

# Training Conference

August 27-31, 2018

## Gatlinburg, Tennessee

Course Name	Seminar ID #	Start	End	Fee
Smartphone Forensics and Cellular Technology Certification +SMART	15616	Aug 27	Aug 31	\$695
Detective and New Criminal Investigator	15614	Aug 27	Aug 31	\$495
Internal Affairs Conference and Certification	15613	Aug 27	Aug 31	\$595
Hostage/Crisis Negotiations - Phase I and II	15615	Aug 27	Aug 31	\$525
School Violence Conference	15617	Aug 29	Aug 31	\$350
Managing the Property & Evidence Room	15658	Aug 27	Aug 28	\$325

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June 11, 12 & 13, 2018 • Columbus, Ohio

# Public Agency Training Council

Mark Waterfill, President



National Criminal Justice  
Public Safety Continuing Education

Sponsored By:  
**Columbus Police Department**  
Columbus, Ohio

## Training Seminar SUPERVISING THE TOXIC OFFICER

Instructor:  
**Mike J. Coker, Sgt. (Retired)**

**Sergeant Mike J. Coker (Retired)** brings a motivational style of lecture to classes and speaking engagements across the Nation on the topics of Leadership/Supervision and Domestic Violence issues. Mike served as a police officer for 20 years in the Portsmouth, Virginia Police Department. Mike held several supervisory assignments during his tenure: Field Training Officer, Uniform Patrol Supervisor, Homicide and Robbery Squad Commander, Domestic Violence / Sex Crimes Supervisor, School Resource Supervisor, Robbery Task Force Squad Commander, Shift Commander, and Administrative Assistant to the Chief of Police. Mike is a graduate of Virginia Polytechnic Institute, Sorensen Institute for Political Leadership at the University of Virginia, and the State University Leadership Course at Pamplin College - Sponsored by the Virginia Police Chief's Association in Blacksburg, Virginia.

Mike's teaching experience includes: The Polaroid Corporation, United States Postal Service, U.S. Attorney's Office - Northern Mississippi District, Las Vegas Metropolitan Police, Idaho P.O.S.T., Miami-Dade Police Department, Idaho Governor's Task Force, Suffolk County Long Island, New York, Virginia Juvenile Court Judges, Virginia Department of Criminal Justice Services, TCLEOSE, Academy of Criminal Justice Services, Eastern Virginia Medical School, St. Louis County Police Training Academy, The U.S. Virgin Island Police, the Island of Mai and Hilo Hawaii Police Departments, Col. Henry F. Williams Homicide Seminar hosted by New York State Police, to name a few. Mike is a past Board of Director's member of Help Emergency Response (HER) - a local battered women's shelter in Portsmouth, Virginia.

**June 11, 12 & 13, 2018**

Columbus, Ohio

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# SUPERVISING THE TOXIC OFFICER

## Course Objectives:

Part of a leaders responsibility is to maintain favorable work conditions. Unfortunately, there are people who make this difficult to accomplish. While they may be small in numbers at times, they seem to create the largest amount of stress. Line and staff officers are often referred to as toxic employees. Their counterproductive attitudes can negatively impact the workplace. Toxic employees are people who are disappointed with his or her job, and want to tell everyone of their experience. Their unhappiness can stem from a variety of sources. The toxic person likes to hold the workplace hostage from threatening supervisors with lawsuits, to filing baseless grievances. If the work force feels the toxic person is not being held accountable, morale suffers.

This 2.5-day course is organized to help police leaders develop strategic view of dealing with toxic employees while managing your liability risk. This program is user friendly complete with different options of defensible techniques to help administrators and supervisors establish a plan to manage the toxic employ and avoid long and costly lawsuits.

### Clarifying the Mission and Vision

- This document needs to be clear and concise
- What are the organizational outcomes?

### Background Investigations

- Operational checklists to help the hiring process
- Google Investigations Can't Be the Plan
- Understanding what to do when a red flag is spotted

### Recognizing the toxic person

- Identifiable traits of the toxic person
- Contributing factors to toxic behavior

### Reducing Liability Risk

- Written expectations
- Making your performance evaluations defensible
- Progressive discipline

# Seminar Agenda SUPERVISING THE TOXIC OFFICER

June 11, 12 & 13, 2018 • Columbus, Ohio

## Monday, June 11, 2018

8:00 a.m.—8:30.m.	Registration
8:30 a.m.—11:30 a.m.	21 <sup>st</sup> Century Policing What are the Organizational Outcomes? Selection and Hiring Practices
11:30 a.m.—12:30 p.m.	Lunch (On Your Own)
12:30 p.m.—4:30 p.m.	Recognizing the Toxic Officer Facebook Postings Understanding Your Workforce Work Performance Ethical Dilemmas Preventing the Toxic Work Environment FMLA, ADA, TITLE VII, and ADEA, Implications

## Tuesday, June 12, 2018

8:00 a.m.—1130 a.m.	Understanding Personalities Working with Different Generations Creating a Positive Work Zone
11:30 a.m.—12:30 p.m.	Lunch (On Your Own)
12:30 p.m.—3:00 p.m.	Holding the Toxic Officer Accountable Making the Invisible Visible Progressive Discipline Dealing with The Toxic Supervisor
3:00 p.m.—4:30 p.m.	Accurate and Detailed Performance Evaluations

## Wednesday, June 13, 2018

8:00 a.m.—9:00 a.m.	Confronting Poor Performers
9:00 a.m.—11:30 a.m.	Moving Past Toxic Incidents
11:30 a.m.—12:00 p.m.	Certificate Presentation

Cut Along Dotted Line

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2. **Fax Form** to Public Agency Training Council **FAX: 1-317-821-5096**
3. **Mail Form** to

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800-365-0119 (Outside Indianapolis)



<b>Seminar Title:</b>	Supervising the Toxic Officer	<b>Seminar ID #15360</b>
<b>Instructor:</b>	Mike Coker	
<b>Seminar Location:</b>	Columbus, Ohio Division of Police Training Academy 1000 North Hague Avenue Columbus, Ohio 43204-2121	<b>Note:</b> Identify with Columbus Police Training GP: #2324022 to receive discounted room rates
<b>When:</b>	June 11, 12 & 13, 2018	
<b>Registration Time:</b>	8:00 A.M. (June 11, 2018)	
<b>Hotel Reservations:</b>	Drury Inn 88 East Nationwide Blvd Columbus, Ohio 43215 1-614-221-7008 \$88.00 Single or Double (plus tax)	
<b>Registration Fee:</b>	\$325.00 Includes Supervising the Toxic Officer Course Material, Coffee Breaks, and Certificate of Completion.	

**Names of Attendees** 1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

4. \_\_\_\_\_

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## Instructors:

### David W. Rivers, Sgt. (Retired)

David Rivers retired as a Detective Sergeant in the Homicide Bureau of the Metro-Dade Police Department after over 27 years of service. He was assigned to the Homicide Bureau for 20 of those 27 plus years. As a lead investigator and supervisor he conducted and assisted in the conducting of several hundred investigations. These include homicides, suicides, accidental and other death investigations. In 1988 David was assigned as the Supervisor of the "Cold Case Squad" which was responsible for the continuing investigation of information received on over 1,800 open homicides dating back to 1951. Additionally, he has consulted on cases in the United States, Canada, Holland and the United Kingdom. He has a Bachelor of Science in Criminal Justice from Nova Southern University and a Master of Science degree in Criminal Justice from Florida International University.

David is a charter member and past member of the Board of Director's of the International Homicide Investigator's Association. In 2012 he received an Excellence and Life Time Achievement Award from the International Homicide Investigator's Association for Death Investigation and Training.

Additionally, he is a member of several state homicide investigators associations. He is a current member of International Law Enforcement Educators and Trainers Association (I.L.E.E.T.A.), International Police Association (I.P.A.); Academy of Criminal Justice Sciences (A.C.J.S.) and the Police Section of A.C.J.S.; in April of 2010 he was certified as a Force Science Analyst by the Force Science ® Institute Limited.

He is currently the President of Voice & Ink Enterprises, Inc., a Florida Corporation that specializes in law enforcement training and expert witness testimony. He is a national instructor for the Public Agency Training Council a majority of the time and has instructed law enforcement officers in 46 states and three foreign countries. He specializes in Homicide Investigation and Officer Involved Shootings.

### Tom Martin (Retired)

Tom Martin is a career crime scene investigator, retiring from the New York State Police after 22 years of service. As the senior investigator in charge of the forensic crime scene unit, Tom holds several certifications, and regularly provides expert forensic testimony in various state and federal courts.

Tom's training and experience encompass several fields of expertise, including: forensic crime scene processing, latent print processing and identification, blood stain pattern analysis, forensic composite art, excavation of human remains, forensic entomology collection, digital imaging technology and photo enhancement. He has served as a consultant for National Institute of Justice, and is currently a member of the National Institute of Justice's Technical Working Groups for Sensor and Surveillance and General Forensics Technology.

Tom is a nationally recognized speaker who has instructed at numerous forensic training seminars across the United States, including the American Academy of Forensic Sciences, The National Institute of Justice Annual Conferences and Technology Fairs, and the Smithsonian Institute. Tom is a faculty member of the National College of District Attorneys and a former instructor for the International Association of Chiefs of Police, (IACP). He has lectured, on several occasions in Washington, D.C., providing presentations to executive officials of the National Institute of Justice and members of the United States Congress.

In addition to appearing on Court TV as an expert guest analyst, Tom has appeared on several forensic related television shows, including: the HBO series "Autopsy", the Court TV series "Trace Evidence" "Forensic Files", "On the Case with Paula Zahn", and has filmed several episodes for the Discovery Channel and A&E. He is the author of the Crime Scene Forensics: A Field Guide for the First Responder pocket guide series published by Looseleaf Law.

### Mike J. Coker, Sgt. (Retired)

Sergeant Mike J. Coker (Retired) brings a motivational style of lecture to classes and speaking engagements across the Nation on the topics of Leadership/Supervision and Domestic Violence issues. Mike served as a police officer for 20 years in the Portsmouth, Virginia Police Department. Mike held several supervisory assignments during his tenure: Field Training Officer, Uniform Patrol Supervisor, Homicide and Robbery Squad Commander, Domestic Violence / Sex Crimes Supervisor, School Resource Supervisor, Robbery Task Force Squad Commander, Shift Commander, and Administrative Assistant to the Chief of Police. Mike is a graduate of Virginia Polytechnic Institute, Sorensen Institute for Political Leadership at the University of Virginia, and the State University Leadership Course at Pamplin College - Sponsored by the Virginia Police Chief's Association in Blacksburg, Virginia.

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June 11, 12, 13, 14 & 15, 2018 • Columbus, Ohio

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*Mark Waterfill, President*



**National Criminal Justice**

**Public Safety Continuing Education**

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**Columbus Police Department**

Columbus, Ohio

## 5 Day Homicide and Forensic Death Investigation Conference

Homicide and Equivocal Death Investigation • Crime Scene  
Reconstruction • Medical and Forensic Death Investigation  
Procedural Issues in the Use of Deadly Force

### Instructors:

#### David W. Rivers

Sgt. (Retired)  
Metro-Dade Police Department  
Miami, Florida

#### Mike J. Coker

Sgt. (Retired)  
Portsmouth Police Department  
Portsmouth, Virginia

#### Tom Martin

New York State Police (Retired)  
Red Hook, New York

**June 11, 12, 13, 14 & 15, 2018**

Columbus, Ohio

*Register online at: [www.patc.com](http://www.patc.com)*

# 5 Day Homicide and Forensic Death Investigation Conference

## Course Objectives:

This five day training module will help the Homicide/Death Investigator in putting pieces of the puzzle together.

- Day One: 

**David W. Rivers** will focus on Cold Case Homicides and the Three Phases of Homicide Investigation: Crime Scene, Follow-up, Case and Courtroom Preparation.
- Day Two: 

**Tom Martin** will focus on Homicide Scene Investigation & Reconstruction, the Ever expanding Crime Scene, Child Murders, Mass Murder Investigation
- Day Three: 

**Tom Martin** will focus on the importance of the Homicide Crime Scene Reconstruction through the use of Blood Pattern Analysis, the application of DNA to Homicide and Death Scene Investigations, and. Serial Murder Investigation.
- Day Four: 

**Mike J. Coker** will focus on officers and other helping professionals who will be presented with ideas and techniques to assist them in investigating domestic/family homicides. This course of instruction will include spouse and child homicide investigations. Each day in the U.S., between 5 and 11 women are **Killed** by a male intimate partner, between 1800 and 4000 per year. In the United States, women are more likely to be killed by their **male intimate partners than all other homicide categories combined. The Violence Against Women Act in 1994** was key legislation to curb domestic homicides.
- Day Five: 

**David W. Rivers** will focus on Procedural Issues in the Use of Deadly Force, Case Law, Subject and Witness Officer’s Rights, and Garrity Issues.

## Seminar Agenda 5 Day Homicide and Forensic Death Investigation Conference June 11, 12, 13, 14 & 15, 2018 • Columbus, Ohio

<b>Monday, June 11, 2018</b> 8:00 a.m. – 8:30 a.m. 8:30 a.m. – 9:00 a.m. 9:00 a.m. – 11:30 a.m.	<b>Registration</b> Welcome and Course Orientation <b>David W. Rivers</b> Three Phases of Homicide Investigation: • Crime Scene • Follow-up • Case and Courtroom Preparation <b>Lunch (On Your Own)</b> • Cold Case Homicides • Twelve Steps To Reopening Cold Cases
11:30 a.m. – 12:30 p.m. 12:30 p.m. – 5:00 p.m.	
<b>Tuesday, June 12, 2018</b> 8:00a.m. – 9:30a.m.	<b>Tom Martin</b> <b>Coping with the CSI Effect</b> • Separating Fact from Fiction • Understanding the Importance of Non-Scientific Evidence • Building Strong Cases <b>Crime Scene Investigation – “The 80 Yard March”</b> • Basic Observations • Searching and Documenting • Modern Technology Available in Homicide and Death Investigations <b>The Role of Physical Evidence</b> • Corroborating or Refuting statements • Every Person Has a Story – Obtaining Appropriate Information from Statements Lunch (on your own) <b>Large Scale Investigations – Prosecuting Homicide Cases</b> • Preparing Cases for Court Presentation • Physical Evidence v Informational Evidence • Demonstrative Evidence • Preparing for Cross Examination • Managing Large Scale Homicide Investigations <b>Investigating Self Inflicted Deaths</b> • Suicide Deaths • Accidental Deaths
9:30a.m.- 10:45a.m.	
10:45a.m.-12:00p.m.	
12:00p.m. -1:00p.m. 1:00p.m. - 2:30p.m	
2:30p.m -5:00p.m.	
<b>Wednesday, June 13, 2018</b> 8:00a.m. – 12:00pm	<b>Tom Martin</b> <b>Introduction to Bloodstain Pattern Analysis</b> • The Application of Bloodstain Pattern Analysis to Crime Scene Reconstruction • Understanding the Purpose of Bloodstain Pattern Analysis • Collecting Background Information for Bloodstain Pattern Analysis • Identifying and Classifying Bloodstain Patterns: Passive Stains • Identifying and Classifying Bloodstain Patterns: Spatter Stains Lunch on your own <b>Introduction to Bloodstain Pattern Analysis—Con’t</b> • Identifying and Classifying Bloodstain Patterns: Altered Stains <b>The Application of DNA to Homicide and Death Scene Investigations</b> • Triaging Blood Evidence to Facilitate DNA Testing <b>Documenting Crime Scenes—Specific to Bloodstains</b> • Mapping and Measuring Bloodstain Scenes • How Much Blood Would You “Expect to Find” • Documenting the Presence of Blood—Documenting the Absence Of Blood <b>Murder as an Action</b> • Understanding Murder Victims, Defendants, Consequences • Tips for Displaying Evidence in Court
12:00p.m. - 1:00p.m. 1:00p.m. -2:00p.m.	
2:00p.m.-3:00p.m.	
3:00p.m.– 4:00p.m.	
4:00p.m. -5:00p.m.	
<b>Thursday, June 14, 2018</b> 8:00 a.m. – 9:00 a.m.	<b>Mike J. Coker</b> Introduction • Family Violence Definitions • Historical Perspective On Family Violence Nature and Scope Of The Problem • Statistical Capsule View of the Problem Personality Traits Of Victims • Unhealthy Relationships • Why Does She Stay? Personality Traits Of The Killers Dynamics That Can Lead To A Death • Spousal/Boyfriend Girlfriend/Same Sex • Lethality Assessment <b>Lunch (On Your Own)</b> The Domestic Homicide Scene • Role of the First Responder, Detective and Supervisor • Collection of Evidence • Death Notifications • On Scene Family Considerations The Domestic Homicide Investigation • Missing Persons • Media Considerations The Domestic Homicide Investigation Legal Issues • Fourth Amendment Requirements • Fifth Amendment Case Law • Protective Orders • Stalking
9:00 a.m. – 10:00 a.m. 10:00 a.m. – 11:00 a.m.	
11:00 a.m. – 12:00 p.m.	
12:00 p.m. – 1:00 p.m. 1:00 p.m. – 2:00 p.m.	
2:00 p.m. – 3:00 p.m.	
3:00 p.m. – 4:00 p.m.	
<b>Friday, June 15, 2018</b> 8:00 a.m. – 12:00 p.m.	<b>David W. Rivers</b> Procedural Issues in the Use of Deadly Force Case Law Subject and Witness Officer’s Rights Garrity Issues <b>Certificate Presentation</b>
12:00 p.m.	

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<b>Seminar Title:</b>	<b>Death and Homicide – Five Day</b>	<b>Seminar ID #15361</b>
<b>Instructors:</b>	<b>David Rivers, Tom Martin, Mike Coker</b>	
<b>Seminar Location:</b>	<b>Columbus, Ohio Division of Police Training Academy</b> 1000 North Hague Avenue Columbus, Ohio 43204-2121	<b>Note:</b> Identify with <b>Columbus Police Training Group #2324474</b> to receive discounted room rates
<b>When:</b>	June 11, 12, 13, 14 & 15, 2018	
<b>Registration Time:</b>	8:00 A.M. (June 11, 2018)	
<b>Hotel Reservations:</b>	<b>Drury Inn</b> 88 East Nationwide Blvd Columbus, Ohio 43215 1-614-221-7008 \$88.00 Single or Double (plus tax)	
<b>Registration Fee:</b>	\$550.00 Includes Homicide and Forensic Death Investigation Manual, Coffee Breaks and Certificate of Completion.	

Names of Attendees

1. \_\_\_\_\_

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# Western States Training Conference

Las Vegas, Nevada  
Law Enforcement  
and Fire Science Training Classes

November 26-November 30, 2018 & December 3-7, 2018

Course Name	Seminar ID #	Start	End	Fee
Forensic Pathology for Investigators	15679	Nov 26	Nov 27	\$350
Smartphone Forensics and Cellular Technology Certification +SMART	15677	Nov 26	Nov 30	\$695
Kinesic Interview Phase I & II	15678	Nov 26	Nov 30	\$550
Detective & New Criminal Investigator	15681	Nov 26	Nov 30	\$550
Internal Affairs Conference & Certification	15676	Nov 26	Nov 30	\$625
Investigation of Childhood Injury and Death	15680	Nov 28	Nov 29	\$350
School Violence, Safety & Security Conference	15682	Nov 28	Nov 30	\$375
*****				
Death and Homicide Conference	15685	Dec 3	Dec 7	\$575
Use of Force	15686	Dec 3	Dec 7	\$575
Hostage/Crisis Negotiations Phase I & II	15683	Dec 3	Dec 7	\$575
New Fire and Arson Investigator Academy	15684	Dec 3	Dec 7	\$550
First Line Supervision: Leadership and Management Skills	15687	Dec 5	Dec 7	\$375
Court Security	15688	Dec 5	Dec 7	\$375

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June 26 & 27, 2018 • Columbus, Ohio

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Mark Waterfill, President



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## Columbus Police Department

Columbus, Ohio

## Training Seminar Responding to Trauma: Veterans, Police Officers and Communities in Crisis

Instructor:  
**Silouan Green**

Silouan graduated from Vanderbilt University in 1991 and then accepted a commission in the United States Marine Corps. While serving in the Marines, Silouan was involved in a jet training accident. In the ejection, Silouan's back was broken and his co-pilot was tragically killed.

This horrible event and the complications that followed left Silouan a shell of a man and he descended into the hell of Post Traumatic Stress Disorder, PTSD. His life in pieces, he was disability discharged and then hit the road on the back of a motorcycle for two years to look for a new beginning.

Since that journey began, Silouan has published an internationally distributed outdoors magazine, Bearfoot Magazine—Journal of Northern California Outdoors, started a successful advertising and marketing business, Silouan Green, LLC, but more importantly, has developed The Ladder UPP recovery program for PTSD and victims of trauma. The Ladder UPP takes one through the process of Silouan's recovery as a means to encourage engagement and provide simple, practical steps to beginning the journey to recovery and living free, fully alive.

**June 26 & 27, 2018**  
Columbus, Ohio

Register On-Line At: [www.patc.com](http://www.patc.com)



# Responding to Trauma: Veterans, Police Officers and Communities in Crisis

No officer hurt! No veteran hurt!  
A stronger community and more resilient police department.

**Course Overview:**  
This two day training module is taught by a Marine Corps veteran who has worked with veterans and police officers on issues of transition and service for over a decade. A survivor of a tragic jet crash as a US Marine and someone who overcame severe PTSD, he understands personally the kind of issues veterans face coming home and how to respond to them. As a mentor and teacher to many police departments and law enforcement officers across the country, he is committed to helping them all “come home”.  
More and more veterans are having trouble transitioning home to our communities. While many have a healthy integration, others face a myriad of difficulties from unemployment, depression, PTSD and in some cases, destructive behavior such as domestic violence, suicide, and other disturbances.  
Law enforcement is facing its own pressures: morale, budgeting, staffing, a hostile media environment, and a myriad of other issues. In many ways, their struggle to “come home” can be as challenging as that of a veteran.  
This class will prepare your officers to better respond to veterans while making themselves more resilient. Combat veterans and police officers have similar lifetime rates of conditions like PTSD, and a resilient police department is the best way to prepare to respond to veterans.

- Understand the difficulties veterans face in the transition home
- Understand how PTSD develops and manifests itself in veterans
- Understand how to defuse threatening situations with veterans
- Understand why resilient officers better respond to veterans in distress
- Investigate the connection between suicide, PTSD, and the traumas of service
- Better understand the mindset of a veteran whose head is still on the battlefield
- Learn tools for helping veterans and first responders make healthy transitions from conditions of trauma
- Create a culture of resiliency and pro-active community awareness of veteran and first responder issues

Learn and use simple peer support tools that can be used in your department and your community  
*No military veteran or police officer should feel alone when you receive that call for services. Learn to save the life of a veteran or police officer in crisis.*

The feedback from this training has been remarkable:

"As a chief and former trainer at the Pennsylvania Police Academy, I can say this is one of the top 5 classes I have ever attended."

"Eye-opening. I am better equipped to respond to veterans and look out for my fellow officers."

"This is a class every officer needs to attend."

"I never fully appreciated the difficulty many veterans have coming home until this class."

"Incredibly engaging, informative, and for a training class, entertaining."

## Seminar Agenda Responding to Trauma: Veterans, Police Officers and Communities in Crisis

June 26 & 27, 2018 • Columbus, Ohio

Tuesday, June 26, 2018		
8:00 a.m.– 8:30 a.m.	Registration	
8:30 a.m.– 10:00 a.m.	Understanding the development of Post Traumatic Stress Disorder	
10:00 a.m.– 11:30 a.m.	Understanding the Symptoms of PTSD—Case studies from real world examples	
11:30 a.m.– 12:30 p.m.	Lunch (On Own)	
12:30 p.m.– 1:30 p.m.	Effective Communication with military PTSD subjects	
1:30 p.m.– 4:30 p.m.	Understanding Post Traumatic Stress through the lens of your own personal experience.	
Wednesday, June 27, 2018		
8:00 a.m.– 10:00 a.m.	Investigate the connection between suicide, PTSD, and the traumas of service	
10:00 a.m.– 11:30 a.m.	Better understand the mindset of a veteran whose head is still on the battlefield	
11:30 a.m.– 12:30 p.m.	Lunch (On Own)	
12:30 p.m.– 1:30 p.m.	Learn tools for helping veterans	
1:30 p.m.– 3:00 p.m.	Learn and use simple peer support tools	
3:00 p.m.– 4:00 p.m.	Creating a PTSD resilient department	
4:00 p.m.	Certificate Presentation	

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Seminar Title:

Responding to Trauma: Veterans, Police Officers and Communities in Crisis

Seminar ID #15703

Instructor:

Silouan Green

Seminar Location:

Columbus, Ohio Division of Police Training Academy  
1000 North Hague Avenue  
Columbus, Ohio 43204-2121

When:

June 26 & 27, 2018

Note: Identify with the Columbus Police Training to receive discounted room rates

Registration Time:

8:00 A.M. (June 26, 2018)

Hotel Reservations:

Drury Inn  
88 East Nationwide Blvd  
Columbus, Ohio 43215  
1-614-221-7008  
\$88.00 Single or Double (plus tax)

Registration Fee:

\$295.00 Includes Responding to Trauma: Veterans, Police Officers and Communities in Crisis Course Material, Coffee Breaks, and Certificate of Completion.

Names of Attendees

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

4. \_\_\_\_\_

Agency \_\_\_\_\_

Invoice To Attn: \_\_\_\_\_  
(Must Be Completed)

Address \_\_\_\_\_

City \_\_\_\_\_ State\_\_\_\_ Zip\_\_\_\_\_

Email \_\_\_\_\_

Phone \_\_\_\_\_

Fax \_\_\_\_\_

# Command Leadership For Field Training Officers In Challenging Times

*(A Must Training For F.T.O. Supervisors and F.T.O. Officers)*

**Risk Management:** The Field Training Officer program traditionally exist largely for the purpose of limiting an agency's liability due to poor training or lack of training. Training must be effective in order to be successful. During this period, we will discuss the cost of *not* training in addition to negligent retention. To help prepare for the future, we will discuss relevant case law to reduce our liability risk.

**Performance Evaluations:** During this time period, we will discuss the importance of documenting, performance objectives.

**Field Training Operations:** During this period, we will discuss the need to infuse community policing problem-solving skills into training. In addition, we will tackle current issues in police operations, to help new recruits in responding to calls for service.

**Field Training Scenarios:** Each FTO must prepare their recruit with potential situations to gauge a response. During this session, we will discuss different scenario to help improve decision-making.

**Homeland Security/Incident Command:** Preparing for challenging times we must incorporate homeland security. With the unsettling world we live in, local law enforcement must prepare for the possibility of a terrorist attack. During this period, we will discuss the officer's role and the importance of incident command.

**Moot Court:** During this time period, we will discuss the importance of preparing to testify in court. Too often, many recruits are left to testify without their Field Training Officer.

**Final Check Ride:** During this time period, we will discuss activities to help prepare the trainee for regular duty assignment.

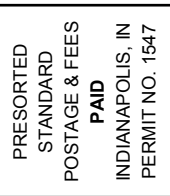
## Upon Completion:

At the end of this training session, the participant will have a working knowledge of how to:

- ✓ Deal with the problem behavior
- ✓ Turn learning goals into actual work situations
- ✓ Explain the FTO's role in policing
- ✓ Become a better decision maker

In addition, the participant will become familiarized with:

- ✓ Dynamics of Leadership
- ✓ Answering calls while training a recruit
- ✓ Performance Evaluations
- ✓ Risk Management



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July 10, 11 & 12, 2018 • Columbus, Ohio

# Public Agency Training Council

*Mark Waterfill, President*



National Criminal Justice

Public Safety Continuing Education

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Columbus, Ohio

## Training Seminar Command Leadership for Field Training Officers in Challenging Times

*(A Must Training For F.T.O. Supervisors and F.T.O. Officers)*

### Who Should Attend:

Mid-level Managers, Field Training Officers, Field Training Supervisors,  
Human Resource Managers, and Academy Training Directors

### Instructor:

**Mike J. Coker, Sgt. (Retired)**

**Sergeant Mike J. Coker (Retired)** brings a motivational style of lecture to classes and speaking engagements across the Nation on the topics of Leadership/Supervision and Domestic Violence issues. Mike served as a police officer for 20 years in the Portsmouth, Virginia Police Department. Mike held several supervisory assignments during his tenure: Field Training Officer, Uniform Patrol Supervisor, Homicide and Robbery Squad Commander, Domestic Violence / Sex Crimes Supervisor, School Resource Supervisor, Robbery Task Force Squad Commander, Shift Commander, and Administrative Assistant to the Chief of Police. Mike is a graduate of Virginia Polytechnic Institute, Sorensen Institute for Political Leadership at the University of Virginia, and the State University Leadership Course at Pamplin College - Sponsored by the Virginia Police Chief's Association in Blacksburg, Virginia. Mike's teaching experience includes: The Polaroid Corporation, United States Postal Service, U.S. Attorney's Office - Northern Mississippi District, Las Vegas Metropolitan Police, Idaho P.O.S.T., Miami-Dade Police Department, Idaho Governor's Task Force, Suffolk County Long Island, New York, Virginia Juvenile Court Judges, Virginia Department of Criminal Justice Services, TCLEOSE, Academy of Criminal Justice Services, Eastern Virginia Medical School, St. Louis County Police Training Academy, The U.S. Virgin Island Police, the Island of Maui and Hilo Hawaii Police Departments, Col. Henry F. Williams Homicide Seminar hosted by New York State Police, to name a few. Mike is a past Board of Directors member of Help Emergency Response (HER) - a local battered women's shelter in Portsmouth, Virginia.

**July 10, 11 & 12, 2018**

Columbus, Ohio

Register online at: [www.patc.com](http://www.patc.com)

# Command Leadership for Field Training Officers in Challenging Times

(A Must Training For F.T.O. Supervisors and F.T.O. Officers)

## Course Objectives:

The Field Training Officer Program is a nationally recognized system of training that has been adopted by many departments across the country. Order maintenance can no longer be the only function of policing. A variety of community policing skills, and preparing for homeland security has to be included in today’s training.

Without question, the Field Training Officer is the *key* component to retaining competent and committed officers. Too often, the Field Training Officer’s value is overlooked in the police organization. Because of their enormous responsibility, senior leadership must begin to take the Field Training Officer program serious. It is critical that we put more time in developing our Field Training Officers. Why, because they are responsible for shaping our future leaders. It is Mike’s hope to share some innovative ideas to help bring value back to the most important role in policing, the *Field Training Officer*.

**Mission and Vision Statement:** The mission and vision statement is the blueprint for the organization. During this period, we will discuss the importance of knowing your mission and vision statements. It is imperative that each Field Training Officer understands the importance of their existence in the organization.

**Organizational Structure:** It is critical that each Field Training Officer understands their value to the future success of the organization. It starts with have a keen understanding of the role and job function of the FTO.

**Dynamics of Leadership:** During the time allotted, we will discuss points to emphasize the Role of Leadership, and innovative theories of understanding people. Because business and people are always evolving, we will focus on the need to improve in the area of emotional intelligence, in addition to Leadership ethics. .

**Dealing with Problem Behavior:** Regardless of how much pre-screening, there will be a recruit who has not grasped the learning curve. During this session will uncover some innovative strategies concerning adult learning. In addition, we will discuss how different generations bring different ideas and work ethic to the workplace.

**Burnout:** Training too many recruits in a calendar year can be stressful. During this period, we will reveal strategies to prevent burnout.

# Seminar Agenda Command Leadership for Field Training Officers in Challenging Times

(A Must Training For F.T.O. Supervisors and F.T.O. Officers)

July 10, 11 & 12, 2018 • Columbus, Ohio

## Tuesday, July 10, 2018

8:00 a.m.— 8:30 a.m.

### Registration

8:30 a.m.—9:30 a.m.

- Mission and Vision Statement
- Understanding the Blueprint for the Organization
  - The Impact of the Field Training Officer Program

930 a.m.—1200 p.m.

- Organizational Structure
- Role and Duty of:
    - Field Training Coordinator
    - Field Training Officer
  - Is there is an Incentive to being a Field Training Officer?
  - Expectations of the FTO
- Dynamics of Leadership
- The Power of Influence
  - Basic Skills and Knowledge to Be a Field Training Officer
  - The Pygmalion Effect
  - Emotional Intelligence
  - Leadership Ethics
  - Setting Basic Goals and Expectations for the *Recruit*

12:00 p.m.—1:00 p.m.

### Lunch (On Your Own)

1:00 p.m.—5:00 p.m.

- Dealing With Problem Behavior
- Motivation
  - Creating a Positive Work Environment
  - Problem Solving
  - Misunderstandings of Policies, Rules, and Procedures
  - Personality Conflicts
- Burnout
- Dealing with Stress
  - Handling Back-to-Back *recruits*
  - Rotating Assignments

## Wednesday, July 11, 2018

8:00 a.m.—9:00 a.m.

- Risk Management
- Leadership Liability – Case Law (*Canton v Harris*)
  - Negligent Retention
  - Risk Management via Decision Making
  - Document, Document, Document

9:00 a.m.—12:00 p.m.

- Performance Evaluations
- Learning Goals
  - Performance Objectives
  - Daily Activity Reports
  - Terminating Based on Performance

12:00 p.m.—1:00 p.m.

### Lunch (On Your Own)

1:00 p.m.—5:00 p.m.

- Field Training Operations
- Academy Training vs. Field Training
  - Answering Calls for Service
  - Report Writing
  - Community Policing Problem Solving Skills
  - Decision Making process

## Thursday, July 12, 2018

8:00 a.m.—10:00 a.m.

- Moot Court
- Receiving Subpoena’s to Testify
  - Courtroom Testimony

10:00 a.m.—12:00 p.m.

- Field Training Scenarios
- Practical Scenarios to enhance learning
  - Homeland Security/Incident Command
- Final Check Ride
- List of Activities Every *Recruit* Should Know
  - Completion of Required Performance Objectives
  - Releasing the Recruit
  - Transitioning to Regular Duty Status

- Operational Checklist
- Use of Force
  - Vehicle Pursuit Plan
  - Managing Crime Scenes
  - Missing Child

12:00 p.m.

### Certificate Presentation

Cut Along Dotted Line

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3. **Mail Form** to

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If you have any questions please call  
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**800-365-0119 (Outside Indianapolis)**



<b>Seminar Title:</b>	<b>Field Training Officer—Leadership</b>	<b>Seminar ID #15363</b>
<b>Instructor:</b>	<b>Mike J. Coker</b>	
<b>Seminar Location:</b>	<b>Columbus, Ohio Division of Police Training Academy</b> 1000 North Hague Avenue Columbus, Ohio 43204-2121	<b>Note:</b> To receive discount room rates, identify yourself with <b>Columbus Police Training Group #2324028</b>
<b>When:</b>	July 10, 11 & 12, 2018	
<b>Registration Time:</b>	8:00 A.M. (July 10, 2018)	
<b>Hotel Reservations:</b>	<b>Drury Inn</b> 88 East Nationwide Blvd Columbus, Ohio 43215 1-614-221-7008 \$88.00 Single or Double (plus tax)	
<b>Registration Fee:</b>	\$325.00 Includes Command Leadership For Field Training Officers In Challenging Times Course Material, Coffee Breaks, and Certificate of Completion.	

**Names of Attendees** 1. \_\_\_\_\_

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**Agency** \_\_\_\_\_

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**Phone** \_\_\_\_\_

**Fax** \_\_\_\_\_



# Western States Training Conference

Las Vegas, Nevada  
Law Enforcement  
and Fire Science Training Classes

November 26-November 30, 2018 & December 3-7, 2018

Course Name	Seminar ID #	Start	End	Fee
Forensic Pathology for Investigators	15679	Nov 26	Nov 27	\$350
Smartphone Forensics and Cellular Technology Certification +SMART	15677	Nov 26	Nov 30	\$695
Kinesic Interview Phase I & II	15678	Nov 26	Nov 30	\$550
Detective & New Criminal Investigator	15681	Nov 26	Nov 30	\$550
Internal Affairs Conference & Certification	15676	Nov 26	Nov 30	\$625
Investigation of Childhood Injury and Death	15680	Nov 28	Nov 29	\$350
School Violence, Safety & Security Conference	15682	Nov 28	Nov 30	\$375
*****				
Death and Homicide Conference	15685	Dec 3	Dec 7	\$575
Use of Force	15686	Dec 3	Dec 7	\$575
Hostage/Crisis Negotiations Phase I & II	15683	Dec 3	Dec 7	\$575
New Fire and Arson Investigator Academy	15684	Dec 3	Dec 7	\$550
Court Security	15688	Dec 3	Dec 5	\$375
First Line Supervision: Leadership and Management Skills	15687	Dec 5	Dec 7	\$375

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July 23, 24 & 25, 2018 • Columbus, Ohio

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## Training Seminar Investigative Techniques Using Social Networking Sites

Capturing live digital evidence from Facebook, Twitter and Google+ computers and computer networks using internet tools, Linux previewing utilities and software applications.

NOTE: This course is designed for Investigators.  
We welcome IT Personnel attendance.

### Instructor

**Glenn K. Bard**, CISSP, CFCE, CEECS, CHFI, A+, Network+, Security+, ACE • Pennsylvania State Police (Retired)

Glenn Bard is a retired Pennsylvania State Trooper First Class and U.S. Veteran of Operation Desert Storm. In 1999, Glenn began Computer Crime Investigations for the PA State Police and has since investigated crimes across the United States ranging from Child Pornography to Criminal Homicide. Glenn has also conducted forensic examinations for city, state and federal Law Enforcement Agencies including the FBI, US Postal Inspectors, and I.C.E. as well as foreign governments. Prior to retiring, Glenn was selected by the US Attorney's Office in Pittsburgh and OPDAT to teach computer crime investigations and computer forensics in Tirana, Albania. Due to his training and experience, Glenn has been certified as an expert in Pennsylvania Court of Common Pleas and the United States Federal Court System in the areas of Digital Forensics, Cellular Technology and Computer Technology. Glenn has also been certified as an expert Instructor in the State of Maryland. Additionally, he has been a speaker for organizations of all sizes and types, both public and private, to include the Cyril H. Wecht Institute of Forensic Science and Law, Pennsylvania Fraternal Order of Police, Illinois Fraternal Order of Police, New Jersey Fraternal Order of Police, Federal Fraternal Order of Police, and the Institute of Law Enforcement Education, among many others. Several of the cases Glenn has worked on have received National coverage, to include Fox News, Dateline, the Associated Press, Yahoo!, the New York Times, Pittsburgh Post-Gazette, Pittsburgh Tribune Review and many national publications. Additionally, Glenn has received numerous awards during his military and police career, including Honorable Discharges from both the United States Army and the Pennsylvania State Police. Glenn is the Chief Technical officer for PATCtech, overseeing all Digital Forensic Data Services. Glenn has acted as technical consultant and/or personally developed Computer Forensic Programs at multiple Colleges, to include Westmoreland County Community College where he was a faculty instructor prior to retiring.

**July 23, 24 & 25, 2018**  
Columbus, Ohio

Register online at: [www.patc.com](http://www.patc.com)

# Investigative Techniques Using Social Networking Sites

## Course Objectives:

### Social Networking

This portion of the class is designed for Detectives, School Resource officers, and anyone involved in conducting investigations involving social networking sites. Students will be introduced to the various Social Networking sites including Facebook, Twitter, Google+ and others. The basic steps to preserving a profile, as well as determining the identity of the creator of that profile will be discussed. The class will also focus on proper steps to set up an undercover profile, and how to use it for information gathering. Additionally, students will use available tools that aid in the investigation of social networking profiles. Instructor will also go over the artifacts that Social Networking sites leave on a computer system.

### Router Interrogations

This portion of the class is designed for the first responder, probation or parole officer, or any other person with a need to preview a live computer on scene without changing important information on the computer system. Students will be introduced to several different types of Live Router Interrogations available for previewing a running computer system. Each of the Router Interrogations utilities will be discussed. Additionally, the students will be taught how to use the Router Interrogations to find evidence such as pictures, videos, and other documents; as well as copy the contents of the RAM on a live machine, and other types of evidence.

### Encryption Checking / Ram Dumping / Live Acquisition

This portion of the class is designed for the first responder, raid team leader, or any other person with the responsibility of conducting search warrants on networks, in the home or at the office. Different types of networks will be discussed ranging from simple home wireless networks to large business networks. Other topics will include proper shut down procedure, Network attached storage devices, obtaining evidence from servers, conducting analysis of routers on scene, etc.

**\*\*A PC based laptop is useful for the course; however, it is not required for successful completion.\*\***

# Seminar Agenda Investigative Techniques Using Social Networking Sites

July 23, 24 & 25, 2018 • Columbus, Ohio

Monday, July 23, 2018

8:00 a.m. - 8:30

Registration

8:30a.m– 4:30p.m.  
(With Breaks and Lunch On Your Own)

### Social Networking

- Intro of instructors and students
- History of Social Networking sites
- How Facebook, Instagram, Pinterest, Tumblr, Snapchat, Twitter and Google+ work, and what can be determined from the profiles.
- How to copy a Facebook, Instagram, Pinterest, Tumblr, Snapchat, Twitter and Google+ page, as well as use other tools to identify the profiles friends.
- Using free software to preserve Facebook, Instagram, Pinterest, Tumblr, Snapchat, Twitter and Google+ pages.
- Proper steps for tracing the creator of Facebook, Instagram, Pinterest, Tumblr, Snapchat, Twitter and Google+ pages, as well as other social networking sites.
- How to find the information needed to identify the creator.
- What information can be obtained about a profile, and what Social Networking Sites keep.
- Including pictures, videos, and postings, as well as discuss retention periods.
- Current software tools available to Law Enforcement to investigate Facebook, Instagram, Pinterest, Tumblr, Snapchat, Twitter and Google+ pages.
- Including tracking software.
- Using Social Networking Sites as a tool for investigators
- Includes how to make a proper undercover profile.
- Artifacts Facebook, Instagram, Pinterest, Tumblr, Snapchat, Twitter and Google+ leaves on computer systems for forensic examiners to locate.
- Class practical copying a Facebook, Instagram, Pinterest, Tumblr, Snapchat, Twitter or Google+ page, as well as using other software discussed in class.

Tuesday, July 24, 2018

8:00a.m– 4:30p.m.  
(With Breaks and Lunch On Your Own)

### Router Interrogations

- What is a network
- IP address (Private vs Publie)
- How Networks work
- Accessing the contents of the router
- Conducting a router interrogations
- Evidence to discover in the router
- Hands on Practice examining routers
- Practical (Locating and Examining routers)

Wednesday, July 25, 2018

8:30a.m– 12:00p.m.

### Encryption Checking / Ram Dumping / Live Acquisition

- What is Encryption
- How to identify if Encryption is being used
- Hands on Encryption checking
- What is RAM
- What can be found in the RAM
- How to conduct a RAM Dump
- Hands on RAM Dumping
- What is a Live Acquisition
- When to do a Live Acquisition
- How to acquire Live Data
- Hands on Live Acquisition

12:00 p.m.

Certificate Presentation

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**800-365-0119 (Outside Indianapolis)**



<b>Seminar Title:</b>	<b>Investigative Techniques Using Social Networking Sites</b>	<b>Seminar ID #15364</b>
<b>Instructor:</b>	<b>Glenn Bard</b>	
<b>Seminar Location:</b>	<b>Columbus, Ohio Division of Police Training Academy</b> 1000 North Hague Avenue Columbus, Ohio 43204-2121	<b>Note:</b> To receive discount room rates, identify yourself with <b>Columbus Police Training</b>
<b>When:</b>	July 23, 24 & 25, 2018	
<b>Registration Time:</b>	8:00 A.M. (July 23, 2018)	
<b>Hotel Reservations:</b>	<b>Drury Inn</b> 88 East Nationwide Blvd Columbus, Ohio 43215 1-614-221-7008 \$88.00 Single or Double (plus tax)	
<b>Registration Fee:</b>	\$325.00 Includes Investigative Techniques Using Social Networking Sites Course Material, Coffee Breaks, and Certificate of Completion.	

**Names of Attendees** 1. \_\_\_\_\_  
  
2. \_\_\_\_\_  
  
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**Email** \_\_\_\_\_

**Phone** \_\_\_\_\_

**Fax** \_\_\_\_\_

Cut Along Dotted Line

# Investigative Statement Analysis

The basic course is conducted over two and a half days. It is highly interactive with a significant hands-on, statement analysis practice. There may be a small amount of homework involved, but it is very challenging and very enjoyable for students. Students are encouraged to bring with them statements from past or current cases that might be used as examples in class. Every student is provided with a workbook and all items needed to successfully participate including markers, pens, rulers, and handouts. Students should bring a simple, four-function pocket calculator.

After successful completion of the class, students are afforded continuing advice in the analysis and interpretation of statements in students' on-going investigations as well as development and analysis of IQ questionnaires. This is all free of charge.

## Upon Completion:

**Understand concepts of truthfulness and deception.** How to maximize efficiency and effectiveness when interviewing; Insight into the thought processes of deceptive people.

**Understand what are valid statements and how to collect them.** What is and how to obtain statements that are not affected by outside influences and are in the subject's own words

**Understand how to identify "Linguistic Signals".** The essence of statement analysis and why they indicate deception, truthfulness, and reveal far more than what the author has written

**Applying the detailed analysis process** of examining the components of statements to gain the most information possible to help gain confessions and dramatically improve confession rates.

**Develop a basic ability to interpret the results of an analysis.** Integrating the information given by linguistic signals to complete a complete, vivid image of the reality behind the story.

**Understand and utilize the Validity Assessment process,** the indicators of the levels of deception that take only minutes to identify

**Maximizing potential for obtaining information.** Establish the expectation with the target of an interview that they will offer information.

**Develop an alternative interview strategy.** Develop interview strategies that will allow the interviewer to take full advantage of the information learned in the statement analysis, compelling suspects to confess. How to use the subject's own words against them to elicit confessions.

**Practical application of skills and knowledge by completing a minimum of four practice statements.** Analysis of 5 real-case statements to practice applying the newly learned discipline

**Acquire understanding of and ability to compile the IQ questionnaire,** the written investigative tool that will allow investigators to interview unlimited number of suspects in a matter of minutes and reduce the suspect pool by up to 95%.



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**Training Seminar**

# Investigative Statement Analysis

## Who Should Attend:

Law Enforcement Professionals, Prosecuting Attorneys, Arson Investigators, Human Resource Specialists and Social Workers

## Instructor:

**Bob Shaffer, Sgt.**

Instructor Sgt. Bob Shaffer has been a police officer and sergeant for the Loveland Police Department in Loveland, Colorado since 1986. Sgt. Shaffer has completed over 200 hours of basic, advanced, and advanced mentoring instruction in modern statement analysis techniques. He has been providing quality classroom training in statement analysis since 1997 throughout the U.S., Canada, the Asian Pacific, the Middle East and Mexico His LSAT skills are often solicited by law enforcement agencies throughout the U.S. in the course of their criminal investigations. Bob earned his Bachelor of Arts degree in Secondary Education from the University of Northern Colorado in 1981. He spent six years teaching at the high school and junior college levels in addition to instructing law enforcement related topics extensively in local Colorado police academy programs and been featured as a guest speaker and numerous professional investigation conventions in the United States. He is a member of the teaching staff of P.A.T.C., (the Public Agency Training Council), the Ohio Police Officer Training Academy in London OH, and is a member of the National Association of Investigative Specialists.

**July 23, 24 & 25, 2018**

Columbus, Ohio

**Register online at: [www.patc.com](http://www.patc.com)**

# Investigative Statement Analysis

Course Objectives:

Investigative Statement Analysis is a discipline that is highly effective in the detection of deception, truthfulness and identification of hidden information in a subject’s written or spoken statements. ISA involves scientifically examining the word choice, structure and content of a subject’s statement to determine whether it is truthful or deceptive as opposed to the traditional emotional method of rationalizing the events in the subject’s story.

How ISA Works

All humans use the same subconscious strategies to deceive, by using different words and phrases, statement structure and content in their statements than truthful ones. Years of research by experts in the fields of language, psychology and deception detection have led to the identification of these trends in language that are referred to as linguistic signals. Using ISA you will identify these linguistic signals that differentiate deceptive statements from truthful ones. It is equally effective when used on suspect, witness, and victim statements alike.

The linguistic analyst examines the subject’s statement to identify all of the existing linguistic signals. They can then determine if the statement is truthful or deceptive, exactly what specific points of the statement are deceptive or truthful, and reveal much information that the subject didn’t intend to include. Look at an example:

“Before I left home, I said goodbye to her. After I said goodbye to her, I left the house to catch my flight.”

The sentences above are a small segment taken from a murder suspect’s written statement. They appear to be rather insignificant but believe it or not, this segment contains SIX signals that the writer is likely to have committed the murder! He even tells us *when* he committed it! The information taught in the class will teach you to immediately recognize why the statement tells us this and will make the linguistic signals jump off the page at your eye!

How This Can Help You

Using ISA, the interviewer knows *prior to the interview*, what the deception is and where it lies. The interviewer/analyst focuses directly upon those areas, using a competent interview technique, and compels them to confess. Investigators will save countless hours of hit -and-miss interviewing.

Students will also learn how to develop and use the ISA Investigative Questionnaire, or “IQ”. Using the IQ, one investigator can “interview” an unlimited number of suspects at the same time for virtually any offense narrowing the suspect list to only a handful in a matter of minutes.

# Seminar Agenda Investigative Statement Analysis

July 23, 24 & 25, 2018 • Columbus, Ohio

Monday, July 23, 2018

8:00 a.m.—8:30 a.m.	<b>Registration</b>
8:30 a.m.—9:15 a.m.	Introduction to ISA <ul style="list-style-type: none"><li>1. The deceptive thought process</li><li>2. What compels people to talk</li><li>3. Thinking logically (deceptive) v. memory (truthful)</li><li>4. How memory works</li></ul>
9:15 a.m.—11:30 a.m.	Foundations of Statement Analysis <ul style="list-style-type: none"><li>1. Obtaining a valid statement</li><li>2. Compelling people to provide information</li></ul>
11:30 a.m.—12:30 p.m.	<b>Lunch (On Your Own)</b>
12:30 p.m.— 3:15 p.m.	Introduction to Linguistic Signals <ul style="list-style-type: none"><li>1. Pronouns</li><li>2. Tense and commitment to story</li><li>3. Modified terminology</li><li>4. Adverb clauses</li></ul>
3:15 p.m.—3:45 p.m.	Practical Exercise #1 & #2
3:45 p.m.—4:45 p.m.	Linguistic Signals (Continued) <ul style="list-style-type: none"><li>1. Identifying omitted information</li></ul>

Tuesday, July 24, 2018

8:00 a.m.—9:45 a.m.	Linguistic Signals (Continued) <ul style="list-style-type: none"><li>1. Sensitive information</li><li>2. Using time to determine truthfulness</li></ul>
9:45 a.m.—11:30 a.m.	Practical Exercise #3
11:30 a.m.—12:30 p.m.	<b>Lunch (On Your Own)</b>
12:30 p.m.— 2:00 p.m.	Linguistics Signals (Continued) <ul style="list-style-type: none"><li>1. Memory references</li><li>2. Communication references</li></ul>
2:00 p.m.— 3:30 p.m.	Practical Exercise #4
3:30 p.m.—4:00 p.m.	Interpretation of the analysis <ul style="list-style-type: none"><li>1. Statement veracity</li><li>2. Concentrations of linguistic signals</li><li>3. Revealing additional, hidden information</li></ul>
4:00 p.m.—4:45 p.m.	Practical Exercise #5

Wednesday, July 25, 2018

8:00 a.m.—8:30 a.m.	Practical Exercise #6
8:30 a.m.—11:00 a.m.	Introduction to the Investigative Questionnaire (IQ)
11:00 a.m.—12:00 p.m.	Practical Exercise #7
12:00 p.m.	<b>Certificate Presentation</b>

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**Seminar Title:** Investigative Statement Analysis

**Instructor:** Bob Shaffer

**Seminar Location:** Columbus, Ohio Division of Police Training Academy  
1000 North Hague Avenue  
Columbus, Ohio 43204-2121

**When:** July 23, 24 & 25, 2018

**Registration Time:** 8:00 A.M. (July 23, 2018)

**Hotel Reservations:** Drury Inn  
88 East Nationwide Blvd  
Columbus, Ohio 43215  
1-614-221-7008  
\$88.00 Single or Double (plus tax)

**Registration Fee:** \$325.00 Includes Investigative Statement Analysis Course Material, Coffee Breaks, and Certificate of Completion.

**Note:**  
To receive discount room rates, identify yourself with Columbus Police Training

**Names of Attendees** 1. \_\_\_\_\_

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# Western States Training Conference

Las Vegas, Nevada  
Law Enforcement  
and Fire Science Training Classes

November 26-November 30, 2018 & December 3-7, 2018

Course Name	Seminar ID #	Start	End	Fee
Forensic Pathology for Investigators	15679	Nov 26	Nov 27	\$350
Smartphone Forensics and Cellular Technology Certification +SMART	15677	Nov 26	Nov 30	\$695
Kinesic Interview Phase I & II	15678	Nov 26	Nov 30	\$550
Detective & New Criminal Investigator	15681	Nov 26	Nov 30	\$550
Internal Affairs Conference & Certification	15676	Nov 26	Nov 30	\$625
Investigation of Childhood Injury and Death	15680	Nov 28	Nov 29	\$350
School Violence, Safety & Security Conference	15682	Nov 28	Nov 30	\$375
*****				
Death and Homicide Conference	15685	Dec 3	Dec 7	\$575
Use of Force	15686	Dec 3	Dec 7	\$575
Hostage/Crisis Negotiations Phase I & II	15683	Dec 3	Dec 7	\$575
New Fire and Arson Investigator Academy	15684	Dec 3	Dec 7	\$550
Court Security	15688	Dec 3	Dec 5	\$375
First Line Supervision: Leadership and Management Skills	15687	Dec 5	Dec 7	\$375

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July 31, August 1 & 2, 2018 • Columbus, Ohio

# Public Agency Training Council

Mark Waterfill, President



National Criminal Justice

Public Safety Continuing Education

Sponsored By:

## Columbus Police Department

Columbus, Ohio

## Training Seminar Understanding Sexual Deviant Behaviors to Conduct Successful Interviews

Instructor:  
**Wayne Sheppard**

Wayne Sheppard assists local, state, and federal law enforcement agencies in areas such as violent crime analysis, case consultations and investigative assistance as requested by law enforcement in the United States and abroad. Additionally, he provides training in violent crime analysis, crime scene assessments, the design of law enforcement policies and procedures, the development of regional response plans, and other efforts aimed at enhancing an agency's overall investigative response to violent crime incidents, missing, abducted and exploited children incidents.

He is an international lecturer on behavioral crime scene assessments and murder and rape typologies and has conducted research in the areas of serial homicide and child homicides.

Mr. Sheppard is a retired member of the Pennsylvania State Police where he held a number of investigative and supervisory positions. Prior to his retirement, he was the supervisor of the Criminal Investigation Assessment Unit, where he was responsible for the investigation and coordination of psychosexual homicide, serial rape, and other behaviorally based crimes occurring in Pennsylvania, also, the supervisor of the Missing Persons Unit where he provided investigative assistance for law enforcement in missing and sexually exploited children cases, and the Amber Alert Coordinator where he created and implemented the Pennsylvania Amber Alert Program for Pennsylvania.

He has also addressed professionals representing the disciplines of law enforcement, corrections, social work, probation and parole, medicine, law, television, radio and academia on a national and international basis.

He is the recipient of numerous awards both nationally and internationally for his support and expertise in violent crime and child exploitation investigations.

Mr. Sheppard is a member of the Vidocq Society, a group comprised of experts from various disciplines across the country that provide pro bono services in the investigation and analysis of unsolved violent crimes occurring in the United States.

He is the past Vice-President of the Pennsylvania Homicide Investigators Association, Virginia Homicide Investigators Association, and past board member of the Attorney General's Legal/Medical Advisory Board on Elder Abuse. After his retirement from the Pennsylvania State Police, Mr. Sheppard held the position as the Associate Director of Training and Outreach for the National Center for Missing and Exploited Children where he was responsible for the facilitation of training and outreach programs designed to enhance law enforcement's efforts in the investigation of missing, abducted and exploited children. Additionally, Mr. Sheppard was the Team Adam Program Manager for the National Center for Missing and Exploited Children (NCMEC), a program designed as an on-site response and support system that provides investigative and technical assistance to law enforcement agencies in cases of child abduction and serious child sexual victimization incidents. Moreover, to ensure the critical collaboration and on-going cooperation is maintained in matters pertaining to missing and exploitation of children, Mr. Sheppard served as the NCMEC liaison for Child Abduction Response Teams (CART) and the National Clearinghouses established across the United States.

July 31, August 1 & 2, 2018  
Columbus, Ohio

Register online at: [www.patc.com](http://www.patc.com)



# Understanding Sexual Deviant Behaviors to Conduct Successful Interviews

## Course Objectives:

**Sexual Deviancy - Understanding and Interviewing the Sexual Deviant** is a course of instruction designed to equip the interviewer with the knowledge and skill set required to properly interview sexual deviant offenders. The course will provide the interviewer with an understanding of the different types of sexual Paraphilias and offender dichotomies of sex offenders.

**Sexual Deviancy - Understanding and Interviewing the Sexual Deviant** is a course of instruction designed as a pragmatic law enforcement approach to sexual deviancy. The course will provide the law enforcement interviewer with insight into the world of abnormal sexual behaviors characterized by intense sexual fantasies and urges that can result in assaultive criminal behavior. Additionally, the participants will be taught how to document this information in affidavits in support of the execution of search warrants.

**Sexual Deviancy - Understanding and Interviewing the Sexual Deviant** course will cover the development of Victimology, one of the most important, yet often over looked steps an interviewer must take in developing interview strategies. In this course of instruction, the interviewer will be provided a checklists that will assist him/her in developing victimology and offender background information.

**Sexual Deviancy - Understanding and Interviewing the Sexual Deviant** course of instruction will address the following topics to provide the interviewer with a solid foundation to understand and thus properly interview persons involved in sexual deviant behaviors that result in criminal behavior:

- Societal Expectations as it Pertains to Socially Accepted or Unaccepted Behaviors
- Normal Sexual Behavior verses Deviant Sexual Behavior – Established Customs and the Evolution of Change
- Clinical Approach to Sexual Deviancy – Laypersons Understanding of Diagnosis and Intervention
- Diagnostic and Statistical Manual of Mental Disorders – A Useful Tool for Law enforcement
- Defining Paraphilic Behaviors
- Offender Dichotomies – Understanding Those Who Offend
- Sexual Deviancy – A Practitioner’s Understanding of the Role of Deviant Behavior in Violent Crime
- Developing Behaviorally Based Interview Strategies – Key to Admissions and/or Confessions
- The Mindset of the Interviewer – Avoiding Biases and Prejudices
- Foundational Components of the Interview Process
- Paralogical Reasoning – Dealing with Rationales during the Interview
- Proper Documentation and Disclosure of Admissions and Confessions

**Case Exercises:** Throughout the course of instruction, the participants will review actual criminal cases, view interviewing videos and participate in an interviewing exercise that will allow the participants to use their newly acquired knowledge.

**NOTE: THIS TRAINING INCLUDES VERY GRAPHIC CRIME SCENE IMAGES FROM ACTUAL CASES.**

# Seminar Agenda Understanding Sexual Deviant Behaviors to Conduct Successful Interviews

July 31, August 1 & 2, 2018 • Columbus, Ohio

## Tuesday, July 31, 2018

8:00 a.m.—9:00 a.m.

8:30 a.m.—9:00 a.m.

9:00 a.m.—9:30 a.m.

9:30 a.m.—9:45 a.m.

9:45 a.m.—10:15 a.m.

10:15 a.m.—10:45 a.m.

10:45 a.m.—11:00 a.m.

11:00 a.m.—12:00 p.m.

12:00 p.m.—1:00 p.m.

1:00 p.m.— 2:00 p.m.

2:00 p.m.—2:15 p.m.

2:15 p.m.—4:00 p.m.

### Registration

Introduction to Interviewing the Sexual Deviant

Societal Expectations – Socially Accepted or Unacceptable Behaviors

### Break

Normal Sexual Behavior Verses Deviant Sexual Behavior – Established Customs and Evolution of Change

Clinical Approach to Sexual Deviancy – Laypersons

Understanding of Diagnosis and Intervention

### Break

Defining Paraphilic Behaviors

### Lunch (On Your Own)

Defining Paraphilic Behaviors - Continued

### Break

Offender Dichotomies – Understanding Those Who Offend

## Wednesday, August 1, 2018

8:00 a.m.—8:30 a.m.

8:30 a.m.—9:00 a.m.

9:00 a.m.—9:15 a.m.

9:15 a.m.—10:00 a.m.

10:00 a.m.—10:15 a.m.

10:15 a.m.—12:00 p.m.

12:00 p.m.—1:00 p.m.

1:00 p.m.—1:30 p.m.

1:30 p.m.—2:00 p.m.

2:00 p.m.—2:15 p.m.

2:15 p.m.—2:30 p.m.

2:30 p.m.—3:00 p.m.

3:00 p.m.—3:15 p.m.

3:15 p.m.—4:00 p.m.

A Pragmatic Law Enforcement Approach to Sexual Deviancy

Law of the Land – Equally Binding on All Members of Society

### Break

Sexual Deviancy – A Practitioner’s Understanding of the Role It Plays in Violent Crime

### Break

The Role of Fantasy in Criminal Behavior

### Lunch (On Your Own)

Deductive and Inductive Reasoning

Emotional and Cognitive Behavior

### Break

The Purpose Driven Interview – To Do or Not To Do, That is the Question

Developing Behaviorally Based Interview Strategies

### Break

Victimology and Suspect Background Information

## Thursday, August 2, 2018

8:00 a.m.—8:30 a.m.

8:30 a.m.—9:00 a.m.

9:00 a.m.—9:15 a.m.

9:15 a.m.—10:00 a.m.

10:00 a.m.—11:00 a.m.

11:00 a.m.—11:15 a.m.

11:15 a.m.—11:45 a.m.

11:45 a.m.—12:00 p.m.

The Mindset of the Interviewer – Avoiding Biases and Prejudices

When and Where to Interview – Fundamental to Success

### Break

Foundational Components of the Interview

Paralogical Reasoning – Dealing with Rationales During the Interview

### Break

Obtaining the Confession and Proper Documentation and Disclosure

Wrap Up and Certificate Presentation

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<b>Seminar Title:</b>	<b>Understanding Sexual Deviant Behaviors to Conduct Successful Interviews</b>	<b>Seminar ID #15826</b>
<b>Instructor:</b>	<b>Wayne Sheppard</b>	
<b>Seminar Location:</b>	<b>Columbus, Ohio Division of Police Training Academy</b> 1000 North Hague Avenue Columbus, Ohio 43204-2121	
<b>When:</b>	July 31, August 1 & 2, 2018	
<b>Registration Time:</b>	8:00 A.M. (July 31, 2018)	<b>Note:</b> To receive discount room rates, identify with <b>Columbus Police Training</b>
<b>Hotel Reservations:</b>	<b>Drury Inn</b> 88 East Nationwide Blvd Columbus, Ohio 43215 1-614-221-7008 \$88.00 Single or Double (plus tax)	
<b>Registration Fee:</b>	\$325.00 Includes Understanding Sexual Deviant Behaviors to Conduct Successful Interviews Course Material, Coffee Breaks, and Certificate of Completion.	

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Las Vegas, Nevada  
Law Enforcement  
and Fire Science Training Classes

November 26-November 30, 2018 & December 3-7, 2018

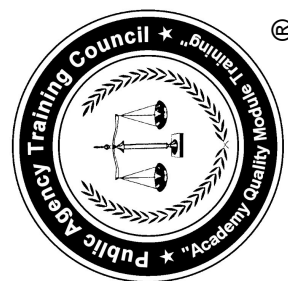
Course Name	Seminar ID #	Start	End	Fee
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Court Security	15688	Dec 3	Dec 5	\$375
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August 14 & 15, 2018 • Columbus, Ohio

# Public Agency Training Council

Mark Waterfill, President

National Criminal Justice  
Public Safety Continuing Education



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## Columbus Police Department

Columbus, Ohio

Training Seminar

# Leading Behind The Badge

## No Right Way to do a Wrong Thing

Instructor:

**James W. Dodson**

Commander (Retired)  
Odessa, Texas Police Department

**James W. Dodson** is a fourth-generation Texas Police Officer with 27 years of service with the Odessa Police Department, serving 92,000 citizens of West Texas. During his service to the community, he rose through the ranks to the position of Police Commander, which he held for 14 years. Commander Dodson had extensive experience in narcotics law enforcement, both as an agent and supervisor. He had over seventeen years of command experience in managing the Internal Affairs function, the Criminal Investigations Bureau, and the Patrol Services Bureau. This experience was in a progressive police department with an authorized strength of over 250 sworn and civilian personnel. Commander Dodson was a state-certified instructor for over 22 years, specializing in the areas of Arrest, Search and Seizure, Police Supervision and Leadership. He has established a continuous proven track record in his commitment to the development of public safety professionals. In June of 2006, he was awarded the Texas Police Association "Wallace Beasley Award" for outstanding contribution to law enforcement training and education.

## August 14 & 15, 2018

Columbus, Ohio

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# Leading Behind The Badge

## No Right Way to do a Wrong Thing

### Course Description:

At no time in recorded history has law enforcement been under more public scrutiny and mistrust than today with the advent of the 24 hour television, instant news coverage, the ever present video camera and the internet. In this high-speed digital age, with immediate oversight, the public is increasingly demanding a higher level of transparency in police leadership and operations.

Regardless of ones rank and or experience, “**Leading Behind the Badge**” is an essential training course for those who wear the badge in public safety and criminal justice. This training addresses the personal leadership development of the person behind the badge and delivers a comprehensive big picture approach to doing the right thing, the right way for the right reason.

It is often said that, “everything rises and falls on leadership.” Today’s public safety and criminal justice agencies need strong leaders at every level of the organization. To meet the demands currently placed on those who serve and protect, leadership must be fostered at every level of the organization and all employees sworn and civilian should be encouraged to act as leaders. It is a well-known and established fact that “you cannot lead others until you can lead yourself.” Much of today’s leadership training focuses on ability and proficiency in one’s profession and often ignores the benefits of developing sound personal leadership principles in our personnel which serve as the foundation on which to build cohesiveness within an organization and enhance other professional development.

“**Leading Behind the Badge**” is about sound human resource development that provides the “winning edge” in employee, staff and organizational development.

### Course Objective:

Public safety and criminal justice professionals encounter, on a daily basis, a myriad of society’s most difficult and demanding challenges. The sound leadership principles and skills taught in this training will provide new, current and future leaders at all levels with a foundation that will allow them to immediately transfer these principles and skills to real-life challenges that they will encounter in both their personal and professional lives.

### Who Should Attend:

**Law Enforcement Agencies:** Street and road patrol officers, FTOs, Criminal Investigators, Trainers, Supervisors, Mid-Level Managers, and Executives; **Corrections/Detention:** Officers and Supervisors; **Parole, Probation, Fire, and EMS:** All personnel

## Seminar Agenda

# Leading Behind The Badge

## No Right Way to do a Wrong Thing

### August 14 & 15, 2018 • Columbus, Ohio

#### Tuesday, August 14, 2018

8:00 a.m.—8:30 a.m.	<b>Registration</b>
8:30 a.m.—11:30 a.m.	<b>Personal Leadership</b> What leadership is, value of being a proper influence, CEO of you INC, commitment to excellence or neurotic perfection, relationship marketing, builder of divider, mediocrity, job knowledge is power CYA or qualified immunity, developing a high skill level, traits of the best and worst leader, manager vs leader, people skills, people builder people pleaser, Importance of relationships, taker or giver, the failures disease, effective communication and listening, team work and unity, outstanding customer service and dealing with difficult people and more...
11:30 a.m.—12:30 p.m.	<b>Lunch (On Your Own)</b>
12:30 p.m.—2:30 p.m.	<b>Personal Leadership (Continued)</b>
2:30 p.m.—3:00 p.m.	<b>Setting Priorities</b> Putting first things first, 80-20 rule and more...
3:00 p.m.—4:30 p.m.	<b>Integrity</b> Integrity is an inside job, demonstrating what it looks like, the great struggle, no right way to do a wrong thing, avoiding bad company, integrity does not have a pause button, avoiding an integrity deficit, image vs integrity, no easy way to clean up a big mess, lying, testifying or testilying, can we really keep secrets, code of silence, cover-ups, the truth will always come out, physical bravely vs moral paralysis, importance of the word NO, don’t get fired because of social media, academy vs field training, old school vs contemporary times, a positive organization culture, character, courage, honor and duty, and much more...

#### Wednesday, August 15, 2018

8:00 a.m.—11:00 a.m.	<b>Integrity (Continued)</b>
11:00 a.m.—11:30 a.m.	<b>Ethics</b> How to avoid unethical breakdowns, Integrity vs ethics, purpose of code, professional courtesy or favoritism, freedom to do the job, dealing with grey area, raising the bar in decision making and more...
11:30 a.m.—12:30 p.m.	<b>Lunch (On Your Own)</b>
12:30 p.m.—1:30 p.m.	<b>Ethics (Continued)</b>
1:30 p.m.—3:00 p.m.	<b>Vision and Dealing with Change</b> <b>Vision:</b> blue print for the future or day dreaming, goal setting and more... <b>Dealing with Change:</b> when you’re through changing you’re through, why we don’t like it, avoiding self-sabotage and more...
3:00 p.m.—4:30 p.m.	<b>Attitude and Problem solving</b> <b>Attitude:</b> Good or bad it stands out, best friend worst enemy, attitude vs aptitude, training for failure, is the grass really greener and more...
4:30 p.m.	<b>Certificate Presentation</b>

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<b>Seminar Title:</b>	<b>Leading Behind the Badge No Right Way to do a Wrong Thing</b>	<b>Seminar ID #15828</b>
<b>Instructor:</b>	<b>James W. Dodson</b>	
<b>Seminar Location:</b>	<b>Columbus, Ohio Division of Police Training Academy</b> 1000 North Hague Avenue Columbus, Ohio 43204-2121	
<b>When:</b>	August 14 & 15, 2018	
<b>Registration Time:</b>	8:00 A.M. (August 14, 2018)	<b>Note:</b> To receive discount room rates, identify yourself with <b>Columbus Police Training</b>
<b>Hotel Reservations:</b>	<b>Drury Inn</b> 88 East Nationwide Blvd Columbus, Ohio 43215 1-614-221-7008 \$88.00 Single or Double (plus tax)	
<b>Registration Fee:</b>	\$295.00 Includes Leading Behind the Badge No Right Way to do a Wrong Thing Course Material, Coffee Breaks, and Certificate of Completion.	

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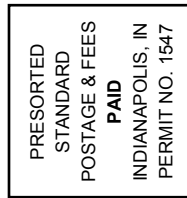
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**City** \_\_\_\_\_ **State** \_\_\_\_ **Zip** \_\_\_\_\_

**Email** \_\_\_\_\_

**Phone** \_\_\_\_\_

**Fax** \_\_\_\_\_



#### Seminar Goals (cont.):

6. To acquaint attendees regarding the interviewing techniques associated with internal investigations. The attendee will learn the differences in interviewing civilians, witness officers and subject officers. The attendee will also learn the difference between an interview and an interrogation.

7. To inform the attendees of union contract rights and Law Enforcement Officer Bill of Rights and their applicability to internal complaints/investigations.

8. To inform attendees about the constitutional limitations of taking compelled statements from public employees or regarding work-place searches in both the administrative and criminal settings and provide recommendations for agency policy/practices.

9. To acquaint the attendees with the Weingarten doctrine, regarding the right to union representation, and its applicability to speaking to employees about potential misconduct matters.

10. To acquaint the attendees about the benefits of Early Intervention Systems as well as other effective proactive measures that can reduce incidents of misconduct within their agencies.

11. To inform the attendees about their personal exposure and liabilities for failing to effectively manage and investigate their personnel.

12. To inform attendees about the legal considerations, particularly for supervisors/managers, when dealing with complaints of discrimination or sexual harassment.

13. To acquaint attendees with the seven profiles of criminal sexual misconduct involving law enforcement personnel and how to recognize and address this phenomenon.



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**August 14, 15 & 16, 2018 • Columbus, Ohio**

# Public Agency Training Council

*Mark Waterfill, President*



**National Criminal Justice**

**Public Safety Continuing Education**

Sponsored By:

## Columbus Police Department

Columbus, Ohio

**Training Seminar**

# Investigating Citizen Complaints & Officer Misconduct for Supervisors

**Instructor:**

**Richard E. Lober, J.D., C.I.G.A.**

Richard Lober specializes in training for law enforcement officers, correctional officers and investigators for government agencies. Until his retirement in May 2010, Richard Lober was the Inspector General for Florida's Department of Environmental Protection, which had over 4,000 employees. The Inspector General had independent authority concerning all matters relating to the investigation and review of misconduct, fraud, waste, misuse/abuse and mismanagement of the agency's resources. The Office of the Inspector General became one of the first offices in the Florida to be awarded accreditation for meeting the high standards in conducting investigations as established by the Commission on Florida Accreditation. Mr. Lober was also the Agency Head of Florida's Medicaid Fraud Control Unit – Office of the Attorney General. This 232 person law enforcement agency had statewide responsibility for criminal and civil enforcement of healthcare fraud & patient abuse.

Mr. Lober has served as the Chief Inspector of the Office of Executive Investigations for the Florida Department of Law Enforcement (FDLE). This office, which reported directly to the FDLE Commissioner, handled Governor Ordered investigations, high profile public corruption cases, internal investigations and background investigations of Governor Appointees. Mr. Lober was also an Assistant General Counsel with FDLE and held several other positions with the agency. Prior to joining FDLE, Attorney Lober was General Labor Counsel for the Miami-Dade County Police Benevolent Association and was a prosecutor in the Miami-Dade State Attorney's Office. His law enforcement career, which began in 1974, included six years as a deputy/sergeant with the Miami-Dade Police Department.

Mr. Lober received his Juris Doctorate in 1983 from Western New England School of Law and began his legal career as a prosecutor with the Miami-Dade State Attorney's Office. He also has a Bachelor of Arts Degree in Public Administration. In 2010, Mr. Lober became a Certified Inspector General Auditor, which was awarded by the Association of Inspectors General. From 2001 – 2003, Mr. Lober served as the Charter President for the Florida Internal Affairs Investigators Association. He is an honorary member of that Association as well as the Miami-Dade County PBA. He also served on the Executive Committee of the Florida Association of Inspectors General.

Mr. Lober has been a guest lecturer for numerous criminal justice agencies and associations and has written several published articles. He has also developed numerous training programs and served as adjunct faculty for the Florida Department of Law Enforcement's Executive Institute, the Southern Police Institute, the I.A.C.P., the Florida Inspectors General Institute and the Regional Community Policing Institute at St. Petersburg College.

**August 14, 15 & 16, 2018**

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# Investigating Citizen Complaints & Officer Misconduct for Supervisors

## Course Objectives:

Each law enforcement agency is responsible for having an effective and professional process for investigations of complaints made against its officers and employees. Supervisors assigned to investigate such must insure that all internal investigations are handled in a prompt, fair & impartial manner. The public, the accused officer and Agency Leadership expect supervisors/ investigators to effectively deal with performance and/or misconduct incidents. Misconduct investigations are unlike most other investigations and require a fact-finding approach and transparency in order to retain the public's confidence and trust. A police agency must demonstrate to the public and its members that only the highest ethical standards of law enforcement will be practiced by the agency and that the investigation of complaints follow established professional standards. Immediate and proper intervention of potential employee performance or misconduct incidents, at the appropriate level, serves to promote morale within the agency and promotes interaction and support of the community.

## Seminar Goals:

- Attendees will learn the importance of ethical standards for persons assigned to conduct internal investigations of its officers and core values associated with the proper handling of all internal investigations.
- Attendees will learn about the impact of internal investigations on officers' conduct and ethical decision-making.
- Attendees will learn the differences between performance matters and serious misconduct and the supervisor's role in handling such incidents.
- To inform the attendees of the importance of an open, unbiased and responsive complaint intake process and their impact on the process.
- To define the different types of reviews involving internal reviews of alleged misconduct (complaint review, inquiry, investigation) and achieve the objectives of personnel investigations.

## Seminar Agenda Investigating Citizen Complaints & Officer Misconduct for Supervisors August 14, 15 & 16, 2018 • Columbus, Ohio

### Tuesday, August 14, 2018

- 8:00 a.m.– 8:30 a.m.      **Registration**
- 8:30 a.m.– 9:00 a.m.      Introductions and Ethics Scenarios
- 9:00 a.m.– 10:00 a.m.     Role of the Manager/Supervisor in  
Misconduct Investigations
- 10:00 a.m.– 12:00 p.m.   Citizen Complaint Intake
- 12:00 p.m.– 1:00 p.m.     **Lunch (On Your Own)**
- 1:00 p.m.– 3:00 p.m.      Performance Matters & Basic Internal  
Investigative Steps

- 3:00 p.m.– 5:00 p.m.     Officer's Rights under Garrity"  
(administrative vs. criminal)

### Wednesday, August 15, 2018

- 8:00 a.m.– 10:00 a.m.     Union Contract Protections & Law  
Enforcement Officers' Rights
- 10:00 a.m.– 11:00 a.m.   Due Process Rights – Pre & Post  
Discipline
- 11:00 a.m.– 12:00 p.m.   Supervisor Liability  
(failure to supervise, investigate, train, etc.)
- 12:00 p.m.– 1:00 p.m.     **Lunch (On Your Own)**
- 1:00 p.m.– 3:00 p.m.      Workplace Searches
- 3:00 p.m.– 5:00 p.m.      Social Media Misconduct

### Thursday, August 16, 2018

- 8:00 a.m.– 10:00 a.m.     Case Scenarios
- 10:00 a.m.– 11:30 a.m.   Sexual Misconduct & New Professional  
Guidelines
- 11:30 a.m.– 12:00 p.m.   Review
- 12:00 p.m.                  **Certificate Presentation**

Cut Along Dotted Line

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**Seminar Title:** Investigating Citizen Complaints &  
Officer Misconduct for Supervisors

**Instructor:** Richard Lober

**Seminar Location:** Columbus, Ohio Division of Police  
Training Academy  
1000 North Hague Avenue  
Columbus, Ohio 43204-2121

**When:** August 14, 15 & 16, 2018

**Registration Time:** 8:00 A.M. (August 14, 2018)

**Hotel Reservations:** Drury Inn  
88 East Nationwide Blvd  
Columbus, Ohio 43215  
1-614-221-7008  
\$88.00 Single or Double (plus tax)

**Registration Fee:** \$325.00 Includes Investigating Citizen Complaints & Officer  
Misconduct for Supervisors Course Material, Coffee Breaks and  
Certificate of Completion.

**Seminar ID  
#15827**

**Note:** To receive discount  
room rates, identify  
yourself with **Columbus  
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**Names of Attendees** 1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

4. \_\_\_\_\_

**Agency** \_\_\_\_\_

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# Western States Training Conference

Las Vegas, Nevada  
Law Enforcement  
and Fire Science Training Classes

November 26-November 30, 2018 & December 3-7, 2018

Course Name	Seminar ID #	Start	End	Fee
Forensic Pathology for Investigators	15679	Nov 26	Nov 27	\$350
Smartphone Forensics and Cellular Technology Certification +SMART	15677	Nov 26	Nov 30	\$695
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August 28 & 29, 2018 • Columbus, Ohio

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National Criminal Justice  
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Columbus, Ohio

Training Seminar

# Stress Management in Law Enforcement

Instructor:

**Lisa E. Grossman, Ph.D., ATC, BCB**

Lisa Grossman is an expert in peak performance training and mental skills development with extensive experience working with military and law enforcement agencies, healthcare providers, combat/wounded veterans, corporate executives, and professional athletes.

In addition to providing training and consulting services through private practice in Jacksonville FL, Dr. Grossman serves as an adjunct faculty member at St. Johns River State College's Criminal Justice Academy. As an instructor, she teaches FDLE advanced courses in Stress Management and Responding to Veterans to law enforcement officers from around the state as well as oversees the health and wellness curriculum development and instructor certification.

She has served as the Peak Performance Center Director at Wounded Warrior Project's TRACK Program where she provided mental skills training to wounded veterans transitioning into civilian life while combatting PTSD, TBI, and other injuries sustained. Over the years, she has offered her knowledge and expertise in biofeedback training to develop educational and training protocols for the US Army's Center for Enhanced Performance as well as for a biofeedback company where she is currently serving as the Clinical Program Director. Lisa Grossman was awarded a Doctoral Degree in Educational Psychology from Florida State University where she specialized in Performance Psychology, is a Board Certified Athletic Trainer with the National Athletic Trainers' Association, and is Board Certified in Biofeedback by the Biofeedback Certification International Alliance.

Dr. Grossman's work targets the core of self-awareness and self-regulation, helping each client develop and enhance themselves in order to perform optimally in any environment, despite any challenges they may face.

**August 28 & 29, 2018**

Columbus, Ohio

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# Stress Management in Law Enforcement

## Course Objectives:

The Stress Management in Law Enforcement class provides police officers the education, training, and tools necessary to achieve optimal performance and sustain it for a safe, long and healthy career. Participants will gain an understanding of WHAT stress is and will be introduced to the stress-performance relationship and its impact on one’s physiological, mental, and emotional state. Further, training will provide police officers a greater insight into how stress immediately impacts cognitive function (especially during critical incidents) such as the decision-making process and level of attention, both critical components of law enforcement.

Through the knowledge gained in the class and applied biofeedback training, officers will gain new skills to regulate the stress response on command. In addition, police officers will complete a Stress Management Continued Care Plan which can help participants gain a range of benefits impacted by stress such as lower resting heart and blood pressure, decreased muscle tension, improved immune function and ability to fight illness, improved cognitive function (i.e. faster and more accurate decision making skills, improved analytical processing, and improved memory), improved emotional state and a reduction in cumulative PTSD, decreased frustration/anger and overall improved wellness. Officers completing the course will gain immediate take-aways for improved sleep, work-life balance, and more critically, enhanced function for a safe and long career in law enforcement.

Upon course completion, police officers will be able to:

- Focus and concentrate with sharpness amongst distractions
- Learn to achieve an optimal state of activation depending on the situation
- Realize a heightened level of self-awareness
- Self-Regulate more effectively and efficiently in order to achieve maximum performance and sustain it
- Be more resilient in high stress, high pressure situations, over longer periods of time
- Make better instinctive and intuitive decisions
- Learn to regulate stress on command and decrease the potential for “reacting” and rely more on “acting” (i.e. shoot/don’t shoot)
- Enhance their overall physical, mental and emotional wellness
- Sleep with more ease and achieve a better work-life balance
- Reduce the effects of cumulative PTSD

## Seminar Agenda Stress Management in Law Enforcement August 28 & 29, 2018 • Columbus, Ohio

### Tuesday, August 28, 2018

8:00 a.m.—8:30 a.m.

#### Registration

8:30 a.m.—10:30 a.m.

#### Orientation to Stress Management

- Introduction to stress management
- The impact of stress on the brain and body
- Cognitive changes due to stress
- Stress and critical response

10:30 a.m.—12:00 p.m.

#### Assessments

- Stress profile
- Stress and burnout
- Perceived stress
- Stress scale
- Personality and stress

12:00 p.m.—1:00 p.m.

#### Lunch (On Your Own)

1:00 p.m.—5:00 p.m.

#### Personal Stress Management Techniques

- Self-awareness and self-regulation
- Introduction to coherence breathing for immediate shutdown and achieving peak performance in critical incident
- Mental skills training for high stress (adaptive thinking techniques, combating cumulative PTSD, and imagery for performance enhancement)

### Wednesday, August 29, 2018

8:00 a.m.—11:00 a.m.

#### Role of Nutrition

- Nutrition self-assessment and meal plan to combat stress
- Nutrition, my pyramid, food that counteract stress

11:00 a.m.—12:00 p.m.

#### Physical Fitness in Managing Stress

- Mind-body connection
- Effects of PT on the mind and body
- Using stretching to release "good" chemicals,
- General health & cardiovascular health for LEOs,
- PT assessment and activities

12:00 p.m.—1:00 p.m.

#### Lunch (On Your Own)

1:00 p.m.—4:00 p.m.

#### Stress Relief Techniques

- Mindfulness training,
- Progressive muscle relaxation,
- Biofeedback training (in-class demonstration and activities),
- Guided imagery assessment and developing scripts for mental rehearsal/simulation/ preparation
- Case study and critical incident case review

4:00 p.m.—5:00 p.m.

#### Stress Management Continued Care Plan

5:00 p.m.

#### Certificate Presentation

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<b>Seminar Title:</b>	<b>Stress Management in Law Enforcement</b>	<b>Seminar ID #15804</b>
<b>Instructor:</b>	<b>Lisa Grossman</b>	
<b>Seminar Location:</b>	<b>Columbus, Ohio Division of Police Training Academy</b> 1000 North Hague Avenue Columbus, Ohio 43204-2121	
<b>When:</b>	August 28 & 29, 2018	<b>Note:</b> To receive discount room rates, identify yourself with <b>Columbus Police Training</b>
<b>Registration Time:</b>	8:00 A.M. (August 28, 2018)	
<b>Hotel Reservations:</b>	<b>Drury Inn</b> 88 East Nationwide Blvd Columbus, Ohio 43215 1-614-221-7008 \$88.00 Single or Double (plus tax)	
<b>Registration Fee:</b>	\$295.00 Includes Stress Management in Law Enforcement Course Material, Coffee Breaks, and Certificate of Completion.	

**Names of Attendees** 1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

4. \_\_\_\_\_

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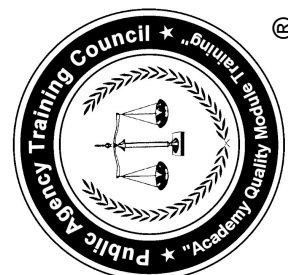
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September 10, 11, 12, 13 & 14, 2018 • Columbus, Ohio

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Mark Waterfill, President



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## Training Seminar Phase I & II Hostage Negotiations & Crisis Intervention

Instructor:

**Mark Lowther, Lieutenant**

Lt. Mark Lowther (Ret.) is a US Marine Corps veteran. Lt. Lowther retired after 24 years of service with the Weber County Sheriff's Office in Ogden, Utah. His background is varied and diverse. He has served as a SWAT hostage negotiator for a major portion of his career. His background and experience comes from serving on two Metro SWAT teams. Lt. Lowther has experience on all levels of negotiations from tech to negotiation team leader. He has personally been involved in numerous threatened suicide and SWAT negotiation incidents. Lt. Lowther was also a primary negotiator during one of the first known hostage negotiations involving social media.

Lt. Lowther has extensive background and training in suicide intervention and mental illness. He has instructed law enforcement locally and nationally on law enforcement interaction with suicidal individuals and the mentally ill. Lt. Lowther has presented on crisis/hostage negotiations at conferences for the International Association of Hostage Negotiators, Florida Association of Hostage Negotiators, and the Midwest Association of Crisis Negotiators. He was named by the Utah Tactical Officers Association as the 2012 Crisis Negotiator of the year.

In addition to his duties on the SWAT hostage negotiation team, Lt. Lowther has worked in corrections, patrol, detectives, vice/gangs, motors, warrants, and court security. Lt. Lowther served as part of the Public Safety Law Enforcement Unit assigned to the 2002 Salt Lake Winter Olympics. He has also served on a federal task force as a sworn Special Deputy United States Marshal.

Mark has served as a public information officer, watch commander, patrol precinct commander, and court security services commander. Mark although retired from full time law enforcement, continues to serve as a part time deputy sheriff and maintains Utah Peace Officer status.

**September 10, 11, 12, 13 & 14, 2018**  
Columbus, Ohio

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# Phase I & II Hostage Negotiations and Crisis Intervention

### Who Should Attend:

Chiefs, Sheriffs, Street Patrol Officers, First Responders, Jail Corrections Officers, Prison Personnel, Drug – Narcotic Officers, Emergency Response Teams and any agency contemplating the structuring of a Crisis Negotiation / Response Team or Crisis Intervention Team.

### Course Objectives:

**Introduction to Crisis/Hostage Negotiation:** Understand the premise of crisis negotiation. Recognize elements of successful crisis negotiation .Apply common crisis negotiation terms.

**Team Structure:** The structuring of a crisis negotiation team and the importance of command personnel, as well as command personnel's understanding and support will be discussed. (This structure works for small and large agencies alike) Determine organizational requirements for an effective crisis response. Coordinate personnel, resources and equipment for crisis negotiation. Identify training requirements associated with crisis negotiation.

**Basics of Negotiating:** The function and duties of each team member, including command personnel, will be explained and discussed. Negotiation strategies will also be discussed. Negotiation Operation Command (NOC) and Tactical Operation Command (TOC) - what are they and how do they function with each other during a SWAT incident. Apply safety and security measures to contain a crisis. Establish command and control during a crisis incident. Mitigate a crisis incident.. Establish operational objectives during a crisis. Evaluate and manage risk during a crisis incident. Plan a risk-effective negotiation strategy.

**Intelligence:** Develop a system for managing intelligence. Recognize the value of intelligence in mitigating a crisis. Differentiate categories of crisis intelligence. Apply intelligence to resolving a crisis incident. Maintain effective incident information charts and dialogue records. Social media is huge. In today's world the negotiator has to be aware of how social media works and how it can help and hinder negotiations.

**Communication Skills:** The student will be given an in-depth overview of communication skills, both conversational speaking and active listening will be discussed. Recognize the value of effective communication in crisis negotiation. Apply the principles of the behavioral influence steps. Recognize barriers to effective communication. Apply basic communication skills to crisis negotiation.

**Psychology in Negotiations:** In this segment, students will discuss in layman's terms the mental and personality disorders that are prevalent during crisis situations. Identifying the mental or personality disorder and dealing with it in a crisis situation. Students will learn the three most common types of suspects that are involved in hostage/barricade incidents. Recognize characteristics of mentally ill or emotionally disturbed subject Apply techniques for communicating with mentally ill or emotionally disturbed individuals.

**Terrorism and extremist groups:** Can we negotiate with a terrorist or extremist groups?. An understanding of the ideology and culture of terrorists and extremist groups will be discussed

**Case Studies:** Each and every hostage and crisis situation is different. The cases we will review are a diverse sampling of the instructor's experiences and other incidents from across the nation.

**Suicide Intervention:** Can you talk a person into committing suicide? The truth and the myths about suicide will be discussed. Recognize suicide trends within the United States. Identify terminology associated with suicide. Identify risk factors associated with suicide. Identify risk indicators associated with the immediacy of suicidal intent. . Apply effective intervention techniques for the actively suicidal person.

**Role Play:** Students will get a chance to participate as a team member and use the most advanced electronic equipment that is on the market today. Apply basic communication skills to crisis negotiation. Recognize and apply factors that contribute to successful crisis negotiation. Document crisis negotiation team activities. Apply intelligence to resolving a crisis incident.

### Additional topics attendees will have gained knowledge in:

- Recognize circumstances conducive to successful crisis negotiation.
- Recognize and apply strategies that contribute to successful crisis negotiation.
- Recognize a non-negotiable situation.
- Recognize and understand risk/benefit regarding the use of third party intermediaries.

# Seminar Agenda Phase I & II Hostage Negotiations & Crisis Intervention

**September 10, 11, 12, 13 & 14, 2018 • Columbus. Ohio**

### Monday, September 10, 2018

**8:00 a.m. – 8:30 a.m.**

8:30 a.m. – 9:00 a.m.

9:00 a.m. – 9:30 a.m.

9:30 a.m. – 10:30 a.m.

10:30 a.m. – 11:30 a.m.

11:30 a.m. – 12:00 p.m.

**12:00 p.m. – 1:00 p.m.**

1:00 p.m. – 2:00 p.m.

2:00 p.m. – 4:00 p.m.

### Registration

Introduction

History of Hostage Negotiations

Structure and Use of Negotiation Teams

Case Study

Fundamentals of Negotiations

### Lunch (On Your Own)

Video “15 Days in Hell”

Fundamentals of Negotiations

### Homework Research Assignment

### Tuesday, September 11, 2018

8:00 a.m. – 10:00 a.m.

10:00 a.m. – 10:30 a.m.

10:30 a.m. – 12:00 p.m.

**12:00 p.m. – 1:00 p.m.**

1:00 p.m. – 2:00 p.m.

2:00 p.m. – 4:00 p.m.

Fundamentals of Negotiations

Terrorist Negotiations

Terrorist Video

### Lunch (On Your Own)

Video “William Cruz”

Active Listening Skills

### Homework Research Assignment

### Wednesday, September 12, 2018

8:00 a.m. – 9:30 a.m.

9:30 a.m. – 10:30 a.m.

10:30 a.m. – 11:00 a.m.

11:00 a.m. – 12:00 p.m.

**12:00 p.m. – 1:00 p.m.**

1:00 p.m. – 2:00 p.m.

2:00 p.m. – 3:00 p.m.

3:00p.m. – 4:00 p.m.

Tactical Use of Negotiators

TOC/NOC Operations

Negation Strategies

Negotiations and Social Media (with case study)

### Lunch (On Your Own)

Video “Lakehurst School Takeover”

The Role of the Psychologist

Introduction to Personality Disorders

### Homework Research Assignment

### Thursday, September 13, 2018

8:00 a.m. – 11:00 a.m.

11:00 a.m. – 12:00 p.m.

**12:00 p.m. – 1:00 p.m.**

1:00 p.m. – 3:30 p.m.

3:30 p.m. – 4:00 p.m.

Role Plays

Role Play Critique

### Lunch (On Your Own)

Role Plays

Role Play Critique

### Homework Research Assignment

### Friday, September 14, 2018

8:00 a.m. – 10:00 a.m.

10:00 a.m. – 11:00 a.m.

11:00 a.m. – 12:00 p.m.

**12:00 p.m.**

Suicide Assessment and Intervention

Mental Health Disorders and Crisis Intervention

Video “FBI Atlanta Hostage”

### Certificate Presentation

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<b>Seminar Title:</b>	<b>Hostage Negotiations, Phase I &amp; II</b>	<b>Seminar ID #15829</b>
<b>Instructor:</b>	<b>Mark Lowther</b>	
<b>Seminar Location:</b>	<b>Columbus, Ohio Division of Police Training Academy</b> 1000 North Hague Avenue Columbus, Ohio 43204-2121	
<b>When:</b>	September 10, 11, 12, 13 & 14, 2018	
<b>Registration Time:</b>	8:00 A.M. (September 10, 2018)	
<b>Hotel Reservations:</b>	<b>Drury Inn</b> 88 East Nationwide Blvd Columbus, Ohio 43215 1-614-221-7008 \$88.00 Single or Double (plus tax)	<b>Note:</b> To receive discount room rates, identify yourself with <b>Columbus Police Training</b>
<b>Registration Fee:</b>	\$495.00 Includes Phase I & II Hostage Negotiations & Crisis Intervention Course Material, Coffee Breaks, and Certificate of Completion.	

**Names of Attendees** 1. \_\_\_\_\_  
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**Agency** \_\_\_\_\_

**Invoice To Attn:** \_\_\_\_\_  
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**Phone** \_\_\_\_\_

**Fax** \_\_\_\_\_

Cut Along Dotted Line

# The Professional Internal Affairs Certification for Public Safety “Certified Internal Affairs Investigator/ Supervisor”

A professional training, education and certification program offered by the **Public Agency Training Council**, Indianapolis, IN., and endorsed by the **National Internal Affairs Investigator Association**.



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PERMIT NO. 1547

## Certification Overview

- To provide law enforcement, fire service and public risk management agencies with a training and education program that will enhance the performance of Internal Affairs/ Office of Professional Standards operations. These operations encompass administrative investigations, response to complaints alleging employee misconduct or agency dissatisfaction, employee discipline, high risk/critical task audits and preliminary risk management assessments. It is understood that not all agencies may have a designated unit assigned to these tasks, but the training is designed to provide guidance for personnel assigned to conduct these types of investigations, supervise these investigations, oversee the process and/or adjudicate these types of investigations
- To provide employees assigned the task of conducting these administrative investigations with the investigative tools necessary to conduct fair and reasonable investigations
- To provide graduates of the program with the ability to evaluate, modify and/or enhance their agency's written and operational directives concerning citizen complaint processes, administrative investigations, risk management oversight, internal affairs functions and employee discipline
- To provide supervisors responsible for internal affairs/citizen complaint operations with the necessary tools to ensure that the process is conducted in a fair and reasonable manner
- To provide public risk management personnel with the essential knowledge and tools to conduct comprehensive oversight and audit of this function
- To provide the most up-to-date legal and generally accepted practices foundation for employee discipline and the conduct of administrative investigations
- To provide successful candidates with industry recognition for engaging in personal and professional development in this essential public safety task

### Certification Validity:

Certification will be valid for three (3) years. The successful candidate will receive special recognition for this achievement. During this three (3) year period, each successful graduate will be provided with a regular update bulletin in either printed, electronic or CD format.

Certification will provide the opportunity for networking with other nationally Certified Internal Affairs Investigators. This allows certified members to share information and discuss issues in conducting internal and administrative investigations.

### Re-Certification:

Graduates of the Certification Program who desire to maintain their current status as a Certified Internal Affairs Investigator/Supervisor will be required to attend one (1) PATC Internal Affairs related training program during the three (3) year period (visit [ia.patc.com](http://ia.patc.com) for a listing of related programs). Individuals must also re-take the examination. **In addition**, attendance at the day Internal Affairs Conference is mandatory in the year re-certification is sought.

### Testing Requirement:

Each applicant applying for certification will be required to pass a written examination and provide a 500-word research paper to be completed with in 3 months of attending the conference. The written examination will address significant IA/OPS questions. The subject of the written paper must adhere to the list of topics designated by the Advisory Board. Some of these papers may be featured in the PATC Email Newsletter and all will be archived by PATC for retrieval by anyone accessing the website.

### Criteria for Professional Certification:

There is no cost to challenge the IA Certification Program. Each successful candidate will receive an appropriate printed certification. Attend one of the qualifying training modules presented by the PATC within the last five (5) years or attended an NIAIA Annual Conference. Within the year the candidate seeks Certification, the candidate must attend a 5-day Internal Affairs Conference presented by PATC. This seminar is considered essential as it is designed to spotlight the most up-to-date issues, trends and legal developments in the IA/OPS operations

Visit us on the web for more details.  
[ia.patc.com](http://ia.patc.com)



**Public Agency Training Council**

5235 Decatur Blvd  
Indianapolis, Indiana 46241

Phone: 1-800-365-0119

Fax: 317-821-5096

Email: [questions@patc.com](mailto:questions@patc.com)

Visit us on the Web at:

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September 17, 18, 19, 20 & 21, 2018•Columbus, Ohio

# Public Agency Training Council

*Mark Waterfill, President*



National Criminal Justice

Public Safety Continuing Education



Sponsored By:  
**National Internal Affairs Investigators  
Association**

Sponsored By:  
**Columbus Police Department**  
Columbus, Ohio

# Internal Affairs Conference & Certification

**Specialized Issues In Internal Affairs Investigations,  
Employee Discipline, and Legal Issues**

## Instructors:

**Timothy J. Longo, Sr., J.D.**  
*Chief (Retired)*  
Charlottesville Police Department  
Charlottesville, Virginia

**Stephen Campbell**  
*Major (Retired)*  
Providence, RI Police Department  
Providence, Rhode Island

**Jeff Carter, Major**  
Fayette County Detention Center  
Lexington, Kentucky

**Shaun Santos, Attorney**  
Sergeant  
Lowell Police Department  
Lowell, Massachusetts

**Rick Lober J.D., C.I.G.A.**  
Inspector General (Retired)  
Florida's Department of Environmental  
Protection

**September 17, 18, 19, 20 & 21, 2018**

Columbus, Ohio

**Register On-Line At: [www.patc.com](http://www.patc.com)**



# Seminar Agenda

## Internal Affairs Conference & Certification

Specialized Issues In Internal Affairs Investigations,  
Employee Discipline, and Legal Issues

September 17, 18, 19, 20 & 21, 2018•Columbus, Ohio

**Monday, September 17, 2018**

8:00 a.m. -8:30 a.m.     **Registration**  
8:30 a.m. - 5:00 p.m.     **Timothy Longo**  
(With Breaks and Lunch On Own)

**Chief Timothy J. Longo, Sr., J.D.**

Chief Longo began his law enforcement career with the Baltimore Police Department in 1981. In September of 1990, he was reassigned to the Education and Training Division as the agency's primary law instructor. April of 1993, he assumed command of the department's Special Investigation Section within the Internal Investigation Division. His duties focused on the investigation of criminal wrongdoing within the department's ranks. Chief Longo retired and served briefly as a Senior Associate with a public sector consulting firm in Rockville, Maryland. In February of 2001, he was selected to serve as the Chief of Police for the City of Charlottesville, Virginia where he retired in May of 2016. He is currently Assistant Professor and Program Director of Public Safety Administration for the University of Virginia and was appointed to a position within the School of Continuing and Professional Studies to coordinate the development of a Master's Degree Program in Public Safety Administration. Chief Longo is a graduate of Towson University in Baltimore where he served as an Adjunct Professor. He is a graduate of the University of Baltimore, School of Law. Chief Longo lectures across America in the field of Ethics, Professional Standards and Internal Affairs.

- First amendments implications on administrative investigations and employee discipline
- Administrative searches
- Garrity, unraveling the mystery
- Code of Silence and its adverse potential for IA/OPS investigations
- Contempt of Cop: how this can create civil liability

**Tuesday, September 18, 2018**

8:00 a.m.—5:00 p.m.     **Jeff Carter**  
(With Breaks and Lunch On Own)

**Jeff Carter** is currently the Major over Operations at the Fayette County Detention Center in Lexington, Ky. Over his 18 year career he has worked all levels of custody inside a 1300 bed correctional facility located in the horse racing capital of the world. Jeff was an instructor for 5 years inside the Division Academy where he trained over 700 recruits, molding them into successful leaders in the Corrections field. He's trained and commanded the CERT team as well as taught Drill and Ceremony to the Division Honor guard. While promoting through the ranks he commanded the Professional Standards Unit where he specialized in Internal Affairs investigations and Gang Intel for 7 years. Jeff completed over 200 administrative investigations, as well as, conducted over 100 PREA (Prison Rape Elimination Act) investigations. He is well versed in PREA as he is a PREA Investigator Instructor. Jeff has also completed the top Leadership Academies at the National Institute of Corrections in Aurora, Co.

- Administrative investigations in Jail setting
- Officer Deviance – What we investigate inside the walls
- Investigating Sexual Assaults inside corrections facilities in relation to PREA

**Wednesday, September 19, 2018**

8:00a.m.—12:00 p.m.     **Steve Campbell**  
(With Breaks and Lunch On Own)

**Stephen Campbell** began his Law Enforcement career with the Providence Rhode Island Police Department in 1982 and retired at the rank of Major, Chief of Detectives, in 2008. During his 26 years he worked in numerous bureaus within the department including the Detective Bureau, and developed and commanded the Domestic Violence Unit.

## Seminar Agenda (continued)

As the Chief of Detectives he had oversight of all Major Crimes, Narcotics Bureau & Organized Crime, Crime Scene Investigation, and Youth Services. Steve is the Director of the Policy Committee for the Legal and Liability Risk Management Institute (LLRMI). He is a graduate of the Senior Management Institute for Policing at the Police Executive Research Forum (PERF) at Boston University. He holds a Bachelor of Science Degree in Administration of Justice from Roger Williams University, Bristol RI and a Master of Science Degree in Administration of Justice from Salve Regina University, Newport RI.

Sexual harassment is a form of sex discrimination and violates Title VII of the Civil Rights Act of 1964 when it occurs in the workplace. This four-hour training will discuss all aspects of workplace sexual harassment and discrimination from

- Creating a policy and training to the policy
- How to file a complaint
- Receiving complaint
- Investigating the complaint
- Avoiding the sex-related lawsuit

**1:00 p.m.—5:00 p.m.     Shaun Santos**

Sgt. Santos has been a law enforcement officer for 20 years, with over 15 years experience as a Narcotics Detective. He has extensive experience working with the Drug Enforcement Administration conducting electronic surveillance investigations in to the Drug Trafficking Organizations. Shaun is currently assigned to the DEA's Financial Investigations Team (FIT), anti-money laundering group, responsible for conducting large international money laundering investigations. He has experience with foreign and domestic money pick-ups, international bank wire transfers, familiarity with Black Market Peso Exchange, and Attorney General Exempt Operations (AGEO), allowing for the laundering of drug proceeds in furtherance of narcotics investigations.

Shaun has received his Bachelor Degree in Criminal Justice, University of Massachusetts, Lowell, MA; Masters Degree from Anna Maria College; and Juris Doctorate from Suffolk University Law School.

Sgt. Santos specializes in training law enforcement officers on conducting investigations:

- Best Practices
- Admin vs Criminal Investigations
- Overcoming Internal Investigation Pitfalls

**Thursday, September 20, 2018**

8:00a.m.—5:00 p.m.     **Rick Lober**  
(With Breaks and Lunch On Own)

**Richard Lober** specializes in training for law enforcement officers, correctional officers and investigators for government agencies. Until his retirement in May 2010, Richard Lober was the Inspector General for Florida's Department of Environmental Protection, which had over 4,000 employees. The Inspector General had independent authority concerning all matters relating to the investigation and review of misconduct, fraud, waste, misuse/abuse and mismanagement of the agency's resources. Mr. Lober has served as the Chief Inspector of the Office of Executive Investigations for the Florida Department of Law Enforcement (FDLE). This office, which reported directly to the FDLE Commissioner, handled Governor Ordered investigations, high profile public corruption cases, internal investigations and background investigations of Governor Appointees. Mr. Lober received his Juris Doctorate in 1983 from Western New England School of Law and began his legal career as a prosecutor with the Miami-Dade State Attorney's Office.

- Sexual Misconduct in Law Enforcement & Corrections
- Workplace Discrimination Issues (other than sexual harassment)
- Social Media Misconduct

**Friday, September 21, 2018**

8:00 a.m.—12:00 p.m.     **Rick Lober**

- Body-Worn Cameras and the Impact on Citizen Complaints
- Disciplinary Matrix
- Early Intervention Systems

**12:00 p.m.     Certificate Presentation**

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**2. Fax Form** to Public Agency Training Council **FAX: 1-317-821-5096**

**3. Mail Form** to

**Public Agency Training Council**  
5235 Decatur Blvd.  
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If you have any questions please call

**317-821-5085 (Indianapolis)**

**800-365-0119 (Outside Indianapolis)**



<b>Seminar Title:</b>	<b>Internal Affairs—5 Day</b>	<b>Seminar ID #15638</b>
<b>Instructors:</b>	<b>Multiple</b>	
<b>Seminar Location:</b>	<b>Columbus, Ohio Division of Police Training Academy</b> 1000 North Hague Avenue Columbus, Ohio 43204-2121	<b>Note:</b> To receive discount room rates, identify yourself with <b>Columbus Police Training Group #2334693</b>
<b>When:</b>	September 17, 18, 19, 20 & 21, 2018	
<b>Registration Time:</b>	8:00 A.M. (September 17, 2018)	
<b>Hotel Reservations:</b>	<b>Drury Inn</b> 88 East Nationwide Blvd Columbus, Ohio 43215 1-614-221-7008 \$88.00 Single or Double (plus tax)	
<b>Registration Fee:</b>	\$595.00 Includes Internal Affairs Class Course Material Coffee Breaks, & Certificate of Completion.	

**Names of Attendees** 1. \_\_\_\_\_

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# Western States Training Conference

Las Vegas, Nevada  
Law Enforcement  
and Fire Science Training Classes

November 26-November 30, 2018 & December 3-7, 2018

Course Name	Seminar ID #	Start	End	Fee
Forensic Pathology for Investigators	15679	Nov 26	Nov 27	\$350
Smartphone Forensics and Cellular Technology Certification +SMART	15677	Nov 26	Nov 30	\$695
Kinesic Interview Phase I & II	15678	Nov 26	Nov 30	\$550
Detective & New Criminal Investigator	15681	Nov 26	Nov 30	\$550
Internal Affairs Conference & Certification	15676	Nov 26	Nov 30	\$625
Investigation of Childhood Injury and Death	15680	Nov 28	Nov 29	\$350
School Violence, Safety & Security Conference	15682	Nov 28	Nov 30	\$375
*****				
Death and Homicide Conference	15685	Dec 3	Dec 7	\$575
Use of Force	15686	Dec 3	Dec 7	\$575
Hostage/Crisis Negotiations Phase I & II	15683	Dec 3	Dec 7	\$575
New Fire and Arson Investigator Academy	15684	Dec 3	Dec 7	\$550
Court Security	15688	Dec 3	Dec 5	\$375
First Line Supervision: Leadership and Management Skills	15687	Dec 5	Dec 7	\$375

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September 19, 20 & 21, 2018 • Columbus, Ohio

# Public Agency Training Council

Mark Waterfill, President



National Criminal Justice  
Public Safety Continuing Education

Sponsored By:  
**Columbus Police Department**  
Columbus, Ohio

## Training Seminar: Human Trafficking Investigations

Instructor:  
**Tomas Tundidor**

Officer Tomas Tundidor is a 27 year veteran of the Miami-Dade Police Department in Miami, Florida. Officer Tundidor is currently employed with the Village of Palmetto Bay in Miami, Florida. Tomas has served in the Organized Crime Section, Narcotics Bureau, Economic Crimes Bureau and Special Victims Bureau. As a detective in the Organized Crime Section, Tomas conducted several Gambling and Vice Investigations and was lead on several Murder for Hires and Minor Sex Trafficking/Human Trafficking Investigations. Tomas was deputized by the U.S Marshals Service and worked on the FBI's Minor Vice / Crimes against Children Task Force. He also served as a Task Force Officer for the South Florida Human Trafficking Task Force and the Miami-Dade State Attorney's Office Human Trafficking Task Force. Officer Tundidor has received several awards and honors including; Police Officer of the year in 2007, Life-saving Medal in 2001 and 2007, Gold Medal of Valor in 1995 and 2007, the Purple Heart Award in 2007, and the Florida Missing Children's Combating Human/Sex Trafficking award in 2013.

**September 19, 20 & 21, 2018**  
Columbus, Ohio

Register online at: [www.patc.com](http://www.patc.com)

# Human Trafficking Investigations

## Course Overview

Human trafficking exists in the United States and can be considered Modern Day Slavery. Worldwide, it is a \$150 billion criminal industry and it is found in every state of the United States. As many as 300,000 children in the US are at risk for sexual exploitation on a yearly basis.

Law Enforcement Officers may encounter a human trafficking operation during the course of their duties: during a traffic stop, during a police raid or even through a walk-in complaint. These situations often lead to the rescue of a human trafficking victim.

### The purpose of this course is to provide attendees with:

- Basic education of how to identify Human Trafficking
- Characteristics of victims and perpetrators
- Mechanism of operations, and assessments of trends
- Case studies
- Investigative techniques and trends
- Insight into undercover Human Trafficking/Vice operations
- How these type of investigations crossover with internet crimes against children and traveler cases
- Obstacles law enforcement officials must overcome
- Substantial legal, cultural, and organizational barriers while investigating and prosecuting trafficking cases.

## Seminar Agenda Human Trafficking Investigations

September 19, 20 & 21, 2018 • Columbus, Ohio

### Wednesday, September 19, 2018

8:00 a.m.-8:30 a.m. **Registration**  
8:30 a.m.-11:30 a.m. Introduction  
Human trafficking defined and statues-defined  
Safe Harbor-defined  
Commercial Sexual Exploitation of Children-defined  
Who is the Exploiter?

11:30 a.m.-12:30 p.m. **Lunch (On Your Own)**

12:30 p.m.-5:00 p.m. Who are the trafficking victims  
Major events  
The Pimp game  
Trends then and now  
CSEC and risk factors for CSEC  
How to identify HT

### Thursday, September 20, 2018

8:00 a.m.-11:30 a.m. Investigative Tools  
Backpage  
Warrants & Subpoenas  
Interviews of victims & tips on interviewing  
Task Forces  
Non-Governmental Organizations  
ICAC & Traveler Cases

11:30 a.m.-12:30 p.m. **Lunch (On Your Own)**

12:30 p.m.-5:00 p.m. Proactive Cases  
Undercover Vice Operations  
Reactive Cases  
Brothels

### Friday, September 21, 2018

8:00 a.m.-12:00 p.m. Case Studies  
HT videos

12:00 p.m. **Certificate Presentation**

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**Seminar Title: Human Trafficking Investigations**

**Instructor: Tomas Tundidor**

**Seminar Location: Columbus, Ohio Division of Police Training Academy**  
1000 North Hague Avenue  
Columbus, Ohio 43204-2121

**When:** September 19, 20 & 21, 2018

**Registration Time:** 8:00 A.M. (September 19, 2018)

**Hotel Reservations:** **Drury Inn**  
88 East Nationwide Blvd  
Columbus, Ohio 43215  
1-614-221-7008  
\$88.00 Single or Double (plus tax)

**Registration Fee:** \$325.00 Includes Haman Trafficking Investigations Course  
Material, Coffee Breaks, and Certificate of Completion.

**Seminar ID  
#15843**

**Note:** To receive  
discount room rates,  
identify yourself  
with **Columbus Police  
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**Names of Attendees** 1. \_\_\_\_\_

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September 25, 26 & 27, 2018 • Columbus, Ohio

# Public Agency Training Council

Mark Waterfill, President



National Criminal Justice

Public Safety Continuing Education

Sponsored By:

## Columbus Police Department

Columbus, Ohio

Training Seminar

# Ambush & Lethal Environment Recognition Training (A.L.E.R.T.)

Instructor:

**James "Randy" Merriman**

Randy Merriman is a career Law Enforcement officer of over 25 years and comes from a background as a Special Agent with a Texas Governors narcotic enforcement unit. Randy is certified as a Texas Law Enforcement Instructor and holds certifications ranging from Basic to Master level. He is recognized by the US DOD as an Surveillance, Awareness, Human Behavior Analysis (HBA) and Tracking Subject Matter Expert and has an outstanding reputation for the delivery of high quality training. He has developed surveillance and awareness courses and has delivered training to a multitude of federal, state and local law enforcement agencies and for numerous U.S. Department of Defense organizations and US Allies.

Randy has provided surveillance, counter surveillance and awareness courses in support of all branches of the US military and Special Forces communities. He has developed and provided counter ambush and Counter Improvised Explosive Devices (C-IED) awareness programs to the US Navy EOD Training and Evaluation Units and has provided services as the course developer and instructor for the Advanced Situational Awareness (ASA) program at the US Army's Maneuver Center of Excellence (MCoE) at Ft Benning Georgia. He has delivered awareness and tracking programs to the USMC Snipers and was a program developer and subject matter expert for the USMC "Combat Hunter" program at Camp Lejeune, NC. He has taught these surveillance/counter surveillance and awareness programs to elite Military Units such as the British SAS, 3 Para, Royal Marines, Royal Tank Regiment, and has served as an instructor for the elite British Jungle Warfare Training facility in Brunei. He has trained Canadian Special Forces, Danish Frogmen Corp, Danish Jaegers, Danish EOD Engineers and the Dutch Royal Marines in their respected countries and around the globe in Surveillance, Awareness, Human Behavior Analysis, C-IED and Tracking skill sets.

**September 25, 26 & 27, 2018**

Columbus, Ohio

Register On-Line At: [www.patc.com](http://www.patc.com)

# Ambush & Lethal Environment Recognition Training (A.L.E.R.T.)

## Course Objectives:

Randy has recognized the need to mitigate the growing trend of injuries and deaths related to targeted ambush/surprise encounters against law enforcement personnel and has developed a training program to counter those trends. These learned skill sets will dramatically enhance and improve the law enforcement officer's Awareness and Threat Detection (ATD) capabilities. The training helps law enforcement officers thwart potential ambush situations and turn them from a disadvantage into a tactical advantage. It benefits officers during routine patrol, special events, traffic stops etc. and protects him/her from ambush-type situations. The training teaches officers methods to accurately assess violator/public contacts and gives the officer the ability to predict the potential for an encounter to escalate into a threatening event.

The program is designed to directly enhance the Law Enforcement personnel capabilities in advanced threat awareness skills and allows an aggressive approach to observe and identify booby traps, IED's and threats in a multitude of environments through threat indicators that exist in the human and terrain atmosphere. The program teaches officers how to establish baselines in their environment and how to recognize certain anomalies that indicate potential threats through human behavior, body language and ground sign awareness.

## Seminar Agenda Ambush & Lethal Environment Recognition Training (A.L.E.R.T.)

September 25, 26 & 27, 2018 • Columbus, Ohio

Tuesday, September 25, 2018

8:00 a.m. — 8:30 a.m.	Registration
8:30 a.m. — 12:00 p.m.	Welcome Introduction
	Awareness Principles
	The Threat Mindset
	Analysis & Decision Making
12:00 p.m. — 1:00 p.m.	Lunch (On Your Own)
1:00 p.m. — 5:00 p.m.	Enhancing Perception
	Environmental Considerations
	Symbolism Significance
	KIMS & Observation Practical Exercise

Wednesday, September 26, 2018

8:00 a.m. — 12:00 p.m.	Interpret Human Behavior
	Predictive Assessment Through Body Language
	Looking for Anomalies in Urban Terrain

12:00 p.m. — 1:00 p.m.

Lunch (On Your Own)

1:00 p.m. — 4:00 p.m.

Spotting Anomalies Practical Exercises

Thursday, September 27, 2018

8:00 a.m. — 11:00 a.m.	Human Dynamics
	Looking for Anomalies in Rural Terrain
11:00 a.m. — 11:30 a.m.	Graduate and Receive Certificates
11:30 a.m.	Certificate Presentation

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800-365-0119 (Outside Indianapolis)



**Seminar Title:** Ambush & Lethal Environment Recognition Training (A.L.E.R.T.)  
**Instructor:** Randy Merriman  
**Seminar Location:** Columbus, Ohio Division of Police Training Academy  
1000 North Hague Avenue  
Columbus, Ohio 43204-2121

**When:** September 25, 26 & 27, 2018

**Registration Time:** 8:00 A.M. (September 25, 2018)

**Hotel Reservations:** Drury Inn  
88 East Nationwide Blvd  
Columbus, Ohio 43215  
1-614-221-7008  
\$88.00 Single or Double (plus tax)

**Registration Fee:** \$325.00 Includes Ambush & Lethal Environment Recognition Training (A.L.E.R.T.) Course Material, Coffee Breaks, and Certificate of Completion.

**Seminar ID**  
**#15830**

**Note:** Identify with  
**Columbus Police Training**  
to receive discounted  
room rates

**Names of Attendees** 1. \_\_\_\_\_  
2. \_\_\_\_\_  
3. \_\_\_\_\_  
4. \_\_\_\_\_

**Agency** \_\_\_\_\_

**Invoice To Attn:** \_\_\_\_\_  
(Must Be Completed)

**Address** \_\_\_\_\_

**City** \_\_\_\_\_ **State** \_\_\_\_ **Zip** \_\_\_\_\_

**Email** \_\_\_\_\_

**Phone** \_\_\_\_\_

**Fax** \_\_\_\_\_

Cut Along Dotted Line