

Professional Standards Investigations Certificate

Course # IA-201C

February 1-5, 2021 – St. Johns, AZ

Training by specific invitation of the St. Johns Police Department
Host Agency

Presented by



ST. JOHNS
POLICE
DEPARTMENT



LD CONSULTING LLC

LAW ENFORCEMENT AUDIT AND INSPECTIONS TRAINING AND CONSULTING

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Course Description: Good administrative misconduct (IA) investigations are the cornerstone for transparency, accountability, public trust, community support and reducing organization liability. This course will provide IA training to assist you in developing your Internal Affairs Investigations skills and demonstrating proficiency and professionalism in the course to earn your Professional Standards Investigations Certificate™ (PSIC™). The PSIC™ designation will distinguish you from your peers and enhance credibility with co-workers and management.

This is a highly interactive / hands on, course. Through facilitation, group discussion and team exercises attendees learn and demonstrate the fundamentals of internal affairs investigations, breaking down complex investigations, creating an interview matrix and writing a comprehensive report.

IA-201 Course objectives:

Participants will individually demonstrate their ability to:

- Investigate and identify the elements of complaints
- Demonstrate an understanding and working knowledge of legal issues / cases related to misconduct
- Identify and implement the steps of a misconduct investigation
- Formulate a 'notice of investigation'
- Create an interview matrix and data points and document interviews
- Document investigative procedures and work papers
- Complete two misconduct investigation reports based on case scenario information provided, the first in a group and the second individually
- Present report and findings to the instructor, and complete two quizzes.

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

- Responsible for Internal affairs investigations
- Interested in law enforcement internal affairs investigations
- Interested in generally accepted 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: St. Johns City Hall, 70 E. Commercial Street, St. Johns, AZ. 85936

Host agency contact: Lance Spivey, Chief of Police (928) 337-2440

Hotel: Welcome Inn, 125 E. Commercial Street, St. Johns, AZ. 85936, Office 623-208-8976

QUESTIONS / CONCERNS: Call: Dan Olson

Phone: (602) 510-8481 Email: dan@ldconsultingllc.com Web Site: [HTTP://WWW.LDCONSULTINGLLC.COM](http://www.ldconsultingllc.com)

COST: REGISTRATION: \$699.00, All those attending must register and pay by January 5th, 2021. **This is an invitation only event and you must go directly to the following link to register**
<https://www.ldconsultingllc.com/events/saintjohns201c> Or call Dan Olson directly at 602-510-8481 to register and pay. If you have more than two attending it is easier to call.

40 hours CPE certificate provided.

CLASS STARTS AT 0800 HOURS ON MONDAY FEBRUARY 1, 2021 - FRIDAY FEBRUARY 5, 2021 AT 1700 HOURS.

ATTENDANCE IS BY INVITATION ONLY BY THE HOST AGENCY, THE ST. JOHNS POLICE DEPARTMENT.

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Instructors 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



Dan Olson (Lt. Dan) - President LD Consulting LLC.

Dan retired as a Lieutenant with the Phoenix Police Department, where he worked for over 34 years. Dan was assigned to supervise the PSB Inspections Unit where he worked for eleven years. As the Inspections Lieutenant, he was responsible for completing all internal police audits, acting as the liaison with the City Auditor for all city audits of the police department, operation of the Police Risk Management Unit, project manager for the creation and implementation of the department's Early Intervention System, operations of the Mayor's Security Detail and oversight for the PSB Administrative Staff.

The Professional Standards Bureau Inspections Unit is responsible for conducting audits for all 29 major bureaus and precincts within the Department in accordance with CALEA. The Unit works closely with the City Auditor on police related audit engagements. The unit is also responsible for conducting special request audit and non-audit reports as well as coordinating the Patrol and Case Management Proactive Inspections programs.

During his career Dan worked several different assignments. As a sergeant and a lieutenant, he was assigned to patrol as well as to the Professional Standards Bureau Investigation Unit, where he worked as an investigator for five years. He conducted numerous administrative investigations as well as use of force incidents to include officer involved shootings.

While assigned to patrol, he was the shift commander in one of the largest precincts in the city with over 100,000 residents. In this role, he was responsible for all the field operations in the precinct.

Since founding LD Consulting Dan has completed numerous consulting engagements and law enforcement inspections and audit training with law enforcement agencies internationally. He is the founder and President of the Law Enforcement Inspections and Auditing Group at LEIAG.org.

Dan is a founding member of the International Law Enforcement Auditors Association (ILEAA) and served as the president of that organization for two years. He is a Certified Law Enforcement Auditor (CLEA) and has a Master's degree from Northern Arizona University.

Contact Information: Dan Olson

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