

# NEWSLETTER

International Association of Directors of Law Enforcement Standards and Training  
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<http://www.iadlest.org>



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Contents	Page
Meetings Scheduled.....	2
2011 Membership Dues.....	2
Nominations and Elections.....	2
Connecticut P.O.S.T. Request for Proposal.....	2
IADLEST Nashville Conference Schedule.....	3
Welcome New Members.....	5
Incoming IADLEST President.....	5
Police Professionalism.....	5
Nevada P.O.S.T. Partners with Crown Point Technologies.....	6
Selecting for Integrity on a Statewide Basis – Entry Level Testing.....	6
ICE Secure Communities is Transforming Criminal Alien ID.....	7
Envisage Technologies Awarded \$3.2 Million DHS Contract.....	10
“That Was Then; This Is Tomorrow!”.....	10
Improved Responses to People with Mental Illnesses in the CJ System.....	13
Vendor Announcements.....	14
Membership Application.....	16
Executive Committee Special Meeting Minutes: October 23, 2010.....	17

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## 2011 IADLEST Conference Nashville, TN: June 19-22

Join fellow Law Enforcement Executives, Training Managers, POST Directors and Academy Directors in Nashville...

### Conference Highlights:

- ◆ Guest speaker, Gordon Graham on risk management
- ◆ Training topics include e-learning and developing supervisors
- ◆ Round-table discussions about current and relevant topics for POST Directors, Commuter Academies and Residential Academies
- ◆ Exciting networking events, along with a full agenda for spouses

Register at [IADLEST2011.org](http://IADLEST2011.org)

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

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

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

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

## **MEETINGS SCHEDULED**

The IADLEST Executive Committee will meet Sunday, June 19, 2011, at the Gaylord Opryland Resort 2800; Opryland Drive; Nashville, Tennessee 37214 and conduct its Business meeting at the same location Wednesday, June 22, 2011.

In October, IADLEST will hold its business meeting Saturday, October 22, and Sunday, October 23, 2011, in Chicago, Illinois, in conjunction with the IACP Conference. The meeting location is to be announced.

## **2011 MEMBERSHIP DUES**

Please ensure that you have paid your 2011 membership dues. Your IADLEST membership fees were due January 1 and are in the arrears April 1. Upon payment of dues, a renewal letter along with the 2011 membership card is mailed to each member. Call the IADLEST business office at (517) 857-3828 if you have questions.

## **NOMINATIONS AND ELECTIONS**

Elections will be held at the June Nashville, Tennessee, business meeting. Dick Clark (NV), Bill Muldoon (NE), and Mike Crews (FL) will serve as the 2011 Nominating Committee. The committee will submit a list of eligible candidates for the offices of second-vice president and treasurer to the membership at the business meeting.

Members who wish to nominate candidates or are interested in running for office should contact Dick Clark (775) 721-4536, e-mail: [rclark@post.state.nv.us](mailto:rclark@post.state.nv.us); Bill Muldoon: e-mail [william.muldoon@nebraska.gov](mailto:william.muldoon@nebraska.gov) (308) 385-6030; or Mike Crews (850) 410-8600, e-mail: [mikecrews@fdle.state.fl.us](mailto:mikecrews@fdle.state.fl.us).

Candidates for office are asked to make a brief statement at the Nashville business meeting and prior to the election as to their position and goals for the Association. The elections will take place at the conclusion of the June business meeting.

## **CONNECTICUT POST RFP**

The Police Officer Standards and Training Council (POSTC) is requesting proposals to present technical and advanced in-service training to experienced law enforcement officers of all ranks and assignments. Upon acceptance, the proposals will be in effect for the two-year period July 1, 2011 to June 30, 2013, and may be continued if mutually acceptable. Upon acceptance, the proposals may generate "personal service agreements" (contracted services) for a period of one year. Interested contractors can access [www.ct.gov/post](http://www.ct.gov/post) and download the following documents for complete and detailed information: *P.O.S.T.C. RFP 2011-13; Notification to Contract/Grantee Bidders; Contractor Compliance Responsibilities.*



**Tentative Conference Schedule**

Sunday, June 19		
10:00 AM	12:00 PM	NDI Committee Meeting
12:00 PM	1:00 PM	Lunch
1:00 PM	3:00 PM	NLEARN Committee Meeting
3:00 PM	5:00 PM	Executive Committee Meeting
4:00 PM	6:00 PM	Welcome Reception at Opryland Hotel, sponsored by ENVISAGE Technologies
6:15 PM	9:30 PM	Conferee Special Event
Monday, June 20		
8:00 AM	8:30 AM	Vendor Booths Open
8:30 AM	9:00 AM	Opening Ceremonies Tennessee POST Commission
9:00 AM	10:15 AM	Speaker: Gordon Graham Risk Management
10:15 AM	10:30 AM	Break with Vendors
10:30 AM	12:15 PM	Speaker: Gordon Graham Risk Management
12:15 PM	1:30 PM	Lunch with Vendors
1:30 PM	3:00 PM	Speaker: Gordon Graham Risk Management
3:00 PM	3:15 PM	Break with Vendors
3:15 PM	4:30 PM	Speaker: Chuck Melville Developing Supervisors
4:30 PM	4:45 PM	Break with Vendors

4:45 PM	6:00 PM	Speaker: Paul Cappitelli E-learning		
6:45 PM	11:00 PM	Conferee Special Event		
<b>Tuesday June 21</b>				
8:00 AM	9:00 AM	Breakfast with Vendors		
9:00 AM	10:30 AM	POST Round-table	Commuter Academy Round-table	Residential Academy Round-table
10:30 AM	10:45 AM	Break with Vendors		
10:45 AM	12:15 PM	POST Round-table	Commuter Academy Round-table	Residential Academy Round-table
12:15 PM	1:30 PM	Lunch with Vendors		
1:30 PM	3:00 PM	Speaker: Bill Muldoon Topic: NDI	Speaker: Dan Setzer Topic: NLEARN	
3:00 PM	3:30 PM	Break		
3:30 PM	5:30 PM	Speaker: TBD Data Driven Approaches to Crime and Traffic Safety		
<b>Wednesday, June 22</b>				
8:00 AM	9:00 AM	Special Olympics Run/Walk		
9:45 AM	10:45 AM	Regional Caucuses		
10:45 AM	12:30 PM	Business Meeting		

*Schedule will be updated as speakers are secured and training topics are finalized.*

Attendee registration is \$300 and includes the following:

- All training and networking activities listed above
- Transportation for activities listed above
- Meals and breaks on Monday, Tuesday, and Wednesday
- Welcome Reception
- Dinner at Monday's Attendee Special Event

***2011 Nashville Conference***  
***Register at [iadlest2011.org](http://iadlest2011.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.

Mike Brazeal, Crime Info Center, Springfield, MO  
Robert Brislan, Wicklander-Zulawski, Downers Grove, IL  
Mark Connolly, Informa Systems Inc., Boerne, TX  
Thomas Gwaltney, Charlotte Mecklenburg PD, NC  
Al Liebno, Maryland POST, Sykesville, MD  
Dennis Murphey, Maryland POST, Sykesville, MD  
Sam Reed, III, Tennessee POST, Nashville, TN  
Dean Ross, Valley City PD, Valley City, ND  
Larry Smith, Illinois POST, Springfield, IL  
Mark Strickland, NC CJ POST, Salemburg, NC  
Cindy Taylor-Patch, Vermont POST, Pittsford, VT  
Mike Valvercle, New Mexico DPS, Santa Fe, NM  
Ashley Welborn, Livingston PD, Livingston, AL  
Greg Williams, South Dakota POST, Pierre, SD  
Ray Williams, Charlotte Mecklenburg PD, Charlotte, NC

## INCOMING IADLEST PRESIDENT

Nevada's Director Richard Clark will assume the IADLEST Presidency at the conclusion of 2011 IADLEST Annual Conference to be held in Nashville, Tennessee June 19 to 22, 2011.

**Richard Clark** is the POST Executive Director for the Nevada Peace Officer Standards and Training Commission. He retired from the Los Angeles Police Department in 1991 as a Communications Division Watch Commander after 26 years of dedicated service. During his time with the department, he also served as a Patrol Officer, Traffic Officer, Investigator, and Supervisor. He served four years with the L.A.P.D. Academy as a PT / Defensive Tactics



Instructor, a Field Supervisor for 20 years. During this time he worked three years in deep undercover intelligence, 12 years as a motorcycle Sergeant, and three years as Chairman of the Department's Peer Counseling Program. He spent three years teaching L.A.P.D. Sergeant School instructing Conflict Management, Counseling and Communication Skills for Supervisors.

Dick won Silver Medals in the Police Olympics in 1970/71. He was a member of the Los Angeles Police Department's cross country team that set a world's record for the longest run in history. This run spanned from L.A. to Montreal Canada in 1976. In 1995 he won the Silver medal in "The Toughest Competitor Alive" category at the World Police and Fire Games in Melbourne, Australia.

After a brief tour during retirement as a consultant in Conflict Management for Law Enforcement, he began his second career in law enforcement with the State of Nevada's then called POST Committee in August 1993. He started as a training officer with the Nevada Law Enforcement Academy. In 1994, he advanced to the position of Chief of POST. In July 1999, he was appointed the Executive Director of the Nevada Commission on Peace Officers' Standards and Training.

Dick has earned an AA Degree in Pre-veterinary Science, a BA Degree in Biology, and has a Master's Degree in Psychology. He is also a graduate of the Northwestern University School of Police Staff and Command.

## POLICE PROFESSIONALISM

The Department of Justice's National Institute of Justice (NIJ) announced the release of two papers from the Executive Session on Policing and Public Safety, a roundtable funded by NIJ and managed by the Harvard Kennedy School's Program in Criminal Justice Policy and Management. Both publications, *The Persistent Pull of Police Professionalism* and *Toward a New Professionalism in Policing*, are the latest

additions to the *New Perspectives in Policing* series, a collection of papers from the Executive Session.

To view the papers from the Harvard Executive Session on Policing and Public Safety, copy and paste the following link into your web browser: <http://www.ojp.usdoj.gov/nij/topics/law-enforcement/administration/executive-sessions/papers.htm>

### **NEVADA POST PARTNERS WITH CROWN POINT TECHNOLOGIES**

*by: Boe R. Turner, Nevada POST*

In 1996, Nevada POST developed a reciprocity 80-hour classroom training to prepare officers from other states for Nevada Peace Officer certification. This program was extremely successful for officer lateral entry into the Nevada system.

In 2010, Nevada POST created an online in-lieu self-study 80-hour certified program. This was made possible with a partnership with Crown Pointe Technologies, a data base software provider. This program is available for officers in all states who meet reciprocity qualifications.

The online program saves time and money for agencies and officers and is a proactive approach for training in a time of budgetary challenges. This training program can be accessed through the Nevada POST website: <http://post.state.nv.us>

### **SELECTING FOR INTEGRITY ON A STATEWIDE BASIS - INCREASING LAW ENFORCEMENT PROFESSIONALISM THROUGH PRE-EMPLOYMENT TESTING**

*by: Fred M. Rafilson, Ph.D., CEO  
I/O Solutions, Inc.*

One of the greatest challenges associated with hiring police officers is identifying applicants with integrity. For example, in a recent hiring cycle, 70 percent of applicants for police officer positions in Las Vegas, Nevada, failed the background check and polygraph examination process. Likewise, the Connecticut State Police

experienced a 60 percent failure rate on polygraphs in their recent entry-level process. In fact, the FBI recently reported that 50 percent of their applicants were failing the background check process. Law enforcement agencies nationwide are struggling with this critical issue. Is there anything that can be done?

State-of-the-art entry-level exams have recently been developed that can predict both job performance **and** a wide array of counter-productive behaviors that are typically assessed by costly polygraph examinations and background checks. This is done by combining the two most powerful predictors of law enforcement job performance: cognitive ability and integrity. Research has demonstrated that an assessment of integrity offers the greatest complement, or incremental validity, to the traditional model of cognitive ability testing (reading, writing and math).

At this point, it would be helpful to describe some of the constructs included in a pre-employment measure of integrity. These constructs include ethical and moral tendencies in various situations, attitudes toward employers and supervisors, attitudes toward theft behaviors, and attitudes toward the use of drugs, and penalties related to drug use.

Since integrity exam components measure many of the same constructs as psychological exams and polygraph tests, they can quickly eliminate people more likely to fail on these more costly employment hurdles. Thus, the expected failure rate of psychological and polygraph exams would decrease dramatically, saving the hiring agency a significant investment in unqualified candidates. In addition to being highly valid, these state-of-the-art exams do not display the typical average score differences found in the traditional cognitive entrance exams. Therefore, these tests can drastically reduce test score differences between minority and gender groups while greatly enhancing the validity of an agencies selection process.

Clearly, adding integrity testing to the traditional cognitive measure is a state-of-the-art step in the right direction toward a solution to some of today's law enforcement professionalism issues.

State POST commissions and similar agencies can partner with providers of the best of these exams (those that have been specifically developed, normed and validated for use in law enforcement) or arrange for discounted fees from the publishers of these exams for law enforcement agencies in their state who choose to implement them. At a minimum, standards and training commissions can make agencies throughout their state aware that such tools exist and can promote research in this exciting area of personnel selection.

### **ICE SECURE COMMUNITIES IS TRANSFORMING CRIMINAL ALIEN IDENTIFICATION**

*by: Marc Rapp, Assistant Director (Acting), Secure Communities, U.S. Immigration and Customs Enforcement, Washington, D.C.*

Last December, a man was arrested in Johnston County, North Carolina, for felony larceny and felony breaking and entering. Upon booking, his fingerprints were checked against both the FBI and Department of Homeland Security (DHS) databases as part of a U.S. Immigration and Customs Enforcement (ICE) strategy called Secure Communities. His fingerprints were matched against DHS's immigration records and ICE was automatically informed that the man in custody was a previously-removed criminal alien from Guatemala with numerous past encounters with law enforcement. He had been charged multiple times with assault with a deadly weapon (ADW), as well as false impersonation, domestic violence, ADW with intent to kill, and was convicted of ADW in 1996. After being convicted of misdemeanor breaking and entering this past December, he served his time and was removed from the United States by ICE on February 16, 2011.

**Federal Information Sharing is Modernizing Criminal Alien Identification:** Incidents like the one in Johnson County, NC involving criminal aliens can happen anywhere in our country. Each year, law enforcement officers around the nation arrest approximately one million people for crimes who are non-U.S. citizens and are of interest to ICE.[1]

Traditionally, the identification of these aliens was manual, time-consuming, and labor-intensive. In recent years, ICE has modernized the identification and removal of criminal aliens through a variety of initiatives, such as Secure Communities.

Through the Secure Communities strategy, ICE improves public safety every day by transforming the way criminal aliens are identified and removed from the United States. As part of this strategy, ICE uses an existing federal biometric information sharing capability to identify aliens when they are arrested for a crime and booked into state or local law enforcement custody. The federal biometric information sharing capability, or IDENT/IAFIS interoperability, enables ICE to identify aliens in law enforcement custody more quickly and accurately using biometrics—in this case, fingerprints.



*Secure Communities helps ICE prioritize the removal of criminal aliens who pose the greatest threat to public safety*

*Sidebar/call-out: The FBI's Criminal Justice Information Services (CJIS) Division and the Department of Homeland Security's (DHS) US-VISIT program are two key partners in this effort. FBI CJIS maintains the FBI's Integrated Automated Fingerprint Identification System (IAFIS), which stores biometric criminal records; and US-VISIT maintains DHS's Automated Biometric Identification System (IDENT), which primarily stores biometric immigration records. FBI CJIS and US-VISIT have made these systems interoperable, enabling fingerprints submitted to IAFIS to be checked against IDENT automatically. ICE is using this federal biometric information-sharing*

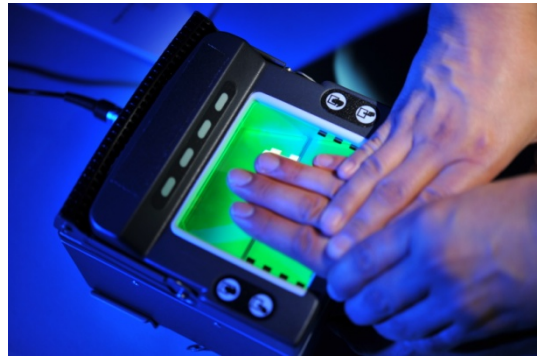
*capability, or IDENT/IAFIS interoperability, to identify aliens when they are arrested and booked into law enforcement custody.*

IDENT/IAFIS interoperability enables fingerprints submitted at booking to be checked against FBI criminal history records and DHS immigration records, providing valuable information to accurately determine the subject's identity and immigration status. This process applies to all individuals arrested and booked into custody, not just those suspected of being foreign nationals, which reduces the risk of racial profiling. IDENT/IAFIS interoperability can also help identify aliens known to ICE from a previous encounter, such as the above example where the criminal was identified as having been previously removed from the U.S. When fingerprints match DHS records, ICE is automatically notified and promptly determines if enforcement action is required. At the same time, law enforcement may receive this immigration information through the state identification bureau.

If a law enforcement agency receives a “no match” response and if the subject's place of birth is unknown or law enforcement has a reasonable belief that the subject is foreign born as a result of information gathered during processing/booking, such as statements made by the subject or if NCIC reveals that the subject has claimed to be a foreign born national in the past, ICE encourages law enforcement to consider the following additional measures: 1) send a manual Immigration Alien Query to the Law Enforcement Support Center (LESC) or contact the LESC telephonically for support, or 2) contact your local ICE field office. [2] The activation of this capability does not authorize law enforcement officers to enforce immigration law or inquire about an individual's immigration status. ICE maintains sole authority to determine an individual's immigration status and take immigration enforcement action.

ICE is currently using this capability in numerous cities and counties across the nation and plans to expand to nationwide use by 2013. As of March 22, 2011:

- 1,123 jurisdictions in 40 states are benefiting from the federal biometric information sharing capability;
- More than 6.6 million fingerprints have been submitted through this capability, resulting in more than 67,000 criminal alien removals from the United States; more than 24,500 of these aliens were convicted of felonies such as murder, rape, kidnapping, and threats to national security.



*Biometric information sharing enables ICE officers to quickly and accurately determine if a subject in law enforcement custody is a criminal alien.*

*Sidebar/call-out: The following 40 states currently benefit from ICE's use of the federal biometric information sharing capability to identify criminal aliens: Arizona, Arkansas, California, Colorado, Connecticut, Delaware, Florida, Georgia, Hawaii, Idaho, Illinois, Iowa, Kansas, Kentucky, Louisiana, Maryland, Massachusetts, Michigan, Mississippi, Missouri, Montana, Nebraska, Nevada, New Mexico, New York, North Carolina, Ohio, Oklahoma, Oregon, Pennsylvania, Rhode Island, South Carolina, South Dakota, Tennessee, Texas, Utah, Virginia, West Virginia, Wisconsin, and Wyoming.*

Through the activation of IDENT/IAFIS interoperability, ICE is identifying criminal aliens at the earliest possible time—when they have been arrested for a crime and booked into law enforcement custody. This early



identification enables ICE to initiate the removal process while the individual is in law enforcement custody, which can reduce the time criminal aliens spend in ICE custody prior to removal after they are released from law enforcement custody. ICE encourages due process and the full prosecution of all criminals, including those aliens who are subject to removal.

### **Federal Biometric Information Sharing**

**Benefits Law Enforcement:** Secure Communities IDENT/IAFIS interoperability provides various benefits for law enforcement, such as:

*It's easy.* IDENT/IAFIS interoperability requires little to no change to current law enforcement procedures, incurs no cost to law enforcement agencies that use digital fingerprint scanners, and does not affect law enforcement officers' daily operations.

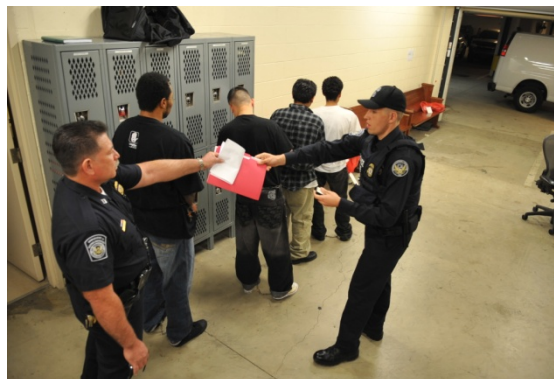
*It's quick and accurate.* Because IDENT/IAFIS interoperability relies on biometrics and not simply biographic information, which can be falsely used and/or vary, the identity and immigration status of those in law enforcement custody can be more quickly and accurately determined.

*It focuses on criminal aliens.* Secure Communities IDENT/IAFIS interoperability is a tool to help identify and ultimately remove aliens convicted of a crime and subject to removal from the United States before they are released back into the community. ICE maintains its authority to take enforcement action on any alien subject to removal from the United States, but those arrested for felonies and violent crimes are the enforcement priority.

*It reduces the risk of racial and ethnic profiling.* The fingerprints of every individual arrested and booked into custody are checked against immigration records—not just those manually submitted by law enforcement officials based on something a subject has said or some other subjective indicator.

*It provides law enforcement officials with more information about their subjects.* Information

shared through the state identification bureau can now include criminal history, immigration status, and identity information, which may be useful for officer safety and for investigative purposes if the law enforcement agency is capable of receiving the immigration response.



*Through Secure Communities, ICE improves public safety by supporting law enforcement and removing criminal aliens from their communities.*

*It brings an around-the-clock commitment from ICE.* ICE has expanded its capability to issue detainers 24/7 on those potentially subject to removal from the United States.

The Secure Communities strategy enhances ICE's ability to identify and remove criminal aliens from the United States, increasing such removals from 35 to 54 percent of the total aliens removed from FY 2009 to FY 2011 YTD. The achievements made through the Secure Communities strategy have been recognized and supported from national, state, and local law enforcement agencies and associations, including the National Sheriffs' Association, the Major County Sheriffs' Association, the New York State Sheriffs' Association, and the New York Association of Chiefs of Police.

For updates on the Secure Communities strategy, contact ICE at 202-732-3900 or visit [http://www.ice.gov/secure\\_communities](http://www.ice.gov/secure_communities)

#### *Foot Notes:*

*1) Calculated by Secure Communities, based on modeling.*

2) If a law enforcement agency does not currently receive messages from FBI CJIS, it will not begin receiving them through Secure Communities unless information technology upgrades are made. For more information about the necessary capabilities, law enforcement should contact the local state identification bureau.

## **ENVISAGE TECHNOLOGIES AWARDED \$3.2 MILLION DHS CONTRACT**

*by: Cory Myers, Envisage Technologies*

Envisage Technologies announced in January that Customs and Border Protection (CBP), an agency within the Department of Homeland Security, awarded the company a two-year, task order to continue deployment of the Acadis® Readiness Suite to additional locations across the United States.

CBP is utilizing the Acadis Readiness Suite to meet its rigorous training management requirements and modernize key aspects of its high-liability law enforcement training operations. Acadis has been deployed at CBP training facilities in Glynco, GA; Harper's Ferry, WV; Charleston, SC; El Paso, TX; Front Royal, VA; St. Augustine, FL; as well as field offices across the United States.

“When it comes to training, CBP is by far one of the most forward thinking Federal Agencies,” said Ari Vidali, Envisage chief executive officer. “They have made significant headway in reducing waste, optimizing academy operations, and standardizing their approach to high-liability training. They have won several awards for their approach, including being nominated for the Federal Law Enforcement Accreditation (FLETA) Best Practice award two years in a row. We are honored to be assisting them with their important mission.”

**About the Acadis Readiness Suite:** The Acadis Readiness Suite is an enterprise software application that enables organizations to create training ecosystems. Acadis automates the management of complex, high-risk training environments such as law enforcement, public safety, homeland security, and the military. The modular system architecture allows training organizations to optimize the entire “hire-to-retire” lifecycle for personnel by fusing learning

management, automated scheduling, registration management, housing/barracks management, certification compliance tracking, automated testing, and document management into a comprehensive end-to-end solution. The optional Acadis Portal Framework allows secure, decentralized access to employee training records, in-service training reporting, online learning, class registration, and instructor availability management.

**Customs and Border Protection:** With over 58,000 employees, CBP is one of the Department of Homeland Security’s largest and most complex components, with a priority mission of keeping terrorists and their weapons out of the U.S. It also has a responsibility for securing and facilitating trade and travel while enforcing hundreds of U.S. regulations, including immigration and drug laws.

**About ENVISAGE:** Founded in 2001, Envisage is an industry visionary in training management, resource optimization, complex scheduling and process automation for law enforcement, public safety, and military organizations. Clients include military commands, federal law enforcement academies in the U.S. Department of Homeland Security (DHS), and state law enforcement and public safety organizations. Learn more by visiting [www.envisagenow.com](http://www.envisagenow.com) or calling 888-313-8324.

## **THAT WAS THEN; THIS IS TOMORROW!**

*by: Michael J. Lindsay, Deputy Director, Indiana Law Enforcement Training Board*

In a current article on our own NLEARN website, we link to a British on-line news publication that noted several trends within Britain’s law enforcement community. This particular article, “Why are police so rude?” noted an increase in complaints that police officers are rude or aggressive. Mr. David Gilbertson, the author, says the reason for this is that policemen are trained to be this way.

He expands on this claim by saying this is primarily the consequence of training tactics that are result oriented rather than people oriented

and that officers now believe, partly because of this training, that nearly every contact with the public is potentially dangerous. This perceived threat level contributes to a tactical mindset more akin to a military demeanor than to the traditional police demeanor. Over my years in law enforcement, I have also noticed this trend within the U.S. police community.

How we got to this point is, I believe, the result of a number of key developments in our recent past. A review of how we progressed through these periods is worthwhile in understanding how we arrived at where we are today.

I have noted what I classify as four overlapping but distinct eras within my career. Each successive era has helped establish what we find in our present system, including this military mindset. Whether these eras produced mostly good or mostly bad results for law enforcement is debated, but we are certainly a product of our collective experience.

The first era of which I am personally aware is what I sometimes call the Andy of Mayberry era (the television show ran from 1960 to 1968). This approach to law enforcement was diametrically opposite to the military mindset of today. Most law enforcement officers of that day were anxious to move beyond this stereotype. These officers often viewed this approach as representing more of a Barney Fife persona than what I saw as the Wise Old Sheriff or a Common Sense era. This down-to-earth philosophy disappeared quickly when officers found more sophisticated, professional characters to emulate.

The “Joe Friday” era—my moniker for the next generation of law enforcement officers—first began manifesting itself after the television series *Adam Twelve* and *Dragnet* became popular (with *Dragnet’s* final series beginning in 1967 and the last movie premiering in 1987). Their main characters quickly became the standards for nearly every young officer; and the cold, detached demeanor of “The facts, ma’am, just the facts” became our collective credo.

This approach finalized a messy divorce between us and the communities we served.

Although we were no longer viewed as dolts who could only get a job through political patronage, we also lost the insulation that this old system provided.

From here, we quickly realized that this new approach brought its own set of difficulties so our next great efforts were attempts to somehow reintegrate the police back into the community but still maintain a professional distance. Many call this the Community Policing era. This and the redesigned community-oriented policing programs that followed were largely failures because they attempted to transform veteran officers into social workers and community engineers rather than back into the more limited role of hometown police officer.

These defects in philosophy were never satisfactorily corrected in the eyes of the rank and file. Each of these perspectives—the Joe Friday and the Community Policing approaches—became the antithesis of the other and eventually both largely defeated the effectiveness of the other.

In order to sample the perspectives of current officers, I recently asked a class of approximately 90 basic training students how many of them had ever watched an episode of *Dragnet* or seen the *Dragnet* movie. To my surprise, only one responded in the affirmative. I suspect that this lack of exposure to the *Dragnet* persona—along with the failure to interest even new officers in becoming community oriented police—explains to some degree the continued migration by today’s officer towards the military mindset in preference to what has gone before.

A military mindset is certainly a stereotype with which new officers can proudly identify, especially considering the resurgence of support for our returning servicemen. September 11, 2001, really started the final phases of this process, and this process will likely continue because of our ongoing terrorist threats. Although most officers have not embraced the concept of becoming homeland security aficionados, they now think of themselves as our domestic military presence.

For this, we should be elated and saddened. In another article, the FBI said there will be other terrorist attacks, probably involving chemical, biological, radiological, or nuclear weapons. When such an attack occurs, our present generation of law enforcement officers will likely be better prepared, tactically and psychologically, to handle this threat than officers from any previous era. This is because these new officers are different than officers of just a few years ago.

Yes, new officers often lag in social skills—due in part, I think, to the years spent behind a computer, as well as this new military mindset—but these new officers are increasingly policing their peers, most of whom do not notice their lack of social skills.

Yes, they seem to have greater difficulty following orders and conforming conduct to traditional standards, but this conduct has not been excused by the public or the media as some of our conduct was in previous generations. By contrast, the public exhibits permissive behavior in multiples, but these officers are no longer viewed as being part of this public. They are now, like the military, distinct and separate from the public and held to different or higher standards. Sorry Sheriff Taylor, you can no longer excuse our poor behavior as something any community member might do under the circumstances. We seem to be no longer an integral and integrated part of the community, but apart from it.

So, are today's officers better or worse, too aggressive, or just not courteous compared to previous generations? Many of those from my era are quick to point to lost skills such as those cited above. Nonetheless, each generation develops new skills relevant for that generation, and even these skills may be immediately discarded when the next generation comes along. We, as a profession, are better for having progressed through each of these eras. They give us depth.

And finally, back to our original question. Are officers today ruder and more aggressive than previous generations? They may be. Should we train to mitigate these uncomplimentary

characteristics? Of course! But we should also remember that we might now be developing the best officers possible for what our country will be facing tomorrow. They are certainly the right officers for today.

*Michael J. Lindsay is the Deputy Director for the Indiana Law Enforcement Training Board and Academy. He has recently completed his 40<sup>th</sup> year in law enforcement.*

### **IMPROVED RESPONSES TO PEOPLE WITH MENTAL ILLNESSES IN THE CRIMINAL JUSTICE SYSTEM**

*by: Matt Schwarzfeld, Council of State Governments Justice Center*

Criminal justice and mental health experts gather in Baltimore, Maryland, in January to share strategies that improve outcomes for justice-involved people with mental illnesses. The Council of State Governments (CSG) Justice Center, with the support of the Bureau of Justice Assistance (BJA), Office of Justice Programs, U.S. Department of Justice, has convened more than 400 practitioners, researchers, and public officials this week to address the overrepresentation of people with mental illnesses in the criminal justice system.

According to a recent study, 16.9 percent of people admitted to jail have serious mental illnesses—rates three times higher for men and six times higher for women than those found in the general population. Many have become familiar faces in local law enforcement incidents, courtrooms, and correctional facilities.

The conference connects front-line professionals with experts, peers, and mental health consumers who can provide guidance on maximizing available grant opportunities and ensuring programs have the greatest impact, including improving law enforcement encounters with people with mental illnesses; diverting individuals to treatment and service.

*Continued on page 16*





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- Provide input on national policies affecting law enforcement standards and training.

*continued from page 12*

when appropriate; and providing assessments, programming, and services that can reduce reoffending and improve health outcomes “Recent tragic events have highlighted the critical need for justice and mental health communities to work together and share information to prevent and respond to crime,” said BJA Acting Director James H. Burch, II. “At the same time, our justice systems lack the budgetary strength and often the expertise to respond to the mental illnesses that link people to the justice system, creating a mandate for the two systems to work together to serve communities effectively.”

This conference is made possible through the Justice and Mental Health Collaboration Program (JMHCPC), which is administered by BJA. In 2004, Congress authorized the JMHCPC through the landmark Mentally Ill Offender Treatment and Crime Reduction Act in recognition that the justice system is filled with people with serious mental illnesses and co-occurring substance use disorders. The federal funding program authorizes funds for states, units of local government, Indian tribes, and tribal organizations to more effectively use justice system resources to improve public safety and linkages to treatment. Through its technical assistance provider, the CSG Justice Center, BJA has offered training and guidance to grantees from more than 40 states.

“Lawmakers are facing great challenges in balancing their state’s budgets,” said CSG Justice Center Board of Directors’ Vice-Chair and Kansas State Representative Pat Colloton. “By highlighting what works in reducing the number of people with mental illnesses who cycle in and out of the criminal justice system, BJA is helping state lawmakers reduce spending and focus investments on strategies that will improve the lives of these individuals and increase public health and safety.”

To view detailed information about the conference, access other criminal justice-mental health resources, and subscribe to the Consensus Project newsletter, visit [www.consensusproject.org](http://www.consensusproject.org).

*The Council of State Governments Justice Center is a national nonprofit organization that serves policymakers at the local, state, and federal levels from all branches of government. The Justice Center provides practical, nonpartisan advice and consensus-driven strategies— informed by available evidence—to increase public safety and strengthen communities. For more information, see [www.justicecenter.csg.org](http://www.justicecenter.csg.org).*

**EXECUTIVE COMMITTEE  
(SPECIAL) MEETING  
ORLANDO, FLORIDA  
OCTOBER 23, 2010**

**CALL TO ORDER:** President Rusty Goodpaster (IN) called the meeting to order at 10:25 am.

**ROLL CALL:** Members Present: Penny Westfall, Mike Crews, Dick Clark, Rusty Goodpaster, Mark Damitio, Lloyd Halvorson, Chuck Melville, John Gallaher, Bill Floyd, Mike Becar, Pat Judge. Members Absent: Cameron Campbell.

**EXECUTIVE DIRECTOR BRIEFING:** Pat Judge requested guidance on when to publish the Executive Committee Minutes in the newsletter. The members decided that they should be published as soon as they are approved. The Secretary will try and have the minutes emailed to the members within 30 days of the meeting, and the approval could take place electronically in the future.

Judge has been asked by authorities in Mexico to attend a meeting in Mexico to assist their government in setting up a POST-type agency there. **MOTION** by Crews to allow Judge to attend representing IADLEST. **SECOND** by Westfall. **MOTION CARRIED** with all in favor.

**CONTRACTS:** Goodpaster informed the members that contract renewal needs to take place by Nov. 1<sup>st</sup> for Judge and Becar. **MOTION** by Clark to award a 5% raise to both Becar and Judge, bringing Judge’s contract to \$36,750 and Becar’s contract to \$79,800. **SECOND** by Halvorson. **MOTION CARRIED** with all in favor.



**ADMINISTRATIVE ITEMS:** The members in attendance at the NDI meeting heard a motion to deny the request from the National Institute of Ethics to access the number of revocations currently in the system. Ultimately, the request for information must be brought to the Executive Committee. MOTION by Clark to approve the decision of the NDI committee and deny the request by the National Institute of Ethics. SECOND by Crews. MOTION CARRIED with all in favor.

Members at the NDI meeting heard a motion to reject both proposals (from Envision and Digital Motion) that were submitted as both were deemed unacceptable by the NDI committee. The committee recommends that both vendors be notified of deficiencies and have an opportunity to resubmit their proposal within 30 days. MOTION by Clark to support the NDI Committee's recommendation, reject both bids, and offer them a chance to resubmit within 30 days. SECOND by Crews. MOTION CARRIED with all in favor.

Tim Braaten presented a check for \$10,500 (above and beyond the return of the seed money) to the Executive Committee from the conference in Texas. He requested that the committee consider donating a portion of this money to the Texas Special Olympics. MOTION by Crews to deny the request. SECOND by Muldoon. Considerable discussion took place regarding the motion. MOTION CARRIED with 9 in favor and 1 opposed.

**ADJOURNMENT:** Meeting adjourned at 12:50 pm.

