2021 WPLF SUMMER TRAINING CONFERENCE

PRESENTATIONS

FUNDAMENTALS OF REALISTIC DE-ESCALATION

Joe D'Amico
Director
Force Science Institute

The Fundamentals of Realistic De-Escalation presentation will describe the often-challenging expectations placed on law enforcement officers that they gain compliance without using physical force. Oftentimes, not using physical force at all may not be realistic or safe. The legitimate goal of de-escalation tactics is to resolve problems with minimal use of force.

This presentation will cover concepts and methods to support de-escalation efforts when personal connections can be made. This includes learning ways to address the needs of people in a state of a mental health crisis, or those whose perception of reality is altered. Presentation attendees will be taught to manage difficult calls for service by enhancing the skills that let them establish contact, build rapport and gain influence to achieve objectives in encounters. These abilities include incident stabilization tactics, decision-making and both verbal and nonverbal communication skills. Even when subjects present difficulties, officers will be able to make connections. Utilizing-concepts from Force Science Institute's cutting-edge and ongoing research, such as the 7 Ts (Time, Threat, Travel, Thoughts, Tactics, Talk and Training) officers will understand the conditions necessary to de-escalate a situation or to create those conditions where possible.

This presentation is being provided by Joe D'Amico. Joe is an experienced and tested Law Enforcement Trainer, Senior Law Enforcement Officer and Leader with almost 40 years of experience. Joe has successfully participated in and completed hundreds of law enforcement training courses and programs that include the Federal Bureau of Investigation National Academy and the Federal Law Enforcement Training Center. For the last two plus years, Joe has worked as a consultant and now the Director of Training at the Force Science Institute (FSI). In his current position, he oversees the development of FSI training courses and ensure these course materials meet not only the high standards required by FSI, but are also eligible for certification through the National Certification Program (NCP) of the International Association of Directors of Law Enforcement Standards and Training (IADLEST).

HOW CRIME STOPPERS IMPACTS YOUR AGENCY AND COMMUNITY

Chief (ret.) Hans Lux
Vice-President WCSC
Board of Directors

Crime Stoppers is a non-profit organization operated by a volunteer community Board of Directors. Crime Stoppers encourages the reporting of information or leads which can assist law enforcement with solving crimes. Crime Stoppers helps in the fight against crime, but it is not part of the local police or sheriff's department.

Crime Stoppers USA and Wisconsin State Crime Stoppers, Inc. (WSCS) have been very effective. As of January 2021, tips to Crime Stopper organizations throughout the US have accounted for 775,838 arrests, cleared 1,157,702 cases including 20,298 homicides, recovered $1.25 million in stolen property and confiscated nearly $3 billion in narcotics. More than $17 million in rewards have been paid to individuals providing information anonymously to solve those cases.

This presentation is being given by Chief (ret.) Hans Lux, Vice-President of the WCSC's Board of Directors and will provide important updates relating to the organization and how it will continue to positively impact Wisconsin Communications.

Hans' life has been dedicated to serving the public. From his thirty-nine ears in law enforcement; twenty-one as a Chief of Police, part of the management team at Brown Co. Public Safety, to leading the four-hundred man security force and Emergency Response Team at the Summerfest grounds in Milwaukee. He holds a bachelor's degree in Management of Criminal Justice from Concordia University and is a graduate of the Southern Police Institute's Command Officers Development Course – University of Louisville. He volunteers his services as Program Coordinator for Green Bay Area Crime Stoppers and is a Town Board Supervisor on Washington Island where he resides.

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PROPERTY MANAGEMENT 101 - WI ASSOCIATION OF IDENTIFICATION

This presentation is being give by multiple members of the Wisconsin Assoicaiton of Identification (WAI). The mission of the WAI is to provide educational seminars to members of the law enforcement community, to disseminate useful information related to all the disciplines of the forensic sciences, to provide local administration in the state of Wisconsin for the international professional certification programs of the International Association for Identification, and to encourage the highest ethical standards in the collection, preservation, and examination of evidence.

This presentation will provide the information you need to know when it comes to your department's property room. This presentation will also delve into statutes and best practices as they are applied to the property and evidence function as well as the common pitfalls for those in charge of the property room".

Lt. David Karls

David Karls began his law enforcement career with the Department of Natural Resources in 1987. He is currently a lieutenant with the Dane Co. Sheriff's Office, serving in his 31st year with the agency. Throughout his career he has worked in, or supervised, almost every assignment within the agency. His current assignment in Professional Standards encompasses internal affairs and the oversight of the Background Investigators. He also serves as the Team Commander of the department's Tactical Response Team, since 2013.

Lt. Karls became a member of WAI in 2012, and has been a regular contributor and presenter at their annual conferences. Lt. Karls was first elected to the Board of Directors of WAI in 2013 and currently serves as the WAI President..

Holly Schultz

Holly Schultz began her career in 2013 and is currently the Property/Evidence Technician with Ashwaubenon Public Safety. She's also an Adjunct Instructor for Fox Valley Technical College, and instructs trainings in property and evidence management and evidence collection at Northeastern Wisconsin Technical College. Her primary goals are making sure that chain of custody is strictly controlled, that the property room is running as efficiently and effectively as possible, and that there is a focus on the internal inventory and auditing function.

Holly joined the WAI and the Property and Evidence Committee in 2013 where she has contributed to the Property and Evidence Managers Guide and its updates. She has been on the Board of Directors since 2014, served as the association President in 2018, and is currently in her second term as Chairman of the Board. She looks forward to presenting with the property and evidence committee annually to fellow property room managers on best practices

Cyndel Sawall

Cyndel Sawall began her career in 2017 and is currently employed with the City of Menasha Police Department as a Civilian Property and Evidence Custodian and Evidence Technician. Cyndel is also a member of WILEAG Accreditation Team for her department.

In 2019, Cyndel became a Certified Property and Evidence Specialist through the I.A.P.E. (International Association for Property and Evidence) and has assured that her agency is following proper procedures and standards for the collection and storage of property and evidence.

Cyndel started out with the Wisconsin Association for Identification (WAI) in 2016 as a student member. In 2019, she joined the Property and Evidence Committee and was elected to the Board of Directors in 2020. She looks forward to continuing to be a part of the WAI and sharing her knowledge and resources state-wide.

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WAUWATOSA PD PERSPECTIVES & PRACTICES - 2020 CIVIL UNREST

On February 2, 2020 officer Joseph Mensah of the Wauwatosa PD was involved in the shooting death of Alvin Cole, an armed, 17-year-old black male subject outside the Mayfair Mall. Various details relating to this case, including the subject's age and race sparked controversy and civil unrest. In May of 2020, the George Floyd incident occurred which amplified civil unrest in both the City of Wauwatosa and throughout Milwaukee County resulting in protests throughout the summer. In October 2020, civil unrest was reignited leading to a protest that blocked off a part of Interstate I-94 and to the deployment of the National Guard when the Milwaukee County District Attorney had dismissed criminal charges against officer Mensah from February's shooting.

This presentation is being provided by multiple Wauwatosa PD command and supervisory personnel who will share their experiences and department's perspectives and practices when responding to various forms of civil unrest including planned and unplanned protests, use of tactical and crowd control teams, lessons learned, recommendations and more.

Capt. Luke Vetter

Capt. Luke Vetter has served the Wauwatosa PD for over 20 years in a variety of different supervisory roles including Field Training, Patrol as well as Crash and Motor Unit. Capt. Vetter is also a State Certified Instructor and a former Police and Supervisory Labor Board Chairman.

Lt. Shane Wrucke

Lt. Shane Wrucke has over 16 years of law enforcement experience and also serves as Wauwatosa PD's Special Response Team (SRT) Commander as well as a Lead Investigator for the Milwaukee Area Investigative Team which investigates officer involved deaths, Supervisory Labor Group Chairman and a State Certified Instructor. Wrucke has formerly served as a Patrol and Field Training Supervisor, Special Operations Group Investigator and Police Labor Board Member.

Lt. Chris McAtee

Lt. Chris McAtee has been with the Wauwatosa PD for 11 years and has 25 total years of law enforcement experience. In addition to serving as the Wauwatosa PD's Patrol Bureau Shift Commander, Lt. McAtee also serves as the Crowd Control Team Command, K-9 Unit Supervisor and Range Master. Lt. McAtee is also a State Certified Instructor.

APPLYING THE HARD SKILLS OF EMOTIONAL INTELLIGENCE TO POLICING

Lisa Rees, PCC
LTR Leadership
Owner

How are you? It's a question you ask or are asked dozens of times each day and yet how often do we stop, pause, reflect and answer the question in an honest and open manner? Doing so is important as the question and answer help us connect with others and to get things done. Once you have a good answer to "how are you?", it is important to match those feelings to connect and achieve goals, to understand the meaning of these feelings and then to actively manage these feelings. These four skills are described by the theory of emotional intelligence first proposed by Jack Mayer and Peter Salovey in 1990. The model itself is simple and straightforward – the challenge is to apply these skills at a high level of skill, in real time, on a consistent basis and under stressful conditions. We know that the more skilled you are the more likely you are to achieve your goals (the "what" of performance) but also to achieve those goals by communicating and mentoring (the "how" of leadership). This interactive session will begin with a hands-on set of questions to illustrate these four hard skills and we will then apply these skills to your most challenging situations. You'll learn how to get things done by matching emotions to the task, communicating more effectively and successfully managing emotions – your own and others'.

This presentation is being provided by Lisa Rees, PCC Lisa is the owner of LTR Leadership, which specializes in leadership coaching and development, based in Milton, Vermont. She also has over 36 years of management and financial experience and is a leadership coach with U.S. Citizenship and Immigration Services.

Lisa started her career when she first became a supervisor with the U.S. government at the age of 24. Since that time, she has been actively coaching, mentoring and developing others. She realized that she was most excited when helping others be their best and decided to transition into leader ship coaching full time. In addition to the government, Lisa also coaches and provides workshops to executives, and their teams, in the private sector.

Lisa uses the Co-Active Model of coaching based on a framework where the client is the focus. Using this approach, she helps leaders identify challenges and partners with them as they discover new opportunities for achieving both personal and professional success. Lisa uses her expertise in emotional intelligence and appreciative inquiry to help clients build relationships with others, discover when they are at their best, and helps them leverage strengths to create their ultimate future vision.

Lisa is on the board of the Vermont Federal Credit Union and Milton Artists' Guild and is a member of the Milton Police Advisory Committee. Lisa is co-author of three books, A Leader's Guide to Solving Challenges with Emotional Intelligence, Developing Your Emotional Intelligence Skills, and The Educator's Practical Guide to Emotional Intelligence. She has also written several articles published in peer- reviewed journals on leadership.

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RAILROAD POLICING IN THE UNITED STATES

Dep. Chief Kelly Clough
U.S. Ops & Intel Div.
CP Railway Police

The Canadian Pacific (CP) is a transcontinental railway in Canada and the United States with direct links to major ports on the west and east coasts. The main duties of the railway police are to protect the public using the company facilities, employees and its assets. This includes public education on trespassing, school awareness programs, investigating crimes against the railway, and assisting local police services and many other duties including security of property and buildings. CP Railway assigns individuals officers large sections of railway tracks to patrol and conduct active enforcement and public safety initiatives

This presentation being provided by Kelly Clough the Deputy Chief of U.S. Operations and Intelligence Div. of the CP Railway Police Service. With 20+ years of experience in the rail industry, Kelly will provide tremendous insight into the many different investigation and safety procedures employed by the agency and how they may benefit local police. Some of Kelly's most notable accomplishments include formalizing procedures for the emergency operations center, developing a crisis management team, creating and developing risk mitigation training teams and restructuring the regional intelligence officer program. Under Kelly's leadership, his team developed a geo-based Threat and Risk Assessment unique for the rail industry.

LABOR LAW UPDATES

Attorney Kyle Gulya
von Briesen & Roper, s.c.

Kyle Gulya is a Shareholder in the Labor and Employment Law Section of von Briesen & Roper, S.C. Kyle advises both public and private sector employers with employment-and labor-related issues including regulatory compliance, antidiscrimination practices, contractual and workplace policy matters, and personnel management. He handles numerous aspects of labor-management relations from advising clients during union organizing campaigns to serving as chief negotiator during collective bargaining negotiations.

Kyle frequently presents on labor-and employment-related issues throughout Wisconsin and nationally. Kyle has also written numerous articles regarding labor-and employment-related issues, Wisconsin's Public Records Law, and Wisconsin's Open Meetings Law.

Kyle has extensive experience involving the unique employment-and labor-related issues faced by Police Departments, Fire Departments, Sheriff's Departments and Police & Fire Commissions. Kyle works closely with law enforcement professionals regarding management-side labor-and employment-related issues. Kyle is very proud of his relationships with the Wisconsin Chiefs of Police Association, the Wisconsin Fire Chiefs Education Association, and the Wisconsin Police Leadership Foundation.

In 2011, the National Public Employer Labor Relations Association awarded Kyle with the NPELRA Pacesetter Award for his work in conducting supervisor training programs for the Wisconsin Public Employer Labor Relations Association. Kyle has also been recognized on several occasions as a Rising Star by Wisconsin Super Lawyers® in Employment & Labor Law. Kyle has served on the Board of Directors for the Labor and Employment Law Section of the State Bar of Wisconsin.