



# NEWSLETTER

## Commission Membership

### Robert Evanchick – Chair

Acting Commissioner  
Pennsylvania State Police  
Dauphin County

### Jarrad P. Berkhiser

Chief, Lancaster City P.D.  
Lancaster 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.  
Lancaster 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

City Official

### Vacancy

FBI, Special Agent-In-Charge

### Vacancy

Second Class Township Official

## Black Swans, Gray Swans, and Pigeons

by Bill Kaiser, MPOETC Training Unit

At a recent training program addressing law enforcement curriculum design and development, the instructor mentioned that one of the essential requirements for developing curriculum is the presence of an identifiable need for training in a particular topic. In other words, if there is no need for the training there should be no training in that topic.

Considering the cost and commitment required to design, develop, and deliver a sustainable training program, this mantra is logical on a variety of levels.

At the same time, I question whether this assertion deserves the status of an unchangeable self-evident truth, since it locks law enforcement training into the proverbial reactive posture and limits the creativity needed to be “ahead of the curve.”

Take for example, active shooter training. I don't believe that in 2018, there is anyone in law enforcement or police training that would dispute the need for such training.

However, let's rewind to the year 1998. How many voices in law enforcement or police training were identifying or articulating active shooter training as a need... in 1998?

Perhaps there were. I remember hearing instructors playing the “what if...” game by posing a variety of scenarios and discussing possible response procedures. I also remember officers in the field reacting despairingly by telling the instructor to essentially ‘stop burning brain cells thinking of stuff that hasn't happened.’

So, active shooter training wasn't an articulated need in 1998; but it became a necessity after the Columbine shooting in 1999.

Some might consider the Columbine attack to be a Black Swan Incident; for example, a rare, unexpected incident that has a profound impact or consequence; and therefore something we could not have prepared for.

If we adapt this perspective, we would reinforce the mantra that ‘no need- no training’ because it is impossible to determine training needs for rare, unexpected, and impossible-to-predict occurrences.

The Columbine attack may have been an unpredictable Black Swan Incident, but should it have been? Several mass killings occurred in schools, workplaces, and other venues prior to the Columbine attack. And now, these types of incidents have become common in society. A Black Swan is a rare bird, but common pigeons are found in greater numbers.

Consider the mass attacks listed below and their dates:

- Assailant killed 17 and wounded 30 while shooting from the University of Austin Tower... in 1966.
- The attack on a school in Ma'alot Israeli resulted in 22 killed... in 1974.
- Assailant killed 21 and wounded 19 in a McDonald's in San Ysidro ... in 1984.
- Post office shooting kills 14 coworkers and wounds 6 others...in 1986.
- Assailant kills 5 kids and wounds 29 in a school playground shooting... in 1989.
- Assailant enters a business in Jacksonville, Florida and killed 8...in 1990.
- The attack on the Luby's cafeteria resulted in 22 killed, 20 injured...in 1991.

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Continued from page 1...**Black Swans, Gray Swans, and Pigeons**

- University of Iowa graduate student kills 4....in 1991.
- Lindhurst High School assailant kills 4 and wounds 10 ... in 1992.
- Assailant kills 8 in an office building in San Francisco... in 1993.
- Jonesboro Arkansas school shooting, 5 killed, 10 injured... in 1998.

So, given the above mass shootings, why did it take Columbine for police tactics to radically change?

Why shouldn't police trainers examine events, trends, and tactics being used in the US as well as other countries, to extrapolate possible training needs and solutions before the next event? While many do, most do not have the latitude to develop training based on extrapolated needs. Regular contact with available intelligence centers may assist in identifying these events, trends, and tactics.

Enter Grey Swans. A Grey Swan Event is defined as an event that may be unlikely to occur, but can be anticipated to a certain degree. It may be time for police trainers to change the way we view "unlikely" or "unpredictable" events.

Instead of viewing a given event as unpredictable and therefore un-addressable, perhaps police trainers should continue to build training courses based on identifiable, articulatable training needs, while employing the latitude to consider an "anything is possible" approach.

Perhaps instructors can begin by using the following format paradigm:

A. Pose a known scenario

1. Analyze scenario from prospective of current response protocols and practices
  - a. Assess strengths and weaknesses of such approach
2. Identify alternative ways to respond
  - a. Assess strengths and weaknesses of such approach
  - b. Identify equipment, knowledge, skills, and abilities needed to perform task
  - c. Determine training needs for such approaches

B. Pose a scenario that reflects new or anticipated trends or likely strategies or tactics

1. Analyze scenario from prospective of current response protocols and practices
  - a. Assess strengths and weaknesses of such approach
2. Identify alternative ways to respond
  - a. Assess strengths and weaknesses of such approach
  - b. Identify equipment, knowledge, skills, and abilities needed to perform task
  - c. Determine training needs for such approaches

If we as police trainers don't allow ourselves to think "outside of the box" and be more proactive, we will continue to relegate ourselves to dealing with pigeons.

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## MPOETC Staff Update

On the morning of April 2, 2018, as a man walked his wife to her car to go to work, his wife noticed smoke and light coming from their neighbor's house.

Realizing that a neighbor's house was on fire, the man and his wife ran to the house, and helped the neighbor and his dog to escape the fire.

The man and his wife provided for the safety of the other residents by alerting adjoining neighbors of the fire.

This occurred while bystanders stood in the front yard with their cell phones taking pictures and videos.

Neither the man nor his wife had any legal responsibility to respond or take any of the action.

Neither the man nor his wife was a police officer, fire fighter, or other emergency responder.

The man and his wife were just common citizens... or were they?

With the help of his lovely wife, the man is a MPOETC employee, Thomas Yeckley.

In an era in which litigation, apathy, and criticism are all too common, it is good to know that some people will still do the right thing, despite the risk and potential criticism.

## PennDOT Information

Every license response contains the following important disclaimer about the appropriate use and dissemination of PennDOT information and photos.

### Use of Photos:

Distribution of photos aids in locating Wanted and Missing Persons.

- You are not permitted to disseminate pictures from this system unless:
  1. The individual has an active arrest warrant.
  2. The individual is officially missing.
  3. If the individual is a minor, parental/guardian permission is required.
- When photos are distributed **NO** license information can be included.
- You are required to have the photo taken down/recalled when:
  1. The wanted individual has been apprehended.
  2. The warrant has been cancelled.
  3. The person has been found.

You are never permitted to disseminate any Personally Identifiable Information (PII) from this system, to the public, for any reason.

You are not permitted to store or consume any PennDOT photos in an agency Records Management System (RMS), database, or any computer system.

### Misuse of Information or Photos:

**Misuse of PennDOT's Driver Information System could lead to permanent suspension of your PennDOT access and/or federal or state criminal or civil charges levied against you. The following are PennDOT Misuse Sanctions:**

- Own Record
  - o 1st Offense (did nothing with the info)
    - Minimum written warning/retraining
    - Full investigation may change sanctions
  - o 1st Offense (used or disseminated info)
    - Minimum suspension of 30 days from all access points
    - Retraining
    - Full investigation may change sanctions
- Other Record
  - o 1st Offense (review or disseminated info)
    - Minimum of 30 days suspension
    - Retraining
    - Full investigation may change sanctions
  - o 2nd Offense
    - Permanent revocation

### Training Records:

Remind all personnel of the available test records.

- Nlets Help File Request:
  - o "NL" Destination
  - o "TST" Help File
- PA OLN 90000001
- PA Registration AAV9321
- PA Criminal History Test, Joseph Thomas DOB 10/05/1952

Under **NO** circumstances are users authorized to query their own information. PennDOT records shall only be accessed, utilized and/or shared for Criminal Justice or law enforcement purposes, not personal use. Personal use shall be defined as viewing your own information; viewing friend's; relative's; co-worker's; celebrity's; politician's; or any other individual's information for a non-work related purpose. Using any of the above listed record types for training or testing system connectivity is also prohibited. Unauthorized access, utilization, and dissemination of protected information is prohibited.

If you have questions, please email PSP Sgt. Jason Winkowski at: [RA-CLEAN@PA.GOV](mailto:RA-CLEAN@PA.GOV).

## Highlights of the March Commission Meeting

Colonel Tyree C. Blocker, Chair, called the quarterly meeting of the Municipal Police Officers' Education and Training Commission (Commission) to order on March 15, 2018, at the Holiday Inn Harrisburg/Hershey, Grantville, Pennsylvania.

The Commission approved the minutes from the December 7, 2017, meeting.

Major Troy S. Lokhaiser, Executive Director, introduced his new Assistant Director, Lieutenant Joseph D. Glover. In February, Major Lokhaiser met with the Directors of, and visited, the Allentown, Temple University, and Delaware County Community College Police Academies. He also attended the Delaware County Police Chief's meeting. Lieutenant Glover served as a PSP Oral Board Rater for Cadet applicants. Mr. Isaac Suydam, Director of Training, met with Pennsylvania Commission on Crime and Delinquency staff to discuss waivers, testing, and equivalency of training. He also met Harrisburg Area Community College and the Office of Inspector General (OIG) staff to discuss OIG training. He attended a meet and greet at the PA Sheriff's Association and met with Mr. Tom Maioli from that Association regarding training. Mr. Suydam also visited the following Police Academies: Community College of Beaver County, Allegheny County, and Mansfield. The Training Unit has begun to conduct 2019 Mandatory In-Service Training course development committee meetings. A Training Unit member observed Mandatory In-Service Training at Montgomery County Community College, and another Training Unit member attended Philadelphia Police Academy's graduation. During this quarter, the state municipal police officer certification exam was administered 9 times to 321 applicants, given at various academies across the state. Major Lokhaiser updated the Commission on two prior topics. First, at the last meeting, the Commission unanimously voted to deny a municipal police officer's request for oral argument, voted to adopt the proposed adjudication and order, and to decertify him. The decertification was based, in part, upon his M2 Simple assault conviction that he had ordered expunged by the Court of Common Pleas of Delaware County. The PSP and the Delaware County District Attorney's Office appealed the expungement of the Simple assault conviction. On March 6, 2018, the PA Superior Court reversed the trial court's expungement order, finding that the PA Legislature has set forth strict, limited criteria for expungement of conviction data under 18 Pa.C.S. 9122 and he did not meet that criteria. Thus, the expungement order was issued contrary to existing law. Second, regarding the negotiated resolution with Montgomery County Community College and the unapproved tuition increases that the Commission had previously heard. Major Lokhaiser received notification that refunds have been initiated with all affected students and police departments. Montgomery County Community College will complete a detailed report of all refunds, which should be available for the June Commission meeting.

Commissioner Bart Burne presented the Executive Committee Report. Each Committee Chair gave their report.

Commissioner Beth Dombrowsky presented the Training Committee Report. Training Director Isaac Suydam presented an overview of municipal police training and testing results. He provided the Committee with some key statistics regarding candidates taking the state certification exam; statistics regarding the new state certification exam; and the new assessment testing process being used for partial waiver students. Director Suydam

also facilitated a discussion regarding the instructor needs assessment survey that was sent out to all the school directors, who in turn, were asked to send it out to all their instructors. This will be an on-going discussion in the future as they seek to improve the instructor certification renewal process.

Commissioner Bart Burne presented the Certification Committee Report. There were seven revocations of Act 120 municipal police officer certifications that were presented. A motion was made and approved by the Commission to revoke all seven Act 120 municipal police officer certifications. The Committee reviewed one new Act 120 school director application for John R. Chilleri of the Lackawanna College in Scranton. The Commission made a motion and approved the application for school director. The Committee reviewed 223 basic applications, 243 waivers, 35 new instructor applications, and 20 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 received an update on the regulations from Commission Counsel Andrew Rongaus, and there was also a discussion regarding the bylaws.

Commissioner Richard Long presented the Professional Standards Committee Report. The inspection of the Mansfield University Police Academy was the single item reported.

Commissioner Christopher Delozier presented the Strategic Planning Committee Report, due to Commissioner Jacob Bierling's absence at the previous day's Committee meeting. Commissioner Bierling thanked Major Lokhaiser for preparing the Strategic Vision Statement. The strategic initiatives address the goals of MPOETC staff for the next year. A motion was made and approved by the Commission to direct MPOETC staff to continue working on the strategic vision and initiatives.

Commissioner Jacob Bierling presented the Budget Committee Report. There were 25 Grant Reimbursement requests processed for the 2017 Fiscal Year funds totaling \$819,190.31. The remaining balance in the 2017 funds is \$3,243,117.93.

In new business, Colonel Blocker stated that this will be his last meeting as Chairman. After 33 years with the PSP, with the last three being Commissioner, he will be retiring effective March 23, 2018. He stated that training and education related to policing has been a passion of his for many years. Also, it is one of the principal tenants of 21st Century policing, and MPOETC embodies the passion for training and education for police officers in Pennsylvania. He leaves MPOETC knowing it will continue to provide quality professional training to the value of police officers in Pennsylvania. He also stated that it had truly been a pleasure to serve as Chairman of MPOETC for the last three years, and that MPOETC is properly positioned to continue to provide quality training and education to all police officers in the Commonwealth of Pennsylvania. He thanked everyone for providing him the incredible opportunity to Chair the Commission.

The next Commission meeting will be held on June 13 and 14, 2018, at the Sheraton Station Square Hotel, Pittsburgh, Pennsylvania.

The meeting was adjourned.

## Information Regarding the June Commission Meeting

The next scheduled meeting of the Municipal Police Officers' Education and Training Commission is on June 13 and 14, 2018 at the Sheraton Station Square, 300 West Station Square, Pittsburgh, Pennsylvania 15219. Phone: 412-261-2000.

The Committee meetings begin on Wednesday, June 13th at 12:30 p.m.

The Executive Committee meeting will begin on Wednesday, June 13th at 3:30 p.m.

The School Directors meeting will begin on Thursday, June 14th at 8:00 a.m.

The Full Commission meeting will begin on Thursday, June 14th 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.



Questions, 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.

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



**Independence Day: July 4, 2018**

**Labor Day: September 3, 2018**

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

# New Agency Executives

<b>Chief Jarrad P. Berkihiser</b>	Lancaster City PD Lancaster County
<b>Chief John F. Blake</b>	Cherry Tree Borough PD Indiana County
<b>Chief Glen A. Dorney</b>	South Whitehall Township PD Lehigh County
<b>Chief Karl E. Knott</b>	Central Bucks Regional PD Bucks County
<b>Chief Anthony M. Kuklinski</b>	Hamburg Borough PD Berks County
<b>Chief Michael L. Martin</b>	Franconia Township PD Montgomery County
<b>Chief Matthew J. McCormack</b>	Milford Borough PD Pike County
<b>Chief Christian E. Meehan</b>	Wilson Borough PD Northampton County
<b>Chief Brandon A. Pasquale</b>	East Norriton Township PD Montgomery County
<b>Chief James J. Sabath</b>	Newtown Borough PD Bucks County
<b>Chief Michael B. Trail</b>	Landsdale Borough PD Montgomery County
<b>Chief Keith A. Williams</b>	Southwest Regional PD Fayette County

# Congratulations!



**Happy Independence Day!**

## 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