

The ILEETA Journal



Conference Edition

Volume 10
Edition 1

2020



ILEETA

International Law Enforcement
Educators and Trainers Association

INTERACTIVE TABLE of CONTENTS
(Just Click on the Title or Page Number)

MESSAGE FROM THE EXECUTIVE DIRECTOR.....	3
EDITORIAL.....	4
CONFERENCE INFORMATION	5
Conference Events	6
Meet Me in St. Louis! A Guide to the ILEETA Host City	7
Come to the Emerson Hour	9
The Privilege of Storytelling	11
My Three Days with the Martial Monk of North Carolina	13
OFFICER SAFETY and USE OF FORCE	16
Dynamics of Officer Involved Shootings	17
It's All Fun and Games	19
Teaching to the Positive: Take Your Shooter from Zero to Hero.....	21
Cut the B.S.: Demystifying Firearms Training.....	23
The G.L.O.V.E. (Generated Low Output Voltage Emitter).....	24
Human Factors: Simulating the Human Mind	26
Psychology of Shooting	28
INSTRUCTOR DEVELOPMENT	30
Mythbusters: The Science of Effective Training.....	31
The “Millennial Mindset”: Teaching the Future of Law Enforcement.....	32
Leaders Don’t Train Themselves	35
Un-check the Box: Transforming Your Training Division	36
Fieldcraft: Patrol Training Scenarios	38
PowerPoint Design with Cinematics	39
HEALTH AND WELLNESS	42
Officer Wellness: It’s Not a Checkbox!.....	43
Alternatives for Officers: From Celery to Yoga	45
The 12 Deadliest Hours of the Day	47
Tactical Stress Management	50
The Case for Yoga	52
LAW ENFORCEMENT ENVIRONMENT	55
Creating Courage in the Thin Blue Line.....	56
Understanding Crash Scene Evidence and its Impact on Prosecution	58
The Dark Future We Face.....	60
You’re Sued: Understand 1985 and Train for Your Defense	63
Writing Proper Police Reports	65
Clarifying Misrepresentations About Interrogation Techniques	68
ILEETA Conference Application	69



ILEETA
International Law Enforcement
Educators and Trainers Association

NOTICE:

All photographs provided by individual authors, ILEETA or used under license agreement from sxc.hu

Editorial Staff

Managing Editor:

Kerry Avery
Kerry.avery@shaw.ca

Instructor Development:

Thom Dworak
tbdworak@comcast.net

Officer Safety / Use of Force:

Brian Hill
Brian@MentalAmmo.com

LE Environment and Health and Wellness

Kim Schlau
kimberly.schlau@gmail.com

The ILEETA Journal ©2020 is published (without advertisement) on a quarterly basis, exclusively for the members of ILEETA. The information and material contained within this publication is the intellectual property of each contributor and does not necessarily reflect the position of other contributors or staff. All materials are brought to the reader in good faith, and there is no intent to violate any copyright, trademark, or law pertaining to intellectual property. For questions or comments, contact the Editor of **The ILEETA Journal**, Kerry Avery, at journal@ileeta.org. Contact ILEETA at www.ileeta.org, or by mail, at: **ILEETA**, 8150 White Oak Avenue Munster, IN 46321 Phone #262-767-1406, Fax: #262-767-1813,



ILEETA Journal

Message from the Executive Director



Executive
Director:
Harvey Hedden

Editorial

As you know, conditions required that we postpone the 2020 ILEETA Conference to August 2-7, 2020. Originally this edition was to be published about 10 days before the conference. The Editorial staff and I determined that we would publish the Pre-Conference Journal as it would have been even if a few of the featured instructors are unable to present as a result of the postponement. These members worked hard to prepare a presentation and an article for the benefit of ILEETA members. We hope that these articles will be of even more value to ILEETA members who cannot travel to train and be trained.

We intend to have another great conference in St. Louis in August. Hopefully the warmer weather and variety of recreation and amusements in the vicinity of the conference won't provide too much of a distraction. You may wish to consider extending your stay to take advantage of what St. Louis has to offer. I think at a time like this we need something to look forward to once the fight has been won.

A crisis such as this will bring out the best examples of humanity and unfortunately a few examples of the worst. First responders are among those who will be of the front lines of this pandemic and already hundreds of officers have been stricken and some lost. The threat to our officers is one that trainers can play a critical role in mitigating. If you have not developed COVID19 roll call training for your officers, visit the [COVID 19 link](#) on the ILEETA web site. If you have developed training resources, share them with other criminal justice trainers by sending those materials to info@ileeta.org. Reach out to other trainers in your area whether ILEETA members or not to share knowledge and skills that may help protect officers from this invisible threat.

As more officers are impacted by the virus, criminal justice resources will be stretched thin. If you have retired from active duty consider contacting your local law enforcement agency to determine if there is any service you can provide. Some states are organizing these resources under their office of emergency management. If you are older and have respiratory issues that service might have to be remote in nature.

In addition to physical health and safety we need to consider mental health during these unusual times. Sometimes the simplest acts have a significant benefit to others. Whether they are on the front lines or socially distant and hunkered down at home, a text, a post, a phone call or email can boost the morale of a fellow human being and hopefully if they are in need, they will share that with us as well. Together we will overcome this threat as we have all those that came before.

Stay safe!

Harvey



ILEETA Journal Editorial



Managing Editor:
Kerry Avery

Editorial

I try not to be bias, but I would be lying if I said I don't have a favorite edition of the journal. Welcome to my favorite journal of the year, the conference edition!

The articles provide information on the conference location, events going on throughout the week, and the instructors provide an expanded explanation of their session topic. The journal is an enhancement to the short course descriptions which help you make the difficult decision of what sessions to attend.

The tale of two attendees. Instructor one shows up, attends the courses specific to their interests and job, and spends the rest of the time with the people from their agency or alone in their room. Instructor two attends courses in tactics, firearms, leadership, instructor development, and health and wellness. In their spare time they attend the Emerson Hour, hospitality, and they engage in various hallway conversations with different people. Instructor one goes back with new knowledge and skills in one area, and hopefully shares them with other people in the agency. Instructor two goes back with new knowledge in various areas that make them a more well-rounded instructor. In addition to the knowledge and skills they gained, they reflected on their career, who they are as an instructor, and how they can improve. Instructor two has made connections to reach out to for help or to discuss training issues. They made friends with people from different places. Instructor two is considering submitting an article for the journal and a proposal to present at the next ILEETA conference.

The conference is the epitome of the saying, you get out of it what you put into it. I am not comfortable starting a conversation or talking to strangers. You would never guess this if you see me at the conference because now I spend the entire week interacting with people. The first few times I attended I pushed myself to talk to people, and be in public spaces during downtime. Attending or presenting classes is tiring, but I hope to encourage everyone to get out and socialize between classes and in the evenings.

There is a reason quite a few of the attendees return year after year, many of them on their own time and dime. The ILEETA conference is a unique opportunity to connect with like minded people, learn from peers and experts in the field, and recharge your batteries. The atmosphere can reignite your passion and commitment to being a great trainer and leader.

For those who are not able to attend this year, this journal provides a deeper look at the conference topics. Do not hesitate to reach out to any instructor for additional information or to ask questions about their topic. The goal is to be a resource to all ILEETA members.

For those attending the conference, see you in St. Louis! Stay safe!

Kerry

Conference Information



2020
ILEETA
CONFERENCE & EXPO

Now - Sunday, August 2 to Friday, August 7, 2020

ST. LOUIS UNION STATION HOTEL — ST. LOUIS, MO

INTERNATIONAL LAW ENFORCEMENT EDUCATORS AND TRAINERS ASSOCIATION

Conference Events

There are a number of events going on during the conference. Here is a list of some of the additional events:

7:30 am Prayer Monday to Friday

Start your day with a short 5 minute meeting in the hotel lobby to pray for and encourage each other and the success of the conference.

20:00 Hospitality Sunday to Friday

Come socialize with conference attendees with a free drink and some snacks. The hospitality suite is a place to gather, meet people, and unwind after a full day of classes. See the conference app for the location.

19:00-20:00 Emerson Hour Monday

A selection of speakers answer Ralph Waldo Emerson's question, "What has become apparent to you since we last met?" They answer this question with an 9 minute speech. Just a presenter and a microphone. It's a powerful hour!

Writing for the Journal

Do you want to be published in the ILEETA Journal? This one hour session is a unique opportunity to meet the section and managing editors for the journal. They will provide the guidelines for writing and submitting an article. Bring any questions you have! Check the app for the scheduled time and location.

Leave a Patch, Take a Patch

Bring a few of your current agency patches! Outside the registration area there will be a cork board. Pin up one of your current patches, and take one of the other patches.



2020
ILEETA ★
CONFERENCE & EXPO

**SUNDAY AUGUST 2ND TO
FRIDAY AUGUST 7, 2020**

ST. LOUIS UNION STATION HOTEL
ST. LOUIS, MO

2-DAY
VENDOR
EXPO

LIVE
FIRE

MORE THAN
150 INSTRUCTOR
COURSES

HANDS-ON
& CLASSROOM

INSTRUCTOR
CERTIFICATIONS

INTERNATIONAL LAW ENFORCEMENT
EDUCATORS AND TRAINERS ASSOCIATION

Meet Me in St. Louis!

A Guide to the ILEETA Host City

By Kim Schlau



Welcome to St. Louis! We are so glad you are here for the 2020 ILEETA Conference. The conference always offers an opportunity to meet trainers from the United States and other countries, as well as being able to attend classes led by these exceptional men and women.

If you attended last year's conference, you may remember construction happening on the lower level of the exhibition hall and outside Union Station near the Trainshed. In December 2019, six new attractions debuted – The Aquarium, Wheel, Mini Golf, Mirror Maze, Rope Course and Carousel. All are located in Union Station, just steps from the conference.

The St. Louis Aquarium at Union Station –the aquarium features exhibits ranging from the local Missouri waterways to the depths of the oceans. Hours are 9am-5pm Monday through Thursday, and 9am to 8pm Friday through Sunday. Tickets are available online at <https://www.stlouisaquarium.com/tickets>. Be warned, the aquarium has proven to be quite popular and has been sold out numerous times, so get your tickets early.



The St. Louis Wheel -

this 200-foot high observation wheel has 42 fully-enclosed climate controlled gondolas that seat six adults, or reserve a private gondola for 4 adults. The 15-minute ride showcases the skyline of St. Louis, and affords a 20-mile panoramic view. The Wheel operates from 10am to 10pm nightly. Tickets are available at <https://www.thestlouiswheel.com/tickets#/package>.

Indoor Ropes Course - Test your agility, strength and nerves on the indoor Ropes Course overlooking historic Union Station. More than 90,000-cubic feet of climbing space and 30 obstacles take you almost to the top of the trainshed. Feeling really brave? Try the SkyRail™, a 100-foot long rigid zip line that glides 50 feet above the Union Station lobby. You are in control of where to go and what to do, making this a sure hit for adventurers of all ages and skill level!

Mini-Golf - Perfect for families and beginner golfers, the beautifully-landscaped 18-hole course features a variety of interactive elements, a fun yet challenging design and is ADA-accessibility.

Mirror Maze - Experience one of the iconic attractions of the 1904 World's Fair, reimagined in this A-Maze-ing experience for the entire family. Navigate your way through the labyrinth of mirrors, test your World's Fair knowledge with our interactive experiences, and explore the curiosities in the Fun House.

Classic Carousel - Whether creating new memories or re-living those of your childhood, a ride on one of the beautifully-designed horses or exotic animals is sure to delight the young and young-at-heart

The St. Louis Riverfront – North First Street, St. Louis MO

Of course, the Arch is St. Louis' most famous landmark. Standing 630 feet high and 630 feet across, the Arch is the tallest memorial in the United States, and the tallest

stainless steel structure in the world. The Arch and its adjacent park grounds have undergone a major renovation. Take the tram up to the top of the Arch and enjoy amazing views of the city of St. Louis to the west and across the Mississippi River to the east into Illinois. Fun fact – no building in downtown St. Louis can be built higher than the Arch.



Busch Stadium/Ballpark Village- 700 Clark Avenue, St. Louis MO

One of the newest attractions in downtown, Busch Stadium and the surrounding Ballpark Village has quickly become the place to be in downtown. Although baseball season won't start until after ILEETA concludes, you can still take a tour of the stadium. Visit this link to view tour times and obtain tickets: <https://www.mlb.com/cardinals/ballpark/tours>

National Blues Museum - 615 Washington Street, St. Louis MO

The National Blues Museum explores the Blues and celebrates the genre as the foundation of all modern American music. The facility educates guests in an entertaining environment that includes high impact technology driven experiences, a state-of-the-art theater, artifact-driven exhibits and robust public programming.

City Museum – 750 N. 16th Street, St. Louis MO

Indulge your inner child and visit the City Museum. Housed in the 600,000 square-foot former International Shoe Company, the museum is an eclectic mixture of children's playground, funhouse, surrealistic pavilion, and

architectural marvel made out of unique, found objects. Enchanted caves, an aquarium, various tunnels and climbing structures, a 10-story slide, and a rooftop ferris wheel are just some of the many attractions.

The Hill – Kingshighway and Interstate 44, St. Louis MO

The Hill's roots are interspersed with the history of St. Louis, generating two of the region's proudest exports – world-class athletes and Italian cuisine. Baseball's Yogi Berra and Joe Garagiola grew up here, and today it maintains a traditional collection of authentic Italian bakeries, grocery stores, restaurants and mom-and-pop trattorias. Situated right off of Kingshighway beneath Interstate 44 (which cut down the neighborhood's size when built), the neighborhood still contains a lot of the old charm, right down to the fire hydrants that proudly display the colors of the Italian flag.

The Missouri Botanical Gardens – 4344 Shaw Avenue, St. Louis MO

A National Historic Landmark founded in 1859 with 79 acres of scenic landscaping and historic structures. Don't miss the Climatron tropical rain forest, the Japanese Garden and founder Henry Shaw's Victorian home.

The Fox Theatre – 527 N. Grand, St. Louis MO

A magnificently restored theatre in the Grand Center Arts District and the perfect venue to see the hottest Broadway shows and concerts. If you don't have time to take in a show, tour the theatre to see the historic restoration.

Forest Park – 5595 Grand Dr., St. Louis MO

One of the largest urban parks in the United States at 1,371 acres, it is approximately 500 acres larger than Central Park in New York City. In 1904, the Louisiana Purchase Exposition, the greatest of the World's Fairs, drew more than 19 million visitors from around the world. Home to the Art Museum, Science Center, Zoo, Jewel Box greenhouse, History Museum, The Muny theatre, 7.5-mile biking, jogging and skating path, skating rink and lakes.

This is not a comprehensive list of attractions and sights to see in St. Louis. Visit <https://explorestlouis.com/> for more information and additional things to do in the area.

Come to the Emerson Hour

by Joe Willis



The Emerson Hour has become an anticipated fixture in the annual ILEETA Conference Schedule and 2020 will be the 8th time six speakers will answer Ralph Waldo Emerson's

famous question, "tell me - what's become clear since last we met?" The event takes place on Monday evening and kicks off the conference with six thought provoking nine-minute monologues. One of the intriguing aspects of the event is that the list of speakers is kept secret until each speaker is invited to come forward and speak. Even the other speakers are not privy to the list and will meet each other only moments before event.

Emerson's question is a fascinating one that elicits a wide range of responses from the speakers and sets a tone for follow on conversations.

The power of the question becomes evident throughout the week as the conversations continue to unfold. For many of the attendees, the ILEETA Conference is an annual pilgrimage that brings together nearly 1,000 people who are passionate about training. Throughout each day of the conference they move from room to room, learning from each other and sharing ideas. The synergizing happening in the hallways, and in the seats of the magnificent hotel lobby where members gather – by the hundreds is fascinating. The hotel is abuzz with the energy of the swarming minds of great trainers. The diversity of thought is at an all time high when trainers from agencies of all sizes and from every state sit together and ultimately share with one another, what's become clear to them since they last saw each other. In some cases, it may have only been since breakfast. In other cases, its been a full year or more but the under current of the conversations remains the same – "I've been thinking about..."

So, come to Emerson Hour to hear what six of your fellow ILEETA members have been thinking about since we saw them last and stick around for the hospitality event that follows to continue the conversation and perhaps share what has become more clear to you.



Emerson Hour Speakers:

- ? 2020 Speaker
- ? 2020 Speaker
- ? 2020 Speaker
- ? 2020 Speaker
- ? 2020 Speaker
- ? 2020 Speaker

Emerson Hour...con't

Anthony Maness

Brian Hill

Brian Nanavaty

Brian Willis

Carol Greene

Cheryl Funkhouser

Chip Huth

Chris Bratton

Chris Cerino

Coach Bob Lindsey

Dan Fraser

Dan Greene

Dennis Valone

Duane Wolfe

Jamie Gadoury

Jason Der

Joe Willis

John Bennett

John Bostain

Karen Soloman

Keith Wenzel

Kevin Davis

Ku'ulei Nitta

Lou Ann Hamblin

Mark St. Hilaire

Michael McSellers

Michelle Paladini

Michelle Seibert

Paul Hasselberger

Pete Ebel

Phil Carlson

Richard Neil

Rod Rifredi

Roy Bethge

Simon Boutros

Thom Dworak

Tim Janowick

Tom Cline

Travis Yates



The Privilege of Storytelling

By Patrick Shaver



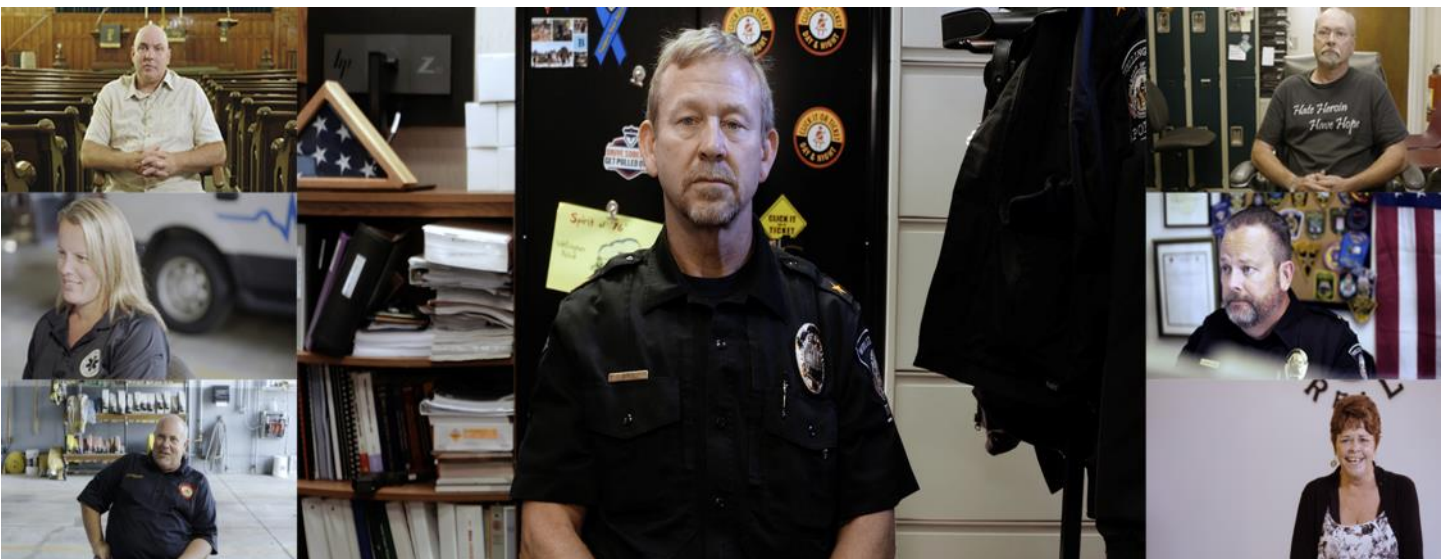
We are all storytellers. Each one of us who stands before a room of students, no matter how eager they are to attend our presentations, is a narrator in a real life play. In the case of a dynamic instructor, the story can feel like an interactive exchange where the pupils themselves become a part of the back and forth. Such instructors direct not just the flow of knowledge, but the entire energy and aesthetic of the learning environment. Like a play, our message and mandate is beholden to our methods in disseminating the knowledge and performance we share. Plays, like films, are far more than dialogue driven collections of anecdotes. They are a performance meant to inspire, educate, and give something back to the audiences who give unto us their time and attention. It is here where the noblest of our intentions can fail if we don't acknowledge that being a storyteller is a privilege bestowed upon us.

As a documentary filmmaker I take this privilege to heart, not just in presenting the material that can take me years to turn into a moving picture thesis or as I stand before a room and deliver the triumphs and heartaches during a Q&A session that I wasn't able to share in a visual medium on the screen. Long before the final presentation is shown to its first audience, the simple act of bearing witness to the stories of strangers is a privilege all its own.

But being able to tell a story isn't unique to the documentary filmmaker or even the most cutting-edge

police instructor. Storytelling is innate in all of us and, through our own circumstances, we find a way to connect our own stories with the triumphs and tragedies of others to make sense of our experiences and drive home the objectives of our lesson plans. After all, the best stories are those whose characters resolve an internal conflict while navigating the challenges of the external world. Universal stories are considered so because they connect with the observer. In turn, the lessons of those who have come before apply to our own lives as we make sense of the world around us.

Recently, I've begun work on a new film. 'The Wellington Experiment,' thrusts a spotlight on the efforts of the police-led community partnership in rural Ohio aimed at stemming the devastating opioid crisis in that community. This time, I have the privilege of spotlighting the work of someone I know well. Chief Tim Barfield is a regular presenter at ILEETA and, while many know him for his



Storytelling: A Community tackles the opioid crisis in The Wellington Experiment

Storytelling...con't

writings on leadership, his own efforts in addressing addiction in his community offer a hopeful framework that has the potential to impact other communities far outside of Wellington. Being able to craft a documentary film around something that has touched so many lives and doing it alongside a man I've come to respect has become yet another privilege. In this story, there exists the potential to effect change on a big scale no matter the framing. When you see how this group of people has come together in Ohio to change the direction of their community, you'll see the glimmer of hope that allows us not only to connect with the passions of those driving this program forward, but perhaps to replicate similar frameworks in your own community.



In my work on long form documentary there is a tendency to obsess over the presentation. When the funds are low and the stakes are high, there is still infinite value in how the story is told. After all, we who lead the classrooms or direct the documentaries become the storytellers. Martin Scorsese said “your job is to get your audience to care about your obsessions.” As presenters, each time we stand before a group of people, our goal should be to inspire. The stories we share are windows to the world and our audiences are the observers, if only for a small block of time where we get the privilege of their attention. As we connect the lessons with the past or the successes of the present with the potential of the future, there exists an opportunity to impact others far beyond our own reach. We should always remind ourselves of this privilege bestowed upon us as that storyteller. Not only will it honor those who have come before us, but it gives us the undeniable privilege of offering a chance to change the outcomes of the future. Be a good storyteller. One day, someone may even be telling yours. **ILEETA**

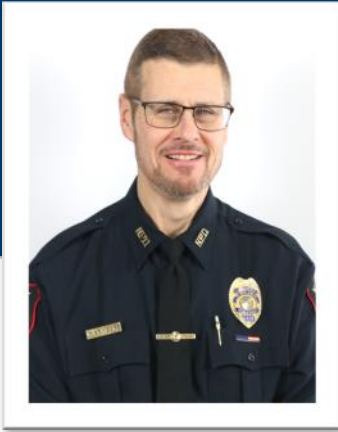
About the Author

*Patrick W. Shaver is an instructor and award-winning documentary filmmaker known for his films *Officer Involved*, *Dinkheller*, *Honor Chair*, and *Composite*. A former Atlanta Police Officer, he continues to serve as a Deputy in public affairs with Tazewell County Sheriff's Office where he directs films that bring the talents of his coworkers to the screen in an effort connect the community with the law enforcement officers who serve them. You can learn more about his work at OfficerInvolvedProject.com*

ILEETA
International Law Enforcement
Educators and Trainers Association

My Three Days with the Martial Monk of North Carolina

Written by Josef Holzer
Shared by Mark St. Hilaire



I recently communicated with our late ILEETA brother and a U.S. Supreme Court Police

officer, Josef (Joseph) Holzer's sister Gabrielle of New York City on the first anniversary of his sudden death as a pedestrian struck by a vehicle in Alexandria, Virginia on January 27, 2019. As Gabrielle and I were reflecting on Joe's life and coping with our loss of his presence, she asked me if I received a copy of Josef's, My three days with the Martial Monk of North Carolina? When I responded, No, Gabrielle sent a copy of the original email he sent her family in late August 2017 following his visit with Bob "Coach" Lindsey (who has become a mentor to many members of ILEETA).

With permission of the Holzer Family and a few grammar edits, I would like to share this story to our ILEETA family.

I would like to dedicate this article to Joe's loving special partner, Genelle Schuler.

My three days with the Martial Monk of North Carolina

I came down to Asheville during the frenzied period of the solar eclipse on Sunday evening, with hordes of people rushing to and from for the best spot for viewing. People said this is the once and a lifetime opportunity. This is a brief tale of my experiences.

Upon my arrival I received one of warmest greetings from my friend the monk, with a would you like to rest, eat or freshen up. Since it was near dinner time we ate a vegetarian dinner (I would expect no less from a monk). We talked about the journey and the craze to see the eclipse, my friend the monk said, "its fine to see, but if he did not, he would not feel as if he is missing out". To him the important things are family, friends and right actions.

Monday morning off with an early start we went to work on the Appalachian Trail. He volunteers there regularly, and he takes a bit of pride on his section of the trail which is his responsibility. Yes, monks can have pride too but it

is wrapped up in the desire to do good works and help others enjoy the trail and nature with all its beauty.

He does this on a volunteer basis for no compensation in both good and bad weather. He treks out and does what he feels is his contribution. One winter on an icy cold day he saw his road filled with ice (it's a long windy road) He was worried about his neighbor's not being able to get out. So early that morning before his neighbors awoke off, he went. Shoveling ice and snow off the road, leaving his neighbors to scratch their heads as to how the road was cleared. I guess people thought that the shoemakers elves had a break from the shoe store.

So here I am Monday morning clearing trail which means grabbing axes, hoes and cutters for roots. Hauling these items up and down a mountain side was a workout in itself. Ahh' said the monk we begin here, moving dirt and clearing it so water can flow away from the trail. Look for the slope see how water can move without impediment. The day was hot as the sun was already beating down. As we work, he watches he wants to see if you are putting in your personal best. He provides the task and gives some instruction on how to perform it. It's hot heavy and hard work.

Interspersed with the work he provides words of wisdom from Buddhist philosophy, Christian stories and Jewish tales. Wisdom can come from many places and he tries to incorporate them all.

He reviews your work and the praise he provides are things like "I see you are putting in a good effort" He talked about the importance of "being in nature" which many Asian cultures believe have a great benefit to health. In Japanese culture it's called Shinrin-yoku and is also done in China and Korea.

He is in his 70's and works beside me I a far younger man have a tough time keeping up with him. Climbing up and down the mountains with our tools he has time to give a few of his sayings which he is contemplatively thinking about. Working out in a gym is easy compared to

clearing bits of the trail.

After an exhausting morning that would have put a Spartan Racer through his /her paces (Spartan Races are known for being incredibly difficult). He turns to me and says it's time to help the neighbors – Oh good a chance to relax.....

So off we go to help, what we are going to help the neighbors you might ask. They have a yard full of stumps that need to be cleared. Come he says we are going to remove the stumps by hand (with ax, hoe and clippers no power tools. In the yard we pulled stumps and discovered that I used muscles long dormant in my body. By the fourth stump I was done, I could not have done another stump if I tried and told him. So with a nod we headed to the monk's home family time he says so off we went.

Arriving in his home showering and eating in his yard were interspersed with peeks at the solar eclipse (with appropriate eyewear of course). The tranquil setting of the flower garden with hummingbirds fluttering about made it a serene environment. Now it's time to watch my T.V.shows he said with a wink. He said yes, I enjoy my shows. During the shows he brought out some of his traditional weaponry to view and handle, he also which he said was an honor and privilege he bestows on few. When I hand him the weapons back, he does his dance like movement with them while watching the show mind you. Some portions of the shows he watches have a martial move in a regular show so he rewinds them to view them again and critiques them good move he says.

The next day we woke up early as it was calling for rain and he wanted to get the trail prepared so erosion was kept to minimum. Working diligently throughout the morning we encounter people hiking, jogging and walking the trail. With a polite greeting and a warm smile, he says hello to the travelers. To one of the hikers he gave his water and a bandana as the hiker was unprepared for the hike. To one group of hikers they stop and ask if they could take his picture, of course the monk said yes. When

the travelers left and our tasks complete, Hurry said the monk we have to see my mentor/teacher who is a young man of 94.

We drove to meet his teacher/ mentor , I observed during the conversation while many ideas were brought forth I could not help but notice the delight of the monk enjoying the meeting greatly. His mentor talked about the importance of good mental attitude and outlook. He says it's the secret to life, both long and enjoyable. He said he can no longer do the things he used to but is happy for the things he can do.

The 94-year-old who walks spryly and drives on his own also listens well and is quick with a joke or two. When we depart, I feel as if I was in the presence of person who sees the precious beauty in the way life is and unfolds. The monk was grateful for the time we spent with teacher/mentor and friend.

Day three

Habitat for humanity- We are going to Habitat for Humanity said the monk it builds houses for those in need but they must put in their own sweat and work for 150 hours (I forgot the exact amount of time if its incorrect dear reader please forgive me). Because they work for it, they will own it and care for it said the monk.

The people whom he works with know him well and give him some of the hardest labor to do. Today's task was filling the ditch around the foundation. In order to do this the ground had to be broken up with pick axes and hoes before you could move the dirt to the holes with buckets. The ground was baked hard like adobo huts. There is no roof only the foundation and small foundation walls. The sun was directly overhead so we were covered up which only made it seem hotter. Since we had different taskings at site it was just myself, the monk and the heat...the rhythmic sound of the shovels on the earth. Talking today was at a minimum not because of any reason than it was hotter than the forest which had the cooling shade overhead. I of course now have the insight I would not

Monk...con't

like to join a road crew digging ditches and such for a living it's really hard work. Every so often the Habitat people needed help with other tasks and requested us to work on other areas. The monk lamented saying I wish I could finish the house (he becomes a bit possessive about his tasks). Though the work was not easier to me it allowed on set of muscles to have a break as others were working. The monk at the end of the day worked over the supervisor and asked can I come back tomorrow and finish my house? The monk wanted to finish his job. While the work is hard the monks desire to contribute is quite strong. I actually think he works harder than some of the paid laborers I have seen.

This is a true tale while my friend and mentor "Coach" Bob is not actually a monk; he keeps many of the tenants of one. He has compassion, humility, service and right action as any monk would. He lives a quite contemplative life on a mountain top in the hills of North Carolina with his lovely wife.



About the writer, (Josef Holzer) is a student of the martial path and lives in the Washington DC metro area.



Submitted by

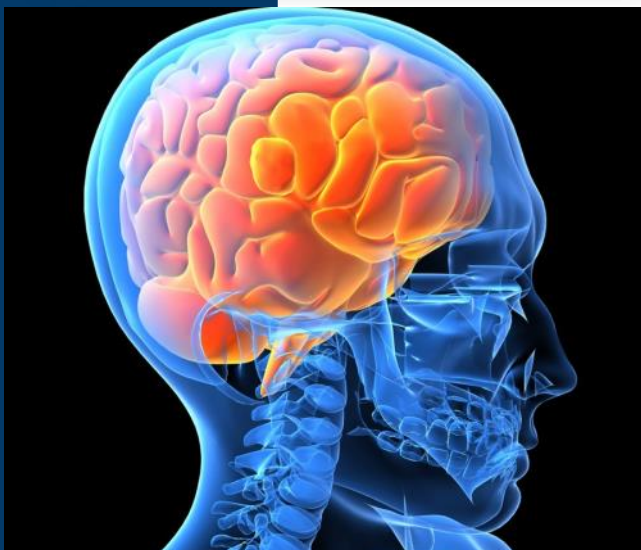
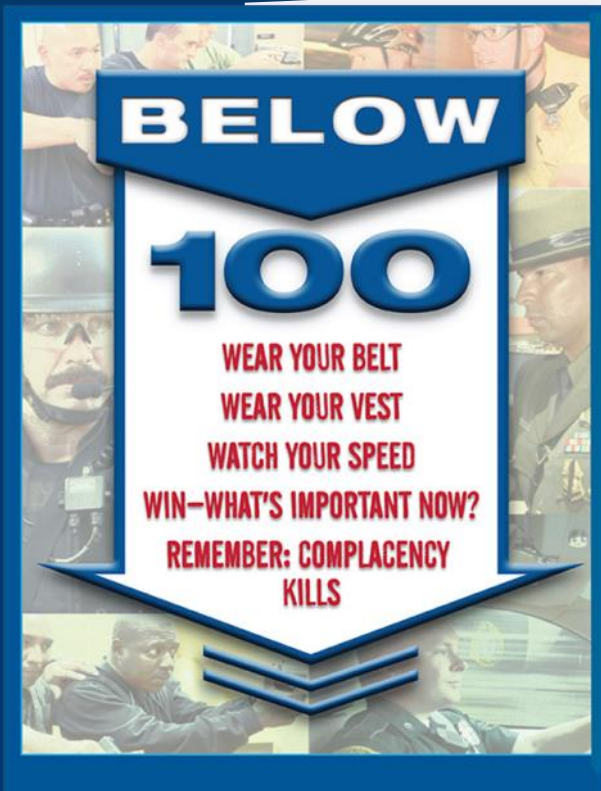
Mark St.Hilaire retired as a Sergeant of the Natick Police Department in February 2019 following a 34 year career within Massachusetts campus and municipal law enforcement. A member of ILEETA who remains active as a police peer in a regional CISM team advocating for first responder health and emotional wellness and suicide prevention awareness. He can be reached via his personal email:

markfromnatick@gmail.com

Officer Safety

Use of Force

Editor:
Brian Hill



Dynamics of Officer Involved Shootings

by Kevin R. Davis



Welcome to the deep end of the pool folks...and it's filled with sharks.

Quite simply there is no more important topic and no more volatile area of law enforcement in the United States over the last few years than an OIS – Officer Involved Shooting. And we will examine this topic and its many vagaries and variables on Thursday (10 a.m. in Missouri Pacific) and Friday (8 a.m. in Missouri Pacific).

How we got to this point is largely filled with the politics of force but regardless we've got to navigate these treacherous waters!

Let's start with the mission and complexity of the responsibilities of agencies and investigators in an OIS – incident.

Concerns and complexities can include:

- Will our agency be investigating?
- Do we have trained personnel for OIS investigations?
- Who does what?
- Is it on-duty?
- Is it off-duty "under color of law?"
- Will we farm it out to another agency?
- What are we investigating?
- What is the impact of agency policy?
- We will compel the interview?
- What are their responsibilities of the investigative agency to our agency?
- Will we be included in the status of the investigation?
- Was the use of deadly force within the law?
- Was the deadly force within policy?
- Do we have body worn cameras?
- Will officers view the videos and when?

- Do we have the capability to analyze digital video evidence?
- How will we analyze the human factors involved in a deadly force incident?
- How can we apply the science of human factors, motion studies, threat capability and more to the investigation?
- How does officer training interplay with a use of force investigation?
- How will we handle the media deluge?
- What are our legal responsibilities reference public records requests by the media?
- The "politics of force?"

Course Focus

We will flesh out the above topics by giving real-life examples and show how vital it is to preplan and prepare for OIS incidents.

As a use of force expert witness, I've seen far too many agencies go astray in OIS investigations. They oftentimes begin their missteps based on the simple notion that the investigator did not understand what he or she should be looking into to begin with! A criminal investigation needs to address the law and legal standards *not* policy.

Next up on the missteps list is the common occurrence of "tactical critiques." This concept was brought home to me by California based retired copper Curtis "Jeff" Cope. It is probably the biggest error in focus and usually incorporates the words, "could have, should have, if he would have..."

Much is made nowadays about "human factors." We know that human factors, such as cognitive processing and decision making, selective attention, time/distance interplay, implications of stress on memory, and more.

Dynamics...con't

But how can we investigate and substantiate these reactions, responses and the implications on performance?

Digital Video Evidence has increased a reported 85% in law enforcement over the last few years. Regardless of whether the agency has Body Worn Cameras, many L.E. actions are captured by surveillance systems.

Wrap-Up

The sad thing about swimming with the sharks in the use of force ocean is what you don't know. Knowledge is power in the land of the dorsal fins. Knowing what to do, how to do it and the proper methods of investigation provide a cage against the sharks and prevent you and your agency turning into a happy meal. **ILEETA**

About the Author

Kevin Davis is a full-time officer assigned to the training bureau where he specializes in use of force, firearms and tactical training. With over 23 years in law enforcement, his previous experience includes patrol, corrections, narcotics and he is a former team leader and lead instructor for his agency's SWAT team with over 500 call-outs in tactical operations.



2020
ILEETA ★
CONFERENCE & EXPO

**SUNDAY AUGUST 2ND TO
FRIDAY AUGUST 7, 2020**

ST. LOUIS UNION STATION HOTEL
ST. LOUIS, MO

2-DAY
VENDOR
EXPO

LIVE
FIRE

MORE THAN
150 INSTRUCTOR
COURSES

HANDS-ON
& CLASSROOM

INSTRUCTOR
CERTIFICATIONS

INTERNATIONAL LAW ENFORCEMENT
EDUCATORS AND TRAINERS ASSOCIATION

It's All Fun and Games

by Todd Fletcher



Training is serious business. When it comes to training our law enforcement

professionals, training can be a matter of life and death. As a result, when we go to the range, most everything we do is serious. Range time is usually focused on developing the combative skills and mindset needed to prevail when evil calls at our door.

Training seriously is important, but we can't operate in condition orange and red at all times. It's exhausting, and it's not healthy. When we expect our students to continuously operate in life or death mode, a good number of them are going to start tuning out and losing interest. This is human nature. We have a limited amount of time and attention before we start to tune out the same repeated noise.



As a result, instructors need to break things up and have some fun. We can get some serious firearms training accomplished and have fun at the same time. Instead of focusing on the same types of drills we generally see on law enforcement ranges, we can look to diversify what we do in order to increase the fun factor. You can call these types of drills games, races, entertainment, or range recreation, but no matter what you call it, having some fun can improve the learning environment and the culture on our ranges.

This live-fire range class, "It's All Fun & Games", will present some fun and entertaining courses of fire. Some of these drills will be a little silly and wacky, but they're all designed to reinforce the importance of the fundamentals of marksmanship while making training more amusing. We will present courses of fire that include precision marksmanship as well as combative speed and accuracy drills in a different and unique way. Solo drills and team drills will be presented in order to demonstrate different and unique ways to make serious training topics more enjoyable for shooters of all levels.

Along with presenting some unique drills, we will present some new and different targets to make training more interesting. When you're planning the next firearms training session, how much thought do you put into selecting the targets you're going to use? If you're like most instructors, the answer is, "Not much." Most of us generally use the same targets we have always used. These targets are always in stock and ready to go, so we use them without a lot of thought and consideration. When everyone gets to the range, you do a quick briefing, get everyone loaded up, and start hammering away at the same old boring targets you always use. Yawn...

This class will be presented with a challenge to all law enforcement firearms instructors: Change your range culture to make firearms training enjoyable for all your shooters. Range training doesn't need to be rigid, militaristic, and boring. The best instructors understand how to blend serious combative drills with training meant to be fun and interesting. When we make training fun, it can facilitate the learning process, improve skill development, and increase shooter performance. We can have fun while challenging our all-star shooters without overwhelming our new or remedial shooters.

"It's All Fun & Games" is meant as an instructor development class. A solid background in teaching and training shooters will help provide context for the drills presented in class. Throughout this presentation, coaching and teaching points will be emphasized as well as ways to effectively communicate each of the training

Games...con't.

points and objectives for building better shooters. Lastly, this class puts the “I” in ILEETA. Co-instructors Todd Fletcher and Paolo Grandis provide a unique international flavor pairing experienced firearm instructors from the United States and Italy.

We can take firearms training seriously while having fun. Training seriously doesn't necessarily mean taking ourselves too seriously. Having fun and playing games on the range can improve our range culture AND make our shooters more prepared to prevail when the wolf arrives. We look forward to seeing you on the range! **ILEETA**

About the Author

Todd Fletcher recently retired after over 25 years of law enforcement experience. He has presented instructor development training at multiple ILEETA Conferences and IALEFI conferences. Todd writes regularly for PoliceOne and Police & Security News magazine. As co-owner of Combative Firearms Training, LLC, Todd provides firearms training, instructor development classes, force response training, and consultation to law enforcement instructors and agencies. He can be contacted at Todd@CombativeFirearms.com.



2020
ILEETA ★
CONFERENCE & EXPO

**SUNDAY AUGUST 2ND TO
FRIDAY AUGUST 7, 2020**

ST. LOUIS UNION STATION HOTEL
ST. LOUIS, MO

2-DAY
VENDOR
EXPO

LIVE
FIRE

MORE THAN
150 INSTRUCTOR
COURSES

HANDS-ON
& CLASSROOM

INSTRUCTOR
CERTIFICATIONS

INTERNATIONAL LAW ENFORCEMENT
EDUCATORS AND TRAINERS ASSOCIATION

Teaching to the Positive: Take Your Shooter from Zero to Hero

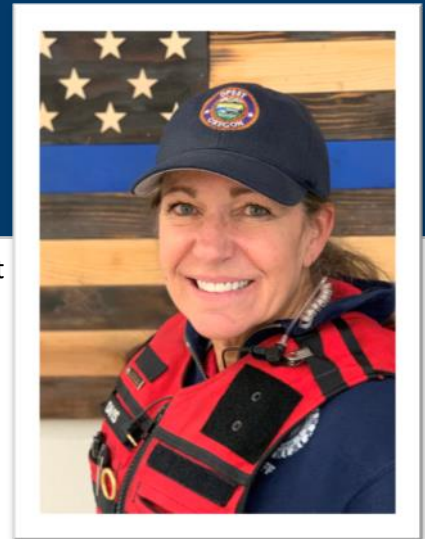
By Dawn Davis

As a police officer it's very important to learn the tools of our trade, most specifically how to use our firearm. I knew this to be true 30 years ago when I started my law enforcement career; just as I know it to be true today. Unfortunately, I was one of those police officers who really struggled every quarter when firearms training came around; and if it was time to qualify, I could really put myself in a tailspin. Being on the range and the culture of firearms instruction did nothing to make it easier, nor was it conducive to my learning. As my frustration on the firing line increased my motivation and confidence decreased. In fact, for at least a week after range training I felt so much shame I just wanted to disappear, and I would avoid the firearms instructors at all costs. I am not exaggerating when I say this went on for a good 15 years. I am now in the unique position of being a firearms instructor who had been a remedial shooter for many years, and almost daily I see that familiar look of anxiety and dread on the faces of some who approach the firing line.

When I think back on what started my slow shift in ability, I think it had to be when I was experiencing great success in the detective division. The firearms coordinator at my agency was also assigned to the detective division and found value in having me at his search warrants. Soon I was being asked to assist in all the drug related search warrants, but I still "couldn't shoot". As I was being included more often in this elite (for our mid-sized department) team, I started getting invited to the range just for fun, and I eventually found the courage to go. What I discovered was these guys would just go out for the fun of shooting, who knew? I also found they would take their instructor cap off when they were shooting for fun. Although they would give me tips and show me new things when I shot my gun, they were not breathing down my neck. They were not yelling secret firearms code words such as, "FRONT SIGHT, FRONT SIGHT, FRONT SIGHT!!" Or my other favorite, "STOP JERKING THE TRIGGER!!" Instead they were teasing each other and giving each other a hard time. They would invite me to shoot whatever personal guns they had brought and proceed to show me how. For the most part they were

just letting me shoot without judgement. And lo and behold, the more I relaxed, the more I showed up, the more I could understand their direction, and the more familiar I became with the weapon systems the better I became at shooting. There actually came a time when throwing a round didn't ruin the whole day, because I knew it was just one round, and I knew it would be better the next time.

Whether they knew it or not, whether it was by design or purely happenstance, these guys were teaching to the positive...and it changed my world.



I am now teaching on the range an average of four days a week, and my goal is to teach to the positive. I don't have the luxury of just going out and having fun on the range with every one of our students. Instead, I approach teaching to the positive by telling the students what I want them to do, rather than what I want them to stop doing. For example, when I explain front sight wobble I let them know that because we are living creatures who breath and have blood coursing through our bodies, we

Positive...con't.

are unable to hold something perfectly still, and when looking at our sights it is perfectly natural to have some movement...front sight wobble. The students only seem to notice this wobble when they start putting distance between themselves and the target, but I explain the wobble is the same at three yards as it is at 25 yards. I go on to tell them it appears more pronounced at 25 yards because the target appears smaller and their front sight appears larger. At this point if the last thing I say to them is, "Accept the wobble. Don't try to capture the perfect sight picture" their brain is keying on the action words rather than on the modifiers, so their last impression is, "ACCEPT the wobble. CAPTURE the perfect sight picture." I have learned to modify my last direction as, "Embrace the wobble. PRESS through the wobble." By using the word "embrace", I have given them a cue they likely won't forget, as it is not often used on the range, and then following it up with the positive action word "press" I let them know exactly what I want them to do. I want to reduce as much anxiety as possible on the range, so in keeping with teaching to the positive, I also make sure to give direction in a calm voice.

The next time you have the opportunity to work with a new shooter, or a shooter who needs some extra coaching, try teaching to the positive and telling them

what you want them to do. So long as you are consistent, I believe you'll start seeing success! **ILEETA**

About the Author

Dawn Davis is a U.S. Army Veteran and a retired Detective from Oregon. Dawn suffered through and survived many years as a remedial shooter and is currently a firearms instructor for the Oregon Department of Public Safety Standards and Training, where 100% of the Law Enforcement in the State of Oregon is trained. Dawn was also recently selected as the 2019 NRA Law Enforcement Firearms Instructor of the Year. She has competed internationally in the World Police and Fire Games and is currently training for the 2021 games.



Cut the B.S.: Demystifying Firearms Training

by Michelle Cerino



The motto of our training company, “It’s all about the fundamentals” is something I strongly believe in. As a firearms trainer I’ve seen time and time again what happens when students

lack an understanding of the fundamentals. Many of these same students also lack proficiency with firearm manipulation skills. They have a difficult time advancing their shooting abilities because they’re still struggling with the basics. So, who’s at fault, the students or their instructors?

About 12-years-ago I went back to college to earn my PreK - 5th grade teaching license. (Now, before you poo-poo my teaching credentials, think about how many times you’ve said your officers act like a bunch of second graders.) Part of my assignments involved creating lesson plans that included techniques to reach all learners. Yes, believe it or not, everyone does not learn the same way. Think back to some of your high school classes where you sat at your desk the entire time while your teacher stood behind a podium “teaching.” Blah, blah, blah, blah, blah. Right?! Consider how much easier learning fractions would have been if you actually had blocks of various sizes to manipulate while listening to your teacher? Or imagine a physics teacher who explained the laws of motion, demonstrated them, then had you try it yourself.

As instructors we need to adjust our training to reach the auditory, visual and kinesthetic learners.

In my course, *Cut the B.S.: Demystifying Firearms Training* I will offer specific verbiage, key instructional points and training tools to appeal to all three learning types. We will discuss the fundamentals of shooting including, the principles of the modern high thumbs forward grip, trigger management, sight alignment/sight picture, and platform. I will also demonstrate how we ([Cerino Consulting and Training Group](#)) teach these fundamentals as well as the draw stroke and more.

The instructional techniques I’m sharing with you will help you shortcut the learning process for your future students. It also directly correlates with my husband Chris Cerino’s live-fire course, *Instructor Skills & Drills*. I guarantee if you come with an open mind, take notes and pay attention, regardless of the type of learner you are, you will leave my course with a better understanding of how to reach the students who just may not have gotten it before. **ILEETA**

About the Author

Michelle Cerino ([Princess Gunslinger](#)) is a sponsored competitive shooter and has been instructing since 2011 with her husband Chris through [Cerino Consulting and Training Group](#). She helps instruct [FASTER Saves Lives](#) in NE Ohio and live fire courses at the ILEETA and OTOA Training Conferences. She teaches both rifle and pistol courses at [AG&AG](#) National Conference and TAWW Leader Conference. Michelle is the managing editor of [Women’s Outdoor News](#), columnist in [NRA Shooting Sports](#) USA and writes for other major magazines.

ILEETA

The G.L.O.V.E (Generated Low Output Voltage Emitter)

By Jeff Niklaus

When the public demands a safe society without excessive “Use of Force” what changes and low optic solutions are available to assist in De-escalation?

Most of us have read articles, had discussions or heard people speak on the subject of de-escalation, a more genteel approach to law enforcement and a desire by leaders to employ more non and less-than-lethal tools. However, Law Enforcement and Corrections Officers are the ones in the trenches having to deal directly with disruptive individuals while trying to adhere to laws, policies and procedures that often paint them into the proverbial corner. Officers at times have to make life and death decisions within fractions of a second and many times we tie the hands of those sworn to protect us and it is the criminal who has more rights than the officer. As the men and women of Law Enforcement and Corrections deal with what seems to be an ever increasingly, uncaring, and aggressive society bent on disrespecting and disrupting those in public service, what can be done to help this situation?

Below are 4 influencers that can help change the current atmosphere.

Leadership: True leadership at all levels of government is key in that it sets the conditions for either success or failure. Leaders have to realize that political correctness and personal or political agenda is crippling the capabilities of Law Enforcement and Corrections. Leadership, whether elected or appointed needs to operate from the standpoint of Constitutional integrity with unwavering character, integrity and honesty without fear, expecting the same from their subordinates and peers a like.

Environment: Often time Officer presence and a simple conversation will de-escalate a situation, but sometimes this approach is not enough. Depending on the officer’s experience and comfort level with defensive tactics, weapons, and policies some individuals may automatically back off and use tools that may not require such actions. With today’s “camera ready” society, the public view of

Law Enforcement can easily be skewed and misreported therefore demonizing those trying to serve their communities.

Officers need to know and rest on the fact that as long as they are acting professionally within agency guidelines, their command and their legislators will support their actions and back them up with realistic, common sense laws, policies and procedures. This along with effective training is a true “Force Multiplier”.

Training: In the military, training is undertaken with the ethos, “We train as we fight”. Leadership should afford the opportunity to train often and realistically not only in areas of verbal de-escalation techniques, various lethal and non-lethal tools but add emphasis for “hands on” defensive tactics training. These skills can greatly multiply an officer’s ability when dealing with individuals either in the community or in a cell. With greater confidence officers can react more calmly in situations, which in and of itself can lead to more peaceful de-escalation.

Technology: Are there any new technologies that will allow officers to more confidently engage individuals up close? Does this technology offer more effective “hands on” ability regardless of defensive tactics skills, size, age, gender or strength and will that technology provide the user lower optics and aid in effective de-escalation? The answer is yes. This new technology in Conducted Electrical Weapons from Compliant Technologies is called The G.L.O.V.E. which stands for **Generated Low Output Voltage Emitter**. Compliant Technologies says their main goal is to change how society views Law Enforcement and Corrections and how these agencies can deal with individuals with a non-lethal, non-injurious tool in a quick, humane, and low optics way. This tool can aid in rapid de-escalation while at the same time giving agencies the opportunity to protect their officers, protect their image and protect taxpayer dollars. The G.L.O.V.E. gives officers



G.L.O.V.E....con't.

the tactical edge through low current applied to skin, which quickly affects the Peripheral Nervous System, achieving what is termed as Neuro-Peripheral Interference.



Compliant Technologies will be offering a free Master Instructor Qualification Course at the ILEETA annual conference in St. Louis this March. This course will qualify individuals to train others in the use of The G.L.O.V.E. and will define Neuro-Peripheral Interference and how is it achieved, Product Specifications, Tactical Considerations, Levels of Application, Hands-On-Training, Maintenance and De-Contamination to name a few.

ILEETA

About the Author

Jeff Niklaus is the founder of Compliant Technologies. Jeff retired from the Army in 2006 as a Chief Warrant Officer Four having flown the UH/ MH-60 A/L Blackhawk for 19+ years. He served as a Fully Mission Qualified Pilot-In-Command with D Company, 1st Battalion, 160th SOAR (ABN), Fort Campbell, KY. Jeff was also assigned to the 101st Airborne Division Fort Campbell, KY where he served as an Instructor Pilot, Instrument Flight Examiner and Standardization Officer. He holds degrees in Forestry, Business Management and Aeronautics. As a soldier and entrepreneur, the process of Training, Evaluation and Standards has been the main focus of Jeff's career. Jeff can be reached at jeff@complianttechnologies.net

2020
ILEETA
CONFERENCE & EXPO

**SUNDAY AUGUST 2ND TO
FRIDAY AUGUST 7, 2020**

ST. LOUIS UNION STATION HOTEL
ST. LOUIS, MO

2-DAY
VENDOR
EXPO

LIVE
FIRE

MORE THAN
150 INSTRUCTOR
COURSES

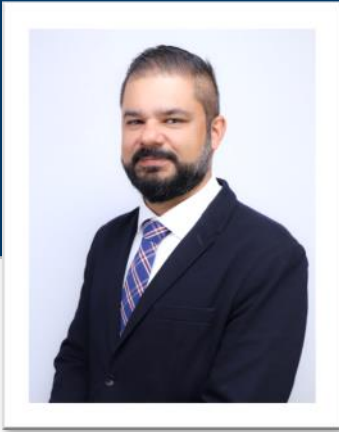
HANDS-ON
& CLASSROOM

INSTRUCTOR
CERTIFICATIONS

INTERNATIONAL LAW ENFORCEMENT
EDUCATORS AND TRAINERS ASSOCIATION

Human Factors: Simulating the Human Mind

By Gustavo E. Flores, MD, EMT-P, , FP-C



Most law enforcement officers have not been involved in a shooting. After the fact, yes, perhaps even daily. But not while bullets were flying. What does it feel like to be there while during a shooting? Have you ever been in a stressful situation? What did it *feel* like?

It is not uncommon to hear somebody talk about the difference of real life versus training incidents. Oftentimes it is unfortunately reflecting that the real life experience was "something else". Most individuals are not able to articulate what this "something else" really means. The gist of it is that it "felt" different. It implied other factors that were not present during training.

Oftentimes a particular task has a distinct feeling when you are actually doing it... especially a stressful situation.

What does it feel like?

Stress provokes a physical, a mental and an emotional reaction. When in danger, your body's natural reaction is to prepare you to react and to protect yourself. If you need to run for your life, or you need to tackle somebody, you need adequate blood flow to vital organs, you need oxygen, you need to be able to see clearly, and you need to be very alert. This is known as the fight or flight reaction. In a nutshell, your brain sends a signal to the adrenal glands to secrete adrenaline. As adrenaline flows through your veins, your body reacts accordingly. Your heart rate speeds up, your airways dilate, and you wake up.

Although this mechanism is very useful, it is not the complete story. Unfortunately your body also reacts in weird ways that hinder your overall ability to respond.

Paradoxically, your mind tries to focus so much on the task at hand that it loses its ability to perceive the surroundings. This is called tunnel vision. Your bodily functions such as digestion and bladder control may not be as important as ensuring adequate blood flow,

therefore you may have gastrointestinal and urinary issues.

An Inventory of Stressors

If you've ever been in a life-threatening situation (most of us have), consider this. If you have not (lucky you), consider briefly doing this exercise with someone you trust that has.

On a piece of paper, or in your mind, draw three columns, and label each one "physical", "emotional" and "mental". For each column, write words that come to mind that describe what it felt like.

For example, an incident that involved intense physical activity may evoke words like "tired" whereas an incident with a heavy human interaction may evoke words like "frustrating". Some incidents may involve other senses, like the smell of burned meat.

You cannot unlearn what you've learned. If you experienced these for yourself, you cannot uncouple these reactions to the event that caused them. They are ingrained in your mind, even when you are not consciously aware that they are. But when faced again with the same stressor, your mind will recall them.

If you are a trainer, you need to pay attention to these human reactions if you want to increase the fidelity of your simulation. Take a look at your list of stress responses. Some elements may be easier to simulate than others. Being able to include many of these at the same time will increase the fidelity of your simulation.

High Fidelity Simulation: Triggering the Natural Response

If you are a trainer, you need to pay close attention to these words because your ability to recreate the scenario is inextricably dependent on your ability to recreate these human factors.

When you are able to trigger the body's natural response, you are making the person feel the natural sensations of being in there, in real life, despite the fact that it is a simulation.

The more senses you are able to combine, the more effective you will be. If you can make the scenario look realistic, smell realistic, sound realistic, and feel realistic, you are as close to being useful (or harmful) as a trainer.

Enough to Stress Without Causing Injury

A simulation that is not challenging enough for the individual's skill level will not trigger the stress response. However, overdoing it may trigger unintended consequences.

Post-traumatic stress disorder (or injury as it is being now advocated) is a mental health condition triggered by a stressful event. Some individuals may have flashbacks and anxiety which render them dysfunctional.

Your body rightfully prepares you for the stress of fighting or escaping from something perceived as life-threatening. When you've lived through it, your body may link certain circumstances to this response. These circumstances may, or may not, be directly associated with the real threat. So, when you are exposed to the trigger, you react as if you were under stress, when in fact you may not be under stress.

One approach is to gradually increase the stress in the simulation until the desired performance level is achieved. For example:

1. Single-task training in a well-controlled environment
2. Combination of tasks / factors / actors in a controlled environment
3. Full dress rehearsal
4. Full dress rehearsal with stressors

Do not add stressors until you absolutely know that the participant has mastered the individual skills. In the beginning, mastering the skills will prove to be stressful on its own. Adding additional tasks may only overload.

The ultimate goal of your simulation is to be able to perform the simulation as realistic as possible because, under stress, you don't rise to the occasion, You sink to the level of your training.

Don't Wake Up Your Student

Imagine this scenario: While you are sleeping, your alarm goes off. But before you wake up, you begin to dream that your phone is ringing. You are hearing your phone ring in your lucid dream! You dream that you are swiping to answer the call, but the phone keeps ringing. You swipe again, but it doesn't work. Frustrated, you realize you are just dreaming and it's time to wake up.

High-fidelity simulation allows you to immerse the participant into a realistic scenario where you can recreate the human factors. When you are able to remove the distractors that remind the student that it's just a simulation, the student's performance you are seeing in training is what you will get in real life. An example of a distractor could be an instructor interrupting the exercise to debrief a particular segment like you would under a single task training.

High-fidelity does not necessarily mean high-technology. Focus on the elements you need to recreate and use technology to recreate them whenever necessary. High-tech toys without evoking human factors may not mean much if you are focused on actual performance.

A lucid dream or a good simulation will evoke senses where everything feels so real. Don't wake up your student before it's time to debrief.

Conclusion

If you intend to recreate human behavior under high-threat, you have to make it human. By understanding what factors into the memory of the event, trainers are able to recreate scenarios using high-fidelity simulation that evokes the body's natural response to the perceived threat. **ILEETA**

About the Author

Dr. Gustavo Flores is the Director and Chief Instructor at Emergency & Critical Care Trainings LLC, a company that provides continuing education to healthcare providers. He is an Auxiliary Inspector with the Puerto Rico Police Department, and a Protective Security Detail (PSD) Medic with a private security company in Iraq.

The Psychology of Shooting

by Tim Hanks

Shooting, when viewed through the aspect of fundamentals, is a sport. It requires skill, knowledge, repetition, and mastery of fundamentals. Modern sports have delved into the study of the psyche; through which the mind is developed to the point that the intricacies, and fine details of an act, have been smoothed to perfection and consistency. Studies have found that this practice isn't honed through high reps and repetitive actions. It is honed through the conscience practice of perfect movements.



The thought of muscle memory simply isn't true. Muscles are lifeless masses fired by a combination of neurons and tendons to perform physical acts through the power of the mind. Knowing this helps to create an appropriate environment to advance the skills of tactical shooters without ever firing a round. A dry fire program allows a recruit, or seasoned veteran, to practice the finite movements for successful shooting without the mind blocking the importance of the fundamentals through the implementation of stress. Removing the flash and bang from firing allows shooters to intensely focus on these important movements. Doing this allows the brain to retain the training that is happening instead of the mind

hyper-focused on the stressors of firing. Shooters can now build a base of fundamentals that can be called on once at the range, to successfully put the final touches on the sight picture and trigger press.



As with any training regime the hardest hurdle to overcome in this program is the buy off from the student. We have found that students who believe in the system tend to excel at a higher rate than those who simply go through the motions. This again is a testament to the training of the mind vs the body. Students who properly execute the exercises to precise guidance given to them by the instructors find that once they have to execute the firing of live rounds are able to focus on the skills of shooting and not on the fundamentals of how to shoot. This seems simple in nature but when looking at the stresses involved in brandishing a firearm, being able to perform tasks in the subconscious allows officers to more clearly focus on the totality of circumstances vis being focused on how to properly handle

The Minneapolis Police Department range has studied in-depth the importance of dry fire training to help officers, and hone recruits, in refining their skills and fundamentals. This training has allowed those who have struggled with shooting to reach new levels of expertise. By segregating the core skills needed to be a successful shooter the Minneapolis Police Department has not only seen an increase in the scores of recruits coming out of the academy, but also a level of proficiency and confidence. Recruits at the start of their academy are taught to find a proper trigger press, how it should feel, and sound. Emphasis is placed on precision and understanding of each detailed step. Once that understanding is achieved repetition in those movements is gone over and over again until the neural pathways in each student's brain begin to become a smooth path from the mind to the muscles and everything in between.

Psychology...con't.

This practice allows for the almost mastery of what otherwise would be complex fundamentals to learn during a two-week live range while simultaneously trying to perfect the art of shooting. If you choose to speak the language of shooting, always be willing to think fundamentals. Through dry fire training, one will learn to build and master a hard skill while understanding that technique controls everything; always being consistent. Performing through practice before ever hearing a boom will trigger your unconscious mind to focus on the importance of details and maintaining them through live fire.

At the end of this class we hope to have instilled in you a new ideal of approaching firearms training. Not just the simple placing of bullets down range, or a “that’s close enough attitude”. By perfecting the movements in core fundamentals one can spent the precious time on the live range perfecting the bottom line. Accuracy. **ILEETA**

About the Author

Officer Tim Hanks a 27-year veteran of the Minneapolis police department. Officer Hanks has been a firearms instructor for over 23 years and is currently the lead firearms instructor for the department.



2020
ILEETA ★
CONFERENCE & EXPO

**SUNDAY AUGUST 2ND TO
FRIDAY AUGUST 7, 2020**

ST. LOUIS UNION STATION HOTEL
ST. LOUIS, MO

2-DAY
VENDOR
EXPO

LIVE
FIRE

MORE THAN
150 INSTRUCTOR
COURSES

HANDS-ON
& CLASSROOM

INSTRUCTOR
CERTIFICATIONS

INTERNATIONAL LAW ENFORCEMENT
EDUCATORS AND TRAINERS ASSOCIATION

Instructor Development

Editor:
Thom Dworak



Mythbusters: The Science of Effective Training

by Kerry Avery M. Ed.



Adult education is an entire field of study. Research has been ongoing since the 1950s when Malcolm Knowles theory of andragogy was the first to address the differences between children and adults when it comes to learning. Research questions what we think we know and strives to prove what is most effective for learning.

Challenging what we believe is tough to do. We are hard wired to find evidence which supports our beliefs. This is called confirmation bias and we're all guilty. Our beliefs are based on our own experiences, what we've been taught, what we've learned through discussions, and information we've gathered through books, articles, and online sources.

Before we were trainers, we were all students. We have all attended classes and training; therefore, we all come in to training with a collection of experiences (one of Malcolm Knowles principles of adult learners) and opinions about what makes training effective. The problem with this knowledge is that it is tainted by our personal preferences. Everyone has an opinion on how to design and deliver training based on their user experience. Being able to drive a car doesn't mean you know how to build or fix a car. The goal of this session it to look under the hood of adult learning to become more of a mechanic than a driver.

Research in psychological sciences is challenging and it is never definitive because there are so many factors which impact learning. No approach appeals or works for everyone. If there was a formula that guaranteed every course participant would remember everything that was taught and they would be able to recall and utilize it at the right time, someone would be very rich selling it! Since we don't have a secret formula, it is our job to understand as much as we can about how people learn, recall information, and perform psychomotor skills.

One thing we know for sure, although we continue to rely on it as a primary delivery method, is that lecture is the least effective method for learning. In this session we're going to explore our beliefs and compare them to what some of the research says together. It will be interactive

and hopefully fun.

When I studied adult learning in university, through two certificate programs and a master's degree, one of the first exercises was writing a declaration of your beliefs about education or training. This was always a struggle because it's not about me. What I personally believe has no bearing on the way I design courses.

I hate acting. It makes me very uncomfortable, and I feel ridiculous when I have to play a part. Can you guess what kind of exercises I would never put in training if it were up to me? Role-playing and scenarios. These exercises are the bread and butter of law enforcement training. Can you imagine training without ever applying the knowledge and skills in scenarios? If I designed training based on my personal preferences, this would be the result.

I encourage all instructors to understand adult learning theories and read research! This conference session is an open discussion about what we think works for training, and what research says is most effective. Come challenge yourself! Maybe what you believe has been proven by research or maybe it will challenge you to question your beliefs and change the way you train.

I'm looking forward to facilitating this session and sharing some of my favourite research studies! **ILEETA**

About the Author

Kerry Avery is the owner of [Odin Training Solutions Inc.](http://OdinTrainingSolutions.com) Kerry has a Master's degree in Education from Athabasca University and over 15 years' experience designing training programs, including 10 years working with law enforcement to develop classroom, online and blended learning courses. In addition to designing training programs Kerry consults for agencies, coaches instructors, and facilitates instructor development training. She has worked with law enforcement agencies and companies in Canada, the United States, Central America, and Ukraine. Kerry is the managing editor for the ILEETA Journal, and has presented at the ILEETA, IADLEST, and IACP conferences. She can be reached at Kerry.Avery@shaw.ca.

The “Millennial Mindset”: Teaching the Future of Law Enforcement

by Jason Mazeski



We live in a society that is ever-changing. From the prevalence of social media to political rhetoric and the cauterization of opinions, the world as we know it is asking for that change. Children have been raised with different perspectives that have been cultivated through years of formal learning. The new generation of police recruit (and now police officer) comes to the learning environment with a different perspective on life.

The police trainer on the other hand generally has years of experience and a vast amount of knowledge that is based in the behaviorist-driven learning environment that we all know so well. Initial training of police recruits has been seen as a way to weed out “undesirables”. We fill these neophyte officers with knowledge, similar to filling a bank account with money. But since many millennial-identifying officers are unfamiliar with this type of learning, how can we effectively transmit the knowledge that they need to be successful and safe in this tumultuous environment? It is worth noting that generational differences within the police ranks is nothing new. The new variable is the sheer breadth of differing generational mindsets co-existing at one time.

In this workshop, participants will fully explore the intricacies of some of the myths and misunderstandings that are often associated with millennials. Departing from the banking-model of instruction, the workshop will begin with a discussion of the term millennial. What do we think when we hear that identifier? How does that inform our attitude towards instruction? What traits or perspectives do we generally associate with someone of this vintage? Prejudice about millennials leads to inaccurate assumptions about the group. These assumptions may include the inability to concentrate, disrespectful behavior, low work ethic, immaturity, and so on. In order for police trainers to successfully navigate the proverbial millennial minefield, we must first explore some phrases that have been used in pedagogical education for the last decade.

Often seen as “soft” or “sensitive”, millennials entering the police force are faced with a multitude of new challenges. These challenges differ from those that came before them as they have grown up in a world of uncertainty, ambiguity, and rapid change. Black and white perspectives are complex and compounded by the learned ability to question their reality. Officers find themselves in a space where they feel obligated to choose; the reality they have known or the police culture. Since police instructors are generally a neophyte officer’s first exposure to the culture, how can we make this transition constructive rather than deconstructive? What can we do to ensure the future of policing is in safe, capable hands?

What is the first thing you think of when you hear the term “safe-space”? Does it conger visuals of college students weeping in a room full of pillows and plush animals? Why are we so turned off by the idea of safe space? Article upon article, workshop upon workshop, the necessity for change in law enforcement training has been identified for close to a decade. Would you be willing to explore your assumptions and frames of reference in an environment that will punish or fire you for doing so? Safe-spaces are spaces that allow officers to reflect on their assumptions and decision making. Yes, there is a time and a place for our learning environments to be less “safe”, but there are more opportunities, especially in in-service training to facilitate reflection and open a dialogue. Begin working towards creating a safe space with your students early on in the educational journey.

Let’s have a courageous conversation about, well, courageous conversation. The term may be foreign to some, but many will associate it with academia and the coddling of our society’s youth. A courageous conversation is different than other types of dialogue in that the individual communicates about issues that are causing them stress, making them feel relegated or discriminated against, or any other topic that can weigh on the emotional or mental health of a person. Courageous conversations can only occur in spaces that are safe enough for someone to expose themselves to

vulnerability. Once the environment has been established, these types of conversations can help instructors foster participant learning, assist in peer-to-peer conflict resolution, and even provide valuable formative feedback to instructors from students. As facilitators we should not shy away from having courageous conversations with students or peers. If someone is using derogatory language or communicating a perspective that may affect another negatively, a well-structured conversation with that individual could spare the unit from a costly and embarrassing lawsuit.

The idea of indoctrination into the policing culture through a strict rule-driven para-military learning environment is dated. This statement may be a hard pill for some to swallow but the reality is research-based studies over the last two decades says the effectiveness of this model is dwindling (or was never effective) (Brand & Peak, 1995) (Birzer & Tannehill, 2001) (Birzer, 2004). This is not a new problem. Early millennials or “xennials” are beginning to take executive positions in departments and allowing for tattoos, longer haircuts, and facial hair on their patrol personnel. The impending “millennialization” of policing is upon us. Trying to fight this metamorphosis with tradition and legacy will only exacerbate the drive for change. Finding a happy median between change and tradition starts at compromise. Change and compromise is hard for everyone. Here are a few things we can do as learning facilitators to help with this transition.



Newer generations think differently due to the social context in which they have lived. Embrace their differing viewpoints and attempt to open dialogue to understand

how to motivate them.

Technology is here to stay. Use student-engagement software when appropriate in the classroom and look for technological alternatives to traditional teaching aids.

Millennials want to learn! But they also want to question! Don't expect the next generation of recruit to blindly follow your lead without asking questions. The questions are not a sign of disrespect, but merely a by-product of a different educational experience.

Create time in your teaching for discussion. Even the most introverted learners can gain vast amounts of knowledge from open discussion in the groups. Don't force everyone to speak, but allow everyone with a thought to comment.

Learn WITH your officers! There's no shame in agreeing with a question from a student or admitting you don't know the answer. It's a much better alternative than have someone with a fast thumb fact-check your incorrect assumptions on their device! They will also respect your willingness to participate in the safe space.

Be mindful of the generational norms neophyte officers bring to the table. The careful usage of pronouns is an excellent example. Avoid addressing the class as “guys” or “fellas”.

Throw the term “Millennial” in the TRASH! The polarizing effect this generational label creates between people is detrimental to learning. Use the existing juxtaposed perspectives held by you and your students to your advantage by creating engaging reflection, questioning of prior norms, and eventually critical thinking.

The future of policing and your hard work as seasoned professionals lies directly in the hands of the “Millennials”. See the opportunity to facilitate learning as an opportunity to add to the student's ability to critically think and create meaning-making schemas throughout their career. A healthy compromise between the traditional banking-model of teaching and more

Millennial...con't.

andragogical approaches to learning (Birzer, 2004) can yield high results in both cognitive and behavioral learning.

References:

Brand, R.F., & Peak, K. (1995) Assessing police training curricula: "Consumer reports." *The Justice Professional*, 9 (1), 45-58.

Birzer, M. L., & Tannehill, R. (2001). A more Effective Training Approach for Contemporary Policing. *Police Quarterly*, 4(2), 233-252

Birzer, M. L. (2004). Andragogy: Student centered classrooms in criminal justice programs. *Journal of Criminal Justice Education*, 15(2), 393-411

ILEETA

About the Author

Jason Mazeski is in his 13th year with the NYPD assigned to the Counterterrorism Training Section. He is a full-time instructor and the lead curriculum development specialist. A self-proclaimed millennial, he has contributed to the ILEETA journal writing about instructional design and the ever-changing LE culture. Jason is currently a Doctoral Student at Teacher's College, Columbia University and holds a MS in Adult Education specializing in Instructional Design from Buffalo State College.

jason.mazeski@nypd.org

nyc11282@gmail.com



2020
ILEETA ★
CONFERENCE & EXPO

**SUNDAY AUGUST 2ND TO
FRIDAY AUGUST 7, 2020**

ST. LOUIS UNION STATION HOTEL
ST. LOUIS, MO

2-DAY
VENDOR
EXPO

LIVE
FIRE

MORE THAN
150 INSTRUCTOR
COURSES

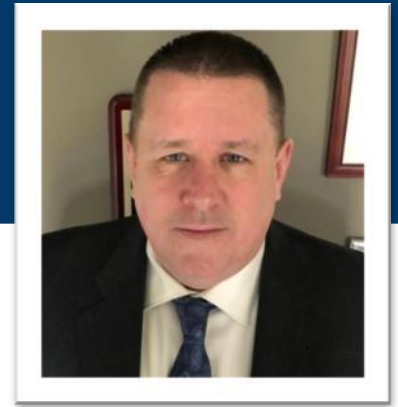
HANDS-ON
& CLASSROOM

INSTRUCTOR
CERTIFICATIONS

INTERNATIONAL LAW ENFORCEMENT
EDUCATORS AND TRAINERS ASSOCIATION

Leaders Don't Train Themselves

by DSgt. (Ret) Andrew A. DeMuth Jr.



If you expect them to know it, you need to teach it! These words should hang in the office of every professional law enforcement trainer as a reminder that training does not end with the range, use-of-force updates, pursuit policies, and the other things we are required to provide training on each year. Our people need training in many other topics as well. One area conspicuously left out of many training programs is leadership.

Leadership is everything to an organization. It is the organization. That crackerjack squad, that outstanding bureau, that premier agency are not an accident. They are the result of great leadership.

But great leadership does not develop on its own. While some disagree as to whether leadership is learned or innate, almost all would agree that leadership can be improved through experience and education. It's simple: if we *want* great leadership, we must *teach* great leadership.

In my experience, very few agencies include leadership as a topic of annual training. I am not talking about periodically sending ranked personnel to a supervisory class or even the FBI Academy; I am referring to reoccurring leadership training within the walls of the annual training program.

We cannot expect great leadership from our supervisors and command staff if we do not first teach great leadership. And once leadership has been taught, it must be frequently reinforced as both an expectation and an obligation. The expectation comes from the agency while the obligation should come internally from the leader. If our training accomplishes its purpose, our people should feel obligated to provide great leadership simply because they have been entrusted with the careers and, in some cases, the lives of their people.

At the 2020 ILEETA Conference, we will begin with a discussion on the actual meaning of leadership. Too often, ranked personnel mistake management as leadership. Handing out shift assignments, deciding which

of your people should handle the investigation or completing a performance evaluation are not leadership tasks; they are management tasks. They are still very important, but they are not examples of leadership.

We will then transition to our main focus and examine leadership concepts that should be included in annual leadership training (and even more frequently if possible). We will discuss establishing a leadership culture and the benefits of implementing a comprehensive leadership development program within your agency.

Great leadership is about those you lead. Author and speaker Robyn Benincasa once said, "You don't inspire your teammates by showing them how amazing you are. You inspire them by showing them how amazing they are." Leadership is about taking your people, your unit, and, ultimately, your organization to the next level.

To achieve this level of leadership at all levels within your organization, you must have an exceptional leadership development program.

See you at the conference! **ILEETA**

About the Author

Andrew A. DeMuth Jr. retired from the Freehold Borough Police Department in 2015 after a 25-year career. He served as the agency training officer, range master, and press information officer in addition to running the investigations division. Today, he serves as the manager of the New Jersey law enforcement DNA collection program (CODIS) within the New Jersey Division of Criminal Justice and trains regularly at agencies and police academies throughout the state. He also serves as an adjunct professor for Middlesex Community College.



Un-check the Box: Transforming Your Training Division

by Jeff Couture

Have you ever thought about totally transforming your police department's training

division to get away from "check the box" style training? If you haven't, you should. When my department decided to create our own training division seven years ago, it was a mountain of work, months of preparation, and a healthy dose of trial and error. After a couple of years of getting on track and learning from mistakes, I finally started to feel comfortable as a full-time police trainer in my agency. That's when I realized, it was time to make changes.

Whether you realize it or not, the easiest way to transform your training division, could be a transformation within yourself. Gandhi once said, "Be the change you want to see in the world." As a trainer, your job is to best prepare those hard-working officers on the street so they don't get hurt, sued, or worse. The best way to constantly improve others is by continually improving yourself. It takes work and effort but it really comes down to taking on challenges. I began to challenge myself as a learner, reader, and thinker and I believe these areas helped me transform myself as police trainer, and the training in our agency as well. I faced these challenges and learned to escape, embrace, and erase.

1. Escape the "Box"

I've learned that if you want to "uncheck the box" you need to think outside the box. Police training at most agencies is underfunded in both financial and time investments. Don't accept that, your hard-working officers deserve better. "Check the box" style training stays within the time and funding confines of everyday training. We "check the box" when we accept pre-packaged curriculum or fail to challenge the status quo. Simon Sinek titled his inspirational book, "Start with Why". In the book, he reminds us that WHY is about results and it inspires us and those around us. WHY adds depth, purpose, and meaning and inspires us to think outside the confines of the "box" and use our

creativity to escape it. One way to transform your agency's training division is to be relentless in your pursuit of excellence for your officers and find solutions to constraints you face. Focus on where your solutions actually lie, outside the box. We are only limited by our own imaginations. And, if you aren't already doing it, transform yourself by always asking "Why?" You just might escape the box

2. Erase unconscious incompetence

I learned in my first couple years as a full-time trainer, that I didn't know what I didn't know. I never realized how much I was holding myself back by not reading. Now that I've started, I can't stop. With every book I read, I challenge myself to see how I can use it in the training room in my agency, with my student officers at the academy, in the classroom at the college where I teach, or in my personal life. Every book you read pays itself forward exponentially. Do yourself a favor, start reading. Learn what others are doing, hear what others have to say, think about how you can implement what you learn through reading into your department's training.

Hall of Fame Coach and educator John Wooden reminded us, "You cannot teach well what you do not know very well." Transform the way you operate and raise the bar in your agency by taking the best ideas out there and continuously improving yourself, even if it's only one percent. Even just ten minutes of reading before work or before bed, listening to podcasts or audiobooks while driving or during lunch break can offer you hours of training each year and help you erase unconscious incompetence.

3. Embrace lifelong learning

The minute I stop having interest in self-improvement for the betterment of others, it might be time to let someone else take the reins. As a police trainer, don't be satisfied with who you are today. Trainers are in a leadership role within their agencies, regardless of rank. People are counting on you and looking to you as a subject matter expert, a source of reliable information

Transforming...con't.

or the department “guru”. With so many counting on you and so much on the line, it’s our responsibility to always strive to be better. According to Sean Fitzpatrick, owner of Front Row Leadership, “Success is modest improvement consistently done.” Lifelong learning is making modest improvements consistently in yourself and infusing those improvements into your training.

One method of self improvement for me has been to expand my knowledge base by challenging my strengths and weaknesses. Be an active learner, and don’t stop. But don’t just stick to your strengths. Do a personal needs assessment and identify where your strengths and weaknesses lie as a trainer. Diversify your knowledge base by identifying areas where you have a weakness and address it. In “Resilience” best selling author Eric Greitens suggests, “Resilience is endurance with direction.” You know what direction you need to go, have the resilience to be a lifelong learner to continue to transform your training division.

“Un-checking the box” means getting away from pre-packaged curriculum and siloed training. You’re probably required to cover the material provided by a POST certified or some other state executive office of public safety. But who says you can’t go above and beyond to transform your training division? Be relentless enough to escape the box, challenge yourself to erase your own incompetence, and be resilient enough to embrace lifelong learning. We’re only limited by our own creativity and imagination. So, what have you done to transform your training division? Seriously, tell me what you’ve done. I look forward to meeting you at ILEETA and hearing what you have to say. And, if I like your idea, I’m stealing it. **ILEETA**

About the Author

Jeff Couture has been with the Chicopee, Mass police department since 1996. He is a patrolman assigned to his agency’s Training Division since its inception in 2013. This is his third year attending ILEETA and first year presenting. He can be reached at jcouture@chicopeepolice.com



2020
ILEETA ★
CONFERENCE & EXPO

**SUNDAY AUGUST 2ND TO
FRIDAY AUGUST 7, 2020**

ST. LOUIS UNION STATION HOTEL
ST. LOUIS, MO

2-DAY
VENDOR
EXPO

LIVE
FIRE

MORE THAN
150 INSTRUCTOR
COURSES

HANDS-ON
& CLASSROOM

INSTRUCTOR
CERTIFICATIONS

INTERNATIONAL LAW ENFORCEMENT
EDUCATORS AND TRAINERS ASSOCIATION

Fieldcraft: Patrol Training Scenarios

by Jeff Hartsoe



What if I told you that you and your department were going to do some reality-based training today? Can you already guess what scenarios you will experience? Did your mind immediately go to: building searches, combative occupants on traffic stops, or a man with a knife on a domestic disturbance? Does your department train the basic stuff, but never anything advanced? What if there was a class that exposed students to scenarios that have happened to real officers, but are not usually trained for. Officer need exposed to critical thinking scenarios, and learn how to navigate some out-side-of-the-box thinking. Officers need exposed to new scenarios, and revisit some of the lost ones too.

In this section, we will first identify one possible way to create and evaluate an in-service training scenario. There are of course many different ways to evaluate training scenarios, but we will focus one basic structure to get your department training consistent and underway. Secondly, we will identify what “layering” a scenario is and how to incorporate this style. A layered scenario essentially is a training problem with multiple outcomes, some linear and some not. Thirdly, and maybe for the important factor for most students, will be a demonstration of training scenarios that are common enough in the field for an officer to encounter, but not common enough that they are ever trained for. This is an “exposure” class to scenarios and situations that can be added into already existing department reality based or role play training.

This class has been designed around my real-life police experiences which include working in the patrol division for the Dallas Texas Police Department, an Illinois county sheriff’s office patrolling an area with arguably the highest crime rate in the world, and an affluent village just outside of St. Louis. There is something for everyone in this class. **ILEETA**

About the Author

Jeff Hartsoe is a fourteen- year veteran of law enforcement. Jeff began his career as a corrections officer in the St. Louis area just prior to a distinguished career with the Dallas Texas Police Department. In 2010 Jeff was recognized by the Dallas-Prestonwood Rotary Club as the Officer of the Year. Jeff later returned to the St. Louis, MO area, and became a Deputy Sheriff for the St. Clair County Sheriff’s Office. Jeff spent a year in patrol before being promoted to the rank of Investigator. While working as an Investigator and Lead Homicide Detective, he was assigned to the Major Case Squad of Greater St. Louis and promoted to Deputy Report Officer (Supervisor). Jeff’s unique teaching ability caught the attention of local police administrators, which has led to Jeff teaching all around the region. Jeff is also the tactical driving instructor for the Southern Illinois Law Enforcement’s Commission’s Project 16, a premier officer safety program in southern Illinois. Jeff holds a Bachelor of Science Degree in Criminal Justice from Lindenwood University and a Master’s Degree in Criminal Justice Administration. Jeff is currently a police officer for the Glen Carbon, Illinois Police Department.





PowerPoint Design with Cinematics

by Antonio Zarzoza “Instructor Z”

Are you creating your PowerPoint presentations the same way everyone else is doing it? If so, it doesn't matter how exceptional your delivery is, in the grand scheme of things, your “presentation” sucks and your audience will not be taking advantage of their time with you, regardless of your delivery skills. Fortunately for all, there are several tools available out there that can bring any presentation back to life, no matter what the topic is, length of the class or even target audience. Creating a PowerPoint presentation utilizing Cinematic Design Elements will enhance your delivery and connect with your audience in a much deeper level than just utilizing their “senses.” Your presentations will no longer look the way everyone else's look, your presentations will no longer be just seen, or heard by your audience. They will be felt, they will be lived. They will come to life along with your equally amazing delivery skills.

In this class we'll explore five conventions of Cinema, and look at how they can be applied into PowerPoint to take your presentation to the next level by making them CINEMATIC. Besides making your presentation stand out, the goal is to leverage the way people in general feel about film – the natural way we relate to it, the way we are moved by it and the way we admire the craftsmanship involved in it.

I'd like to believe that anyone interested enough to read this article has already decided to detox themselves from those “toxic” bullet points, overcrowded slides, distracting animations, boring fonts and pixelated images (or even worse, 1980's clipart!) It is a proven fact that such presentations do not work and that a more visual presentation is the way to go. Therefore, in this class I will focus on upping the ante of a visual presentation to make it more vivid and help us present our arguments and tell our story not just visually, but CINEMATICALLY.

So, you may be asking “what makes a presentation cinematic?” I am not talking about hiring Hans Zimmer to put together a score to play across your slides, nor having

Patrick Shaver direct your presentation. Instead I am hand-picking Western (hemisphere, not Magnificent Seven ☹️) cinema tradition that resonates with audiences and applying the same rules to visualizing PowerPoint content. Some will be soft and subtle, while others will be hard and blunt, but when utilized well and carefully placed on your slide deck, they will breathe life into your presentations, bring them up to the level of an art form and ultimately create -and manipulate emotions.

Depth & space

Film takes a three-dimensional environment and then renders it to a two-dimensional medium. While live-action cameras shoot the real thing, spaghetti western films use huge painted backdrops to capture the same environment in a back-lot set, and animations must replicate it manually. The 3D space in which we live has certain characteristics: things get smaller the further away they are, things up close are out-of-focus, and everything is aligned towards a convergence point on the horizon. We are used to living with these rules and as a result, we find it much easier to relate to a 3D space than we do a 2D space.

Cinema uses the 3D environment in a certain way. The convention is to have the most important characters centered in the close-to-mid range of the shot, less important things are set back. Having grown up with this tradition, we subconsciously assign significance to things according to their relative proximity to that central space. As presentation designers, we can use this idea – replicating a 3D space in PowerPoint and using the position of certain objects or ideas within that space to say something about them.

By using depth and space in this manner, we can economize on the devices used to get our message across. The visuals speak for themselves and do so in an intuitive, emotive and powerful way.

Focus

Maximizing expression is something that can also be

achieved by using focus - utilizing effects in PowerPoint to mimic the way a camera lens works. Focus can be used in a presentation to subtly emphasize a particular object or idea, highlighting it amongst other elements without having to move things around or add additional elements. This allows you to elegantly direct the audience's attention without losing the context of the idea.

This technique is particularly powerful when we have multiple elements and then shift focus between them, bringing each into focus (and throwing the others out of focus).

Relative movement

This convention dictates that the camera follows the most important character in a particular scene. This way, while other elements may drift in and out of frame, we stay with the person that we are supposed to be focused on. In PowerPoint, this is a great way to present a journey or a process. We are instinctively drawn to the element that remains in the 'sweet spot', centered in the close to-midrange. Other elements move in and out of our view and our awareness.

This technique enables us to follow the process at an appropriate pace, whilst making the slides more dynamic and interesting at the same time.

Direction

There is a long-established convention that when traveling, film characters should move from the left of the screen to the right. This does not happen in every instance of a character moving across the screen, but montage scenes and lengthy shots involving travel from point A to point B, tend to begin with the hero on the left of frame and end with them on the right. This convention mimics the way we read, a left-to-right flow seems more natural to us, and we feel more comfortable with movement in this direction. It follows that movement in the opposite direction tends to be reserved for characters traveling back, retracing their steps or returning home.

In PowerPoint, we should follow the same tendency. Movement from one idea to another should follow a path from left to right. This is what an audience subconsciously expects and will think of as "most natural." When we want to show something that is not part of the natural flow – a setback, an obstacle – we should set its path of motion in the opposite direction. The idea is a simple one but can have a big impact on how slides come across. These powerful instincts exist in all of us, and if there is a chance, we should utilize them to support our message and, or sell our idea.

Zoom

Although zoom is somewhat obsolete in cinema nowadays, it remains a favorite of soap opera and sitcoms for its ability to add emphasis and drama to a certain scene at a particular moment. Typically, a sudden zoom in (or crash zoom) would be used on a character following a dramatic revelation. The camera works as an exaggeration of our attention and literally zooms in to get a better view of the action.

PowerPoint tends not to go in for melodrama too often, but the zoom remains a powerful tool for adding emphasis and is all the more effective because it is rarely used in this medium. The trick to replicating a camera zoom in PowerPoint is to have any other elements on the slide move relative to the object you are zooming in on. Without doing this, the object will simply grow in size (while the others stay small). This will not have the real world feel we are after.

This is an ideal tool, considering our target audience of law enforcement officers where we still maintain this pervasive idea that we must remain cold, insensitive and personally detached from the human behind the badge. I've often read reviews from my students where they make an allusion of "my tricks to hit them where it hurts." If they only knew, I am just zooming the right image at the right time and in the right direction! Functional design is just intelligence made visual to invoke emotion.

Conclusion

The techniques discussed in this class require a bit more than a basic knowledge of PowerPoint animations. It also requires the presenter to embrace the idea that a presentation doesn't have to be dull to be professional.

People who write presentations and present material tend to do so with their 'business hat' on. Much of the damage done to a presentation is self-inflicted. The material may be dry and uninspiring, but all too many people shoot themselves in the foot by keeping it that way. Presenters deliberately keep the slides 'straight' in case they should come across as unprofessional. Some police trainers are afraid that animation, transition, movement, color, imagery, iconography, design – in short, artistry – will water down their message and show that they are not taking the material seriously. The reality – and the irony, once you realize – is that nothing is further from the truth.

Pulling apart information and reworking it into a simpler, more approachable and dynamic form shows a much deeper understanding of the material than leaving it as it is. When messages become clearer, arguments become more persuasive. A visual presentation is quite simply a more effective means of communication; easier to present, easier to take in, more likely to be remembered – everyone's a winner.

Once we accept this truth, we open a world of possibilities and redefine the limits of what a presentation can be. We have grown up with film, and the industry has had a long time to develop its craft, learning what we respond well to, the best ways to make us pay attention, to get us to take things in, and to move

us. We, in turn, have become familiar – at least subconsciously – with how a film should look and feel. If we can utilize some of the traits that are commonplace in film and use these cinematic conventions in PowerPoint, we can transform presentations into something more enjoyable, more familiar, and ultimately more powerful. Like I mentioned before, this is a WIN-WIN for everyone involved in the learning process. After all, we are in the business of educating those that protect us. **ILEETA**

About the Author

Antonio Zarzoza, also known by students and colleagues as "Instructor Z," is a Master Peace Officer and a police and corrections trainer from the State of Texas. He began his law enforcement career in 2000 with the Hidalgo County Sheriff's Office where he served in several capacities, to include police & corrections instructor at the agency's training academy.

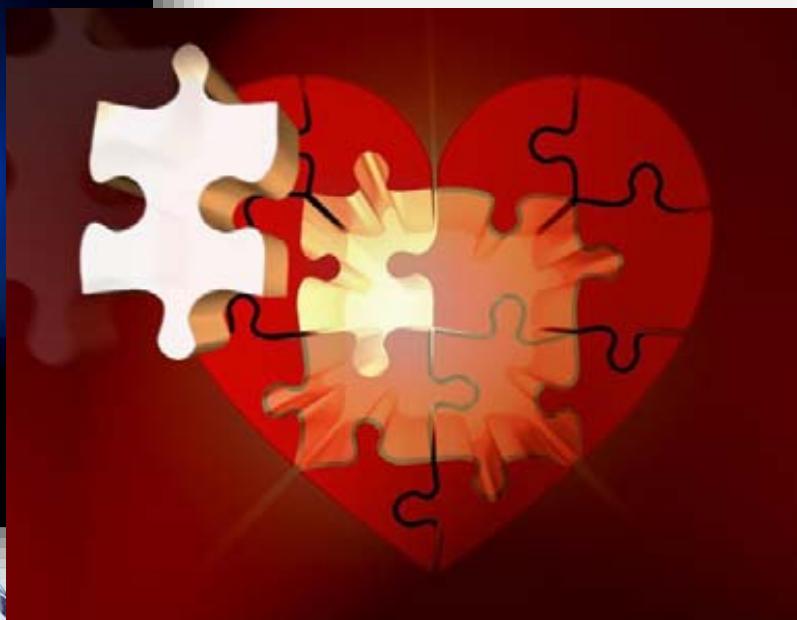
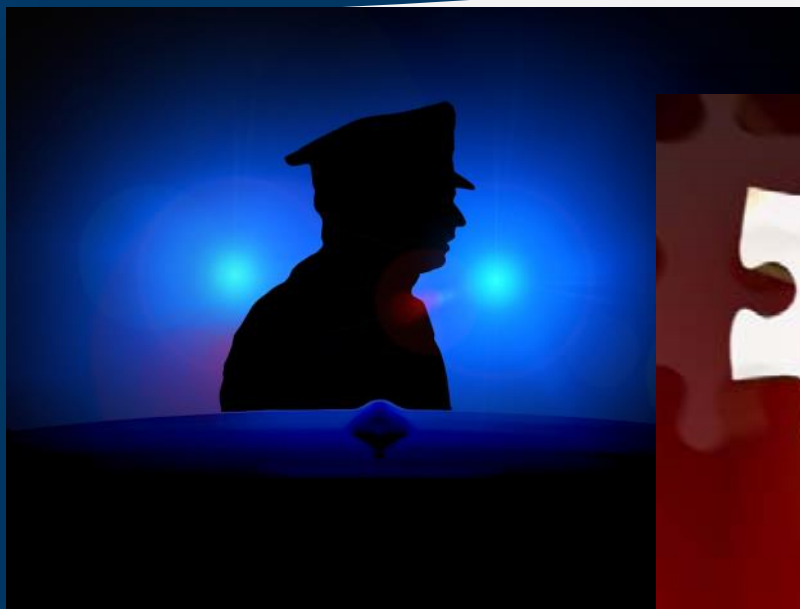
In 2013 Antonio was recruited by the University of Texas System Police to design, develop and lead a fully functional full-time training facility that currently operates as the University of Texas Rio Grande Valley's Advanced Law Enforcement Training Center where he serves as the training coordinator and lead instructor that caters to other Local, State and Federal Law Enforcement Agencies.

Antonio is an Advanced Instructor-Trainer for the Texas Commission on Law Enforcement and serves as a Subject Matter Expert in the fields of Officer Safety, Use of Force, Defensive Tactics and Crisis Intervention Training.



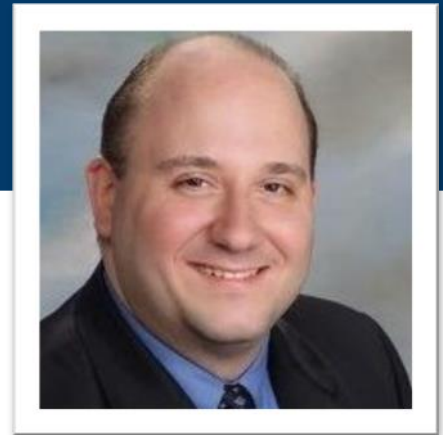
Health and Wellness

Editor:
Kim Schlau



Officer Wellness: It's Not a Checkbox!

By Nicholas Greco



As training budgets continue to shrink, departments across the country are looking for ways to meet their training needs affordably and conveniently. On-line trainings have helped to provide both cost and time savings for cash-strapped departments. Most of us would agree that on-line training has been a welcome relief to not only fill training gaps and reduce overtime, but also to check off some of the trainings needed to meet annual requirements quickly and conveniently. However, we need to use caution when choosing this platform for some trainings. One such area that cannot be neglected or simply checked off is officer wellness. Due to the nature of the topic itself, in-person attendance is crucial for the success of the course and the needed interaction with officers. Each day, officers are being asked to provide more services, with less time off, mandatory overtime, cancelled vacations, less manpower, and continued exposure to the stress of the job. As officers' interactions with the mentally ill have increased, this has led to more CIT trainings, with an emphasis on an officer's providing crisis intervention to the public. Ironically, we ask our officers to provide so much to the public, day in and day out, to help take care of others, but what about them? What about the needs of the officer, his or her family, what about the department as a whole? Officer wellness trainings do not always get the time and attention needed. While some departments are incorporating officer wellness into their training curriculums, and some stand-alone programs are popping up, the latest LE suicide numbers show us we still have a long way to go.

Officer suicides have outnumbered line of duty deaths for the last four years, and officers are under greater stress than ever before. Many officers suffer silently from the cumulative effects of repeated exposure to traumatic events. Agencies can no longer ignore the realities and stress of the job. Agencies can and must implement effective trainings to mitigate stress, reduce the cumulative effects of trauma, and bring suicide awareness and prevention to their department. Simply handing out a pamphlet, asking officers to watch a ten-minute video, or simply saying "we're here for you" is not enough. Departments and especially command staff need to be fully committed to officer wellness, this includes breaking down the stigma of seeking help. In addition to stressing the importance of physical health; we must also recognize the importance of mental health as well. Officer wellness encompasses both the mind and the body, it is not one or the other. A healthy mind = a healthy officer.

In this training course, we will explore and recognize the prevalence, impact, and key features of cumulative stress and identify how to mitigate acute stress disorder, PTSD, and subsyndromal PTSD. We will examine the stress factors, both professionally and personally, which put an officer at risk for PTSD and suicide and recognize the prevalence, impact, and both obvious and subtle signs of suicide. Most importantly, we will outline and discuss recommendations on how agencies can support officers and promote officer wellness through various training recommendations and in-house prevention. We will explain the importance of spousal/loved one support and what family members can do. We will identify when to seek help and get appropriate treatment. Finally, we will identify and implement policies and procedures in your department to make a positive difference in the lives of your officers. The course will be supported by cases and examples to demonstrate how to achieve successful officer response and interactions. Attendees will be able to go back to their respective departments and be able to incorporate officer wellness initiatives. In addition,



Wellness...con't.

attendees will receive a Quick Reference for PTSD, a Checklist for the Causes of PTSD in Law Enforcement, and handouts on warning signs for depression, PTSD, suicide as well as stress reduction and wellness. **ILEETA**

About the Author

NICHOLAS GRECO IV, M.S., B.C.E.T.S., C.A.T.S.M., F.A.A.E.T.S., is President and Founder of C3 Education and Research, Inc. Nick has over 20 years of experience training civilians and law enforcement. He has directed, managed and presented on over 350 training programs globally across various topics including depression, bipolar disorder, schizophrenia, verbal de-escalation techniques, post-traumatic stress disorder, burnout, and vicarious traumatization. Nick has authored over 300 book reviews and has authored or co-authored over 35 articles in psychiatry and psychology. He is a subject matter expert for PoliceOne/Lexipol and Axon as well as a CIT trainer for the Chicago Police Department, the State of Illinois and other agencies. Nick is a member of the International Law Enforcement Educators and Trainers Association (ILEETA), IACP, IPSA, and CIT International, as well as Committee Chair for the IPSA Mental Health Committee and a board member of Blue H.E.L.P. Nick can be reached at by visiting his website <http://www.c3educationandresearch.com/> or emailing him directly at psychcomm@yahoo.com



2020
ILEETA ★
CONFERENCE & EXPO

**SUNDAY AUGUST 2ND TO
FRIDAY AUGUST 7, 2020**

ST. LOUIS UNION STATION HOTEL
ST. LOUIS, MO

2-DAY
VENDOR
EXPO

LIVE
FIRE

MORE THAN
150 INSTRUCTOR
COURSES

HANDS-ON
& CLASSROOM

INSTRUCTOR
CERTIFICATIONS

INTERNATIONAL LAW ENFORCEMENT
EDUCATORS AND TRAINERS ASSOCIATION

Alternatives for Officers: From Celery to Yoga

By Traci Ciepela



When I introduced Tactical Yoga at ILEETA six years ago, I didn't introduce it just to do something different. I introduced it because I believed in it, I knew it helped me personally, so I knew it could help others. I wouldn't present anything I didn't myself personally benefit from.

I also know I have a lot of negative reactions to different pain relievers and medications so I am always on the look out for alternative treatments that are natural, healthy and actually work. So, I am back this year with a lot of things I have not only tested on myself, but things I have seen results from. I am going to provide the science behind these alternatives for pain and overall health, which you may not have heard of.

During this session you will also get to personally try out the alternative solutions I am bringing with me. Let me tell you how I have found pain relief from doing nothing more than sitting under a particular lamp. For years I had to have small surgeries on my foot. The last time I had surgery, the nerve in my foot never really woke back up from the anesthesia. The spot on my foot where the nerve is dead and where the nerve has feeling has caused me pain – years of pain. Ibuprofen didn't do anything for the pain. At times I had to utilize compression socks rolled up on that spot, just to be able to get some relief and be able to sleep. A particular light – available on amazon or anywhere else has alleviated the pain to the point that I don't notice it anymore. You have no doubt seen ads for “red lights” for healing – but there is a particular formula you must follow for the red light to have any benefits at all. I will cover the formula and provide some examples of red and infrared lights that could help you be healthier in just 10-20 minutes a day.

While presenting on sleep disorders and Tactical Yoga last year, I talked to the group of attendees about how far I tried to push their comfort level. Little did I know I could have pushed a little further. Some of you have discovered the use of “Essential Oils.” I applaud those who have

because there is nothing wrong with diffusing a little orange scent into your home or office to lighten the mood. How often did your parents use a humidifier with Vicks in it when you were young and sick? I am not going to suggest that you need to start using oils for every ailment but I will cover a few that have brought great relief to me. Blue, Blue Rub, Castor Oil (no you don't drink it) and the newest oil – Copaiba.

I will go over the science behind Copaiba as it is a derivative from the cannabis plant – with absolutely no THC. But the pain relief benefits are amazing. I sprained my knee in a very bad fall a little more than a year ago, daily use of the Copaiba and I didn't need Ibuprofen. I do wish I had that oil when I crashed my bike bruising my shoulder labrum and partially tearing a ligament in my shoulder. I will have some bottles with copaiba for purchase if you like what you experience. I am not an oil dealer but I can get you in touch with one if you need additional supplies. I will have blue oil, blue rub, and castor oil on hand as well for you to try for pain and digestion.



Along with presenting the Tactical Knee Yoga program, covering how to work with tennis balls to alleviate trigger point pains, we will cover the difference between meditation – which we will participate in, and hypnosis. I am a certified clinical hypnotherapist. No, I cannot make you cluck like a chicken without your consent, but I will offer the opportunity to experience hypnosis at a later date.

Toward the end of this session I will still cover the Tactical

Alternatives...con't.

Yoga Knee Health Practice. The yoga which is easy, simple and something everyone can do will help improve the health of your knees.

Finally, the one thing I wholly recommend everyone try and then take home with them is celery juice. Yes, that weird vegetable thing that most of you only see filled with crème cheese on some kind of platter during a party. I am going to cover why this vegetable can change your life. I will also cover the science behind why this is going to be your daily morning drink. Put away the Gatorade, put away the energy drinks, put away the coffee, avoid antibiotics, decrease inflammation and see your health improve overall. You will learn how and why you should consume celery juice every morning before anything else.

ILEETA

About the Author

Traci Ciepiela retired from law enforcement in 2014 and current teaches at Hawkeye Community College, in Waterloo, Iowa in the Police Science/Criminal Justice Program. She is a Certified Clinical Hypnotherapist, hold a Masters Degree in Criminal Justice with additional post-graduate coursework.



2020
ILEETA ★
CONFERENCE & EXPO

**SUNDAY AUGUST 2ND TO
FRIDAY AUGUST 7, 2020**

ST. LOUIS UNION STATION HOTEL
ST. LOUIS, MO

2-DAY
VENDOR
EXPO

LIVE
FIRE

MORE THAN
150 INSTRUCTOR
COURSES

HANDS-ON
& CLASSROOM

INSTRUCTOR
CERTIFICATIONS

INTERNATIONAL LAW ENFORCEMENT
EDUCATORS AND TRAINERS ASSOCIATION

The 12 Deadliest Hours of the Day

By Olivia Johnson, DM

Previously published in Law Officer. Reprinted with permission

The average citizen when asked “*what are the deadliest 12-hours in the day for law enforcement officers,*” are likely to respond, “*probably while they are at work.*” Many believing it would be in the commission of the first responder’s duties, and would likely be the result direct or indirect result of homicide, accident, or health-related issues.

Sadly, this just isn’t true.

What the Data Shows

The deadliest 12 hours of the day for the first responder begins the moment they go off-duty. According to [1 Is Too Many](#) a group tracking law enforcement and corrections officer suicides, the silent killer claiming more lives in the 12 deadliest hours of the day is SUICIDE. **Essentially, it is more dangerous for a first responder to be off-duty than to be working.**

The majority of the suicide deaths in the data collected by 1 Is Too Many are noted as occurring “off-duty” to include those who just got off shift and those failing to report for duty that were subsequently discovered deceased due to suicide. In addition, the data collected and verified for 2019 by 1 Is Too Many, shows a basic profile of an officer who dies by suicide is a married, White male with children, with the largest concentration in their 40’s. However, it should be noted that there was also a heavy concentration from the 30’s through the 50’s in the collected data. The [Bureau of Labor Statistics](#) (2018), indicates the largest concentrations of those in policing, to include: first line supervisors, detectives, corrections, and patrol are represented from 25-54 years of age (p. 2). These age groups are also representative of the largest concentrations in the active workforce and include men in middle years (MIMY). According to the [Suicide Prevention Resource Center](#) (SPRC) (2016), MIMY are classified as those aged 35-64. This group accounts for less than 20 percent of the U.S. population, yet “...account for 40 percent of the suicides in this country” (p. 5). In addition, as these males age (that is 65 and beyond), their risk for

suicide is not decreased, but rather increased with age (SPRC, 2016, p. 8).

What is Happening Off-Duty?

So, the question must be asked: *What is occurring during these off hours that are placing officers at risk for suicide?* Well, life. Things that include, but are not limited to: [substance use](#), relationship issues, [communication problems](#), stress from personal issues, [dealing with pain](#) (physical, emotional, and psychological), mental health issues, dealing with the [stress of work-related issues](#), addressing [financial issues](#), [sleep troubles](#), etc. *The truth, every family is dealing with something and it’s not usually one thing.* According to Dr. Robert Douglas, Founder of the [National Police Suicide Foundation](#), the *why* is often found in the *where* when discussing completed suicide. There may be issues associated with the physical location of the act and correlation to the *why*. For example, someone going back to a place frequented with a loved one or a place that was significant, special, or even problematic. The personal residence is a common place for suicides to occur, often because this is a place of comfort and a place that one is familiar with. However, many other things occur “behind closed doors” in the home that can increase the risk of completed suicide.

One very common issue faced in many homes are financial issues. According to [Friedman](#) (2019) nearly 80% of American homes live paycheck to paycheck. This is not only stressful, but financial issues are the second leading cause of divorce and break up ([Cruze, 2018](#)), with leading cause being infidelity. In addition, Cruze explains that approximately two-thirds of marriages actually start off in debt. This is already setting the tone for future issues. However, money issues in a police household are not just money issues, but can very easily become TRUST issues. It is often not so much about the purchase (e.g., the new gun or the new purse), but often about things that are often not discussed prior to issues arising (e.g., spending habits, honesty about how much was spent, and living outside of one’s means). Things which, if discovered can



have adverse effects on the relationship. [Relationship issues](#) and the end of a relationship can cause extreme stress, vulnerability, and insecurity of the future and can lead to an increased suicide risk.

Let's imagine for a moment that you or someone in your home is over spending. The other party or parties discover the overspending and there is a verbal confrontation. The verbal confrontation escalates and the next thing you know there is a physical altercation. In the moment one party is yelling how much they hate you, that they are going to leave you and it is over. What if we add alcohol and a firearm to the mix. Things can become serious or even deadly in a matter of moments. So, this issue about someone [over spending](#) is not just a financial concern. It is now affecting your relationships, your emotional and physical health due to worry about high interest rates and making the minimum payments, your physical safety, and added stress from lying and hiding purchases. If the fighting has escalated to physical or emotional violence, there may be the additional stress of others finding out, fear of losing a job, additional violence, or the inability to pay off the debt. This can lead to substance use as a way to deal with the stress, which can affect things like [sleep](#), emotional regulation, [problem-solving](#) and can become a vicious and debilitating cycle.

I mean let's be honest: would you go to work and tell a co-worker that you and your significant other got into a violent verbal and physical altercation because of their overspending? Would you share that your loved one is a chronic over-spender who has led to your house being foreclosed on and bills going unpaid? Would you tell your co-worker that in the heat of the argument you gave your loved one a black eye and a busted lip? Do you share that the stress in your house is unbearable and you both consume too much [alcohol](#)? Does this sound like something you would share? If you are being honest with yourself, the answer is no. In fact, there are probably very few people you would confide in about something this serious.

What do you do? You keep doing what you have always done, pretend this is normal and probably keep fighting and arguing. You keep doing this until... The until can be the realization that something needs to change. A positive change would be to seek [financial assistance](#), but all too often what occurs is two people living separate lives, the loss of a relationship in the form of a divorce or separation, one or both parties end up facing arrest due to domestic violence, or it could be even worse (e.g., suicide or murder/suicide).

Making a Safety Plan

The reality is many families are struggling in some way. We are often unaware that others may be struggling like us, because they are not talking about it and they are not sharing it. This can easily lead us to feeling isolated and alone and even ashamed. The same things that keep us from [communicating our needs](#) and [getting help](#). We often know some of these issues are out of control, but the shame of how we are managing them (or rather not managing them) is not seen as socially acceptable or responsible. We do not want others, especially our peers to know that we may not be managing our lives very well right now. So, we put on the brave face that nothing is wrong and get ready to go back on-duty.

The reality of conducting research in the area of suicide is knowing that firearms are used in approximately half of all completed suicides. When talking about suicide deaths by firearms among law enforcement personnel, that number can be closer to [85-90%](#). Restricting access to lethal means (i.e., firearms) can seem simple to understand, yet complex to implement. Officers are required to carry a firearm, so means restriction is not an option, at least not while on-duty. However, changing the way we think about firearms in the home may be a great place to start. Other [research](#) indicates that proper storage, temporary relocation, and even the separation of weapon and ammunition does reduce the risks of suicide and murder-suicide. Another [study](#) showed that living in a house with a firearm that was stored in an unsafe manner was correlated to an increased risk of suicide by firearm. Having a firearm safely secured does not mean that another means cannot be accessed, but

what can make a [firearm so deadly](#):

- Accessibility
- Lethality
- Impulsivity
- Individual vulnerability
- Inability to see things getting better

Do you and your family have a plan for your firearm one you get home? If not, you need one. This is extremely important, since impulsivity can play a role in completed suicide. In addition, there is at least one firearm in most law enforcement homes. And knowing what you know now, not having a plan would be irresponsible. This [PLAN](#) really needs to be basic and easily understood by all family members. This will include [gun safety for children](#). The idea is to make firearms not readily accessible while off-duty – during the 12 deadliest hours of the day. As with many officers, there will be more than one gun to secure, but all should be secured, especially the duty weapon. The idea is to build protective mechanisms during off-duty hours to reduce bad outcomes – especially those outcomes which can change lives and end them. This plan requires a family meeting about wellness and safety and should be conducted just as you would a [fire drill and home escape plan](#). Safety is safety. When you see a risk, address it.

Conclusion

The 12 deadliest hours of the day are filled with many ups and downs. Often, these ups and downs are only known to a select few individuals, which is often why people are completely devastated and in shock when tragedy occurs. The sad reality, the majority of first responders who take their lives are noted as doing so off-duty. Understand that as we maneuver through our day, many components are constantly changing and how we view our reality is continuously being impacted and altered by our thoughts, beliefs, perceptions, etc. Of course, these are not always a direct reflection of what is actually occurring. Under [extreme stress](#) our “views of reality” can be skewed, causing disruption in our thought process, problem-solving abilities, and responses. We know that White males make up the majority of those employed in the law enforcement profession. So, seeing this represented in

the data is understandable, but still problematic.

The tide is turning, albeit slow to understand two very important things about officer suicide. First, the current approaches to reducing deaths due to suicide are not working. Second, a proactive approach is required in dealing with the issues that can and do lead to one seeing suicide as a viable option. This includes educating officers and their loved ones about issues that they may face and really any issue that can contribute to problems on and off-duty (e.g., relationships, finances, stress, effective communication, occupational stress and trauma, infidelity, substance use, etc.). We must all be more proactive and vigilant during the 12 deadliest hours of the day. **ILEETA**

About the Author:

Dr. Olivia Johnson holds a master's in Criminology and Criminal Justice from the University of Missouri, St. Louis, and a doctorate in Organizational Leadership Management from the University of Phoenix, School of Advanced Studies. Dr. Johnson is the Founder of the Blue Wall Institute and 1 Is Too Many. She is a veteran of the United States Air Force, a former police officer, and published author. She belongs to numerous professional organizations and recently completed a three-year term with the St. Clair County Suicide Prevention Alliance as a Suicidology Researcher. Dr. Johnson speaks on wellness and resilience for the Bureau of Justice VALOR Program and is on the Advisory Board regarding curriculum review for de-escalation training and techniques. Dr. Johnson currently works as a Senior Research Associate with the Institute for Intergovernmental Research. Correspondence can be sent to: johnsonolivia@sbcglobal.net

Tactical Stress Management

By Thomas Cline



An article on shift work and officer survival says non-police males in the U.S. have a life expectancy of 73 years. A 2013 study published by

the National Institutes of Health said the average life expectancy of a police officer is 57, almost 22 years younger than the general population, depriving his family, friends, and self of the "Golden Years" others enjoy.

The American Psychological Association cites chronic stress as a link to the six leading **causes** of death: heart disease, cancer, lung ailments, accidents, cirrhosis of the liver and suicide. Further, more than 75 percent of physician office visits are for stress-related illnesses.

Maybe it is time to examine stress in your life, create a plan to diminish it and increase your chances of collecting the pension to which you have been contributing.

Physically, life was harder prior to 1900 and the physical stress prevented most humans from living past 50. People simply wore out their bodies. As working conditions became better, work-hours shorter and medicine advanced our life expectancy went up by more than a quarter-century, but not so much for cops. The stressors cops face are different than the general population and consequently need more attention. Until recently few agencies have taken officers' health and wellness seriously. Our agencies may provide education and the means to diminish our stress, but the job of managing it and taking advantage of the means is the responsibility of each of us.

America has a grand assortment of things to make life easier and less stressful, but all this cool stuff distracts us from what is most important and actually adds more stress to our complicated lives and families. Distracted, we fail to integrate the most important things in our daily lives and die early because of it. Things that ought to be first, second and third in our lives are often ignored and our health, families and wealth disintegrate. We trade our treasures for trinkets.

When stress is discussed in law enforcement, long hours, shift work, unfair administration, media portrayal and things out of a cop's control are cited. Consequently, many cops adopt an unrealistic view of these stressors and become fearful and frustrated because their focus is on things out of their control. These distractions keep us from addressing the real stressors that kill us. "Illegitimi non carborundum" and attend the class entitled "*Tactics for Defeating Stress*". This class is important for you because:

- **Stress** weakens your immune system. ...
- **Stress** makes us fat. ...
- **Stress**, unmanaged, often leads to anxiety and depression. ...
- **Stress** affects everyone around you...
- **Stress** ruins our concentration and focus...

Attending this class will give you a better understanding of whom and what are causing your anxiety and you will make a tactical plan to either rid your stressors or better manage them.

Some of the issues addressed are:

- How job satisfaction is affected by your daily job objectives.
- Recognizing biological stressors
- Breaking stressful routines

Too many cops have stressful diets, and we joke about it, but the fact that it diminishes lifespan is no laughing matter. The personal ethics involved is clear. We have an ethical responsibility to stay healthy for the people that count on us, our loved ones, peers and those we serve. If we are parents, we have a responsibility to teach our kids healthy ways through our example.

Many people care for their pets better than themselves!

Stress...con't.

Does your pet eat healthier than you? Are you more likely to finish a prescription given to you or to make your pet finish one from the vet?

Additionally, many officers have assignments that are sedentary, they breathe less than clean air and the quality of water they drink, if any, is poor. Do these factors affect thinking, moods and behavior? You know they do.

Another consideration is that mental illness is defined as disorders of the brain that disrupt a person's thinking, moods and behavior. I am not saying that poor diet, air, and water cause mental illness, however, the research strongly suggests there is a connection. For info on this read *Can What You Eat Affect Your Mental Health?*

at: <http://www.webmd.com/mental-health/news/20150820/food-mental-health#1>

Diabetes and heart disease rates have increased in the general population and more so in law enforcement over the past eighty years. Anyone examining the facts can see that what enters our bodies affects all of its systems in ways we do not fully understand. We are what we eat.

This piece only scratches the surface of staying healthy so we can enjoy a high quality of life when we start collecting the generous pensions that we still have available. You earned it; you ought to enjoy it for as many years as possible. That will only happen if you start caring for yourself TODAY!

Consider attending my class at ILEETA entitled "*Tactics for Defeating Stress*". You'll start an action plan for yourself and learn how to pass the info to those you teach. Check the schedule and mark your calendar now!

References:

Shift Work and Officer Survival, By Thomas J. Aveni, Published Summer 1999

Issue #31, S&W Academy Newsletter , http://www.theppsc.org/Staff_Views/Aveni/Shift-Survival.htm

<http://www.immunesystemetc.com/stress.html>

Can What You Eat Affect Your Mental Health?

at: <http://www.webmd.com/mental-health/news/20150820/food-mental-health#1>

Dr. Betty Go, MD, *The Stress and Disease Connection*

ILEETA

About the Author

Thomas Cline, a 51-year law enforcement veteran, is past president of the International Association of Ethics Trainers, a writer/trainer at the Chicago Police Academy and a consultant. He's authored *Cop Tales! (Never Spit in a Man's Face...Unless His Mustache is on Fire)* and *Psyche Firefight: L.E. Job Satisfaction in a Hostile Environment*. For information on training and workshops Email: Coptales@gmail.com

ILEETA
International Law Enforcement
Educators and Trainers Association

The Case for Yoga

By Russell S. Miller



Yoga made me a better Warrior. Yoga made me a better Soldier. Yoga made me a better Infantryman. Yoga made me a better Special Operator. Yoga made me a better tactical shooter. Yoga made me a better competition shooter. Yoga saved my military career and allowed me to get to retirement. Yoga help me do my job better. Yoga made me a better patient and helped me recover from my injuries. Yoga made me more in touch with my body. Yoga made me more proactive in my health. Yoga is the best, cheapest physical therapy anywhere. Yoga has made me a better citizen, person and human.

Yoga can't be all that, can it?

All Yoga exercises (poses) are compound exercises that fire multiple muscles, ligaments, tendons, joints and bones while also forcing you to do physical, physiological and mental exercises to improve your performance. To me, this sounds like something us tactical athletes could use every hour of every day.

My first experience with yoga was when I was stationed at Ft. Drum, NY as an infantryman. I was competing in Summer Biathlons (run and shoot) every weekend from April to October. You have to run one mile then shoot five 3.5 inch targets prone. Run another mile and shoot five 3.5 inch targets standing and then run one more mile. My rifle was bouncing all over the place because of my breathing in both the prone and standing positions as I was gasping for air and my torso was heaving up and down. We all know that is not conducive to accurate shooting. A friend's wife recommended that I try yoga. While I didn't go to yoga classes I consulted with a yoga instructor and she taught me how to use yoga breathing to control my breathing and mindfulness to lower my heart rate. Within a month I was controlling my breathing and my heart rate and hitting targets. Once I started hitting those targets I started bringing home trophies. Does this sound like it may help a warrior in uniform?

My second experience with yoga started about five years later when I developed chronic lower back pain (LBP) during Combat Diver training. In the intervening years between the summer biathlons and my Combat Diver

training I had been busy fighting wars and becoming a Special Operator so the yoga fell by the wayside. I developed debilitating chronic LBP during Combat Diver training that almost got me dropped from the training course and almost ended my career. I went to physical therapy, drugged up on pain meds and nothing got fixed. A year later and no relief from the back pain, a fellow Special Operator with back pain told me that she had back pain until she started doing yoga and she invited me to join her. Six months later my back pain was gone and I was stronger, faster and felt younger than ever before. No drugs. No useless physical therapy. No surgery, which the doctors were talking about when I developed the chronic LBP. That LBP almost ended my career. Once I started yoga my career was no longer in danger. After a year of yoga, I started teaching it to my unit and they loved it.

Those are two examples of yoga having an immediate, direct effect on shooting and my health. Are you convinced to join a yoga studio yet? If not, let's talk rotator cuffs below.

For you, the tactical athlete, yoga is a system of physical, physiological and mental exercises that permits the practitioner to deal with physical, physiological and mental stresses as they happen and their after effects. Yoga gives you the tools to deal with these stresses and mitigate the long-term costs of a life spent standing guard on a wall.

The physical aspects feed the physiological aspects which feed the mental aspects. We all are familiar with the physical poses we see on TV, magazines or as we walk by the yoga room in the gym but these are the foundations for tuning up your physiological and mental tools. When we go into these physical poses, we use our breath to ease the tension in our entire body to include muscles, tendons, ligaments, joints and bones. Using breath, a physiological tool, we can go deeper into those poses and stretch out the chronic tightness we all suffer from. We all know that the tighter and stiffer we are, the more prone

Yoga...con't.

we are to injury, both traumatic and chronic. I tore both of my rotator cuffs and right bicep during one session of hand to hand combat training and my shoulder surgeon credited my yoga practice with mitigating the injury. He told me that most shoulders he sees would have been ruptured in that same incident because they are so tight. Ruptured rotator cuffs are much worse than torn and recovery is very problematic.

During the physical exercises (poses) we are frequently twisted into pretzels that compromise our ability to breath, yet we have to block everything out (mental exercises) and focus on our breathing (physiological exercises). If I recall, during my military career I frequently had to assume uncomfortable, awkward, twisted positions for shooting, crawling, observing and carrying wounded personnel. Yoga teaches us to combine these three groups of exercises (physical,

physiological and mental) and use them intuitively. I had to carry a Soldier on my back for 6 miles, doubled over under his weight, not able to fully breath so I had to turn inward mentally and focus on my breathing. Those three yoga traits helped me get through that and not just barely. I got through it with plenty of strength at the end ready to tackle our next challenge.

Those same three groups of exercises help us get through the long term mental, physiological and physical abuse we have received standing guard on that wall. After six months of traditional physical therapy for my torn rotator cuffs and bicep I was making little to no progress and became very frustrated. I couldn't hold up a rifle in an entry position or draw a pistol out of a holster. I took those frustrations to my yoga instructor and he immediately gave me six exercises (poses) for my shoulders. Within a couple of days, I started improving in both range of motion and strength. After a month of those poses he started having me do inversion exercises (shoulder stands, forearm stands, hand stands, etc) where I was upside down balancing my entire body weight on my shoulders. The Surgeon said I would never be able to do a yoga inversion again. Those inversions turned out to be the BEST therapy for my shoulders. When one goes to conventional physical therapy, you are given a series of exercises to target various stabilizing muscles one muscle at a time. An hour to an hour and half of therapy per day was normal. During Yoga, I spent 20 minutes a day doing inversion exercises and finally started to get better. The inversion exercise fired all of my stabilizer muscles at the same time and to much greater effect in much less time. In no time I was mounting my rifle to my shoulder and drawing my pistol as before. In the accompanying picture, you will see me in an inversion called a Scorpion. That exercise is on two torn rotator cuffs, a torn bicep, torn forearm ligaments and tendons (bilateral – for you entry guys that means two). When I showed the accompanying picture to my shoulder surgeon (who was a Special Operations Surgeon) he couldn't believe it. Needless to say, he is now a yoga believer.

One final thing about yoga that everybody needs to understand. Yoga is not a religion nor is it trying to



convert a person to a certain religion. It is an inward, physical, physiological and mental discipline that you practice on your own at your own pace so it serves you best. I get a lot of resistance to yoga from uniformed people because they think yoga will try to convert them to Buddhism, Confucianism, Shintoism or Hinduism. In 21 years of practicing yoga and a year practicing in Korea and Nepal, I have never been approached about religion. Not one word.

A regular practice of yoga, either on your own or at your department/unit, will enhance your capabilities as a tactical athlete. Yoga does this by executing a series of exercises that forces you to engage your physical, physiological and mental attributes in order to calm your body, your breath and your mind to reach higher levels of performance and build up resiliency to the stress and trauma all first responders face on a daily basis.

I am teaching the **Yoga Training for LE/Military Instructor Class** at the ILEETA Annual Conference this year and I encourage everybody to seriously consider joining us. I think you will learn a lot and feel better when you leave.

ILEETA

About the Author

Russell S. Miller retired from U. S. Army Special Operations with 26 years of experience. He has been practicing yoga for 21 years to include a year in Korea and Nepal. Russell studied yoga for 14 years under the tutelage of Andres Josephs, a fellow retired Soldier who worked extensively with traumatic injuries in the Fort Bragg, NC area. Russell is a certified 200hr Yoga Teacher (a basic qualification) and has taught uniformed personnel (military, LE, fire and EMS) throughout his 21 years of practicing yoga. Russell has an extensive list of personal injuries that he has overcome with his yoga practice and has used that experience to help fellow uniformed personnel to overcome their injuries.



Law Enforcement Environment



Creating Courage in the Thin Blue Line: How to Develop the Courage to Lead

By Tim Barfield



“**C**ourage is the first virtue; it makes all the other virtues possible.” Aristotle

The emphasis on teaching and learning leadership has been an important cultural change for law enforcement. The culture in law enforcement, with its paramilitary structure, was more about adhering to the rules and not complaining than developing and caring for your people. This culture did not allow for challenging ideas or speaking out if something was wrong. This type of culture leads to many leadership lapses such as the New Orleans Police corruption and LA Rampart scandals. We have even gone so far as to attempt to kill our own as reflected in the incident with Frank Serpico in the 1970's.

For these and many more reasons, this new push to teach leadership is a breath of fresh air. Like any cultural change, however, this will not be easy or well received by cowards and bullies. Identifying and knowing the right traits will not get us where we need to be without the moral courage to lead. Leadership isn't easy, in fact it is often lonely. By its very nature, leadership means doing what others will not. If everyone was doing the right things, we would be following a crowd instead of stepping out in front of the crowd.

I consume quite a bit of leadership material and there is a lot of great stuff out there but so many fail to give examples of how to develop the moral courage to lead. There are innumerable examples of physical courage in law enforcement but equally as many lapses of moral courage. Moral courage can be developed, I hope to share some ideas here. At its core, leadership is not a position but a disposition. It should be developed from day one in the interview process and not wait until someone becomes a “boss”.

Accountability - Because leadership puts us at risk, it is good to have accountability to someone or something

that will call us out when we shrink back. My belief that I will be held accountable by God for my actions here drives me to hold true to my values. Maybe you have that same belief but another way to be accountable would be to select a mentor or group of people you meet with regularly who you would answer to for your actions. The people you choose must be able to hold you accountable and know and hopefully support your values.

Know Yourself - Do you have a realistic view of who you are? Many people suffer from the Dunning-Kruger effect, which states that people think they are better than they are. We judge others by their actions and ourselves by our intentions. Knowing what you really believe, what your limits are and what hill you are willing to die on is important before you fight. This will require some soul searching and some honest conversations with yourself and those who know you. Once you have a good assessment, go back to that mirror often.

The Desire to be Liked - This may be the most common problem that affects the ability to be a good leader. If you are the best leader that ever existed, you will still not be liked by everyone. Certainly, being liked can be a good thing but the desire to be liked will cause you to do what is best for you and not necessarily what is best for them. You need to remember that leadership is not about you but about the people you lead. Those who are not receiving your guidance or don't have the skills necessary to succeed in an area will not be helped by your failure to have courageous conversations. Find security in caring about your people and seeking what is best for them. Work on how you communicate difficult information to the people who need to hear it in a way that gives them the facts and solutions to improve. In the end at least you will have the respect of truth and courage to do the hard things.

Love Your People - Having presented the perspective of being liked, understand it is a two-way street. You will find that you must work with people that you don't like personally, professionally or both. Do not feel the pressure to like everyone. Seeing your people as people,

Courage...con't.

who come from different backgrounds, cultures, times and values will help you seek what is best for their improvement or life. What is important is that you love everyone you work with. I am speaking of an agapē love, which means seeking the highest good for that person. If you truly love people you will do the right thing. Your mom loves you; your friends want to be liked by you. If you have a big booger hanging out of your nose, your friends will laugh and make fun of you. Your mom will tell you because she wants what is best for you.

Knowledge - As a leader, you need to be well versed in many areas. How much time have you invested in your education today? Although training is important, I am also talking about current events, relevant facts about law enforcement and current events, laws, use of force, human performance, ballistics, training, best practices, etc. This is a lot and you can't be the expert in everything. Probably one of the easiest ways to be prepared to share the information you will be asked for is to make sure you have the right people around you who are the experts. You need to acknowledge them and use them.

Knowledge is also power, and many people try to secure their position by failing to share. A leader shares and encourages knowledge in those they serve. When people feel empowered around you and know that they are part of a team and that you want them to be better you create a situation that secures your future and not limits it. Make a concerted effort to share some of your knowledge every day.

Humility and Transparency - Although different aspect of leadership, these traits go hand in hand. A good leader requires humility which often leads to transparency. Understanding that you are human and being open to

being critiqued will allow people to bounce ideas or improve on areas under review. Proverbs 11:14 states, "Where no counsel is, the people fall: but in the multitude of counselors there is safety." We need to be humble enough to seek input. You can develop your courage by seeking input, answering questions and avoiding hidden agendas.

Character Matters - What is character? Doing the right thing, for the right reason even when no one is looking. Does it matter? You bet! So how do we develop courage in character? Don't be fake. Live by a set of standards you expect of yourself and others. This will involve transparency, reflection and time. Spend time reflecting what it is you really believe. Be willing to be challenged. When someone calls you out, be willing to discuss your decisions and values. Whether in you or in others you serve, reward courage. A failure to identify and reward courage does two things; it fails to identify the traits necessary for the building blocks used to build courageous leaders, but it also lets cowards succeed by ignoring their behavior. Abraham Lincoln said, "To sin by silence when you should protest, makes cowards of men."

Now is the time to teach and develop courage in the Thin Blue Line. How successful will we be when from the least to the greatest, courage is displayed in every act of service? **ILEETA**

About the Author

Tim Barfield is the Chief of Police in a small Midwestern Ohio town. He has been a police officer for 39 years. Prior to his appointment as chief he spent 32 years in an inner ring suburb of Cleveland, Ohio. He is a husband, father and grandfather who has a love for police work and police officers with a goal of helping them succeed in a great profession.

ILEETA
International Law Enforcement
Educators and Trainers Association

Understanding Crash Scene Evidence and its Impact on Prosecution

by Chuck Cornelius



‘Dispatch to any available unit for a two-car crash with possible fatality?’

We have all heard this call come over the radio from dispatch. While some of us in law enforcement welcome this case, other dread it. Is this a glorified insurance/civil case or is it more? You arrive on scene to fire personnel, ambulance personnel, tow trucks, witnesses and other law enforcement personnel walking all over your scene. What else can go wrong? Oh yeah, let's add an attorney from the local prosecutors office to your scene, what could go wrong with this we ask under our breath? Is it possible in our law enforcement work to have this attorney be an asset versus a liability? The answer is yes, as long as WE can train them first.

While the crash investigation is going on from the scene location through to prosecution, don't forget about the proximate cause of crash. The crash was preceded by a series of events. What were the events that led to the crash? What contributed to the crash? Who allowed the events to occur that lead to the crash? Let's tell the whole story. Let's take a step back and look at the whole event from start to finish. This where we in law enforcement instructors can bring in a prosecuting body and use this as a teaching moment. The crash is the end of the event, but what happened to the beginning of the crash? How and what started this event in motion? How can we help the prosecutors tell the whole story?

case goes to trial, will the prosecuting attorney be able to understand the defense expert who will be arguing the law

enforcement investigation is wrong? As the only full time Vehicular Crimes Investigator for a District Attorney's Office in Texas, we have begun to teach both law enforcement and prosecutors the common language in crash investigation. Now everyone can walk and speak the same language of crash investigation.

Here at the Harris County District Attorney's Office in Houston, Texas, we have a division dedication to Vehicular Crimes. With Five (5) full-time felony prosecutors and an investigator we handle cases involving fatal crashes where the at-fault driver was intoxicated, where a law enforcement officer is killed or sustained serious bodily injury, when two (2) or more deaths have occurred or where a child under six (6) and died. In 2019 55 new cases we assigned to our division with 42 of the cases involving a fatality. In Early 2019, in partnership with the Texas A&M University's Transportation Institute, we rolled out a training program specifically tailored to the prosecuting attorney. This was to create the fundamental framework of vehicular crimes cases. Then in late 2019, we rolled out a detailed crash investigation course covering the physics, formulas and terminology related to crash reconstruction. The goal is to have trained prosecutors on the ground and available to respond to crash scenes and understand the dynamics involved.

Each week we have two (2) assistant district attorney's on -call 24/7 along with the investigator. At the request of the investigating law enforcement agency, the attorney will respond to any fatality crash where the at-fault driver is alive. The District Attorney's investigator will respond with the on-call attorney when alcohol is a factor. Then the Chief Attorney and District Attorney Investigator will respond when there are multiple fatalities, a fatal with a child under 6 or any fatal or crash with serious bodily injury involving law enforcement or fire fighter.

During the 2020 ILEETA Conference in St Louis, I will be presenting the fundamentals of our training program for



A crash investigator has the expert training and knowledge to reconstruct a crash for the purposes of showing how the crash occurred and who the at-fault party is. But, does the crash rise to a criminal act and will the prosecution understand why we are saying? If the

prosecutors for those attending this work shop. The learning objectives can be tailored to your individual needs and prosecution offices as each jurisdiction is unique onto itself. I will have case studies that will be discussed to show how we were able to overcome the learning hurdles that attorneys have when it comes to law enforcement investigations. Also, we will discuss what skills and tools the prosecuting attorneys have available to them that can be of use in our investigations. The common goal that we in law enforcement and the prosecuting attorneys have is that we both are seeking evidence based justice with successful convictions.

ILEETA

About the Author

Chuck Cornelius is a criminal investigator with the Harris County District Attorney's Office in Houston, Texas where is currently assigned to the Vehicular Crimes Division. Mr., Cornelius has been in law enforcement since 1989 and holds a Master Peace Officer Certification with the Texas Commission on Law Enforcement as well as a Certified Instructor and ILEETA Member.



2020
ILEETA ★
CONFERENCE & EXPO

**SUNDAY AUGUST 2ND TO
FRIDAY AUGUST 7, 2020**

ST. LOUIS UNION STATION HOTEL
ST. LOUIS, MO

2-DAY
VENDOR
EXPO

LIVE
FIRE

MORE THAN
150 INSTRUCTOR
COURSES

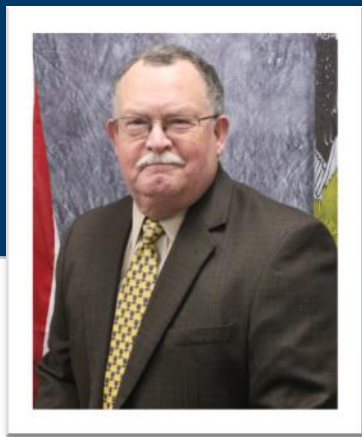
HANDS-ON
& CLASSROOM

INSTRUCTOR
CERTIFICATIONS

INTERNATIONAL LAW ENFORCEMENT
EDUCATORS AND TRAINERS ASSOCIATION

The Dark Future We Face

By Dick Fairburn



As we gather for the 2020 ILEETA convention I encourage all of you to expand your vision. You

are here to learn new tips and techniques to train the fellow officers you contact daily, so by all means accomplish that mission here in St. Louis this year. But pay attention to the dark clouds gathering around us. You can also take away some tools for recruiting the fresh blood we need in our herd.

As the trainers for your agencies you need to expand your mission, and do it soon, or we will see the training advances led by men like Ed Nowicki quickly shoved aside in US Law Enforcement's desperate fight to simply survive intact.

In the last issue of this ILEETA Journal, one of Ed's old articles described the TERRIBLE state of training when he started in the late 60's. It was beginning to improve by the time I started in the early '70's. The modern state of police training almost all of you know today evolved long before you were sworn in but you could be the generation to see it come apart at the seams.

How far do I go back? To the days when 99.9% of police holsters carried a revolver. The sidearm I carry every day is a Colt Lightweight Commander .45 lovingly hand fitted by the best of all master pistolsmiths, Richard Heinie. The serial number on the frame dates it to 1956, so it is only one year younger than me.

How far do YOU go back? Anyone who was already a cop on the day of the September 11th attacks has or soon will collect their 20 year service pin. Learn from us old timers just how bad things can get!

Even before I got my first full-time LE position, I became a certified firearms instructor at the Illinois Police Training Institute. It was always my dream to be a trainer and I got to live that dream for more than 10 years, developing new cutting-edge training programs at the Illinois State Police Academy, including the most successful firearms

training program in the nation (according to documented street performance). Unfortunately, I stayed around long enough to see the "NEW" breed of police administrators begin their climb through the ranks and the last few years I spent at the academy were some of the worst of my life. Programs designed to save cops lives by making them more effective at fighting or shooting are now the antithesis of the modern "De-escalation" and "CIT" training mandates. Trying to train a cop to be a social worker takes the fight right out of them. They are training the new kids to be more afraid of a lawsuit than a bullet.

How bad has our leadership and training become? We have seen six officers fired – essentially for cowardice – as a result of the 2018 Stoneman Douglas High School attack in Parkland, Florida. Since I blame poor field performance on poor leadership, I blame the former Sheriff Scott Israel. He is the poster-child of the kind of police administrator being produced in our current Chief's "academy system" made up of the IACP-FBINA-CALEA-PERF. If you doubt those organizations ultimately intend to turn us into the disarmed, uniformed targets of our brothers and sisters in the United Kingdom then you are a fool who hasn't risen high enough in those organizations to have learned the secret handshake. If that statement offends you, you are probably part of the problem.

The last and best of the true blue sheepdogs are; YOU, the trainers. You probably have enough time-in-service and time-in-grade to resist the elite, liberal administrators' goofy ideas and enough respect from the line officers to make a real difference. You are the glue we need to preserve our way of life.

What proves my point? The current state of Police recruiting does. Departments who used to get hundreds or thousands of applicants are now running short-handed because so few viable candidates apply. Who would want to become a police officer when everyone is against them, and I mean EVERYONE.

The Media.

City, County, State and Federal elected and appointed officials.

Many prosecutors and judges in the Judicial system.

Even many of the Chiefs and Sheriffs who run their departments.

I will be doing my Ambush recognition/survival training session again this year at ILEETA on Wednesday and Friday. My research has uncovered a short list of training tips you can take home to your people to prepare them for an ambush by the bad guys. I wish I had a way to help them survive the ambushes our officers take every day from the very people who SHOULD be on their side!



Some of my proudest professional achievements were the first-line/mid-level leadership programs I developed at the Illinois State Police. Then I made the foolish mistake of letting my oldest friend (a retired police chief who got elected mayor) convince me to move back home and cap my career with a few years service as the city's Public Safety Director. He felt I was uniquely positioned to be both a police and fire chief since my first several years of public service were as a career firefighter, before I came over to the dark side for more than 30 years of police experience.

Some friends in the state police thought my retirement there for the new position was hilarious ... now I would have to DO what I had been PREACHING to them in leadership class. I've done pretty well for the most part – but the real world is never exactly like the training range. I've had to make some decisions I knew in my heart were

wrong because doing the right thing (the HARD thing) would have caused more damage than the original problem. But, at least making those questionable decisions bothered me. Today we see police administrators actively choosing the wrong course of action just to gain prestige among their circle of colleagues.

As trainers you are natural leaders. So, LEAD! Resist the left-leaning administrators' movement toward de-escalation at great risk to the officers. Keep arresting the criminals the prosecutors bargain with and the Judges release on minimal bail. Flood the system with the dangerous felons in our society who need to stay in jail ... not for punishment, but because our good citizens are simply not safe so long as those animals are running loose.

Most of all; recruit good cops. There will always be some coming from the college justice programs, those who have blue in their blood, but they are the same ones who may be tempted to follow the "dark side" to liberal upper management. Talk to young men and women recently released from the military and help them see how the discipline and focus on mission they just lived will mesh perfectly with a law enforcement career. Talk up the profession to the young people you contact every day who have inherently good people skills. Knowing how to communicate effectively with all types of people is the single best attribute a young cop can possess.

I fear our country is teetering on the edge of a precipice. The next presidential election may be our last chance to turn around our decline, short of widespread violence.

Yes, I am an angry old man; I've already been doing this work too long for my own good. Many of you are much better cops, trainers and leaders than I have ever been. Pick up the flag and summon the countless good cops among us to rally together and re-energize them for the battle ahead. [As I write this I am seeing the scene in "The Patriot" where Mel Gibson picks up a tattered Betsy Ross flag and waves it for all to see – to bring back the fleeing militia and turn the tide of the battle.]

Future...con't.

This country has, since its inception, been the lantern of freedom for the entire world. According to Ancestry.com, all of my genes were here before the revolutionary war, and many of them were, as my father used to put it, “from a long line of horse and cattle thieves (Scottish border Reivers and Vikings before that).” The power of the United States is that we absorbed the peoples of the world, generally NOT those from a country’s elite classes, and forged them into the sharpest, strongest sword the world has ever seen. We have used that sword very sparingly, considering what we could have done with it, but have saved the entire world with it – more than once. I pray we can use it to save ourselves by simply rubbing off the rust and honing the edge – getting ready for a potential battle - strength through deterrence.

Make sure those who fail to support Law Enforcement see you honing it! **ILEETA**

About the Author

Dick Fairburn has more than 40 years of law enforcement experience in both Illinois and Wyoming, working patrol, investigations and administrative assignments. Dick also served as the Section Chief of a major academy's Firearms Training Unit and Critical Incident training program. He has a B.S. in Law Enforcement Administration from Western Illinois University and was the Valedictorian of his recruit class at the Illinois State Police Academy. He has published more than 300 feature articles and two books: [Police Rifles](#) and [Building a Better Gunfighter](#). Dick is currently serving as the Public Safety Director in a Central Illinois community, overseeing the police and fire departments, as well as the 911 center.



2020
ILEETA
CONFERENCE & EXPO

**SUNDAY AUGUST 2ND TO
FRIDAY AUGUST 7, 2020**

ST. LOUIS UNION STATION HOTEL
ST. LOUIS, MO

2-DAY
VENDOR
EXPO

LIVE
FIRE

MORE THAN
150 INSTRUCTOR
COURSES

HANDS-ON
& CLASSROOM

INSTRUCTOR
CERTIFICATIONS

INTERNATIONAL LAW ENFORCEMENT
EDUCATORS AND TRAINERS ASSOCIATION

You're Sued: Understand 1985 and Train for Your Defense

By Marie D'Amico



This session is a collaboration by Laura Scarry, Marie D'Amico and Dan Carlson.

You're sued in a "1983" action for damages in federal court for violating the plaintiff's "clearly established" constitutional rights. Do you have "qualified immunity?" What do you have to prove? What does all of this mean? What do you do? The first portion of the course answers those legal questions. The second part of the program helps attendees prepare outside the courtroom, where the fight began, by training for ambiguity: when law, policy and training are unclear. We will assist attendees in putting together a complete defense plan.

We hear about being sued in federal court but what the lawsuit is about and what you need to do or know is not frequently discussed until you are served with the papers. Then you hope your department has a good lawyer to walk you through everything: a lawyer who knows you, the law, the policy, the training, and who does not have a conflict of interest...that is a lot of hope! You don't win fights on hope. This fight is no exception.

A plaintiff (maybe someone you've arrested, for example) can sue for damages (money!) in federal court when a state official (you, law enforcement officer) violates their constitutional rights. However, just because they can and often do sue does not mean "they have a case" or that there is any merit to their allegations or the lawsuit. We have all heard of "frivolous cases". But if the official has actually violated the constitutional rights of the plaintiff they still might not be liable (this is a civil lawsuit so we don't use the term "guilty"). How can that be? Here's the law: That is because government officials performing discretionary functions generally are shielded from liability for civil damages insofar as their conduct does not violate "clearly established" statutory or constitutional rights of which a reasonable person would have known. "Qualified immunity" is meant to shield law enforcement officers from civil liability unless they are plainly incompetent or knowingly violate the law. Government officials are bound by (must obey) clearly established law.

Therefore, it is really important to know what it means for a law to become "clearly established" and when a law becomes "clearly established."

Unfortunately, that is not always so easy. The Supreme Court of the United States, which hears cases regarding alleged violations of constitutional rights, has taken fewer and fewer cases in the past decade, and those cases which it has taken have often granted qualified immunity but have not ruled on the underlying constitutional question, leaving little or no direction to the other officers who might find themselves in similar circumstances as the officer sued. The unanswered question for the vast rest is: "What do we do?"

In the second part of the class, we tackle this question. Training in collaboration with Guy Rossi has focused on training for ambiguity. We continue that focus here. We understand that officers can't wait for all the stars to align before they act. They are going on patrol, into the prisons, undercover, on pursuits etc. while the law and policy and customs and practices are being shaped or are left at odds.

Training for a legal defense has often been its own silo, like DT or firearms. Then you leave the classroom, re-read your notes and handouts from the law lecture and magically put it together, seamlessly integrating it into your other training. Or not. We aren't magicians. We have to actively integrate the law, policy, training and customs into a cohesive trained response, even if they are in conflict or ambiguous. We must develop a justified (that is, a lawful) trained proxemics-based response that incorporates "the totality of the circumstances" and protects the officer's exercise of discretion.

Training for ambiguity recognizes that decisions are often made under circumstances where much is unknown. Decisions that lead to lawsuits are those where the use of force was made in the absence of certainty. Decisions must reconcile certainty and risk. A decision or series of decisions, must also reconcile the law, training and policy.

There is not one use of force decision to be made but multiple decisions, not one use of force but perhaps many uses of force, not one definitive narrative but many pieces of information, perhaps contradicting, that must be processed (not necessarily reconciled) within some period of time, that period also dynamic and changeable. And the “reasonable” and lawful decisions must often be made in circumstances that are “tense, uncertain, and rapidly evolving.”

How do we get there? First, to understand “reasonable force” we must understand and make understood the threat and its consequences. Such an understanding is incomplete without an application of human performance factors. We will examine the relationship between time and resources and risk and ambiguity. How do they affect the decision-making process? We will look at training and apply what we know about the law: is it clearly established or not? How does the department’s training address the law?

One example of law, policy and facts colliding is the case of Eric Garner. It has been five years since the grand jury and FBI recommending not to indict the officer involved in the now infamous “I can’t breathe” “chokehold” case. The officer was found to have violated policy but not intentionally restrict Garner’s breathing. In fact, whether Garner’s breathing was restricted has also been contested. This is one example today where the law,

policy and training are in tension (as well as the finding of the medical examiner). Five years later, training, policy, and law have not come together in a meaningful way to guide officers facing similar circumstances who employ detention and takedown techniques. As instructors, what direction do we give if “chokehold” is a misnomer? Are we building alternative uses of force around a wrongful construct? What exactly is prohibited? What is the trained alternative? How do we describe it? What level of force is it? What does it look like? Can it be visibly distinguished from other levels of force? How, if at all, does the department’s policy address it? Is its use “clearly established” as lawful or is it unsettled whether this alternative violates the subject’s constitutional rights? Will it be interpreted to be indistinguishable from the prohibited “chokehold”?

The time to grapple with these questions is now, before you’re served. Bring your examples and let’s work through how you start training your legal defense where the law is not clearly established and policy is not well articulated and trained. **ILEETA**

About the Author

Marie D’Amico is an attorney, certified Force Science Analyst and owner of Legal Force E.T.C. LLC providing education, training, and consulting in the use of legal force. In that capacity, she works closely with Guy Rossi and Associates to develop and train justified use of force responses and force transitions integrating defensive tactics and



Writing Proper Police Reports

by Christopher E. K. Pfannkuche



An important part of every police officer's duties is to write reports on the cases that they handle. Police reports come in all types, lengths, styles, and

purposes. While a few reports are still handwritten, the vast majority are now computerized. Some have templates to follow, while others do not. Some involve lengthy narratives, while others are just fill-in-the-boxes. Arrest Reports are meant to be brief. Case reports are meant to be more detailed. Detective Reports tend to be very specific. There is no "one size fits all" format.

However, it is the "**details**" that make your police reports better because it is the "details" that will strengthen your case and it is the "details" that you will certainly be asked about on cross-examination in court. Therefore, it is important to know which details are important to include.

The ability to write a good police report is a "**learned talent**" that only comes from the insight acquired from years of training, experience, interacting with prosecutors, and testifying in court. Police reports are central to every criminal case. The quality & detail of police reports, based on thorough police investigations, will often be a good predictor as to whether a criminal prosecution will be successful.

In order for police officers to understand the basic purposes of police reports, two points must first be understood: **1) WHAT constitutes a proper police report?** ... To answer this question, you must first understand the predicate question: **2) WHY do you write police reports?** Unfortunately, many police officers fail to grasp these simple concepts and often receive poor training on how to write proper reports. The answers involve more than just writing down "some" basic information.

So ... WHY do you write police reports?

Police officers write police reports for three important reasons: 1) to accurately memorialize the relevant facts

and events of an incident or crime when writing for official purposes; **2)** to assist in the subsequent prosecution of a criminal case; and **3)** to use to refresh an officer's memory prior to testifying on the case months or years later. Every police officer must consider each of these three perspectives, and the specific "details" that are required, before writing their reports.

1— Reports are meant to accurately memorialize the relevant facts and events of an incident or crime when writing for official purposes. To accomplish this, you must properly "paint the picture" so that the reader can both picture the visual setting and the sequence of events as they unfolded. The specific sequence of events is crucially important.

2— Police reports are also intended to assist in the subsequent prosecution of a criminal case. Prosecutors rely heavily upon what is contained in the reports, **even before they ever speak to the officers or civilians involved**, in determining the strengths and weaknesses of a case when deciding to bring formal charges, and then when deciding whether to go to trial, offer a plea deal, reduce the charges, or possibly even drop the charges.

3— Finally, reports also exist to use to refresh an officer's memory prior to testifying on the case in court. Often months or years pass before an officer might appear in court to testify on a case. Memories fade. Additionally, a testifying officer may have made dozens, or perhaps hundreds, of arrests subsequent to the case in question. Many of these arrests may be, and often are, very similar factually, and must be distinguished from each other.

So then ... WHAT constitutes a proper police report?

As a 31-year criminal prosecutor who has had to deal with dozens of police reports every day in court, my #1 Rule was: **"If it isn't in the reports, it never happened!"**

Many officers have told me: "Don't worry. I will just testify to it in court." What many officers do not understand is that they cannot do this. If an officer testifies in court as to anything "significant" that is not

Reports...con't.

contained in the reports that officer will be considered to be **"impeached"**. Specifically, it is referred to as **"impeachment by omission"**. Each time an officer is impeached, his/her credibility is diminished, both in that case and in any future case. At a certain point an officer's credibility can become completely destroyed.

Therefore, all "significant" details **MUST** be included in your reports. Details **MAKE** a good report!

SAMPLE REPORT – Let's look at an actual police report, completely devoid of details, that crossed my desk years ago involving a charge of: "U.W.W./F. – Unlawful Use/Possession of a Weapon by a Felon". It was one of the first reports written by a new officer. Both the Arrest Report and Case Report read identically:

"Officers responded to a FLASH message of a man with a gun. Officers responded to that location and observed the offender. Officers approached, placed the offender in custody, and transported the offender back to the station for charges."

A report like this is a defense attorney's "dream". The problem is that there are absolutely **NO** details in this report. Think about what **YOU** would want to put into this report.

The officer who wrote this report would have been severely "impeached by omission" on the witness stand. However, the case never got that far. All charges were dropped due to the poorly written police report and a criminal went free.

A Judge or Jury will not be able to make an educated decision if you do not "paint the picture" clearly for them. Further, any "doubt" as to what exactly happened always rests in favor of the defendant and can result in a defendant going free.

Note: Even though this example is a simple incident there are a lot of details that must be included. Why are these details needed? There are numerous questions that an officer will typically be asked on the witness stand by

both the prosecutor and defense attorney. These details tend to be logical ones. Accordingly, these are the types of details that need to be included in your reports. These are details that officers may typically forget unless they are memorialized in a report to refresh their memories later in court.

In more involved cases more details are required.

First: There is no set length to reports – Reports are meant to be concise and to the point ... but they **MUST** include all of the important and relevant facts! Your reports should be detailed enough to "make the case" and "paint the picture" for the prosecutor. Do not waste a good arrest with a poor report.

Proper terminology – Proper terminology is crucial. Usage of words like I vs. We, FLASH vs. Dispatch, Radio description vs. actual on-scene description, On-View vs. On-Scene, R/Os (Reporting Officers vs. Responding Officers), and Detention vs. Arrest routinely cause huge problems in police reports.

Probable Cause – This is the reason "WHY you did WHAT you did." This must be clearly set forth in your report.

V/W Interviews – These are crucial to your case. Conduct and document all interviews. Get details.

Evidence Technicians – Often an Evidence Technician / Crime Scene Specialist is called to process a crime scene. This must be clearly stated in your report. Include what they were asked to do.

Evidence Collection / Inventory Procedures – must be carefully documented. As a rule: Inventory **ALL** evidence related to the case! You have no idea what may later become relevant at trial. Many Officers fail to inventory all the evidence ... and that becomes very problematic.

Never comingle evidence!

Christopher's "Evidence Preservation" Law: – Locate it, Identify it, photograph it, recover it, preserve it, inventory it (for future use), memorialize it (in your reports),

Reports...con't.

analyze it (at a lab), bring it (to court for trial), testify about it (in court), and impound it (after trial). Maintain a documented “**Chain-of-Custody**” at every step.

Offender Identifications – There are several different ways in which an identification can be made: show-up, photo array, live line-up, unusual body characteristics, voice ID, reverse ID, or in-court ID. Each identification must be carefully documented. In each case you must document the details.

Miranda Warnings – Miranda Warnings mostly (with some exceptions), pertain to in-custody criminal interviews conducted in the United States. Your narrative **MUST** include the specifics of offender being read his/her Miranda warnings.

Offender Statements/Admissions – A good statement can corroborate evidence recovered and make for a very solid case.

Review & Proof-Read – When done, carefully review and proof-read all your reports before you file them.

Review your reports prior to testifying in court – BEFORE you testify in court you should carefully read and review your reports. Know every detail in your reports because you will certainly be cross-examined on the details.

In conclusion – Write proper police reports. The quality of your police reports can make or break a case. Details will make a police report better, more professional, and make the case stronger. Write your reports carefully and professionally. Include ALL relevant details. Be proud of your effort. Your goal is simply to be accurate, detailed, and professional. Become a better police officer!

ILEETA

About the Author

CHRISTOPHER E. K. PFANNKUCHE is a trial attorney, Career Criminal Prosecutor with 3 government agencies, and Police Training Instructor. He worked for 31 years an Assistant State’s Attorney with the Cook County State’s Attorney’s Office, assigned to the felony trial courts, serving as a “Trial Supervisor”. He teaches police training courses on “Search Warrants”, “Writing Proper Police Reports”, “Evidence Handling”, and “Testifying in Court”, all from the perspective of a veteran criminal prosecutor. He is a certified teacher. As a University Undergraduate Law Professor, he has taught Criminal Law and Business Law. He is a published legal author and has lectured extensively. He holds the rank of Captain & Legal Officer in the C.A.P., U.S. Air Force, Auxiliary. He is a licensed Private Detective, licensed Airplane Pilot, and certified Scuba Diver. He is the Legal Advisor for the Chicagoland Metropolitan Crime Commission. Contact info: Email: LAWPILOT@aol.com / Cell: 312-213-6951.



Clarifying Misrepresentations About Law Enforcement Interrogation Techniques

By Joseph P. Buckley



Over the years social psychologists, defense attorneys and some academicians have offered a number of criticisms of current law enforcement interrogation practices. Some of these criticisms are:

- the goal of an interrogation is to get a confession whether it is true or not
- investigators use minimization tactics in which they offer the suspect leniency if he confesses and harsher punishment (maximization) if he does not
- investigators oftentimes interrogate innocent people whom they have erroneously classified as guilty
- investigators use coercive tactics and procedures to secure confessions
- investigators feed crime details to the suspect so that the authenticity of their incriminating statements is difficult to assess
- investigators lie to the suspect about evidence
- investigators do not modify their tactics when questioning juveniles or mentally impaired individuals
- the interrogation is designed to make the suspect feel isolated and hopeless so that he sees no way out except to confess
- the Reid Technique is a guilt presumptive approach

In this presentation I will address these issues in detail, providing you with information that will be significantly helpful to both your officers and prosecutors who may be faced with some of these issues in their confession cases.

I will address the following topics in this presentation:

- Understanding the Interrogation Process:
The Reid Nine Steps of Interrogation
- The Purpose of an Interrogation

Guilt presumptive process

How social psychologists describe interrogation

- The Use of Minimization Techniques
Pragmatic implication
- The Three Errors that Lead to False Confessions:
Misclassification, Coercion and Contamination
Misclassification
The Reid Behavior Analysis
- Lying to a Suspect About Evidence
- Modifying Techniques When Questioning Juveniles and Individuals with Mental or Psychological Disabilities
- Courts and Attorneys Use Reid as the Benchmark for Proper Procedures
- Causes of False Confessions
- Best Practices

ILEETA

About the Author

Joseph P. Buckley III is a forensic interviewer, detection of deception examiner, lecturer and consultant. Mr. Buckley is President of John E. Reid and Associates in Chicago, Illinois. He has been with the firm since 1971. He is co-author of the books The Investigator Anthology, Criminal Interrogation and Confessions, Essentials of The Reid Technique, and A Field Guide to the Reid Technique, as well as numerous articles and papers.



March 23-28, 2020
Union Station Hotel
St. Louis, MO

REGISTER ONLINE AND SAVE \$\$

You can save **\$10** by completing this registration online even if you intend to pay by check; p.o.; or have multiple registrations and want a single invoice. See the instructions on the registration page.

Please be accurate when completing this form, since this information is used to print your conference certificate, your conference ID badge, and for training record purposes. **You MUST be an ILEETA member to attend, if not please complete section 2.** If e-mailing this form to ILEETA at info@ileeta.org, please save and re-name the file using your conference badge name and "2020crf". For example: John_A_Smith_2020crf. **If you e-mail your registration you will receive a confirmation reply within 3 business**

Section 1 - Conference Attendee Information

If not an ILEETA Member, complete membership application in Section 2

Name	Last		First		M.I.	
Title/Rank			Agency			
Agency Street Address				City		
State		Zip		Agency Phone		
Agency Fax			Agency E-Mail			
Home Street Address				City		
State		Zip		Home Phone		
Home E-Mail				Country		
Preferred Contact	<input type="checkbox"/> Home <input type="checkbox"/> Agency		Web site if applicable			
Check those that apply: <input type="checkbox"/> Criminal Justice Educator <input type="checkbox"/> Public Agency Trainer <input type="checkbox"/> Privately Employed Trainer						
<input type="checkbox"/> Training Manager <input type="checkbox"/> Field Training Officer <input type="checkbox"/> Researcher/Author <input type="checkbox"/> Other – describe						
Check those that apply: Type of training conducted: <input type="checkbox"/> General subjects <input type="checkbox"/> Use of force <input type="checkbox"/> Safety/Wellness <input type="checkbox"/> Firearms						
<input type="checkbox"/> Investigations <input type="checkbox"/> Defensive tactics <input type="checkbox"/> Other – describe						

Section 2 – New ILEETA Member Application – ILEETA Members Do Not Complete

Please provide verification that you are an instructor in the field of criminal justice. Describe in the space provided the nature of your instruction/training. Additional information such as trainer certification or testimonial/reference letter may be attached to this e-mail/mail/fax (two documents maximum). We will contact you if additional information is required.

Supervisor or Client who can verify you the above			
Contact Info for above	Phone		E mail
ILEETA Sponsor Name if Any			

Payment Information: Full Payment Must Be Made Prior To The Conference - NO EXCEPTIONS!!

<input type="checkbox"/> Conference Registration \$420 <input type="checkbox"/> New Membership \$50	
<input type="checkbox"/> Renewal Membership One Year \$45 <input type="checkbox"/> Renewal Membership Three Year \$120	
Payment Type	<input type="checkbox"/> Credit Card (VISA/Mastercard) 2/23/20/Other <input type="checkbox"/> Check/Money Order <input type="checkbox"/> Purchase Order(before)
Card/P.O. Number	Expires
Name as it appears on the card	

Save file and send as attachment to:

INFO@ILEETA.ORG OR PRINT AND MAIL TO: 8150 WHITE OAK AVE, MUNSTER, IN, 46321 Any questions contact ILEETA at 262.767.1406 OR E MAIL INFO@ILEETA.ORG OR GO TO WWW.ILEETA.ORG

revised 5/28/2019

Register online at www.ileeta.org