

# Internal Affairs Certificate Course # IA-201

May 9-12, 2023 – Peoria, AZ. (Phoenix, AZ. Metro Area)

This course has been determined to qualify for 32 hrs. of AZPOST continuing training credit

**Hosted by**

**Presented by**



**Course Description:** Good administrative misconduct (IA) investigations are the cornerstone for transparency, accountability, public trust, community support and reducing organization liability. Take the skills developed in the Introduction to Internal Affairs Investigations course, IA-101 and demonstrate proficiency and professionalism in the certificate course and earn your Professional Standards Investigation 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)

- Who have successfully completed the IA 101 course
- 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:** 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](mailto:dan@ldconsultingllc.com) Web Site: [HTTP://WWW.LDCONSULTINGLLC.COM/SCHEDULE](http://www.ldconsultingllc.com/schedule)

**COST: REGISTRATION:** \$695.00

**DISCOUNTS:** Early Registration \$25.00 discount if PAID by April 9, 2023, and \$25 discount for IAPRO users OR LIEAG members. 32 hours CPE certificate provided.

**CLASS STARTS AT 0800 HOURS ON TUESDAY 5/9/23 AND CONCLUDES ON FRIDAY 5/12/23 AT 1700 HOURS.**

**Instructor for this course:**



**Kim Humphrey** recently 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