 Newsletter). There were none. However, in the absence of a quorum, the minutes could not be accepted. The approval of the minutes will be added to the agenda of the Washington, DC, Executive Committee meeting, January 23-24, 2014.

#### **EXECUTIVE DIRECTOR'S BRIEFING:**

Executive Director Becar reported the following items:

**Changes in POST Directors:** In Ohio, the previous Director, Bob Fiatal took another position in the AG's Office; and Deputy Director Mary Davis is the Interim Director. In Montana, Perry Johnson is the new Director. In New Mexico, Jack Jones is the new Director.

**International Member Dues:** Currently, there are no accommodations made for dues for international members. It has been suggested that the dues structure could be modified for international members in recognition of the differential in cost-of-living and budgets of the agencies in developing democracies. One suggestion could be similar to the dues paid to the International Police Association, which has a reduced rate of \$50 a year for international members.

**International Outreach:** IADLEST will be sending curriculum Subject Matter Experts to Nigeria in November. Dave Harvey (MI), Steve Okaro (MD), along with Job Task Analysis Expert Val Lubans (CT), will travel to the National Police Academy; and the Nigerian Police will be sending instructors to the Oregon DPSST Academy in the near future. Becar also informed the members that Executive Assistant Yvonne Grimm had fulfilled a request to provide IADLEST polo shirts to the members of the Mexico delegation that had not received them at the 2013 Annual Conference.

**Grants:** Currently, IADLEST is managing a \$30k NLEARN Grant, a \$300k Blue Courage Grant, and a \$300k Analyst Support grant. The previous grants from NHTSA for DDACTS and Outreach have been extended using the previously unspent funds, but new grants have not been awarded.

**Presentations:** Becar has made recent presentations about IADLEST at the Texas Academy Director's Conference (for 650 people). There are presentations planned in Indiana in November, 2013, and in Florida in 2014.

**Membership Brochure:** An example of the new membership brochure was distributed. It is available by contacting the IADLEST Office.

#### **IADLEST TREASURER'S REPORT:**

Treasurer Melville (KY) distributed reports for the previous fiscal year, and reported that IADLEST ended the fiscal year with a balance of approximately \$422k. The External Audit resulted in no issues identified with the accounting, and the 2012 Audit is being prepared with the assistance of Executive Director Becar.

#### **ADMINISTRATIVE REVIEW OF CURRENT BUSINESS ITEMS:**

**Blue Courage Project:** President Vickers reported that the Blue Courage

Advisory Committee will meet directly after the conclusion of the IADLEST Business Meeting on Sunday, October 19, to gauge progress of the project. Becar reported that the next two pilot projects will be identified at this meeting. Lyle Mann (AZ) reported the first of the pilot projects was completed in Arizona. It was a success in terms of student numbers and enthusiasm for more sessions. Five AZ agencies have applied for BJA grants for Blue Courage.

**2014 Conference:** Jennifer Pritt (FL) reports the 2014 IADLEST Annual Conference is scheduled for June 1-4, 2014, at the Sandestin Golf and Beach Resort in Destin (Miramar Beach), Florida. Save the date flyers will be distributed soon. Twenty-five calls for Papers for presentations have been made with a response of 36 submissions for the Training Committee to review. There are several entertainment options being explored. Dick Clark (NV) reported that there are still ongoing discussions with FLETC about financial assistance to the conference. Ron Dionne (FLETC) reported that Director Connie Patrick is committed to support, but the congressionally-appropriated funds through the RPI that were used for previous IADLEST events have ended. They are looking for the funding elsewhere in the budget.

**NLEARN:** Dan Setzer reports they are still adding new subscribers. Becar's presentation to the Texas Academy Directors resulted in an instant spike of applications for NLEARN.

#### **COMMITTEE AND SPECIAL ASSIGNMENT REPORTS:**

**Rural Domestic Preparedness Consortium:** Steve Otto (TX) had shipped a report on the current status of the Rural Domestic Preparedness Consortium, and that report was distributed at the meeting. The RDPC is funded and is looking for instructors.

#### **OLD BUSINESS:**

**FLETC Blue-on-Blue Subcommittee:** Dick Clark (NV) reports he has been active as the IADLEST representative on this committee, with discussions, review of training, case histories, studies by scenario, etc. The proposed outcome is a set of model training standards that agencies can use to mitigate the incidence of off-duty and plain-clothes officers being engaged by uniformed officers with disastrous results.

**FLETC Multi-Casualty Shooting Prevention Subcommittee:** Dick Clark (NV) reports he has also been active as the IADLEST representative on this committee, with discussions focusing on identification of problems and danger signs and programs to intervene before the incident.

**IACP Below 100 Committee:** Dave Harvey (MI) reports that IADLEST's activities at this point have been limited to a statement of support, due to lack of funding. Becar noted that the Below 100 information is posted on NLEARN, and the subject has been added to the 2014 Annual Conference agenda.

**IACP Technical Advisory Board on DRE/ARIDE:** Dan Zivkovich (MA) reports a course curriculum and report is nearing completion.

**IACP Annual Conference Training Committee:** Lyle Mann (AZ) reports that if members have training classes that they would like to see at the IACP Annual Conference, to contact him.

#### **REGION REPORTS:**

**Northeast Region:** Dan Zivkovich (MA) reports that there is a regional meeting scheduled for April 29 – May 1, 2014. He also reported they are working on a "bridge" academy class designed for National Guard MP's to transition to civilian law enforcement. Tom Flaherty (CT) reports that the official report on the Sandy Hook school shooting incident will be released soon.

**Central Region:** Dave Harvey (MI) reported for Stephanie Pederson (WI) that the region is planning a regional meeting in Wisconsin in April 2014. Indiana has a non-law enforcement SRO training bill before their Legislature. Kentucky is working on an updated Job Task Analysis. Wisconsin recently raised their minimum Basic Academy requirement to 720 hours. The US Army Military Police School at Ft. Leonard Wood, Missouri, is now a Missouri POST-certified academy, which may lead some states into review of their reciprocity policies.

**South Region:** Jennifer Pritt (FL) reports there will be a regional meeting in Baton Rouge, Louisiana in February, 2014. In Florida, the Legislature is examining requirements to update SRO training for active shooters, special limited-authority officers in schools, and training for citizens related to stand-your-ground laws.

**Midwest Region:** Chris Sutterfield (OK) reports that the region is looking to have a meeting in the Kansas City area in April 2014. Oklahoma will be requesting information from other states on their licensing of Patrol K-9s. Oklahoma is also preparing a new Part-time to Full-time bridge law enforcement academy. Texas has done away with Reserve and Part-time certification. There is now one certification for law enforcement officer, and it is up to the agency to determine an officer's assignment. Texas has also been responding to multiple requests from the public on increased training for law enforcement officers dealing with dogs. Iowa is modifying their curriculum to comply with a new legislative requirement for increased Mental Health training. New Mexico reduced their minimum hours of basic law enforcement training from 800 hours to 640 hours.

**West Region:** Lyle Mann (AZ) reports they will be holding their regional meeting December 9-10 in Sparks, Nevada. Arizona is also working on a military police-to-civilian police bridge program. Nevada

reports their enrollment is increasing, but revenue from court fees is not.

Consequently, agencies will be required to pay a portion of their basic academy training expenses. Alaska reports their Legislature changed the definition of Police Officer (removing the language describing full-time) so that it now covers all law enforcement officers: reserve, part-time and full-time, . They are in the process of regulation revisions to match the legislation.

## NEW BUSINESS:

### **FLETC proposal for a partnership with IADLEST on online learning:**

FLETC Deputy Assistant Director Ron Dionne has asked the IADLEST Executive Committee to explore the possibility of a cooperative effort to present online learning. The training would encompass a single sign-in access point for post-academy (in-service) training of the country's law enforcement officers, using a combination of platforms using the Homeland Security Information Network (HSIN), NLEARN, the RISS networks, and possibly the FBI LEO system. Each agency would have content control. This is in response to congressional focus on collaborative efforts and line personnel input relating to frustration accessing multiple systems with multiple passwords. President Vickers appointed Clark (NV), Pritt (FL), Zivkovich (MA), and Alzaharna (AK) to an ad hoc committee to explore the proposal.

**Lloyd Halvorson for Life Member:** Lloyd Halvorson was the Director of the Lake Region College (ND) Law Enforcement Academy, a member of the North Dakota POST Board, and served several roles in IADLEST honorably as a Regional Representative, Treasurer, and Secretary. He has been promoted to greater responsibilities at the College, and consequently is no longer performing a job function in the law enforcement training arena. Since a quorum was not present to vote on the nomination, the issue will be added to the agenda of the Washington, DC,

Executive Committee meeting, January 23-24, 2014.

### **General Discussion:**

**Attendance at Meetings:** Dick Clark (NV) observed that the Association is hampered when it cannot conduct business because of a lack of a quorum. He suggests that we remind the members that by the amended IADLEST Bylaws, they do not have to be at a meeting in person. He suggests the Executive Director explore opportunities to make greater use of multimedia conferencing solutions so members can participate to a greater degree than by a telephone if they cannot appear in person.

**IADLEST Committees:** Dick Clark (NV) recommends that the President refresh the IADLEST committees and chairs to review the qualifications and status of standing members and recruit new people to get involved.

**ADJOURNMENT:** President Vickers adjourned the meeting at 11:20 AM EDT on Sunday, October 19, 2013.

## **EDUCATING THE 21ST CENTURY POLICE OFFICER - TEACHING BLUE COURAGE AS A WAY OF LIFE**

*by: Bureau of Justice Assistance  
National Training and Technical Assistance Center*

A law enforcement career is undoubtedly one of the noblest of callings. Men and women embark on careers in law enforcement to serve the public, uphold laws, protect the innocent, and maintain peace and order in their communities. The pursuit to serve and protect comes with many stresses and pressures for police officers, which includes putting their lives on the line. Policing can be a psychologically stressful job filled with uncertainty and risk, extreme challenge and high expectations, and demanding work hours. The inherent dangers and pressures of police work put officers at higher risk for

suicide, divorce, early death, and low job satisfaction. The negative risks of law enforcement can adversely impact morale, and police officers often lose sight of the reasons they were called to serve.

In an effort to combat these challenges and to reinforce foundational principles and value-based leadership to policing, Michael Nila, a retired Commander from the Aurora, Illinois, Police Department, in partnership with the Bureau of Justice Assistance (BJA), took a holistic approach to police wellness and performance to create Blue Courage, a transformational educational and leadership development process focused on the human growth of a police officer. Blue Courage is a two-day training course designed to educate officers on principles and practices of human effectiveness, purpose-driven work, resilience, positive attitude, and sound judgment.

When developing Blue Courage, Commander Nila and the Blue Courage team, consisting of retired law enforcement officials with decades of combined experience and knowledge, went outside of the police profession to draw upon relevant, proven literature and research on human effectiveness, positive psychology, stress management, and wellness. Employing lessons on the 5,000 year old practice of mindfulness from renowned thought leader, davidji, and tools provided by the Institute of HeartMath, an internationally-recognized nonprofit research and education organization, the team developed Blue Courage philosophies to help police officers serve honorably while living healthier and happier lives.

### **Bringing Blue Courage Principles to the Field**

- In addition to Blue Courage being a stand-alone course, it was also envisioned that, concurrently, Blue Courage principles could be infused into existing police academy curricula, without changing performance objectives and without adding any extra time or resources to the existing curricula. Therefore, in 2012, BJA provided funding to the International Association of Directors of Law Enforcement Standards and Training (IADLEST) to pilot Blue Courage trainings in three states. The focus of each pilot engagement was to educate academy instructors on how to embody, teach, and infuse Blue Courage principles into their

existing learning processes. Arizona was the first pilot state to teach Blue Courage to its recruits.

As part of IADLEST's pilot work, the Blue Courage Delivery and Development Team facilitated Blue Courage classes to Arizona academy instructors. The topics covered in the classes were:

- **Foundations** – introduce and orient instructors on why Blue Courage is essential for success and offer background information as to how Blue Courage was developed and will be presented.
- **Police Culture** – ensure instructors understand the power and influence that police culture has on its force, and ensure they understand that culture is adaptive and therefore essential for survival.
- **Nobility of Policing** – reignite a sense of passion, purpose, and commitment to the profession of policing, and help instructors understand the connection between purpose and engagement with one's calling.
- **Respect** – discuss respect and its fundamental role in building trust and healthy relationships while challenging behavior that compromises respect and human dignity.
- **Resilience / Hope** – understand the power of resilience, managing emotions, quieting the mind, and storing and recovering energy, while practicing and developing skills essential for resilience.
- **Positive Psychology** – learn the importance of a positive, grateful, hopeful perspective to a long, healthy, happy, and productive life, and the power individuals have to control their thinking.
- **Health / Wellness** – learn the role a healthy brain plays in long-term health, wellness and happiness; learn simple routines and practices to maintain a healthy brain and body.

- **Practical Wisdom and Deliberate Practice** – encourage critical thinking and effective decision-making by learning about practical wisdom.
- **Courage** – ensure instructors understand the difference between bravery and courage.

After completing the Blue Courage class, Arizona academy instructors began facilitating their first Blue Courage class for recruits. The inaugural class consists of 48 recruits who will receive 20 weeks of basic police training which includes more than 700 classroom hours with Arizona's Blue Courage trained instructors. The Arizona instructors not only stress the importance of incorporating Blue Courage philosophies into the policing practices, but encourage the recruits to see Blue Courage as a philosophy that can be incorporated into all aspects of life. According to Commander Mark Perkovich, Blue Courage philosophies enhance the basic training curriculum currently employed at the Arizona Law Enforcement Academy (ALEA). "This inaugural class will have a better foundation for policing when they graduate from the academy," said Perkovich. "Blue Courage focuses on not only an officer's skillset and toolset, but his or her mind and heart."

Every day of the academy, the Arizona instructors encourage recruits to study the tools listed in the Coherence Advantage Pocket Guide, which provides a framework for everyday skills that build strength and resilience. They also suggest the recruits keep daily learning journals to document examples of how they put what they are learning into practice. During their training, the recruits receive the *Nobility of Policing: Guardian of Democracy* book, which takes a look into the lives of law enforcement professionals, and the challenges, the nobility, and the contribution of their careers as America's guardians. To reinforce Blue Courage philosophies, class Sergeant, Charles Cabrera of the Scottsdale, Arizona, Police Department, posts quotes from the book around the classrooms to inspire recruits to embody

*Continued on page 17*



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

Ronald J. D'Ulisse, Senior Director  
Law Enforcement Liaison & Education  
Purdue Pharma L.P., Stamford, CT 06901-3431  
(203) 588-4387 • E-mail: [ron.dulisse@pharma.com](mailto:ron.dulisse@pharma.com)

*Purdue Pharma L.P. is an IADLEST member.*

© 2006, Purdue Pharma L.P. C7345 3/06

## Public Agency Training Council® "Academy Quality Module Training"

*More than 100 Different Courses.  
More than 700 seminars a year.  
Our instructors make the difference.*

6100 North Keystone Ave, Suite #245  
Indianapolis, IN 46220  
phone (800) 365-0119 fax (317) 235-3484  
[www.patc.com](http://www.patc.com)

An IADLEST Member



**Wicklander-Zulawski and Associates, Inc.**

Wicklander-Zulawski and Associates (WZ) is the recognized leader in training law enforcement professionals on non-confrontational interview and interrogation techniques.

Since 1982, WZ has trained over 100,000 individuals through standard and customized courses including:

- Criminal Interview & Interrogation
- D.O.A: Death Investigations
- Tactical Interview & Interrogation
- Interview & Interrogation Techniques for Child Abuse Cases
- Gang Investigation "Triple I" - Identify, Interview, and Interrogate

Register NOW for an Open Seminar or call to schedule on-site training. Mention this ad and receive 10% off your next WZ seminar.

[www.w-z.com](http://www.w-z.com) or (800) 222-7789

## I/O SOLUTIONS

Industrial/Organizational Solutions, Inc.

**1127 S. Mannheim Rd., Suite 203  
Westchester, IL 60154  
(888) 784-1290; [www.iosolutions.org](http://www.iosolutions.org)**

Entrance exams, National Criminal Justice Officer Selection Inventory (NCJOSI), physical ability, and promotional tests. I/O Solutions has worked on statewide projects with several IADLEST members.

I/O Solutions is an IADLEST Member

## John E. Reid and Associates, Inc.

**250 S. Wacker Dr., Suite 110  
Chicago, IL 60606  
(312) 876-1600; fax: (312) 876-1743  
E-mail: [info@reid.com](mailto:info@reid.com)**

"John E. Reid and Associates provides training programs on investigation and interrogation techniques, as well as seminars on specialized techniques of the investigation of street crimes. We have also produced a variety of audio and video training programs, as well as several books designed to enhance the investigator's interviewing skills."

**John E. Reid and Associates, Inc.  
is an IADLEST Member**



Scheduling • Registration • Housing  
Training • Testing • Compliance

Contact Ari Vidali or Cory Myers  
101 W. Kirkwood Avenue, Suite 200  
Bloomington, IN 47401  
(888) 313-8324  
[info@envisagenow.com](mailto:info@envisagenow.com)

Envisage Technologies is an IADLEST Member



*Using Educational Technologies  
to Promote Public Safety*

Paul M. Plaisted  
*Justice Planning and Management Associates*  
(207) 621-8600  
[www.jpmaweb.com](http://www.jpmaweb.com)  
[pplaisted@jpmaweb.com](mailto:pplaisted@jpmaweb.com)

**Nation's Premier Online Training Provider  
Contact us for Partnership Options**

JPMA is an IADLEST Member

**THE SYSTEMS DESIGN GROUP**

**Val Lubans, Director  
Consultants to Public Safety Standards Agencies  
and Other Public Safety Organizations  
Since 1970**

Statewide Multi-Agency  
Job Task Analysis Studies  
Curriculum Validation-Physical and Medical  
Selection Standards and Systems

511 Wildcat Hill Road  
Harwinton, CT 06791  
e-mail: [vallubans@snet.net](mailto:vallubans@snet.net)  
Office 860-485-0803 Fax: 860-689-8009

Systems Design Group is a Member of IADLEST

## **POLICE TECHNICAL**

LAW ENFORCEMENT'S BEST SOURCE FOR TECHNICAL TRAINING

Police Technical provides superior quality training in computer applications, online investigations, web-based software, and digital forensics to law enforcement personnel facilitated by expert instructors using proprietary, validated methods of instruction.

Feature courses include:

Craigslist Investigations  
Social Media Methods  
Excel® for Public Safety  
Cell Phone Investigations

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

Police Technical is an IADLEST member

*Continued from page 15*

Blue Courage philosophies on a daily basis. Additionally, the classroom and ALEA campus is decorated with Blue Courage materials, including posters and flags, to serve as a constant reminder of the Blue Courage way of life. At the end of the Blue Courage training, the recruits will earn a Blue Courage pin to wear on their police uniform.

To further the work in Arizona, the BJA National Training and Technical Assistance Center (NTTAC), in partnership with the Carolina's Institute for Community Policing (CICP), has recently provided Blue Courage training courses in jurisdictions across the state. Additional funding was provided to the CICP in an effort to keep up with the demand for Blue Courage training from law enforcement agencies across the country.

One of the main takeaways of Blue Courage training is that learning and self-improvement for police recruits does not stop after the academy. The program encourages recruits to apply Blue Courage teachings to maintain a healthy life and keep a positive outlook while on the job.

For more information on Blue Courage, visit [bluecourage.com](http://bluecourage.com). To submit the work of your organization or jurisdiction for consideration to be featured in a future TTA Spotlight, please e-mail [nttac@bjatraining.org](mailto:nttac@bjatraining.org).

### **THE REID TECHNIQUE OF INTERVIEWING AND INTERROGATION FOR INVESTIGATORS**

*by: John E. Reid and Associates, Inc.*

Reid and Associates, Inc. have developed a three hour online training program for Investigators. This seven part online training program was specifically designed for a wide variety of investigators, including law enforcement, government (both investigative and regulatory agencies), and the private sector.

This online training program will provide the Investigator with a solid foundation in The Reid Technique - which is widely considered to be

the most effective interview and interrogation process in the world. In this program the Investigator will learn the core elements of the Reid Technique, which include how to structure the investigative interview utilizing both investigative and behavior provoking questions; how to assess the credibility of the information provided by a subject during the interview process; and the Reid Nine Steps of Interrogation. The Investigator will be provided with specific references to additional resource material in each of the program segments.

The program is delivered as a PowerPoint presentation with voice over, interspersed with video clips to illustrate the material. Each part comes with a handout that is designed for note-taking to enhance the learning experience and includes a review of the material covered in each individual program.

**WISCONSIN DEPARTMENT OF  
JUSTICE IMPLEMENTS  
STATE-WIDE CERTIFICATION  
MANAGEMENT SOLUTION**

*By: Cory Myers, Envisage Technologies*

Envisage Technologies, a Bloomington, Indiana-based high-technology firm, announced today that it was awarded a contract by the Wisconsin Department of Justice (WI DOJ). Based on evaluation of competitive bids, WI DOJ chose the Acadis® Readiness Suite to replace its legacy system with a modern, modular software solution. Acadis will be used to manage training and certifications for all active law enforcement officers throughout the state.

"Acadis will allow Wisconsin to maintain legally defensible training and certification records, enabling law enforcement agencies throughout the state to securely report training for their officers," stated Cory Myers, Vice President of Homeland Security Solutions. "We look forward to implementing Acadis as the authoritative system of record for their compliance processes."

The system will track training, certifications and employment for 18,000 law enforcement officers throughout the state. Acadis will also be used to track basic training at 21 academies, as

well as annual in-service training reporting by nearly 600 law enforcement agencies. In support of the certification process, the system will also store supporting digital documents to ensure officers are in compliance with Wisconsin training policies.

"We are honored to include Wisconsin on our rapidly growing list of State customers. Increasingly, states need ways to simplify public safety compliance paperwork and reduce liability risk," said Ari Vidali, Envisage CEO. "Our passion is not only helping these states save millions each year, but ensuring that they can provide the highest level of service to their stakeholders."

**Wisconsin Department of Justice - Training and Standards Board:** The Training and Standards Bureau coordinates a variety of criminal justice initiatives and serves as the staff of the Law Enforcement Standards Board (LESB). It administers the programs of the Board for certification of law enforcement, jail and secure detention officers; instructors; and academies. The Bureau administers reimbursement of training expenses for participants in LESB programs and coordinates and supports statewide training provided by the Department of Justice to the Wisconsin law enforcement community. The Bureau also administers state and federal grant funds supporting juvenile justice and adult criminal justice initiatives.

**About ENVISAGE:** Envisage is a high tech software company founded in 2001 to automate complex training operations for high liability industries. We create solutions that make our world a safer place. Our clients include military commands, federal law enforcement academies including the U.S. Department of Homeland Security (DHS), and many state law enforcement and public safety organizations [www.envisagenow.com](http://www.envisagenow.com).

**About the Acadis Readiness Suite:** The Acadis Readiness Suite is designed to make certain that our law enforcement, emergency responders, and military are trained, equipped, and ready. The Suite measures readiness by automating complex, high-risk training and compliance

operations. Acadis increases the accuracy and effectiveness across every level of critical incident response by consolidating information about personnel and resources. The modular system enables organizations to implement functionality where needed to support the compliance lifecycle. Learn more by visiting [www.acadis.net](http://www.acadis.net) or calling 888-313-8324.

### **ACADIS VEDIO RECORD MANAGEMENT SYSTEM**

*Envisage Technologies*

Today, the Acadis Readiness Suite has the largest installed public safety user-base of any software of its kind with over 500,000 first responders tracked at the Federal, State and Local levels. Many POST organizations around the Country have adopted this secure, cloud-based software to manage law enforcement training compliance. Here is a video you might enjoy that briefly explains the Acadis software:



### **SKIDCAR**

*Skidcar System, Inc.*

Our 2014 schedule of ESC Workshops for EVOC Instructors is underway. These “Train the Trainer” workshops target the understanding and use of Electronic Stability Control, Traction Control, and the suite of technologies that change components of EVOC Training. Even though many agencies are continuing to use the older model Crown Victoria in training, which has been used for decades in Police Fleets, these older models do not have the new NHTSA mandated safety technology (ESC), and, therefore cannot address the driving dynamics of the new vehicles.

Decades old standards for slipping, sliding, and SKID CONTROL as we know it, have forever changed with the introduction of these new ESC systems. In an industry where too many EVO drivers have misunderstood the perceived risk and performance in wearing a seatbelt, it has been shown that the perception of change in vehicle control with ESC will continue to be misunderstood, if not more so, if important steps are not taken to educate your EVOC Instructors.

We have taught vehicle control for many generations in EVOC. Skid control, accident avoidance, corner entry, apex, and exit are common to most standards and training. Driven correctly, the new vehicles demand an understanding of grip and technically correct steering and braking habits. Overdriving a vehicle, or trying to go too fast, are both part of the social fabric of police driving and lend themselves to recuperative techniques that are a part of the standards being used today. The new cars have more sophisticated suspension, tire, and braking systems. They are lighter in weight, with more horsepower, and are easier to drive fast than any vehicle in Law Enforcement history. They are safer and more efficient when driven correctly. However, when driven incorrectly, they can be devastatingly cruel, as no recuperative measures are left before the vehicle leaves the road.

Education is key. To start the journey of updating standards and training for EVOC as it pertains to new vehicle operations, you can look to us at SKIDCAR SYSTEM. We have the experience, insight, technically correct information for easy transfer, and an instructor staff that is fully versed in 21st century vehicle control.

Contact us to inquire about our 2014 regional ESC Schedule.



*Watch for Motorcycles*

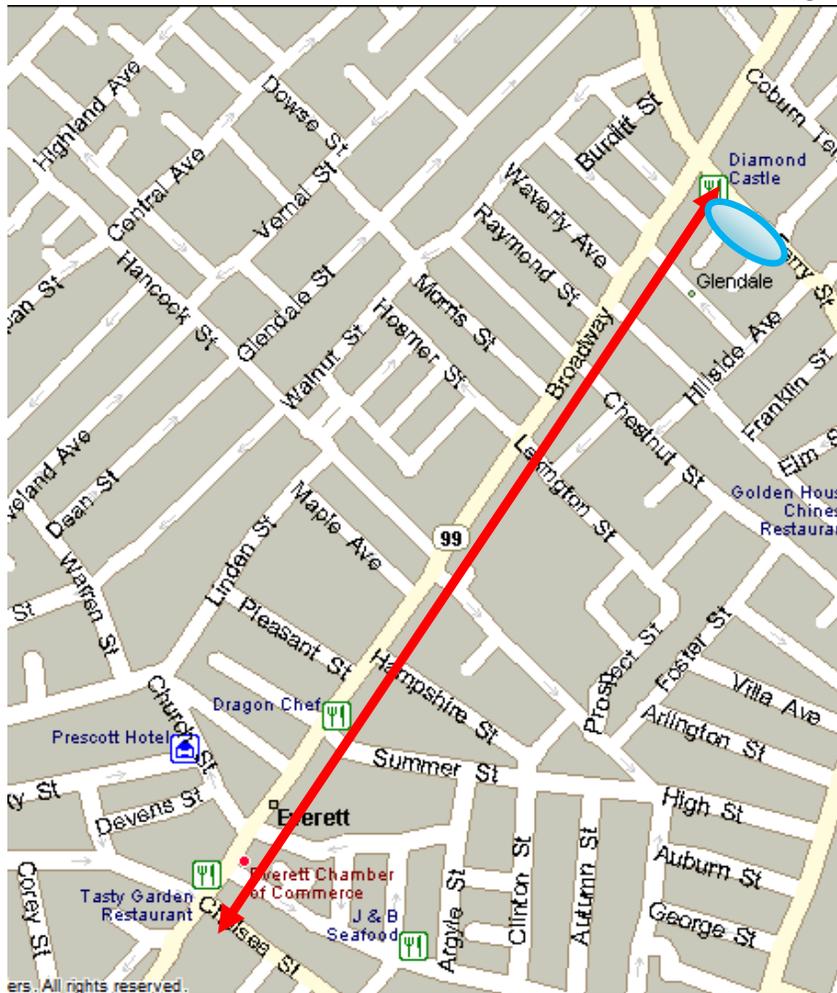


Issue Date: 8.22.13

**Period Covered: First 12 months of DDACTS 7/27/12-7/26/13**

**\*NOTE CHANGE IN TREATMENT AREA  
Overview**

In July 2012, the Everett Police Department implemented a new operational plan focused on the use of data to deploy resources. The operational plan utilized the strategies of Data Driven Approaches to Crime and Traffic Safety or DDACTS. The aim of DDACTS is to highlight an area(s) in a city where crimes and motor vehicle crashes are occurring and to deploy resources there in an effort to reduce accidents and crimes. DDACTS is supported by Regional and National partners such as the NIJ, FHA, and MACA (MA Association of Crime Analysts). A three year review of the crime and MV data for the city of Everett was conducted. A 0.5 mile stretch along Broadway was selected for implementation. This area was selected because it represented (over the past three years, 2009-2011) 47 of the 240 or 19.6% of the reported robberies in the City; 288 of the 1950+ or 15% of accidents; Over 900 of the 6000+ or 15% of the motor vehicle citations. Map of treatment area is provided below: **Note—blue circle indicates extended service area starting intermittently in 4/2013**



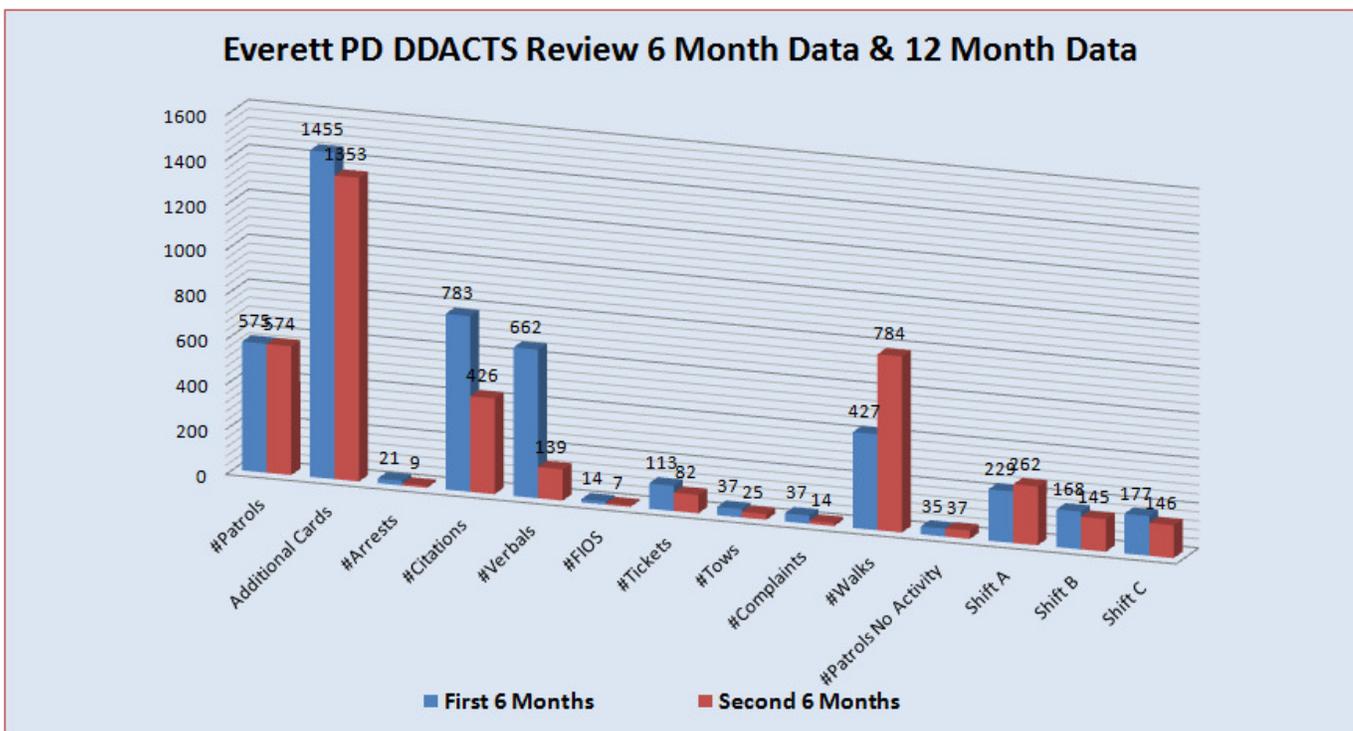


### DDACTS Activity

Over the past 12 months, each shift (3 shifts per 24 hour cycle) was asked to deploy at least 1 unit to the DDACTS “treatment’ area for a minimum of 30 minutes per shift or 630 minutes a week. Many, weeks supersede that amount. Over the twelve months, 1149 different patrols were sent with coverage equalling 1,045+ hours. Note: these numbers include the patrols and time spent after April, 2013 in the extended DDACTS treatment area.

Over the 12 month period, a total of 408 motor vehicle operators were issued a written citation, 801 motor vehicles operators were given a verbal warning, 51 complaints were filed, 195 parking tickets were issued, 61 MVs were towed, 1211 “walk and talks” with the public were completed and 21 Field interviews were conducted. Note: About 3 months into DDACTS, the EPD reinstated and revamped its Field Interview policy and data collection methods. In addition, 30 arrests were made. The latest arrests were for warrants, OUI, suspended license and MV B&E. The chart and table below highlight the activity level by type between the first six months of DDACTS patrols as compared to the second six months of patrols.

Time Frame	#Patrols	Additional Cards	#Arrests	#Citations	#Verbals	#FIOS	#Tickets	#Tows	Complaint	#Walks	#Patrols No Activity	Shift A	Shift B	Shift C	Time in minutes
First 6 Months	575	1455	21	783	662	14	113	37	37	427	35	229	168	177	29134
Second 6 Months	574	1353	9	426	139	7	82	25	14	784	37	262	145	146	33557
12 Month Totals	1149	2808	30	1209	801	21	195	62	51	1211	72	491	313	323	62691





Traffic and K9 Unit Activity and Impact

Officer	# of Patrols	# of Arrests	# of Citations	# of Verbals	# of Complaints
Traffic	17	0	31	6	1
K-9	41	8	61	10	8

Officer	# of Patrols	# of Arrests	# of Citations	# of Verbals	# of Complaints
Cunningham	17	0	31	6	1
Rizza	11	4	15	5	3
Panzini	1	0	0	0	0
Hannon	29	4	46	5	5

Note: The K9 Unit was involved in 26.6 % of the arrests

DDACTS patrols treatment area extended April, 2013

In April, patrols started to call out at addresses just outside the originally outlined treatment area. The call outs have been intermittent and the majority started in April of 2013. The extended area includes Ferry at Broadway through 381 Ferry, including the Walgreens parking lot. The data below show this activity by address:

There are 547 cards with an extended Ferry Street address over the entire 52-week period

- 48 Patrols started on Ferry Street
  - 3 Call-Outs at 299 Ferry – 27 Additional Cards Pulled
  - 28 Call-Outs at 317 Ferry – 185 Additional Cards Pulled
  - 1 Call-Out at 321 Ferry – 3 Additional Cards Pulled
  - 1 Call-Out at 335 Ferry – 28 Additional Cards Pulled
  - 5 Call-Outs at 336 Ferry – 7 Additional Cards Pulled
  - 1 Call-Out at 362 Ferry – 7 Additional Cards Pulled
  - 1 Call-Out at 365 Ferry – 3 Additional Cards Pulled
  - 1 Call-Out at 381 Ferry – 29 Additional Cards Pulled
  - 7 Call-Outs at 315 Ferry – 5 Additional Cards Pulled all (Nov- Dec 2012)





**DDACTS Results**

When compared to the same time period the year prior, the twelve months of DDACTS patrols resulted in a 72% increase in written citations and a 15% increase in arrests in the treatment area. Further, during this twelve month period the treatment area saw a 37% decrease in MV accidents, a 12% decrease in Part A crimes.<sup>i</sup> Additionally, two fewer robberies were reported (representing a 25% decrease: caution, small sample size). Three of the recorded robberies occurred in the first 3 months of the operation and were all unarmed robberies. The following two robberies occurred in April, one was an armed robbery by knife of a 12 year old for an Xbox (at Chelsea St), and the other was of Eagle Bank. The last reported robbery (unarmed) in the treatment area was in May, involving two school age kids who knew each other.

**City Wide Data – 7/27/12 to 7/26/13**

12 MONTH BY YEAR	2009-2010	2010-2011	2011-2012	2012-2013
WRITTEN CITATIONS	4149	2647	2532	3646
ACCIDENTS	1216	1310	1210	1152
ARRESTS	884	820	812	833
ROBBERY	78	76	70	52
PART A CRIMES	3021	2790	2841	2544

**DDACTS area 7/27/12-7/26/13 yearly- NOT including Ferry Street addition**

12 MONTH BY YEAR	2009-2010	2010-2011	2011-2012	2012-2013	DIFF B/T 2011-2012 & 2012-2013	CHANGE B/T 2011-2012 & 2012-2013
WRITTEN CITATIONS	336	252	237	408	171	+72%
ACCIDENTS	97	81	78	49	-29	-37%
ARRESTS	43	36	26	30	4	+15%
ROBBERY	6	10	8	6	-2	-25%
PART A CRIMES	86	71	82	72	-10	-12%

**DDACTS area 7/27/12 to 7/26/13 yearly, INCLUDING Ferry Street addition**

12 MONTH BY YEAR	2009-2010	2010-2011	2011-2012	2012-2013	DIFF B/T 2011-2012 & 2012-2013	CHANGE B/T 2011-2012 & 2012-2013
CITATIONS	385	304	269	472	203	75%
ACCIDENTS	111	108	98	95	-3	-3%
ARRESTS	62	51	37	53*	16	43%
ROBBERY	9	10	10	10**	No change	No change
PART A CRIMES	118	109	114	114	No change	No change

\*includes 17 arrests at Walgreens \*\* includes 4 robberies at Walgreens

<sup>i</sup> **PART I CRIMES** are also referred to as "Index Crimes." These are the eight crimes of: Homicide, Rape, Robbery, Aggravated Assault, Burglary, Larceny/Theft, Motor Vehicle Theft, Arson

