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

IPOA Training Conference April 20 - 21, 2015

at Ramada Tropics Resort & Conference Center, 5000 Merle Hay Rd., Urbandale IA



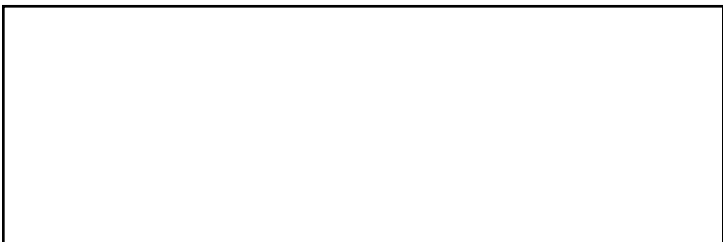
Seminars

Human Trafficking:

with Tina Frundt, Courtney's House Founder, Washington, D.C.,
and Mike Ferjak, Iowa Department of Justice HTEPI

Also: Weapons Permits & Firearm Transfers

with Ross Loder, Iowa Department of Public Safety





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What does 2015 have in store for Iowa law enforcement?

It's hard to believe we have put another year on the books. 2014 was definitely a challenging one for law enforcement – both locally and across the nation.

Law Enforcement is a very dynamic and interesting profession. The demands of the job and how things are handled are constantly under scrutiny. Emerging technology can allow law enforcement agencies to be more efficient and effective. However, what's the old saying? "Your strengths can become a weakness if the perception of the technology is it's not being properly deployed."

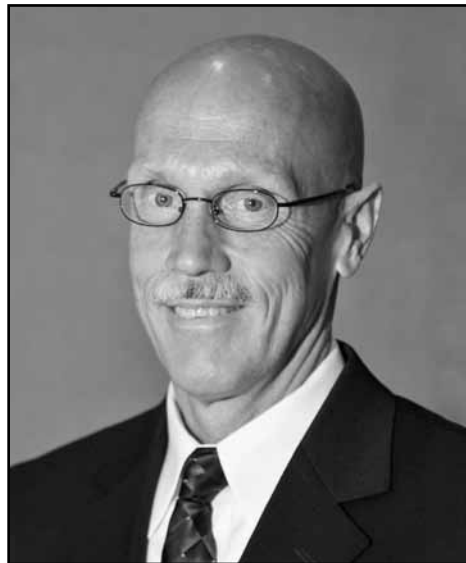
Use of TASERS, force-affected arrests, officer-involved shootings, vehicle pursuits and body cameras all caught the news sometime throughout 2014.

So what does 2015 have in store for law enforcement? I would speculate the list will continue to expand. The demands put continued pressure to expand training and in-service requirements. We are in a unique position in this state. We have some larger communities whose law enforcement agencies have role calls, training days and regularly scheduled in-service. We also have smaller communities and counties that don't have the resources to provide that level of training. The Iowa Law Enforcement Academy has recognized the need to review the basic curriculum to ensure that the training being provided is in the right areas and the right amount of time.

Depending on what the curriculum review determines, we all know that resources will come into play. Whether it be dollars, personnel and/ or equipment, there may need to be an increased level of support to provide that training. Law enforcement officers are asked to be at the top of their game at all times; we don't get any plays off. Without the proper training resources and equipment, the challenges to always do the right thing can be compromised.

I came across an article the late radio broadcaster Paul Harvey had done a few years ago that still has so relevant points, Mr. Harvey writes:

A Policeman is a composite of what



Chief David Lorenzen
IPOA President

all men are, mingling of a saint and sinner, dust and deity.

Gulled statistics wave the fan over the stinkers, underscore instances of dishonesty and brutality because they are "new." What they really mean is that they are exceptional, unusual, not commonplace.

Buried under the frost is the fact: Less than one-half of one percent of policemen misfit the uniform. That's a better average than you'd find among clergy!

What is a policeman made of? He, of all men, is once the most needed and the most unwanted. He's a strangely nameless creature who is "sir" to his face and "fuzz" to his back

He must be such a diplomat that he can settle differences between individuals so that each will think he won.

But...If the policeman is neat, he's conceited; if he's careless, he's a bum. If he's pleasant, he's flirting; if not, he's a grouch.

He must make an instant decision which would require months for a lawyer to make.

But...If he hurries, he's careless; if he's deliberate, he's lazy. He must be first to an accident and infallible with his diagnosis.

He must be able to start breathing, stop bleeding, tie splints and, above all, be sure the victim goes home without a limp. Or expect to be sued.

The police officer must know every gun, draw on the run, and hit where it doesn't hurt. He must be able to whip two men twice his size and half his age without damaging his uniform and without being "brutal." If you hit him, he's a coward. If he hits you, he's a bully.

A policeman must know everything - and not tell. He must know where all the sin is and not partake.

A policeman must, from a single strand of hair, be able to describe the crime, the weapon and the criminal - and tell you where the criminal is hiding.

But... If he catches the criminal, he's lucky; if he doesn't, he's a dunce. If he gets promoted, he has political pull; if he doesn't, he's a dullard. The policeman must chase a bum lead to a dead-end, stake out ten nights to tag one witness who saw it happen - but refused to remember.

The policeman must be a minister, a social worker, a diplomat, a tough guy and a gentleman.

And, of course, he'd have to be genius.... For he will have to feed a family on a policeman's salary.

Paul Harvey had a big place in his heart for law enforcement officers. His father was a police officer and was shot and killed in the line of duty when Paul Harvey was only three years old.

This will no doubt be a challenging year. The public expects the best from law enforcement and law enforcement should continually strive to deliver on those expectations.

My hope and prayer is that each of you have a safe 2015.



High-quality speakers at Conference; Thanks to Pres. Lorenzen

In my 38 years of Law Enforcement, I have never seen a year like 2014 where the media bombards the public with misconceptions about events on the street. Seems like everybody knows how we should do our jobs – the day after! You do a dangerous job, and in the overwhelming majority of times you make the right call. Today's headlines and a camera in every pocket demand we do so. Unfortunately, I believe media bias has made a difficult job even harder for you. With that said, I believe today's officers are up to the task and more capable than at any time in my career.

You will find several good training articles in this issue of *Iowa Law Enforcement/ The Gold Star*. The Iowa Peace Officers Association (IPOA) has always supported training, and we encourage you to take advantage of the variety available. We thank our sheriffs and chiefs for their support during these difficult budget years. It is often said that failure to train only leads to failure, and that will remain true in 2015, a year of change.

Our 2015 Annual Training Conference will be held April 20-21 at the same location as last year: Ramada Tropics Resort & Convention Center in Urbandale. They have again given us an excellent room rate, and the speakers are, again, second to none on a crime that has become all too common across this land: human trafficking. We have not seen much training offered in this area, so I hope you take advantage of this opportunity. If you were a new Conference attendee last year, you were likely surprised by the quality of our speakers – and this year's promise to be just as good. Iowa DPS Bureau Chief Ross Loder will present on current issues in Iowa's firearms and weapons permits. I know from discussions in my area that not all officers have a clear understanding of this topic. I look forward to seeing familiar faces as well as new ones again this year. The registration form can be found on Page 8, with fees of \$50 for members and \$75 for non-member certified Iowa officers. Why not download an application form from our website and join the IPOA now, allowing you the re-

duced conference rate? For the past two years our attendance has been right around 100. I would like to break that number this year, and with your assistance we can do it.

This past year we saw 20 members pass on. Most were retired, but a few were still active. All were valued members of their departments and communities, and we will remember them at this year's Conference. I continue to contact those families on behalf of the IPOA, and express our sympathy and thanks for their many years of service.

Chief David Lorenzen has served as IPOA president for the past four years. This will be his final Conference as president, and I want to take a moment to congratulate him for all of his accomplishments as Chief of the Iowa DOT Office of Motor Vehicle Enforcement, and thank him for all he has done for the IPOA. The Chief is obviously very busy, but has made the time to represent us at many events and meetings without any thanks because he believes in the law enforcement community. He has inspired me to do a better job as Sec./ Treasurer, and has always shown tremendous support. Chief Lorenzen is a leader in the law enforcement community, and it has been my pleasure to work with him on the IPOA. Because of his representation, the IPOA receives many calls each year concerning matters with Legislators and our partners across Iowa. I look forward to working with you, Chief, for a couple more years, and am very proud to call you "friend." Thanks.

The Board continues to discuss the financial solvency of the IPOA, and we have ended the year in the black. We have been unable to replace revenues from the Baconball softball tournaments of the past, and resist telemarketing for many reasons. Dues are not sufficient to operate this Association, to support the Conference, pay death benefits, lobby on your behalf, and meet numerous other obligations. Our membership remains around 1,750 of which 700 are paid-up life members. The decisions to create lifetime memberships were made years ago, and the downside now is we receive no fees from our life-members to support



our efforts. This was done at a time when fundraising produced a steady income, but this has not been the case for the past five years. If you have any suggestions or ideas concerning fundraising, please contact me. We appreciate your assistance.

Please indulge me for just a paragraph to share my good news (you know I will do it anyway). A few years back I shared that I lost my K-9 partner, Ali. He touched the lives of many students in the schools every day, and I continue to miss him. I decided then he would be my last partner. Well, never has arrived! After looking at several dogs this past year, and always finding an excuse to not jump back in, I'M BACK. My two sons made the decision for me, and at Christmas, Reign became part of the family. She is a beautiful young Shepherd with an impeccable pedigree. It will likely be a year before I have her fully trained, but she already travels with me and loves the squad. I can't get out the door in the morning without her, and to look over my shoulder and see her. Well, my friends in the K-9 world know what I'm talking about. The kids no longer greet me; they just want to know if Reign is coming in today:) I look forward to joining back up with Region 21 USPCA and training with some of the best. I couldn't do it without the assistance from the Waterloo K-9 Officers. Thanks Kyle and Tate for putting the smile back on the Old Man.

May God Bless each of you and your families, see you in April. Terry

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.

And: **Mike Ferjak**, leader of the Iowa Department of Justice Human Trafficking Enforcement and Prosecution Initiative (HTEPI)

Also: DPS Bureau Chief Ross Loder on Weapons Permits and Firearm Transfers - the Law Enforcement Perspective

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

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Conference Registration for IPOA Members: \$50.00
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IPOA Training Conference (April 20-21, 2015) speakers

Tina Frundt, Mike Ferjak, Ross Loder Speaking

IPOA Training Conference speaker Tina Frundt has been actively raising awareness of the Commercial Sexual Exploitation of Children (CSEC) Since 2000. A high-profile national advocate on the issue of domestic sex trafficking and a survivor of CSEC herself, 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

freedom 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.



Mike Ferjak joined the Iowa Department of Justice in 1998 and was initially assigned as the investigator for the Sexually Violent Predator Unit. In 2004, he was placed on dual assignment to the Iowa Division of Criminal Investigation's (DCI) Cyber-Crime Unit serving on the federal Internet Crimes Against Children (ICAC) Task Force, and as the criminal investigator for the Attorney General's Area Prosecutions Division.

In 2012, Ferjak was selected by Iowa Attorney General Tom Miller to lead the Iowa Department of Justice Human Trafficking Enforcement and Prosecution Initiative (HTEPI), which develops enforcement strategies – supporting victim services and delivering professional training and public awareness education. Before joining the Iowa Department of Justice, Ferjak served as a patrol officer, police chief, public safety administrator and state investigator from 1979 to 1998.

He graduated with honors from Up-



Mike Ferjak

per Iowa University with an undergraduate degree in public administration with a law enforcement emphasis, and earned his Master's Degree in Criminal Justice from Simpson College. Areas of concentration in his professional education and experience include highly specialized training in written and verbal language analysis, behav-

ioral analysis and sexual offender assessment and typology. Since 1992, Ferjak has trained investigators and agents throughout the United States and Canada on interview, interrogation and investigative techniques and has served on the adjunct faculty of the Federal Law Enforcement Training Center. He is an invited guest lecturer at the Drake University Law School speaking on sex crimes, sexual predators and related law enforcement issues, and an adjunct professor for three Iowa college and university criminal justice programs. Ferjak is a career military officer retired from the United States Army, active and reserve components. After 10 years of enlisted service, he received his officer's commission upon graduating from the U.S. Army Officer Candidate School (OCS) and earning the designation of "Mustang." He served in U.S.-based and overseas assignments in the aviation and combat engineer branches, including three tours of duty as a commanding officer.

Ross Loder's Conference seminar will be "Weapons permits and firearm transfers - the law enforcement perspective." Loder began working for the Iowa Department of Public Safety in 2005. He served as DPS policy advisor and legislative liaison until June 2012, when he assumed duties as Bureau Chief for the DPS Program Services Bureau. The DPS Program Services Bureau is responsible for administration of four programs: 1) Weapons permits; 2) Private investigative, private security, and bail enforcement (bounty hunter) li-



censing; 3) National Incident Based Reporting/Uniform Crime Report data intake; and 4) fire safe cigarette certification.

Prior to joining the DPS staff, Loder served as Deputy Director for the Tennessee Municipal League, and previously worked as a Senior Research Associate with the Tennessee Advisory Commission on Intergovernmental Relations.

He received his Master of Public Policy degree from Vanderbilt University (1997) and his Bachelor of Arts degree from the University of Missouri (1992).



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- *keepin' it REAL* is available from D.A.R.E. America
- Originally the program development was funded by the National Institute on Drug Abuse at Penn State University and Arizona State University

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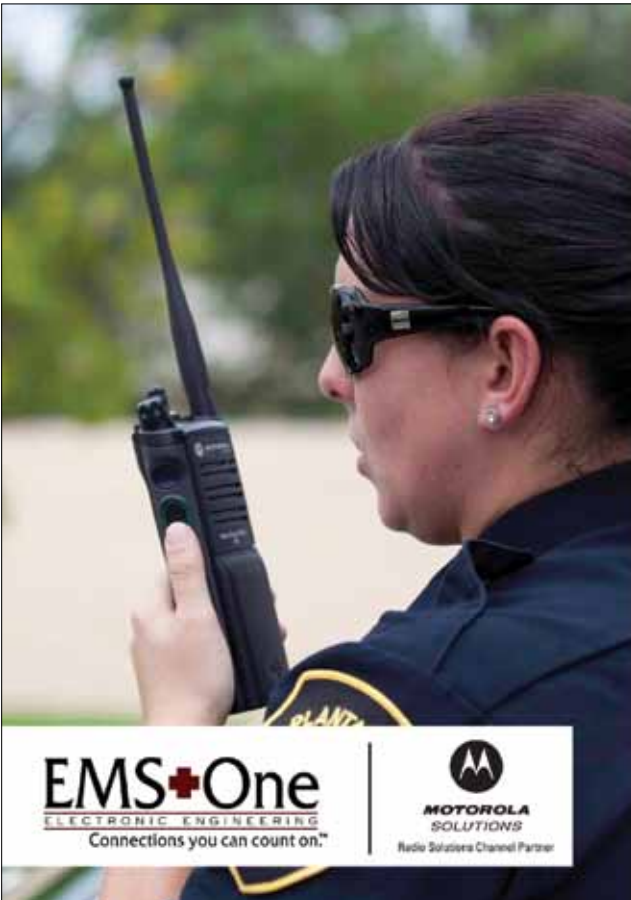
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Improved interviews/ interrogations

By Chris Callaway, an instructor with The CTK Group, an Iowa-based research and instruction group offering interview and interrogation courses at several regional venues. Visit them at thectkgroup.com

We are often asked to provide police departments and sheriffs' offices with refreshers or updates on interviewing. We also hear complaints from law enforcement administrators that millennial officers just can't seem to talk to people or get information from subjects "like we did in the good ol' days." But what are agencies actually looking to "refresh?" At the Academy, officers most likely receive only an 8-hour block of instruction on interview and interrogation! This accounts for about 1% of their academy training – woefully inadequate preparation for a skill that is absolutely critical to getting the maximum information from a victim, witness, or suspect. The problem is compounded by every officer learning

to interview from a field training officer who may or may not be adequately trained themselves.

Attending "refreshers" or "updates" doesn't magically transform officers into competent interviewers. A proper foundation in research-based interviewing is a necessity. One concept today's police officers should be familiar with is Cognitive Interviewing (CI), which was developed in the 1980s by Dr. Edward Geiselman and Ronald Fisher to get additional details from victims and witnesses. It has been empirically proven to gather 25-40% more information than the basic chronological interview officers typically use. Dr. Geiselman, a UCLA Psychology professor, further developed Cognitive Interview for Suspects (CIS) to detect possible deception from suspects who talk about their crime. When used effectively, CI and CIS can drastically improve an investigator's ability to gather information.

Dr. Bill Lewinsky of the Force Science Institute advocates the use of a Cognitive Interview for police officers who have been in officer-involved shootings. He reasons that officers are victims of traumatic events and the goal should be to get the most complete and accurate statement from them. One technique used in both the CI and CIS is the reverse review. Having a victim recall the life-altering event in reverse is a memory enhancing tool that generates additional details. Conversely, asking a suspect to tell his story in reverse causes "cognitive load" or stress, which can be used to ferret out possible deception. Adding reverse review to the interviewing toolbox can help cops learn important details and uncover lies.

Law enforcement officers owe it to the victims and witnesses of horrific crimes to utilize proven and court defensible methods of interviewing. After all, the goal is to get to the truth!



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Stay Vigilant:

Don't be complacent; be friendly, hardworking & cover officers

June 2014 in Las Vegas, Nevada: two officers were murdered while eating lunch. December 2014: two N.Y.P.D. officers were murdered while sitting in their squad car. Two months prior to that, another group of N.Y.P.D. officers was attacked by a man with a hatchet. And, most recently in the town of New Hope, Minnesota, a group of officers was fired upon after leaving a city council meeting with two of them being injured and the gunman killed.

There is no disputing these acts – dare we say assassinations – of officers are on the upswing. This is a very disturbing trend among our nation's peace keepers. Why is this happening? Why now? We think it is safe to assume it is because of recent incidents in law enforcement where reasonable, justifiable force was used that resulted in the death of a suspect. The media, in typical fashion, goes on a tirade of misinformation and the general public, which does not understand what we do, begins formulating their own ideas and opinions on how we should handle situations. Don't worry about that, and do what you're trained to do, or trained not to do. Let's talk about some of those things.

On being complacent: Don't. Just... don't. Every time you throw on your uniform, you need to get into your work bubble. Put your head on a swivel and don't assume your shift, court appearance, drive to work, or drive home from work is going to go without incident. Complacency kills. It's been said it kills you twice, and I understand why. (1) Being complacent invites predators. (2) Staying complacent allows those predators to prey on you and do you harm.

Be friendly and hardworking: Do this: Be overfriendly to no one and professional with everyone you meet. There is nothing wrong with getting out there and making contact with the general public, or with people you meet while out on patrol. This is expected. As stated above, however, don't be overfriendly and let your guard down. Maintain your bearing and tactics

and above all else: be aware of what is going on around you. Violent attacks – attacks in general – do not happen in a vacuum. There are ALWAYS signs, but you must see them to be able to react to them. Better yet, when you are out mingling, have another officer with you.

Cover officers/ back up: we know that not all of you reading this have the luxury of back up officers or working a shift with 15-20 cars on the street and another 10 cops back in the station. Sometimes you really need to ask yourself if taking action is going to be beneficial or not. Can it wait and be dealt with later in a safer, more tactical environment and one of YOUR choosing? This is not an invitation to NOT do something when the situation clearly warrants doing so, but be mindful and tactical in your thinking.

Bullet proof vest: Wear it. Always. Remember complacency? Going out in public without your vest on and all the tools you need is just plain dumb. I hear the excuses about it being too hot in the summer, uncomfortable, etc., etc. It's better to sweat than bleed, and it's better to be uncomfortable for a few hours than to be in surgery for a few hours due to a gunshot wound or a sucking chest wound.

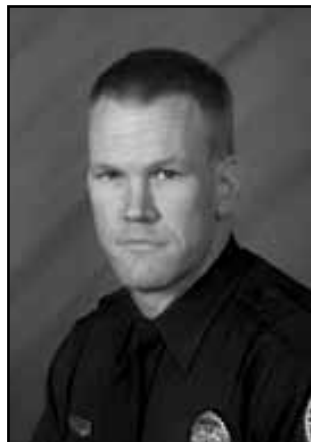
Hitting the street you should want and have every item available to you that is going to give you an edge over the circumstances

you may face. If you don't have one already, I recommend you look into getting first aid supplies and learn how to use them. Tourniquets are a huge deal and come with a small price tag. Get one. Train with it and have it with you all the time.

Last year saw 15 unprovoked ambush attacks on your fellow officers. That is three times more than in 2013. These types of attacks are not going away, at least not anytime soon. It is up to all of us to watch out for one another when doing the job. We all know that if we don't, there aren't a lot of others who will.

Stay safe and ready. Train hard.

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



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.

2015 Legislative Session Under Way

By Kellie Paschke
IPOA Legislative Consultant

IPOA Board Sets Legislative Priorities

The 2015 legislative session kicked off Monday, Jan. 12, as the first year of the assembly's biennial term. Important dates include the first funnel week, March 2 - 6, and the second funnel week, March 30 - April 3. The session is scheduled to last 110 days, ending May 1, but this does not guarantee the session will end in 110 days.

After the November elections there are many new faces in the legislature, and committee assignments have changed. Law enforcement and public safety related legislation generally flows through the Judiciary, Public Safety, Transportation and State Government Committees, as well as the Justice System Appropriations Subcommittee. Committee Chairs are responsible for determining what bills will move to the full chamber for consideration. The Committee Chairs, Vice Chairs and Ranking Members of these committees are as follows:

House Judiciary: Rep. Chip Baltimore (Chair), Rep. Stan Gustafson (Vice Chair), Rep. Mary Wolfe (Ranking Member);

Senate Judiciary: Sen. Steve Sodders (C), Sen. Rob Hogg (VC), Sen. Charles Schneider (RM);

House Transportation: Rep. Josh Byrnes (C), Rep. Brian Best (VC), Rep. Jim Lykam (RM);

Senate Transportation: Sen. Tod Bowman (C), Sen. Bob Dvorsky (VC), Sen. Tim Kapucian (RM);

House State Government: Rep. Guy VanderLinden (C), Rep. Mike Sexton (VC), Rep. Vicki Lensing (RM);

Senate State Government: Sen. Jeff Danielson (C), Sen. Tom Courtney (VC), Sen. Rick Bertrand (RM);

Justice System Appropriations Subcommittee: Rep. Gary Worthan (C), Rep. Darrel Branham (VC), Rep. Todd Taylor (RM); Sen. Tom Courtney (C), Sen. Rob



Hogg (VC), Sen. Julian Garrett (RM);

House Public Safety: Rep. Clel Baudler (C), Rep. Steve Holt (VC), Rep. Bob Kreszig (RM) *The Public Safety Committee is a House Committee only.

Staying connected to the Iowa Legislature is easier than ever with committee activity, bills, amendments, legislator contact information, and even live debate accessible through the legislative website at <http://www.legis.iowa.gov>.

What's Hot? Emerging issues for 2015

Each year, the Iowa Peace Officers Association (IPOA) holds meetings throughout the state to identify issues that are important to members. Each December, the IPOA Board prioritizes these issues – based on member feedback and emerging issues – to develop a legislative agenda. The 2015 IPOA Legislative Agenda includes the following issues:

- Opposing the legalization of marijuana and its derivatives for any purpose;
- Creation of a statewide weapons permit verification system;
- Supporting Iowa's current asset forfeiture law and procedures;
- Supporting legislation to provide funding for awareness and training of human trafficking; and,
- Supporting legislation which prohibits the use of handheld electronic devices while operating a motor vehicle.

These are emerging issues for 2015:

Asset Forfeiture: Once again, there is a renewed effort to restrict the ability of law enforcement to seize cash and property when the officer suspects it is related to

criminal activity. Further, some are pushing to entirely eliminate the ability of a law enforcement agency to retain the proceeds of forfeited property.

Marijuana Legalization: During the 2014 legislative session, lawmakers passed a very limited bill creating a stringent regulatory framework which permits persons with intractable epilepsy to possess specified amounts of cannabidiol, a component of marijuana. Proponents of medical and recreational legalization will continue to seek expansion of this law, as well as reclassification of marijuana to a schedule II drug.

Open Records – Law Enforcement

Investigative Reports: In the Fall of 2014, the Iowa Public Information Board held a series of meetings to address concerns related to public records access, including public access to law enforcement investigative records. Despite opposition from law enforcement and victim advocacy organizations, the Board may seek to define these records as public at every stage of an investigation.

Body Cameras: Following in the footsteps of federal leaders, the Iowa legislature may seek to establish grant programs for the purchase of body cameras for local law enforcement agencies. Additionally, some legislators have indicated their intention to mandate the use of such cameras.

Texting While Driving: The Iowa Department of Public Safety is seeking legislation that will prohibit the use of handheld electronic devices while driving making it a primary offense.

Pensions: "Pension Years" occur during even numbered years in the legislature. Traditionally, every two years an interim committee of lawmakers is tasked with reviewing all of the public pension systems in Iowa, including IPERS and MFPRSI. Following that review, the legislature may choose to act on any recommendations of the Pension Committee, if any. Although 2015 is not scheduled to be a pension year, some organizations may seek legislative pension changes.

JOINT PUBLIC SAFETY BOARD

Representing

Iowa State Patrol Supervisors Association
Iowa Peace Officers Association

Iowa State Troopers Association
Iowa Police Chiefs Association

Iowa State Sheriff's & Deputies Association
Iowa State Police Association

Iowa Association of Professional Firefighters

Approved by the Joint Public Safety Board on Saturday, December 6, 2014

BE IT RESOLVED the Joint Public Safety Board supports the protection of public safety employee pensions.

BE IT RESOLVED the Joint Public Safety Board supports the enactment of the Kelsey Smith Act to enhance the partnership between law enforcement and telecommunications carriers resulting in more shared information in a timely manner.

BE IT RESOLVED the Joint Public Safety Board supports the restructuring and modernization of the Emergency Medical Services tax levies.

BE IT RESOLVED the Joint Public Safety Board supports making distracted driving a primary offense as it relates to the use of handheld electronic communication devices while operating a motor vehicle.

BE IT RESOLVED the Joint Public Safety Board supports requiring that certified Iowa law enforcement officers shall carry firearms during the performance of their duties.

Larry Grant
Iowa State Patrol Supervisors Association

Darin Snedden
Iowa State Troopers Association

David Lorenzen
Iowa Peace Officers Association

Jeremy Logan
Iowa Police Chiefs Association

Don DeKock
Iowa State Sheriffs' & Deputies' Association

Dan Cougill
Iowa Association of Professional Firefighters

Ryan Goecke
Iowa State Police Association

**Visit the Iowa Peace Officers Association online at
iowapeaceofficers.org for legislative updates and more**

Reaching Out and Establishing Trust in Newcomer Communities

By Mark A. Grey and Michele Devlin

We provide a lot of training for educators, law enforcement, health care providers and many others but it is rare that we get an opportunity to be trainees ourselves. About three months ago, we had the pleasure of sitting in on training provided by Dr. Tom Klaus. The general topic was forming community coalitions and encouraging community members to not just “buy in” to the efforts of schools, social service providers and law enforcement, but to “own it.” The principal takeaway for us was that “change in communities happens at the speed of trust.”

We are often asked by police and others how to reach out to and develop trust with immigrant, refugee and other newcomer populations. We often hear questions like, “Why don’t their leaders step forward?” or, “How do we get them to talk to us?” We Iowans often take a Field of Dreams approach to service provision. That is, “build it and they will come.” But our experience tells us that providing services 9:00 to 17:00 on week days and expecting newcomers to come our offices and police stations rarely works. Instead, we have to develop strategies to reach newcomers where they themselves are, and take the time through community policing to develop the trust necessary to get newcomers to “own” their role in reporting and preventing crime.

Here are some general guidelines.

1. We can’t expect immigrant and other newcomers to voluntarily come to the police to either report criminal behavior or being victims of crime. Among immigrants and refugees, this reluctance to approach the police is usually based on lack of previous experience with law enforcement. Often, law enforcement where they came from was part of larger, corrupt power structure and they were to be avoided at all cost. In some cases, “business as usual” with cops back home meant offering bribes, while other police officers in particularly dangerous nations may have used coercion, rape, or assault with members of the public. In other cases, an immigrant population may

have cultural values that emphasize self-sufficiency and “saving face”, which means they typically will underreport crime and try to address it themselves among their own family members.

2. In some cases, depending on the countries that they came from, immigrants may have little experience or knowledge with laws in Iowa and the United States. Some may not know how to dial 911 for emergency response, while others may have little experience using car seats, seat belts, and related safety equipment. Front-end prevention and education is necessary from public safety officials for these immigrant groups when they first come to Iowa, in order to improve their knowledge about these critically important issues and prevent injuries, deaths, and unnecessary arrests.

3. Many newcomer communities develop an “us-versus-them” mentality about their relationships with the host community and the police. This means newcomers will often not report crime within their populations because they believe it will reflect badly on their community, embarrassing them and worsening already fragile perceptions among the established resident population. We often emphasize that most of our newcomer populations are “high-context” cultures, where the first loyalty is to the group and extended family, while the host community and many of the police come from low-context cultures where the emphasis is on individual responsibility. This sets up a

About the Authors



Dr. Mark Grey is Professor of Anthropology at the University of Northern Iowa (UNI). He is also Director of the UNI New Iowans Center. Dr. Michele Devlin is Professor of Global Public Health at the University of Northern Iowa, and Director of the Iowa Center on Health Disparities. Drs. Grey and Devlin are Iowa licensed emergency medical responders, and members of the Star One Search and Rescue Team in Iowa, multiple FEMA Community Emergency Response Teams, and the Medical Reserve Corps. They provided training and technical assistance on human terrain and cultural context issues to thousands of law enforcement, public safety, search and rescue, disaster response, public health, and emergency management professionals at the federal, state, and local levels. Drs. Grey and Devlin have traveled extensively, and worked, visited, or studied in over 50 nations. Dr. Devlin also served with the United States Army Civilian Corps on a deployment to Afghanistan as a lead social scientist and cross-cultural specialist. Both Dr. Grey and Dr. Devlin serve as trainers for the Iowa Department of Public Safety Training Bureau and Basic Academy, and the Iowa Law Enforcement Academy.

classic confrontation of fundamental world views between many newcomers and law enforcement. We tend to think about criminal activity and reporting crime from the low-context perspective, while most immigrants and refugees place the greatest value on loyalty to their extended family, clan, tribe, or ethnic group.

4. “Change happens at the speed of trust.” Building trust in newcomer communities usually means that we have to go to them and not assume they will come to

Governor Terry Branstad Names Roxann Ryan Acting Commissioner of the Iowa Department of Public Safety

With the retirement of Iowa Department of Public Safety Commissioner Larry Noble, Gov. Terry Branstad has named Roxann Ryan Acting DPS Commissioner.

Ryan has served as an attorney with the Iowa Department of Public Safety since 2012, providing training to law enforcement officers and coordinating administrative rules for the Department.

She previously served as a criminal intelligence analyst in the state Fusion Cen-

ter; a full-time professor of criminal justice at Simpson College; an Assistant Attorney General; and Deputy Attorney General.

Ryan teaches as an adjunct professor at the Drake University Law School and Simpson College.

She is a graduate of Iowa State University (1977), the University of Iowa College of Law (1980), and the University of Nebraska (1998) where she earned her Ph.D. in Criminal Justice.



March 5 “Take Five” day in Iowa prepares parents for 5-minute conversations on drugs

In support of drug prevention efforts in communities throughout the State, Iowa Governor Terry Branstad will proclaim March 5 “Take Five” Day in Iowa.

“Take Five” provides parents with communication tips so they can take five minutes to talk with their children about drugs – because doing so could save a life.

“Take Five” is sponsored by the Partnership for a Drug-Free Iowa in coordination with the Governor’s Office of Drug Control Policy, Iowa National Guard Counterdrug Task Force, Iowa Substance Abuse Infor-

mation Center, and Wellmark.

Nearly 40,000 one-sheet “Take Five” flyers will be distributed to Iowa schools for 5th grade students to take home to their parents.

The flyers are also good tools for handing out to parents at community presentations throughout the year.

Download a free “Take Five” flyer, or get more information from the Partnership for a Drug-Free Iowa, at <http://www.pdfinfo/take-five-minutes>.

The logo for Carpenter Uniform & Promotional Products features the word "Carpenter" in a stylized script font with a saw blade graphic. Below it, "UNIFORM & PROMOTIONAL PRODUCTS" is written in a sans-serif font. The contact information is listed in a clean, sans-serif font:

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“Reaching out and establishing trust,” continued

us during regular office hours. This means going to their homes, schools, churches, mosques, workplaces, stores, sports venues, and community activity sites. Some Iowa police departments have hired community service officers to reach out to newcomer communities. They often come from these immigrant populations, speak their languages, and bring personal cultural experience to the job. But even regular line cops and their bosses from Iowa can reach out to newcomers using community policing practices that emphasize walking the beat, getting to know families, and building up trust and strong personal relationships with the community before crime happens. Some police departments in Iowa are now conducting regular orientation and educational outreach programs for new immigrants in the state at their worksites, such

as in meatpacking plants.

5. It may come as a surprise to many that most immigrant populations in Iowa are actually extremely well organized within their own extended families, neighborhoods, communities, clans, and/or tribes. These immigrants often coordinate themselves through various ethnic associations and clubs, around neighborhood associations, or through church and mosque affiliations. The leaders of these organizations are often excellent starting contacts for police departments that would like to reach out to immigrants. Many of these immigrant families are related or at least know each other, and can provide valuable advice to law enforcement about how to engage better with their own community. Police departments should also visit ethnic storekeepers, religious leaders, association

representatives and community activists regularly on a proactive basis in order to learn more about the immigrant community and develop ways to partner with them in public safety efforts.

In conclusion, knowing whom to trust in these situations takes time, patience and a lot of vetting. Gather as many perspectives and opinions about your community contacts.

We also recommend using professional interpreters from outside the community (via telephone or video conference) who will generally not have any interest in local politics. Community policing in immigrant neighborhoods can be a highly rewarding, empowering, and productive method of reducing crime with newcomer populations in Iowa and building long-lasting, positive relationships with them.

Competitive shooting with duty weapons sharpens job skills – and you can have fun

By SPO Ted Stroope

Des Moines Police Department

I am not a firearms instructor, firearms expert, or certified in any firearms training. I am not a member of any shooting sport sanctioning body. Any sanctioning body I mention is due to my personal experience with my local clubs. Lastly, these are my personal views and do not represent the views of my department.

Long before I was involved in a shooting, I was keenly aware that I wasn't shooting enough. I kept telling myself I needed to shoot more and made plans to do so. But, like a great many of us, life got in the way and my plans were brushed aside.

I shoot at or near 100 percent at our bi-annual qualifications, which actually contributed to my apathy in that I told myself at least I was holding my edge. Our department has a pistol team that I teased around with joining, but never did. I need more hobbies like I need a hole in the head, and I'm sure most of you reading this can relate.

Over the last few years a high school classmate, who is also the son of an officer I work with, kept posting videos on Facebook of USPSA matches. My interest was piqued; not only did it look like a good time but it looked practical as well. I began to converse with him about it and focused on seeing if there were workarounds for the things I felt were most useful. First, I was adamant that if I was going to enter a shooting competition, I wanted to use my duty belt and my gun exactly as I carried it at work (i.e. with my weapon light attached). I wasn't about to break 10 years worth of shooting and reloading habit. He confirmed that I could shoot that way by registering in the open class and I was sold. I attended my first match and I was hooked.

What left me disheartened about the experience of my first summer shooting the occasional USPSA match was the absolute lack of police officers in attendance. At the matches I attended, the only law enforcement in attendance were myself, the father of my buddy who got me interested (who is now retired), and a gentleman who was a



reserve officer with my department for nine years before having to quit due to conflicts with his job. When I started asking around, the answer I received most often was that officers that did show up never came back because it seemed their ego was bruised. I was appalled at this.

Let me say I have never come close to winning anything at any of the matches I attended. Furthermore, they are club matches attended by all ages, genders, and shooting abilities. During my first orientation, the proctor told me it wasn't a matter of if I would get disqualified, but when. Sure enough, I was disqualified after shooting just one stage of the last match I attended. I was consoled by my buddy who told me a friend of his was disqualified on the last stage at Amateur Nationals.

After deciding to make USPSA matches as often as I could, I have now decided to also try three-gun competitions when possible this coming season. For those not familiar, three-gun competitions are matches where the stages involve shooting a rifle, a shotgun, and a pistol, transitioning through all three or sometimes two non-stop at each stage. When I started researching to prepare myself, I noticed there are national police matches for three-gun as well. Why the lack of participation? While I don't think the ego answer is the whole reason, I'm sure it is a factor for some. I'd be ly-

ing if I told you it doesn't bother me to get grossly out-shot by a guy with a desk job when I carry a gun for a living. But the fact of the matter is that person has more range time than I do, regardless of whether he or she walks around with it strapped to them. Also, pulling and pointing isn't the same as shooting.

This brings me to the point of this piece: Get out and shoot matches that relate to the skills you may have to use on the job and have fun doing it as well. Below I will address some arguments I have encountered and anticipated in speaking to other officers about getting involved.

Argument: You need fancy equipment to do these matches.

Rebuttal: I insisted on using my duty belt and duty ammo (or full weight practice ammo) to get started and learned that was perfectly fine. In fact, there are some advantages. Steel targets will more likely fall for duty ammo because they are set for the low power ammo the other competitors may be using. Furthermore, I advocate training with what you fight with so you'll fight how you train. That was a big reason behind retaining my weapon light because I needed to remain shooting with that balance to my weapon. With three-gun, most shotguns are tricked-out semi-autos with 20- to 24-inch barrels and chokes. I plan on using my Remington 870 with a 19-inch cylinder-bore barrel because that's what I have at work and I need to practice with it. How often do you shoot your duty shotgun? Outside of pheasant hunting and the occasional trap shoot for fun, I shoot mine twice a year like everyone else. I think everyone can use more practice with shotguns. As far as the rifle goes, use the one you use at work as well and if you don't use one at work, it never hurts to be competent with one in case the need arises in an emergency. Furthermore, any concerns about accuracy are invalid in my mind. At my department, our shotgun qualification includes 50-yard shots at FBI Q-targets. For years my colleagues and I made these shots with 30-year-old 870s with 14-inch cylinder-bore barrels and a bead sight. Our rifle school mandates that the shooter qual-

Iowa Senator Steve Sodders talking with IPOA lobbyist Troy Skinner



Competitive shooting, continued

ify with iron sights before optics are even an option. Of course, improved sights will better your scores and times but again, the key here is proficiency with your options at work and if you have improved sights or optics, by all means employ them.

Argument: I don't have time

Rebuttal: Neither do I. I'm married and have two kids, completed graduate school while working and work off-duty just like the rest of us. Also, I have way too many other hobbies. However, check your local club schedules. My local club shoots every Tuesday. Of course I can't make that timeline, but because they shoot so often I can choose a day when I can go. I do shift work with a rotating schedule so I may only get to one match a month, at best, but it's always worth it. Likewise, three-gun in my area is on Saturdays, allowing for the same flexibility.

Argument: I don't have the money for club memberships/ ammunition.

Rebuttal: Neither do I. Fortunately USPSA lets you pay match by match. If you shoot enough matches that the one-time fee is the same or less than what you spend paying by the match, go ahead and join. However, the pay-as-you-go structure lets you try it out before making a commitment. As far as ammunition goes, see if your department will issue you practice ammo to

shoot the match. It's easily a work-relevant activity, and most matches can be shot with a box, maybe two.

Argument: The sanctioning bodies have too many rules and restrictions that ruin the practicality.

Rebuttal: The first time you attend a match, the restrictions and rules will be a bit of a culture shock. Remember, though: 99% of the folks there don't carry a gun for a living. Also, you'll never get anyone to agree that being too safe with firearms is a bad thing. Having to work within the rules also creates stress, which is part of the game for them and a very important part of our job. Stress inoculation is important and any stress that can be induced is a good thing. Having to work not only within the general rules, but also within the rules of the stage, is cumulative stress that parallels what you are likely to encounter in a real-world shooting situation. How many officers reading this have been shot at and couldn't return fire for whatever reason? Having to make rapid multiple assessments of a deadly force situation is one of the cornerstones of our work and training your mind to do that through whatever gets thrown at you can only be a good thing.

Without going on any longer, I hope I've made some folks think. Put your fears aside and attend a match. My experience

has been that the participants are welcoming and more intrigued by an officer's presence, and just want to talk shop more than anything else.

Regarding fancy equipment and shooting the best times, remember: you're doing this for yourself, not for a trophy. Shooting the matches with your duty weapons and gear is far more valuable than a medal. It may be slower to take cover while you reload, but if the rules don't prohibit it, insert that bit of practicality into your stage.

With the advent of bailout bags (I prefer a bailout vest), many officers have them, but have little or no training time with them. I know the first time I actually shot with my bailout vest, I immediately undertook a major reconfiguration. I know the odds of using my vest are low – I think I've actually deployed it three times – but if I do I want to be proficient with it. What better way to train with it than three-gun? Step outside your comfort zone; take advantage of an opportunity to test yourself and your equipment; and get some training that also happens to be a great experience.

Research the different sanctioning bodies with chapters in your area. For instance, IDPA may be the better option if you're a plainclothes officer. As a bonus, you might even make some allies and positive connections in your community.

NIACC Criminal Justice Students Get Real-Life Experience with the Chicago Police Department

By **Capt. George R. O'Donnell (Ret.)**
IPOA Past President
NIACC Criminal Justice Instructor

Instead of enjoying a few weeks off for their winter break, 19 NIACC criminal justice students signed up for a winter course that included a pretty amazing field trip.

For the second year in a row, the students traveled to the Chicago Police Department on December 17-18 as part of a Special Topics credit course on the CompStat process.

CompStat, short for Computer Statistics or Comparative Statistics, is the name given to the New York City Police Department's accountability process, which has since been replicated in many other departments including Chicago.

It is now being used in some form by more than 70 percent of the law enforcement agencies in the United States. The program uses data to track various types of crimes and where they are being committed, so law enforcement can make adjustments in their efforts in preventing crime.

One NIACC student on the trip, U.S. Air Force veteran Chrystina Davis, has an uncle in law enforcement who has inspired her interest in working for the Mason City Police Department or Cerro Gordo County Sheriff's Office.

"I am amazed at how high-tech law enforcement has become," Davis said. She is in her first year of the two-year Criminal Justice program at NIACC.

"Going on this trip to Chicago really got me even more interested," she said. "I was impressed that the Chicago Police Department took the time to speak with us. We learned so much from them. They really made us feel welcome."

On Dec. 17, the students were given presentations on Chicago's CLEAR criminal intelligence gathering system and the Expanded Anti-Violence Initiative, which is designed to prevent and reduce the violence associated with gang activity and narcotics sales. The students were given a tour of the Chicago Police Operations Center and were able to observe the real-time, practical application of the CLEAR system and the Shot-Spotter system.

On Dec. 18, the students attended the weekly CompStat meeting for the Chicago Police Command Staff. In the CompStat meeting, District Commanders present the crime occurrences for the week and outline the specific responses to those crimes. The students' presence at the meeting was acknowledged by Chicago Police Superintendent Garry McCarthy.

Cerro Gordo County Sheriff Kevin Pals, a 1999 NIACC Criminal Justice graduate, also participated in the trip.

"Their superintendent is a highly visible law enforcement expert," Sheriff Pals said. "For us to be with him and his Deputy Chief, Bob Tracy, and their commanders was an amazing experience. The opportunity to go a large police department like Chicago is a once-in-a-lifetime opportunity for criminal justice students and law enforcement officials from small towns in the Midwest."

Prior to attending the CompStat meeting, Commander Larry Watson gave the students an informal recruiting presentation, outlining



Photo by Dr. Jeff Platt

Left to right: George O'Donnell, NIACC Criminal Justice Instructor; Garry McCarthy, Superintendent, Chicago Police Department; Kevin Pals, Sheriff, Cerro Gordo County; Michael Lashbrook, Chief, Mason City Police Department; Dr. Chad Loes, Mt. Mercy University, Cedar Rapids; Robert Tracy, Chief-Crime Control Strategies, Chicago P.D.

the steps and training necessary to become a Chicago police officer. After the meeting, Superintendent McCarthy addressed the students privately and answered several questions about CompStat and crime in general.

The students will complete a research paper on the CompStat process incorporating their research and personal observations.

This course was developed and coordinated by NIACC criminal justice instructor George O'Donnell, and Robert Tracy, Chief of Crime Control Strategies for the Chicago Police Department.

Volunteer assistants on the trip were: Dr. Jeff Platt, NIACC psychology instructor; Dr. Chad Loes, Criminal Justice Department professor at Mt. Mercy University; Sheriff Kevin Pals; and Mason City Police Chief Mike Lashbrook.

Sheriff Pals and Chief Lashbrook are both NIACC alumni, and members of the NIACC Criminal Justice Advisory Committee.



These are the NIACC Criminal Justice Club participants after the CompStat meeting at the Chicago Police Department.