

# **Public Agency Training Council**

**NEW Training Courses**

**Summer 2017**

**Courses titles are hyperlinked to online brochures with more information.**

## CRITICAL INCIDENT COURSES

### **Crisis Communications: Managing a Critical Incident for Public Safety Dispatchers** Fee: \$295

Managing a critical incident, whether caused by acts of nature, an active shooter or a major accident, the public safety dispatcher must be mentally prepared to handle the incident effectively. The public safety dispatcher is the first responder on the scene. This 2 day course will expose the student to recent critical incidents in which the student will experience constricted thinking by a caller and the proper questioning techniques to assist the caller in providing the necessary information to dispatcher first responders. In addition, as the initial call develops and responders seem confused, the dispatcher will be prepared to ask responders questions to assist in managing the incident.

**Instructor:** John Distelrath

John Distelrath is retired from public safety after 32 years in law enforcement, the last four years as Chief of Police. In conjunction with his management experience, for the past 38 years, John has developed and taught courses in management, organizational development, and criminal justice at the university, community college, adult education, and private sector. John is a California POST certified Instructor Development Institute Advanced Instructor in the Basic Police Academy, Force Options, Situational Leadership II, Investigative Report Writing, Supervisory, and Field Training Officer courses. He is currently a lead POST instructor in the Public Safety Dispatchers' 120 hour basic course at Rio Hondo College Regional Police Academy and teaches a contemporary Introduction to Criminal Justice at the University of California, Riverside – Extension California Department of Justice, Crime and Intelligence Analysis certification program. Distelrath is a member of the International Law Enforcement Educators and Training Association, California Police Chiefs Association, and the California Peace Officer Association COPSWEST training.

### **Active Shooter Response for Public Safety Dispatchers**

Fee: \$325

Today's Public Safety professionals and the communities they serve are operating in an environment that can turn hostile at any moment. While an Active Shooter is normally the reference used in a mass casualty incident, the suspect could use a knife, large truck, baseball bat, or pressure cooker. Active Shooter attacks happen quickly and are unpredictable. At the outset, the environment is populated by a large number of innocent people with an active killer attempting to achieve the highest body count possible in the shortest amount of time. Most incidents occur at locations in which the victims feel safe and the killer finds little or no resistance to their attack. Locations are generally described as "soft targets" that have limited security to protect the victims from their attack. Since most attacks end within minutes, the actions of a Public Safety Dispatcher, as the first responder, is critical to a successful conclusion. This class will provide the student with a clear understanding of the psychology of an Active Shooter, guidelines for directing victims to minimize the loss of life, the proper questioning techniques for callers experiencing extreme anxiety, and the skills needed to gather information for controlling and directing first responders.

**Instructor:** John Distelrath

### **Response to Active Shooter and Terrorism Readiness**

Fee: \$295

This 2 day module of the conference that will cover information on terrorism readiness and active shooters will help attendees to better understand the following: Ideology (Sunni vs Shia, Muslim Brotherhood, Fundamentalist, etc.) and Motivation (heavenly motivation, earthly motivation), Dynamics of recruiting (indoctrination, suspicious signs, approaching the subject, etc.), Active Shooter at the workplace, street, mall (early signs, how targets are selected), What to do in an active shooter event (hide, run or take action) and if there is a hostage situation, The "Lone Wolf" terrorist phenomena, Attacks against schools (possible scenarios, school security and weapons in schools).

**Instructor:** Hanan Yadin

Hanan Yadin is a veteran commander in the Israel Defense Force (IDF) and a former member of Israel National Counter-Terrorism Agency (Shin-Bet) which is a subordinate to the Israel Prime Minister Office. Hanan was a part of a unit that conducted covert high risk protective services to government dignitaries and other government personnel. Hanan received advanced training at the Israeli Anti-Terror Academy and served as an instructor at the Israeli Military Intelligence Academy. Extensive experience with Active Shooter and Mass Shooting preparedness and defeat. Mr. Yadin has 30 years experience in security and antiterrorism fields. As part of a Special Ops unit Hanan participated in high-risk missions against terrorist's cells. Hanan is an expert marksman and has completed advanced training in crisis response, urban warfare and tactical operations. During his senior high school years, Mr. Yadin was selected to be a part of a government program to combat terrorism in Israeli schools. Selected students who met certain criteria became covert marshals in the schools. The program consisted of 30-day course (Level 1) at age 16, and another course 30-day (Level 2) at age 17 in a military base. Course was coordinated by Israeli government, Israeli National Police and the IDF and included antiterrorism, tactical and security aspects related to school. Later, as a soldier, Mr. Yadin participated in a combined anti-force maneuvers and drills that simulate attacks against civilian targets and various educational entities. Mr. Yadin trained thousands of police officers and military operators. Mr. Yadin has also provided specialized training to the Department of Justice, Department of State as well as to the U.S. Navy Seals, US Army and US Air Force. He has trained many SWAT teams, tactical First Responders, CRTs Mr. Yadin specialized in Table-Top and Full-Scale Multi-Agency exercises. Hanan helped many critical infrastructure establishment to boost their security policies on a global level. In the pre-9/11 environment, Mr. Yadin focused on innovative training that helped police officers boost their shooting and tactical skill sets in response to an increasingly violent criminal and terrorist element. He has trained thousands of operators in reflexive and selective shooting methods that allow operators to hit a target accurately within 1 second without the use of a gun sight. After 9/11, Mr. Yadin was able to bring to bear all of his expertise and experience to work with American agencies in gaining a deeper understanding of radical Islam and provide proven tactical techniques to improve counter-terror operations.

# CRITICAL INCIDENT COURSES CONTINUED

## Courtroom Security and Threat Assessment

Fee: \$295

Security Threat Assessment Training for the Courtroom is a training program that focuses on proactive methods of predictive assessment of the courtroom environment that will dramatically enhance and improve the Court Security Officer's (CSO), Law Enforcement and Judicial Personnel's Awareness and Threat Detection (ATD) capabilities. The program is designed to directly enhance the Court Security Officer or Judicial personnel's capabilities in advanced threat awareness skills and allows for a proactive approach to observe and identify threat indicators that exist in the human and courtroom environment. The program teaches CSO's and Judicial personnel how to establish baselines in their environment and how to recognize certain anomalies that indicate potential threats through human behavior, body language and environmental awareness.

**Instructor:** James "Randy" Merriman

James (Randy) Merriman is a career Law Enforcement officer with a background as a Special Agent with an elite Texas Governors narcotic enforcement unit. Randy is a 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 Awareness, Human Behavior Analysis (HBA) and Tracking Subject Matter Expert and has an outstanding reputation for the delivery of high quality training to various U.S. Department of Defense organizations and US Allies. RANDY has also developed awareness courses and delivered training to multiple federal, state and local law enforcement agencies. Randy has provided awareness courses in support of all branches of the US military and Special Forces communities. He has provided 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 program developer and subject matter expert for the USMC "Combat Hunter" program. He has taught these 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 Awareness, HBA, C-IED and Tracking skill sets.

## Crisis Intervention

Fee: \$295

**Principles of Intervention:** Students will receive proven concepts on the principles that hostage negotiators utilize to diffuse difficult street encounters. These principles include not meeting anger with anger, strategies that quickly establish rapport, understanding basic concepts of emotion versus rationality, alternatives to managing an incident, profiles of different personality types, the importance of time management, amongst others.

**Active Listening:** Participants will receive information on listening and response techniques utilized by hostage or crisis negotiators in establishing trust and resolving conflict. They will understand the basic concepts of hearing versus actively listening and restating or paraphrasing what they heard in their own words, demonstrating empathy and quickly building rapport during crisis situations.

**Mental Health Overview:** Students will receive an awareness overview of managing incidents involving mentally ill and/or emotionally disturbed individuals from a police operational perspective. This training will explore several mental health disorder(s) that law enforcement officers will often encounter. It also addresses law enforcement officer's mental health well-being.

**Suicide by Cop:** It is widely understood that the phenomenon of suicide-by-cop (SBC) is when a suicidal individual deliberately acts in a threatening way with the goal of provoking a lethal response from a law enforcement officer. SBC is an oxymoron occurrence that is rooted in depression, but also a highly aggressive and proactive act: true of suicide in general. It is vital for law enforcement to assess the potential for both suicide and aggression and take appropriate life-saving intervention action. This block of instruction explores several actual case reviews of SBC from several different vantage points and considers alternative approaches.

**Instructor:** Jack Cambria

James (Randy) Merriman is a career Law Enforcement officer with a background as a Special Agent with an elite Texas Governors narcotic enforcement unit. Randy is a 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 Awareness, Human Behavior Analysis (HBA) and Tracking Subject Matter Expert and has an outstanding reputation for the delivery of high quality training to various U.S. Department of Defense organizations and US Allies. RANDY has also developed awareness courses and delivered training to multiple federal, state and local law enforcement agencies. Randy has provided awareness courses in support of all branches of the US military and Special Forces communities. He has provided 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 program developer and subject matter expert for the USMC "Combat Hunter" program. He has taught these 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 Awareness, HBA, C-IED and Tracking skill sets.

# CRIMINAL INVESTIGATION COURSES

## **Crime Prevention for the 21st Century**

**Fee: \$325**

All the things that we look at every day while on patrol and never really see or understand. The easy and the hard thoughts on why crime occurs where it does. Come prepared to tell about your community and to discuss why some of the things you/we have tried, why some have worked and some have not! Crime Prevention thoughts can help to clear out and clean up troublesome areas of your community. Discuss why we need "eyes" on the streets and how we, Law Enforcement, can educate the public to help themselves.

Course Topics will include: History and Theory of Crime Prevention, Crime Prevention thru Environmental Design, Locks, Lights and Alarms, Target Hardening, Securing the Faith Based Communities, Identity Theft, Personal Security, Business Crime Prevention, Crime Prevention and Enforcement, BASIC Crime Analysis, Crimes Against People, Schools and Crime, and Sovereign Citizens.

**Instructor:** Harvey Finkel

Harvey served 14 years with the City of Charlottesville Police Department retiring in 2015 as a Master Police Officer. Harvey participated in over 60 hiring processes with the Charlottesville Police Department coordinating all phases from application to on boarding for new employees. He has experience as a recruiter, Hiring Manager and Background Investigator. For 10 years Harvey held a Crime Prevention Specialist (CPS) certification in Virginia which included qualification as a General Instructor. He taught Crime Prevention with the Virginia Crime Prevention Association and assisted the Virginia Department of Criminal Justice Services as an instructor for their Basic Crime Prevention course. A frequent instructor with the regional police academy both at their basic Law Enforcement Academy and for the In Service Program required for LEO continuing certification. Harvey holds an instructor certificate from the National Rifle Association for 3 curriculums.

## **Response, Search and Recovery of Missing and Abducted Children**

**Fee: \$550**

Law enforcements agencies are tasked to respond to and effectively investigative reports of missing children incidents. The ability of an agency to timely deploy the appropriate investigative and search resources, is of paramount importance in the successful recovery of missing or abducted children. However, understanding that the majority of law enforcement agencies have limited resources, those agencies must seek out assistance from other law enforcement agencies and supporting disciplines in order to enhance those investigative and search/recovery efforts. This 4 ½ day course of instruction will provide the participants with the knowledge and skills necessary to enhance that response. Through scenario based training, the participants will take part in reviewing case studies, participate in missing or abducted children practicums and through work groups, assist in identifying the strengths and weaknesses in an agency's response to missing and abducted children incidents. Additionally, the participants will identify and utilize additional resources to strengthen an agency's missing child response.

**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 enforcements 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.

## CRIMINAL INVESTIGATION COURSES CONTINUED

### Electronic Device Crime Scene Search and Evidence Recovery

Fee: \$295

Electronic devices carry more crucial evidence now than ever before. Police officers and detectives need to know how to legally and properly identify, collect and process important electronic evidence. Many agencies do not have in house forensic examiners and must send their electronic evidence to state or federal labs for examination. But evidence exists prior to the forensic exam that can be used to help establish probable cause and prepare a prosecution. Being familiar with the proper and ever-changing legal techniques to help gather this evidence is essential to introducing the evidence in a court of law. This course addresses the electronic evidence that can be collected by the investigating officers and detectives. Legal precedent has been set in many areas of the collection of electronic evidence and there are court decisions being made every year that have an impact on the way that the government can legally seize electronic evidence. Law enforcement officers must be kept current on these court decisions. This course is designed to aid law enforcement agencies in understanding the proper and legal methods of collecting evidence from electronic devices so that they can be utilized in a successful prosecution.

**Instructor:** Brian Jarvis

Brian J. Jarvis is a police professional with thirty years of experience in law enforcement and investigations, retiring in 2008 at the rank of Chief of Police. Prior to being appointed as the Chief of Police for the Town of Chester in 1998, he served ten years working for Municipalities in Orange County, New York, and ten years in the State of Florida, where he was employed as an Investigative Sergeant in charge of Major Crime Investigations. Chief Jarvis was responsible for the investigation and supervision of Major Crime Scenes which include, homicides, sexual assaults, kidnappings, armed robberies, bank robberies, home invasions, carjackings, aircraft crashes, train / pedestrian fatalities, suicides, child abuse and neglect, and officer involved shootings involving death. Chief Jarvis holds a Bachelor of Science Degree in Information Systems from the University of Phoenix. He also attended the Associates of Arts program in Criminal Justice at Central Florida Community College from 1987 - 1991. He has also attended several courses on Major Crime Investigations, including Practical Homicide Investigation and Sex Crime Investigations offered by the University of North Florida, and Basic and Advanced Computer Crime Investigations offered by the Florida Department of Law Enforcement Organized Crime Institute. In addition to serving as Chief of Police, Chief Jarvis has also been a member of the International Association of Chiefs of Police (IACP), New York State Police Juvenile Officer's Association, NYS Association of Chiefs of Police, Past President of the Police Chiefs' Association of Orange County, and a founding member of the Orange County Law Enforcement Training Institute. He is also an active member in the International Law Enforcement Educators and Trainers Association (ILEETA). Chief Jarvis is a published author, having written a story for "American Blue", Varro Press Publishing, Ed Nowicki Editor (All proceeds benefit the National Law Enforcement Museum in Washington D.C.). He has also published several law enforcement training manuals. Brian is a pilot and serves as a volunteer for Angel Flight Southeast.

### Human Trafficking Investigations

Fee: \$325

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.

**Instructor:** Tom 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 and the Purple Heart Award in 2007.

## SCHOOL RELATED COURSES

### School Resource Officer Training

Fee: \$295

This course is designed for new school resource officers to provide them with insight and skills for functioning in the educational setting. Officers will learn the basics of functioning as a school based law enforcement officer, informal counselor, educator, and emergency manager. Officers attending will be exposed to numerous sections on a variety of school based topics, including Legal Trends, Security for Schools, School Crisis Planning, Education Programs, Crimes & Enforcement, Legal Liabilities, Day to Day Operations and much more.

Topics include:

- Ethics and the SRO, Legal liability in the schools
- The SRO as an Informal Counselor/Mentor
- Understanding school violence and victimization
- Threat response
- Preventing violence in school settings
- School safety and emergency operations plans
- Crime prevention through environmental design
- The triad approach of teacher, counselor, and law enforcement officer
- Balancing the responsibilities of enforcement, prevention and education
- Developing a memorandum of understanding between the schools and law enforcement
- Student de-escalation skills
- Education programs and Understanding special needs students
- Social media and the school
- Search and seizure in the school

**Instructor:** Tim Randall

Tim Randall served with the Nampa Idaho Police Department for 31 years. He was assigned as a criminal investigator for 21 of those 31 years. As a lead investigator and supervisor he conducted and assisted in hundreds of investigations. These include homicides, suicides, child abuse, rape, robbery and internal investigations. Tim has served in many positions to include, patrol, patrol supervisor, criminal investigations, CID supervisor, SWAT, school resource officer, internal affairs and polygraph examiner. Tim has been an Idaho POST certified instructor for over 25 years in interview & interrogation, SWAT, chemical munitions, child abuse, elder abuse and juvenile procedures.

## GENERAL TRAINING COURSES

### Developing Leadership Skills for Excellence

Fee: \$325

This course, with practical exercises, will teach the core principles needed of every leader from new recruit to Chief. Leadership is not a rank, it is the ability to take people somewhere. We break down this ability into: The Character of Leadership, The Vision of Leadership, and The Accountability of Leadership Organizations that are built on a foundation of leadership have better esprit de corps, higher performance, clearer goals and communication, and are more resilient to the challenges in an increasingly dynamic world. The attendee will learn from real life examples, practical application, and lessons from historically great leaders and teachers.

**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 tragically killed. This horrible event and the complications that followed led to the development of Post Traumatic Stress Disorder, PTSD. He was disability discharged and then had to learn to put his life back together. It began with a two-year motorcycle journey where he learned to live. Since that time he has published an award winning magazine, Bearfoot - Journal of Northern California Outdoors, founded a national advertising and marketing agency, and developed The Ladder UPP, a tool first responders, veterans, and others use for facing the trials and transitions of service. Silouan instructs on Responding to PTSD and Officers in Crisis, Overcoming Adversity, and Foundational Leadership. He teaches people to become leaders in all aspects of their lives, and to use the trials and transitions we all face as fuel to live free and lead with purpose. He has taught around the country at places such as: Walter Reed Medical Center, Fort Campbell, Camp LeJeune, to thousands of police officers and first responders from hundreds of law enforcement agencies, mental health professionals, corporations, non-profits and major universities. Silouan is a dynamic speaker whose classes are focused on delivering solid information and practical tools for living and leading. He provides a broad perspective that officers find refreshing, educational, and most of all, motivating to lead.

# GENERAL TRAINING COURSES CONTINUED

## Organizational Leadership Genetics

Fee: \$325

This course is designed to provide a basic introduction to leadership by focusing on how basic leadership principles are utilized within organizations and the importance of understanding organizational culture to enhance leadership effectiveness and lead organizational change at the personal and cultural levels.

At the conclusion of this course, the participant should be able to do the following:

- Explain the value of leadership and the important role each person plays in the overall leadership and success of the organization.
- Explain the definition of organizational culture and the role this plays in organizational effectiveness.
- Examine organizational artifacts and how they relate to the mission, vision, and values of the organization.
- Learn to understand perceptions and how perceptions shape our perceived reality and have the potential to harm the organization if not recognized.
- Understand and explain group relationships including boundaries, structure, and group identity.
- Explain the importance of organizational ethics and the obligation of each employee to model the espoused ethics of the group.
- Be able to set personal goals that fit within the framework of the organizational mission, vision, and values and assist subordinates in doing the same.

**Instructor:** Kedrick Wills

Lt. Colonel Wills joined the Idaho State Police in 1996. Upon completion of ISP ATC #15, he served as an east end Resident Trooper in District 4. In 2002, he was promoted to Patrol Sergeant and served in District 2 for two years. In 2004, he was promoted to Headquarters Lieutenant and served in the Executive Protection Unit as well as oversaw the background investigations function for the department. In 2006, Lt. Colonel Wills was promoted to Captain and served as the District Commander in District 4. In 2010, he was promoted to the rank of Major and served as the Police Services Commander out of Headquarters. In 2013, Colonel Powell asked Lt. Colonel Wills to serve as ISP's Deputy Director and he was promoted to the rank of Lieutenant Colonel. Lt. Colonel Wills is a graduate of the Naval Post Graduate Homeland Security Executive Leaders Program, the 232nd Session of the FBI National Academy and holds Bachelor of Science and Master of Training and Development degrees from Idaho State University.

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

Fee: \$325

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.

**Instructor:** James "Randy" Merriman

James (Randy) Merriman is a career Law Enforcement officer with a background as a Special Agent with an elite Texas Governors narcotic enforcement unit. Randy is a 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 Awareness, Human Behavior Analysis (HBA) and Tracking Subject Matter Expert and has an outstanding reputation for the delivery of high quality training to various U.S. Department of Defense organizations and US Allies. RANDY has also developed awareness courses and delivered training to multiple federal, state and local law enforcement agencies.

Randy has provided awareness courses in support of all branches of the US military and Special Forces communities. He has provided 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 program developer and subject matter expert for the USMC "Combat Hunter" program. He has taught these 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 Awareness, HBA, C-IED and Tracking skill sets.

# GENERAL TRAINING COURSES CONTINUED

## Spanish Level I Officer Survival and Communication

**Fee: \$325**

This course is designed to take officers with little or no knowledge of the Spanish language and have them complete a preliminary report, citation, or booking report using a method developed and validated! Your personnel will be able to affect an arrest, traffic stop and high risk traffic stop in a practical exercise. Also, this program will familiarize your personnel with "Street Spanish" in an effort to reduce danger and better prepare your officers for criminal investigations. Latino culture and customs will be discussed.

At the conclusion of this course, the participant should be able to do the following:

- Alphabet, numbers 0-9 & rules of Spanish pronunciation
- Obtaining accurate biographical information, identifiers and physical descriptors in Spanish
- Pivotal phrases and interview control techniques to quickly obtain information and avoid being overwhelmed with conversational Spanish
- Arrest commands to prepare suspects for handcuffing and phrases to assert scene-control while gaging compliance and maintaining officer safety
- Handle general/unknown-risk and known-risk/high-risk traffic stops with Spanish-speakers
- Recognize street slang, gang slang, drug terms weapons terms and precautionary and imminent danger expressions, enhancing situational awareness and officer safety
- Gage the interviewee's knowledge of English
- Understand cultural and behavioral cues to better navigate interactions with Spanish-speakers
- Case law on Limited English Proficiency & best practices to avoid specific legal pitfalls

**Instructor:** Adam Chacón

Adam Chacón is a 26-year veteran in law enforcement. Being a native Spanish Speaker has enabled him to be an incredible asset to his department and his brothers in blue. Adam had served 12 years as a Patrol Supervisor, 10 years as a Field Training Officer and 22 years as Adjunct Faculty Member at Police Training Institute (PTI) at the University of Illinois. He was the only bilingual hostage negotiator for the Champaign County METRO/SWAT. Adam has worked with multiple state, county and municipal Illinois agencies, the FBI, DEA and U.S. Marshall's Service on cases involving Spanish language as well as investigated a full range of incidents at patrol level. He has served as investigator/interpreter on homicides, attempted homicides, drug interdictions, sexual assaults, child sex assault, as well as other major cases and critical incidents. Adam began with Partners in Training Consultants (PITC) as a Spanish Instructor and has been certified since 2000. Over the last 16 years he has taught over 2,800 hours of PITC courses. He continued to work with Jose Alentado & PITC to develop multi-media training materials, manuals and resources to support the curriculums and methodology. Adam developed and has taught Police Spanish Training based on the PITC methodologies for the Illinois Police Training Institute (PTI) since 2001.

## Officer Safety Tactics

**Fee: \$195**

In the current climate of "police mistrust" in many communities, it is important for officers to be able to deescalate a situation when tempers flare up, but stay in control, and still be professional in their actions. This course will show officers some mental mindset tools and tips to help them understand that as generations change, so must the police officer's mindset when dealing with different generations. The instructors will show examples of how to build relationships with a neighborhood and explain your actions to the citizen once officer safety is not a factor, and the scene is secure.

**Instructor:** Tyler Sutherland

Officer Tyler Sutherland has been a Police Officer for the Battle Creek Police Department for over 11 years. He has currently been assigned to the Battle Creek Police Department Gang Suppression Unit for over 6 years and worked road patrol prior to this assignment for five years. As a member of the Gang Unit, Officer Sutherland has been directly involved as the lead investigator in a number of gang and violent crime cases that have resulted in courtroom trials and jury convictions. While participating in all aspects of gang investigations and court room prosecution, Officer Sutherland, has been qualified as, and testified as, a gang expert in U.S. District Court, Michigan State Circuit and District Court, more than 15 times in the last five years. One of these gang cases was the first criminal gang enhancement jury conviction in the State of Michigan since the state statute was created which created the Michigan State Supreme Court to place its first opinion on the record about gang expert testimony. Officer Tyler Sutherland has also been recognized in Michigan State District Court and Circuit Court as an expert in Drug Trafficking and Drug Investigations. Officer Sutherland is a Defensive Tactics Instructor, and a Patrol Training Officer for the Battle Creek Police Department. Officer Sutherland has also received Instructor certification for Active Shooter Response for Civilians, through the Advanced Law Enforcement Rapid Response Training Center at Texas State University.

## GENERAL TRAINING COURSES CONTINUED

### Verbal De-escalation and Crisis Communications

Fee: \$325

This course is designed to help individuals working in law enforcement, corrections as well as EMT's Fire Fighters, and others understand and deal with individuals who are agitated or in crisis. Attendees will learn that communicating verbally during a potential force encounter may aid in stabilizing the situation. Verbal de-escalation may reduce the immediacy of the threat so that more time, options, and resources can be called upon to resolve the situation. Attendees will learn many of the same skills Crisis/Hostage negotiators use to de-escalate, build rapport, and move the subject agitation/crisis towards the rational communications that benefits everyone involved. Attendees will also learn how to become more effective listeners which in turn will make individuals better officers, report takers, and overall better communicators. This can aid in the reduction of officer complaints and possibly in some instances even use of force issues.

**Instructor:** Mark Lowther

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.