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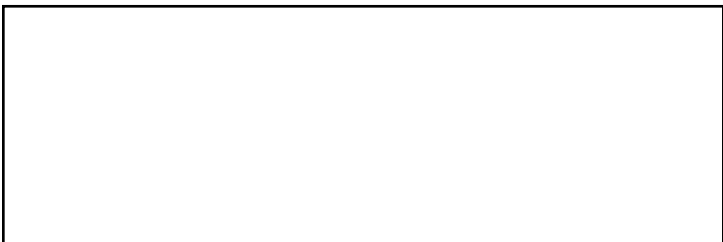


## LAW ENFORCEMENT

The Official Member Publication of the Iowa Peace Officers Association (IPOA)



Retired Des Moines Police Chief Judy Bradshaw has joined the staff of the Iowa Law Enforcement Academy as assistant director. From left to right are ILEA Director Arlen Ciechanowski, Assistant Director Judy Bradshaw, and IDOT-MVE Chief David Lorenzen (IPOA President), who is a staunch ILEA supporter.







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# Conference training: human trafficking; Lack of sleep affects law officer fitness

Now that we have completed the 2014 general election, life for some can return to a more normal pace. Finally, no more political ads on TV and radio. Articles I read indicate the amount of campaign funding continues to hit staggering limits and all time records with each election.

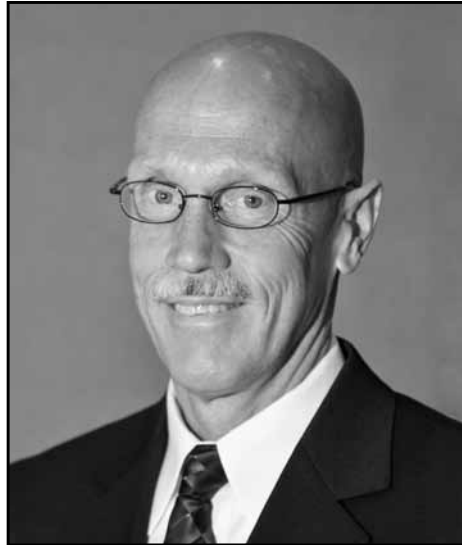
Iowans won't get a huge break from the political scene due to presidential hopefuls who will soon start wending their way around the state on a regular basis. After we get through that period of time, some will go away never to return to Iowa; others will continue to promise their leadership is what the country needs.

Most people definitely have a love-hate relationship with politics. Although we often get frustrated with undelivered promises, I am still thankful we live in such a great country where we have the opportunity to participate in the selection process of our leaders when we vote.

Hopefully each of you consider voting an honor and duty. Hopefully you participate by voting in every local, state and national election.

My agency recently completed a week-long in-service training session. One part of the session was the "Below 100" training. If you are not familiar with this training, I would recommend you go to their web site and take a look. I had not attended one of these sessions before, and I was impressed by the material and the manner in which it was presented. Their four core principles are nothing that we don't already know. However, we sometimes do what is more comfortable and easy, and that can compromise our safety.

The course reminds us that wear-



**Chief David Lorenzen**  
IPOA President

ing our seat belts and vests, watching our speed and asking ourselves what's important now (WIN) can be a factor in driving down the number of on-duty officer deaths.

Law enforcement officers constantly train for stressful situations, hoping to never have to use that training. Firearms, driving and defensive tactics are where most agencies spend their training efforts.

One area that I believe is not properly addressed is officer fitness for duty. Simple things like lack of sleep can drastically affect an officer's ability to make those critical, split-second decisions. There are a number of occupations that have rules and regulations in place to make sure their employees are not putting themselves or others at risk due to fatigue. Truck drivers, bus drivers, airline pilots and some facets of medical occupations all have restrictions on the number of hours that can be worked without taking a rest break.

In fact, truck drivers are also held accountable for the number of hours they work a second job. Fatigue studies indicate that people who are awake 16 straight hours demonstrate noticeable impairment in their decision-making and reaction times. Someone who is awake 17 straight hours has the reduced reaction time of someone with a BAC of .05. It is my belief that this needs to be addressed. The public expects law enforcement to make the right decisions at the right time.

We have been finalizing plans for the IPOA spring conference. Please consider attending this conference, which focuses on human trafficking and sex trafficking in Iowa. We will have a mix of national and local presenters. If this is not on your radar and you don't think this is an issue in Iowa, I would encourage you to attend. You will gain valuable information that will help you recognize what may be going on in your area.

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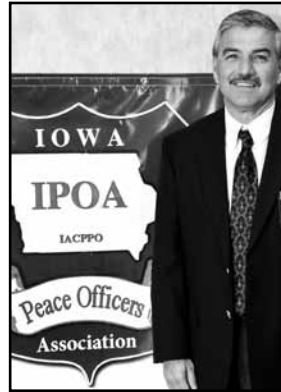
# Attend our April 20-21, 2015, training; Take an active roll in IPOA work for LE

I just submitted the Iowa Peace Officers Association's non-profit Form 990 to the IRS, as well as our tax reports to the State of Iowa. The good news: we finished fiscal year 2013-2014 in the black with no fund-raising. We were only able to do so because of our return on current investments, and the watchful eyes of our Board.

We are always entertaining new ideas to improve our finances, so if you have any suggestions please contact me. We continue to support our charities and host an excellent conference each year.

Plans have been under way for the spring 2015 IPOA training conference focusing on human trafficking and sex trafficking – especially in Iowa. It will be held at the Ramada Tropics Resort & Conference Center in Urbandale, the same venue that worked so well last spring. Please put these dates on your calendar: April 20 - 21. See information on our main speaker below. More details will be posted online, and the complete agenda will appear in the next issue of *Iowa Law Enforcement* magazine.

On Dec. 5, the IPOA Board will meet and work on our legislative agenda for next year, followed by the Dec. 6 annual meeting of the multi-association Joint Public Safety Board. The JPSB meeting provides each association an opportunity to present



**Terry Dehmloew**  
IPOA Secretary/ Treasurer

their legislative priorities, and the group selects several legislative priorities to work on together. The final outcome of the meeting will be posted on our web page later in December.

The 2014 elections are over, and I am fully aware that we have some officers who were happy with the outcome and others who were disappointed. It makes no difference now; it's over and we need to work with the Governor's Office and both sides of the legislature for the greater good. We must provide for the safety of each of our citizens, and pursue legislation to assist us in this endeavor. We must also continue to pursue legislation that provides for our own

safety and security, the funding of ILEA, and in-service training for every agency.

I am still collecting dues for the current year, so if you haven't sent them in, this is the last notice going out. We value each and every member, so work with us and consider taking a more active position in the IPOA in the coming year. Contact any of your Board members about your concerns and suggestions for the IPOA.

I want to reach out to our younger members: The training and benefits that you all take for granted from this Association were not easily attained, but were developed over the years by the many dedicated presidents and board members since our founding in 1908. We need you to become involved for the future growth and health of the IPOA in 2015. As a law enforcement association, we do make a difference for our members and for public safety in Iowa, and we will continue to be effective as long as we work together. Our membership is close to 1,800 law enforcement officers, and yet we have departments out there with no IPOA members. I urge those departments to step up and join the IPOA. Support us, as we have and will continue to support you. Happy New Year and May God Bless each of you and your families in 2015.

*Terry*

---

## 2015 Training Conference in Urbandale features Sex-trafficked-victim-shelter founder Tina Frundt

Tina Frundt has been actively raising awareness of the commercial sexual exploitation of children Since 2000. A high-profile national advocate on the issue of domestic sex trafficking and a survivor of Commercial sexual exploitation of children (CSEC), Frundt is deeply committed to helping other children and women who are living through experiences similar to her own.

She has been featured on numerous national shows and publications, including the OWN Network's "Our America" with Lisa Ling: "3AM Girls," which featured an undercover look into sex trafficking in Washington, D.C., the CNN Freedom Project, and Redbook Magazine. In 2010, she became the first U.S. citizen to receive the Free the Slaves "Frederick Douglass Award," which recognizes survivors of sex trafficking who use their life in free-

dom to help others. In 2012, Frundt was honored with the Norma Hotaling Survivor-Centered Service Provider Award.

Frundt trains law enforcement and other non-profit groups to rescue and provide resources to victims, and is also a member of the Washington, D.C. Anti-Trafficking Task Force.

She has testified before the U.S. Congress about her own experiences and the need for greater protection and services for trafficked persons.

She is the founder and executive director of Courtney's House, which provides direct services for domestic sex trafficked youth, ages 12 – 21, in the Washington, D.C. metro area. Since its inception, Courtney's House and Ms. Frundt have helped over 500 victims escape from being trafficked.

# 2014 Election Update

By **Kellie Paschke**  
IPOA Lobbyist

There were many competitive races at the federal level to elect members to the United States Senate and House of Representatives. In Iowa, the retirements of long-time Senator Tom Harkin (D) and Representative Tom Latham (R), as well as the decision by Rep. Bruce Braley (D) to run for the U.S. Senate, provided three open seats for new members to be elected to Congress.

Leading up to election day, the available public polling data indicated Iowa would have some very close races. Final results were consistent with trends seen throughout the country, giving Republicans significant gains.

State Sen. Joni Ernst (R) prevailed over Congressman Braley (D) by a margin of 52% to 44% to capture the U.S. Senate seat vacated by Harkin.

In the U.S. House of Representatives, Rod Blum (R) narrowly defeated State Representative Pat Murphy (D) in District 1 by a vote of 51% to 49%, and David Young (R) defeated Staci Appel (D) in District 3 by a vote of 53% to 42%.

Congressmen Steve King (R-IA4) and Dave Loebsack (D-IA2) were easily reelected by votes of 62% and 52%



**Kellie Paschke**

respectively. This means that Iowa's Congressional delegation has moved from 3 democrats/ 3 republicans to 5 republicans/1 democrat.

The 2014 election changed very little in the political landscape of the Iowa Legislature. As expected, Gov. Terry Branstad (R) easily won reelection with nearly 60% of the vote. Additionally, Republicans held on to the Office of the Secretary of State by returning Paul Pate (R) to the office he once held. The remainder of the Executive Branch remains intact with Secretary of

Agriculture Bill Northey (R), Treasurer of the State Mike Fitzgerald (D), State Auditor Mary Mosiman (R) and Attorney General Tom Miller (D) all winning reelection.

The Iowa House of Representatives, currently controlled by Republicans, expanded their 53 member majority to 57 members, which included the return of all incumbents. House Democrats were able to pick up one open district previously held by Republicans, as well as successfully defend several other open districts being vacated by retiring members. Four democrat incumbents were defeated: Joe Riding (D-Altoona), Dan Muhlbauer (D-Manilla), Daniel Lundby (D-Marion) and Frank Wood (D-Eldridge), reducing their share in the House to 43 members.

Changes in the Iowa Senate were few. Neither party experienced net gains or losses, however there were some districts that changed hands. Democrats successfully captured an open seat in southeast Iowa that was previously held by a Republican. Similarly, Senate Republicans defeated long-time incumbent Daryl Beall (D-Ft. Dodge) to take control of that district. The Democrats will continue to narrowly hold control of the Iowa Senate with a 26-24 majority.

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## Marijuana legalization receives support in states' ballot initiatives

While candidates for elective office received the most attention on election day, several states held votes on ballot measures to legalize marijuana.

In Oregon, Measure 91 sought to legalize the recreational use of marijuana (similar to Washington and Colorado). The Measure was approved with 54% support. Similarly, Alaska's Ballot Measure 2 now clears the way for recreational use, narrowly receiving approval of 52% of the voters there.

Washington, D.C., voters supported Initiative 71 with over 64% of the vote. This law will permit the cultivation and use of marijuana, but sales will continue to be prohibited.

Only Florida was able to defeat a marijuana legalization proposal, where Amendment 2 would have allowed the use of medical marijuana. It failed to reach the constitutional threshold of 60%, but was supported by a majority of Florida voters.

Currently, 23 states permit the use of

marijuana for medical purposes. Alaska, Oregon, and the District of Columbia will join Colorado and Washington as states that permit recreational use.

In Iowa, the 2014 legislature approved a very limited bill that allows persons with intractable epilepsy to possess cannabidiol (CBD) under certain circumstances. It is likely that advocates of legalization will continue their efforts to expand access to marijuana during the 2015 legislative session.



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# Former Omaha P.D. Captain Tim Carmody named Council Bluffs Police Dept. Chief

**By Officer Dean Sharp**

Council Bluffs Police Department

The new chief of police in Council Bluffs may be new to the position, but is no stranger to the Council Bluffs/ Omaha law enforcement community. Tim Carmody's hiring as Council Bluffs chief is a homecoming of sorts. He is a former Omaha P.D. captain with 23 years experience who became Fort Dodge police chief in 2010.

Having grown up in Omaha, Chief Carmody's knowledge of the metro area was instrumental in his selection as chief of the 114-member Council Bluffs Police Department. He replaces retiring Chief Ralph O'Donnell, a 37-year officer and former IPOA executive board member.



Chief Carmody brings an obvious "street cop" mentality with a tactical expertise built over numerous years command-

ing tactical units with Omaha Police. He holds a Bachelor's Degree in criminal justice, and graduated from the FBI National Academy in 2009.

Chief Carmody has an infectious positive attitude and self-confidence that is easy to see upon an initial conversation. He had high praise for the members of the Council Bluffs Police Department upon his appointment, and is obviously happy to be "back home." Chief Carmody has a top priority of obtaining funding to design and build a new police station – an obvious need for a growing Council Bluffs.

On behalf of the Iowa Peace Officers Association, we welcome Chief Carmody to his new position as chief of the Council Bluffs Police Department.



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# Iowa C.O.P.S. Holding Black & Blue Ball Feb. 7

Iowa C.O.P.S. is excited to announce we are having a Black & Blue Ball (black tie affair) February 7, 2015, at Prairie Meadows Convention Center from 5 p.m. to 12 a.m.

The purpose of this event is to bring awareness of what Iowa C.O.P.S. has done, and what we can do for all areas of law enforcement and their families. We want this open to not only law enforcement, but to supporters of our law enforcement community.

We have three speakers who will be followed by a keynote speaker. Our three speakers consist of Des Moines Police Officer Nick Lloyd, who will be speaking of

his experience of narrowly escaping the statistics when he almost lost his life in the line of duty; Amanda Buenting will speak from her perspective as a survivor, when her husband, Rockwell City Police Officer Jamie Buenting, was tragically killed in the line of duty; retired Captain Doug Mollenhauer of the Iowa State Patrol will speak from his experience with the tragic death of Trooper Mark Toney.

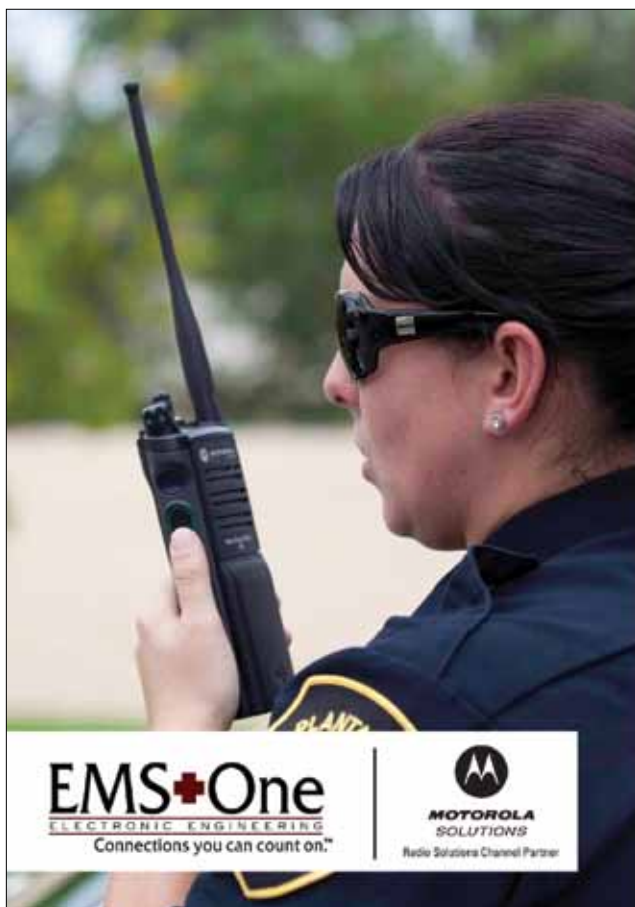
Our Keynote speaker of the evening will be Officer John Flynn, a 27-year-veteran of the New York City Police Department who will share his experience on 9/11. He serves as a trustee for Manhattan South New York City Patrolmen's Benevolent

Association, and he is also the Executive Secretary for NAPO (the National Association of Peace Officers)

There will be dinner and dessert followed by dancing.

We are still looking for sponsors for the event. There are several benefits to donating to this event. For more information on being a sponsor, please email Trisha Flaherty at [tf0604@gmail.com](mailto:tf0604@gmail.com)

Tickets are available for \$75 each, or a table of 10 people for \$650.00. You can purchase these tickets at [www.iowacops.org](http://www.iowacops.org). Reserve your rooms now at Prairie Meadows Hotel requesting the "Iowa C.O.P.S. Black and Blue Ball" block.



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# A Guide to the effective use

By Mark Grey, PhD

UNI Professor of Anthropology

By Michele Devlin, PhD

UNI Professor of Global Public Health

The rapidly growing number of languages in Iowa presents critical challenges for law enforcement. Our good-faith estimate is there are 180 different languages and dialects in Iowa today, many of which are classified as “rare” languages spoken by only a few thousand people in the world.

Communicating with citizens, perpetrators and victims who don’t speak English usually means finding and using an interpreter. In many cases, the term “translator” is used interchangeably with the term “interpreter” but there is an important difference: translation is the conversion of written words, and interpretation is the conversion of spoken language.

Using an interpreter in person or over the telephone is a skill. Like all skills in law enforcement, it must be learned and practiced. We will give you some practical guidance in a moment, but first let us examine what makes working with interpreters challenging. The first is that using an interpreter is counter-intuitive, or, to put it another way, awkward and uncomfortable.

What can make this experience awkward is that when we talk to someone in English, we are more likely to maintain appropriate eye contact and communication style (loudness of voice, expression of emotion, etc.) But when we use interpreters, often our first impulse is to think “this person can’t understand a word I’m saying, so why look directly at them?” So, what usually follows is that the officer or investigator instead looks directly at the interpreter and says something like, “Ask her when she last saw her husband.” This practice—although it feels natural—objectifies the client by using a pronoun rather than her name. It also breaks the direct line of communication between the officer and client. Here are the keys to working through this challenge:

- Maintain direct and appropriate face

and eye contact with the client while speaking English;

- Maintain that direct contact while the interpreter conveys your question and when the client responds.
- It is okay to glance at the interpreter from time to time, but keep your focus on the client or suspect. This will encourage them to look at you, rather than at the interpreter, so that you can still read their body language.

## New Interpretation Resource Available for Law Enforcement in Iowa

Through a generous donation from Prairie Meadows, the Iowa International Center in Des Moines now offers a free, 24/7 emergency telephonic interpretation service in 220 languages. Here is how to access this service: Dial (515) 282-8269, choose option 5, use code 7092. You will be connected with an interpretation service who will work with you on connecting with a professional interpreter.

Remember that in some cultures, direct eye contact with law officers is a sign of disrespect, so you will not always get sustained direct eye-to-eye contact.

Another confusing practice has to do with using appropriate communication style and/ or expressing appropriate concern in a law enforcement situation. When we know the client or suspect can’t understand our questions in English, not only do we tend to look at the interpreter but we also tend not to raise our voice in frustration. An inability to understand the English language is usually due to lack of knowledge of it, not deafness in the person being interviewed. So here are some ways to work through this challenge:

- Use only the loudness of voice appropriate for the question or statement;
- Remember to convey whatever emotion is appropriate at that time in your discussion with the individual,

while the interpreter conveys the meaning of the language;

- If the situation calls for a challenge to the interviewee, use the appropriate louder and perhaps more physically expressive communication style;
- If the situation calls for kindness or sympathy, use the appropriate softer or more empathetic communication style.

When we speak English with other English speakers, it feels perfectly natural to speak in entire paragraphs and string several sentences together. In some cases, conversations can be rather one-sided for several minutes. But this practice is impossible when using interpreters. Interpreting (even for highly trained and seasoned professionals) is exhausting work. One of the fastest ways to burn out interpreters is to rattle off several sentences and then expect the interpreter to convey this massive amount of language. Most interpreters start converting your language with the first few words of your message or question. When you speak more than a sentence or two, the interpreter’s brain gets overloaded and much of what you have to say or ask gets lost or misinterpreted.

Speak one sentence (or even one phrase) at a time, and wait for the interpreter to finish conveying your message or question before the next sentence or phrase.

Expecting an interpreter to convert entire paragraphs of information is often difficult for the client as well. Too much information can be difficult to understand, especially in a stressful law enforcement encounter. It also encourages the victim, suspect, or witness to rattle off their own paragraphs, which can also overload the interpreter.

If the individual is speaking more than a sentence or two to your interpreter, make that person stop and respond to your inquiry at a slower pace.

If you suspect that the client or suspect is saying a lot, but the interpreter says almost nothing back to you, repeat the ques-

(Article continued on Page 13)

# of interpreters by officers

tion and request a slower, piece-by-piece response. Remember that it is up to you to control the pace of the interview – not the interpreter or the clients.

Another challenge is finding and working with interpreters you can trust. We could regale you with stories of poor interpretation, or how occasionally an interpreter may convey false or misleading information to the police. In some cases, interpreters have been known to even try to practice law by providing legal advice in their language, rather than just the interpreted words. We should add that just because someone is fluent in two languages does not, alone, mean he or she is a good interpreter. It is not just about language skills, but also communication skills and ethical behavior.

When possible, ask clients and interpreters about possible conflicts of interest between the two. Many of our immigrant and refugee clients come from rival tribes and clans, and some clients will not trust interpreters from populations with old scores to settle. It could work the other way, of course, with interpreters from the same tribe, clan or religious group purposefully misinterpreting information and misleading police about the suspect's activities.

Ask interpreters about their ethnic affiliations.

Ask clients to identify any potential conflicts of interest with the interpreter. If you suspect conflict, try and find another interpreter, perhaps over the telephone. Try to use a variety of in-person interpreters.

And ask around: make sure the interpreters you use don't charge clients for their services, especially if you provide some form of compensation. Some interpreters will interpret – or misinterpret – information based on how much the suspect is willing to pay them on the side.

Where possible, especially if you are working with victims or suspects that come from very traditional or religious conservative populations, try to use female interpreters when working with women, and male interpreters for men. Also, it may be necessary to match interpreters by age

category when possible. For instance, in many immigrant cultures, older adults are highly respected and honored. It would be culturally inappropriate in some cases to have a young person serve as an interpreter for a group of seniors in some cultures. Also, although we know this happens in real world emergencies, make every attempt to NOT USE CHILDREN as interpreters. Using children has some potentially serious consequences. For example, when children interpret for their parents, it converts the power relationship between them in the family. Also, children can feel the emotional stress of the moment in different ways than adults.

What could be more painful than to interpret for a parent who has just been hurt or the victim of a crime? Also, in many cases, children do not have the vocabulary or experience to adequately interpret for law enforcement or other officials – particularly in sensitive legal cases.

Finally, when using interpreters, use words that are easy to understand and explain in a foreign language. Although you can use a legal term to identify, perhaps, what crime someone is being charged with, the rest of the interpreted conversation should try to avoid law enforcement jargon or technical terms. Individuals will not be impressed ...only confused. Finally, because it is difficult for the human brain to retain large amounts of information, make sure you check for clarification and understanding among victims and suspects before ending the encounter. Do not leave the encounter until that person can answer, through the interpreter, the following three questions to make sure they understood the

## About the Authors



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main points of the encounter:

1. What is the problem at hand?
2. What does the individual need to do in order to fix or mitigate the problem?
3. What is going to happen if the individual does not fix or mitigate the problem?

It is okay to ask these questions more than once. Make sure their answers remain consistent when they repeat them back to you to show they really understood what happened during the encounter. Repeating the questions also conveys the seriousness of the situation and their role in it.

# Dealing with negative media, ambush attacks, citizen violence and their effects

This article has two parts. First, we want to talk about preparing for the negativity and violence we face in law enforcement these days. Then, we will encourage your active support of your individual brothers and sisters in law enforcement.

If you work behind the badge, you can't help but notice all the negativity out there in the world. Whether it is coming from inflammatory, misleading, and provocative media reporting, or from the rise in ambushes against our brothers and sisters, it is hard not to get jaded. We want to talk about how we handle these situations.

When it comes to the media, unfortunately we don't have much control over that. We can't control it, but we can control how we react to it. Don't let them get under your skin. Just like the sleazy defense attorney who has no case facts and the only thing they can do is attack the officer's credibility, the media will inflame the facts to get ratings.

What can you do? Take a deep breath and realize you know the truth. Start by talking to your non-law-enforcement friends and explaining to them what cops do in their job, from use of force to traffic enforcement. Word of mouth is very powerful, and the more who know what,

why and how we do our job, the more people will know not to believe the half truths.

Maybe organize a media "academy" and put your local broadcasters and reporters through a mini-version of what we go through. Then they will have a better idea of what happens on the street.

And when it comes to ambushes, we don't have a perfect answer for you. But it can help to change your tactics. If something just doesn't feel right, call for back up. Never go on break or to lunch alone. Always have someone keeping watch over the others if they are busy doing something – head on a swivel.

Remember that we really are the barrier between the wolves of society and those we are sworn to protect. As Lt. Colonel Grossman says, we are the sheepdogs. Think about it. What would happen to society in a very short time if all of us walked off the job and there was no law enforcement. How fast would civilization tear itself apart. I know that at times it can get frustrating. No one calls 911 when they are having a good day. It's one obnoxious call after another.

But if you cut through all the B.S. and take a hard look at what we do as law enforcement, you should be proud for doing the job you

do. Not many can pin on the badge and do what we do. We see the horrors that humans can do to each other, over and over, and get up the next day and face it again. It takes its toll. So take pride in your profession.

Now for part two: police officer suicide. Over the last year, there have been a lot of officer suicides just in Iowa alone. I will admit

that we don't have the details of each incident, and honestly we don't want to know – just that they have happened. We are our brother's keepers. If you see a co-worker have a noticeable or extreme change in attitude or demeanor, talk to them. Press the issue if you need to. Don't just let them tell

*(continued on next page)*

## About the Authors:



**Officer Greg Erie**

Greg Erie has been with the Waterloo Police Department since 1995. A former Marine, Officer Erie is currently assigned to the training unit, is a member of the tactical unit, and a TASER and defensive tactics instructor. He is a member of the International Law Enforcement Educators and Trainers Association (ILEETA), and can be reached at [erieg@waterloopolice.com](mailto:erieg@waterloopolice.com)



**Officer Chris Gergen**

Chris Gergen has been with the Waterloo Police Department since 1997. Officer Gergen is state and federally certified as a Control Tactics Instructor. He is also certified as a TASER, duty knife and crowd control instructor and teaches building searches at the Iowa Law Enforcement Academy. Officer Gergen has been on the TAC team for 10 years. He is married with three kids and practices aikido. He can be reached at [gergenc@waterloopolice.com](mailto:gergenc@waterloopolice.com).



# Iowa Peace Officers Association Training Conference 2015



## Registration Form



(conference Registration deadline April 1)

### April 20 & 21, 2015

### At Ramada Tropics Resort & Conference Center

5000 Merle Hay Rd., Urbandale, Iowa 50322 Phone: (515) 278-0271 or book online

**Training: Human Trafficking & Sex Trafficking in Iowa**  
**Main speaker: Tina Frundt, founder of Courtney's House, Washington D.C.,**

Courtney's House is a non-profit organization that searches for children forced into prostitution and takes them to a safe environment, while training community officials/ creating awareness of trafficking.

**The conference begins Monday, April 20, at 8 a.m.**

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

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

**Department** \_\_\_\_\_ **Rank** \_\_\_\_\_

(note: Attendees must book own hotel rooms. Tell hotel you are with IPOA and pay just \$55 plus tax per person)

Conference Registration for IPOA Members: \$50.00

Conference registration rate for non-members: \$75.00

Mail to: IPOA, PO Box 100, Denver IA 50622

Email to: [iacop2@mchsi.com](mailto:iacop2@mchsi.com)

Date submitted \_\_\_\_\_

you everything's fine. There is a lot of stigma associated with having thoughts of suicide, but there really shouldn't be. It is a real condition like any other medical condition. If you broke your arm and needed a specialist to repair the bones, then you would seek an orthopedic surgeon. This is the same if you are having coping problems; you should seek a specialist.

If you are reading this and are the

one who is having suicidal thoughts or problems coping, then please seek help. We can't afford to lose another brother or sister.

There is help out there. You CAN NOT worry about what people may think. All you need to worry about is getting better. Most jurisdictions have confidential assistance programs offered to their employees. Use them.

Here are a few national programs

that specifically deal with this issue. The first is "Under the Shield" at 1-334-324-3570, and the second is "Safe Call Now" at 1-206-459-3020. They are completely confidential, and we have seen Safe Call Now work first hand while at the last ILEETA convention. Remember: there are people out there that love you.

Stay safe. Train hard.

# The growing need for mental health education for law enforcement officers

By Capt. Mike McKelvey  
Mason City Police Department

What can be done to prepare for increasing mental health needs?

**Forget incarceration or long-term confinement:** Currently Iowa has roughly 130 long-term (court-ordered) psychiatric in-patient beds to house people deemed a risk to themselves or others. About 30 of the beds are reserved for children, leaving 100 for adults.

The federal Olmstead Act is being vigorously enforced on large providers who care for persons with mental illness or various disabilities. Due to the threat of Olmstead Act prosecution, many service providers are reducing the number of resident clients they care for on-campus or closing their locations because they cannot make ends meet with less in-patient reimbursement. The number of available hospital beds for short-term acute-care psychiatric patients has reduced significantly over the years, possibly due to strict Medicare requirements combined with limited reimbursement for those with no private insurance.

At times, psychiatric patients must be transferred to available hospital beds across the state when there are no available local beds. Peace officers may have to wait with a patient for several hours while arrangements are made. There seem to be no legal requirements for the originating agency or court to provide transportation home after acute-care, either – which may just relocate an issue instead of dealing with it.

**Growing numbers with post-traumatic stress disorder (PTSD) and traumatic brain injury (TBI):** Many of our military veterans have served their country with honor and personal sacrifice during the lengthy middle-east conflicts. Some have completed multiple tours in these regions laden with IEDs, suicide bombings and the threat of chemical warfare. Unfortunately, the U.S. military has seemingly neglected early detection and ongoing treatment of PTSD and TBIs. Recently, researchers have begun to discover more and more about concussions and damage to the brain by studying sports athletes (mainly football

players). We still do not know why two people in the same situation may develop different outcomes from the same event.

**Government Insurance Changes:** Iowa's Health Benefit Exchange system has finally been implemented. It's new and the law is very complicated to understand, and enrollment may be confusing. There are threats of tax penalties for failing to purchase insurance, or getting dropped from a plan if you fail to make a scheduled appointment. It's difficult for most of us to understand the new healthcare law. Imagine, then, how those who may not think rationally at times feel when they try to understand the new law.

**What can we do to become more informed and part of the solution? Start learning.**

The Iowa Law Enforcement Academy (ILEA) passed a requirement as of late 2013 that peace officers must receive one hour per year, or four hours every four years, from an approved course of study. While this is a good first step, the full Mental Health First Aid course is at least eight hours long. It is unclear yet how ILEA intends to develop and maintain this training requirement in the years to come.

That being said, local departments can incorporate more training than required. But staffing and money resources are tight. It may benefit departments to form partnerships with community providers of mental health services. These providers may be able to offer in-service instructors or specialized training at little cost. Forming partnerships with other service providers may pay dividends by information exchange or becoming more informed on treatment options.

Alerting a clinician that a psychiatric client has recently begun experiencing auditory hallucinations may signal that the patient needs to have their medication evaluated, or, they may have stopped taking their meds, or abusing other drugs and alcohol that may interfere with the psychotropic drugs.

**Understand why people stop taking prescription drugs.** Some psychotropic drugs are expensive, due to lack of generics. Some also cause adverse reactions such

as dry mouth, weight gain, high blood sugar, addiction, etc. Maybe they start to feel better so they don't think they need to take it anymore. Unfortunately, with mental illness there is no cure – only ongoing treatment and, hopefully, recovery. Sometimes meds need to be changed when they are no longer effective or new meds are available with fewer drawbacks.

As service providers, and as compassionate human beings, we must try to reduce the stigma of mental illness. Nobody chooses to become mentally ill. Yet, many people joke about a person's mental condition as if it's their own fault, or a choice. Many causes of mental illness suggest genetic links, chemical imbalances, physiological injury or being a victim of trauma. The politically correct way to refer to someone living with mental illness is by referring to them as a "consumer." Consumers of mental health services and advocates welcome this label, compared to most derogatory stereotypes. Most Iowa regions will be covered by a local NAMI (National Alliance for the Mentally Ill) chapter. Public education, community partnerships, and reducing stigma of the mentally ill are some of their primary goals. NAMI members may be service providers, family, friends or persons with mental illness. They can be very helpful as a resource.

**Last, if nothing else, you may save your own life or a peer's life.** September was National Suicide Prevention Month, and October was National Depression Awareness Month. Regrettably, some of our Iowa law enforcement peers took their own lives during these two months.

We must not ignore our own mental health needs, or maintain the fallacy that law enforcement is immune from mental illness. While all of us may get depressed at times, acute prolonged depression usually requires medical intervention to recover. Our mental health may require ongoing "exercise," like physical health. Some recent studies suggest that a person's resiliency or coping skills may help them survive or recover from trauma better than someone who is lacking or uses unhealthy coping mechanisms.

Law enforcement can be a thankless job

# Prevent railroad crossing fatalities: Find the direct phone # to save lives

On October 2, 2013, Chris Ihle became a hero. An elderly couple was in a car stalled on the railroad tracks in Ames, Iowa, and a freight train was bearing down on them. He yelled at them to get out, but they were frozen in fear. He pushed on the back of the car but it wouldn't move. He went to the front and told the driver to make sure the car was in neutral. Pushing the car backwards, he got them to safety with only moments and inches to spare. Truly . . . a hero.

But what else can be done if you come across a stalled vehicle or other obstacle on the tracks? Trains can show up at any time and may take a mile or more to stop – and seconds count. In reality, the impact of a 100-car freight train hitting a car transfers the same crash energy as an SUV hitting a can of soda.

You could call dispatch and have them contact the railroad, but that takes precious minutes and they probably don't have all the information the railroad needs. And some cities have more than one railroad crossing on the same street in different places. How do you identify the crossing to the railroad? And for that matter, which railroad do you call? The railroad you are calling may be in Omaha; or it may be in Canada. Saying "The crossing on Third Street" just won't cut it.

Did you know that every crossing in Iowa has a DOT identification number? And every public crossing should have that number posted nearby. This six-digit number followed by a single letter allows



the railroads to identify a crossing's exact location in a matter of seconds. And with that information they can dispatch orders to stop train traffic.

A teenage girl in Illinois had an argument with her parents. As she stormed out of the house she yelled at them that she was going to jump in front of a train. The parents called the police and they spent the next hour looking for her. Her body was found minutes after the train passed through town. All they had to do was call the railroad and they would have stopped the trains until the girl could be found, says an officer in the Canadian National Railroad Police Force.

Unfortunately, not all railroad crossings have standardized signage. The number may be posted on the crossbuck, signal

mast, a nearby control cabinet, or even written on the railroad ties. But it will always be six digits and a single letter. And Federal Railroad Administration (FRA) rules mandate that these signs will be standardized by 2016.

Most public railroad crossings in Iowa that are equipped with lights or lights and gates already have an Emergency Notification System (ENS) sign that includes the railroad's telephone number. By FRA regulations, every railroad is required to have an emergency contact number that is staffed 24 hours a day. With this information and quick actions, one telephone call could prevent expensive property damage, a derailment, or save lives.

If the telephone number is not at the crossing, it can be found on the Iowa DOT website at: [www.iowadot.gov/RailEmerg](http://www.iowadot.gov/RailEmerg) for every railroad in Iowa.

Is Chris Ihle a hero? Undoubtedly. But if anybody in the area with a cell phone or the driver of the car had simply called the number on the sign posted nearby, a harrowing experience may have been completely avoided.

For more information or assistance with railroad crossing safety in Iowa, feel free to contact Phillip Meraz in the Iowa DOT Office of Rail Transportation at 515-239-1420, or by email at [phillip.meraz@dot.iowa.gov](mailto:phillip.meraz@dot.iowa.gov).



## mental health education, continued from Page 18

at times, with lousy sleep schedules, lack of nutritious options and physical exercise, combined with always being held to a higher standard than the general public while under intermittent levels of increased stress.

Law enforcement also deals with the same stressors that non-law enforcement people deal with off the job, such as financial, relationship, and familial issues. There are healthy versus non-healthy ways to deal

with stress. Suicides are rarely impulsive, but more often result from a well-thought-out plan.

Many times, suicide may be a permanent solution to a temporary problem. The aftermath can be devastating for family, friends, and communities as loved ones may never know "why" or feel guilty for not sensing what was about to happen.

Recent "Below 100" initiatives stress safer EVO driving and wearing seatbelts to

save law enforcement lives. Learning more about mental health and treatment options may increase our effectiveness within the community, as well as improving our own overall health and wellness.

Reducing the stigma of having suicidal thoughts may lessen the resistance for someone to come forward and look for help. Colleagues may be more willing to get involved or talk about these issues in the workplace as well.



# Waterloo's Capt. Tim Pillack retires after 35 years of service with the P.D.

In June, Tim Pillack completed 35 years of service with the Waterloo Police Department and in turn, called it a career by retiring.

Captain Pillack joined the Waterloo Police Department in June of 1979, and began his long-standing career. During his tenure, Tim worked in virtually every division of the Waterloo P.D., to include School Resource Officer/ DARE Instructor, narcotics, investigations, patrol and the tactical team as just a few.

Tim was also a Field Training Officer, and later a field training supervisor. Tim was a graduate of the FBI National Academy as well.

Tim worked his way up through the

ranks of sergeant, lieutenant and was promoted to captain in November 2002. During his time as captain, Tim served the Administrative Division, Patrol Division and most recently the Investigations division. Tim is a past president of the Iowa State Police Association, and was always an active member of the Iowa Peace Officers Association. Tim attends the IPOA Conference almost annually, and has been involved in IPOA business. In retirement, Tim is an avid golfer and Waterloo Black Hawks fan. He enjoys spending time with his wife, daughter and grandson. The Waterloo Police Department would like to extend a thank you to Tim for his service, and wish him well in his new life.



# Waterloo's Lt. Mike McNamee retires after 33 years of service

In October, Michael McNamee completed 33 years of service to the citizens of Waterloo, and in turn he then chose to retire.

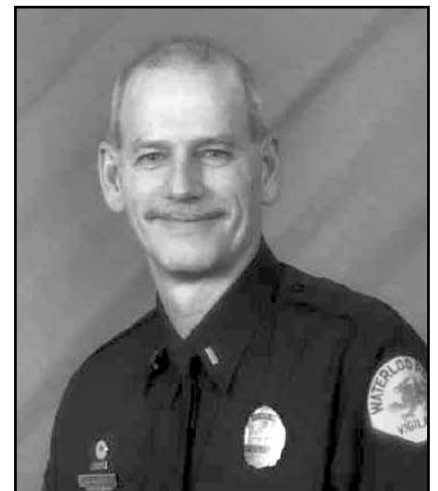
Lt. McNamee joined the Waterloo Police Department in October 1981, and during his tenure held a vast array of assignments. He worked narcotics in an undercover capacity, served as a long-standing member of the tactical team, and was also a field training officer. Throughout this time, Mike worked for the Investigations Division as well as the Patrol Division.

Mike was promoted to the rank of sergeant, and then in April of 2005 he was

promoted to the rank of lieutenant. While serving in this capacity, Mike spent time as a Watch Commander for the patrol shifts, and then most recently was a lieutenant in the Investigations Division. Mike has been a career-long member of the Iowa Peace Officers Association.

In his retirement, Mike will be fortunate enough to spend time with his wife and children, and do whatever he sees fit as each day comes.

The Waterloo Police Department would like to extend a thank you to Mike for his years of service, and wish him well in this new chapter of his life.



**Visit the Iowa Peace Officers Association online at  
[iowapeaceofficers.org](http://iowapeaceofficers.org)**

**Find job openings, training opportunities, IPOA board meeting minutes & board member information, IPOA legislative priorities, scholarship information, IPOA bylaws, a membership application, back issues of *Iowa Law Enforcement* magazine and more. Get involved in your Association.**

# Waterloo Promotes Krogh, Fangman, Feaker, McClelland, Monroe, Duncan and Bose



**Capt. Frank Krogh**



**Lt. Aaron McClelland**



**Lt. Greg Fangman**



**Lt. Jason Feaker**



**Sgt. Shawn Monroe**

October and November have been the months of promotions at the Waterloo Police Department, with a total of seven promotions made in less than 30 days. These promotions span from sergeant to captain, and were made to fill vacancies left by retirements.

In October, Lt. Frank Krogh was promoted to the rank of captain. Capt. Krogh has been assigned to the Administrative Division. He has been with the Waterloo Police Department since October 1989. During his tenure, Capt. Krogh served in a number of capacities within the Waterloo Police Department, including the Drug Crime Unit, Tri-County Drug Task Force, School Resource and Patrol. Capt. Krogh worked his way up through the ranks as a sergeant and then lieutenant. His most recent assignment was as lieutenant in charge of the Training Unit and the Property/ Evidence Division.

On November 1, Sgt. Aaron McClelland was promoted to the rank of lieutenant. Lt. McClelland's new assignment is as 2nd Shift Watch Commander. He has been with the Waterloo Police Department since December 1997. During his tenure at the Department, Lt. McClelland has served in Patrol, the Training Unit, the Citizen's Response Unit and the Investigations Unit. He has been a Field Training Officer, Field Training Supervisor, firearms instructor and a member of the Tactical Team. Lt. McClelland has worked his way through the ranks. His latest assignment was as a sergeant in the Investigations Division.

On November 1, Sgt. Greg Fangman

was promoted to the rank of lieutenant. Lt. Fangman's new assignment is as the lieutenant in the Investigations Division. He has been with the Waterloo Police Department since December 1996. During his tenure at the Department, Lt. Fangman has served the Patrol Division for most of his career. He was a long-time K-9 handler, and upon promotion to sergeant he continued to serve the Patrol Division and the K-9 Unit. Lt. Fangman's most recent assignment was the sergeant in charge of School Resource/ Public Resources within the Investigative Division.

On November 1, Sgt. Jason Feaker was promoted to the rank of lieutenant. Lt. Feaker's new assignment is 3rd Shift Watch Commander. He has been with the Waterloo P.D. since September 1998. During his tenure, Lt. Feaker has served the Patrol Division, Investigations, Tri-County Drug Task Force and School Resource. He is a member of the Tactical Team. Jason's most recent assignment was as a sergeant in the Tri-County Drug Task Force.

On November 1, Officer Shawn Monroe was promoted to the rank of sergeant. Sgt. Monroe's new assignment is as a Sergeant on 2nd Shift Patrol. Sgt. Monroe has been with the Waterloo Police Department since December 2001. During his tenure, he has been assigned to Patrol, Investigations and Citizens Response Unit. Sgt. Monroe was also a Field Training Officer. His most recent assignment was as an

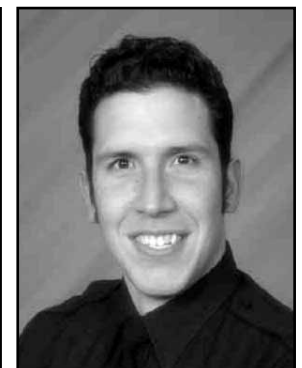
Investigator in the Crime Laboratory.

On November 1, Officer Rob Duncan was promoted to the rank of sergeant. Sgt. Duncan's new assignment is as a sergeant on 2nd Shift Patrol. Sgt. Duncan has been with the Waterloo Police Department since July 1997. During his tenure, he has been assigned to the Patrol and Investigations Divisions. He is also a sniper on the Tactical Team. Sgt. Duncan's most recent assignment was as a long-standing core investigator.

On November 1, Officer Steve Bose was promoted to the rank of sergeant. Sgt. Bose's new assignment is as a sergeant on 3rd Shift Patrol. He has been with the Waterloo Police Department since December 2002. During his tenure with the Waterloo Police Department, Sgt. Bose has been assigned to Patrol, the Citizen's Response Unit, the Violent Crime Apprehension Team and is currently a K-9 handler. Sgt. Bose was also a Field Training Officer. His most recent assignment was with the Violent Crime Apprehension Team.



**Sgt. Rob Duncan**



**Sgt. Steve Bose**

# Law Enforcement Safety: Choosing The Right Body Armor

## From SafeGuard Armor™

Police officers chose a career that often puts them in harm's way. Ensuring the safety of civilians is a tough job, and one that needs to be tackled with the right protection. U.S. law enforcement saw a tragic 105 deaths in 2013.

This is the same year that Iowa police officer, Jamie Buenting had his life taken away from him by gunfire. Though there's no guaranteeing safety when in the line of duty, the implementation of body armor into the regular attire of police officers can indeed reduce the chances of an attack being fatal. With a large variety of protective gear available on today's market, police officers can ensure that they equip themselves with body armor fit for the scenarios they face on a regular basis. From stab proof vests to ballistic armors, the options are there to be taken advantage of.

Let's go over the types of body armor and the benefits of wearing one type over the other.

**Patrol Protection: Knife and Needle Armors:** When responding to domestic disturbances and other low level crimes, the likelihood is high that a police officer will face sharp or blunt weapons held by the aggressor. In order to protect against sharp weapons like knives, or manmade weapons like broken glass bottles, edge blade protection is a necessity. There are two main categories that need to be considered when looking at such a vest and these are: category level I and level II. The higher category is designed to provide protection from attacks carried out with a higher number of joules. Officers who may encounter risky situations involving knives and broken glass should opt for a vest that will offer the much-needed protection offered by vests with edge blade protection features. Other weapons that may pose a threat to police officers in Iowa are ice picks, needles and even nails. These projected items are referred to as "spiked weapons" and are especially dangerous as they have capability to penetrate the majority of fabrics. However, the Kevlar's prominence in body armor means that police officers are able to protect themselves from injury when

such weapons are used. Body armor with spike protection will prevent the weapon from piercing the armor and getting to the wearer's flesh. For a further understanding of the laws of guns in Iowa, it is recommended to read this article: <http://www.nraila.org/gun-laws/state-laws/iowa.aspx>.

**Firearms Protection: Ballistic Armors:** There's no telling what rounds and what form of weapons can land in the wrong hands. Because all body armor isn't suited for all circumstances, it is essential that the right choice is chosen based on the most common risks an officer may face. Like edge blade protective vests, ballistic body armor is categorized by the level of protection offered. These levels include: Level II, IIIa and Level IV. The level II and level IIIa vests protect the wearer against the most common types of ammunition, such as those from a 9mm .44 Magnum. These vests are mostly worn where the threat level in regards to firearm resistance is lower.

When it comes to high velocity bullets where large caliber weapons are involved, a higher level is necessary. This is why SWAT teams and military forces typically opt for a level IV vest. The incorporation of materials such as Dyneema polyethylene as well as ceramic plates, which enable optimum reinforcement, mean that the protection offered is great. In this line of work, preparing for a threat before the threat is presented is very necessary. Police officers need to feel secure that they are adequately protected when entering risky situations.

**Hidden Protection Versus Vests on Display:** When deciding on body armor SafeGuard Clothing recommended, the decision between covert, overt and covert/overt will have to be made. The different vests are designed for varied situations and thus, choosing the right vest based on the most common threats faced is essential.

**Discrete Protection: Covert.** Discrete body armor, worn beneath an officer's clothing, is called covert body armor. These vests are most typically worn by officers who are required to provide close protection or officers working undercover. Covert vests are thin and comfortable to wear without compromising the degree of

protection offered. Incorporating moisture wicking fabrics, covert vests provide additional comfort for both the hot months in Iowa by keeping the wearer cool by wicking away perspiration.

**Displayed Protection: Overt.** Overt vests, worn above clothing, are easily recognizable as body armor. They are mostly manufactured in black. However, a wide range of other colors are available. Overt vests are chosen when there is no need for concealment, and are therefore often seen worn by SWAT teams and patrol officers.

**Multiple Applications: Covert / Overt.** Covert/ overt vests offer the best of both worlds. They can be worn either beneath or above clothing, depending on the officer's need. The level of protection provided by covert/ overt vests are generally higher than the protection offered by covert vests. However, the covert/ overt vest is significantly thinner than the overt vest.

**Maximum Coverage: Choosing the Right Size.** Size is of dire importance when selecting body armor because this can have a great impact on the degree of protection offered. A vest with the wrong fit can leave parts of the body exposed, and thus defeat its own purpose. Designed to offer protection to the vital organs rather than the entire torso, vests should stop slightly above the navel. A vest that reaches down to the groin is too big. By stopping at the navel, body armor will allow for a great deal of flexibility and full range of motion. When wearing body armor, an officer should be able to bend, stretch, sit, run and crouch without conflict. Size guides can be used to determine what body armor should be selected based on your build.

**Safety First and Foremost.** Prior to wearing a protective vest, you should check to see if the vest is in good condition. Signs of wear and damage need to be discussed with a superior as a damaged vest will not offer the necessary amount of protection.

