

# 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.*

## PRESIDENT'S MESSAGE

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



IADLEST Second Vice-President Dan Zilkovich and I just returned from the Republic of Serbia. Our purpose for the trip was to expose the Baltic Region Police Trainers to IADEST and Blue Courage Philosophy.

Dan and I attended a three day Baltic Region Police Conference in the town of Vrnjacka Banja which is approximately three hours south of Belgrade. It was truly an amazing experience as the conference was well organized and well attended. Besides representatives from the various countries in those region, members of the International Criminal Investigations Training and Assistance Program (ICITAP) also attended. ICITAP is a program under the Department of Justice and provides training and assistance around the globe. ICITAP arranged for IADLEST to attend and present at this conference to assist us in increasing our international membership.

Dan and I interacted with the attendees throughout the conference culminating in a presentation about IADLEST and giving them exposure to the Blue Courage Philosophy. The theme throughout the conference was that crime knows no boundaries. Main topics included Human Trafficking and best practices in training. Each country gave a presentation on their respective training. I was amazed at how advanced that region is in the area of combating Human Trafficking and believe that they as a group are farther along in that war than we are in the United States. Other areas that I observed was their use of scenario-based training and evaluation. They have a strong focus on specialized training and spoke in terms of lifelong learning.

I believe that we as training leaders should also be speaking in terms of lifelong learning for our officers. For me, lifelong learning means that an officer also takes responsibility for their

education both in service and on their own time. I believe it is incumbent upon us to instill that philosophy to our officers encouraging the pursuit of advanced degrees, taking part in continual training both in with the department and training that the officer pursues on their own.

As I gain more exposure to other countries and their respective Law Enforcement, I am reminded that people are people. Thus, criminals act in predictable ways, victims respond similarly, and our officers also respond in like manners regardless of their country. Having said that, our training regimens can and should be the same – especially with the theme that crime knows no borders. We as a worldwide police profession need to be speaking the same law enforcement language and training the same. We do that through cooperation and continual participation with each other. IADLEST is growing in the international community and is providing that cooperative platform. We still have work to do, however, in the United States in getting all of our states to join and become active in IADLEST, taking part in the National Decertification Index, and our new endeavor - the National Certification Program

We as an organization are only as strong as our membership. We need your membership and your involvement. There is so much we can learn from each other; and now with our growing international membership, the possibilities are endless for what we can learn and what we can provide in training to our officers.

*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.*

**CORRECTION:** The July 2015 Newsletter article entitled *IADLEST Launches the National Certification Program* failed to list and acknowledge **Chris Borland**, Envisage Technologies, as a major contributor.

### MEETING SCHEDULED

The October 2015 Business meeting originally scheduled for October 24-25, 2015, in conjunction with the IACP Chicago Conference has been cancelled. In lieu of a business meeting, a roundtable discussion for IADLEST members is scheduled for 2:00 to 5:00 p.m., Sunday, October 25, 2015; in the conference room of the Sheraton Chicago Hotel and Towers. Second Vice-President Dan Zivkovich will chair the discussion. The Sheraton is on the IACP bus route.

The next Business meeting will be held at the Amway Grand Hotel; Grand Rapids, Michigan; June 5-8, 2016. The next Executive Committee meeting is scheduled for January 21-22, 2016, in Washington, DC.

### CREDIT CARD PAYMENTS

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

Credit card payments are also available for purchases and those joining IADLEST. New members can log on to the IADLEST web page and follow the prompts.

### WESTERN REGION REPRESENTATIVE

Sue Rahr, the executive director of the Washington State Criminal Justice Training Commission, will serve as the IADLEST West Region Representative.

Sue was the former King County sheriff who in 2012 was appointed as the Director of the Washington State Law Enforcement Training Commission and its training academy for police agencies throughout the state. Sue captured widespread attention for shifting the academy from training officers in a military mold to a model emphasizing a "guardian" approach.

At that time, Sue noted research had shown that despite better training of law-enforcement officers and lower crime rates, public trust in police still lagged. People need to tell "their side of the story," she said, and police officers need to better explain what they are doing and why.

She, while sheriff, introduced a new training program in 2011 called L.E.E.D. (listen, explain, equity, and dignity). Ultimately adopted by the Sheriff's Office and the Seattle Police Department, it put a premium on verbal skills and de-escalation techniques.

When she moved to the training-commission job, Rahr made L.E.E.D. a central element of the academy's curriculum, reflecting her belief that "listening to someone is the most effective way to demonstrate respect."

Sue was named to President Obama's Task Force on 21<sup>st</sup> Century Policing, created in the aftermath of national upheaval over grand-jury decisions in Ferguson, Missouri, and Staten Island, New York, in the deaths of two African-American men. The 11-member task force submitted recommendations to President Obama on how to bolster the relationship between police and the public and reduce crime.



**IADLEST ANNOUNCES  
NEW GRANT PROGRAM**  
*POSTs, Academies, Agencies and Nonprofits  
can apply for certification funds*



The International Association of Directors of Law Enforcement Standards and Training (IADLEST) announced today it has launched a

new grant program. Law enforcement and nonprofit organizations developing law enforcement training can receive up to 100% of the costs associated with the National Certification Program (NCP), which provides independent, third-party validation of training quality and is supported by 29 state POST agencies as of today. Applications can be submitted at <http://iadlest-ncp.org/ncp-grant> on the NCP site.

Grant funds will help offset the fees needed to pay for the rigorous certification process, which go to pay for subject matter and instructional design experts to review course content and structure to ensure the training meets high quality standards for law enforcement training.

On June 1, IADLEST launched its new National Certification Program to help bring law enforcement training up to a shared National standard of high quality. Because each state has a different method to certify courses, the degree of certification ranged from stringent oversight to nothing at all.

To accomplish the task of certifying hundreds of training courses per year, IADLEST has already recruited over 80 subject matter experts (SME) – with a goal of 200 by year end – to help with the reviews. When a training provider applies to have their course reviewed, the application is assigned to an appropriate SME reviewer. The reviewer applies IADLEST’s 40-plus best practices during the review process which is more stringent than any single state’s

traditional approach to reviewing training. Having courses reviewed by an SME with appropriate domain knowledge also helps to ensure training content is correct and defensible in court.

Because IADLEST’s mandate is to make their national standard better than any single state’s standards, certification will provide both a cost saving as well as a quality boost for training to many if not all states. Budgets will no longer be in the way for the states to get their officers the quality training they need.

Since the launch of the National Certification Program on June 1, 2015, 28 states have backed the effort with announcements they will accept training certified by the IADLEST. One state has made the NCP a minimum requirement for providing training in their state. It is expected that other states will follow. The full list of participating states will be continuously updated on the website for the new program (<http://iadlest-ncp.org>). If you would like more information, please contact Mike Becar at [mikebecar@iadlest.org](mailto:mikebecar@iadlest.org).

**FIRST GROUP OF REVIEWERS  
COMPLETE THE NCP TRAINING  
COURSE**

*by: Peggy M. Schaefer, Project Manager, IADLEST  
National Certification Program (NCP)*

Thirteen individuals have completed the National Certification Program Training Course and have begun reviewing and assessing training content!

Congratulations to the following individuals:

- Susan Brundage - Texas
- Becky Downing - Pennsylvania
- Kim Hammett – North Carolina
- Dan Howard – New Jersey
- Lynn Howe - Arizona
- John Lanier - North Carolina

- Scott Leonard - Virginia
- James MacGillis - Wisconsin
- Sandy Meyers - Pennsylvania
- Gavin Naquin - Louisiana
- Keith Ternes - North Dakota
- David Wulff - North Carolina
- Beverly Young - Pennsylvania

To become a reviewer for the NCP, an individual has to complete several steps:

1. Submit contact information and a current resume.
2. Submit an IADLEST POST or Training Academy Director endorsement OR three letters of reference from training managers/leaders.
3. Submit a short bio and professional photo for the NCP web page.
4. Establish an account in the First Forward portal for assignments and notifications.
5. Sign a confidentiality and work requirements contract.

Once this has been completed, then the reviewer can begin the training program which consists of:

1. Completing the IADLEST Conference Webinar broadcast (1.5 hours)
2. Completing the NCP Reviewer's Training Webinar (1.5 hours)
3. Successful completing the NCP Post-test (1 hour)
4. Completing two training practical assessments (4 hours)
5. Completing two supervised assessments from providers.

We are excited that we currently have 86 reviewers in the training program with more signing up each day. If you are interested in becoming a reviewer or if you have staff members you want to recommend, we are starting another training wave soon. Please contact Peggy Schaefer, the NCP Project

Manager, at [peggyschaefer@iadlest.org](mailto:peggyschaefer@iadlest.org) for more details. Please call Peggy at 910-261-5933 with any questions you may have about the National Certification Program.

**CALL FOR PRESENTATIONS**  
**IADLEST 2016 Annual Conference**  
**June 5-8, 2016**  
**Grand Rapids, Michigan**

IADLEST is known for being the catalyst for law enforcement improvement; and each year, the annual conference showcases this commitment by focusing on the most pressing issues for training managers and executives. The IADLEST Conference will challenge delegates by examining emerging concepts and methods and providing access to:

1. New ideas and approaches to law enforcement standards and training
2. Both leading edge and topical presentations
3. Opportunities to connect with key individuals and organizations across the law enforcement standards and training segment

**PRESENTATION TOPICS:** The 2016 Conference will be held in Grand Rapids, Michigan; June 5-8, 2016; at the Amway Grand Plaza, and will give you an opportunity to share your knowledge with peers. IADLEST is looking for approximately 10-12 professionals to present on a topic related to one of IADLEST's major mission areas, including:

- Law enforcement standards and training issues
- Executive level skills
- Results of research and analysis of training
- Best practices or technology in training
- Physical Agility - Testing for incumbents
- Emotional Survival - Perception vs Reality
- Warrior vs Guardian vs Statesman
- Community Policing - back to basics
- Distracted Driving

**Submission Process:**

Submission Deadline: **October 30, 2015**

Two submission options:

1. An online form is available: <http://form.jotform.us/form/21774295934161>, which can be filled out and submitted. Bios or resumes may be uploaded and submitted with the online form.
2. [A fillable PDF form is also available](#). That form can be filled out and printed. Bios and resumes may be mailed or emailed with the form. The printed version can be mailed to:  
IADLEST  
1330 Manship Pl.  
Meridian, ID 83642

- A printed version can also be scanned and emailed to: [mikebecar@iadlest.org](mailto:mikebecar@iadlest.org)
- You will receive a confirmation e-mail within 72 hours of receiving the completed form.

**Review Process:** The IADLEST Selection Committee will review abstracts during November, 2015. During this time, the Committee will request more information from potential presenters, if needed. Presenter selections will be based on the following criteria:

1. Topic relevance to IADLEST's major mission areas and relevance to the majority of IADLEST members and conference attendees
2. Clear statement of solutions to common challenges in the industry
3. Extent to which attendees would benefit from your presentation
4. Original work of the author/presenter
5. Speaker's topic expertise and knowledge
6. Speakers presentation experience and skill level

The selection of presenters will be announced, via e-mail by December 30, 2015. Selected presenters must sign a presentation commitment letter by January 25, 2016.

Corresponding papers will be published by IADLEST following the presentation at the 2016 Conference.

**Compensation:** Speakers will receive one night's lodging at the conference host hotel and will be provided complimentary lunch during the day of the presentation.

Speakers will be offered a discounted registration fee to attend the entire conference if desired. Travel expenses, IADLEST conference registration fees (optional attendance), and other expenses incurred will be the responsibility of the presenter.

### **RECENTLY ENACTED LEGISLATION - FITNESS FOR DUTY -**

*by: Roger L. Goldman, Professor of Law Emeritus,  
Saint Louis University School of Law*

The following is a summary of recently enacted laws in Connecticut and Illinois that address peace officer who have been terminated or resigned during the course of an investigation of an officer's fitness for duty.

**Connecticut:** Connecticut's law, SB 7103, Section 6b (effective October 1, 2015) prohibits a police department from hiring an officer who was previously employed as a police officer by another department in the state who (1) was dismissed for malfeasance or other serious misconduct calling into question such person's fitness to serve as a police officer; or (2) resigned or retired from such officer's position while under investigation for such malfeasance or other serious misconduct. The law also requires any department that is aware of the officer's dismissal or resignation to inform the hiring department of that fact.

**Illinois:** Illinois' law, Section 50 ILC 705/6,2a (effective January 1, 2016) establishes an officers' database in the Illinois Law Enforcement Standards Training Board. The law requires all law enforcement agencies to notify the Board where there has been a "final determination of willful violation of department or agency policy, official misconduct, or

violation of law when (1) the officer is discharged or dismissed as a result of the violation; or (2) the officer resigns during the course of an investigation and after the officer has been served notice that he or she is under investigation based on the commission of a class 2 or greater felony." The database contains the officer's name, the nature of the violation, the reason for the termination, and any statement from the officer. It is available to the chief administrative officer or designee of a law enforcement agency but not to the public.

**NEW FREE TRAINING AVAILABLE  
FROM THE U.S. DOJ,  
OFFICE OF JUVENILE JUSTICE AND  
DELINQUENCY PREVENTION**

These two new courses are available immediately and can be brought to your academy for local, regional, tribal, and state training at no cost. Both of these courses are in high demand, so contact providers (see below) immediately about bringing these courses to your community.

Two new course offerings receive great reviews and evaluation from more than 200 attendees in Tampa, Baltimore, Dallas, and Lake Charles. Post evaluation results clearly indicate courses are cutting-edge information and improve the skills of attendees. Just a few quotes from participants:

"Best cold case course I have ever attended"

"Instructors were exceptionally skilled and articulated learning"

"The content of this course is exceptional"

**Digital Evidence Investigations:** This three-day course is designed for the first responder, investigator, and supervisor on how to conduct digital investigations, with a focus on the basics of digital evidence collection, analysis, and preservation. The information gained in this course will improve the participant's capacity, capabilities, and knowledge on how to use and apply digital evidence investigative techniques in the investigation of child abductions, child

exploitation, child abuse, and child sex trafficking cases. Instructional staff for this course includes digital evidence forensic examiners, investigators, and legal practitioners to equip participants with critical information on how to conduct a digital technology investigation and how to collect, preserve and analyze the digital evidence involved in cases.

**Topics Include:**

- Cell phone evidence
- Current technologies and resources to aid in investigations
- Social media and networking concepts
- How to preserve, identify, isolate, and size digital evidence
- Triage considerations for computers, mobile devices, storage devices
- How to obtain provider information
- Emerging technologies
- Legal considerations and implications
- Case studies of specific cases and application of principles

**Advanced Cold Case, Long-Term Missing Investigations:**

This training is a two-day course designed for law enforcement investigators, first responders, and prosecutors on how to improve investigative techniques and efforts on long-term missing and cold case investigations. Over the two days of training, the participants will learn from case studies, interactive case discussions, and specific techniques on how to conduct long-term missing cold case investigations. Instructional staff will utilize case studies, interactive case discussions and investigative techniques to improve the skill and capacities of law enforcement personnel assigned long-term missing cold cases.

**Topics Include:**

- What is known about long-term missing and cold case investigations
- Dynamics of conducting long-term missing and cold case investigations
- Investigative techniques and best practices for conducting long-term missing and cold case investigations

- Resources available to assist investigators with long-term missing and cold case investigation responsibilities
- Case studies of long-term missing and cold case investigations
- Interactive discussion on best practices and case analysis of long-term missing and cold case investigations

**Contact Information:** To request these two new training programs for your academy or agency, please contact <http://www.amber-net.org/technicalassistance.html>. **Questions:** Contact 877-71-AMBER or askamber@fvtc.edu

## 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.

Ken Clarida, Regional Police Academy, Arlington, TX  
James Davis, Southwest College, Chula Vista, CA  
Beth Dombrowsky, Community College, Harrisburg, PA  
Ron Gould, Kansas POST, Hutchinson, KS  
Joseph Hogarth, Community College, Harrisburg, PA  
Don Lininger, West Wendover PD, West Wendover, NV  
Craig Matzke, Iowa POST, Johnston, IA  
John Metzger, Iowa POST, Johnston, IA  
Joe Michalewicz, Austin Police Dept., Austin, TX  
Mary Okada, Community College, Barrigada, GU  
Cynthia Shirk, Community College, Harrisburg, PA  
Daniel Sullivan, 94<sup>th</sup> Security Squadron, Canton, GA  
Matt Summers, Maricopa Co. Sheriff's Office, Phoenix, AZ  
Isaac Suydam, Pennsylvania POST, Harrisburg, PA  
Mark Waver, ICITAP, Highland, CA  
Joey Williams, U of California PD, Berkeley, CA  
Richard Zavala, Jr., Police Academy, Arlington, TX

## POST DIRECTOR CHANGES

**Iowa:** Judy Bradshaw is a 34-year veteran of the Des Moines Police Department, starting out as a police cadet in 1980. As she climbed through the ranks of the department, she was considered a pioneer as the first women lieutenant, captain, major, and chief of police. Judy was the 60th chief of the department.

Judy has worked and supervised in every area of the police department, including commanding the detective bureau and the patrol services bureau. She developed numerous policies and programs over the course of her career that are still in place today.

Judy is a graduate of the FBI National Academy and also holds an associate degree in law enforcement from the Des Moines Area Community College, as well as a master's degree in public administration from Drake University. She was elected by the American Legion as their 2008 National Police Officer of the Year.

Judy started with the ILEA in October of 2014 and serves as director.

**Nevada:** The Nevada Commission on Peace Officers' Standards and Training (POST) announced the appointment of Michael D. Sherlock as the Executive Director.

Mr. 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, CA, 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.

## OUR OWN WORST ENEMY

by: Michael Lindsay, Deputy Director,  
Indiana Law Enforcement Academy

The current “Ferguson influence” is motivating law enforcement to reassess nearly everything about its strategies, tactics, and equipment. This environment is not likely to change over the next couple of years, and law enforcement will need to decide if its current approaches are worth maintaining. Periodic reassessment is, of course, always worthwhile; but doing so under the microscope of media review is not the best method.

Nevertheless, we may find that there are several areas in which we could improve. In a few of these areas, I would suggest that we may have been our own worst enemy.

First impressions are always important. We know that a bad first impression can require substantial effort to correct. Police officers, in the worst of neighborhoods, are not likely to ever have a good reputation, but a favorable image in the other 95% of society that we should take care to protect.

A benefit of being a 44-year law enforcement veteran does not necessarily—at least in my case—equate to 44 years of wisdom, but it does allow for 44 years of observation. Most police officers with 30 years or less come from a tactical training background. That was not the case in the late 1960s and early 1970s. In my basic training course, about the only tactical training I received was how to approach a car during a routine traffic stop. My first advanced training was information gleaned from the relatively new *Street Survival* book.<sup>1</sup>

Tactical training today, even at the basic course level, is sophisticated by any standard. The progression to our present level of expertise was unquestioned. It was just the next best-step in refining the profession. The assertion that extreme tactical procedures are necessary if they could save just one officer from injury was a strong argument. Had not Ferguson happened, we would likely be continuing on this path, unmindful that we may be alienating many citizens.

Just this week, I received a current copy of the “Police Prosecutor Update” (Indiana, the August 2015 issue)<sup>2</sup> which outlined a Seventh Circuit civil rights case, *Milan v. Bolin*,<sup>3</sup> in which the police became aware of threats being made towards them via an internet site. They obtained a search warrant for the house associated with that IP address and served that warrant with an 11-man SWAT team. They broke through the front door and several windows and used flash-bang grenades. They then handcuffed the residents of the house, a grandmother, and her daughter. The city moved for summary judgment to dismiss the case which was denied by the Circuit Court.

As it turned out, the Wi-Fi at that IP address was unsecured. The police recognized a man two houses down who would be capable of such threats, and eventually he proved to be the person who posted the threats.

Another case I personally remember because of its shock value occurred in Arizona when a warrant was served by a SWAT team that burned down a very nice house with tear gas canisters. They also accidentally rammed a neighbor’s car with an armored personnel carrier.<sup>4</sup> The warrant was for illegal automatic weapons, but none were found.

Along this line, I am always impressed with how infrequently the “other half” of the *Graham v. Connor* story is ever taught in police circles. Since 1989, the concept of the “Objectively Reasonable Officer” has been discussed or taught each and every week of the year by officers and academy instructors across the country. It continues to be one of the hottest topics in law enforcement, even after all of these years. The other significant half of the story, however, involves the facts of the case.<sup>5</sup> After Graham was handcuffed and additional officers arrived on scene, Graham was not allowed to have any sugar to treat his diabetic reaction. The officers refused to check his wallet, after being asked, to view his medical decal, and they refused to allow him to drink some orange juice which Graham’s friend had brought for him.

There is no doubt that such requests were outside the scope of good police procedure before Graham was cuffed and additional help arrived. Graham gave the impression of possibly being mentally ill initially, but even then, his erratic behavior was not aggressive towards the officers. Citizens see a situation like this—and the two mentioned above—and they ask why wasn't Graham allowed to have some sugar? Perhaps we as police officers should be asking the same question when teaching *Graham v. Connor*.

Today, we in training must take care that we do not give the impression that we are going to be taking away any of the tactical training or equipment that officers receive even though this has been suggested by some. They rightfully feel that they are under attack and the dangers of the job have, in fact, increased significantly since Ferguson.

Nonetheless, those first impressions on how officers handle calls are critically important. Most citizens form these first impressions during the one or two contacts they have with the police over the course of their lives. If these are bad, then the impression that the media gives in highly publicized cases fits right in with their first impressions.

Rather than attempt to limit officer tactics in dangerous situations, perhaps we can focus on some PR areas that I have seen erode over the past 44 years. One such area is the evolution of police uniforms. Many years ago, officers from my small department asked to modify our Class A duty uniform by removing the clip-on necktie, replacing it with either an open collar or an ascot and changing the pants to a more tactical design with cargo pockets. I declined. I was and am very conscious of how first impressions work.

The ironic thing about uniforms is that they have an influence on both sides of the badge. Not only do they project a certain image to the public, but also to the officer. If officers dress tactically, they feel tactical. When they dress professionally, they feel professional.

The same can be said for haircuts. When I first hit the street, nearly all officers had either a “regular” haircut or a “flattop.” The regular haircut projected the IBM executive image of the day. For those who wanted a harder image, the flattop accomplished this but it still had a sharp, well kept look. A few years later, during the 1980s, many officers adopted styles with longer hair that projected a much softer image.

Today the problem is that those officers who have embraced the “burr” haircut were not the first to currently adopt this style. Local “gang-bangers” cornered this image well before officers adopted it. Outlaw motorcycle gang members, “skinheads,” and other hate groups got first dibs on the shaved head look. The same can be said for beards and visible tattoos. Nonetheless, officers today have jumped on these “looks” as well. The problem is that the first impressions established for these looks can scream: undisciplined, gang member, racist. This is especially true with older citizens and minority groups.

Another such area involves our patrol cars. Many years ago, most of our police patrol cars were painted black and white. During and after the turbulent years of the civil rights movement, and the Viet Nam and draft demonstrations our paint and decal designs became creative, multi-colored, and bright. An old “black and white” could barely be found anywhere.

I note today that we have had a substantial return to the black and white design. I worry that this might be reflective of a general mindset today. Many line officers will object to such claims that paint designs, grooming, and visible tattoos have an impact, saying that such things have nothing to do with how they perform their duties.

As for behaviors and how duties are performed, many elements figure into that equation. Isolating the one or two most detrimental elements is difficult. For instance, departments today often schedule officers for 10 or 12 hour shifts. Like adopting tactical uniforms, officers usually request this type of change. They then have more time to work a second or third job. In times like these, however, the question should

be, does accumulated fatigue impact how officers deal with citizens? Short tempers due to fatigue can easily confirm first impressions.

Should cutting corners on Terry Stops be the unofficial policy of a department? Some view this as a good approach to controlling street crime, and the overwhelming evidence is that it works (the Broken Window Theory of Policing). Others feel this is overstepping what the police should be doing in a free society. It is difficult for those officers who have entered the system after the tactical revolution began to envision anything other than what we have today. However, polls over the years have shown that we have slipped substantially in the public's view.<sup>6</sup>

In the turbulent years of 1977 to 1981, the police were rated in Gallop's "Honesty/Ethics in Professions" survey as having High or Very High ethical standards by 37% of the people in 1977 and 44% of the people in 1981. That steadily climbed in the years after until it peaked at 68% in the years around 2001 (the 9-11 events).

Our ethical approval ratings remained high through 2009 (63%). An important observation that many departments had not noticed was that our ethical ratings were dropping years before Ferguson occurred. Today, our ethical approval rating is back down to 48% (in 2014, the last statistics available).

Even though our newest "Millennial" citizens may not object to these "personal freedom" changes, i.e., tattoos, etc., within our law enforcement ranks, that is not to say that they are not impacted by those changes. The Baby Boomers and especially the Greatest Generation remnant are much more aware of these changes and able to compare our society before and after these changes.

Our police are under assault today. We certainly do not want to impress officers as abandoning them at a time when tactical training and equipment are arguably more important than ever. But the question must also be asked, how should officers act after they gain control?

Should Graham have been denied a drink of orange juice? Do visual impressions concerning tattoos, haircuts, beards, uniforms, and squad car designs make a difference?

First impressions are important. Nearly every time an officer answers a call, he or she is making a first impression on a citizen who may only have one or two real contacts with an officer in a lifetime. They are like money in the bank. Shouldn't we strive to make those contacts ultimately beneficial? Favorable first impressions can help combat those later assaults by the media. Perhaps we have been our own worst enemy. Perhaps we are more responsible for projecting a malevolent image than we would like to admit.

Focusing on tactical modifications and training or restricting military equipment sounds good politically, but rarely is a politically correct answer the correct answer. Nonetheless, there may be things we can do to project a more professional image without impacting officer safety.

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## OREGON UPDATE

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

The 2015 Oregon Legislative Assembly has adjourned. A number of actions were taken that will affect the Oregon Department of Public Safety Standards and Training (DPSST) and the law enforcement community. What started out to be a very difficult session for public safety actually ended up going very well in part due to the many partnerships that the statewide public safety organizations and local agencies have established and maintain with elected officials. Simply said, Oregon's public safety community is in many ways ahead of the country in our following of trends, addressing issues, and being pro-active. DPSST was a key component within many of these discussions and successes and we appreciate the support we received and the ability to be involved in providing factual information to legislators. DPSST hosted both tours and special hearings at the Oregon Public Safety Academy for the Public Safety Ways & Means Committee, and the House and Senate Judiciary Committees.

DPSST's budget was approved at its current service level \$51,174,820. Two additional positions were approved specifically to deliver mental health and crisis intervention training for law enforcement officers at the Academy and on a regional basis. One of these positions will be a public safety training coordinator; the other will be a clinician. Both will have a background in mental health and crisis response. During the agency budget presentation at Ways and Means, DPSST discussed the possible addition of Basic Police and Corrections classes to address hiring trends and a retirement boom. This request was positively received and the agency was advised it can request additional funds if needed.

The Oregon High Intensity Drug Trafficking Area (HIDTA) Program was transferred from the Oregon Department to DPSST as of July 1, 2015. The Oregon HIDTA Director and staff are now employees of DPSST. HIDTA oversight will remain under the HIDTA Board of Directors.

DPSST's Center for Policing Excellence (CPE) has been working with the Oregon Criminal Justice Commission (CJC) and our various stakeholders to implement House Bill 3194. As a result of our collective efforts, \$959,000 in federal funds is being made available under the United States Department of Justice - Bureau of Justice Assistance - Edward Byrne Memorial Justice Assistance Grant (JAG) Program for DPSST to continue the efforts underway. There is no match requirement for this grant.

A number of agency-requested bills were approved including: SB 238: Requires a private safety agency to comply with certain requests for personnel records from DPSST, SB 239: Includes reserve officers in definition of "public safety personnel" and "public safety officer" subject to rules governing standards and training determinations by employing agencies, and HB 2684: Extends sunset on provisions allowing retired members of PERS to be employed full-time by DPSST.

A number of pieces of legislation were introduced and passed that will have an impact on DPSST including SB 343: Repeals sunset provision related to authorized tribal police officers (gives DPSST certified tribal law enforcement officers and agencies the same peace officer powers as any other officer in the state), SB 496: Adds injuries or occupational diseases compensable under Worker's Compensation to the definition of qualifying death or disability for the purposes of eligibility for Public Safety Memorial Fund, HB 2208-A2: Prohibits release of confidential and sensitive information that DPSST maintains on public safety personnel, HB 2372: Requires certification by DPSST, rather than BPSST, before police officer may request urine test of person arrested for DUII, HB 3025: "Ban the Box" criminal history on job applications – DPSST exemption approved for those applying for public safety positions that are certified, and HB 3487: Changes ORS 703.415 and restores language in ORS that will require that private investigators list their DPSST license number in all advertisements.

Legislation that died in committee and was not approved included HB 3388: Authorized reserve officers sponsored by law enforcement unit to pay for training as police with cash and G.I. Bill education, HB 3393: Established Task Force on State Public Safety Coordination - Directed DPSST to staff a work group that would evaluate the consolidation of OSP, OEM, OMD, SFM, and DPSST into one agency

Other lively discussions involved Body Cameras, Racial Profiling, Sex Assault Investigations, Untested Rape Kits, Use of Force, and our newly voter-approved legalization of recreational marijuana, etc. All of these issues and more will be included in our post-session legal update and changes made to basic criminal justice training offered at the Academy.

#### **In Other News –**

DPSST will begin training Inspectors and Investigators of the Oregon Liquor Control Commission (which will also now oversee marijuana). The OLCC Curriculum Committee and CPE's Sara Tribbey have completed a student-centered development program for that agency's Regulatory Specialists. The program was approved by the Board on Public Safety Standards and Training on July 23, 2015, allowing the first 4-week Basic OLCC Academy to commence on November 16 as planned.

The 25th Annual Problem-Oriented Policing (POP) Conference is coming to Portland this October, and is being co-hosted by DPSST's CPE, the Oregon Association of Chiefs of Police, the Oregon State Sheriff's Association, Portland State University, Portland Police Bureau, and the City of Portland Office of Crime Prevention. This international event is an exciting opportunity for Oregon's law enforcement professionals to hear what agencies from all over the world have learned about reducing different crime and safety problems. CPE will also be coordinating a separate POP event in Portland immediately following the international conference that is designed for Oregon law enforcement to discuss and learn

about problems and solutions from a more local perspective. <http://www.popcenter.org/conference/>

In collaboration with the Criminal Justice Commission, DPSST CPE's Ryan Keck has been participating in the development of the "Oregon Knowledge Bank," an online resource for Oregon law enforcement. Based on input from focus groups, interviews and surveys conducted statewide, a website is in production that will provide access to progressive policing strategies used in Oregon, contact information for Oregon-based law enforcement, grant opportunities, and summaries of available research related to crime problems and/or community issues.

Finally, on the technology front, the DPSST Training Division Tactical Staff has been working with our Information Services Team to implement iPads for student scenario evaluations. A tracking application function was created to work independently from the network, thus removing the frustrating aspect of having instructors dropped from the system. This application allows DPSST instructors to track the time each student participates in a scenario and allows for real-time exchange of student performance. DPSST will continue to develop this tracking application in the hopes that someday all of the training venues on the 235-acre campus will be connected and can share information focused on individual students so training can be specifically tailored.

*Share the road with motorcycles* 



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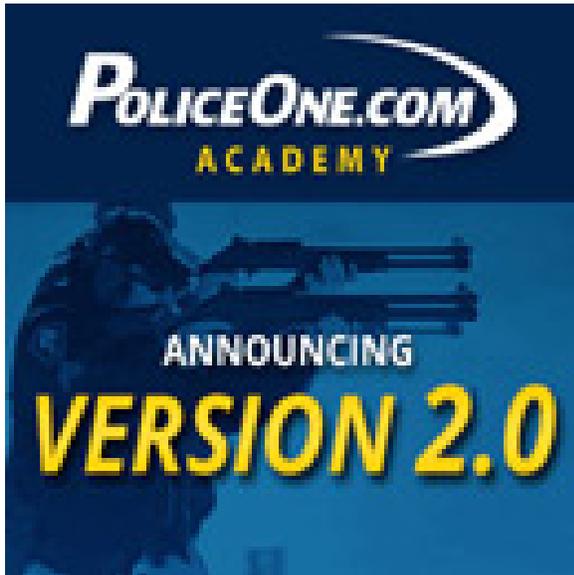
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**EXECUTIVE COMMITTEE  
MEETING MINUTES  
May 31, 2015  
San Antonio, TX**

**CALL TO ORDER:**

In the absence of President Ciechanowski, the meeting was called to order by First Vice-President Harvey (MI) at 1:08 PM.

**ROLL CALL:** The roll of attendees was called by Secretary Mark Damitio (KS). Attendees present were:

- Vice-President Dave Harvey (MI)
- Second Vice-President Brian Grisham (TN)
- Treasurer Kelly Alzaharna (AK)
- Secretary Mark Damitio (KS)
- Immediate Past-President Kim Vickers (TX)
- Second Immediate Past-President William Muldoon (NE)
- Midwest Region Representative Steve Emmons (OK)
- Central Region Representative Stephanie Pederson (WI)
- Northeast Region Representative Dan Zivkovich (MA)
- West Region Representative Lyle Mann (AZ)
- Southern Region Representative Mark Strickland (NC)

IADLEST Staff present were:  
Executive Director Mike Becar

**ADDITIONS TO THE AGENDA:** There were no items of business to be added to the agenda.

**INTRODUCTION OF GUESTS:**

- Doug Simmons, The Learning House, Inc., Louisville, KY
- Bill Larkin and Marisa Hines, Jones & Bartlett Learning, Burlington, MA
- Gary Fields, The Wall Street Journal, New York, NY

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- Richard Clark, USDOJ ICITAP, Mexico City, MX
- Richard Miller, USDOJ ICITAP Headquarters, Washington, DC

### **APPROVAL OF EXECUTIVE**

**COMMITTEE MINUTES:** Harvey (MI) asked if there were any corrections to the Jan 22-23, 2015; Washington, DC; Executive Committee minutes (Refer to March 2015 IADLEST Newsletter). Hearing none, there was a **MOTION** by Zivkovich and a **SECOND** by Strickland to approve the minutes. The **MOTION CARRIED.**

### **EXECUTIVE DIRECTOR'S BRIEFING -**

Becar (IADLEST) briefed the Executive Committee on the following issues:

**Eliminating Duplication:** Duplication of information between the Executive Committee meetings and the General Business meetings: The agenda for the meeting has been abbreviated to focus on those issues that concern the Executive Committee specifically. The Regional reports will be performed at the General Business meeting.

**POST Director Changes -** New POST Director changes since the last Executive Committee meeting are:

- Cory Amend (CO)
- Mike Ziegler (MD)
- Lawrence Evans (NJ) (Acting Director)

**POST Directors leaving their position include:**

- Pete Dunbar (CO)
- Charles Rapp (MD)
- Robert Nelson (NJ)
- Arlen Ciechanowski (IA) will be retiring as of June 30, 2015

### **New IADLEST Legal Counsel:**

Attorney Paul Turcke, Boise, ID was introduced as the new IADLEST Legal Counsel. He will be contracted to perform legal services as the situation warrants. He has an extensive

background with representing non-profit associations.

### **Records Retention Policy:**

Legal Counsel Turcke presented a draft of a proposed records retention policy to conform with requirements related to our non-profit status and to comply with requirements related to our grants. There was a **MOTION** by Vickers and a **SECOND** by Muldoon to accept the records retention policy. During the subsequent discussion, Executive Committee members expressed the desire to study the document in more detail and to table the motion until the next meeting. The **MOTION** was **WITHDRAWN** by Vickers.

### **IADLEST Logo Trademark**

**Registration:** The appropriate documentation has been filed with the US Trademark and Patent Office for the IADLEST name, acronym, and the seal. We will also be submitting for trademark protection for the National Certification Program.

### **Other Items:**

- The recommendations of the President's Task Force on 21<sup>st</sup> Century Policing are posted on the website. They include some specific references to IADLEST.
  - There was an inquiry from the US Senate Judiciary Committee on the IADLEST NDI program that was mentioned in the report.
- Grant submissions have been made or are in progress for a USDOT/Texas Technical assistance grant for DDACTS, a USDOJ Blue Courage grant, a cooperative agreement for a grant with the Western States Community Policing Institute, and the Federal Motor Carrier Safety Administration for large truck and bus enforcement.

- Becar attended Regional Meetings in the Midwest, Central and Northeast regions.
- Becar reminded the members to elect their Regional Representative at the Regional meetings
- Becar encourages members to volunteer their locations for future conferences.
- Becar encourages members to consider running for office in the Association, with a focus on bringing the organization to the next level, as we gain more attention from national and international sources.

**ANNUAL CONFERENCES:** Becar (IADLEST reported about the Annual Conferences)

- **2015:** Reminded the Executive Committee members of the breakfast with the international attendees on Tuesday, June 2, at 7:30 AM. The Sunday President's Reception was cancelled because of the costs involved. There was not a vendor that was willing to underwrite the costs of the reception. Becar reminded the Executive Committee members to thank the vendors and exhibitors for their attendance and support of the conference.
- **2016:** The 2016 Conference is scheduled for June 5-8 at the Amway Grand Hotel in Grand Rapids, MI. A keynote speaker is still open for the event. The Monday event is scheduled to be at the B.O.B (Big Old Building), and the Tuesday event will be at the minor league ballpark.
- **2017:** The 2017 Conference will be in Tennessee, but a location is still to be established. Memphis is the probable location.

**IADLEST TREASURER'S REPORT:**

Treasurer Alzaharna (AK) presented the Executive Committee members with the April 30, 2015, Financial Statement from the accounting firm. There were current liabilities of \$141,610.98, and a fund balance of \$254,470.05. There were total assets of \$366,658.03. There is a total liabilities and fund balance of \$366,658.03. The full report will be presented at the General Business meeting.

There was a **MOTION** by Mann to accept the Treasurer's report, with a **SECOND** by Zivkovich. The **MOTION CARRIED**.

**ADMINISTRATIVE REVIEW OF CURRENT BUSINESS ITEMS:**

**Election Committee:** Harvey (MI) appointed Vickers (TX) as the new Chair of the Election Committee. Vickers (TX) reported that there was one candidate for Second Vice-President, Dan Zivkovich (MA).

**COMMITTEE AND SPECIAL ASSIGNMENT REPORTS:**

**Blue Courage Project:** Harvey (MI) reported that there was a Blue Courage Advisory Board meeting in Aurora, IL, on May 4-5. The Board members met for a planning session with the Blue Courage trainers and staff, plus a representative of the USDOJ BJA. There is a subcommittee follow-up meeting scheduled in June in Seattle to begin preparations of an Administrator's Toolkit.

**NCIC & Criminal History Access:** Harvey (MI) reported that there has been a request submitted to the NCIC Board for a rule revision to allow LEIN access for POSTS.

**Accreditation:** Zivkovich (MA) reported that there is interest in IADLEST creating an accreditation process for POSTS and Academies. The initial direction will recognize the statutory differences between states, and focus on how each state meets their own statutory requirements. Ultimate recommendations can include best practices from other states. The Office of Federal Law Enforcement Training Accreditation (FLETA) has been of valuable assistance. It

was underscored that noting in the project would conflict or duplicate the efforts of CALEA, nor will their assessment material be utilized.

**National Certification:** Becar (IADLEST) reported that prior to the official launch at the Annual Conference on Tuesday, June 2, twenty-five POSTS have already accepted the program. Forty-four Subject Matter Experts are already under contract, but there will be a need for about 200. One course has already received accreditation.

**Sourcebook:** Harvey (MI) reported the last Sourcebook to be officially released was in 2005. The 2010 project was never released because of validation deficiencies. The current project will reduce the amount of questions to a more manageable load. The platform will be in digital format, courtesy of the IAPS: the document will be able to be changed in real-time by any authorized person for that jurisdiction. There will be an example ready for the Executive Committee to review at the October 2015 and January 2016 meetings. The anticipated roll-out date is June 2016.

**Personnel Commission & proposed bylaw changes:** Zivkovich (MA) presented a draft of suggested bylaw changes to accommodate the directive from the January 2015 Executive Committee meeting to establish a permanent Personnel Committee. Discussion followed, and the Executive Committee will give Zivkovich their input within the next 30 days for consideration at a future meeting.

**PERF Use-of-Force Symposium:** Zivkovich (MA) reported that he attended a symposium in Washington, DC, on use-of-force, sponsored by the Police Executive Research Forum. He was the only representative of a POST. There was a concern as to the lack of outreach to IADLEST for this meeting. The discussions related to training and standards. He will update the members at the General Business meeting. Becar will follow-up with PERF.

## NEW BUSINESS

- **NDI rewording to allow voluntary relinquishments:**  
Lyle Mann (AZ) requested that the Executive Committee consider changing the description in the National Decertification Index. The current description does not appear to allow members to post voluntary relinquishments. The issue is because of the sentence in the purpose statement that states “The purpose of NDI is to provide a database where each state’s POST agency can record administrative *revocation* (*emphasis added*) taken against certified police and correctional officers.” Becar stated that many other states already post voluntary relinquishments, and it was never the intent to restrict the NDI to only revocations. After discussion, the Executive Committee directed Becar to change the word *revocation* to *actions* in the purpose statement.
- **International Regional Representative:**  
Becar mentioned recent correspondence from a law enforcement training program manager working for one of the ICITAP projects. Her suggestion was to add an International Regional Representative. Becar pointed out the significant increase in international members and in Annual Conference attendance. The challenge for an International Regional Representative would be attendance at the three Executive Committee meetings a year. It was suggested that the best solution for this challenge would be for a member of the DOJ ICITAP staff to serve in that function. Becar suggested that he bring the issue to the General Business meeting, and then proceed with the review of the appropriate bylaws and other administrative details.
- **Life Memberships:** Lyle Mann (AZ) nominated Tom Hammerstrom, former AZ POST Director and former Regional Representative; and Arlen Ciechanowski, (IA), the outgoing IADLEST President for Life Memberships. Both served the Association honorably, and contributed to the success of the Association. There was a **MOTION** by MANN to install

Hammerstrom and Ciechanowski as life members SECOND by Zivkovich. The **MOTION CARRIED.**

**ADJOURNMENT**

Having no other business, at 3:54 PM, there was a **MOTION** for Adjournment by Harvey, and a **SECOND** by Zivkovich. The **MOTION CARRIED.**

**BUSINESS MEETING MINUTES  
JUNE 2, 2015  
SAN ANTONIO, TX**

**CALL TO ORDER:**

In the absence of President Ciechanowski, the meeting was called to order by First Vice-President Harvey (MI) at 9:44 AM.

**ROLL CALL:** The roll of attendees was called by Secretary Mark Damitio (KS). There were 25 jurisdictions present, exceeding the requirements for a quorum. Prior to the meeting, a Proxy Designation had been made from Kentucky representative John Bizzack for Leslie Gannon to vote on his behalf. IADLEST Staff present were: Executive Director Mike Becar, Operations Manager Yvonne Pfeiffer.

**ADDITIONS TO THE AGENDA:** There were no items of business to be added to the agenda. Introduction of Guests: There were no guests introduced.

**APPROVAL OF BUSINESS MEETING MINUTES:** Harvey (MI) asked if there were any corrections to the October 25-26, 2014 Business meeting, held in Orlando, FL. (Refer to January 2015 IADLEST Newsletter). Hearing none, there was a **MOTION** by Zivkovich (MA) and a **SECOND** by Grimes (PA) to approve the minutes. The **MOTION CARRIED.**

**EXECUTIVE DIRECTOR'S BRIEFING:** Becar (IADLEST) briefed the members on the following issues:

**POST Director Changes:** New POST Director changes since the last General Business are:

- Cory Amend (CO)
- Mike Ziegler (MD)
- Lawrence Evans (NJ) (Acting Director)

**POST Directors leaving their position include:**

- Pete Dunbar (CO)
- Charles Rapp (MD)
- Robert Nelson (NJ)
- Arlen Ciechanowski (IA) will be retiring as of June 30, 2015

**New IADLEST Legal Counsel:** Attorney Paul Turcke, Boise, ID was introduced as the new IADLEST Legal Counsel. He will be contracted to perform legal services as the situation warrants. He has developed a draft records retention policy and schedule.

**Grants:** Grant submissions have been made or are in progress for a \$150k USDOT/Texas Technical assistance grant for DDACTS, a \$1m USDOJ Blue Courage grant, a \$43-50k cooperative agreement for a Blue Courage grant with the Western States Community Policing Institute, and the Federal Motor Carrier Safety Administration for large truck and bus enforcement that is still in progress.

**The National Decertification Index (NDI):** is being examined at the congressional level. Six states don't have the present authority to decertify. The recommendations of the President's Task Force on 21st Century Policing include one that every state should join the NDI. The Wall Street Journal is conducting a research project to identify decertified officers working in other states.

**Other Items:** The Executive Director attended Regional Meetings in the Midwest, Central, and Northeast regions, and the conference call for the Southern Region. The Executive Director encourages members to consider running for office in the Association, with a focus on bringing the organization to the next level, as we gain

more attention from national and international sources.

**IADLEST Logo Trademark Registration:**

The appropriate documentation has been filed with the US Trademark and Patent Office for the IADLEST name, acronym, and seal. We will also be submitting for trademark protection for the National Certification Program.

**CONFERENCE REPORTS:**

**2015:** Richard Miller, the Director of the USDOJ ICITAP program presented Operations Manager Yvonne Pfeifer with a Certificate of Appreciation for her and the Conference staff's work in hosting the international delegates. Ms. Pfeiffer also reported that the Auction for Special Olympics raised \$2,500.

**2016:** Harvey (MI) reported that the 2016 Annual Conference will be held at the Amway Grand Hotel in Grand Rapids, MI, June 5-8, 2016. He presented a video to the membership about the tourism opportunities in the area. There will be a theme dinner featuring dueling pianos at the B.O.B. event center on the evening of the live auction for Special Olympics. Grand Rapids has an international airport. The location will make local sightseeing walkable. There will be a Spouse's Excursion to Saugatuk. Motorcycle rentals will be arranged with a local Harley-Davidson dealer for a ride on the Saturday before the Conference.

**2017:** Grisham (TN) reported that the 2017 conference will be in Tennessee. The candidate locations are Memphis and Nashville.

**2018/2019:** No locations at this time. Executive Director Becar encourages members to host future conferences.

**IADLEST TREASURER'S REPORT:**

Treasurer Alzaharna (AK) reported the April 30, 2015, Financial Statement from the accounting firm. There were current liabilities of \$141,610.98, and a fund balance of \$254,470.05. There were total assets of \$366,658.03. There was a total liabilities and fund balance of \$366,658.03 on that date. A full copy of the report from the accounting firm of Woronoff, Hyman, Levenson, Sweet, Alderman PC is available to any member upon request. There was a **MOTION** by Zivkovich to accept the Treasurer's report, with a **SECOND** by Strickland. The **MOTION CARRIED**.

**ADMINISTRATIVE REVIEW OF CURRENT BUSINESS ITEMS:**

**Election Committee:** On behalf of the Election Committee, Vickers (TX) reported that there was a qualified candidate who submitted for the office of Second Vice-President. That candidate was Dan Zivkovich (MA). Harvey (MI) opened the floor for further nominations. Hearing none, there was a **MOTION** to close the nominations by Emmons (OK), and a **SECOND** by Damitio (KS). The **MOTION CARRIED**.

**Candidate's Presentations:** a Candidate's presentation was addressed to the membership by Dan Zivkovich (MA) for the office of Second Vice-President.

**Elections:** Pursuant to the bylaw 5.5.4 that states, in part: *All nominations shall be voted upon by secret written ballot unless there is only one candidate for the office to be filled. The candidate receiving the most votes cast for each office shall be declared elected...* there was a **MOTION** by Damitio (KS) and a **SECOND** by Mann for the President to cast a single ballot vote. The **MOTION CARRIED**. Dan Zivkovich was elected Second Vice-President.

## COMMITTEE AND SPECIAL ASSIGNMENT REPORTS:

**Blue Courage Project:** Harvey (MI) reported that there will be a new grant of \$1m beginning in the Fall. There was a Blue Courage Advisory Board meeting in Aurora, IL, on May 4-5. The Board members met for a planning session with the Blue Courage trainers and staff, plus a representative of the USDOJ BJA. There is a subcommittee follow-up meeting scheduled in June in Seattle to begin preparations of an Administrator's Toolkit.

**NCIC & Criminal History Access:** Harvey (MI) reported that there has been a white paper submitted to the NCIC Work Group for a rule revision to allow LEIN access for POSTS. They will meet in October.

**Accreditation:** Zivkovich (MA) reported that there is interest in IADLEST creating an accreditation process for POSTS and Academies. The initial direction will recognize the statutory differences between states and focus on how each state meets their own statutory requirements. Ultimate recommendations can include best practices from other states. It was underscored that noting in the project would conflict or duplicate the efforts of CALEA (they don't accredit POSTS, only Academies), nor will their assessment material be utilized.

**National Certification:** Becar (IADLEST) reported that there were over 350 people on the webcast. The webcast of the launch was recorded and will be posted on the website.

**Sourcebook:** Harvey (MI) reported the last Sourcebook to be officially released was in 2005. The 2010 project was never released because of validation deficiencies. The current project will reduce the amount of questions to a more manageable load. The platform will be in digital format, courtesy of the IAPS: the document will be able to be changed in real-time by any authorized person for that jurisdiction. Users will be able to pull out reports. There will be an example ready for the Executive Committee

to review at the October 2015 and January 2016 meetings. The anticipated roll-out date is June 2016.

**Personnel Commission & Proposed Bylaw Changes:** Zivkovich (MA) reported that at the January 2015 Executive Committee meeting, the President appointed an ad-hoc Personnel Committee. Their charge was to develop draft bylaw changes and position descriptions. The suggestions were presented to the Executive Committee at the meeting on Sunday. Executive Committee members will give Zivkovich their input within the next 30 days for consideration at a future special meeting. The proposed bylaws will be presented at the October Business Meeting.

**Military Police Curriculum Revision:** Gerhart (OK) reported that he has been the IADLEST representative on a committee to provide input to the military services with the goal of establishing Basic Law Enforcement Training standards consistent with civilian law enforcement. The next meeting will be in September to examine FTO programs, Instructor Development, and Returning to Service After Absence.

**PERF Use-of-Force Symposium:** Zivkovich (MA) reported that he attended a symposium in Washington, DC, on use-of-force, sponsored by the Police Executive Research Forum. He was the only representative of a POST. The discussions related to training and standards. The symposium generated a 12-page document with 10 recommendations. The document will be posted on the website.

## NEW BUSINESS:

**NDI rewarding to allow voluntary relinquishments:** Mann (AZ) reported that the Executive Committee took action to change the description in the National Decertification Index. The former description did not appear to allow members to post voluntary relinquishments. The issue

was because of the sentence in the purpose statement that stated “The purpose of NDI is to provide a database where each state’s POST agency can record administrative revocation (emphasis added) taken against certified police and correctional officers.” The Executive Committee directed Becar to change the word “revocation” to “actions” in the purpose statement. Becar mentioned that Voluntary Relinquishments are in the drop-down menu.

**ICITAP Presentation:** USDOJ ICITAP Director Richard Miller presented the Association leadership with a plaque of appreciation for the support IADLEST has given to ICITAP and their project partners in law enforcement agencies around the world. IADLEST members have been instrumental in leadership roles in many of the missions. The Annual Conference has also been of significant benefit for those law enforcement officials.

**International Regional Representative:** Becar reported that in recognition of the increase in international members, plus the attendees at Annual Conferences, the Association should have improved communication flow with those members. He recommends an International Regional Representative be added to the Executive Committee to facilitate that communication. In recognition of the travel hardships inherent in an international member traveling to three Executive Committee meetings a year, the recommendation for the representative would be a member of the ICITAP staff. Becar will work with the Executive Committee for further action.

## REGIONAL REPORTS:

**Northeast Region:** Dan Zivkovich (MA) reported that Mike Wood (NY) will be the new Regional Representative.

**Central Region:** Stephanie Pederson (WI) reported the following:

**Arkansas** - Jami Cook provided the following update for Arkansas: Arkansas bought Acadis a year-and-a-half ago, and they are still working on customizing it for their state with Envisage.

Arkansas’ new Governor wants to consolidate state agencies, and this may mean expanding the umbrella for the Arkansas commission whom they oversee for certification. Some discussions included their overseeing bail bondsmen, coroners, and constables; however, for now the only group they are adding are the dispatchers and the state-provided funding for overseeing their certification.

**Indiana:** Indiana is finishing up a job task analysis. They expect the results to be presented to their Board on June 8 and will make changes to their academy curriculum based on those results.

Indiana had their first revocation that went through the courts, and they lost the case. The officer presented information on a false discharge from the military and used that to get hired and become certified.

Indiana also continues to work through issues with Acadis and is working with Envisage to customize the system for their state.

**Ohio:** Ohio is creating an online narcan class for officers.

Ohio is currently using a final cognitive certification test for all officers once they complete their basic recruit training. They are now exploring adding a psychomotor skills test to that final cognitive test to ensure officers can perform skills as well.

The legislature is very focused on animal issues in Ohio, and the Ohio

commission may now be tasked with providing dog warden certification training. The legislation is also looking at requiring training on de-escalation techniques for service animals and reviewing the process to euthanize wounded animals or transportation procedures for wounded animals that officers must use in Ohio.

The academy is looking at building a training village and is looking for help from any states that just built one. They are asking for ideas on specifications for building one, what other states included in the village, and ideas on cost/budget for building such a village.

**Kentucky:** Kentucky increased the hours at their academy as of January 1, 2015. The academy went from 18 weeks to 22 weeks long.

The legislature is now requiring that Kentucky offer (not mandated to actually take) narcan training to all officers in the state.

Kentucky had five officers commit suicide in the past 14 months. They are bringing in an organization out of Florida to conduct police suicide prevention training in the state.

**Michigan:** MCOLES currently falls under their state police. However, in the future it is being realigned under the Department of Public Safety.

A pilot test of a set of Agency Best Practices was completed, and MCOLES is currently rolling these best practices out to all agencies in the state.

**Minnesota:** Minnesota made a statutory change as of June and will no longer issue part-time licenses. They wanted to make one state standard for licensing so now all officers will have to meet the standard of a full-time license standard

even if they will only be working part-time for an agency.

In April, Minnesota finished revamping their learning objectives based on a job task analysis they completed in 2012. Now that the learning objectives are complete, they are working on updating their certification exam based on the new learning objectives. They are using IO Solutions to help them with this project.

Minnesota is also being challenged with funding. Part of their funding comes from the penalty assessment fund, but they want to increase that amount.

**West Virginia:** West Virginia has been working with Acadis for about 3 years. They also continue working on customizing the program to fit their needs and are now in the process of conducting regional training on Acadis to improve how they use it in West Virginia.

West Virginia is expanding their officer revocation requirements. They are expanding the revocable requirements for officers. They are currently working through the details about which situations they will or won't revoke.

West Virginia is struggling with an issue about what to do with an officer who was hired by an agency but who only has one hand (from birth). They were trying to figure out ways to accommodate him during academy training, but ran into issues when it came to firearms. They are working through the ADA and legal issues in dealing with this situation. If any other states have faced any similar issues, could you please contact Kim with suggestions.

West Virginia is also conducting a funding study for the legislature to help increase their funding. At the rate they

are going with their budget and the little bit of funding coming in, they will be out of money by FY17. The legislature wants to see the results of their study before increasing their funding.

**Wisconsin:** In December, the Wisconsin LESB approved expanding the recruit academy for the first time since 2004 from 520 hours to 720 hours. The academy was also restructured into three phases where one phase will build on the previous phase. In between each phase, recruits will take a formal written assessment on all of the skills taught in that phase and will also take some time to participate in “integration exercises” to practice and link together the skills they learned in that phase together. The first 720-Hour academy will graduate on June 12. All academies can start with the new materials in 2015 but all MUST use the new materials by January 2016.

Wisconsin added a physical fitness and officer wellness program to the recruit academy. Wisconsin worked with FitForce on validating the tests and setting the standards for an entrance as well as exit test. The entrance test is 20% less than the exit standards. The standards are:

Wisconsin purchased Acadis about a year-and-a-half ago and is still working on customizing the program with Envisage.

Stephanie Pederson from Wisconsin will remain the regional representative for one more year. After that, Leslie Gannon from Kentucky said she would become the regional representatives for the Central region.

**South Region:** Mark Strickland (NC) reported the there was a conference call held for the South Region on May 11, 2015. States that participated: Florida, Virginia, Tennessee, Fletc, Texas, North Carolina, and FLETA. Unable to join the call:

Alabama, Louisiana, Mississippi, Georgia, and South Carolina. Subjects discussed:

- Body Cameras
- Community policing (community relations)
- Use of Force
- Military Policing
- Confidential Informants
- Military Surplus Equipment
- Mental Health Issues
- Sexual Assault on campuses

Overview by each state of various topics/issues on their radar:

**Virginia** has a regional academy system with 10 regional academies and has accredited 28 independent academies in Virginia. Continuing with Use of Force/Control Tactics workgroup across the state studying training standards. This workgroup is made up of Use of Force/DT Instructors and Academy Directors. The work group has been in place since 2013. They have been updating training standards for basic students and instructors. This effort has been beneficial in light of public encounters that have occurred. They have established a model policy for law enforcement agencies on Human Trafficking following legislative action from 2014. Working on a comparison of military police training and the required minimum training standards in Virginia. They have worked with North Carolina, Michigan, and the United States Army Military Police School at Fort Leonard Wood. The 2015 General Assembly established a definition of private police departments – there are currently nine private police departments in Virginia. They must meet the certified LEO hiring and training standards. They must be established by the General Assembly. Virginia is working on development of training standards and a model policy for missing children, missing adults, and search and rescue protocol to be effective July 1, 2015. They are also

working on development of criteria for how reports of sexual violence on campus are handled. Campus police or security officers will be a part of a threat assessment team. Virginia has eliminated the requirement for training standards for undercover law enforcement officers' work.

**FLETA** – Gary Mitchell reported that FLETA has completed their standards revisions, and they will take effect on June 1, 2015. He also reported that FEMA came on board with the standards as well.

**Florida** had nothing new to report.

**North Carolina** reported that the On-line registration software from Envisage is working well. Several issues have occurred, but the folks from Envisage have been good to work with. Other issues that are happening in NC are the NC Police Chiefs requested new positions for community relations and use of force from the General Assembly. The NC House included five instructors in their version of the budget. We will wait to see if the NC Senate includes these positions in their version. NC is looking at contracting with Dr. Lorie Fridell to bring the “Fair and Impartial” policing in NC. They have a train the trainer course. Mark also talked about the *IADLEST Sourcebook*. The *Sourcebook* has not been updated since 2005. To complete the update for the source book, a lengthy questionnaire will be sent to ALL states. The *Sourcebook* will prove to be very informative to POST Directors. Mark also talked about the National Certification Program. He informed the group that this project is moving forward and is currently being tested. The National Certification Program will allow vendors to get their courses approved by IADLEST via a rigorous process. Once this approval takes place, states will be assured that these courses

have been properly vetted. Hopefully, ALL states will recognize these approved courses.

**South Carolina** – While South Carolina was not able to participate in the conference call, Jennifer Tatum provided Mark with the following information: In the past year, we have validated our job task analyses (originally conducted in 2005) for all mandated certification programs through surveys and meetings with subject matter experts. Current hot topics-- due to the officer involved shooting in North Charleston and others across the country, there is a big push across the state for cultural diversity training and for the Academy/POST to make this a mandatory part of in-service training. Reviewing use of force guidelines and laws pertaining to use of force has also been brought to the forefront and the need for more in-service training in this area. There is a bill being pushed through the legislature requiring body cameras for almost all officers in the state. Included in this bill is the requirement that the Law Enforcement Training Council (governing body of the Academy/POST) review ALL departmental policies throughout the state and set minimum guidelines regarding usage, dissemination, and storage of all videos. The law is currently written requiring the POST/Academy to have this review complete within a very short period of time (I believe it is either 90 or 120 days once the bill is passed). There is also a provision in there for budget funds to be allocated to outfit every officer; however, the dollar amount does not necessarily match what it would actually cost departments to comply with this mandate. This has not been signed into law yet, but everyone is watching it closely.

**Tennessee** reported that their new records system Acadis is working well.

With the new system, they will be able to go paperless within the next year. Their lesson plans will be incorporated within their portal by the end of next month. They have created a new Assistant Director position in Tennessee. This position will be oversee training. With the addition of 80 training hours, they are increasing the Basic Police School to a 12 week program. In 2016, they will reach their 50th anniversary. From 1966-2014, 20,000 police recruits have graduated from their program. Tennessee will host the IADLEST conference in 2016 or 2017.

At the Regional meeting at the Annual Conference, the South Region had the following discussions:

- Use of Force Issues
- Body Cameras
- Military Police Bridge training
- Sexual Assault on Campuses training
- Military Surplus Equipment
- Mental Health training
- Mark Strickland will stay on as Regional Representative

**Midwest Region:** Steve Emmons (OK) reported - The Committee voted to elect Gary Steed, Kansas, as the Midwest Regional Representative for the upcoming year.

**Texas:**

- Advised that K-9 Encounter Training was becoming a major topic for instruction.
- Another training topic is specialized training for School Resource Officers for children. South Dakota and Nebraska has School Sentinel programs that are not being utilized.
- Open carry is on the legislative agenda and a discussion was held with states where open carry is currently authorized.
- Discussed Texas statute allowing school employees to become Marshals.

**Nebraska:**

- Inquired if other states had statutes or rules regarding Fair and Impartial Policing.
- Researching any states that have a Command School to help them with format.

**Kansas**

- Discussed the development of a Citizen Advisory Board for Racial Profiling.
- The State is experiencing declining revenues creating funding issues and is considering a licensing fee. Nebraska indicated that they have a \$50 dollar certification fee. North Dakota has a \$45 fee for three year period.
- KLETC is developing a program for Fair and Impartial Policing.
- Having issues with Open Records requests: once investigation is complete closed records are available.

**Wyoming:**

- Academy has rolled out distance learning and is using Moodle.
- Building a new skills training building.
- Working on curriculum review and reciprocity.

**Iowa**

- Conducting a major curriculum review - including the inclusion of Patrol Rifle training.

**North Dakota**

- Commented on the increases with the funding available from the oil industry.

**South Dakota**

- Having similar issues with budget and curriculum.

**Oklahoma**

- Is reviewing the need for Patrol Rifle course.
- Developed and rolled out a bridge academy for reserve to full-time officer.
- Held a discussion on Body Worn Cameras and a need for policy.

**West Region** - Lyle Mann (AZ) reported:

- There are new Directors in Colorado, Idaho, and Montana. All three were in attendance and were introduced to the membership.
- The states are dealing with the challenges of marijuana legalization. CO has offered their resources to other POSTS and Academies, as they have performed significant work in developing training and standards in this area.
- Washington Director Sue Rahr was appointed to the President's Commission on 21<sup>st</sup> Century Policing. She has represented IADLEST interests well.
- The Honolulu Police Hawaii Academy had a recent tragedy when their Academy Commander collapsed on the running track from a heart attack and died.
- The regional meeting will be December 7-8, 2015 in Palm Springs.
- The regional members met with ICITAP Mexico Program Manager Richard Clark to discuss items of mutual interest. The success and professionalism of Mexico law enforcement has a significant impact on their region.
- There will be an election by e-mail for the new Regional Representative.
- The experience with Blue Courage training in Arizona and Washington has exceeded expectations.

**SWEARING IN OF ALL OFFICERS:** USDOJ ICITAP Director Richard Miller performed the oath of office for the 2015-2016 IADLEST Executive Officers in attendance:

- President:** David Harvey (MI)
- First Vice-President:** Brian Grisham (TN)
- Second Vice-President:** Dan Zivkovich (MA)
- Treasurer:** Kelly Alzaharna (AK)
- Secretary:** Mark Damitio (KS)
- First Immediate Past-President:** Kim Vickers (TX)
- Second Immediate Vice-President:** Bill Muldoon (NE)
- Central Region Representative:** Stephanie Pederson (WI)
- Midwest Region Representative:** Gary Steed (KS)
- South Region Representative:** Mark Strickland (NC)

**ADJOURNMENT:** At 11:41 AM, having no other business to perform, there was a **MOTION** by Vickers and a **SECOND** by Alzaharna (AK) to adjourn. The **MOTION CARRIED**.

**SPECIAL EXECUTIVE COMMITTEE  
MEETING MINUTES  
TUESDAY, JUNE 30, 2015  
CONFERENCE CALL**

**CALL TO ORDER:** The meeting was called to order by President Harvey (MI) at 4:02 PM EDT.

**ROLL CALL:** The roll of attendees was called by Secretary Mark Damitio (KS). Attendees present on the call were:

- President Dave Harvey (MI)
- First Vice-President Brian Grisham (TN)
- Second Vice-President Dan Zivkovich (MA)
- Treasurer Kelly Alzaharna (AK)
- Secretary Mark Damitio (KS)
- Immediate Past-President Kim Vickers (TX)
- Second Immediate Past-President William Muldoon (NE)
- Midwest Region Representative Gary Steed (KS)
- Central Region Representative Stephanie Pederson (WI)
- Northeast Region Representative Mike Wood (NY)
- Southern Region Representative Mark Strickland (NC)

IADLEST Staff present on the call were:  
Executive Director Mike Becar  
Operations Manager Yvonne Pfeiffer

Also present on the call was Association Legal Counsel Paul Turcke

**ADDITIONS TO THE AGENDA:**

There were no items of business to be added to the agenda.

## REPORTS:

**Records Retention Policy:** Legal Counsel Turcke presented a draft of a proposed records retention policy to conform with requirements related to our non-profit status and to comply with requirements related to our grants. After discussion, the Executive Committee members recommended modifying the document to indicate that employment applications would be retained for one year, rather than three years. There was a **MOTION** by Zivkovich and a **SECOND** by Muldoon to accept the records retention policy as modified. The **MOTION CARRIED.**

**Bylaws Changes (to create a Personnel Committee):** The Executive Committee members were presented a draft proposal document that would establish a new bylaw at 5.7.6 and 5.7.6.1 to establish a Personnel Committee, and amend 7.3.2 and 7.3.2.1.

After discussion, there was a **MOTION** by Harvey (MI) to accept the draft proposals, and forward them to the Executive Director to post within the required timelines so a vote can be taken on the bylaw revisions at the next General Business meeting in October in Chicago. There was a **SECOND** by Zivkovich. The **MOTION CARRIED.**

**Policies and Procedures:** There was further discussion about certain policies and procedures that will subsequently need to be developed to conform to the new policies. It was decided that there will be one uniform evaluation for all staff, to be developed by the Executive Director. The evaluation for support staff will be performed by the Executive Director. The evaluation of the Executive Director will be the responsibility of the Personnel Committee.

**The Learning House Partnership:** Becar reported a follow-up request from The Learning House company after the presentation to the Executive Committee at their last meeting in San Antonio. The Learning House was requesting that

IADLEST agree to promote their PartnerPlus™ program, in exchange for reduced tuition rates at their academic partners. The Executive Committee decided that they did not wish to promote a single vendor.

**International Regional Representative:** Becar reported that after researching the issue, the bylaws do not restrict the establishment of an International Regional Representative. However, it must be an appointment by the General Membership. Accordingly, it will be placed on the agenda for the next General Business meeting in October in Chicago. If it passes, the President can appoint a temporary International Regional Representative who will serve until the next general election at the Annual Conference.

**ADJOURNMENT:** Having no other business, at 4:54 PM, there was a **MOTION** for Adjournment by Harvey, and a **SECOND** by Zivkovich. The **MOTION CARRIED.**

