



# NEWSLETTER

## Commission Membership

### **Tyree C. Blocker – Chair**

Commissioner  
Pennsylvania State Police  
Dauphin County

### **Jacob A. Bierling, Jr.**

First Class Township Official  
Delaware County

### **Richard M. Bosco**

Chief, Lincoln Borough P.D.  
Westmoreland County

### **Bart E. Burne, Ed.D.**

Law Enforcement Educator  
Luzerne County

### **Robert J. Carroll**

Noncommissioned Police Officer  
Delaware County

### **Christopher J. Delozier**

Noncommissioned Police Officer  
Dauphin County

### **Beth Dombrowsky**

Director Certified School  
Dauphin County

### **Stewart J. Greenleaf**

Senate of Pennsylvania  
Montgomery County

### **Douglas E. Grimes**

Chief, Peters Township P.D.  
Washington County

### **Barry J. Jozwiak**

PA House of Representatives  
Berks County

### **William J. Kelly**

Office of Attorney General  
Dauphin County

### **Richard W. Long, Esq.**

Representative, Public at Large  
Cumberland County

### **Guy A. Salerno**

Chief, Blakely Borough P.D.  
Lankawanna County

### **Ronald L. Stern**

Dept. of Community & Economic Dev.  
Dauphin County

### **Christopher M. Werner**

Chief Inspector, Philadelphia P.D.  
Philadelphia County

### **Vacancy**

Borough Official

### **Vacancy**

Borough Police Chief

### **Vacancy**

City Official

### **Vacancy**

FBI, Special Agent-In-Charge

### **Vacancy**

Second Class Township Official

## Training

by Jeanne Crawmer, MPOETC Training Unit

Every day, decisions are made regarding how money and resources should be allocated in a police department. Need, importance, available funds, all influence any line item in a budget.

So where does training fall within your budget? I believe most of us would acknowledge that it's pretty important. It is a specific line item within the budget, so training must be important! Well, at least we budget enough to cover the mandatory MPOETC training that keeps our officers certified. But, what about training over and above what is mandated? How necessary or important is training to our police departments?

We budget, we budget, and somehow training always gets put on the back burner – pushed aside for other important “stuff”. Can the lack of training have dire consequences, or is it some Chicken Little crying “The sky is falling! The sky is falling!” Definitely, not the latter. Just look at the dollar amounts being paid out in lawsuits (without even going to court), or at how the media flocks to report all of our inadequacies and then points to training failures, or just look at the Officer Down Memorial page. We can do better.

Training is our life blood. We all recognize the importance of training; yet, we seldom see the effects of not training, because we are lucky. Training can be pushed aside when we have more pressing needs, it can be put on the back burner because we seldom get stung by the consequences of doing that, we can keep an officer from getting training because it's just a perk, or we can see training for what it is – a basic need.

Why should training be a high priority?

Training is more than just the content of a class. Training provides us with an understanding of what our abilities are, what we are capable of, what our limitations are, what we can and cannot do, and what we should and should not do. Training provides us with the current trends, keeps us up-to-date, and sends us back to the basics from time to time, because that's how we become excellent! Internally, it informs officers of the expectations of their police departments. Externally, it informs officers of the expectations of the public. Training helps us to determine if we can find a way to comply with those expectations and helps us to explain, even show them, why we can't.

Training makes us think. It makes us use our brains. Something that we seem to have to rely on less and less lately. GPS tells us how to get there; but, training allows us to intrinsically know the fastest way, at a particular time of the day, in any given situation. We are decision-makers. Training helps us to practice thinking, to practice decision-making. “If you don't use it, you'll lose it!”, does apply.

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In a classroom, training is much more than just the content of the lesson plan. Training allows us to talk to the instructor, to each other, to question, to share ideas, and to find out that issues that we may believe to be just our own are common to other officers. We talk. And that is a good thing.

Training saves lives. Police officers consistently comment that what they practiced in training is what they did on the street, good or bad. What you practice is what you will do, so practice correctly.

Will you make training a high priority? Putting an officer's basic needs first shows what's important to you. Plan. Training is one of those bills that you'd better set aside money for, because it is ABSOLUTELY going to come due. If you don't, it could cost you big bucks in terms of a lawsuit, or worse, it could cost you an officer. Taking care of your training program, takes care of your officers, who take care of your citizens and your Department.

## Training And Certification System (TACS) Information

Just a few reminders as we continue to update and improve TACS:

1. When an officer separates from your Department, there is a requirement to "separate" the officer in TACS so that he/she no longer appears on your department roster. For directions, there is an easy how-to video entitled "Separate an Officer" found in the TACS Help tab.
2. Information regarding arrest of an officer for a "disqualifying criminal offense" shall be entered into TACS. Again, an easy how-to video entitled "Report Criminal Arrest Conviction" can be found in the TACS help tab.
3. We are looking to improve communication and information within TACS and would ask that Departments include and update individual email addresses for all officers on your roster.
4. Lastly, TACS, and the associated notifications generated, are reliant on up-to-date information being populated in the system. We suggest you routinely update any changes to the Chief position, Department personnel, or Department information so that we can provide you with the best possible service.

## New MPOETC Assistant Director

The Municipal Police Officers' Education and Training Commission would like to welcome Lt. Joseph Glover who was assigned as the Assistant Director on February 10, 2018. Lt. Glover has over 22 years of service with the Pennsylvania State Police, and most recently served as the Commander of the PSP Southwest Training Center. He has taught numerous training classes at both the PSP Academy and the Southwest Training Center, and is a certified Act 120 instructor.

We also bid farewell and happy retirement wishes to (Ret.) Lt. George Peach, who left the Assistant Director's position and PSP in January 2018.



The office of the Municipal Police Officers' Education & Training Commission will be closed on the following date for the purpose of transacting public business:

**Memorial Day: May 28, 2018**



Regular office hours are from 8:15 A.M. to 4:15 P.M.  
Monday through Friday

# The Use of Forensic Instruments in Assessing Risk

by Bill Kaiser, MPOETC Training Unit

The advent of numerous terrorist attacks over the past several years has propelled law enforcement into a relatively new phase. No longer are we just responsible to respond to and address criminal acts, but we are also on the front lines of the terror threat. No longer are we just concerned with acts motivated by greed or power, but we are now increasingly faced with ideologically motivated acts.

How do we navigate these new threats? Is our crime-focused reference point adequate to effectively investigate, interdict, and manage ideologically motivated acts?

The investigation of extremist/terrorist threats requires an understanding of our opponent, their methods, and motivation. Such investigations can be augmented by using forensic assessment instruments.

Supplementing criminal investigations with the effective use of such instruments could provide an evidence-based validation to our findings, and in some cases, a template for gathering information. This article is the first in a series of articles that will examine various forensic instruments.

Although some initial reluctance may exist to use such material, an examination of the specifics of each instrument will reveal that the information is not only consistent with prior MPOETC in-service material, but is more intrinsic to the experienced law enforcement officer than one may initially presume.

The **TRAP-18** - One such forensic instrument is the Terrorist Radicalization Assessment Protocol 18 (TRAP 18), which is intended to be used as an investigative template in assessing threats from a potential lone aggressor. The TRAP-18 was developed by forensic psychologist Dr. Reid Meloy, a noted threat assessment professional. The TRAP-18 may assist law enforcement in uncovering and articulating factors, which may indicate an emerging threat.

This instrument contains two categories of factors; namely Proximal Warning Signs, and Distal Characteristics.

The following information is excerpted from the extent research as well as the TRAP-18 Manual:

**Proximal Warning Behaviors** - Behaviors which are proximal (i.e., close to) the time of a potential attack. (Meloy 2017).

To use a weather analogy, we would institute a "Warning" (the storm is overhead) when we observe even one of these behaviors since they indicate the possibility of an imminent or near-future attack. This would mean that we would institute some type of threat management measures.

**Distal Characteristics** - Behaviors which are distal (i.e., farther away from) the time of an attack. (Meloy 2017).

Continuing with the weather analogy, we would institute a "Watch" (the storm is on the horizon) when we observe these behaviors since they indicate the possibility of an emerging attack. This would mean that we would monitor the situation to gain further insight into the development, direction, speed, and immanency of an attack.

**Operational Application** - The TRAP-18 appears to be useful regardless of the ideology driving the terrorist motivation since most of the factors apply to ideologically driven jihadists (n=38), right-wing extremists (n=43), and single-issue assailants (n=30). Source: Meloy 2017

Of the lone actors studied: (Meloy 2017)

- 70% demonstrated at least half of the above variables.
- 76% had 4 warning behaviors: Pathway, Fixation, Identification, and Leakage.
- 77% had 4 distal characteristics: Personal Grievance and Moral Outrage, Ideological Frame, Changes in Thinking and Emotion, and Failure of Sexual Pair-Bonding.

**Recording of Factors** - The TRAP-18 template records each of the enumerated factors as Present, Absent, or Unknown. The presence of Distal Characteristics would prompt actively monitoring the individual for future changes. The presence of any one of the Proximal Warning Behaviors should initiate applicable risk mitigation efforts.

**Conclusion and Recommendations** - As with any type of assessment procedure, the use of a variety of instruments and sources of information can contribute to a more complete and reliable understanding of a potential threat.

Other instruments related to assessing risk of extremist/terrorist violence have been developed and will be reviewed in additional articles. By studying, comparing, and contrasting various instruments, investigators can supplement their investigations by gaining valuable insight into evidence-based factors affecting the potential for violence.

The TRAP-18 manual and training, as well as other forensic instruments, can be obtained from the Global Institute of Forensic Research at: <https://www.gifrinc.com/>

## Highlights of the December Commission Meeting

Colonel Tyree C. Blocker, Chair, called the quarterly meeting of the Municipal Police Officers' Education and Training Commission (Commission) to order on December 7, 2017, at the Radisson Hotel Valley Forge, King of Prussia, Pennsylvania.

Colonel Blocker congratulated and welcomed the three newly appointed Commission members: Chief Richard Bosco, Lincoln Borough Police Department; Chief Douglas Grimes, Peters Township Police Department; and Chief Guy Salerno, Blakely Borough Police Department.

The Commission approved the minutes from the September 14, 2017, meeting.

Major Troy S. Lokhaiser, Executive Director, presented his report. Major Lokhaiser attended the Montgomery County Chiefs of Police meeting and the International Association of Chiefs of Police Conference in Philadelphia. Major Lokhaiser, and his staff, met with Major William White, PSP Academy Director, and his staff from the five Pennsylvania State Police (PSP) training facilities, regarding the new Act 120 Basic Training Program. Major Lokhaiser met with Mr. Jude McKenna, Director of the Montgomery County Community College Police Academy, and toured their facilities. Lieutenant George Peach, Assistant Director, served as a PSP Oral Board Rater on the Corporal make-up promotion test. He also taught our Procedural Justice course to the PSP 150th Cadet Class and attended the Chiefs of Police meeting in Snyder County. Mr. Isaac Suydam, Director of Training, met with Harrisburg Area Community College (HACC) and the Office of Inspector General (OIG) to discuss development of an OIG Special Agent Training course, using our basic course materials. He also gave a presentation relating to the new curriculum to the Advisory Council for the Deaf and Hard of Hearing. The West and East Mandatory In-Service Training Instructor Workshops were completed at Allegheny County Community College Police Academy and the Montgomery County Community College Police Academy. A member of the Training Unit attended the Field Training Officer course held at HACC. The State Municipal Police Officer Certification Exam was administered 11 times to 251 applicants, which were given at the Commission office, Harrisburg Area Community College, Lackawanna College, California University, Mansfield University, Indiana University of PA, Philadelphia Police Academy, Westmoreland County Community College, Montgomery County Community College, and Alvernia University. Major Lokhaiser updated the Commission regarding the negotiated resolution with Montgomery County Community College and their unapproved tuition increase.

Commissioner Bart Burne presented the Executive Committee Report. Each Committee Chair gave their report. The Committee also went into Executive Session to discuss decertification matters.

In the absence of Commissioner Beth Dombrowsky, Commissioner Christopher Delozier presented the Training Committee Report. They reviewed an update on the 2018 Mandatory In-Service Training (MIST) classes. Staff updated the Committee on the partial waiver program. Staff also provided recommendations for the 2019 MIST classes. Those classes are: Legal Updates, mandatory; and three electives, Officer Safety – Traffic Stops; Advanced Interview Interrogation Techniques; and Criminal Technology and Electronic Evidence. There is also a fourth elective, which would be offered on-line only, which is Understanding Training Certification Requirements. The Commission made a motion and approved the 2019 MIST courses.

Commissioner Bart Burne presented the Certification Committee Report. There were three revocations of Act 120

municipal police officer certifications that were presented. A motion was made and approved by the Commission to revoke all three Act 120 municipal police officer certifications. The Committee reviewed one new Act 120 school director application for Donald C. Sedlacek of the Community College of Beaver County. The Commission made a motion and approved the application for school director. The Committee reviewed 77 basic applications, 133 waivers, 10 new instructor applications, and 3 amendments to existing certifications. The Commission made a motion and approved all applications, waivers, and amendments.

Commissioner William Kelly presented the Rules and Regulations Committee Report. The Committee was introduced to the new Commission Counsel, Andrew Rongaus. The Committee discussed the proposed amendments to the regulations, but no decisions were made and the topic was tabled until the next Commission meeting.

In the absence of Commissioner Richard Long, Commissioner Ronald Stern presented the Professional Standards Committee Report. The inspection of the Allegheny County Police Academy was the single item reported.

Commissioner Jacob Bierling presented the Strategic Planning Committee Report. The Committee created three initiatives that will be reviewed and reported on at the March meeting. The three initiatives are: (1) Enhance the effectiveness and accuracy of granting training waivers to law enforcement officers who previously received equivalent training. Assess eligibility for training waivers through the use of a topically specific assessment instrument, which will assist in determining where previous training has been sufficient. In instances where previous training was found to be insufficient, create and allow for a tailored specific training opportunity at a certified academy; (2) Upgrade and expand the use of technology, specifically MPOETC's Training And Certification System (TACS), to create collaborative and cooperative relationships with all stakeholders; and (3) The Municipal Police Officers' Education and Training Commission will analyze and increase effectiveness of its grant reimbursement program. Emphasis will be placed on developing training eligible for grant refunds, as well as streamlining reimbursement processes.

Commissioner Jacob Bierling presented the Budget Committee Report. There were 13 Grant Reimbursement requests processed for Fiscal Year 2016 funds. The remaining balance in the 2016 funds is \$1,051,036.95. There were four requests processed for Fiscal Year 2017 funds. The remaining balance in the 2017 funds is \$4,062,208.24.

In new business, information was provided previously to all Commission members, for their review, in the matter regarding decertification of a municipal police officer. During the Executive Session, in the Executive Committee held on the prior day, the matter was discussed. There was a motion to deny the request for oral argument for the municipal police officer. All Commission members approved this motion for denial. With the oral argument being denied, it was proposed that the municipal police officer's certification be revoked. A motion was made and approved by the Commission to accept, in full, the proposed adjudication and order of the Chief Hearing Officer to revoke the municipal police officer certification.

The next Commission meeting will be held on March 14 and 15, 2018, at the Holiday Inn Harrisburg Hershey, Grantville, Pennsylvania.

The meeting was adjourned.

## Information Regarding the March Commission Meeting

The next scheduled meeting of the Municipal Police Officers' Education and Training Commission is on March 14 and 15, 2018 at the Holiday Inn Harrisburg/Hershey, 604 Station Road, Grantville, Pennsylvania 17028. Phone: 717-469-0661.

The Committee meetings begin on Wednesday, March 14th at 12:30 p.m.

The Executive Committee meeting will begin on Wednesday, March 14th at 3:30 p.m.

The School Directors meeting will begin on Thursday, March 15th at 8:00 a.m.

The Full Commission meeting will begin on Thursday, March 15th at 10:00 a.m.

The Commission encourages attendance by police chiefs, law enforcement officers, police academy directors, instructors and other interested parties. If you have further questions concerning the meetings, please feel free to contact the Executive Director.

The Executive Committee will hear reports from all committees. In addition, the Executive Committee will also open their meeting to comments from the audience. If you would like to make a presentation to any committee, please contact the Executive Director in order to be placed on the agenda for the appropriate committee. This is your opportunity to have your concern or suggestion heard by the Commission.

**Q**uestions, comments and information for inclusion in the Newsletter are always welcome. This is your opportunity to submit your concerns or suggestions to the Commission. To do so, please contact the Executive Director, Major Troy S. Lokhaiser or the Editor, Mr. Craig L. Hevalow, by calling toll-free at 1-800-342-0858. The Commission can be contacted using the email addresses on page 6.  
You may also write to:

**M.P.O.E.T.C. Newsletter**  
**Municipal Police Officers' Education & Training Commission**  
8002 Bretz Drive  
Harrisburg, PA 17112-9748

The Municipal Police Officers' Education & Training Commission was established in 1974 to set hiring and training standards for police departments in the Commonwealth of Pennsylvania through strict certification procedures and standardized basic and continuing professional in-service training for police officers. The Commission needs the support of the entire law enforcement community, state and local government officials, and the general public to be successful. Please circulate this Newsletter throughout your agency and to the government officials in your municipality. The quarterly Newsletter is also available on the MPOETC website at [www.psp.pa.gov/MPOETC](http://www.psp.pa.gov/MPOETC), under Newsletters.

# New Agency Executives

|                                        |                                                |
|----------------------------------------|------------------------------------------------|
| <b>Chief Thomas H. Barndt</b>          | Lower Saucon Township PD<br>Northampton County |
| <b>Chief Edward M. Cunningham, Jr.</b> | Elizabethtown Borough PD<br>Lancaster County   |
| <b>Chief Robert G. Deringer</b>        | New Kensington City PD<br>Westmoreland County  |
| <b>Chief Mark R. Kelly</b>             | Curwensville Borough PD<br>Clearfield County   |
| <b>Chief Darrick J. Keppley</b>        | East Cocalico Township PD<br>Lancaster County  |
| <b>Chief Jeffrey J. Ketner</b>         | Duncansville Borough PD<br>Blair County        |
| <b>Chief Vince W. Markle</b>           | Brookville Borough PD<br>Jefferson County      |
| <b>Chief Patrick M. Molloy</b>         | Abington Township PD<br>Montgomery County      |
| <b>Chief Anthony R. Paparo</b>         | Yeadon Borough PD<br>Delaware County           |
| <b>Chief Daniel P. Spizarny</b>        | Erie City PD<br>Erie County                    |
| <b>Chief Charles E. Watson</b>         | Swissvale Borough PD<br>Allegheny County       |

# Congratulations!



## Areas of Responsibility and Contact Information for Commission Staff

The following resource accounts are provided to allow your questions and concerns to reach the Executive Director, Staff Member, or Members of the Commission.

### ADMINISTRATION AND CERTIFICATION

#### Act 120 Applications and Certification, Act 120 Instructor Application and Certification

Email: [mpocertification@pa.gov](mailto:mpocertification@pa.gov)  
 Telephone: (717) 346-4086  
 Fax: (717) 346-7781 or (717) 346-7782

### TRAINING

#### Basic Training Curriculum, Mandatory In-Service Training, Instructor Training, Retired Law Enforcement Identification Act

Email: [mpotraining@pa.gov](mailto:mpotraining@pa.gov)  
 Telephone: (717) 346-4086  
 Fax: (717) 346-7781 or (717) 346-7782

### GRANT REIMBURSEMENT

#### Continuing Law Enforcement Education Reimbursement (Mandatory In-Service Training), Basic Training Tuition and Salary

Email: [RA-SPMPOFSS@pa.gov](mailto:RA-SPMPOFSS@pa.gov)  
 Telephone: (717) 346-4086  
 Fax: (717) 346-7781 or (717) 346-7782

### PROFESSIONAL STANDARDS AND INSPECTIONS

#### Regulatory Compliance, School Inspections

Email: [mpostandards@pa.gov](mailto:mpostandards@pa.gov)  
 Telephone: (717) 346-4086  
 Fax: (717) 346-7781 or (717) 346-7782