

**Continuing Education Listing as of June 15, 2022**  
**June - December Courses**

To request enrollment in any of the below courses please email:

[cmpareg@stlouiscountymo.gov](mailto:cmpareg@stlouiscountymo.gov)

Please format your request as follows:

**Name / POST ID # (if commissioned in MO) /Agency/Course Requested and Date**

**If registering more than one person to the same program, please group by program and not by individual officer.**

All Crisis Intervention Team (CIT) Training which includes Advanced, Dispatch/Telecommunicator, Youth and Veterans CIT Training along with the Firearms Training including Armorer Schools are listed under the appropriate card.

## JUNE

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### **Mastering Today's Street Interviews: 20/20 Vision**

This seminar specifically addresses every police officers' ability to be able to detect, interpret and act on a person's verbal and physical behavior during street encounters. A desperately needed skill that has proven to be a major factor in many use of physical force and deadly force encounters with suspects today. Additional Topics: • Utilizing and adjusting your own verbal and physical behavior • Deflecting and redirecting negativity • Spotting common ground • Prioritizing objectives and goals • Maximizing the power of your body camera. Instructor Dom Cappelluti, Public Grants and Training Initiatives.

June 9, 2022

8:00 a.m. – 5:00 p.m.

St. Louis County & Municipal Police Academy

Commissioned Personnel

\$175 per seat for Non-Tuition Paying Department

### **Threat Pattern Recognition Use of Force Instructor Course**

The Defensive Tactics Instructor Program is a 40-hour course designed to give participants' intensive training in the Threat Pattern Recognition Use of Force Instructor Course, formerly titled P.P.C.T. program. Each participant will be required to make a 10-minute presentation on one of the techniques and principles of the Threat Pattern Recognition Use of Force. After receiving an Instructor Certificate, the student will be able to instruct classes in Threat Pattern Recognition Use of Force for his/her department. Instructor Police Officer Tony Spratt, Chesterfield Police Department.

June 27 – July 1, 2022

8:00 a.m. – 5:00 p.m.

St. Louis County & Municipal Police Academy

Commissioned and Non-Commissioned Personnel

\$575 per seat for Non-tuition Paying Department

\$55 for manual

### **L.E.A.D.S. Law Enforcement Active De-escalation Strategies with Implicit Bias 3 Day - Instructor Certification**

June 28 – 30, 2022      8:00 a.m. – 5:00 p.m.

St. Louis County & Municipal Police Academy

Commissioned Personnel

**THIS REGISTRATION IS FOR ST. LOUIS COUNTY & MUNICIPAL POLICE ACADEMY  
TUITION PAYING DEPARTMENTS ONLY – Non-Tuition Paying Departments Register  
[www.LockupPoliceTraining.com](http://www.LockupPoliceTraining.com)**

This is a nationally recognized conflict resolution de-escalation certification course. The L.E.A.D.S.™ Plus T - Law Enforcement Active De-escalation Strategies Training was developed in 2007 and has been taught throughout the United States. Through lectures, demonstrations, role play, and practical scenario applications, this course is an instructor level program designed to qualify students in the L.E.A.D.S.™

Plus T - Law Enforcement Active De-escalation Strategies and Tactical Options Program. The course is classroom based to educate and train instructors in positive communications skills, effective de-escalation techniques, anger management and combat confrontation avoidance techniques. The course teaches how to recognize aggressive behaviors and keep them from escalating. Students learn Active De-escalation Strategies that can avoid or resolve negative interactions by employing effective de-escalation methods. This course also discusses tactical responses to use when diffusion tactics are inappropriate or ineffective and teaches distraction techniques that promote the success of tactical applications. INSTRUCTIONAL OBJECTIVES: • learn how to turn negative communication into positive • identify professional benefits of respect • learn anger management techniques • learn effective verbal de-escalation strategies • community empowerment and partnership strategies • understand physiological changes during aggression • learn to use cognitive limitations for active diffusion • learn methods to redirect thought process through positive direction • communicate and respond to special populations ; (ex.-mental illness, autism, disabilities) • learn methods of motivational interviewing skills • learn tactically relocation strategies to delay confrontations • concepts of fair and impartial policing • learn to build community partnerships through daily interactions • learn to conduct breakout sessions for roll playing exercises • learn communication and physical strategies to de-escalate situations • learn how de-escalation and or the lack of is used in litigation  
Instructor K.D. Dillon, KFD Training and Consultation, LLC.

**L.E.A.D.S. Law Enforcement Active De-escalation Strategies with Implicit Bias 2 Day - Instructor Re-Certification**

June 28 – 29, 2022      8:00 a.m. – 5:00 p.m.  
St. Louis County & Municipal Police Academy  
Commissioned Personnel

**THIS REGISTRATION IS FOR ST. LOUIS COUNTY & MUNICIPAL POLICE ACADEMY  
TUITION PAYING DEPARTMENTS ONLY – Non-Tuition Paying Departments Register**

**[www.LockupPoliceTraining.com](http://www.LockupPoliceTraining.com)**

This is a nationally recognized conflict resolution de-escalation certification course. The L.E.A.D.S.™ Plus T - Law Enforcement Active De-escalation Strategies Training was developed in 2007 and has been taught throughout the United States. Through lectures, demonstrations, role play, and practical scenario applications, this course is an instructor level program designed to qualify students in the L.E.A.D.S.™ Plus T - Law Enforcement Active De-escalation Strategies and Tactical Options Program. The course is classroom based to educate and train instructors in positive communications skills, effective de-escalation techniques, anger management and combat confrontation avoidance techniques. The course teaches how to recognize aggressive behaviors and keep them from escalating. Students learn Active De-escalation Strategies that can avoid or resolve negative interactions by employing effective de-escalation methods. This course also discusses tactical responses to use when diffusion tactics are inappropriate or ineffective and teaches distraction techniques that promote the success of tactical applications. INSTRUCTIONAL OBJECTIVES: • learn how to turn negative communication into positive •

identify professional benefits of respect • learn anger management techniques • learn effective verbal de-escalation strategies • community empowerment and partnership strategies • understand physiological changes during aggression • learn to use cognitive limitations for active diffusion • learn methods to redirect thought process through positive direction • communicate and respond to special populations ; (ex.-mental illness, autism, disabilities) • learn methods of motivational interviewing skills • learn tactically relocation strategies to delay confrontations • concepts of fair and impartial policing • learn to build community partnerships through daily interactions • learn to conduct breakout sessions for roll playing exercises • learn communication and physical strategies to de-escalate situations • learn how de-escalation and or the lack of is used in litigation

Instructor K.D. Dillon, KFD Training and Consultation, LLC.

JULY

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**Recruiting for Law Enforcement**

Successful recruiting of police applicants is dependent on the ability of an agency to advertise their openings, generate interest in the job that is available and then to develop a more personalized contact with the potential employee to make them feel welcome and wanted at the agency. This course provides methods for creating more personalized contacts with police applicants in an effort to get them to engage the hiring process. This is a very challenging environment in which agencies are working to hire the best employees while competing against each other in the law enforcement labor market. This course will provide best practice information in the field of recruiting while outlining effective approaches to attract new candidates. Instructor Tom Ward, Law Enforcement Seminars, LLC.

July 18 - 19, 2022

8:00 a.m. – 5:00 p.m.

St. Louis County & Municipal Police Academy

Commissioned Personnel and Non-Commissioned Personnel

\$350 per seat for Non-Tuition Paying Department

## AUGUST

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### **First Line Supervision**

First Line Supervision is a 40-hour course designed to prepare newly assigned or promoted first line supervisors for the challenges of leading law enforcement professionals. The curriculum is based on the International Association of Chiefs of Police Supervision manual. Instructor Pat Horine.

August 8 – 12, 2022

8:00 a.m. – 5:00 p.m.

St. Louis County & Municipal Police Academy

Commissioned Personnel and Non-Commissioned Personnel

\$600 per seat for Non-Tuition Paying Department

### **Basic Field Training Officer/Instructor Certification (FTO)**

The 32-hour Basic Field Training Officer Certification course will introduce the trainer to the concepts of problem-based learning, while developing facilitation, leadership, and coaching skills. Our instructor-led training will promote adult learning principles and varied individual-based training approaches designed to maximize valuable field training time, overcome training challenges, and allow the officer in training to learn at the appropriate individual pace.

This course involves student activities designed to develop the critical leadership, interpersonal, and coaching skills needed to work in stressful one-on-one training environments. Throughout the week, the trainer will be exposed to program history associated with the San Jose Field Training and Evaluation Program (FTEP), as well as mandated requirements and roles associated with field training, documentation, and related legal matters. Activities will support problem-based learning, facilitation, self-assessment, critical-thinking, and problem solving supported by general coaching strategies.

Instructor Larry Moser, Moser Training Solutions, LLC.

August 22 – 25, 2022      November 14 – 17, 2022

**St. Louis County Police Department Officers will attend a 5th day of specific training**

8:00 a.m. – 5:00 p.m.

St. Louis County & Municipal Police Academy

Commissioned and Non-Commissioned Personnel

\$500 per seat for Non-Tuition Paying Department

**Policing in the 21<sup>st</sup> Century: Fair & Impartial Perspectives**

Police officers are held to a higher standard and as such, must expand their understanding of human history, other cultures, and basic humanity. Implicit bias affect everyone. It is how the person recognizes and controls the implicit bias that dictates the outcome of each interaction. The course addresses the echo chamber concept, how media creates implicit bias, and how misinformation and disinformation perpetuates the implicit cycle. The course discusses how the community may form incorrect opinions about the police and how officers need to understand that challenge to break down the implicit bias barriers that affect both the police and the community.

The course presents tools and team building exercises to help officer recognize the implicit bias, refrain from acting on appearance only, and how to employ such skills and other active communication tools to de-escalate street encounters. Studies have shown that professional behavior and response along with officer safety are paramount to successful resolution of potentially volatile situations.

August 31, 2022

8:00 a.m. – 5:00 p.m.

St. Louis County & Municipal Police Academy

Commissioned Personnel

\$175 per seat for Non-Tuition Paying Department

## SEPTEMBER

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### **New Detective Investigative Workshop**

While this training program will not focus on one specific area of investigations, it will train new investigators in a variety of topics and categories, including: • The role of the investigator • U.S. Constitutional and Missouri Statutory Law, including criminal liability (Voluntary Act and Culpable Mental State), and the elements of various crimes and criminal activity per Missouri Statutes • Reasonable Suspicion vs. Probable Cause, Detainment vs. Custody, and Pat-Down vs. Full-Custody Search • Interview and Interrogation • Investigative strategies in:

- Stealing Offenses
- Burglary Investigations
- Drug Identification
- Assaults and Related Crimes
- Sexual Assault Investigations
- Robbery Investigation
- Fire, Arson, and Other Related Crimes
- Basic Death Investigations
- Homicide Investigations
- The Processing of the Crime Scene, including documenting, photographing, and the seizing of physical evidence
- Multi-Jurisdictional Investigations

Instructor Gary Fournety, Vista Law Enforcement Training and Consulting, LLC.

September 6 – 8, 2022

8:00 a.m. – 5:00 p.m.

St. Louis County & Municipal Police Academy

Commissioned Personnel

\$400 per seat for Non-Tuition Paying Department

### **Internal Affairs Investigations: Complaint and Procedural Responsibilities**

This course is designed for individuals assigned to the responsibility of conducting internal affairs investigations as well as supervisors and command personnel with departmental oversight. Law enforcement administration is charged with the responsibility and has the authority to maintain discipline within the police department. Citizens should be provided a fair and effective avenue for redress of their legitimate grievances against members of the department. The department also has the responsibility to protect members of their agency from false allegations. This course offers a global perspective of the internal affairs process in a systematic framework designed to provide for informed decisions. Instructor Tom Ward, Law Enforcement Seminars, LLC.

September 8 - 9, 2022

8:00 a.m. – 5:00 p.m.

St. Louis County & Municipal Police Academy

Commissioned and Non-Commissioned Personnel

\$350 per seat for Non-tuition Paying Department

### **Mexican Drug Cartel Investigations**

This course contains up-to-date information regarding the current status of the major Mexican Cartels to include their leadership, structure, territory they control in Mexico and primary crossing locations into the United States. The smuggling routes utilized by the Cartels do not stop once the drugs make it across the U.S./Mexican Border. That is simply first step. It is important for local law enforcement officers to understand the precise smuggling routes of drugs entering their cities. Mexican Cartels have continued their strategic relationship with traditional street gangs operating in the United States. Information will be presented to show the current alliances. Proven investigative strategies will be presented in this course to aggressively target Mexican Cartels. These strategies include controlled buy operations, wire taps, and interdiction strategies.

The use of Organized Crime Drug Enforcement Task Forces (OCDETF) have been utilized to disrupt and dismantle highly sophisticated Mexican Cartels. Information will be presented in this course to prepare successful OCDETF proposals.

Instructor Byron Boston, Police Law Enforcement Training – PLET.

September 13 – 14, 2022

8:00 a.m. – 5:00 p.m.

St. Louis County & Municipal Police Academy

Commissioned Personnel

\$250 per seat for Non-Tuition Paying Department

### **Managing Police Ethics for Officers and Supervisors**

Particularly in certain high-risk areas, ethical behavior requires more than just a generalized desire or intent to be virtuous. In the defining moment, without needed preparation, it's often too late; the officer is unable to respond ethically. Specific preparation is required.

This is an applied-ethics program focusing on the role of preparation in assuring ethical and high-level public contact professionalism in our work with the public. It includes root cause analysis and related leadership initiatives, including the role of all leaders in preparing officers to be virtuous. There is discussion of how to hire "good" people and illustration of methods for continually instilling and maintaining duty and honor values throughout the career.

There is also focus on both mental and physical preparedness and the moral obligation of attempting to minimize injury and death. Therefore, much of the program is devoted to use of force and de-escalation, and to high-speed police vehicle operation – the two main causes of injury and death to law enforcement officers and members of the public.

The theme of the program is that much of what we think of as just operational and tactical issues are actually outgrowths of ethical organizational culture, or the lack thereof, and therefore require focus on how to create and maintain an ethical environment. The program is highly interactive and exercise driven.

Instructor: Randy Means, J.D., Career National Consultant to Law Enforcement

September 19 – 20, 2022

8:00 a.m. – 5:00 p.m.

St. Louis County & Municipal Police Academy

All law enforcement leaders at all levels, but most especially Command Staff Personnel – All Supervisors, Managers and Administrators

\$350 per seat for Non-Tuition Paying Department

### **Basic Crime Scene Investigations for Officers and Investigators**

This **32-hour** course lays the foundation for officers and new investigators who want to gain or enhance crime scene processing skills. Course begins with initial response and scene assessments. Basic photography, locating, seizing, and collecting evidence and latent fingerprints are demonstrated. Guest speakers include representatives from the St. Louis County Fingerprint Unit and the Firearms, Chemistry and DNA sections of the St. Louis County Crime Lab. Information will be shared on crime scene interpretation, investigative techniques, as well as case studies and investigations conducted by the course instructors.

#### **Topics to be covered:**

- **Crime scene assessments**
- **Basic photography with crime scene emphasis**
- **Fingerprint recovery and techniques**
- **Evidence collection and packaging**
- **Comprehensive documentation including diagramming of crime scenes**

#### **Required Supplies**

**Department camera with accessories (including instruction manual), fingerprint kit, flashlight & gloves**

September 20 – 23, 2022

**Tuesday, Wednesday, and Friday 8:00 a.m. – 5:00 p.m.**

**Thursday 1:00 p.m. – 10:00 p.m.**

St. Louis County & Municipal Police Academy

Commissioned Personnel

\$500 per seat for Non-tuition Paying Department

### **Minimizing Bias and Perceptions of Bias for Officers and Their Supervisors**

We all have a variety of biases, positive and negative, caused by a lifetime of socialization. By our early and constant exposure to our own culture and its normative attitudes, we are explicitly and implicitly taught what to think and therefore how to feel about others – across a wide band of generalizations - stereotypes. We are “taught” about gender and sexuality, age and disabilities, social class and religion, as well as nationality, ethnicity, color and race.

Apart from the portion of the brain that handles socialization lies the “old” brain, prehistoric in its evolutionary origins. This part of the brain harbors a survival instinct that tends to see difference as threat. It operates instinctively and instantly without our conscious thought or even awareness – so it is impossible for us to block its messaging – even if we wanted to.

All this paints a bleak picture, but there is hope. We may not be able to eliminate or even block some of our bias, but there are things we can do to minimize it and block its behavioral effects. This necessarily begins with self-awareness.

All this matters in all parts of everyone’s lives but it matters even more in police work. We’re not folding sweaters at the Gap here. We are detaining, searching, arresting, and using force, including deadly force. We are required by the Constitution and our oaths of office to deliver police work that is bias free – at least in its behavioral outcroppings.

The instructor is a U.S. Department of Justice vetted and approved instructor on this topic for the Los Angeles Sheriff’s Department in an ongoing collaboration.

September 21 - 22, 2022

8:00 a.m. – 5:00 p.m.

St. Louis County & Municipal Police Academy

All law enforcement leaders at all levels, but most especially Command Staff Personnel – All Supervisors, Managers and Administrators

\$350 per seat for Non-Tuition Paying Department

### **First Line Supervision**

This course takes the position that the responsibility for quality-control enforcement in an organization depends on the loyalty and abilities of its first-line supervisors. Effective supervisors are those that know when to motivate, when to lead, when to discipline, when to be subordinate and when to just get out of the way. Attendees will be taught:

- The legal and fiduciary responsibilities of a first-line supervisor
- How to build a positive Supervisory-to Subordinate relationship
- How to use proven motivational, leadership and decision-making principles that move subordinates in a desired direction.
- How to establish accountability with the difficult employee

Instructor John Hall, Van Meter and Associates, Inc.

September 29, 2022

8:00 a.m. – 5:00 p.m.

St. Louis County & Municipal Police Academy

Commissioned and Non-Commissioned Personnel

\$175 per seat for Non-Tuition Paying Department

### **Advanced Search and Seizure**

This one-day training course will provide officers the most up-to-date court rulings impacting search and seizure. Officers will not only get a refresher on the 4<sup>th</sup> Amendment and search warrant exceptions, but a practical application will be applied. Real-world scenarios will be presented in class to encourage discussions. This course provides sound search and seizure techniques that will aid officers in building and solid case supported by evidence. Officers will also learn how to draft penal interest search warrants, anticipatory search warrants, and techniques to overcome the “Knock & Announce” requirements. Case studies will be presented to show officers how taking shortcuts in search warrant affidavits can lead to unemployment and felony convictions.

Instructor Byron Boston, Police Law Enforcement Training – PLET.

September 30, 2022

8:00 a.m. – 5:00 p.m.

St. Louis County & Municipal Police Academy

Commissioned Personnel

\$175 per seat for Non-Tuition Paying Department

## OCTOBER

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### **Criminal Investigation Techniques**

Topics Covered:

- Property Crimes vs. Violent Crimes
- The Detectives' Toolbox
- Crime Scene Considerations
- Use of Victimology in Criminal Investigations
- Theories & Methods of Interrogations
- Digital Evidence Exploitation/Collection Methods
- Drafting Search Warrants
- Courtroom Testimony

Instructor Joe Garza, Professional Law Enforcement Training – PLET.

October 3 - 4, 2022

8:00 a.m. – 5:00 p.m.

St. Louis County & Municipal Police Academy

Commissioned and Non-Commissioned Personnel

\$350 per seat for Non-Tuition Paying Department

### **Curriculum Development**

This four-hour course is designed for instructors who develop curriculum. Many instructors are tasked with developing classes yet receive little to no training on how to do so. The goal of this course is to provide a practical and simple method to develop curriculum in a timely manner. Students are engaged through discourse and questions. Realistic scenarios are used to illustrate teaching points. Example materials are shown at appropriate times. In this course, students learn how to apply the instructional design model to develop valid, well-designed instruction. Topics include proven techniques and tools for simplifying the process, validating curriculum, evaluating curriculum, and methods for standardizing training among multiple instructors.

Instructor Pat Horine.

October 7, 2022

8:00 a.m. – 12:00 noon

St. Louis County & Municipal Police Academy

Commissioned and Non-Commissioned Personnel

\$100 per seat for Non-tuition Paying Department

### **Early Intervention Program**

- Ways to Protect Officer and Department from Inappropriate Behavior
- Pros/Cons of Performance Reviews
- Identify Stress-related Symptoms
- Stress Management Techniques
- Recognize Consequences of Negligent Hiring, Negligent Retention and Negligent Training
- Identify Training Issues Related to Misconduct
- Identify Appropriate Means of Documentation
- Present Options available for Coaching vs. Discipline

October 13, 2022

8:00 a.m. – 5:00 p.m.

St. Louis County & Municipal Police Academy

Commissioned and Non-Commissioned Personnel

\$175 per seat for Non-Tuition Paying Department

### **Ethics for the 21<sup>st</sup> Century**

Topics Covered:

- History of Ethics in Policing
- Characteristics of Professionalism
- Law Enforcement Code of Ethics
- Possible Personal Consequences
- Duty to Intervene
- Possible Professional Consequences
- Ethical Decision-Making
- Differences Between Moral and Physical Courage
- Six Pillars of Character and The Principles of Ethical Policing

This course will give students an opportunity to explore and discuss ethics and moral reasoning in the criminal justice system while presenting specific suggestions that may help law enforcement agencies resolve some concerns.

Instructor Scott Donaldson, Professional Law Enforcement Training.

October 14, 2022

8:00 a.m. – 5:00 p.m.

St. Louis County & Municipal Police Academy

Commissioned and Non-Commissioned Personnel

\$175 per seat for Non-Tuition Paying Department

### **Sunshine Law Review**

Mr. Ted Bruce, Missouri Attorney General's Office, will be covering the following topics regarding the Sunshine Law.

October 14, 2022

8:30 a.m. – 11:30 a.m.

St. Louis County & Municipal Police Academy

1:00 p.m. – 4:00 p.m.

O'Fallon Police Department

Commissioned and Non-Commissioned Personnel

No Cost

### **Applied Leadership**

Ethics, motivation, leadership, problem-solving and decision-making skills are requisites to becoming a successful supervisor. This course has two major objectives. The first objective is to present results from each of these fields that have been proven to work. The second objective is to enable students' abilities to apply principles learned from their day-to-day interactions with employees.

Instructor Louis Andrinopolous, Van Meter and Associates, Inc.

October 17, 2022

8:00 a.m. – 5:00 p.m.

St. Louis County & Municipal Police Academy

Commissioned and Non-Commissioned Personnel

\$175 per seat for Non-Tuition Paying Department

### **Advanced Report Writing Techniques for Investigators – 3 Day**

This **24-Hour** training program is an advanced report writing class and will detail the process and procedures for the investigator to prepare detailed investigative reports of critical incidents or homicide investigations, where the investigators will be able to refine their report writing skills for utilization of their reports in the criminal court process. The student will review current and past case law and statutory law as it applies to crime scene investigations. The student will investigate mock crimes as well as observe a critical incident on the virtual shooting simulator. They will interview role players as suspects and witnesses. Students will use communication skills and active listening skills as the role players will demonstrate a variety of emotions and responses. As the final exercise, the student will prepare a comprehensive police report of the incident in addition to supplemental and final reports which will be presented to the class for critique. Instructor Gary Fournety, Vista Law Enforcement Training and Consulting.

October 18 - 20, 2022

8:00 a.m. – 5:00 p.m.

St. Louis County & Municipal Police Academy

Commissioned and Non-Commissioned Personnel

\$350 per seat for Non-Tuition Paying Department

### **Threat Pattern Recognition Use of Force Instructor Course Recertification**

This seminar will allow participants to update and/or renew their P.P.C.T. Defensive Tactics Certification. Now known as Threat Pattern Recognition Use of Force. Instructor Police Officer Tony Spratt, Chesterfield Police Department.

October 19 - 21 , 2022

8:00 a.m. – 5:00 p.m.

St. Louis County & Municipal Police Academy

Commissioned and Non-Commissioned Personnel

\$375 per seat for Non-tuition Paying Department

\$55 for manual

### **Knock & Talk Investigations**

Topics Covered:

- Knock & Talk Operations
- Up-to-Date Case law
- Obtaining Voluntary Consent
- 4<sup>th</sup> Amendment Considerations
- Tactical Consideration
- Violent Encounters
- Implementation of Knock and Talk Policy & Procedures

This intense one-day training course will provide in-depth information and proper techniques and tactics for officers to conduct knock & talks.

Instructor Keith Parenteau, Professional Law Enforcement Training.

October 24, 2022

8:00 a.m. – 5:00 p.m.

St. Louis County & Municipal Police Academy

Commissioned and Non-Commissioned Personnel

\$175 per seat for Non-Tuition Paying Department

### **Courtroom Testimony for Uniformed Officers & Investigators**

Topics to be covered:

- A complete overview of the criminal court process, from issuance of a warrant to the trial
- Preparing police reports in the anticipation of criminal charges and courtroom testimony
- The differences between preliminary hearings, grand jury, depositions, motions to suppress, and criminal court testimony
- Tactical skills and techniques in the preparation for direct examination by the prosecutor, and cross examination by the defense attorney
- Review and critiquing actual courtroom testimony conducted by law enforcement officers
- Being tactically and emotionally prepared for the stresses associated with trial pre-trial preparation and actual courtroom testimony
- The perspective of the prosecutor and defense attorney in their direct or cross examination

Instructor Gary Fournety, Vista Law Enforcement Training and Consulting.

October 26, 2022

8:00 a.m. – 5:00 p.m.

St. Louis County & Municipal Police Academy

Commissioned and Non-Commissioned Personnel

\$175 per seat for Non-Tuition Paying Department

### **Preparation for Retirement**

This program will address issues associated with retirement planning for the rest of YOUR life.

Instructor Gary Fournety, VISTA Law Enforcement Training and Consulting, LLC.

October 28, 2022

8:00 a.m. – 5:00 p.m.

St. Louis County & Municipal Police Academy

Commissioned and Non-Commissioned Personnel

\$1250 per seat for Non-Tuition Paying Department

**Police & Minority Relations**

Topics Covered:

- Identifying & Understanding the Problem
- Dealing with Critical Incidents
- Effective Communication Techniques
- Principles for Promoting Police Integrity
- Diversity Recruitment Strategies to Bridge the Gap
- Imitating Citizen Programs
- Building Community Trust

Proven strategies to improve police and community relations across the country will be presented. The primary focus of this training is bridging the gap between law enforcement and the communities they serve while maintaining smart, aggressive strategies to deal with those that choose to violate the law.

Instructor Larry Gordon, Professional Law Enforcement Training.

October 31, 2022

8:00 a.m. – 5:00 p.m.

St. Louis County & Municipal Police Academy

Commissioned and Non-Commissioned Personnel

\$175 per seat for Non-Tuition Paying Department

## NOVEMBER

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### **Tactical De-escalation Techniques**

Topics Covered:

- Understanding De-escalation
- Communicating Under Stress
- Showing Empathy to Others
- Minimize Force Encounters
- Improving Public Perception
- Maintaining Tactical Mindset
- Transitioning to Force
- Proper Documentation

Practical, classroom-abased scenarios will be presented to demonstrate these concepts. Information will also be presented on the development of reality-based, simulation training involving de-escalation techniques. This information will give officers a jump starts on implementing de-escalation training within their own police departments.

Instructor Larry Gordon, Professional Law Enforcement Training.

November 1, 2022

8:00 a.m. – 5:00 p.m.

St. Louis County & Municipal Police Academy

Commissioned and Non-Commissioned Personnel

\$175 per seat for Non-Tuition Paying Department

### **Advanced Homicide Investigations for Death Investigators**

Topics:

- Responsibilities and duties of the lead homicide investigator and homicide supervisor
- Utilization of assisting officers and investigators in the area canvass, crowd control, and witness interviews)
- Detailed analysis of the crime scene and victim's body
- Processing the crime scene, including the locating and seizing of physical evidence
- Attending the autopsy, and determining "Cause and Manner" of death
- Review and interpretation of autopsy, toxicology, and entomology reports
- Firearms and projectile analysis, including bullet wound and trauma interpretation
- Utilizing the Forensic Anthropologist in the recovery of human remains
- Locating the suspect, and legal aspects in interview and interrogation procedures
- Conducting multi-jurisdictional task force investigations
- Review and analysis of mass shooting investigations
- Review and analysis of officer involved shooting investigations
- Report preparation, grand jury testimony, depositions, and criminal trial testimony

Instructor Gary Fournety, Vista Law Enforcement Training and Consulting.

November 1 - 4, 2022

8:00 a.m. – 5:00 p.m.

St. Louis County & Municipal Police Academy

Commissioned Personnel

\$500 per seat for Non-tuition Paying Department

### **Law Enforcement Leadership Development**

Topics Covered:

- Managing vs. Leading
- 8 Common Leadership Styles
- 9 Qualities of Servant Leadership
- Four Generations in Police Work
- Communication Barriers & the Value of Listening
- Approaches to Sources of Conflict
- 5 Steps of Proper Conflict Resolution

Practical, classroom-based scenarios will be presented to demonstrate these concepts. Information will also be presented on the development of reality-based, simulation training involving de-escalation techniques. This information will give officers a jump start on implementing de-escalation training within their own police departments.

Instructor Scott Donaldson, Professional Law Enforcement Training.

November 7, 2022

8:00 a.m. – 5:00 p.m.

St. Louis County & Municipal Police Academy

Commissioned and Non-Commissioned Personnel

\$175 per seat for Non-Tuition Paying Department

### **Surviving Off-Duty Encounters**

Topics Covered:

- Off-Duty Survival Mindset
- Off-Duty Carry Options
- Developing Off-Duty Action Plans
- Off-Duty Shooting Debriefs
- Proper Incident Assessment
- When to get involved Off Duty
- Dealing with the Aftermath of Off-Duty Incident

This one-day training course will provide officers the mindset to not only survive physically but to also be mentally prepared for the aftermath of a critical off duty incident to include command staff notifications, media, grand jury referrals/indictments, family, friends, and co-workers. Real-world scenarios will be presented in class to encourage discussions and to debrief.

Instructor Brandon Hernandez, Professional Law Enforcement Training.

November 11, 2022

8:00 a.m. – 5:00 p.m.

St. Louis County & Municipal Police Academy

Commissioned and Non-Commissioned Personnel

\$175 per seat for Non-Tuition Paying Department

### **Instructor Development**

Instructor Development is a 40-hour, Missouri POST certified course, designed to prepare you for instructor duties. This course focuses on the best practices in adult learning and instructors' duties and responsibilities. Attendees will be required to prepare and deliver presentations.

Topics for the course include Principles of Learning; Role of the Instructor; Lesson Plan Construction; Methods of Instruction; Training Aids; Operational Risk Management; Testing; and Legal Aspects.

Instructor Mr. Patrick Horine.

November 14 - 18, 2022

8:00 a.m. – 5:00 p.m.

St. Louis County & Municipal Police Academy

Commissioned and Non-Commissioned Personnel

\$600 per seat for Non-tuition Paying Department

### **Basic Field Training Officer/Instructor Certification (FTO)**

The 32-hour Basic Field Training Officer Certification course will introduce the trainer to the concepts of problem-based learning, while developing facilitation, leadership, and coaching skills. Our instructor-led training will promote adult learning principles and varied individual-based training approaches designed to maximize valuable field training time, overcome training challenges, and allow the officer in training to learn at the appropriate individual pace.

This course involves student activities designed to develop the critical leadership, interpersonal, and coaching skills needed to work in stressful one-on-one training environments. Throughout the week, the trainer will be exposed to program history associated with the San Jose Field Training and Evaluation Program (FTEP), as well as mandated requirements and roles associated with field training, documentation, and related legal matters. Activities will support problem-based learning, facilitation, self-assessment, critical-thinking, and problem solving supported by general coaching strategies.

Instructor Larry Moser, Moser Training Solutions, LLC.

November 14 – 17, 2022

**St. Louis County Police Department Officers will attend a 5th day of specific training**

8:00 a.m. – 5:00 p.m.

St. Louis County & Municipal Police Academy

Commissioned and Non-Commissioned Personnel

\$500 per seat for Non-Tuition Paying Department

### **IMPACT Communications Skills for Officers and Their Supervisors**

The skills necessary to de-escalate emotional tension and associated conflict – including physical conflict – are critical to both officer and public safety. Equally important are **non**-escalation skills – the wisdom and tools needed to keep from making things worse and, in some situations, even extricate themselves from the conflict – because sometimes it is not worth the varied risks it involves. Seeing the big picture is essential. In a broader sense, positive personal contacts are a primary trust-building tool critical to beneficial community engagement, Research and common sense indicate that positive, one-on-one, non-enforcement contacts with members of the public are essential to the trust needed to form law enforcement partnerships with the community and engage mutually in problem solving – and effective policing. The principles of human relations taught in this training are the proven pathways to minimizing conflict and to broader success in law enforcement. Consequently, this training seeks to establish them as performance expectations and illustrate how agencies can heighten overall professionalism around these matters. All performance criteria identified in the training were reached by consensus of a national faculty of very successful veteran law enforcement officers who also have extremely relevant, advanced academic credentials. All are expert in police tactics and very familiar with officer safety issues. The instructor/facilitator has led this training project for 25 years and is himself a recognized expert in these matters. Instructor: Randy Means, J.D., Career National Consultant to Law Enforcement.

November 14 - 15, 2022                      8:00 a.m. – 5:00 p.m.

St. Louis County & Municipal Police Academy

All law enforcement leaders at all levels, but most especially Command Staff Personnel – All Supervisors, Managers and Administrators

\$350 per seat for Non-Tuition Paying Department

### **Liability Prevention and Risk Management for Field Officers and Their Supervisors**

Particularly in the high risk, high liability areas of law enforcement, police officers and organizations battle a variety of threats. Injury and death, loss of public trust, and civil liability are daily concerns. Today, lawsuits and communities question whether a law enforcement agency has responsibly planned and managed a broad array of operational and administrative dynamics. The agency's policies are challenged and hiring, training, supervision and discipline processes are scrutinized. Through responsible, systematic planning and implementation, law enforcement officials at all levels, including line officers, can minimize the risk of officer misconduct, increase individual and organizational effectiveness, sharply reduce the threat of civil liability, vastly improve community trust, and enhance both officer and public safety. This program, taught by a veteran law enforcement lawyer who has worked on these matters full-time for 40+ years, shows how. Instructor: Randy Means, J.D., Career National Consultant to Law Enforcement

November 16 - 17, 2022

8:00 a.m. – 5:00 p.m.

St. Louis County & Municipal Police Academy

All law enforcement leaders at all levels, but most especially Command Staff Personnel – All Supervisors, Managers and Administrators

\$350 per seat for Non-Tuition Paying Department

### **DSLR Crime Scene Photography**

Optimum Forensic Solutions is presenting a two-day course on Crime Scene Photography. This course is designed for both new and seasoned officers/investigators assigned the task of photographing crime scenes and evidence. Topics Covered:

- Basic DSLR Camera Functions
  - Aperture, shutter speed, & ISO
- Crime Scene Photography Composition
- Flash Photography
- Impression Evidence Photography
  - Fingerprints, footwear, tire tracks, tool marks
- Low-Light & Night Time Photography

#### Required Equipment:

- DSLR camera with detachable lenses
- Tripod
- External flash & flash sync cord
- Strong flashlight

This course is comprised of both classroom lectures and hands-on practical exercises. Casual attire is recommended. Instructor George Santoro.

November 21 – 22, 2022

Day 1: 8:00 a.m. – 5:00 p.m.      Day 2: 1:30 p.m. – 11:00 p.m.

St. Louis County & Municipal Police Academy

Commissioned Personnel and Non-Commissioned Personnel

\$350 per seat for Non-Tuition Paying Department

## DECEMBER

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### **Overcoming Size Differences for Female Enforcers**

This three-day course is designed to address violent encounters dealing with suspects of larger stature. When attempting control larger suspects, size and strength differentials necessitate combat strategies less reliant on pure upper body strength. The concepts and techniques can be utilized by any officer addressing a larger suspect. The days are hands-on and mentally challenging. Officers train and drill wearing vest, gun belt and long pants because anything else makes no sense. Instructor K.D. Dillon, KFD Training and Consultation.

**Officers Learn:** L.O.C.K.U.P. Police Training System and Principles

- Risk Assessment and Threat Indicators
- Ground Fighting Counter Measures
- Fear Management and Control
- Fighting Techniques and Fatigue
- Understanding Weapon Integration
- Decisive Takedown Manipulations
- Active Diffusion Strategies
- Team Approach and Strategies
- Understanding Mass / Power and Kinetic Energy
- Overcoming/ Understanding Size Challenges
- Using Your Size to Your Benefit
- Proper Weapon and Target Selection
- Taser to Physical Control

#### **REQUIRED EQUIPMENT**

- BDU Style Pants
- Boots w ankle Support
- Red Gun / Full Gun belt
- Handcuffs and keys

December 12 – 14, 2022

8:00 a.m. – 4:30 p.m.

St. Louis County & Municipal Police Academy

Commissioned and Non-Commissioned Personnel

**THIS REGISTRATION IS FOR ST. LOUIS COUNTY & MUNICIPAL POLICE ACADEMY**

**TUITION PAYING DEPARTMENTS ONLY – Non-Tuition Paying Departments Register**

**[www.LockupPoliceTraining.com](http://www.LockupPoliceTraining.com)**

### **First Line Supervision**

First Line Supervision is a 40-hour course designed to prepare newly assigned or promoted first line supervisors for the challenges of leading law enforcement professionals. The curriculum is based on the International Association of Chiefs of Police Supervision manual. Instructor Pat Horine.

December 12 - 16, 2022

8:00 a.m. – 5:00 p.m.

St. Louis County & Municipal Police Academy

Commissioned Personnel and Non-Commissioned Personnel

\$600 per seat for Non-Tuition Paying Department