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# NEWSLETTER

Michael Becar, Executive Director, CEO  
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Volume 24 Number 3

July 2013

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

## MEETING SCHEDULE

The next IADLEST Business meeting is scheduled for Saturday, October 19,; and Sunday, October 20, 2013, in Philadelphia, Pennsylvania, in conjunction with the Annual IACP Conference. The meeting location is yet to be determined.

The 2014 IADLEST Annual Conference is scheduled for June 1- 4, 2014, at the Sandestin Golf and Beach Resort, 9300 Emerald Coast Pkwy, West Destin, Florida 32550.

## OREGON THANKS 2013 IADLEST CONFERENCE ATTENDEES

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

The Oregon Department of Public Safety Standards and Training (DPSST) were honored to host the 2013 annual conference of IADLEST, the International Association of Directors of Law Enforcement Standards and Training. 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. IADLEST is also an

international organization of standards and training managers and executives dedicated to the improvement of public safety personnel.

The 2013 conference allowed the more than 160 attendees to experience all that IADLEST has to offer, and much more.

The four-day event in Portland, Oregon, featured over two dozen presentations: a variety of regional, national, and international meetings on standards and training issues; great networking; and various displays by vendors. The weather could not have been better for conference attendees and the many friendships that were made were priceless. Attendees came from almost every state and included 34 international representatives from Australia, Bosnia and Herzegovina, Kosovo, Mexico, Nigeria, and Canada. We were also joined by training directors from the United States Army Military Police School, the United States Air Force Law Enforcement Training Academy, and the United States Marine Corps Law Enforcement Academy. On the final day of the conference, attendees were treated to a full tour of the Oregon Public Safety Academy in Salem. DPSST's staff showcased their innovative training programs and training venues at their 230-acre campus which is used to train all city, county, tribal, and state law enforcement officers in Oregon who work in law enforcement, corrections, parole and probation, and 9-1-1 disciplines.

The Special Olympic Run-Walk and auction generate a total of \$2,401 was collected and given directly to the Oregon Special Olympics.

DPSST extends thanks to the Portland Police Bureau for their support and assistance. DPSST extends a special thanks to Telmate for hosting the conference hospitality suite for all of the attendees on Sunday and Tuesday evenings. We look forward to seeing all of you in Florida in 2014!



## **INTERNATIONAL MEMBERS**

*by: Mike Becar, IADLEST Executive Director*

IADLEST would like to welcome our newest international member, Kelvin So, Chief Instructor for Saferoads Tactical Driving Training, located in Hong Kong. We now have international memberships in Hong Kong, Albania, Bosnia, Kosovo, Macedonia, Montenegro, Serbia, and Lagos, Nigeria. At our conference in Portland in June, we also had a group from Mexico.

## **2012-13 IADLEST EXECUTIVE COMMITTEE INTRODUCTIONS**

A new IADLEST Executive Committee was installed June 5, 2013, at the IADLEST business meeting held in Portland, Oregon. The following is a brief biographical sketch of each of the Committee members.

**President:** Kim Vickers is the Director of the Texas Commission on Law Enforcement Standards and Education. 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 2010, Kim assumed the duties of Executive Director for the Texas Commission on Law Enforcement Standards.

He has been married to his wife, Chrys, for 38 years and has two children: son Eric is a

homicide detective with the Abilene Police Department, and daughter Jennifer is a doctor in New York City. Kim has two grandchildren.

**First Vice-President:** Arlen Ciechanowski is the Director of the Iowa Law Enforcement Academy. Arlen's career spans 36 years, first with the Ames Police Department and then the Story County Sheriff's office. Arlen has served as an instructor and assistant director of the Iowa Law Enforcement Academy. He has a long, distinguished law enforcement training career and served previously as an IADLEST Midwest Regional Representative.

Arlen holds a Bachelor of Science degree from Iowa State University and a Master of Science degree in Criminal Justice Administration from Central Missouri State University.

**Second Vice-President:** Dave Harvey was appointed Executive Director of the Michigan Commission on Law Enforcement Standards September 15, 2010.

Prior to his appointment, he served as the City Manager of Garden City, Michigan, for six years. Mr. Harvey served as the Chief of Police in Garden City during a 23-year career with the Department and also was the Chief of the Detroit Metropolitan Airport Authority Police Department.

As the City Manager, he oversaw and coordinated the City's daily operations. He managed nine City Departments employing approximately 152 people with an overall City budget of approximately \$31 million. Dave holds a Master's degree in Public Administration and a Bachelor of Science degree in Criminal Justice.

**Immediate Past President:** William J. Muldoon was appointed Director of the Nebraska Law Enforcement Training Center in August 2006.

William started his law enforcement career over 32 years ago with the Omaha Police Department where he spent 25 years working various units, including accident investigation, background investigations, criminal investigations, public

information, and the Omaha Police Department Training. William retired from the Omaha Police Department as a lieutenant.

He accepted a position as the Chief of Police of the Nebraska City Police Department (NCPD) in 2003, where he gained valuable experience working with a rural police agency. As chief, he revamped policies, procedures, training, and updated equipment of his department. Policies and new focus combating domestic violence and underage drinking were implemented. When NCPD started a Citizen's Police Academy, Bill worked with the Otoe County Sheriff's Office and the Nebraska State Patrol to conduct a Citizen's Academy for residents countywide.

William has a long history of training, teaching as an adjunct instructor at the Nebraska Law Enforcement Training Center since 1992 and teaching the Public Information Workshop for NHTSA. More recently he instructed the Incident Command and National Incident Management programs. He published *Five Steps to a Successful Television Interview* in Police Chief Magazine, April 2001, and was co-author of *Media and Law Enforcement Relations During Hostag-taking Terrorist Incidents, A Cooperative Decision Effort* that appeared in Sheriff Magazine, March - April 1999. William holds a Bachelor of Science degree in Criminal Justice Administration from Bellevue University.

He is married to Mary Anne and they celebrated their 29<sup>th</sup> anniversary this June. They have a daughter, Patricia, who is a nurse in Omaha and a daughter, Regina, who is attending the University of Nebraska, Lincoln.

**Immediate Second Past President:** Richard Clark is the POST Executive Director for the Nevada Peace Officer Standards and Training Commission. He retired from the Los Angeles Police Department in 1991 as a Communications Division Watch Commander after 26 years of dedicated service. During his time with the department, he also served as a Patrol Officer, Traffic Officer, Investigator, and Supervisor.

He served four years with the L.A.P.D. Academy as a PT/Defensive Tactics Instructor

and was a Field Supervisor for more than 22 years. During this, time he worked three years in deep undercover intelligence, 12 years as a motorcycle Sergeant, and three years as Chairman of the Department's Peer Counseling Program. He spent three years teaching L.A.P.D. Sergeant School Conflict Management, Counseling, and Communication Skills for Supervisors.

Mr. Clark won Silver Medals in the Police Olympics in 1970 and 1971. He was a member of the Los Angeles Police Department's cross country team that set a world's record for the longest run in history. This run spanned from L.A. to Montreal, Canada, in 1976. In 1995, he won the Silver medal in "The Toughest Competitor Alive" category at the World Police and Fire Games in Melbourne, Australia.

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

**Secretary Mark E. Damitio** began his involvement with law enforcement in 1971 with the Thurston County Sheriff's Office, Olympia, Washington, as a volunteer. In 1978, he was hired as a police officer by the Kent, Washington, Police Department. He graduated as the top academic student of the Seattle Police Academy class #104. In 1982, he was appointed as the department's Training Coordinator. In 1986, he was assigned by request of the Washington State Criminal Justice Training Commission for a two year special assignment coordinating advanced training programs. From 1988 to 1997, Mark served with the Washington State Criminal Justice Training Commission beginning as an Assistant Training Coordinator and rising to Division Manager.

He was appointed Deputy Director of the New Mexico Department of Public Safety Training & Recruiting Division in July 1997. He supervised

the day-to-day operations of the New Mexico Law Enforcement Academy and was responsible for the licensing and State compliance of ten satellite law enforcement academies. In February 2004, Mark was appointed Deputy Assistant Director at the Kansas Law Enforcement Training Center where he is responsible for the Continuing Education program.

Mark is a graduate of Highline Community College with an Associate's degree in Administration of Justice, and he also graduated from the University of Washington with a Bachelor's degree in Society and Justice. He is a graduate of the FBI Northwest Law Enforcement Command College and the Central States' LEEDS. He holds Law Enforcement Executive Certifications from the Washington State Criminal Justice Training Commission and the New Mexico Law Enforcement Academy.

**Treasurer Charles "Chuck" Melville** joined the Kentucky Department of Criminal Justice Training after serving 30 years as a police officer, first with the City of Southgate, Kentucky (1975-77), then at the Cincinnati/Northern Kentucky International Airport (1977-2005), eventually rising to the rank of Chief of Police. He has been with the agency since 2005 when he was appointed to the position of Executive Director of the Kentucky Community Preparedness Program (KCPP). Chuck served as the Branch Manager for Advanced Individual Training prior to his appointment as Director of the Training Operations Division in December 2007.

He received a B.S. degree in Police Administration from Eastern Kentucky University in 1977. Chuck is a graduate of the 151<sup>st</sup> Session of the FBI National Academy and the US Secret Service Dignitary Protection Program. Melville is a member of the International Association of Chiefs of Police. He has served as the president of the Northern Kentucky Police Chiefs Association and is a life member of the Kentucky Association of Chiefs of Police where he chaired the Professional Standards Committee which oversaw the Kentucky Law Enforcement Accreditation Program.

He has served on the Executive Board for the FBI's Northern Kentucky Joint Terrorism Task Force and the US Attorney's Anti-Terrorism Advisory Committee for the Eastern District of Kentucky.

Currently, Mr. Melville serves on the Board of the Kentucky Law Enforcement Memorial Foundation and the Training Committee of the Kentucky Association of Chiefs of Police.

Chuck and his wife Tina have two adult daughters.

**Northeast Representative:** 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 190<sup>th</sup> Session of the FBI National Academy.

**Southern Representative:** Jennifer Cook Pritt ("Cookie") was appointed as the Director of Criminal Justice Professionalism and Training

for FDLE in January 2012. She provides oversight and direction for the Criminal Justice Standards and Training Commission, the Bureau of Standards, the Bureau of Training, the Florida D.A.R.E. Program, the Alcohol Breath Testing Program, the Florida Medical Examiners Commission, and the Commission on Florida Accreditation. Cookie represents FDLE on matters related to the employment, training, leadership development, and education of law enforcement, correctional and correctional probation officers.

Jennifer has over 20 years of law enforcement experience. Cookie started her law enforcement career at the University of Florida Police Department while obtaining her B.S. in Criminology (Cum Laude) and Law and then her M.S. in Political Science (Magna Cum Laude). During graduate school, she also served as the Interim Director for the Community Oriented Policing Institute in Gainesville. In this capacity, she coordinated the development and delivery of Community Policing training to officers throughout North Florida. While at the University of Florida Police Department, Jennifer had assignments to the Patrol Division, the Special Investigations Division, and the Community Services Division as a DARE Officer. In 1997, Ms. Pritt was hired as an Investigator for the Office of the State Attorney Eighth Judicial Circuit and assigned to the DEA Task Force to work major drug trafficking and money laundering investigations.

Jennifer joined the Florida Department of Law Enforcement in 1999. During her time with the department, she has served in the Office of Executive Investigations, working public corruption, Governor ordered investigations, and the Office of Statewide Intelligence as the Drug Intelligence Agent. Jennifer was promoted to Special Agent Supervisor in 2003 with oversight for major drug, violent crime, and economic crime cases. In 2007, Cookie became the Chief of Investigations and Intelligence and the Director of the Florida Fusion Center. In this role, Chief Pritt provided oversight for FDLE's strategic intelligence functions across all crime focus areas and ensured that a network of local, state, and federal agencies were provided with

comprehensive threat assessment capabilities and meaningful intelligence products.

Jennifer has two daughters and her husband works for the Department of Justice, Federal Bureau of Prisons. She is an advocate for Autism Awareness programs.

**Central Representative:** 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 B.A. in Criminal Justice from the University of Wisconsin-Madison and a Master's degree in Criminal Justice from the University of Phoenix.

**Midwest Representative:** Chris Sutterfield is the Chief of Operations for the State of Oklahoma Council on Law Enforcement Education and Training. Prior to beginning his employment with the State of Oklahoma, Chief Sutterfield was a municipal police officer with the McAlester, Oklahoma, Police Department before taking an early retirement as a Lieutenant and joining the staff with the State of Oklahoma. He has been with the State of Oklahoma for 23 years. Chief Sutterfield served as the program chairman for the IADLEST Law Enforcement Driver Training Reference Guide in its last update along with chairing the curriculum development for the Pursuit Policy Development Workshops. He was the program manager for ALERT International with the Pursuit Policy Workshop agreement that was shared with IADLEST. Chief Sutterfield is a member of the IACP's National Law Enforcement Challenge Committee and the First Vice-President of the Oklahoma Sheriff's and Peace Officers Association.

**West Representative:** Lyle W. Mann is the Director for the Arizona Peace Officer Standards and Training Board (AzPOST). Lyle came to the AzPOST in August 1995 after 22 years with the Tucson Police Department, where he has

risen through the ranks to the level of Captain. Prior to command assignments, he spent time in uniform patrol and as a detective.

While working for the AzPOST, he served as the Basic Training Project Manger, the In-service Training Manager, and the Compliance Manager. His current responsibilities include video projections, academy training, school calendar, emergency vehicle operator training, and instructor certification programs. He is also the Board's legislative lobbyist and responsible for the Administrative Rules under which the Board operates.

Lyle has holds a Bachelor's of Science Degree in Public Administration from the University of Arizona, and a Master's in Leadership, is a graduate of the Arizona Law Enforcement Leadership Institute, and a graduate of the Senior Management Institute for Police presented by Harvard University's John F. Kennedy School of Government.

## WELCOME NEW MEMBERS

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

Steven Amey, Ferris State University, Big Rapids, MI  
Shawn Bennett, Fairfax County, Chantilly, VA  
Stuart Bishop, Northland Pioneer College, Snowflake, AZ  
Monica Bryant, Chatham Co. Sheriff's, Savannah, GA  
John Gilbride, Purdue Pharma LP, Stamford, CT  
Cheryl Greathouse, Public Safety Trng. Center, Forsyth, GA  
Douglas Grimes, State Police, Harrisburg, PA  
Frank Hendron, Capella University, New Castle, DE  
Winfield Hunter, Depart. of Justice, Raleigh, NC  
Therese Kubala, Vancouver P.D, Vancouver, WA  
Valerie Miller, Training Info Central, Inc., Oakley, CA  
John Reynolds, County Sheriff's, Council Bluffs, IA  
Daniel Schemr, Blue Courage, Kansas City, MO  
David Smith, Fairfax County, Chantilly, VA  
Kelvin So, Saferoads Tactical Driving, Hong Kong, China  
Matt Viar, Roanoke County P.D., Roanoke, VA  
Keith Warner, Harford County Sheriff's, Bel Air, MD  
Mike Williams, Roanoke County Police, Roanoke, VA  
John Worden, University of Missouri, Columbia, MO

## CHANGES IN POST DIRECTORS

**Pennsylvania:** State Police Commissioner Frank Noonan has promoted Douglas E. Grimes of Lewistown, Mifflin County, to major and assigned him as the Executive Director of the Municipal Police Officers Education and Training Commission. Major Grimes most recently served as the Director of Investigations and Operational Support Division in the Bureau of Forensic Services.

A native of Jefferson Hills, Allegheny County, Major Grimes enlisted in the State Police in 1987. Following his training at the State Police Academy, he was assigned to Troop G, Lewistown, Pennsylvania.

As he progressed through the ranks, Major Grimes also served at stations in Troop G, the Bureau of Research and Development, the Bureau of Criminal Investigation, and the Bureau of Records and Identification. Major Grimes was an original member of the Fugitive Apprehension Unit in the Bureau of Criminal Investigation and worked as the Commander of the Megan's Law Section to help bring Pennsylvania into compliance with the Federal Adam Walsh Act, commonly known as Pennsylvania's Megan's Law. He was promoted to Corporal in 1993, to Sergeant in 2003, to Lieutenant in 2007 and to Captain in 2011.

Major Grimes is a 1982 graduate of the Pittsburgh Institute of Aeronautics and a 2012 graduate of the 251<sup>st</sup> Session of the FBI National Academy.



SKIDBIKE®. see page 19-20

**“AND THE EMMY GOES TO....”**

by: *Jan Bullard*

*Assistant Executive Director, California POST*

On June 15, 2013, before a large audience convened in Las Vegas for the National Association of Television Arts and Sciences awards ceremony, the California Commission on Peace Officer Standards and Training (POST), and Digital OutPost (DOP), who provides video production services for POST, received an Emmy award for the *Did You Know* video “10-97.”

Assistant Executive Director Jan Bullard along with Terry Barnum and Raegan Matthews-Roesink from DOP accepted the award on behalf of the Commission given for the Community/Public Service (PSAs) category.

The *Did You Know* series was created by POST in 2010 to feature important safety or informational messages in a quick and dynamic way. *Did You Know* “10-97” reminds officers that speed is one of five factors that can cause career-ending injury or fatalities for law enforcement officers or members of the communities they serve.

While POST has accrued a respectable collection of awards for video production in the past, including Emmy nominations for *Did You Know* - “Choices,” *Did You Know*- “Fatigue,” and “Preventing Law Enforcement Suicide,” “10-97” is POST’s first actual Emmy win.



To view this Emmy-winning video and all of the CA POST SAFE Driving Campaign videos, go to [www.post.ca.gov](http://www.post.ca.gov) and click on SAFE Driving Campaign.



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**RECRUIT TRAINING:  
ARE WE PREPARING OFFICERS  
FOR A COMMUNITY ORIENTED  
DEPARTMENT?**

*by: Karl W. Bickel, Senior Policy Analyst, COPS Office*

*First printed in the June 2013 edition of the COPS Office  
“Community Policing Dispatch”*

As many law enforcement agencies embrace the community policing philosophy and continue to strive to achieve the goal of full implementation, they may want to examine how their academies are preparing their new recruits. Are they developing collaborative problem solvers? Or, are they creating obstacles to their community policing efforts? Are they creating barriers to bringing their customers, the citizens they serve, improved quality of life by addressing crime and public order problems through partnerships with community stakeholders? Some recruit training programs may actually be creating impediments to success.



Police recruit training is generally found to be based on one of two models—stress or non-stress—with a range of variants drawing from both models. Stress training is modeled after a military boot camp, characterized by paramilitary drills, daily inspections, intense physical demands, public discipline, withholding privileges, and immediate reaction to infractions. Non-stress recruit training is associated with a more relaxed academic or collegiate atmosphere, characterized by emphasis on academic

achievement, a relaxed instructor/trainee relationship, and administrative disciplinary procedures.<sup>1</sup>

According to the U.S. Department of Justice, Bureau of Justice Statistics, Report on State and Local Law Enforcement Training Academies (BJS Report), the majority of police recruits receive their training in academies with a stress-based military orientation.<sup>2</sup> This begs the question: is this military model—designed to prepare young recruits for combat—the appropriate mechanism for teaching our police trainees how to garner community trust and partner with citizens to solve crime and public order problems?



Some believe that certain benefits may be derived from the militaristic stress environment, e.g., self-discipline, self-confidence, and command presence to name a few. However, the warrior-like orientation seems antithetical to a community oriented policing philosophy that is grounded in trust building, partnering, and developing and sustaining positive relationships with citizen stakeholders that are integral parts of community-oriented policing.

Questions surrounding the efficacy of stress training for police recruits are not new. From 1967 through 1971, Assistant Sheriff Howard H. Earle conducted an experiment on stress vs. non-stress training in the Los Angeles County Sheriff's Department Academy. Though dated, his findings could be relevant to the development of today's police officers—officers who are expected to work collaboratively with

citizens in their communities to identify and solve crime and public order problems.

Earle found that “non-stress trained subjects performed at a significantly higher level in the areas of field performance, job satisfaction, and performance acceptability by persons served.”<sup>3</sup> Higher levels of performance in all of these areas are attributes that can lead to improved relationship building and collaborative problem solving with community stakeholders.

In the wake of police recruits’ widespread kidney problems, resulting from physical training in a “stress” training environment at the Agawam Police Academy in Massachusetts in 1988, then Governor Michael Dukakis commissioned a panel to investigate recruit training and make recommendations. The panel found: “The so-called drill instructor approach to training that includes indiscriminate verbal abuse, debasement, humiliation confrontation, harassment, hazing, shouting, and physical exercise as punishment has no place in police training.”<sup>4</sup> The panel further found that this type of training was counterproductive and that it is “not conducive to training men and women in a manner that will best enable them to serve society.”<sup>5</sup> “...paramilitary stress academies produce defensive and depersonalized officers, while collegiate non-stress training models, a small minority in American policing, have no such consequences.”<sup>6</sup>

More recently, some scholars have said “that the high stress paramilitary model of training results in police practices that are contrary to democratic governance and that a structure utilizing university connections, experiential learning, and critical thinking would be significantly more effective.”<sup>7</sup> A stress academy’s structure and culture does not always lend itself to the philosophical underpinnings of community policing, even when there is an effort to incorporate community policing and collaborative problem solving into the curriculum. The paramilitary training format can help to establish esprit de corps and discipline, but it may be at the expense of isolating officers from the citizens they serve.<sup>8</sup> This type of training does capture the attention and enthusiasm of the predominantly young and easily influenced recruits, however, emphasizing

the crime fighting and action-oriented aspects of policing often thought of as “real policing.”<sup>9</sup>

As recruits embrace the paramilitary trappings of a stress academy and become more socialized into the police profession, they tend to identify more and more with their peers and separate themselves from “outsiders.” This may become a barrier to effective partnership building required in collaborative problem solving.

It has also been said that “paramilitary stress academies” that apply pressure to recruits to produce a response to said pressure “socialize recruits into maladaptive coping strategies.”<sup>10</sup> Maladaptive coping strategies can also act to further distance officers from citizen stakeholders.

All of this should come as no surprise as the stress training is built on the military model and the military mission is generally to work within a close knit team to achieve an objective through the use of force and violence. This is contrary to the role of a police officer in the context of a community oriented department, which is to develop relationships with citizens that lead to collaboration in identifying, addressing, and solving crime and public order problems as their primary objective.

“Expertise, rather than the symbols of power and coercion will be the basis for partnerships in community outreach. . . . Traditional policing that emphasizes top-down authority relations, where police have ‘ownership’ over crime problems, needs to give way to community involvement and partnerships. Success will depend on training that teaches and demonstrates how to share power and authority, how to gather information and suggestions, how to work through conflict to build consensus, and how to cooperate and coordinate with others.”<sup>11</sup>

Another unintended consequence stemming from a stress academy approach may be the loss of good police recruits who have a knack for community policing but who are uncomfortable with a militaristic boot camp environment. There is some evidence that a more collegial training environment increases the graduation rate of recruits, particularly female recruits.<sup>12</sup>



Predominantly, stress training academies in the BJS Report had a completion rate—recruits making it to graduation—of 80 percent. Those training academies that were predominantly non-stress environments produced a completion or graduation rate of 89 percent.<sup>13</sup>

For female recruits, the challenge of a predominantly stress focused training academy are even greater. The completion rate for females in a predominantly non-stress training environment was 89 percent in the BJS Report, the same as their male counterpart. However, the completion rate for female recruits dropped to 68 percent for those in a predominantly stress-focused academy setting.<sup>14</sup>

Departments that are struggling with full implementation of their community policing plans, or having trouble in the development of problem solving partnerships in some neighborhoods, may want to take a look at their recruit training. Are those who are coming out of their training academies truly ready and equipped to handle the challenges of community policing, or are they potential barriers?

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<sup>1</sup>Reaves, Brian A. 2009. *State and Local Law Enforcement Academies, 2006*. Washington, D.C.: Bureau of Justice Statistics Special Report, U.S. Department of Justice, p. 10.  
<sup>2</sup>Ibid.

<sup>3</sup>Earle, Howard H. 1973. *Police Recruit Training Stress vs. Non-Stress: A Revolution in Law Enforcement Career Programs*. Springfield, Illinois: Charles C. Thomas, p. 145.

<sup>4</sup>Massachusetts Governor's Board. 1989. *Report of the Governor's Panel to Review Police Training Programs*. The Commonwealth of Massachusetts, p.72.

<sup>5</sup>Ibid.

<sup>6</sup>Conti, Norman. 2009. A Visigoth System: Shame, Honor, and Police Socialization. *Journal of Contemporary*

*Ethnography* (May).

<http://jce.sagepub.com/content/early/2009/03/17/0891241608330092>.

<sup>7</sup>Conti, Norman. 2010. Weak Links and Warrior Hearts: A framework for judging self and others in police training. Working Paper 24, International Police Executive Symposium, Geneva Centre for the Democratic Control of Armed Forces.

<sup>8</sup>Sgambelluri, Robert. 2000. Police Culture, Police Training, and Police Administration: Their Impact on Violence in Police Families. In *Domestic Violence by Police Officers*, ed. D.C. Sheehan, 309–322. Washington, D.C.: U.S. Government Printing Office.

<sup>9</sup>Chappell, Allison T., Lonn Lanza-Kaduce. 2009. Police Academy Socialization: Understanding the Lessons Learned in a Paramilitary-Bureaucratic Organization. *Journal of Contemporary Ethnography* (December 29): 22.

<sup>10</sup>Conti, Norman. 2009. A Visigoth System: Shame, Honor, and Police Socialization. *Journal of Contemporary Ethnography*. Sage Publications (May).

<http://jce.sagepub.com/content/early/2009/03/17/0891241608330092>.

<sup>11</sup>Chappell, Allison T., Lonn Lanza-Kaduce. 2009. Police Academy Socialization: Understanding the Lessons Learned in a Paramilitary-Bureaucratic Organization. *Journal of Contemporary Ethnography* (December 29): 21.

<sup>12</sup>Reaves, Brian A. 2009. *State and Local Law Enforcement Academies, 2006*. Washington, D.C.: Bureau of Justice Statistics Special Report, U.S. Department of Justice, p. 11.

<sup>13</sup>Ibid.

<sup>14</sup>Ibid.

## **A VISION OF STATEWIDE STANDARDIZED ACADEMY ENTRANCE EXAMINATIONS: THE FUTURE IS HERE** *by: Fred M. Rafilson, Ph.D., CEO, I/O Solutions, Inc.*

It's always critical to see where you want to go before planning your route to get there. This is a story about having a vision and how it became a reality in one state. This is also a story about having a bigger vision and now, using the advances in technology, bringing this vision and a solution to other states throughout the nation.

Many years ago, our firm was hired by the Florida Department of Law Enforcement (FDLE) to conduct an analysis of their standards and training and compare them to those in 14 other key states. The FDLE has always been an industry thought-leader and a very progressive organization, and this study was designed to ensure they had a firm grasp of the latest and

best practices and could plan their future accordingly. While many useful recommendations came out of this study, one in particular relates to this article. This recommendation was that a standardized statewide academy entrance examination would ensure that all candidates entering into the criminal justice training system in Florida would have the ability to benefit from the training curricula. This would result in better trainees/employees, higher passing rates for academies, lower loan default rates for students, a single test score that would be meaningful to any academy or agency in the state, etc. In order to make this vision a reality, the FDLE created a statutory mandate for standardized academy entrance examinations.

I/O solutions worked closely with the FDLE requirements and developed a set of Florida Criminal Justice Basic Abilities Tests (FL CJ-BAT) and implemented a network of over 35 test administration sites, complete with trained and certified test administrators to provide both paper/pencil and computer (online) administered forms of these tests to candidates throughout the state. This program, which has been refined and streamlined over the last decade serves Florida as a state-of-the-art best practice, has provided the benefits listed above and has also served to increase the professionalism of criminal justice in the state.

Our vision now is to provide a standardized solution for other states and someday perhaps, for the entire nation. After speaking with many POST directors, academy directors, and stakeholders at the annual conference in Portland, it is clear that our vision is seen as both important and timely. As we are also thought-leaders in our industry, we looked at the challenges of both how to deliver such a program to virtually any state and how to fund this program when state agencies are having a difficult time paying for their existing initiatives and programs. After much consideration, we have arrived at a solution – a partnership between the nation’s leading provider of law enforcement/criminal justice examinations and assessments (I/O Solutions) and the national/global leader in computer-based

licensing and certification examination delivery (Pearson VUE).

As with most effective solutions to complex problems, simplicity is the key to success. Working together, we can implement a standardized best-practice academy entrance program in your state that will provide the benefits discussed previously and will not cost the state a single dollar. In fact, this solution can even generate revenue for criminal justice training or other related initiatives in your state. In a nutshell, here is how it works:

- Candidates interested in working as a law enforcement/criminal justice officer in your state go online from the convenience of their own home (or iPad, iPhone, etc.), register to take the entrance examination, and schedule a test at any one of thousands of locations worldwide including military bases, ships, etc. This has the much desired benefit of increasing your outreach to candidates throughout the nation (and the world) as well as highly desired military candidates.
- Candidates pay for and take their scheduled exam in a highly secure and proctored environment and receive instant notification of their score/status. This information is also immediately uploaded into your existing candidate database management system, and the agency has immediate access to this data through password-protected access to our secure online database.
- By implementing this program, your state can vastly improve opportunities for candidates to test both locally and worldwide, guarantee the highest level of test-security, ensure test fairness, ensure test validity, realize a significant cost savings, and become a model for the nation in this area of high-stakes testing.

This is a truly progressive solution designed to effectively address your critical needs, and one that we know many of you are extremely interested in. Through the combined experience and expertise of I/O Solutions in the field of developing and providing

examinations in the law enforcement/criminal justice field along with Pearson VUE, the leader in the online delivery of examinations through their worldwide network of secure, proctored test centers, we are in a unique position to offer state POSTs and similar agencies a state-of-the-art best practice system that has not been available until now. **Truly, the future has arrived.**

If you would like more information or to have us visit your agency and provide a demonstration, please feel free to contact me directly. We look forward to hearing from you and to serving your agency and the citizens in your state. Fred M. Rafilson, Ph.D., CEO I/O Solutions, Inc., 708-410-0200; Fred@iosolutions.org

### **IADLEST ROUNDTABLE DISCUSSES INNOVATIVE WAYS TO FUND LAW ENFORCEMENT TRAINING**

*by: Ari Vidali, CEO, Envisage Technologies*

Members of the International Association of Directors of Law Enforcement and industry experts came together to discuss the issues facing law enforcement and public safety agencies. The 2013 IADLEST Conference was held June 2 to June 5 in Portland, Oregon.

According to the conference press release, the nation has faced tightening budgets as a result of the global recession. Declining tax revenues have negatively impacted funding for POST, law enforcement academies and departments that provide public safety training. At the same time, criminals have adopted new techniques for committing crimes, and the training field is increasingly becoming more advanced and technical.

The future of POST will largely depend on how agencies providing law enforcement solutions will be able to innovate to meet new needs, while departments seek out new ways to fund law enforcement training as the economy begins to improve.

The keynote speaker for the event was Michael Nila, and he led the talk titled Blue Courage – a transformational leadership development

workshop. This educational opportunity focused on self-improvement, increased engagement, taught stress management, and improved resilience.

Envisage Technologies' CEO Ari Vidali presented Funding Judo, a round table discussion at the IADLEST Conference. The well-attended session was designed to generate innovative ideas and new models to fund essential law enforcement training services. One idea that was discussed was the development of a National Foundation, "The IADLEST Training Alliance," which would serve as a conduit for private sector fundraising for the law enforcement training community.

Round table discussions are intended to be a chance for departments and industry leaders to come together to exchange ideas on standards, policy, and training developments.

### **IADLEST AND NHTSA WIN – 19<sup>TH</sup> ANNUAL COMMUNICATOR AWARD**

The 19<sup>th</sup> Annual Communicator Award of Distinction for Interactive Media Corporate Training was awarded to IADLEST and NHTSA for their pursuit policy eLearning program now available on the IADLEST website as well as by DVD. The Communicator Awards received over 6,000 entries from companies and agencies of all sizes, making it one of the largest awards of its kind in the world. This award honors work that transcends innovation and craft –work that made a lasting impact-judged by the International Academy of Visual Arts.



IADLEST and NHTSA share this award with Homeland Security Solutions, Inc., who produced this program and who is currently producing one for the IADLEST/NHTSA Motorcycle Safety and Enforcement program for Law Enforcement.

Presenting these awards at the annual conference in Portland was Alan Malinchak, Chief Learning Officer, and Sharon Reese, Manager Creative Design Group, from Homeland Security Solutions, Inc.



Photo (left to right), William Muldoon, outgoing IADLEST President; Alan Malinchak, Chief Learning Officer, Homeland Security Solutions Inc.; Kim Vickers, Incoming IADLEST President; Sharon Reese, Manager for Creative Design Group, Homeland Security Solutions Inc.; and Michael Becar, Executive Director IADLEST.

**EXECUTIVE COMMITTEE  
MEETING MINUTES  
Washington, DC 20004  
Thursday January 31, 2013 and  
Friday February 1, 2013**

**CALL TO ORDER:** President Muldoon called the meeting to order at 1:08 p.m.

**ROLL CALL:** Members Present: Clark, Muldoon, Halvorson, Floyd, Melville, Harvey, Zivkovich, Goodpaster, Mann, Vickers, Becar (Executive Director), and Judge (Deputy Director). Member Absent: Ciechanowski. Guests Present: Dan Setzer

**AGENDA ADDITIONS:** None

**APPROVAL OF MINUTES:** MOTION by Harvey to approve the Executive Committee

Meeting minutes from September 29, 2012 (San Diego, CA). **SECOND** by Clark. **MOTION CARRIED** with all in favor. **MOTION** by Zivcovitch to approve the Special Executive Committee Meeting minutes from September 30, 2012 (San Diego, CA). **SECOND** by Clark. **MOTION CARRIED** with all in favor.

**EXECUTIVE DIRECTOR BRIEFING:**

- **POST Director Update:** There are new POST Directors in Colorado, North Carolina, and North Dakota. There are currently new Interim POST Directors in California and Montana.
- **International Membership Request:** A Request for Membership has arrived from the POST Commission in Guam. **MOTION** by Mann to approve Guam as an IADLEST POST member. **SECOND** by Clark. **MOTION CARRIED** with all in favor. **MOTION** by Zivcovitch to place Guam in the West Region. **SECOND** by Goodpaster. **MOTION CARRIED** with all in favor.
- **Federal Agencies:** Becar requested that the bylaws committee investigate how IADLEST should handle new membership requests from the US federal government as there are several law enforcement entities that have a standards bureau, yet the bylaws indicate that no federal government may be represented by more than one POST member. Becar also requested that the same committee investigate how we assign new international members to a specific region. President Muldoon directed the bylaws committee to study both issues and prepare a report for our annual meeting in Oregon.
- **Membership:** Becar has visited the POST Commission offices in Texas, Maryland, Virginia, Indiana, and Idaho. He has attended training conferences and director conferences and desires to attend more. These travels are generating many new memberships. The membership process is fully online and can be paid online by credit card as well. There are currently three places (databases) that contain our membership information. These will be

combined and available from a single source.

- **ILEA:** Becar is working with ILEA to develop some training that we could deliver and charge for. Becar needs a working group to help evaluate the curriculum currently used. Dan Zivcovitch and Rusty Goodpaster volunteered to help with this.
- **PAPA:** It appears that about half the POST's are working with the program approval process and the other half are not. Vendors will pay funds to have curriculum approved, and we could credit part of this back to the states to assist with conference fees or memberships. Becar believes there is great potential in this area that can only be financially positive for both IADLEST and the POST agency. Kim Vickers volunteered to help Becar in this effort.
- **Training Academy Survey:** IADLEST should realize a \$20,000 profit for its work on the 2012 Census of LE Training Academy Survey for DOJ.
- **Insurance:** Becar found some cheaper insurance rates. Some of our insurance is still in Michigan and some is now in Idaho.
- **DDACS:** Grant funds are down to about \$300,000 from over one million. Becar is ready to shut it down unless the additional funds are released.
- **IADLEST Address:** Becar will be moving to a new residence. The new IADLEST mailing address will be announced soon.

**IADLEST TREASURY:** Chuck Melville provided the financial statements for 2012. **MOTION** to approve the Treasurer's Report by Clark. **SECOND** by Mann. **MOTION CARRIED** with all in favor.

**AUDIT REPORT:** Audit Committee Chair Rusty Goodpaster presented the 2011 audit report. He stated there were no known deficiencies and no instances of non-compliance. IADLEST complied with all federal requirements and has resolved all issues

identified in the 2010 audit regarding deferred revenue. **MOTION** by Clark to accept the audit report for 2011. **SECOND** by Harvey. **MOTION CARRIED** with all in favor.

#### **COMMITTEE and SPECIAL ASSIGNMENT REPORTS:**

- **2013 Conference:** Becar thanked Dave Harvey and his Training Committee for taking 49 presentation papers and reducing them to 20 in 30 days' time. Registration will open for the conference on February first.
- **2014 Conference:** Florida will host and FLETC plans to sponsor.
- **Committee Report:** Dick Clark reported on the October multi-casualty event held at FLETC. There were several workgroups with a moderator and a reporter. Clark also reported on his work with Puerto Rico and their plan to develop a POST.
- **Stalking Initiative:** Pat Judge handed out a flyer and introduced DOJ's new effort to address stalking.

Meeting Recess at 4:35 p.m.

Meeting Reconvened at 9:00 am February 1, 2013, with Mann and Ciechanowski absent.

**OLD BUSINESS: 2012 DOJ Academy Census Survey:** Brian Reaves from BJS, May Beth Lombardo from PERF, and Bruce Kuba from PERF were on hand and spent considerable time answering questions regarding the survey instrument. They planned several changes to the survey as a result.

**REGIONAL REPORTS: Central:** Dave Harvey stated the regional meeting will take place in April in Indianapolis. Becar Plans to attend the meeting. **Northeast:** Dan Zivcovitch asked Becar if he anticipated any funds to assist with travel to the regional meeting. Becar indicated that FLETC is not planning to assist this spring so funds will not be available. The regional meeting is planned for Sykesville, Maryland, March 26-28. Becar will attend and

speak at the Northeast meeting as well. **South:** Bill Floyd reported that no date or location has been set. He plans a middle state to limit travel expenses. They will also need to avoid the golf tournament season (late March to late April) as hotel costs increase dramatically. **Midwest:** Vickers was on hand to speak for Ciechanowski. The Regional Meeting is scheduled for San Antonio, Texas, April 7-9. Ten members have already committed to attend. Becar will also attend. **West:** Dick Clark reported that he has spoken to the interim POST Director in California. He has agreed to host the regional meeting. No date or specific location has been selected.

**ADJOURNMENT:** Meeting adjourned at 10:30 am.

**BUSINESS MEETING MINUTES**  
**Portland, Oregon**  
**June 4, 2013, 9:45 a.m.**

**CALL TO ORDER:** President called the meeting to order at 10:00 a.m., June 4, 2013

**ROLL CALL:** Present: Alaska, Arizona, California, Colorado, Florida, Hawaii, Idaho, Iowa, Kansas, Kentucky, Louisiana, Maryland, Massachusetts, Michigan, Montana, Nebraska, Nevada, New Mexico, Ohio, Oklahoma, Oregon, Pennsylvania, South Carolina, South Dakota, Tennessee, Texas, Washington, West Virginia, Wisconsin, Wyoming. A quorum was present with 30 member states.

International guests present: Australia, Bosnia and Herzegovina, Kosovo, Mexico, Nigeria, and Canada.

**ADDITIONS TO THE AGENDA:**

Introduction of Guests:

- **MIPT:** President Muldoon introduced Tramara Pratt, Deputy Director of the Memorial Institute for the Prevention of Terrorism (MIPT), and asked if she would say a few words to the members. Ms. Pratt explained that the MIPT is an organization

funded by the Federal Emergency Management Administration and Department of Homeland Security to promote the use of local law enforcement officers to identify and report suspicious terrorist activities to federal authorities.

She provided an overview the MIPT's mission and its history. Ms. Pratt reported that the MIPT provides free training to local agencies and invited POST agencies to feel free to host a MIPT training session and encouraged POST support and certification for MIPT training.

- **Below 100:** President Muldoon introduced Dale Stockton, Editor-in-Chief of Law Officer Magazine and LawOfficer.com, and asked if he would provide a brief report on the *Below 100* initiative. Dale reminded the members that training sessions are available to agencies to promote and advance the notion of safety to line officers.

The idea of *Below 100* is an initiative that aims to reduce the line of duty deaths to below 100, a number not seen since 1944.

In 1974, the all-time high year for officer deaths, 278 were killed in the line of duty. Innovations in training, emergency medicine and vehicles, as well as the development of ballistic armor, all contributed to bring this number down. Law enforcement is averaging about 150 officers killed per year in the last ten years.

Five key tenets have been identified which can improve officer safety: Wear Your Belt; Wear Your Vest; Watch Your Speed; WIN—What's Important Now?; *Remember: Complacency Kills!*

For those in a leadership position, *Below 100* means supporting a culture of safety throughout your department. Make doing the right thing so ingrained in your personnel that it becomes the norm and not the exception. Just as importantly, hold accountable those who stray outside what should be common sense. Often, a private

word with a misguided officer is all it takes to correct his or her misperception.

- **Future Meetings:** President Muldoon asked that Greg Redden report on future annual meetings.

**2014 Conference** Greg Redden reported that the 2014 IADLEST Annual Conference is scheduled for June 1- 4, 2014, at the Sandestin Golf and Beach Resort, 9300 Emerald Coast Pkwy, West Destin, Florida 32550. Miramar Beach, Florida, is located in the Florida panhandle between Pensacola and Panama City.

**2015 Conference Site:** Texas Commission on Law Enforcement proposed to hold the 2015 conference in San Antonio, Texas. **MOTION** was made by Kim Vickers (TX) to hold the 2015 IADLEST Annual Conference in San Antonio. **SECOND** by Richard Clark (NV). **MOTION CARRIED** with all in favor.

#### **APPROVAL OF MEETING MINUTES:**

**MOTION** made by Eriks Gabliks (OR) to approve the September 29, 2012, San Diego, California, Business Meeting minutes.

**SECOND** by Dan Zivkovich. **MOTION CARRIED** with all in favor.

#### **EXECUTIVE DIRECTOR'S**

**BRIEFING:** Mike Becar reported the following:

POST Director Changes:

- State Police Major Douglas Grimes was appointed the POST Director in Pennsylvania.
- The state of Montana is soliciting candidates for the POST Director position.
- The POST Director positions in New Mexico and Ohio are currently vacant.

IADLEST online Pursuit Driving training course has won a national award.

A new IADLEST membership application has been developed and presented to the Executive Committee for review and comment. Once the brochure is approved and printed it will be distributed.

The Academy Census survey will be administered later in 2013. In talks with BJA it was suggested that the census info be available online on a continuous bases.

DDACTS project funding is uncertain after September 30, 2013.

BJA has offered IADLEST \$300k over the next two years to pilot test the Blue Courage training.

Another \$500k is available to provide Blue Courage to local agencies. It is anticipated that another agencies other than IADLEST will administer the project after the pilot test phase.

**IADLEST TREASURER'S REPORT:** Chuck Melville provided a report of the IADLEST treasury to date. The payments of all expenses are prepared by IADLEST staff, and most expenses are prepared and paid within two weeks of submission. The Association's financial state is in good condition with a general fund balance as of April 30, 2013, of \$415,486. An external audit is scheduled for this fiscal year. The IADLEST bookkeeping procedures are maintained and managed by Woronoff Hyman Levinson & Sweet, PC, Farmington Hills, Michigan. A detailed written financial report is available to any IADLEST member upon request. **MOTION** by Dick Clark (NE) to accept the treasurer's report. **SECOND** Lyle Mann (AZ). **MOTION CARRIED.**

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

- **A Model Decertification Law:** Roger Goodman stated that he will be on academic sabbatical June 1, 2013, to January 1, 2014. His plan is to research the four remaining states in the Northeast that do not yet have decertification. He hopes to encourage those

agencies to seek authority to sanction officers for misconduct. During the course of his sabbatical, Roger will be available to assess any state with decertification issues upon request.

## COMMITTEE AND SPECIAL ASSIGNMENT REPORTS

- NLEARN: Dan Setzer reported on the NLEARN project. NLEARN continues to prosper and serve the needs of academies and instructors throughout the United States and internationally. There are over 2,200 NLEARN members who receive IADLEST weekly email alerts.

In April, IADLEST met in a day-long meeting with various groups of individuals at NHTSA. IADLEST promoted NLEARN services to those groups. Two of the groups had developed training programs and asked if we could assist in making police trainers aware of their availability. The very next day, both programs were posted and quickly made available to the entire IADLEST membership. This is an example of the precise problem NLEARN was designed to solve.

IADLEST consultation with NHTSA also resulted in a plan to streamline the design of NLEARN as it pertains to the distribution of training materials. The new design will incorporate the Information Portal and the Web Resources pages into a single Training Resources menu where all materials will be consolidated by category.

## OLD BUSINESS

- Academy Census: The Bureau of Justice Statistics' academy census has encountered a slight delay in its implementation. It is anticipated that the survey will be mailed to each academy late in 2013.

**REGION REPORTS: Northeast:** Dan

Zivkovich (MA) reported that he was elected regional representative. **South:** William Floyd (SC) reported that Jennifer Cook Pritt (FL) was elected regional representative. **Central:** Dave Harvey (MI) reported that Stephanie Pederson (WI) was elected regional representative. **Midwest:** Arlen Ciechanowski (IA) reported that Chris Stutterfield (OK) was elected regional representative. **West:** Lyle Mann (AZ) reported that he was again elected regional representative.

## NEW BUSINESS

- **FLETC Blue on Blue Training:** The training designed to identify protocols for law enforcement officials in combat situations so as to accurately and safely distinguish plain clothes officers and uniform officers who are responding to the same combat incident. The purpose is to reduce the threat of officers accidentally firing on other officers.
- **Elections:** Nominating Committee Chair Kim Vickers submitted the name of Arlen Ciechanowski (IA) for the office of First Vice-President; the names of William Flink (ID) and David Harvey (MI) for the office of Second Vice-President; and the names of Kelly Alzaharna (AK) and Mark Damitio (KS) for the office of Secretary.

Nominations from the floor were opened. No floor nominations were received and nominations were thus closed. The slate of candidates was submitted to the membership for election.

Each candidate was asked to make a brief statement to the membership as to their position and goals for the Association. After which, Arlen Ciechanowski was elected First Vice-President by membership voice confirmation; Dave Harvey was elected Second Vice-President, and Mark Damitio was elected Secretary by ballot vote.

**ADJOURNMENT:** Meeting adjourned at 12:00 p.m.

**ENVISAGE  
WINS COMPETITIVE DHS AWARD**

*by: Cory Myers, Envisage Inc.  
CBP and ICE to standardize*

*law enforcement training with Acadis*

BLOOMINGTON, IN, April 11, 2013 - Envisage Technologies, a Bloomington, Indiana-based high-technology firm, announced today that the U.S. Department of Homeland Security (DHS), Customs and Border Protection (CBP) recently awarded Envisage a competitive five-year indefinite delivery/indefinite quantity (IDIQ) contract to implement the company's Acadis Readiness Suite. The award tasks Envisage to provide agency-wide training automation and software installation across all CBP residential law enforcement training academies, sectors, stations and field offices nationwide.

"This award is a testament to CBP's ongoing leadership in law enforcement training," stated Ari Vidali, Envisage CEO. "With one of the largest and most complex training environments in the world, CBP will be able to standardize all residential training on a single platform."

The award-winning Acadis Readiness Suite is an enterprise software application that automates the management of complex, high-risk, blended training environments and ensures that personnel are trained, equipped, and ready. More than 390,000 federal, state, and local law enforcement and public safety professionals are tracked with the system nationwide.

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

About the Acadis Readiness Suite - The Acadis Readiness Suite is designed to make certain that our law enforcement, emergency responders and military are trained, equipped, and ready. The

Suite measures readiness by automating complex, high-risk training and compliance operations. Acadis increases the accuracy and effectiveness across every level of critical incident response by consolidating information about personnel and resources. The modular system enables organizations to implement functionality where needed to support the compliance lifecycle. Learn more by visiting [www.acadis.net](http://www.acadis.net) or calling 888.313.8324

**IADLEST CONFERENCE 2013**

*by: Dane Pitarresi, President, SKIDCAR System, Inc.*

We would like to thank those attendees who dropped by our booth at the IADLEST Conference in Portland, Oregon, USA. We realize that due to scheduling, finding time to spend in the vendor area was not easy.

Additionally, we also want to thank those who attended the facility tour of the Oregon Department of Public Safety Standards and Training (DPSST) and experienced the demonstrations of the SKIDCAR™ and our new Motorcycle Rider Training Technology, SKIDBIKE®.



Portland, Oregon, conference demonstration

The SKIDCAR was used to showcase the operation of Electronic Stability Control and Traction Control systems now standard in new police vehicles. Our exclusive Electronic Stability Control Workshop for EVOC instructors is the only workshop of its kind, and is successful at efficiently delivering necessary information for understanding how these new safe driving systems work. The curriculum is also effective at convincing drivers of the value of these systems in regards to safety, while enhancing performance capabilities for police duty.

As we move into a culture of safety conscious vehicle operation, attitudinal adjustment is vital. Our ESC Workshop is a critically important first step in changing the old and antiquated curriculum component of skid control. Modern techniques and technology have paved the way to a more technically correct, safer, and increasingly practical direction that ultimately is going to save lives and reduce personal injury and physical damage. It truly is more about understanding grip, than slip.

This fall we are featuring our Mobile ESC Workshop in two options. First, we will be offering the ESCW at the 2013 ALERT International Conference at the Texas DPS Tactical Driving Facility in Austin, Texas. The second opportunity is to bring the ESC Workshop to your facility. We are discounting the transportation charge for our mobile programs during the fall season as we head to the Southeastern states away from our base in Las Vegas, Nevada.

With modern safe driving systems and attitudes changing, the SKIDCAR technology and “IT’S ABOUT GRIP, NOT SLIP®” proactive curriculum is the solution to modern, basic, and advanced driver training in small areas.

Please contact us for more information about the ESC Workshop, our other programs, and, of course, the late 2013 release of the SKIDBIKE.

