

Introduction to Internal Affairs Investigations

Course # IA-101

April 8-10, 2019 - Peoria, AZ.

Hosted by Peoria PD, Presented by LD Consulting



Course Description: Good administrative misconduct (IA) investigations are the cornerstone for transparency, accountability, public trust, community support and reducing organization liability. This course provides fundamental investigative techniques that have been successfully used to complete basic and complex internal investigations. Best practices will be shared along with hands on practical application and tools that can be put to use immediately. This class is the first in a series of two internal affairs investigation courses.

This is a highly interactive / hands on, course. Through facilitation, group discussion and team exercises attendees learn the fundamentals of internal affairs investigations, breaking down complex investigations, creating an interview matrix and writing a comprehensive report. Templates will be shared for a variety of investigations such as Equal Employment Opportunity (EEO), Use of Force, criminal complaints and others.

IA-101 Course objectives:

Participants will have the opportunity to develop a basic understanding of;

- The role and history of misconduct investigations in law enforcement
- Responsibility to investigate and identification of complaints
- Using templates / best practices for various types of investigations
- How to prepare for and conduct effective interviews
- Why and how to develop an interview matrix
- Conducting investigations into criminal matters
- Handling administrative evidence
- Handling stress and risks for Internal Affairs Investigators

This class is for Law Enforcement Professionals (sworn and non-sworn)

- **With limited or no internal affairs experience and or training (this is an introductory course)**
- Responsible for Internal affairs investigations
- Interested in law enforcement internal affairs investigations
- Interested in best practices for internal affairs investigations
- Interested in practical (hands-on) experience in conducting and writing internal affairs investigations

Course includes a flash drive containing class material to include templates and reports. All participants must bring a laptop with ac power cord and PowerPoint, Word and Excel programs. Although not required it is best if the laptop has Internet WiFi capability.

Classroom location: Peoria Public Safety Administration Building, 8351 W. Cinnabar Ave, Peoria, AZ 85345

Hotels: [La Quinta Inn](#), 16321 N. 83rd Ave Peoria, AZ 85382. Phone 623-847-1900

[The Residence Inn by Marriot](#), 8435 W. Paradise Lane, Peoria, AZ 85382. Phone 623-979-2074

[Hampton Inn](#), 8408 W. Paradise Lane, Peoria, AZ 85382 Phone 623-486-9918

QUESTIONS / CONCERNS: **Call:** Dan Olson

Phone: (602) 510-8481 **Email:** dan@ldconsultingllc.com **Web Site:** LDConsultingllc.com

COST: REGISTRATION: \$599.00

DISCOUNTS: *Early Registration* \$25.00 discount if PAID by March 8, 2019, \$25 discount for IAPro users OR LEIAG members.

24 hours CPE certificate provided.

CLASS STARTS AT 0800 HOURS ON MONDAY 4/8/19 AND CONCLUDES WEDNESDAY 4/10/19 AT 1700 HOURS.

FOR MORE INFORMATION OR TO REGISTER ON LINE GO TO [HTTP://WWW.LDCONSULTINGLLC.COM/SCHEDULE](http://WWW.LDCONSULTINGLLC.COM/SCHEDULE)

Instructor for this course:



Kim Humphrey retired after 31 years with the Phoenix Police Department where he served as a Police Commander for over 15 years. Kim served as the commander over the Professional Standards Bureau (PSB) and oversaw numerous police misconduct investigations and use of force and officer involved shooting investigations. While with the Phoenix Police Department Kim also served in numerous aspects of the Phoenix Police Department. Command assignments included:

- Patrol Precinct
- Public Affairs
- Employment Services
- Communications
- Records Management Replacement Project Director

While serving as the Executive Director of the Arizona Regional Community Policing Institute he worked with hundreds of agencies conducting overall agency assessments. Kim is currently Adjunct faculty at Northern Arizona University teaching courses on Public Administration for the past 11 years and an Instructor for the Arizona State University Executive Leadership Program for over a decade. Kim Transitioned to private consulting in 2014.

Additional projects:

- City of Phoenix, Project lead on replacing legacy RMS and dozens of subsystems with contemporary technology, capable of supporting intelligence-led and predictive policing. Including complete upgrade of Network, Infrastructure with full split site redundancy and complete replacement of all end-user devices.
- City of Phoenix, Project Director for complete remodel, upgrade and creation of full redundant 911/ Dispatch facility.
- City of Phoenix Communications Commander oversight of replacement of CAD system with contemporary technology.
- City of Phoenix Project Director for acquisition, development and implementation of Online Police Reporting System.
- City of Phoenix – Project lead on implementing Paperless Internal Investigations.
- Recognized national expert on law enforcement abuse of performance enhancing drugs, testing, policy, procedure, assisted the Drug Enforcement Agency in creating a national video for distribution nationwide on prevention. Spoke at International Association of Police Chiefs on this topic.
- Recognized expert on the topic of Domestic Violence, served on dozens of committees including the Arizona Governor's Commission on Family Violence, developed several national and state level conferences on the subject and served on the first Domestic Violence Fatality Review Team in Phoenix – authoring the first report.

PUBLICATIONS

- Author, "Steroids and Police Use / Abuse," June 2008 edition Police Chief Magazine
- Lead Author, "Domestic Violence / Fatal Legacy" 2007, Domestic Violence Fatality Review Report for Phoenix, submitted to Arizona Attorney General's Office
- Author, "Institutionalizing Community Based Policing", *Community Policing Exchange* magazine 1994
- Author, "Community Policing Training and Technical Assistance, Law Enforcement Magazine, Arizona 2001
- Author, The GREAT Program Gang Resistance Education and Training, FBI Bulletin, 1994