

NEWSLETTER

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

MAY 2018 IADLEST CONFERENCE - A SUCCESS -



Conferees met at the Revere Hotel
Boston, Massachusetts, May 2018

**International Association of
Directors of Law Enforcement
Standards and Training**

ANNUAL CONFERENCE
May 20-23, 2018

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A special thank you to the conference sponsors: Engility, Virtual Academy, Envisage, PoliceOne Academy, FAAC, The Learning House, Inc., POSH Mfg., Milo Range, VirTra, JPMA, and USDOJ/VALOR.

Thanks to everyone who joined us in Boston, Massachusetts, for the 2018 IADLEST Conference! There were 274 attendees representing 40 states and 18 different countries!

The countries represented were:

- Albania
- Algeria
- Bangladesh
- Bosnia
- Benin
- Colombia
- Lebanon
- Iraq
- Indonesia
- Kosovo
- Myanmar
- Montenegro
- Moldova
- Nepal
- Nigeria
- Pakistan
- Philippines
- United States

The live auction brought in \$3,815 for the Special Olympics of Massachusetts. Thank you to all those who donated and purchased items.

If anyone has photos from the conference that you would like to share, please email them to yvonne@iadlest.org

Mark your calendars for the **2019 IADLEST Conference, June 9-12, 2019, in Milwaukee, Wisconsin.**



PRESIDENT'S MESSAGE

by: Dan Zivkovich, Director
Massachusetts Municipal Training Committee



I hope you have taken time to check out the overhauled IADLEST and NLEARN websites. The functionality and appearance are a huge improvement from our previous site.

Thank you, Dan Setzer, Ari Vidali, the Envisage Technologies team, and the members of the NLEARN committee who worked and reworked the design to make it useable, useful, and user-friendly.

I especially appreciate Envisage' investment because the scope of the project turned out to be much more extensive than projected, but the Envisage team stepped up and made a commitment to complete the project as proposed nonetheless without requesting additional funding. Thank you, Envisage.

I encourage you to share a link to the website and an invitation to join NLEARN to all of the academy directors, program coordinators, and public safety trainers in your region. NLEARN will only be as successful as the participation we create. If we have active participation, it will facilitate the flow of questions, ideas, innovations, and best practices.

If you did not hear, the annual conference was well attended. We had more than 270 attendees, representing 18 countries and 40 states, with over 80 attendees from outside the United States. The workshops were solid and got excellent reviews. Thank you Yvonne, Laurie, Kaye, Mark, Dave, and the Massachusetts staff who worked behind the scenes leading up to and during the conference to make it such a success.

As you know, due to a unique set of circumstances, we had three Executive Committee positions on the ballot at this year's

conference: president, first-vice president, and second vice-president. The three ballots became four ballots when the treasurer was elected to be second vice-president.

I very much appreciate Kim Vickers (TX), Jami Cook (AR), and Brian Grisham (TN) for offering their services as first vice-president, second-vice president, and treasurer, respectively. Their years of involvement and investment in IADLEST have filled the leadership void on the Executive Committee and will allow us to maintain our momentum and continuity as we continue to evolve. Thank you Kim, Jami, and Brian!!

That momentum will be tested in the coming year. There are several initiatives in the works that could have a significant impact on IADLEST, financially and programmatically. Stay tuned!

I offer my ongoing appreciation to all of you who are actively involved in IADLEST and who are actively engaged in helping IADLEST to be a voice for the public safety profession and to be a respected, viable organization. Thank you.

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

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

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

Newsletter articles or comments should be sent to IADLEST; 1330 North Manship; Meridian, Idaho 83642; or Yvonne@iadlest.org. Contributors are encouraged to provide material that best promotes valid standards for the employment and training of law enforcement officers.

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

MEETINGS SCHEDULED

The next IADLEST General Business Meeting is scheduled for Saturday, October 6, and Sunday, October 7, 2018, in conjunction with the 2018 IACP Orlando, Florida, Conference. Meeting location will be announced at later a date.

COMING SOON

*by: Karen L. Amendola, Ph.D., Chief Behavioral Scientist,
The National Police Foundation*

Coming soon: watch for a survey of training and/or policies on *Police Encounters with Dogs* and dog shootings, from Police Foundation (Karen L. Amendola, PhD) www.policefoundation.org



POSITION OPENINGS

The Michigan Commission on Law Enforcement Standards is Hiring!
by: Hermia Kramp, Deputy Director, MCOLES

The Michigan Commission on Law Enforcement Standards (MCOLES) is the state agency that sets selection, employment, training and retention standards for the law enforcement profession in Michigan. We have posted two job openings—one for a curriculum developer and one for a field representative.

The curriculum developer is responsible for maintaining the validity of the basic training curriculum and in-service training standards

through research, input from professionals, and best practices.

The field representative is the liaison to our statewide training delivery sites and law enforcement agencies. They provide oversight for basic training academy operations and conduct fiscal and statutory inspections at law enforcement agencies.

These positions are full time positions ranging in salary from \$42,057.60 - \$71,156.80 based on experience.

To view additional information and the position descriptions, go to www.michigan.gov/. Click on “residents” and then on “state job openings.” Once on the site, sort by newest to oldest posting and look for the Human Resource Developer positions with Michigan State Police. Individuals can view the job description, pay ranges, and deadlines for applying. MCOLES is an equal opportunity employer.

POST DIRECTOR CHANGES



Nebraska: The Nebraska Commission on Law Enforcement and Criminal Justice is pleased to announce Brenda Urbanek as the new Director of the

Nebraska Law Enforcement Training Center in Grand Island. Brenda has been serving as the Interim Director of the Training Center since late-February of this year, and has served as the Deputy Director of the Training Center since 1995. Brenda joined the staff at the Training Center in 1990 as an instructor after serving honorably as a police officer and investigator for the City of Kearney from 1984 to 1990. Brenda is the first woman to hold the position of

Director of the Training Center. Her promotion to Director is effective Monday, April 23, 2018.

“From a list of several qualified applicants, the Police Standards Advisory Council conducted interviews and recommended Brenda because of her demonstrated leadership. Brenda has trained thousands of law enforcement officers in Nebraska during her time at the Academy, and she has routinely provided professional and expert guidance in the training standards established for Nebraska. This guidance, leadership, and direction has led to successful changes and implementations in Nebraska’s training curriculum,” said Executive Director of the Commission Darrell Fisher.

Director Urbanek stated, “I am truly honored to be selected as the Director of the Nebraska Law Enforcement Training Center. I appreciate the opportunity to work with all law enforcement agencies in the state to continue to enhance the level of professionalism as we all strive to serve and protect the people in Nebraska.”

The Nebraska Law Enforcement Training Center is under the supervision and control of the Nebraska Commission on Law Enforcement and Criminal Justice and was created by statute to:

- test all law enforcement candidates on behalf of the Police Standards Advisory Council to ensure they meet pre-certification and certification requirements;
- oversee and monitor other training schools and training academies to ensure they meet pre-certification and certification requirements; and
- conduct certification programs and advanced law enforcement training as directed by the Council.

Brenda is a graduate of Kearney State College in 1984, and she holds a Bachelor of Science Degree in Criminal Justice with a minor in Sociology. Brenda was a four-time NAIA All-American at Kearney State as a shortstop on the KSC softball team from 1980 to 1984. She was inducted into the University of Nebraska-Kearney Hall of Fame in 1995. Brenda and her late husband Greg have two daughters, Emma and Maggie.

LIFE MEMBERS INSTALLED

At its May 20, 2018, meeting in Boston, Massachusetts, the Executive Committee approved the installation of Bill Muldoon and Ed Pavey as life members.

Bill Muldoon: Bill was the Director of the Nebraska Law Enforcement Training Center before accepting a position as director of emergency communications (911) with Sarpy County, Nebraska. Bill was a long-time IADLEST member and served on the Executive Committee as a regional representative, Vice-President and IADLEST 2012-13 President.

Ed Pavey: Ed retired as the Director of the University of Kansas Law Enforcement Training Center. Ed was a long-time supporter and member of IADLEST. His awards include the 1994 International Association of Chiefs of Police and National Highway Traffic Safety Administration’s J. Stannard Baker Award, the Wichita Crime Commission’s 1998 Criminal Justice Professional of the Year, and the 2002 FBI National Academy Associates Clarence M. Kelley Award. His other career highlights include a 1993 trip to St. Petersburg, Russia, to observe and consult with police there, as well as a 2009 trip to Armenia to meet and consult with Armenia’s national police.

IN MEMORY

John “Jack” Schuyler passed away in Annapolis, Maryland, June 24, 2018. Jack served as an IADLEST Executive Committee member and as President in 1992-93. He was a life member of IADLEST.

Jack was the Executive Director of the Maryland Police and Correctional Training Commissions, retiring in 1993.

He was a Major in the U.S. Marines and served in the Viet Nam War, 1st Tank Battalion, from 1967-68 retiring in 1970. He also served as a Company Officer at the United States Naval

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By the field, for the field

The Collaborative Reform Initiative Technical Assistance Center (CRI-TAC) provides no-cost customized technical assistance solutions designed to meet the unique needs of state, local, tribal, and campus law enforcement agencies throughout the United States.

THE CRI-TAC IS HERE TO HELP

- Tailored, scalable solutions
- Informed by cutting-edge innovation and evidence-based and promising practices
- Designed in a collaborative manner with the agency
- Delivered by subject matter experts from the field
- No cost to the requesting agency

SERVICES PROVIDED:



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In-Person Training



Virtual Coaching



Meeting Facilitation



On-Site Consultation

Visit www.CollaborativeReform.org for more information and to request assistance.



This project was supported, in whole or in part, by cooperative agreement number 2017-CR-WX-K001 awarded by the U.S. Department of Justice, Office of Community Oriented Policing Services. The opinions contained herein are those of the author(s) or contributor(s) and do not necessarily represent the official position or policies of the U.S. Department of Justice. References to specific individuals, agencies, companies, products, or services should not be considered an endorsement by the author(s) or the U.S. Department of Justice. Rather, the references are illustrations to supplement discussion of the issues.



IADLEST Academy Directors' Course

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

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

Join the teaching cadre

IADLEST Academy Directors' Course Topic Areas:

Budgeting/Funding:

- Overall general information on budgeting
- How to fight for funds within the budgeting procedure
- Funding: How to obtain funds: Grants, Donations, etc.
- Creative Ways to Reduce Costs

Curriculum Development

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

Policies/Rules/Regulations:

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

Logistics

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

Learning Styles/Delivery of Training Methodology

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

Legal issues

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

Needs Assessment

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

Resources

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

Make a Difference!

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

The Committed Catalyst for Law Enforcement Improvement

International Association of Directors of Law Enforcement Standards and Training

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Academy, and on the staff of the Chairman, Joint Chiefs of Staff.

In 1991, he served as advisor to the Estonian Police Department by request of the Republic of Estonia to the Governor of Maryland. He also returned to Estonia twice to work at the Estonian National Defense Academy.

Jack was a graduate of the University of Maryland, the Armed Forces Staff College, and the University of Maryland/Aspen Institute Government Executive Institute. He was 89 years old.

**IADLEST CERTIFIES 25 INSTRUCTORS
IN ITS NATIONALLY CERTIFIED
INSTRUCTOR PROGRAM (INCI)**

by: Peggy Schaefer, IADLEST

Since last March, IADLEST staff has been busy working to establish our new Nationally Certified Instructor Program where we recognize the best instructors throughout the US. All of the INCI instructors come highly recommended from their peers and IADLEST members. They all have significant training and development experience and have spent their careers improving the criminal justice training system.

This program encourages instructors to continue to seek out continuing education by attending instructor conferences and taking advanced instructional courses. To maintain certification, INCI individuals must attend six (6) hours of continuing education every three (3) years.

The following individuals are “charter members” of the INCI:

Alberto Alonzo – Tulane University, New Orleans, LA
Steve Ashley – Risk Management
Bruce Barnard – FLECT
Michael Brave – LAAW International, LLC
Robert Brzenchek – All Source International Security
Paul M. Cunningham – University of Texas Police
Mark Damitio, IADLEST
Scott Donaldson – Collin Comm College, Texas
John Edwards – Georgia SBI – Retired
John Ferguson – Arkansas Training Academy

Michael Ferguson – Kilgore College Texas PD
Dave Harvey, IADLEST
Hector Hernandez – K-9 Instructor
Daniel Howard, IADLEST
Kerry Mensior – San Diego Police Department
Kris Merithew – NC Justice Academy
Anthony Moore – Los Angeles County Sheriff's Office
Michael Parker – The Parker Group
Michael Quinn – International Ethics LLC
Peggy Schaefer, IADLEST
Pamela Tully – NC SBI – Retired
Richard Whitehead, Travis County Sheriff Office – Retired, Richard Whitehead & Assoc
Mike Wilson, NC SBI (Retired)
David Wulff, Cary North Carolina PD -Retired, Campbell University

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

The benefits are many to the individual instructors to include being acknowledged by expertise area on our website and receiving a certificate, lapel pin, and Identification Card.

For more information and to download an application, go to:
<https://www.iadlest.org/training/national-certified-instructor>

Please upload your application, resume', bio, and photo, and send to Peggy Schaefer, INCI Project Director at peggyschaefer@iadlest.org

**2018-19 IADLEST
EXECUTIVE COMMITTEE
INTRODUCTIONS**

A new IADLEST Executive Committee was installed May 23, 2018, at the IADLEST business meeting held in Nashville, Tennessee. The following is a brief biographical sketch of each of the Committee members.

President: Dan Zivkovich is currently the Executive Director of the Massachusetts Municipal Police Training Committee, which sets training standards for and provides training to municipal, University of Massachusetts, and

environmental police officers statewide. He has been involved in policing for 30 years. Prior to the move to Massachusetts, Dan was the Chief of Police in Jackson, Wyoming, for almost four years. Prior to that, he spent five years as the Director of the Wyoming Law Enforcement Academy in Douglas, which is where he began his membership and association with IADLEST.

Prior to accepting the academy position, he spent 18 years with the Wyoming Highway Patrol, working his way from Trooper to Captain. His various positions included patrol officer, truck enforcement specialist, safety education, training coordinator, and district supervisor. For seven years, he oversaw the Wyoming Highway Patrol's hiring and promotional testing processes and the basic and advanced training programs. He was also a member of the administrative staff. He has been involved in law enforcement training for over 25 years, teaching a wide variety of topics, including OUI enforcement, field training officer (FTO), ethics, crash investigation and reconstruction, and supervision/leadership classes. Dan is a graduate of the 190th Session of the FBI National Academy.

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

In 2006, Kim began working as a Field Service Agent for the Texas Commission on Law Enforcement as Director of Education and Credentialing. In September of this year, Kim

will assume the duties of Executive Director for the Texas Commission on Law Enforcement. He is married to his wife, Chrys, and has two children: son Eric is a homicide detective with the Abilene Police Department, and his daughter Jennifer is a doctor in New York City. Kim has two grandchildren.

Second Vice-President: Jami Cook serves as the Director of the Arkansas Commission on Law Enforcement Standards and Training. Prior to her appointment as Director, she served as the Arkansas State Police Program Director, responsible for policies, procedures, training, strategic planning, research and development, and special projects.

She started her law enforcement career as a Newport Police officer in 1994. In 2009, she also served as a Commissioner to the Commission on Law Enforcement Standards and Training.

Director Cook earned a Bachelor of Arts in Criminology at Arkansas State University and a Master of Arts in Criminal Justice from the University of Arkansas, Little Rock.

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

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

Treasurer: Brian Grisham, Esq., has been Director of the Tennessee Law Enforcement Training Academy (TLETA) and Executive Secretary of the Tennessee Peace Officer

Standards and Training (POST) Commission since April 2005.

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

He has been a licensed attorney since 1989 and has training certifications in criminal law, firearms instruction, asset forfeiture, police management, and courtroom security. In addition to instructional and administrative duties at the academy, he has served as an investigator and legal advisor to the POST Commission.

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

Northeast Region Representative:

Michael R. Wood is the Deputy Commissioner of New York State's Division of Criminal Justice Services, Office of Public Safety and serves as the New York State POST Director.

Mike joined the New York State Division of Criminal Justice Services in April 2014 after a 27-year career in law enforcement. Most recently serving as Deputy Chief of Operations for the Rochester, New York, Police Department, and Chief of Court Security for the Monroe County Sheriff's Office, he has also

commanded a patrol division, crime analysis unit, homicide division, and served as Aide to the Chief of Police.

A Rochester native, Mike received his Bachelor of Science degree in Mathematics/Management from Le Moyne College in Syracuse, New York, and is a graduate of the Senior Management Institute for Police. He has been actively involved in coaching youth sports for many years, and has also been a member of several trade and civic organizations. Mike and his wife Ann have been married for 25 years and have three children.

Southern Region Representative: Rebekah Taylor – Rebekah is the Program Manager for the Louisiana Peace Officer Standards and Training Council (POST). She is responsible for the concealed handgun permits and in-service training for the state.

Central Region Representative: Joyce Nelson is the Director of Public Service Training at Washtenaw Community College. She is responsible for the existing police academy and related in-service training, the corrections academy, and the development of new programs as they relate to public service.

Prior to Washtenaw Community College, Joyce worked for the Michigan Commission on Law Enforcement Standards (MCOLES). While working in the Standards Compliance Section as the state Investigator, she conducted investigations related to violations of Michigan Public Act 203 and promulgated rules, employment and licensing standards violations, and Public Safety Officer Benefit Act requests. Joyce also worked in both Career Development and Standards Compliance Sections within MCOLES, and worked on the creation of the Military Police Basic Training Program, Eye Witness Identification, and the Audio Visual Recording of Custodial Interrogations projects.

Joyce's law enforcement career began in 1995 with the City of Novi Police Department. She

served as a Field Training Officer, Detective, and Sergeant while with the City of Novi. Joyce joined the Lake Angelus Police Department in 2008 and rose to the rank of lieutenant.

Throughout her law enforcement career, training has been her passion. She became a volunteer instructor for the Oakland Police Academy a year after graduating from that academy, then moved into a paid instructor role and became Assistant Director in 2006. She served as Assistant Academy Director until 2012 when she accepted a position with MCOLES.

Joyce earned a Bachelor's Degree in Criminal Justice from Madonna University and an MBA with a criminal justice concentration from Northcentral University in Prescott Valley, Arizona. She also completed the Police Staff and Command School at Michigan State University.

Joyce is the proud mom to three: ages 19, 17, and 12.

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

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

Police Department, leaving in 2012 for his current position with CLEET.

Chuck has been involved in law enforcement training since the 1980s, serving as the department training manager for the SBSO, an academy instructor in the Allan Hancock College basic law enforcement training program, and with CLEET where he instructs both in the state academy and continuing education courses on ethics, leadership, management, and generational issues in the workplace. Chuck holds a Bachelor's Degree in Business Administration and a Master's Degree in Administrative Leadership. He is an Adjunct Professor with the University of Oklahoma, College of Professional and Continuing Studies - Criminal Justice.

West Region Representative: Mike Sherlock has over 30 years of law enforcement experience serving in Nevada and California where he held various positions including Canine Officer, Field Training Officer, Detective, and Commander. After graduating from Yerington High School in 1981, Mike began his law enforcement career as a Deputy Sheriff with Lyon County. In 2004, he graduated with a Juris Doctor degree from Lincoln Law School of Sacramento, California, and his undergraduate studies focused on criminal justice and administration of justice. Mike is currently a Nevada POST certified, Category I, peace officer and has been a member of the POST staff since 2010 serving as a Training Specialist and the Supervisor of Audits and Compliance. He has served as a part-time peace officer with the Legislative Counsel Bureau as well as teaching part-time as Adjunct Faculty at the Western Nevada College.

The Nevada Commission on Peace Officers' Standards and Training (POST) is the regulatory agency for law enforcement training throughout the state and is responsible for the certification of the nearly 18,000 peace officers serving in over 130 criminal justice agencies.

International Region Representative: Gary Bullard began his federal career with ICITAP in 2009 and currently serves as ICITAP's assistant director for the Europe, Eurasia, and Western

Hemisphere region. Mr. Bullard's previous ICITAP assignments include serving as the program manager for Albania and Montenegro and as the DOJ-ICITAP Interagency Police Representative to the United States European Command (EUCOM) J-9 Interagency Partnering Directorate in Stuttgart, Germany.

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

Mr. Bullard has worked in law enforcement development projects in post-conflict and emerging democracies since 1999: Bosnia and Herzegovina (1999-2000); Iraq and Afghanistan (2004); and Jordan (2006). While mobilized with the United States Central Command (CENTCOM) in 2004, Mr. Bullard served as the operations chief for the Civilian Police Assistance Training Team (CPATT) in Iraq during its operational start-up and in Afghanistan as the lead CENTCOM advisor in evaluating and providing recommendations to the Combined Joint Task Force and the U.S. Department of State's Bureau of International Narcotics and Law Enforcement Affairs (INL) on their police development programs. In Jordan, he served as INL's Jordan International Police Training Center Director. In this capacity, he was responsible for planning, organizing, and directing the world's largest international police training facility, which was staffed by 2,000 international professionals and trained over 3,000 Iraqi police per month.

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

In June 2011, Mr. Bullard received the Medal of Gratitude from the President of Albania as well as the U.S. Department of State Superior Honor

Award for his work with the Albania State Police. In 2004 Mr. Bullard was awarded the Bronze Star and the Defense Meritorious Service Medal while mobilized to active duty in support of both Operation Enduring Freedom and Iraqi Freedom.

**IADLEST ACCREDITATION
PROGRAM UPDATE**
*by: Mark Damitio, Accreditation
and Grants Manager*

It has been an exciting time for the IADLEST Accreditation program. IADLEST has successfully concluded their first Academy Accreditation.

Assessor Training: On March 5-9, 2018, three new assessors were trained to facilitate on-site inspections of academies.

Accreditation Program Manual Completed: A manual that provides details of the processes was completed in March 2018, and was accepted by the IADLEST Accreditation Committee on March 29, 2018.

Kosovo Academy for Public Safety Accreditation: The first academy accreditation was performed for the Kosovo Academy for Public Safety. Led by Shpend Shabani, Director of Department for Strategic Planning and Legal Issues at the Kosovo Academy for Public Safety, the process began last fall with the review of the 53 standards. Through January, February, and March, Director Shabani and his staff reviewed each and every standard and provided supporting documentation of their compliance.

On April 29-May 3, the IADLEST assessment team of Deputy Director Dave Harvey, Drita Perezic, Senior Advisor for ICITAP-Kosovo and Remzije Ibrahim, Trainer/Program Assistant for ICITAP-Kosovo performed the on-site inspection of the facilities, policies, and processes.

On May 14, 2018, the IADLEST Accreditation Committee met to consider the recommendations of staff. The Committee unanimously agreed to award accreditation. The accreditation was awarded at the

IADLEST Annual Conference on May 21, 2018, Boston, Massachusetts, at the meeting of the International attendees, and later at the General Business Meeting on May 22.

Accreditations in Process: The following agencies have applied for Accreditation and are in the process of gathering their data and supporting documentation:

- Western Massachusetts Police Academy
- Plymouth, Massachusetts Academy
- Washtenaw Community College (MI) Academy
- Tennessee Law Enforcement Academy
- Tennessee Peace Officers Standards and Training (P.O.S.T.) Commission
- New Hampshire Public Safety Training Center

The IADLEST Annual Conference also provided the opportunity to speak with a number of international partners. After the Kosovo presentation, there were inquiries by organizations representing academies in the Philippines, Algeria, Lebanon, and Montenegro. Discussions are continuing.

Additional information about the IADLEST Accreditation Program is available on the IADLEST website at: <https://www.iadlest.org/our-services/accreditation>.

IADLEST-BJA CRIME ANALYSIS GRANT PROGRAM UPDATE

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

During the second quarter of 2018, the IADLEST-BJA Crime Analysis Program offered a combination of workshops and technical assistance. The workshops are free to the student, and all materials are supplied. Students are responsible for their travel and expenses. You may always find the most up-to-date information on the IADLEST-BJA Crime Analysis Grant Program on the IADLEST website at <https://www.iadlest.org/training/crime-analysis-for-chief-executives>.

Crime Analysis for Chief Executives Workshops:

Dates	Location	Instructors	Agencies	N
April 10-11, 2018	Indiana Law Enforcement Academy, Plainfield, IN	Christopher Bruce Brett Railey Jonas Baughman	12	28
May 1-2, 2018	Lansing Police HQ, Lansing, MI	Christopher Bruce Mark Damitio Brett Railey	14	40
May 9, 2018	Lowell Police HQ Lowell, MA	Christopher Bruce Mark Damitio Brett Railey	15	1
May 30-31, 2018	Sam Houston State University, Houston, TX	Christopher Bruce Mark Damitio Brett Railey Annie Mitchell	16	54
June 14, 2018	Amarillo Police Department, Amarillo, TX	Christopher Bruce Mark Damitio Jonas Baughman Annie Mitchell	1	22

The two-day open enrollment workshops are geared to agency teams and focus on fostering better coordination and understanding. The one-day workshops are geared to a specific agency, and focus on improving and increasing analytical capacity.

IADLEST is in the process of developing additional workshops for 2018:

Dates	Location	Type
June 20, 2018	Fresno Police Department	1-day agency-specific
July 9-10, 2018	LA HIDTA Training Center, Commerce, CA	2-day open enrollment
July 12-13, 2018	Visalia Fire Department, Visalia, CA	2-day open enrollment
July 24, 2018	Maple Grove Police Department	1-day agency-specific
July 26-27, 2018	Kansas City Regional Police Academy, Kansas City, MO	2-day open enrollment
July 31-August 1, 2018	Frederick Police Training Center, Frederick, MD	2-day open enrollment
August 8-9, 2018	Regional Training Academy, San Diego, CA	2-day open enrollment
August 10, 2018	Irvine Police Dept., Irvine, CA	1-day agency-specific
August 13, 2018	Vancouver Police Dept., Vancouver, WA	1-day agency-specific
August 14-15, 2018	Portland Police HQ, Portland OR	2-day open enrollment
August 24, 2018	Navajo Nation CID, Chinle, AZ	1-day agency-specific
August 28-29, 2018	Garden City Police Department,	2-day open enrollment

	Garden City, MI	
August 30-31, 2018	Naperville City Hall, Naperville, IL	2-day open enrollment
September 5-6, 2018	Hillsboro County SO Jail, Tampa, FL	2-day open enrollment
Sept. 13-14, 2018	Rutgers Univ. PD, New Brunswick, NJ	2-day open enrollment
Sept 24-25, 2018	Arizona POST HQ, Phoenix AZ	2-day open enrollment
Sept. 27-28, 2018	Ft. Collins Police Services, Ft. Collins CO	2-day open enrollment

Crime Analysis Webinars (1.5 hours):

We held a webinar on June 4, 2018. It was presented by Dawn Reaby, Crime Analysis SME for the project. The topic was “Three Critical Steps for Law Enforcement Analysts to Create a Road Map to Success,” an overview of time management practices to make a crime analyst more efficient and valuable to their agency. It was attended by 68 people. There have been 19 views by people who have logged in after the webinar to view the recording. The total attendance to date is 87.

We held a webinar on June 8. It was presented by Christopher Bruce, IADLEST Crime Analysis Project Manager. The topic was “Improving Metrics in Police Agencies.” The focus of this session was to encourage executives to think beyond UCR categories, to develop multivariate mechanisms of tracking crime, to use better methods of comparison than the single previous year, and to find better ways of aggregating social harm by person, place, or time. It was attended by 65 people. There have been 36 views by people who have logged in after the webinar to view the recording. The total attendance to date is 101.

The project plans on presenting the following webinars this summer, 2018:

Using Analysis to Support Gang Enforcement; presented by Deputy Chief Mitch Cunningham, Wilmington (NC) Police Dept. This course analyzes the underlying causes of this violence and the factors that led up to this situation. It looks at the crime analysis principles and discusses the integration of intel-led policing, to address gang violence in a medium-sized city. It also reviews a corresponding application of community principles that assisted

with significant violent crime reduction and its role in building strong relationships between the police and the community. Wed, June 27, 2018 1:00 PM - 2:30 PM CDT

Finding the Right Analyst for the Job, will be presented by Sgt. Greg Stewart of the Portland (OR) Police Bureau. Topics include “What is and is not an analyst,” “Qualities of a good analyst,” “Choosing the best person,” “Training and testing,” and Interviewing.

Mon, July 16, 2018, 1:00 PM - 2:30 PM CDT

The Benefits of Direct Data Access, which will be presented by Dawn Reaby, Crime Analysis SME for the project. Most records management systems are EXCELLENT deposits of information. However the reports are typically controlled by the vendors that wrote the software. This webinar explores agencies taking control of their data and the reports that are generated. Fri, July 20, 2018, 1:00 PM - 2:30 PM CDT

Watch the IADLEST Crime Analysis project page at: <https://www.iadlest.org/training/crime-analysis-for-chief-executives> for dates and times as they are scheduled.

Project Timelines

Currently, the project is funded through September 2018. All required deliverables will be exceeded by the end of the grant.

IADLEST-NHTSA BELOW 100 GRANT PROGRAM UPDATE

by: Mark Damitio, IADLEST Accreditation and Grants Manager

In 2016, IADLEST received a pass-through grant from the National Highway Traffic Safety Administration to facilitate the delivery of Below 100 training over a 36-month period. The Below 100 mission is to influence law enforcement culture by providing innovative training and awareness through presentations, social media, and webinars on identifying the leading causes and current trends in preventable line of duty deaths and injuries.

The Below 100 training program incorporates the following 5 tenets:

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

There have been 14 events or presentations since the last update:

- Presented a Below 100 Core Course and Train-the Trainer in Ada, Oklahoma, on March 26. There were 43 attendees representing 26 agencies for the Core Course and again, 43 attendees representing 26 agencies for the Train-the-Trainer.
- Presented a Below 100 Best Practices and Lessons Learned Symposium in Atlanta, Georgia, on April 17 and 18 to 77 attendees.
- Presented a Below 100 Core Course and Train-the Trainer in Grand Island, Nebraska, on May 7. There were 22 attendees representing 8 agencies for the Core Course and 16 attendees representing 7 agencies for the Train-the-Trainer.
- Presented a Below 100 Core Course and Train-the Trainer in Omaha, Nebraska, on May 8. There were 18 attendees representing 6 agencies for the Core Course and 14 attendees representing 3 agencies for the Train-the-Trainer.
- Presented a Below 100 Technology and Telematics presentation at the International Association of Chiefs of Police Law Enforcement Information Management Conference in Providence, Rhode Island, on May 21 to approximately 100 attendees.
- Presented a Below 100 Core Course and Train-the Trainer in Canandaigua, New York, on May 30 . There were 22 attendees representing 11 agencies for the Core Course and 6 attendees representing 5 agencies for the Train-the-Trainer.

- Presented a Below 100 Core Course and Train-the Trainer in Canandaigua, New York, again on May 31. There were 18 attendees representing 11 agencies for the Core Course and 7 attendees representing 5 agencies for the Train-the-Trainer.
- Presented two Below 100 Core Courses in Bozeman, Montana, on June 6, 2018. At the time of publication, the attendees and number of agencies haven't been reported.

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

We continue to recruit for future events. If your agency would like to host a FREE workshop, please contact me at markdamitio@iadlest.org or Below 100 Executive Director Dale Stockton at editorlom@yahoo.com. The general requirement for hosting a workshop is a classroom with multimedia equipment. Attendance requirements will apply so that we can maximize the return on investment of the grant funds. The workshops are free to the student, and all materials are supplied. Students are responsible for their travel and expenses.



WATCH FOR MOTORCYCLES

SUPREME COURT UPDATE –
UNITED STATES V. CARPENTER
(privacy of historical cellphone location records)
by Bruce-Alan Barnard, JD,
LLM bruce@broadcast.blue

On June 22, 2018 the Supreme Court of the United States (USSC) issued their long-awaited decision in *Carpenter v. United States*, 585 U.S. ___ (2018). The majority opinion and four separate dissenting opinions cover nearly 119 pages. The purpose of this article is to frame the issue and briefly summarize the decision with an emphasis on the ramifications of the decision with respect to law enforcement.

To understand the practical effects of this decision, we must understand two distinct Fourth Amendment concepts: The Third -Party Doctrine and Mosaic Theory. Let me briefly summarize these two concepts to better frame the analysis of the decision that follows.

The Third-Party Doctrine is a Fourth Amendment principle primarily derived from two post-*Katz* USSC decisions: *Smith v. Maryland*, 442 U. S. 735 (1979) and *United States v. Miller*, 425 U. S. 435 (1976). Basically stated, these two cases stood for the proposition that it was not reasonable to expect privacy in information voluntarily provided to commercial third-parties. In *Miller*, this rule applied to banking records. In *Smith*, the doctrine was applied to telephone numbers being dialed. As a result of the categorical application of what came to be called the “Third-Party Doctrine,” subpoenas and statutory court-orders have been used to obtain this information since such information did not receive Fourth Amendment protection under this doctrine.

Mosaic Theory is a little more complicated, but essential to understanding this decision. Mosaic Theory stands for the proposition that certain types of warrantless surveillance over an extended period of time becomes unreasonable to continue without a warrant (at some undefined point). The key Supreme Court decision that is referenced throughout the majority opinion in *Carpenter* is *United States v. Jones*, 565 U. S. 400 (2012). In *Jones*, although the majority opinion was not based on Mosaic

Theory, in dicta five of the nine justices embraced the concept that extended position location surveillance through the use of GPS could create Fourth Amendment privacy concerns. For the last six and a half years, lower courts have been wrestling with the application of Mosaic theory based on the dicta in *Jones* (most notably in cases involving extended warrantless video surveillance).

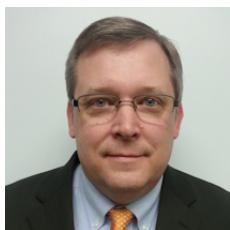
That brings us to the current decision in *Carpenter*.

In *Carpenter*, the FBI used 2703(d) Orders to obtain historical cell site location information (CSLI) for the defendant’s cellphone from his cell service provider that provided nearly 13,000 location points over 127-day period. Unlike Fourth Amendment search warrants, 2703(d) Orders are granted on a standard lower than probable cause. At trial, the defendant argued that, under Mosaic Theory, this action constituted a search under the Fourth Amendment requiring a warrant based on probable cause. The government countered that the Third-Party Doctrine applied and therefore it was not reasonable to expect privacy in the CSLI data gathered and maintained by the cellphone carrier. The Sixth Circuit applied the Third-Party Doctrine categorically in rejecting the defense’s motion to suppress.

The Supreme Court agreed to hear the case on appeal from the Sixth Circuit. In a 5-4 decision, the Supreme Court held that it was reasonable to expect privacy in the massive amounts of historical CSLI generated by cellphones when connecting to cell towers and retained by cell service providers. This was based largely in part on the Mosaic Theory concepts concerning location and movement information discussed in the 2012 *Jones* decision. The court also, to a large extent, abrogated the Third-Party Doctrine by ruling that this rule of law is not categorical. In other words, what used to be a “bright line” rule is no longer a bright line rule. The court held that the Third-Party Doctrine does not apply to historical CSLI records and therefore the FBI needed a warrant to obtain historical CSLI.

This decision will make some criminal investigations more difficult for criminal investigators for at least two significant reasons. First of all, it was often the CSLI that was obtained with 2703(d) Orders that helped uncover the criminal activity that often led to the basis of probable cause for search warrants that provided incriminating evidence. In other words, it was often the CSLI that helped establish very probable cause the Supreme Court is now demanding. Second, the applicability of the Third-Party Doctrine is very much in question now that the rule is no longer a categorical or “bright line” rule. The court emphasized that this decision was “a narrow one” limited to obtaining CSLI. However, as Justice Alito predicted in his dissent, “We will be making repairs – or picking up the pieces – for a long time to come.” We certainly haven’t seen the last of the Mosaic concept.

This decision creates a lot of uncertainty for law enforcement, but this much is clear: Many serious criminal cases have been solved through the use of CSLI obtained with 2703(d) Orders. In eliminating this criminal investigative tool, there will undoubtedly be no small number of cases that will go unsolved as a result of the *Carpenter* decision.



About the author: IADLEST INCI certified instructor Bruce-Alan Barnard, JD, LLM is a former federal prosecutor and retired FLETC Legal Instructor who has trained over 30,000 state, local, tribal, and federal law enforcement officers across the country over the last 20 years.

He received his law degree from the University of Florida and advanced law degree from the University of Alabama. He is a subject matter expert in all legal aspects of law enforcement, specializing in search and seizure law and electronic surveillance law. Bruce-Alan provides weekly updates on cases that impact the legal aspects of law enforcement by hosting the weekly podcast “Broadcast Blue” at www.broadcast.blue. He provides law enforcement education and training consulting through LEO LAW at www.leo.law and he is the Director of LEA, which provides online training on the Legal Aspects of Law Enforcement at www.lea.one.

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ICITAP'S APPROACH TO PROMOTING SUSTAINABLE INSTITUTIONAL LAW ENFORCEMENT DEVELOPMENT

Submitted by: Eric Beinhart, Senior Training Advisor and Coordinator for University Partnership Projects DOJ/CRM/ICITAP

Executive Summary

The International Criminal Investigative Training Assistance Program (ICITAP) was created in 1986 through an act of Congress. ICITAP resides in the Criminal Division of the U.S. Department of Justice and partners with the Department of State's Bureaus of International Narcotics and Law Enforcement (INL) and Counterterrorism and Countering Violent Extremism (S/CT), the Department of Defense combatant commands, and USAID. From 1986-1989 ICITAP's name made sense because it solely provided training to police in Latin America. ICITAP's mandate was considerably broadened in 1990, when ICITAP was tasked with helping the Government of Panama to develop a completely new police force after the ouster of Manuel Noriega. ICITAP quickly evolved from simply being a training organization into an organization focused on promoting sustainable institutional law enforcement development (SILED).

Sustainable Institutional Development is a commonly used term that defines the ultimate goal of international development. It is easy to think of it as an abstract concept, but what does it mean in practice? ICITAP defines SILED as: providing technical assistance, mentoring, training, and internships that enable host country law enforcement organizations to improve their capacity and efficiency of operations, their ability to effectively serve citizens, their respect for human rights and human dignity, and their professional standards. Institutional development becomes sustainable when the host country law enforcement organization is able to maintain and improve upon these and other advancements well after ICITAP assistance ends.

Simply training and equipping foreign law enforcement agencies does not promote SILED. Pursuing a train and equip approach to law enforcement development is akin to buying expensive chandeliers for a mansion before its

foundation has been built. A tremendous amount of analytical work must be done in conjunction with the host country law enforcement agency and government before training can be usefully implemented. ICITAP personnel are skillful at building close relationships with host country law enforcement and government officials based on trust. This trust building approach requires ICITAP and the host country police and government officials to work in close partnership while ICITAP must employ a listen first and talk last model. This is the key to a successful, sustainable international development program.

The underlying document, entitled: "ICITAP's Approach to Promoting Sustainable Institutional Law Enforcement Development," offers detailed and multilevel analyses of ICITAP's approach to promoting SILED. The document is divided into three sections: 1) ICITAP's framework for laying the groundwork to promote SILED, including a diagram (see attached) containing ten circles that represent the ten-step process ICITAP believes is the best method for creating the necessary conditions to promote SILED; 2) Multilevel analyses of seven ICITAP programs that emphasize the successful promotion of SILED; and 3) Examples of how ICITAP monitors and evaluates its programs, and a summary of ICITAP's strategy to pursue partnerships with university professors and their graduate students who can design and implement both performance and impact evaluations for its programs.

ICITAP is a pragmatic organization that realizes it will not be possible in all cases to follow the entire ten-step process in order because law enforcement development, like all types of international development assistance, is complicated and unpredictable. The heart of the framework are the four analytical steps that ICITAP recommends using: 1) conducting a crime threat analysis in the host country; 2) conducting a job task analysis of the law enforcement institution(s) that would determine how the people in the organization(s) are organized to do their jobs and what their prescribed job duties are; 3) conducting an institutional development analysis of the host

country law enforcement institutions, focusing on structure, policies, procedures, standards and practices, and the governance of the institutions; and, 4) conducting a training needs analysis (should always come last) to look at where the organization is in terms of the types of training police personnel currently receive and what additional training is needed based on the results of the other three analyses.

In the second section of this document, ICITAP carefully analyzes seven of its programs to demonstrate how SILED was promoted in each. The seven programs are: the Ukraine Police Patrol Program, the Nepal Polygraph Examiners Development Program, the Bangladesh Community Outreach Initiative, the Pakistan Youth Summer School Program, the Indonesian National Police Precinct Reorganization Program, the Bosnia and Herzegovina Public Order Management Program, and the Philippines Maritime Security Program. These are very diverse programs, but they all have one common attribute: an ICITAP manager(s) on the ground who have cultivated deep relationships based on trust with host country law enforcement and government officials. Trust is the key ingredient in promoting SILED.

Examples of SILED provided in the seven program analyses include:

- 1) A group of strong reformers in the Ukrainian Ministry of Internal Affairs set the stage for the Police Patrol Program to be launched and ICITAP partnered with them to design, implement, and evaluate the program which has spread throughout the entire country.
- 2) With ICITAP's support and assistance, the Nepal Police (NP) established a Polygraph Examination Unit that is staffed by three permanent Nepal Police personnel: one supervisor and two officers, and the NP refurbished a structure that became a polygraph examination room. ICITAP-Nepal is currently working with the Nepal Police to develop a train-the-trainer program to ensure sustainability of the Polygraph Unit.
- 3) To engage the broader community and build sustainability into the program,

Bangladesh police officers developed partnerships with local government agencies and community leaders to address community-specific needs.

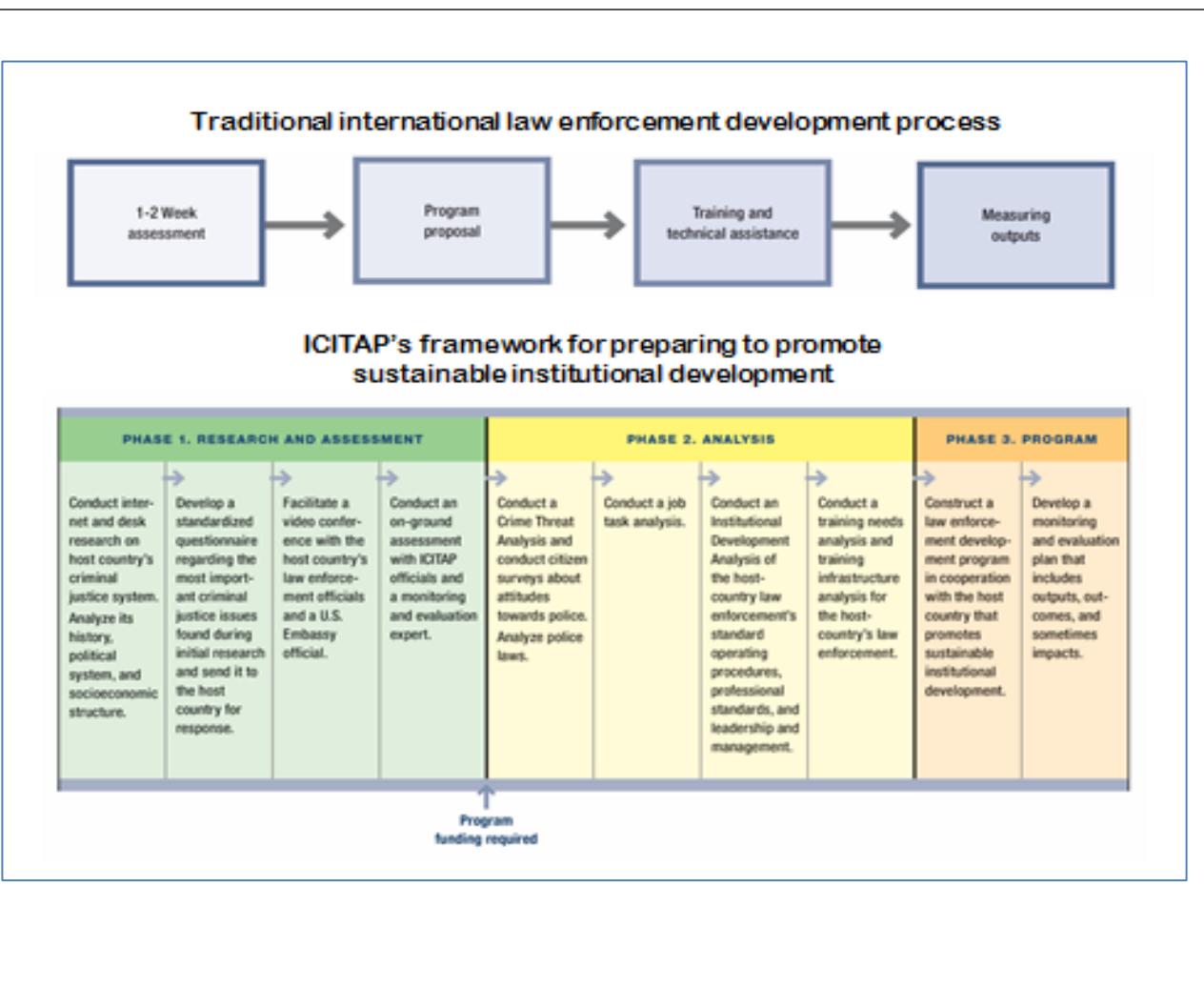
- 4) The Pakistan Youth Summer School was started 14 years ago and ICITAP has been supporting it with both funding and personnel for the past four years. During the time ICITAP has been involved in this program, it has administered satisfaction surveys to both the children who attend the school and to their parents. The extremely positive survey results and the waiting lists of students indicate that the program has strong sustainability.
- 5) The Precinct (Polsek) Reorganization Program that ICITAP designed and implemented with the Indonesia National Police (INP) has led to positive attitudinal changes in the INP, improved public trust of the police, and increased participation of women in the INP, a force with approximately 435,000 members. This project has impacted more than 200,000 members of the INP.
- 6) ICITAP Bosnia and Herzegovina (BiH) worked with its Bosnian police counterparts to establish a working group approach that had 5 to 7 BiH law enforcement command officials who represented their agencies effectively and could work efficiently and expertly to develop necessary curriculum for public order management. The working group approach ensures that the various law enforcement agencies represented by the working group have ownership of the project and that these agencies will ensure the progress and sustainability of the project well beyond the end of ICITAP's involvement.
- 7) The Maritime Unit (MU) that ICITAP worked to develop in the Philippines has become highly sustainable. ICITAP focused on creating a "maintenance culture" within the MU. The unit has a routine schedule it follows, which includes doing its own boat repairs and self-inspections. The MU is therefore capable of maintaining and keeping its boats on the water with little assistance from ICITAP.

Section 3 of the SILED document covers monitoring and evaluation. ICITAP provides several examples of countries where strong outcome measures have been achieved.

ICITAP is embarking on an innovative partnership program with universities where it will seek to have university professors and students conduct both performance and impact evaluations for selected ICITAP projects. By seeking to do traditional performance evaluations and impact evaluations for some of its programs, ICITAP is determined to commit itself to a process of rigorous monitoring and evaluation.

Through its SILED approach, ICITAP is putting forth an innovative paradigm for

international law enforcement development. ICITAP hopes this SILED publication will encourage extensive discussions among law enforcement development professionals and experts in international affairs and international development in the USG interagency and international donor community, as well as officials in DoD, academia, and the think-tank community. This continued dialogue on SILED will improve the return on investment of U.S. taxpayer dollars for international law enforcement development assistance programs while also improving the national security of the United States.





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U.S. VIRGIN ISLANDS UPDATE
*by: Kevin Hewitt, POST Executive Director,
U.S. Virgin Islands*

The Virgin Islands Peace Officers Standards and Training (POST) is in the process of revising its Peace Officers Recruit Training curriculum to meet the 21st Century policing recommendations.

The POST Executive Director Kevin Hewitt and Virgin Islands Police Academy Training Director, in addition to several academy instructors, completed the Procedural Justice National Train the Trainer Course for Law Enforcement Agencies. The training was held at the Ft. Lauderdale police department which was in collaboration with the Center for Public Safety and Justice at the University of Illinois at Chicago from June 5-7, 2018.

Procedural Justice within the policing profession context refers to the principle of fairness in the process that resolves criminal justice disputes and allocates law enforcement resources. In addition, it defined by the public's perception of the fairness and transparency of the processes by which law enforcement authorities make these decisions (Tyler, 1990; Frazer, 2006).

The Virgin Islands' POST will be adding Procedural Justice as part of the recruit training curriculum, which would help the officers to better foster greater police and community relations. With the implementation of Procedural Justice within the law enforcement community, it is envisioned that better collaboration with the community in developing trust and legitimacy will be obtained.

OREGON
**DEPARTMENT OF PUBLIC SAFETY
STANDARDS AND TRAINING (DPSST)
UPDATE**

by Eriks Gabliks, Director, DPSST

DPSST continues to monitor Academy enrollment and agency hiring trends. DPSST is aware that both the Oregon State Police and the Portland Police Bureau are discussing large hiring groups (50-60 each) for the Fall. The May Basic Police class had 21 students and June had less than 20 enrolled so DPSST made the decision to combine both classes and not run the May class as it would not be fiscally responsible. All agencies were communicated with, and they understood. The feedback DPSST schedulers have received is that agencies are in the process of hiring, will be hiring soon, have exhausted their current hiring lists, or are awaiting their next budget cycle to begin. DPSST continues to plan to offer a new 16-week Basic Police class every month for the next two years to address the retirement and hiring projections of agencies around the state. The forecast remains that 1,000 full-time law enforcement officers will be eligible to retire over a three-year period. Four hundred retired in 2017 so the officer population is getting near the middle of this retirement wave. Newly hired

officers are getting into a basic training class between 45-60 days.

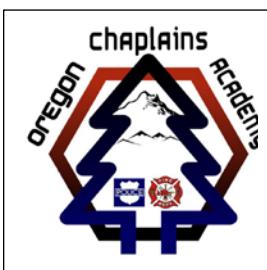
At its April meeting of the Board on Public Safety Standards and Training (BPSST), DPSST staff presented the agency budget additions it would like to propose as part of its 2019-2021 Agency Request Budget. The Board approved the concepts which include additional staff for academy infrastructure and training, a study to add emergency generation on campus, deferred maintenance funds, funds for a reserve training program coordinator, active shooter training coordinator, funds to design a third wing on the dorms with housing on the second and third floors and five additional classrooms on the first, and funds to evaluate a Learning Management System (LMS) for DPSST. No additional basic classes will be added as part of its budget request as the current process of requesting classes from the Oregon Legislative Assembly based on hiring needs around the state is working well. DPSST is having active discussions with the Oregon Department of Corrections (DOC) which wants to evaluate returning basic corrections officer training to the Academy under DPSST's oversight. DPSST also did not request any positions for HB 2355 (Race Based Profiling) as those positions were approved as part of the legislation, and DPSST will request the positions as needed to implement the program.

The University of Oregon Police Department, the California Victim Compensation Board, and the Oregon Department of Justice are once again presenting a conference on mass violence response and effective partnerships between law enforcement and victim services to assist victims of crime. The conference will take place in the great Pacific Northwest from September 5-7, 2018, at the University of Oregon in Eugene. For more information, please go to <https://center.uoregon.edu/uosafety/2018/>

DPSST is looking to add 60 additional parking spaces at the Academy over the summer. This is needed to address the volume of students attending classes and events at the Academy. DPSST is in the early phases of discussion with the City of Salem to obtain

proper approvals and permits. As part of its 2019-2021 Agency Request Budget, DPSST will be asking the Governor and the Oregon Legislative Assembly for permission to add a third wing to the dormitory building and five additional classrooms.

DPSST's regional law enforcement training section has had a number of activities. Two vacant positions (Medford and Pendleton) are in the process of being hired with stakeholders involved in the selection process. Jim de Sully was recently hired as the Regional Training Section Supervisor. Jim retired as Deputy Chief of the Tigard Police Department last year, and we are pleased to have him on our team. The regional section has also completed a needs assessment completed by more than 100 (of 208) agencies to identify the training needs of agencies on a regional basis.



DPSST was honored to host the Oregon Public Safety Chaplains Academy in June. More than three-dozen chaplains from law enforcement, fire-rescue, corrections, and

9-1-1 agencies around the state participated in this week long residential training opportunity. This was the first time Oregon had offered such a class. This academy was recognized by both the International Conference of Police Chaplains (ICPC) and the Federation of Fire Chaplains (FFC).

A number of youth academies are scheduled during June and July at the Oregon Public Safety Academy. DPSST is pleased to host the two-week City of Salem Police Cadet Academy that includes cadets and explorers from various law enforcement agencies in the Willamette Valley. DPSST will also host the annual week-long American Legion – Oregon State Police Youth Academy in July. This year DPSST will also host a week-long FBI Youth Academy in partnership with the FBI Portland Office. Both the OSP and FBI academies will be residential and overnight.

DPSST hosted a two-day class in partnership with the American College of Environmental and Occupational Medicine's (ACOEM) - Public Safety Sub-Committee. The course, Public Safety Medicine: Understanding and Using Available Guidelines / Applying Guidelines and Standards Currently Used for Conducting Post-Offer, Return-to-Work, Disability, or Annual Examinations for Public Safety was attended by more than three dozen participants of which 20 were physicians or physician's assistants who work with public safety agencies. The others in the class were public safety leaders, risk managers, and human resources professionals. The second day included a four-hour session that allowed attendees to meet individuals from various assignments and see and try on the equipment that is worn by our public safety personnel around the state. K-9, SWAT, EDU, Haz-Mat, Patrol, Fire, and EMS all participated and brought a number of items for the attendees to experience. The session was well received and included attendees from Oregon, Washington, and the Royal Canadian Mounted Police Headquarters in Ottawa.

DPSST met with community college criminal justice program representatives last month to review the process used which enables officers attending the Academy to receive college credit. Currently 21 credits are possible by completing the 16-week Basic Police course for \$75.00 from a number of colleges. The process was reviewed and will be updated. Additional community colleges in Oregon not in the current system will be invited to participate.

Visor and wallet cards to help establish communications between law enforcement officers and those who are deaf or hard of hearing have been received and distributed to law enforcement agencies and various deaf and hard of hearing groups around the state. The cards have received very positive feedback and a number of media outlets around the state have shared their release. Ten thousand cards have been received and distributed around the state to date.

<https://drive.google.com/file/d/1kfDHCwQnSK-TTxMLRiFeWcvHLR0pFnd/view?ts=5b242d88>

DPSST staff continues to work on the School Safety Task Force, mental health training opportunities, police legitimacy, and transparency classes.

13TH ANNUAL CONFERENCE OF THE INSTITUTE FOR THE PREVENTION OF IN-CUSTODY DEATHS (IPICD)
by: Steve Ashley, MSc, MLS, ARM/P, CFSA, INCI

Often, when a law enforcement professional talks to the boss about going to a training conference in Las Vegas, they get a knowing nod, and a firm "No." Many times, that's due to a belief that it's really a glorified junket and not real training. I can attest to the fact that neither of those assumptions is correct. In fact, some of the best, most cost-effective training available can be found in Las Vegas.

A case in point is the annual IPICD conference. IPICD is an initialism for the *Institute for the Prevention of In-Custody Deaths* (Inc.), and it's a unique organization that's dedicated to the prevention of in-custody deaths: Failing that, the Institute studies and analyzes such deaths, for the purpose of facilitating greater understanding of the various mechanisms involved, ultimately to reduce the likelihood that in-custody deaths will occur, and that – should one occur – departments are better equipped to defend against charges and accusations that officers caused it to happen.

IPICD was founded in 2005 by John Peters, Jr., Ph.D. Dr. Peters is a former police administrator and police officer, and is currently an international trainer and researcher. During his professional career as a law enforcement trainer, John has studied various use-of-force methodologies, and has brought a lot of knowledge and energy to his current passion, that of educating law enforcement professionals – as well as many others – about in-custody deaths (or, as they are now more appropriately termed, arrest-related deaths).

The Institute has trained thousands of officers as instructors, equipping them with the specialized knowledge to assist their departments and

officers in recognizing the potential for arrest-related deaths to occur, and providing them with recommendations and practical guidelines for reducing that potential during and immediately following confrontations.

Along with the various instructor programs that the Institute offers, the annual fall conference is a “don’t miss” event for anyone interested in this field. Over the course of four days, many of the best researchers, pathologists, medical professionals, criminal justice experts, police administrators, legal authorities, and law enforcement trainers, gather and participate in sessions offered by world-class speakers from many of the aforementioned disciplines. While the general overall orientation of the conference remains the same from year-to-year, each year’s focused subject matter examines a different set of sub-topics related to the methods for dealing with the problem of arrest-related deaths.

This year’s annual conference will be the 13th, and – as usual – the program is well-populated with useful and interesting topics for anyone connected to the difficult task of managing the potential for in-custody or arrest-related deaths.

In the past, IPICD has presented a 2-1/2-day format, sometimes offering an imbedded instructor certification of one kind or another. This year’s expanded 4-day format, October 22 through 25, includes the possibility of earning multiple instructor certifications. The certifications being offered include *Service Animal Instructor*, *Vision Impairment Instructor*, *The WRAP Restraint System Instructor*, *Wheelchair Instructor*, and *Searching Individuals Wearing Medical Appliances/Prosthetics Instructor*.

If you attend all four days of the conference, you can earn the IPICD *Public Safety Disability Specialist™* certification. As explained by the Institute,

“The PSDS focuses primarily on Title II of the ADA and its amendments, and how they impact public safety employers and personnel. This is a one-of-a-kind

certification that enables you to increase public safety credibility, accountability, public trust, and assist with high-liability issues.

“The PSDS qualification is a must, if you testify as an expert witness and/or if your agency staff train personnel about excited delirium, ACE, mental health, vision-impaired and/or service animal contacts, firearms, defensive tactics, search and seizure, restraints, and similar transactions. Statistically, many people who are in a state of excited delirium or Agitated Chaotic Event™ (ACE) are disabled per ADA definition; and, therefore, your employer must train its personnel about disability issues.”

Of course, the instructor and Specialist certifications are not the only topics offered at the conference: there are many others. There will be several sessions related to legal issues, as well as corrections related issues, and others. The Institute maintains an updated list of the topics at their website, www.ipicd.com.

But, for me, perhaps the greatest benefit I get from the conference every year is the opportunity to interact and learn from fellow professionals. Because many of the world’s foremost authorities are present, the conference also presents a goldmine of networking and informal learning opportunities. It’s rare to have such a gathering of experts, and attendees find it very easy to interact with the presenters and each other.

One of the perks of attending the conference is that it can count as one of the requisite course completions toward the designation *Certified Litigation Specialist*, offered by the *Americans for Effective Law Enforcement*

(AELE), which is a worthwhile addition to anyone's CV.

The *13th Annual IPICD Arrest-Related & In-Custody Death Conference* will be held October 22-25, 2018, at the Gold Coast Hotel and Casino in Las Vegas, Nevada. Rates at the Gold Coast Hotel are very reasonable; the conference rate is \$45 per night (plus the mandatory Resort Fee of \$17.99/night, plus tax). The hotel is not right on "The Strip," but it's still a very presentable hotel. Get conference information at <http://www.ipicd.com>.

I have attended the conference often over the years and will be attending again this fall. I've never been sorry that I "repeated" my attendance.

I've attended a lot of conferences during my time in law enforcement...some were not worth the time and money, while others were at the other end of the spectrum. The IPICD conference is one of the good ones.

(Full disclosure: I have been a long-time attendee of the Institute's programs and a personal friend of Dr. Peters since the mid-1980s. However, were that not so, I would still highly recommend the IPICD Annual Conference. I have not been paid for this review and recommendation.)

**EXECUTIVE COMMITTEE
MEETING MINUTES
February 10, 2018
Washington DC**

CALL TO ORDER: President Dan Zivkovich (MA) called the meeting to order at 11:00 AM Eastern Standard Time on Saturday, February 10, 2018.

ROLL CALL: The roll of attendees was called. The following Executive Committee members were in attendance:

President Dan Zivkovich (MA)
Second Vice-President Victor McCraw (ID)
(via phone)
Immediate Past-President Brian Grisham (TN)
Second Immediate Past-President Kim Vickers (TX)
Treasurer Jami Cook (AR)
Secretary Stephanie Pederson (WI)
Central Region Representative Joyce Nelson (MI) (via phone)
Midwest Region Representative Gary Steed (KS)
International Region Representative Gary Bullard

Northeast Region Representative Mike Wood (NY) was represented by proxy. Director Wood had previously indicated that President Dan Zivkovich would represent him for the meeting.

Not present were:
First Vice-President - Vacant
Southern Region Representative Rebekah Taylor (LA)
Western Region Representative Mike Sherlock (NV)

There was a quorum to conduct business.

IADLEST Staff:
Executive Director Mike Becar
Deputy Director Dave Harvey
Director of Operations Yvonne Pfeifer

Guests: Ari Vidali, Envisage Founder and CEO and Jim Copple, Strategic Applications International (SAI)

ADDITIONS TO AGENDA: President Zivkovich asked if there were any additions to the agenda. Brian Grisham had an addition to the committee and special assignments section on National Crime Information Center (NCIC)

Access. Dave Harvey had an update to add on the Kosovo accreditation.

INTRODUCTIONS OF GUESTS: President Zivkovich introduced the following guests who gave presentations as summarized below:

Renee Wright M.Ed (Call-in)
Outreach Team Manager
Columbia Southern University

Renee Wright presented via phone. She thanked IADLEST for recently signing a memorandum of understanding (MOU) with Columbia Southern University to become a corporate member. She continued by offering any help or assistance to IADLEST that is needed.

Joshua A. Ederheimer
Deputy Director
Federal Protective Services
US Department of Homeland Security

Deputy Director Ederheimer is in a new role as the head of training with the Federal Protective Services (FPS). He stated that he is very familiar with IADLEST and IADLEST's mission. Deputy Director Ederheimer stated that the Commander of FLETC and the Director of the FPS want to be involved with IADLEST, and both of them plan on attending the IADLEST annual conference in Boston.

Deputy Director Ederheimer explained more about what the Federal Protective Services do. They have 11 regions with 42 staff members, and he wants IADLEST to be a resource to FPS and vice-versa. He wants to plan future meetings with Director Becar and Deputy Director Harvey to collaborate on future projects. There are 15,000 sworn federal security officers thanks to the relationship between FPS and the state POSTs.

Steven M. Edwards, Ph.D.
Senior Policy Advisor
Bureau of Justice Assistance

US Department of Justice

Mr. Edwards announced that the Bureau of Justice Assistance (BJA) has a new director, Jon Adler. Director Adler has a federal background, and his focus is on law enforcement. He commutes from New York to Washington, DC, every week. Their bureau received their budget the day before this IADLEST Executive Committee meeting. Their focus for the coming year is on addressing the opioid epidemic, violent crime, officer safety and wellness. Director Becar recommended that IADLEST reach out to Director Adler to enhance the partnership between the two organizations. President Zivkovich discussed the frustration of being invited to various committee/project meetings late. President Zivkovich asked if he could help in any way to make IADLEST aware of these meetings in advance. Lastly, Mr. Edwards let the committee know that BJA is refreshing and updating the Valor program.

Mitch Javidi, Ph.D.
Founder and Chancellor
The National Command and Staff College

Mitch Javidi introduced the Executive Director of the National Sheriffs' Association (NSA), Jonathan Thompson. Dr. Javidi thanked IADLEST for their partnership and let the executive committee know that the Source Book program is now live. However, there are a few administrative actions that need to take place before opening up the source book to all the POSTS. They are still in the process of inputting state data and working on a few administrative details behind the scenes.

Dr. Javidi then gave an update on where the National Command and Staff College stands at the moment. They are just about done developing the curriculum and have piloted a few classes already. He asked the executive committee about the best way to advertise the Command and Staff College to the IADLEST membership.

The NSA Executive Director reviewed training they have been involved in and discussed partnering with IADLEST on training and other programs. He plans on attending the conference in Boston.

APPROVAL OF EXECUTIVE COMMITTEE MINUTES

President Zivkovich asked for a motion to approve the Executive Committee Meeting Minutes from October 21, 2017 (Philadelphia, PA). There was a MOTION by Victor McCraw (ID) and a SECOND by Joyce Nelson (MI) to approve the minutes. The MOTION CARRIED.

EXECUTIVE DIRECTOR'S BRIEFING (Mike Becar)

Executive Director Becar provided information on the following:

- Changes in POST Directors:
 - Dennis Fortunato is the new POST Director in Wisconsin.
 - Tim Bourgeois is the new POST Director in Michigan.
 - There is an interim POST Director in Indiana.
- Grants
 - New Texas DOT grant application submitted for over \$500,000.
 - Truck/Bus \$175K
 - SC HWY Safety DDACTS \$269K
 - New grant INL – in Mali – \$2.5 million for a two year grant. Deputy Director Harvey and SAI very involved. Concerns with security – concerned with funding to revise curriculum around a JTA that hasn't been completed yet. Deliverables – organization barriers – French speaker – Deputy Director Harvey talking with someone to partner with PIR org, IADLEST, Academy in Canada if we get the grant.
- Kosovo Accreditation (Dave Harvey) IADLEST is working on the first academy accreditation with Kosovo. Deputy Director Harvey said he is working with ICITAP personnel setting up webinars with Mark Damitio. Mark Damitio and Deputy Director Harvey are reviewing standard documents. There is an onsite schedule in April, and they are hoping to have it completed by the annual conference in May 2018.
- Virgin Islands Update The Virgin Island POST sent an appreciation letter to the IADLEST Executive Committee for helping set up the GoFundMe page and the help offered after the hurricane that hit the Virgin Islands in 2017.
- POST Accreditation Program Would like a central repository on the IADLEST website where the Accreditation documents are located to

Strong fear is not enough money to satisfy deliverables due by February 28. Jim Copple suggests IADLEST submit an application that is more realistic - one that states this is what we can do for this amount of money, etc. Gary Bullard said ICITAP has submitted a proposal for this as well. ICITAP is the one doing the JTA (Theresa King).

- Writing a new umbrella agreement with NHTSA. \$2.5 million includes DDACTS, outreach (current IADLEST projects).

– Director Becar provided the Executive Committee with a "Thank you" email from Assistant Director Tim Brant, Kansas Law Enforcement Training Center. He wanted to thank IADLEST for all the help they provided over the past year and recognize how professional the organization is and how important IADLEST is to each state's POST and the quality training they can help each state provide.

help POSTs prepare for accreditation. Mark Damitio will work with any interested POSTs to determine when someone needs to enroll in the accreditation process.

IADLEST TREASURER'S REPORT:

Treasurer Jami Cook (AR) provided the following information:

Assets

Assets: \$486,269.99

Liability: \$155,426.25

Balance: \$328,309.19

President Zivkovich asked for a motion to approve the Treasurer's Report. There was a **MOTION** by Gary Steed (KS) and a **SECOND** by Brian Grisham (TN) to approve the Treasurer's Report. The **MOTION CARRIED**.

Audit Report

President Zivkovich explained that as the recipient of federal grant money, IADLEST is required to complete an annual audit. The audit that was just completed was for the calendar year ending December 31, 2016. President Zivkovich provided the executive committee members with a copy of the final report.

The final report was very complimentary of IADLEST. There was one significant finding: filing a timely audit report. However, after a discussion, it was determined that IADLEST did submit the report on time; It was a software delay on the auditor's part which caused the report to be late. In the future, IADLEST will submit the report sooner to prevent this delay in the future.

President Zivkovich asked for a motion of acceptance of the Audit report and include in the motion acknowledgement

that the IADLEST staff not only complied with all of the fiscal requirements but exceeded them in a number of areas. Additionally, the significant finding was not against IADLEST or IADLEST staff, but a shortcoming of the Audit team. There was a **MOTION** by Dan Zivkovich (MA) and a **SECOND** by Gary Steed (KS) to approve the Audit Report. The **MOTION CARRIED**.

Conference Report:

Yvonne Pfeifer provided the following information on the upcoming Annual Conference in Boston:

The 2018 conference will be in Boston from May 20 – 23 at the Revere Hotel Boston Common. The theme for the conference will be Mental and Emotional Wellness and Community Relations. Registration opened on January 11, 2018. As of February 7, 2018, there are 53 people registered for the conference.

The registration fee will be \$400 for IADLEST members and \$450 for non-members. The vendor registration will be the same as last year at \$1,100.

There will not be a guest registration this year; but there will be a breakfast for them on Monday, May 21, 2018 and a representative from the convention center will join them to talk about all the things they can do in Boston.

Space is limited for vendors this year so there will only be a maximum of 22 booths and there are currently only seven booth spaces left.

IADLEST is in need of more sponsorships to help offset the costs for attendees.

There is a strong possibility that we will have the largest representation of

international delegates at this conference than ever before. At this point, it appears that at least 70 delegates will be attending from 15 countries.

There are two keynote speakers: one is Terry Cunningham, Past President for IACP and retired police chief from Wellesley, MA. His presentation will be geared towards community relations. The second keynote speaker will be Judge Jodi Switalski, former Metro Detroit Felony Prosecutor appointed by the Governor. She is a leader in the fight against synthetic drugs and the opioid epidemic in Michigan.

The next executive committee meeting at the annual conference will be on Sunday, May 20, at 8:30 am. This meeting was moved to an earlier time to accommodate the Red Sox game.

The events planned so far include going to a Red Sox Game on Sunday, May 20. Attendees will be able to purchase their tickets when they register for the conference. Yvonne will get a block of seats and the cost will be approximately \$60. Transportation will be available from the hotel to Fenway Park. Because of the game, registration will be opened earlier on Sunday from 8 am to 11 am to accommodate those attending the game. Additionally, due to the return time from the game, there will not be a welcome reception the first night as in past years.

On Tuesday, May 22, the offsite event and live auction for the Special Olympics will be a 3-hour dinner boat cruise with two private decks being reserved for IADLEST. Additional tickets for spouses and guests for the dinner boat cruise will be available at the registration desk for \$80.

The 2019 conference will be in Milwaukee, Wisconsin. Dates TBD.

ADMINISTRATIVE REVIEW OF CURRENT BUSINESS ITEMS

- a. **Invitation to be Involved in the National Command College** (Dan Zivkovich)

Deputy Director Harvey is working with Mitch Javidi. The program is currently developing curriculum. There are different phases: a basic course which is six weeks online, mid-supervision of six weeks online and a few more weeks on site, and then there is a one week intensive high-level executive course. Mr. Javidi is willing to partner on any of these courses and put IADLEST's name on it.

Deputy Director Harvey has seen some of the curriculum and thinks it is something IADLEST should consider partnering with Mr. Javidi on. Mr. Javidi already has endorsements from John Hopkins, NTOA, NSA, and other partners.

President Zivkovich summarized that the committee's feelings are that IADLEST should support the National Command College and permit the use of the IADLEST logo and allow them to say that IADLEST supports them, but only if IADLEST is offered a voting seat on whatever body oversees the National Command College. Deputy Director Harvey will work with Mr. Javidi and potentially bring back a memorandum of understanding (MOU) to the committee for review.

- b. **Strategic Plan Results** (Mike Becar and Dave Harvey)

Deputy Director Harvey provided the committee members with a spreadsheet with the strategic plan results. The spreadsheet lists the strategic plan tasks with updates shown in red about the progress IADLEST has made on each of the tasks. Deputy Director Harvey hit

some of the high points and stated that the spreadsheet will be posted on the IADLEST website for members to review.

President Zivkovich wondered if the Strategic Planning committee should reconvene and revisit the plan. There are a number of accomplishments listed on the spreadsheet and President Zivkovich thought it would be a good idea to look at the plan, see the progress to date, and make adjustments to the plan as needed.

Executive Director Becar suggested that the strategic planning committee meet annually in February each year in conjunction with the February Executive Committee meeting.

President Zivkovich asked for a motion to change bylaw 3.9.1 to read
“Initial/annual dues will be valid for one calendar year from date of payment.”
There was a MOTION by Gary Bullard and a SECOND by Gary Steed (KS) to approve the changes to the membership bylaw changes as presented today. The MOTION CARRIED.

NEW BUSINESS

a. Membership Dues (Mike Becar)

The current bylaws on membership dues are a little complicated. Dues are due in December of every year. However, if a person joins mid-year, then they have to get a credit for the next year so that it aligns their dues with the December date. If someone joins that last two months, then they are good for the year. Another issue is that by the time a POST Director goes through their state's process to pay the dues, they do not wind up actually paying the dues until March or April of the following year. The process for paying the dues has become difficult to manage.

The recommendation now is to just have the dues due on the day that the person joins. Everyone who is a current member will keep their December due date, but anyone joining IALDEST going forward will have a due date on the annual date of when they joined. The program will automatically send out an email to members when their dues are due.

Executive Director Becar asked Mark Damitio who chairs the Bylaw committee to draft up changes to the bylaws for membership dues to reflect this change. Once the executive committee passes this change it will then have to be sent out to the general membership 30 days prior to going to the General Business meeting for a final vote.

President Zivkovich asked for a motion to change bylaw 3.9.1 to read
“Initial/annual dues shall be valid for one calendar year from date of payment. Yearly renewal dues shall be paid by the anniversary date of the initial payment. Members whose dues are in arrears greater than two (2) months shall be removed from the membership rolls.”
There was a MOTION by Gary Bullard and a SECOND by Gary Steed (KS) to approve the changes to the membership bylaw changes as presented today. The MOTION CARRIED.

b. National Parks Service NDI Request (Mike Becar)

This item will be tabled until the next executive committee meeting.

c. DOD POST NDI Request

This item was also tabled until the next executive committee meeting. President Zivkovich would like the NDI Committee to make a recommendation to the executive committee regarding

creating a DOD POST NDI section. Additionally, the executive committee might have to appoint a new chair. Bill Muldoon accepted a new job within the state of Nebraska government. It is unclear at this point if he will continue as the NDI Committee Chair.

COMMITTEE AND SPECIAL ASSIGNMENT REPORTS

– NCIC Access (Brian Grisham)

Brian Grisham tried to take a similar legislation packet as Idaho to his administration to get the Tennessee POST declared a criminal justice agency. While they were not interested in putting that forward, they did open a dialogue with the Tennessee Bureau of Investigation. The Criminal Justice Information Services (CJIS) Policy (which is based off of code federal regulation [CFR]) is what seems to be blocking most states from gaining NCIC access. However, Brian Grisham looked into this further and found the CFR makes it clear that the state licensing body oversees the profession that requires criminal history checks is entitled to the results of the criminal history checks.

Brian Grisham took that to his state CJIS Coordinator. Brian Grisham was told CJIS was not allowing access based on legal counsel from the FBI. Luckily, the Director of the Bureau of Investigation Chairs the CJIS Advisory Board and took IADLEST's resolution to the advisory committee. There has not been any vote on this yet so Brian Grisham will report back with more information on this in May.

– NLEARN/Website Redesign (Mike Becar)

The National Highway Traffic Safety Administration (NHTSA) gave

IADLEST a grant to upgrade the NLEARN website to make it more accessible, make it more user-friendly, and give it a more modern look. Envisage Technology is the technology vendor for the upgrade and is ahead of schedule. Mike thanked Ari and Envisage on reworking the IADLEST website. The rollout was delayed for 30 days – they were going to roll it out in January 2018, but they wanted to complete a few more things before rolling it out. Committee members can look at it now on stage.IADLEST.org.

Ari discussed going away from the listserve technology. It is no longer supported by many internet sites. Envisage looked at other options and settled on Google Groups.

– Sourcebook (Dan Zivkovich)

Two years ago, the International Academy of Public Safety (IAPS) offered to redevelop the Sourcebook. The last successful Sourcebook was completed in 2005. There was a request sent out to populate a new sourcebook in 2010, but not everyone participated. The beta test revealed some issues that needed to be fixed prior to this being released to the entire IADLEST membership. IAPS fixed those issues, and now there are some administrative things that need to be done, and the data needs to be imputed again. POST directors will get a new email when the Sourcebook is open again and available for input.

– Strategic Planning Committee (Mike Becar)

This topic was discussed earlier in the meeting: nothing new to add.

– National Certification Program (NCP) (Peggy Schaefer)

The committee did receive a report updating the executive committee on the NCP. No discussion is needed at this time.

– **Personnel Committee** (Kim Vickers [TX])

Kim Vickers reviewed Director Mike Becar's annual evaluation. The personnel committee also recommends some goals and priorities the executive committee wants Director Becar to focus on.

Priorities:

1. Seek financial stability for IADLEST.
2. Maintain Federal and State relationships with present and potential partners.

Goals:

1. Maintain completed or approved deliverables on IADLEST website.
2. Promote IADLEST membership.
3. Use the IADLEST committees to accomplish these priorities and goals.

President Dan Zivkovich asked for a motion to approve Director Becar's annual evaluation. There was a **MOTION** by Gary Steed (KS) and a **SECOND** by Stephanie Pederson (WI) to approve Director Becar's annual evaluation. The **MOTION CARRIED**.

President Dan Zivkovich asked for a motion to approve the recommended priorities and goals designated for Director Becar for the coming year. There was a **MOTION** by Stephanie Pederson (WI) and a **SECOND** by Brian Grisham (TN) to approve the recommended priorities and goals for the coming year. The **MOTION CARRIED**.

REGIONAL REPORTS:

– **Northeast Region** (Michael Wood [NY])
There was no report for the Northeast Region given.

- **Central Region** (Stephanie Pederson (WI) for Joyce Nelson (MI))

Arkansas: Director Cook reported all Arkansas academies are still over max capacity. The rules revisions that parallel statutory changes in 2017 General Session are complete. There are ongoing remodels and improvements at all campuses with General Improvement funding received from the Governor. Director Cook advised they are reviewing and revising curriculum to comply with Act 423 on crisis intervention training (CIT), and they are coordinating CIT training for all county and larger municipal agencies in accordance with that Act. Director Cook will not be able to attend the regional meeting in April.

Illinois: Illinois has no update at this time; however, they will be hosting the regional meeting on April 17 and 18 in Decatur, Illinois.

Indiana: Director Goodpaster stepped down last December. Dr. Paul Whitesell took over the Director's duties after having served as the Director of Clinical Services at the academy since January of 2013. Prior to that, Paul was the Superintendent of the Indiana State Police for eight years and has been a full-time police officer for more than 40 years. During the transition, curricula, budget agendas, and academy direction are being evaluated and adjusted as is considered prudent and necessary as the fiscal year approaches its final quarter. Due regard for in-house assessment precludes any ongoing major changes at the present time.

Kentucky: Kentucky is currently in a budget session of their General Assembly. They are seeking funding for a new indoor firearms range to take into the 21st Century with regard to safety, efficiency, and noise abatement.

Kentucky also has HB 68 (Post Critical Incident Seminar) running its path for permanence and funding of the program.

They continue to educate their client agencies on the importance of practicing diminishable skills. They added regular training in this area for in-service credit. They feel it imperative that officers are constantly reminded of the things they are getting hurt from.

The Commissioner has started a “check your 6” campaign at the Academy and across the state. It has become popular for agencies in Kentucky to request their sign and post it in their respective roll call rooms.



The academy went through their CALEA on-site evaluation this past fall and will be receiving re-accreditation at their annual meeting in March 2018. They have maintained their CALEA certification since 2003.

Michigan: No update at this time other than they have a new POST Director Tim Bourgeois who started in January 2018.

Minnesota: The Minnesota POST entered into a contract last fall with Pearson Vue to provide their peace officer licensing exam online at their testing facilities.

Approximately 75 candidates have taken the online exam since the roll out in mid-January. Reciprocal candidates seeking a license in Minnesota will no longer have to travel to Minnesota to take the paper exam as Pearson Vue has testing facilities throughout the U.S. Candidates in Minnesota will see increased convenience and flexibility in exam location and scheduling. In addition, their new licensing exam, based on a complete rewrite of their learning objectives, is set to be released in October of 2018.

The Minnesota POST recently issued learning objectives for three mandated training topics: (1) Mental Health and Crisis Response (2) Conflict Management and Mediation (3) Cultural Diversity to include implicit bias training. Peace officers in Minnesota will be required to have a combination of at least 16 continuing education (CE) hours in the three areas every three-year licensing cycle. The mandated training is within the 48 CE hour minimum requirement for license renewal. The chief law enforcement officer of the agency will determine the precise combination of training hours in each category. The State of Minnesota funded (through the Minnesota POST) an additional \$24 million dollars to local law enforcement to help pay for the mandated training.

The Minnesota POST is currently in a \$180,000 customization project to their Sales Force Record Management System (RMS) system. A top priority for the Minnesota POST is bulk online agency renewal of peace officer licenses as approximately 60% of Minnesota officers' enforcement agencies pay for their officer's professional licenses as part of their collective bargaining agreements. The POST has been making a concerted effort to shift more and more of their business processes to online to increase staff efficiency and provide convenience to their customers.

The board also agreed to add three additional misdemeanor convictions to their standards of conduct that would trigger board review and potential discipline. They are: 5th Degree Assault, Domestic Assault, and 4th Degree Driving While Impaired (DWI). This will be incorporated into rulemaking initiatives by the board in 2018.

The Minnesota POST also updated the in-service Use of Force Learning Objectives that all Minnesota law enforcement agencies utilize as a minimum standard for mandated annual use of force training.

Ohio: Executive Director Davis reported the following:

Basic Training:

As of January 1, 2018, The Ohio Peace Officer Training Commission has mandated that all basic training academies include a four-hour block of instruction on Below 100. The goal of Below 100 is to eliminate preventable line-of-duty police deaths and serious injuries through compelling common-sense training designed to focus on areas under an officer's control.

A bill moving quickly to become law will make the Commission responsible for basic firearms training for tactical Emergency Medical Technicians (EMTs) and coroner investigators.

Professional Standards:

Annual continuing professional training (CPT) for peace officers is determined each year depending on funding available for reimbursement. The past few years, Ohio has been working towards 40 hours of CPT. (2013 – 0 hours, 2014 – four, 2015 – four, 2016 – 11 hours, 2017 – 20 hours).

Unfortunately, for 2018, there was not a funding source, and the legislature did not earmark money in the state biennium budget as they did for calendar years 2016 and 2017. There are 0 hours for 2018 and most likely will be 0 hours for 2019.

One thousand forty-six basic training schools opened in 2017, with the Commission issuing 7,482 basic training certificates.

Nearly 800 members of Ohio's law enforcement community attended the October 2017 Law Enforcement Conference. The theme of the two-day conference was cyber-security, and included three plenary speakers and 30 workshops.

They are in the process of purchasing a new Learning Management System (LMS) and records management system (RMS). For the LMS, Inquisiq was selected. For the RMS,

Ohio will be building their own "home-grown" system with MS Dynamics.

A firefighter whose department requires arson investigators to be peace officers took basic training to be eligible for promotion. The student could not pass the physical assessment after multiple medical extensions due to structural, chronic back problems. The student filed suit against the training commission for disability discrimination. The training commission prevailed before the Ohio Civil Rights Commission. The student is now appealing the ruling of the Civil Rights Commission to his local court.

Ohio Unmanned Aircraft System (UAS) Advisory Group Report: The Ohio Attorney General's Advisory Group on UAS has issued its report on the use of unmanned aircraft systems (UAS) by law enforcement.

New Chiefs Training: Effective January 1, 2018, all newly appointed police chiefs are required to attend new chiefs training within six months of their appointment. The training commission developed curriculum which will be run at least bi-annually at the training academy.

Scenario Based Training (The STEP Program): As previously reported, OPOTA started a new program to assist agencies with running high cost, scenario-based training by loaning out training equipment. The first kit deployment has occurred.

Evidence Room Management: As a result of the Ohio Auditor of State's Office receiving a high volume of requests from agencies to audit evidence rooms, the Ohio Peace Officer's Training Commission/Academy, and the Auditor's office are working on a joint project to put together a best practices manual for law enforcement for property and evidence rooms. Article after article has been written about law enforcement property and evidence rooms being a ticking time bomb waiting to explode due to inefficiency, neglect, lack of manpower, workload increases, etc. Their goal is to create a quick reference guide for law

enforcement agencies that will assist in identifying problem areas and providing them with resources and best practices to solve their issues.

Immersive Training Village Update: Phase 2 of the training village project was to add up to five additional structures to the academy's three building village. For economical and durability reasons, plans were submitted for the structures to be made of repurposed shipping containers. While they were unable to add the additional structures due to coding regulations, the academy was able to acquire a vacant prison warden's property on adjacent acreage. The house will be primarily set up for crime scene evidence collection courses. The garage and second story apartment will be modified for building entry and simulation courses, to include duplex stair maneuverability training.

West Virginia: Law Enforcement

Professional Standards Coordinator Sadler reported that the fund West Virginia uses to pay for required entry level training classes for officers in order to gain their certification as West Virginia law enforcement officers is empty. Currently these training classes are supported by a \$2 fee that is part of the court costs in state. Absent action by the Governor/Legislature to increase the fee to a preferred level of \$10 and/or designating a minimum of \$500,000 annual within the state budget, they will have to stop the training classes for a minimum of four months. Any such delay will result in an immediate backlog of officers awaiting the required training program.

Departments will be forced to either delay the hiring of officers or place officers on the streets for longer periods without this training (an option that many already do, it is allowed by statute, but not preferred). Either option if delay occurs impacts public safety within the state. This is not an "out of the blue" issue. They have been warning for a number of years and now have unfortunately reached the critical point.

Ohio recently renewed their initial six-year contract with Envisage Technologies for the use of their ACADIS software for the electronic tracking of their officer certification, training, and qualifications. This was an issue, coupled with the funding issue previously noted, as the cost of continuing this contract with Envisage at service levels used within the initial six year program was beyond their capabilities to pay for the program. Even at the pared down levels to a basic tracking software, there was an annual \$25,000 increase of costs for the software.

Ohio is satisfied with Envisage and the services provided, but the cost of states securing and using such tracking programs definitely impacts their programs. Continued activities and efforts by IADLEST as to securing/developing funding for state level and/or a national tracking system would be a big plus to their efforts. At a minimum, while recognizing the role and involvement of Envisage Technologies within IADLEST, the distribution of information as to other vendors providing such services would be appreciated.

Wisconsin: Education Consultant Pederson reported Wisconsin has a new POST Director. Mike Akselrud was promoted to the Director position for Wisconsin in July 2017 but resigned in early January 2018. The new Director for Wisconsin is now Dennis Fortunato.

Wisconsin POST is in the process of purchasing the online training module from Envisage. They will be testing it out on a 24-hour crossover between the jail and secure juvenile detention training. It may expand to law enforcement training if it works well. The staff must go through some additional training and purchase some additional software to develop the online curriculum before it can be posted on the online training module from Envisage.

In 2016, Wisconsin held its first Chaplain training, and over 110 chaplains attended. It was such a success that Wisconsin is hosting two trainings, in conjunction with the International Conference of Police Chaplains (ICPC), in Spring 2018 which will consist of 12 courses for chaplains. Courses include intro to law enforcement chaplaincy, making death notifications, stress management, ceremonies and events, confidentiality and legal liability, ethics, responding to crisis, law

enforcement families, substance abuse, suicide, officer death and injury, and sensitivity and diversity.

The Division of Law Enforcement Services, which oversees the Wisconsin Training and Standards Bureau (our version of our state's POST), the Wisconsin Crime Labs, the Wisconsin Criminal Information Bureau, and the Bureau of Justice Information and Analysis will be hosting three listening sessions around the state. The focus of these sessions is for law enforcement agencies, academies, and jails to provide feedback and their thoughts on current issues facing law enforcement to help the Division develop a 3-5 year strategic plan to assist in the top areas identified.

Under the current law, officers can sign non-disclosure agreements with their department so if those officers apply for another job elsewhere in the state, their record is sealed. A bill has been introduced to the state legislature to make several changes to the Wisconsin Law Enforcement Standards Board (LESB) including:

- Requires the LESB to regulate jail and juvenile detention officer training standards and to establish recruiting standards for all pre-service students and recruits.
- Creates an “employment file,” which will follow officers from one agency to another, which will include information such as job performance and disciplinary action. The bill requires the officer to disclose the contents of their file to the law enforcement agency looking to hire them, allows the hiring agency to orally interview other departments, and explicitly states that no agency is liable by participating in an oral interview. The bill honors current NDAs, but prohibits their use going forward.
- Gives the LESB discretion to decertify law enforcement, tribal law enforcement, jail officers and juvenile officers if the officer enters into a

deferred judgment and sentencing agreement, deferred prosecution agreement, or pretrial diversion agreement, whether pending or successfully completed, if the Board determines certification is not in the best interest of the public.

- Lastly, the bill also includes cleanup of the statutes and reorders some of the current law provisions.

The main goal of this legislation is to close the loop and reduce the number of “gypsy” cops in the state. At this point, the bill has passed the Assembly; and there was a public hearing on the bill for the Senate in mid-January, and it will go to an executive session for a vote the first week in February.

– **South Region** (Rebekah Taylor [LA])

No report given for the South Region overall, however, Brian Grisham gave an update on Tennessee.

Tennessee is experiencing unprecedented growth and they are having a hard time meeting the demand to train new officers. The Governor has authorized the Tennessee POST two expansion requests to help accommodate the growth. Tennessee has now implemented the Just and Fair Policing mandate that Tennessee POST published to try and hold off any legislative mandate.

– **Midwest Region** (Gary Steed [KS])

The midwest region meeting was held in December 2017 in Kansas.

Wyoming: Dave Harris will be retiring as the POST Director in Wyoming. They are also physically moving their POST office to the Wyoming Law Enforcement Academy.

Oklahoma: Oklahoma is struggling with funding. They are looking at different ways to save money to help with the funding issue. They have proposed a bill to the

legislature to study the feasibility of taking training away from CLETC and moving it to the career technologies center. They are also proposing a bill to allow persons into the CLETC Academy at their own cost.

Missouri: The current training requirement of every officer completing 48 hours over the course of three years is changing to every officer being required to complete 24 hours annually on topics that include officer wellness and Crisis Intervention Training (CIT). Missouri also implemented a new computerized tracking system.

North Dakota: North Dakota had an incident involving the use of a confidential informant. As a result of that incident, the POST has been tasked by the legislature to draft administrative rules outlining minimum requirements for the use of confidential informants. If anyone is interested, the North Dakota POST created an in-service training on the issues with the protests at the North Dakota pipelines. If you are interested contact the North Dakota POST.

Kansas: The Kansas Training Academy is celebrating its 50th Anniversary this year.

The Kansas POST is being challenged by open records requests to release information on investigatory records. They introduced a bill to the state legislature to protect the investigatory records.

This will be Gary Steed's last executive committee meeting. Chuck Garhardt with the Oklahoma POST will be taking over as the midwest regional representative.

Texas: The Texas legislature has mandated 20 new curricula. One of the trainings was for Texas to work with the Texas Education Agency (TEA) and the Texas Department of Licensing and Regulation (TDLR) to develop curriculum on interacting with the public. Every law enforcement officer will have to attend this training and they have to develop a training on interacting with the

police that has to be taught in every classroom in the state. There will also be a version of the interacting with police taught in every driver's education course as well.

– **West Region** (Mike Sherlock [NV])

There was no report for the West Region given. However, Victor McCraw gave an update on Idaho. Victor McCraw will be testifying on a senate bill in February to institute something similar to Kentucky's funding.

– **International Region** (Gary Bullard [ICITAP])

ICITAP is working with Deputy Director Harvey to push the Kosovo Accreditation forward. Gary Bullard stated that they are going to try and bring some delegates from Iraq to the annual conference, but they are still working the details out on that.

Gary Bullard expressed concern for follow-on years of the annual conference with regards to the international delegates. The budgets are looking bleak for 2019 so the program may be drastically reduced for 2019. Some of the money that supports ICITAP is being used elsewhere in the State Department under the current administration.

Finally, ICITAP is waiting to hear what the new Assistant Attorney General's priorities are so Criminal Division can decide if ICITAP is value added and going to continue as it has been over the past.

ADJOURNMENT: Having no other business to conduct, President Zivkovich called for adjournment at 5:00 pm Eastern Standard Time. There was a **MOTION** by Kim Vickers (TX) and a **SECOND** by Gary Steed (KS) to adjourn. The **MOTION CARRIED**.

Next Executive Committee Meeting: May 20, 2018, in Boston, MA, at 8:30 am.





IADLEST National Certification Program Certified Courses

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



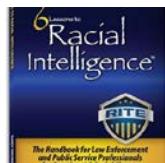
Course Approval

Pro Train Inc. Strategies & Tactics of Patrol Stops (STOPs) Instructors Course 5/1/2018

The goal of the (STOPs) tactical training is to instruct police officers in the following: assessment of risks and threat cues by drivers and passengers; safe positioning of police and violator vehicles; safe methods for approaching vehicles and making contact with driver/passenger; how to stop and approach vehicles other than passenger cars; case law regarding vehicle stops; high-risk stops; procedures to counter ambush assaults, escapes from the ambush zones, and laws regarding vehicle searches and how to safely conduct them; how to avoid citizen complaints and conflict with violators; and risk factors that must be considered during a vehicle pursuit, which often begins with a traffic stop. It is our most popular and fastest-growing course and is being taught by many Police Academies nationally. STOPs tactics are currently being utilized by thousands of police agencies nationwide. Simply put....STOPs saves cops!

Catalog Link

Class: In-Person **Length:** 28 hours



Rite Academy Approval 4/23/2018

Racial Intelligence for law enforcement & public service professionals

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

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

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

- (4) Hours - Emotional Intelligence
- (4) Hours – Social Intelligence
- (4) Hours – Racial Intelligence

Catalog link

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



Vistelar

Verbal Defense & Influence for Law Enforcement Professionals

4/2/2018

This four-day course certifies individuals as instructors for Vistelar's Conflict Management for Contact Professionals training program (Verbal Defense & Influence™) so they are authorized to teach this program within their organization.

This course covers non-escalation (conflict prevention), de-escalation, and crisis intervention tactics — but not physical alternative tactics (control, stabilization, non-lethal/lethal weapons). The training is focused on the point of impact — the short period of time when a disagreement or insult can escalate to conflict and on to emotional and/or physical violence.

Class time emphasizes student interaction, scenario-based skill practice (using a proprietary video recording/review technology), analysis of real-life events captured on video and memorable stories ("peace stories").

Each participant receives access to an online pre-work program, a student workbook, an instructor binder, and, following class, access to an online instructor-resource website. Participants leave the course fully-prepared to teach Verbal Defense & Influence within their organizations.

Catalog Link

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



BSR / Summit Point Training Center

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

3/29/2018

B.E.C.O.N. stands for Barricade, Egress, Control, Oppose, and Notify and is a series of non-sequential strategies that can be applied during a crisis event. This course is designed for Commercial Management, Hospitals, School Administrative Staff/Teachers, School Resource Officers, Law Enforcement, Security, and Places of Worship. The course includes lectures with in-class demonstrations, a short exposure of four weapon types and hands-on practical exercises where the participants experience various situations reacting proactively to address the situations. This is the one-day eight hour course, with the option to do the 2 day "Instructor Certification" course (2-day 16 hr.)

Catalog link

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

3/26/2018



Bureau of Justice Assistance

Crime Analysis for Chief Executives

This free, intensive two-day workshop is designed to support Chiefs, Sheriffs and other police executives in the development, utilization and enhancement of crime and public safety analysis intended to drive departmental operations.

Catalog link

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



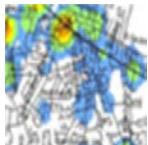
The Graffiti Consultants
Graffiti Investigations
[Catalog Link](#)
Class: In-Person Length: 8 hours

3/2/2018



IADLEST
National Agency Strategic Planning Session - Maximizing the DDACTS Model
[Catalog Link](#)
Class: In-person Length: 12 hours

2/27/2018



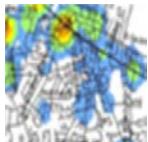
IADLEST – TXDOT
GIS: Mapping and Hot Spot Identification Part 3 - Identifying and Analyzing Hot Spots
[Catalog Link](#)
Class: Blended Length: 1.5 hours

2/24/2018



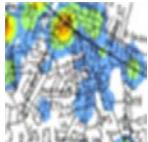
Community Safety Institute
Surviving a Mass Shooting: Train-the-Trainer
[Catalog Link](#)
Class: In-Person Length: 8 hours

2/22/2018



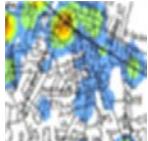
IADLEST - TXDOT
GIS: Mapping and Hot Spot Identification Part 2 - Dots on the Map
[Catalog Link](#)
Class: Blended Length: 1.5 hours

2/7/2018



IADLEST - TXDOT
GIS: Mapping and Hot Spot Identification Part 1 - Introduction to ArcGIS for DDACTS
[Catalog Link](#)
Class: Blended Length: 1 hour

1/21/2018



IADLEST - TXDOT
Data Analysis with Microsoft Access Series - Microsoft Access Application Webinar
[Catalog Link](#)
Class: Blended Length: 1 hour

1/16/2018



Oak Grove Technologies
Ignition Interlock Course for Law Enforcement Pretest
[Catalog Link](#)
Class: Online Length: 0 hours

1/5/2018



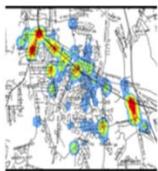
NHTSA – National Highway Traffic Safety Administration
Ignition Interlock Course for Law Enforcement
[Catalog Link](#)
Class: Online Length: 2 hours

1/5/2018



IADLEST - NTP
Documenting Force by Force Concepts
[Catalog Link](#)
Class: In-Person Length: 16 hours

12/21/2017



IADLEST - TXDOT
Data Analysis w/ Microsoft Access: Other Helpful Queries, Reports, and Macros Part 4
[Catalog Link](#)
Class: Blended Length: 1 hour

12/3/2017



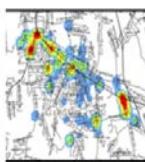
Women Against Crime, LLC
Personal Safety Strategies
[Catalog Link](#)
Class: In-Person Length: 4 hours

12/3/2017



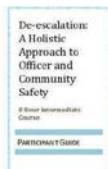
International Association of Law Enforcement Firearms Instructors, Inc. (IALEFI)
Firearms Instructor Course
[Catalog Link](#)
Class: In-Person Length: 44 hours

10/26/2017



IADLEST - TXDOT
Data Analysis With Microsoft Access: Strategic Analysis and Querying Part 3
[Catalog Link](#)
Class: Blended Length: 1 hour

11/13/2017



Community Safety Institute
Intermediate De-escalation by Community Safety Institute
[Catalog Link](#)
Class: In-Person Length: 8 hours

11/6/2017



The Institute for Individual and Organizational Change (IFIOC)
Motivational Interviewing for Law Enforcement
[Catalog Link](#)
Class: In-Person Length: 12 hours

11/06/2017



IADLEST - TXDOT
Data Analysis with Microsoft Access Series - Data Analysis & Table Structures- Part 2
[Catalog Link](#)
Class: Blended Length: 1 hours

10/26/2017



Premier Police Training, LLC

Vehicle Stops and Searches - A Revealing Journey to Becoming a More Effective Officer

[Catalog Link](#)

Class: In-Person Length: 16 hours

10/23/2017



IADLEST - NTP

Police Use of Force - A Dynamic Journey to Becoming a More Confident Officer

[Catalog Link](#)

Class: In-Person Length: 16 hours

10/23/2017



Controlled F.O.R.C.E., INC.

Controlled F.O.R.C.E. Defensive Tactics Instructor Certification Level 2

[Catalog Link](#)

Class: In-Person Length: 16 hours

10/12/2017



IADLEST - TXDOT

Data Analysis with Microsoft Access Series - Data Analysis & Table Structures- Part 1

[Catalog Link](#)

Class: Blended Length: 1 hour

10/12/2017



Spokane County Sheriff's Office

Pursuit Immobilization Technique (PIT) Instructor Course

[Catalog Link](#)

Class: In-Person Length: 40 hours

9/25/2017



Controlled F.O.R.C.E., Inc.

Controlled F.O.R.C.E. Defensive Tactics Instructor Certification: LEVEL 1

[Catalog Link](#)

Class: In-Person Length: 16 hours

9/19/2017



IADLEST

Pursuit Policy

[Catalog Link](#)

Class: Online Length: 1 hour

9/6/2017



Spokane County Sheriff's Office

Autism in the Wild: Training for Law Enforcement

[Catalog Link](#)

Class: In-Person Length: 7 hours

8/8/2017



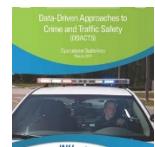
Spokane County Sheriff's Office

Ethical Leadership

[Catalog Link](#)

Class: In-Person Length: 8 hours

8/7/2017



IADLEST

Data Driven Approaches to Crime & Traffic Safety

[Catalog link](#)

Class: In-Person Length: 16 hours

8/3/2017



Richard Whitehead & Associates, LLC

Instructor Development/Certification

[Catalog Link](#)

Class: In-Person Length: 40 hours

8/2/2017



Washington State University

Counter Bias Training Simulation (CBTsim)

[Catalog Link](#)

Class: In-Person Length: 4 hours

7/27/2017



IADLEST - TXDOT

DDACTS Strategic Agency Planning Session

[Catalog Link](#)

Class: In-Person Length: 8 hours

7/24/2017



HITS, Inc.

Street Cops

[Catalog Link](#)

Class: In-Person Length: 16 hours

6/23/2017



Richard Whitehead & Associates, LLC

Forensic Statement Analysis

[Catalog Link](#)

Class: In-Person Length: 8 hours

6/13/2017



Code 9 Project

Code 9 Project Command Staff Workshops

[Catalog Link](#)

Class: In-Person Length: 12.5 hours

6/6/2017



Code 9 Project

Code 9 Project First Responder S.H.A.R.E Workshops

[Catalog Link](#)

Class: In-Person Length: 12.5 hours

6/5/2017



Pat McCarthy's Street Crimes Seminar

Pat McCarthy's Street Crimes Seminar

[Catalog Link](#)

Class: In-Person Length: 21 hours

5/18/2017



HITS, Inc.
Advanced Roadside Interview Techniques for Patrol Officers
[Catalog Link](#)
Class: In-Person Length: 16 hours

4/19/2017



Innovative Reasoning, LLC
Critical Decision Making for Public Utility Personnel
[Catalog Link](#)
Class: In-Person Length: 16 hours

4/12/2017



John E. Reid and Associates, Inc.
The Reid technique of investigative interviewing for child abuse investigations
[Catalog Link](#)
Class: In-Person Length: 20 hours

4/12/2017



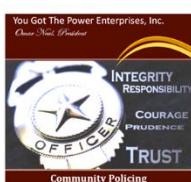
First Responder Disability Awareness Training
Law Enforcement Disability Awareness Train the Trainer
[Catalog link](#)
Class: In-Person Length: 12 hours

3/23/17



Kognito
Trauma-Informed Policing with Tribal Youth
[Catalog link](#)
Class: In-Person Length: 1 hour

3/15/17



You Got The Power Enterprises, INC.
Community Policing
[Catalog link](#)
Class: In-Person Length: 16 hours

2/22/17



Spokane County Sheriff's Office
Oleoresin Capsicum Certification Class (Basic)
[Catalog link](#)
Class: In-Person Length: 4 hours

2/22/17



HITS, Inc.
Criminal Patrol/Drug Interdiction
[Catalog link](#)
Class: In-Person Length: 16 hours

2/3/17



Innovative Reasoning
Critical Decision Making Module 2
[Catalog link](#)
Class: Online Length: 1 hour

2/3/17



Innovative Reasoning Critical Decision Making Module 1 Catalog link Class: Online Length: 1 hour	2/3/17
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Spokane County Sheriff's Office Clear Sight: Identifying & Adapting Your Bias Catalog link Class: In-Person Length: 4 hours	2/3/17
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Spokane County Sheriff's Office Interaction and Perception (I&P) Catalog link Class: In-Person Length: 12 hours	12/6/2016
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Advanced Interviewing Concepts Statement Analysis® Interviewing Techniques Catalog link Class: In-Person Length: 8 hours	11/15/2016
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The Graffiti Consultants Ten Steps to a Graffiti Free City Catalog link Class: Online Length: 8 hours	11/2/2016
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Marin Consulting Associates Performance and Accountability Catalog link Class: In-Person Length: 16 hours	10/12/16
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Innovative Reasoning Workplace Violence and Active Shooter Preparedness Catalog link Class: In-Person Length: 8 hours	10/12/16
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Glidden Training & Consulting, LLC Bulletproof Leadership Catalog link Class: In-Person Length: 6 hours	10/4/16
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FMCSA/IADLEST

Large Truck & Bus Traffic Enforcement Training Program

[Catalog link](#)

Class: In-Person Length: 2 hours

9/21/16



Innovative Reasoning

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

[Catalog link](#)

Class: In-Person Length: 16 hours

8/31/16



International Ethics and Leadership Training Bureau LLC

Law Enforcement Peer Intervention Training

[Catalog link](#)

Class: In-Person Length: 8 hours

8/31/16

About IADLEST: The International Association of Directors of Law Enforcement Standards and Training (IADLEST) is an international organization of training managers and executives dedicated to the improvement of public safety personnel. IADLEST serves as the national forum of Peace Officer Standards and Training (POST) agencies, boards, and commissions as well as statewide training academies throughout the United States. <http://IADLEST.org>

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