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The Official Member Publication of the Iowa Peace Officers Association (IPOA)

Iowa Lt. Gov. Adam Gregg, IPOA President & Osceola P.D. Chief Marty Duffus, Gov. Kim Reynolds after Signing HF 2680/ Disability Retirement





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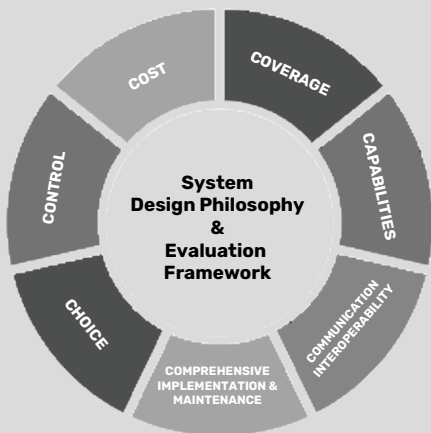
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The Iowa Peace Officers Association is open to all certified law enforcement officers in the State of Iowa, including all ranks of peace officers serving in municipal, county, state and federal agencies.

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Governor Kim Reynolds Signs Disability Retirement Changes

IPOA has been working for many years to update disability benefits for members of the MFPRSI so that work-related injuries are treated similarly to workers' compensation benefits. In the final days of session, it became a reality when the House and Senate both unanimously approved the bill. It was signed by the Governor on May 3, 2024 and the new provisions will go into effect on July 1. The bill includes the following:

Civil Service

- Allows pre-employment mental health evaluations.
- Changes the definition of "member in good standing" to include only those members who have been terminated and exhausted all appeals. This means that members may now seek disability retirement during the pendency of any disciplinary matter.

Disability Retirement Benefits

- Allows ordinary disability retirement members (non-work related) to seek accidental disability retirement benefits under certain circumstances.
- Permits members to receive accidental disability benefits for cumulative injuries and mental injuries.
- Allows members to bring accidental disability claims when discovered after retirement for a limited period of time.

Medical Benefits

- Makes clear that employees shall not be required to pay the cost of any medical care for work-related injuries, including insurance premiums for policies used to pay medical benefits.
- Establishes a process for employees to make medical claims for work-related injuries, similar to workers' compensation.

Death Benefits

- Clarifies that a surviving spouse/beneficiary pension is not taxable. (Retroactive to January 1, 2024.)

2024 POLICY HIGHLIGHTS

This session, lawmakers approved several bills that will make it easier and more efficient to hire new or certified officers. SF2205 allows a city council, by majority vote, to temporarily suspend certain civil service examinations when hiring employees, including peace officers. Additionally, the bill allows



Rep. Brian Lohse, IPOA President & Osceola Chief Marty Duffus, Des Moines Sgt. Pat Hickey and Capt. Joe Leo.

(but does not require) a city to waive a civil service examination/ POST for any applicant who has previously passed an approved test as long as there has not been a break of more than 180 days in law enforcement service.

The Iowa Legislature also approved a bill giving more rights to law enforcement officers. HF2592 allows an officer to petition or appeal placement on a Brady-Giglio list to the district court, giving the court final say on whether the officer's placement on the list is appropriate. The court is required to review the evidence in camera, meaning only the judge will review the evidence. The court may also hold a closed hearing, maintaining the confidentiality of the information involved.

Finally, the budget of the Iowa Law Enforcement Academy was significantly increase to help offset the cost of basic certification. Currently, the State, the sponsoring agency, and the officer each pay one-third of the cost of attending basic training. Typically, the sponsoring agency will also pay the officer's portion. The ILEA budget was increased to require the state to pay two-thirds of the total cost of tuition, meaning the sponsoring agency will see a 50% reduction in the cost of attendance for each officer.

Civil Service: Hiring Process

Changes to Iowa Code Chapter 400 – Iowa's Civil Service law – were approved to make it easier for cities to hire officers. Specifically, the legislation allows a city to suspend the civil service hiring process only.

Limits on Use of Automated/Remote Traffic Systems

HF 2681 was adopted by the Legislature to address a perceived abuse of "speed cameras" (ATE System) by local government used solely to generate revenue. "Automated or remote system for traffic law enforcement" is defined as a camera or other optical device designed to work in conjunction with a speed measuring device to detect motor vehicles being operated in violation of the speed limit, the use of which results in the issuance of citations sent through the mail or by electronic means.

Under the bill, local governments will be required to hold a valid permit from the Iowa Department of Transportation (DOT) before using an ATE system. The DOT is authorized to determine whether an ATE system is appropriate and necessary and the least restrictive means to address the traffic safety issues at a location. Additionally, an ATE system may only be used to issue citations for traffic violations exceeding the speed limit by greater than 10 miles per hour. Specific signage must be used to notify the public that ATE Systems are in place.

Local governments are required to review and approve a recorded photograph or video of a violation captured by an ATE system before a citation or warning is issued. For excessive speed violations detected by an ATE system, the citation amount must not exceed \$75 for speeds greater than 10 miles and up to 20 miles per hour over the speed limit, \$100 for speeds greater than 20 and up to 25 miles per hour over the speed limit, \$250 for speeds greater than 25 and up to 30 miles per hour over the speed limit, and \$500 for speeds greater than 30 miles per hour over the speed limit. These amounts are doubled if the violation occurs in a road work zone. All violations detected by an ATE system are civil infractions. Revenue generated from from the use of an ATE system (minus the costs to install, operate, and maintain the system) must be used to fund transportation infrastructure improvement projects or to offset costs related to the operation of a police or fire department data collected by automatic registration plate readers must be deleted within 30 days with exceptions for

Successes and Disappointments at the Iowa Capitol this Year

Hello Iowa Law Enforcement!

As I write this the 2024 legislative session has just ended. It is a fair statement to say that we did not get all we wanted. I am new to the political game and it appears patience, which I have but evidently not enough of, is the game. Our lobbyist, Kellie Paschke, has a more in-depth article explaining what did and did not happen this session.

While we did have some successes in bringing changes to the Civil Service and MFPRS systems, the obvious disappointment is the lack of attachment of our IPERS protected class retirement proposal to HF 2661, which would have increased our take-home retirement percentage. To illustrate the patience point, the much-needed modifications for MFPRS took five years to achieve. I do not want to spend a lot of time bemoaning that we did not get it, I will spend time on relating to you what was told to our lobbyist.

When we learned of our exclusion and after our lobbyist tried to get amendments in place to include us in the eleventh hour



Chief Marty Duffus
Osceola Police Department

of the session, many legislators said they were going to pass what they had this year and come back and fix it by adding the protected class next session.

Since the conclusion of the session, our lobbyist has been contacted by various legislators who been contacted by members of the IPERS protected class about the exclusion. These legislators have heard the

message. So, I encourage the IPOA membership to reach out to their respective legislators, in both chambers, and express the importance of repairing this flawed bill and to make it a priority in the next legislative session. I have said many times before, our strength as an organization is our members. We need everyone. Numbers count. Legislators hear our voices.

What is next? The IPOA Board and our lobbyist plan on meeting this summer to develop a strategy to push the fix forward along with other legislative priorities. As board members we respond to you. We would love to hear from you! If you have something you believe should be included in our legislative agenda please send it to us.

On a different note, it is spring and quickly turning to summer. I hope to visit with as many as I can of you as my wife and I ride our motorcycle or pull our camper in to your jurisdiction. I am proud to represent you, the IPOA and to share in this brother and sisterhood with you.

Stay safe!

Governor Kim Reynolds, continued

certain circumstances. Each year, each local government must also prepare an annual report detailing the number of traffic collisions and accidents that occurred at each location an ATE system is used, the number of citations issued, and any other relevant information.

To continue to operate ATE systems that were used prior to January 1, 2024, a local government is required to submit a list of ATE system locations and justifications for placement and use to the DOT by July 1, 2024. The DOT is required to issue a permit by October 1, 2024, to every



Iowa Peace Officers Association and ISPA members with Senator Nate Boulton, Senator Cherielynn Westrich and Representative Brian Lohse.

entity that provides valid submissions. A local government using an ATE system prior to January 1, 2024, may continue to use the ATE system until a permit is received, unless it is a mobile ATE system prohibited under the Bill. If a permit has not been issued by October 1, 2024, the local government must stop using all ATE systems until it obtains a permit. A local government using an ATE system at a location for the first time on or after January 1, 2024, shall not be issued a permit by the DOT before July 1, 2026.

A local authority with a population of 20,000 or less is prohibited from using a mobile ATE system to issue citations, but may issue warnings for violations detected by a mobile ATE system.

The public can reach an officer 24 hours a day, 365 days a year

All Officers of Waukon Police Department Have Joined the Iowa Peace Officers Association as Members

The Waukon Police Department is comprised of seven full-time police officers, one part-time police officer, and an administrative assistant.

All officers are certified through the Iowa Law Enforcement Academy. We are dedicated to serving the members of the community through a proactive approach.

We conduct ourselves with the highest ethical standards to provide exceptional service to all citizens and visitors of Waukon. The Waukon Police Department is located at 104 1st Street N.W. in a newly remodeled building that was completed in February of 2021. The focus of the remodel, along with overall improved appearance and professionalism, was intended to increase efficiency and safety for all of our employees.

Our officers are provided with their own workspace in the building so that they can

efficiently complete tasks and return to their patrol duties.

Our office hours are 7 a.m. – 11:30 a.m. and 12:00 p.m. – 3 p.m. However, the public can reach an officer from our department 24 hours per day, 365 days per year with questions, concerns, or any other matters.

The Waukon PD has a fleet of four patrol vehicles with up-to-date equipment. Chief Paul Wagner joined the Waukon Police Department in 2007, and



Dusty Harrington, Assistant Chief Mason Kwilinski, Chief Paul Wagner, Officer Brent Parker, and Officer Hector Salinas.

was appointed Chief on October 23, 2019.

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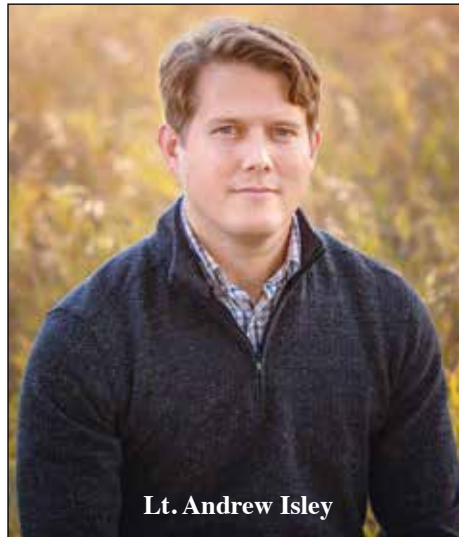
Investigating Child Sexual Assault in Rural Communities

By Lieutenant Andrew Isley
Independence Police Department

On February 3, 2023, I was at a victim services roundtable in Dubuque, Iowa. While I was there, officers back home were taking a report of Child Sexual Assault. Allegations were made that Scott Brown had victimized two children under the age of twelve. When I returned, I met with and was briefed by the officers who received the initial allegations. At the time, my agency was down three officers and Covid-19 was starting to get the best of me. But what do you do? Go to work! For a rural agency, it may seem difficult, but it’s not impossible.

Rather than thinking of sex investigations as a step-by-step process, think in terms of best practices. Most officers know about the preferred 72-hour window to obtain a forensic physical exam post-incident. When a report of sexual assault is made, gather as much information about the assault from the reporting party. Depending on the age and ability of the child, gather minimal facts to establish that a sex act has occurred, where it occurred, and when. Most instances reported at our agency are “historical,” in that they are well beyond the 72 hours for an exam. Nevertheless, gathering minimal facts from the child is nothing to fear. Remember to avoid leading questions.

Establishing solid partnerships is vital to investigating child sexual abuse. Child Protection Centers employ forensic interviewers, nurses, and social workers who work diligently to welcome families, gather information, and provide resources to help the child and his/her family work through the trauma that is child sexual assault. Child sexual assaults have a higher likelihood of being perpetrated by a family member or caregiver and can cause turmoil within a family. As a mandatory reporter, peace officers are required to notify the Iowa Department of Health and Human Services (HHS) within 24 hours of receiving notice of suspected child abuse. HHS can assist in these situations by es-



Lt. Andrew Isley

establishing safety plans that keep an alleged offender away from the survivor.

Once a forensic interview is conducted, start establishing timelines for the survivor and the alleged offender. Piece together what you know about their daily routines, routes, school life, or employment. A survivor’s phone may have more helpful information to your case than you think. If your agency does not have the resources, partnerships (there’s that word again) with other agencies can be beneficial. Agencies with access to programs such as Cellebrite can pull texts, media, and GPS data from phones. All of these can be compelling evidence that a suspect and survivor were in the same place at the same time.

While building towards a suspect interview, consider recording a pretext phone call between the survivor or a concerned adult and the alleged offender. What better way to get good information leading up to your final interview? Allow your caller to ask questions of the alleged offender. Will the alleged offender confirm or deny the accusation? Will the alleged offender try to rationalize his or her acts as something that was benign and are being misconstrued?

A pretext phone call can give insight into the alleged offender’s mindset. Will the alleged offender make threats or expresses remorse? The alleged offender could also offer an alibi. One more thing

you get to prove or disprove moving forward.

My last key point is to support the family. Through it all, when a family reports a child sexual assault, they want to feel it is being taken seriously... And they should! Lack of support or follow-up from you can cause a family to withdraw or refuse to cooperate with the ongoing investigation. Check in after the initial report. Let them know how they have helped or ask if they utilized the referrals and resources provided to them and if those have been of assistance. Giving just a little bit more of your time will mean the world.

A few brief closing thoughts

Know when a case is too big for you. There’s no shame in asking for help. Special Agents from the DCI have been more than kind to my agency when help has been requested.

Confer with your County Attorney if you’re not investigating these cases often.

Be organized!! When it comes time for trial, organization is key. Know how many cases like these you’ve investigated. Know how many sexual assaults you’ve charged and how many haven’t been proven to be false.

On September 5, 2023, Scott Brown was convicted on five counts of Sexual Abuse – 2nd Degree. A conviction would not have been possible without keeping these practices in mind. Solid partnerships with the CPC and HHS (then DHS) helped provide resources to the family to give them direction. The Waterloo Police Department performed a data extraction of Brown’s phone using Cellebrite.

The Buchanan County Attorney invited “Bikers Against Child Abuse” to attend court proceedings and partnered with the Iowa Attorney General’s Office for prosecution. But most importantly, the survivors and the survivors’ families pulled through. They gave statements, provided documentation and stood through the slings and arrows of the courtroom. And all for the sake of two children.

And that’s why we go to work.

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Hudson Police Department Serves Community of 3,000 Residents Bordering Waterloo and Cedar Falls on Highways 63, 58 and 20

By Chief Daniel Banks
Hudson Police Department

The Hudson Police Department (HPD) is comprised of nine sworn officers and one K-9. It was founded around 1892 and serves a community of about 3,000 people (and growing) with three major state highways through its jurisdiction (Highway 63, Highway 58 and Highway 20). In addition, Hudson borders two major cities, Cedar Falls and Waterloo, which contribute to a high volume of motor vehicle traffic the City experiences. In 2023, HPD responded to 3,154 calls for service.

Hudson is home to Bill Colwell Ford (40 Years of Service), Randall's Stop 'N Shop (known for their great meat and catering), and Hansen's Farm Fresh Dairy.

In September 2019, Daniel Banks was sworn in as the Chief of Police. Chief Banks has more than 22 years of law enforcement experience. He promotes the Department in a positive manner and encourages all members to find a niche (Defensive Tactics Instructor, School Resource Officer, Drone Team, Taser Instructor, and Firearm Instructor.)

The Hudson Police Department has a strong working relationship with the Hudson Community School District (HCS D), which is the first of its size to have a School Resource Officer. In addition to the working relationship with the HCS D, the Department solidified our working relationship with the school district by upgrading the patrol unit design by adding the school colors with the Hudson Pirate logo.

HPD takes pride in community policing with our COP Card program, renewing COP Cards every two years to keep youth engaged with collecting them and participating in community events. The HPD takes pride in being transparent with the community through our Facebook page and community newspaper, in addition to posting a monthly press releases on calls for services, which many people look forward to reading.

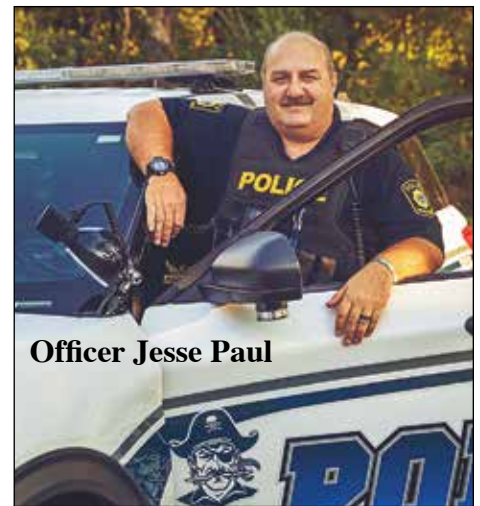
The Hudson Police Department takes pride in our diverse police department, and employs two National Guard Members. In 2024, the Office of the Secretary of Defense recognized HPD as a Patriotic Employer.

HPD started its first K-9 program in 2023 with the full support of the City Council and community. The K-9 program is 100% funded by donations and grants. Officer Tyler Sohm is the K-9 handler. K-9 Kiro is now 30 months old, a full Dutch Shepherd, and was born in Mexico. Kiro was donated by DLE (Dogs for Law Enforcement) and trained by DLE master trainer Matt Harris with Karma Police Canine LLC. K-9 Kiro received his bullet and stab-protective vest through Vested Interest in K9s Inc. K-9 Kiro is certified in detection (methamphetamine, MDMA, heroin, THC, and cocaine), tracking, handler protection and apprehension, and has assisted surrounding agencies (Waterloo PD, Cedar Falls PD, Evansdale PD, Black Hawk Sheriff's Office, Iowa State Patrol and special units including DEA, DCI and the Tri-County Drug Task Force.

HDP conducts monthly training with the Black Hawk County Sheriff's Office. HPD went from two patrol units in 2019 to seven patrol units as of 2024, with the ultimate goal of every officer having their own patrol unit. HPD recently upgraded from the TASER X2 to the TASER 10 line of less-lethal devices. In 2022, the HPD separated from City Hall and moved to our own, much bigger facility that provides each officer with their own working stations, administration office space, interview room, secured evidence room, lobby area, and a heated garage area that provides parking for all seven patrol units and Officer POV, in addition to training area.



(L to R) Sgt. Scott Wiersma, Officer Anel Husidic, Officer Travis Eggers, Officer Tyler Sohm and K-9 Kiro, Officer Casey Walters.



Officer Jesse Paul



Chief Daniel Banks

United States Police Canine Association (USPCA) Held Narcotic Certification Trials in Sand Dunes, South Dakota, in March 2024

By USPCA Nat'l Sec. Melinda Ruopp
United States Police Canine Assn. Inc.
Marshall County Sheriff's Office

On March 24th to the 26th, nearly 60 K-9s descended on the city of Sand Dunes, S.D. for the USPCA annual narcotic certification Trial. K-9 teams from Iowa, Missouri, North Dakota, South Dakota and Minnesota attended the event, hosted by the Woodbury County Sheriffs Office.

The K-9 teams are tested in rooms and vehicles on narcotic odors to include meth-amphetamines, heroin, cocaine and marijuana. Each K-9 team is evaluated by judges trained by the USPCA who are all either current or former K-9 handlers under the guidelines of the USPCA. The K-9 team must locate and alert to the narcotics by either scratching at source or freezing at source. (Sit/down or freeze).

Region 21 is the Iowa region of the US-PCA, and we are proud to have had so many K-9s attend and so many that did VERY well! Nearly all of the dogs in attendance scored close to the 90% range!

Region 21 thanks Woodbury County for all their work. The following results were recorded after the event:

1st Place Overall - Melinda Ruopp, Marshall County Sheriffs Office

2nd Place Overall - Kyle Petersen, Plymouth County Sheriffs Office

3rd Place Overall - Bob Rohmiller, Le-Mars Police Department

Top Rookie Dog - Ross Wolken, Marshalltown Police Department

Top Department Team - Woodbury County Sheriffs Office - Nate Sands, Mike Simoni, Jared Clausen and Mike Lenz.



First Place Overall: Melinda Ruopp and K-9 Lizzy of the Marshall County Sheriff's Office.



USPCA Region 21 President Mike Barnes (left, of DOC, retired) presenting Top Rookie Dog trophy to Ross Wolken and K-9 Timber of Marshalltown Police Department.



Top Department Team – Woodbury County Sheriff's Office Deputy Jared Clausen, Deputy Mike Lenz, Deputy Nathan Sands and Deputy Mike Simoni.

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Training Matters

If It Isn't in Your Report, Then It Didn't Happen

I am sure that we have talked about this topic in the past, but because of how immensely important it is we are going to hammer it home. We are talking about report writing. I know it's dry and not a "tacti-cool" issue – but it carries more weight in your career than you think.

Let's begin with the basics you should have learned in the academy: Who, What, Where, When, Why and How. These should be the first questions you ask when investigating any incident, whether it is an accident or a homicide. Some of these questions may not have answers from witnesses or suspects, but you need to at least ask. Then, depending on what answers you get, they can lead to follow-up questions and on and on. Our job is to find the facts and if you aren't asking you will never know. Cops are nosy by nature so use that to your advantage. If you are the first person on scene collecting information, make sure to ask anything and everything you can think of everyone you talk to. When you get the information right away, this can help the investigation later so those that must follow up don't need to track down witnesses and ask basic informational questions.

When you write your report, pretend you are writing a movie script. You should write the report with the understanding that when it is read by that little old lady on the jury two years from now, she feels she is right in the middle of what you experienced. Now, you don't have to get hyperfactual such as wind direction, temperature, what you had for breakfast, but be descriptive. One caveat: depending on what your role is and what type of crime you are investigating, you may need to add these types of details.

What I mean is your report should describe, in detail, what happened. Do not use phrases like, "the suspect became aggressive," "the suspect took a fighting stance," "the suspect was not cooperating." If the suspect becomes aggressive, describe what that means. For example, "I told the suspect they were under arrest and to turn around and place their hands behind their

back. The suspect took a step back with their right foot, blading their body, dropped their right shoulder, clenched their fists and I could see the muscles tense up in their neck and face. I told the suspect I could see they were upset and becoming combative by their actions, but they were under arrest. I told the suspect that I was going to use (insert use of force). The suspect told me to go fuck myself and they weren't going to jail."

This is just a simple example but you get the idea. When I read your report, I should be able to visualize everything that happened. I should be transported into your shoes. Also, use the exact language you and the suspect use. This holds a lot of weight, especially when backed up by your body camera video.

Speaking of body camera video, remember that it is a 2-dimensional depiction of what is happening. The camera can't see all the way to the right or left, all the way up and down and it can't smell what you smell. The camera can't feel resistive tension when you take hold of a suspect. They are incredible tools to have, but you can't rely on them completely. Everything needs to be written in a report.

The detailed report can also help you refresh your memory when you eventually have to testify. You can't just say "See body camera." That won't fly at all.

Why are we up on our soap boxes regarding this topic? It's because it is so important. Also, no matter how much we teach about report writing it seems to get pushed to the bottom of importance. Control tactics and patrol tactics are

incredibly important, but so is documentation. If it isn't in the report, then it didn't happen. This is especially crucial if you are involved in a critical incident.

If your writing skills aren't great, then enroll in a writing class at your local community college. Maybe take an online police report writing course. Or just talk to someone you know who writes great reports and ask for help. We as cops will spend tons of money for everything that is black and Velcro, or new holsters, gear, or gym memberships, or spend hours and hours on the mat. These are all incredibly important, so don't stop. But don't forget one part of law enforcement that is just as crucial – good report writing.

Okay, the sermon is over.

Train hard. Stay safe.

About the Authors:



Sgt. Greg Erie

Greg Erie has been with the Waterloo Police Department since 1995. A former Marine, Sgt. Erie is currently assigned to Watch III Patrol. Prior to his July 2016 promotion, he served as the Training Unit Coordinator for 9-1/2 years. He is a prior member of the Tactical Unit, FTO, and a TASER and defensive tactics instructor. He is a member of ILEETA. His email is erieg@waterloopolice.com.



Officer Chris Gergen

Chris Gergen has been with the Waterloo Police Department since 1997. Officer Gergen is state and federally certified as a Control Tactics Instructor. He also teaches in several other areas. Officer Gergen is married with three kids. He can be reached at gergenc@waterloopolice.com.

Visit the Iowa Peace Officers Association (IPOA) website at iowapeaceofficers.org
for Legislative news, annual Training Conference information, job listings, training opportunities, and more.

ILEA Funding More Than Doubles; More Off-Site Training; Updated Curriculum; Guest Instructors; LEOSA qualification

Director Brady Carney

Iowa Law Enforcement Academy

Greetings from the Iowa Law Enforcement Academy (ILEA)!

I hope this finds all of you doing well. ILEA has been very busy the last few months with Basic Academy graduation, a new Basic Academy cycle, an end to the legislative session, several off-site training opportunities and continual updating of training content.

Basic Academy Updates

Eighty-nine of Iowa's newest peace officers from Class 313 and Class 314 graduated ILEA Basic Academy on April 19th. Congratulations to each and every one of them! Meanwhile, 69 new recruits in Class 315 and Class 316 were welcomed into the ILEA Basic Academy to begin their 16-week journey on April 29th.

ILEA Funding

A consistent and straightforward message from law enforcement associations and agency leaders across the State raised awareness with many elected officials regarding how ILEA is funded and the many shortfalls of our current funding model. All the hard work and collaborative efforts paid off as the Legislature settled on more than doubling ILEA's previous appropriation from \$1,238,504 to \$2,904,407.

A corresponding Code change has the State responsible for 2/3 of ILEA Basic Academy tuition while law enforcement agencies remain responsible for 1/3 of ILEA Basic Academy tuition. This is a great start, but there is a lot of work to be done in the upcoming years.

My sincere hope is the ILEA Basic Academy will be tuition free in the near future, so law enforcement agencies can spend their tight budgets on their most valuable resource...you! Agency funds should be spent on equipment, officer safety, wellness and ongoing professional development. A properly funded ILEA is a benefit to every single law enforcement agency and law enforcement officer in Iowa!



ILEA Director Brady Carney

Off Site Training

We have ramped up our off-site training opportunities over the last several months. Forty-Hour Jailer, 40-Hour Telecommunicator, Firearms Instructor, Firearms Instructor Recertification, Rifle Instructor Recertification, Emergency Vehicle Operation, and Precision Driving opportunities have taken place all over the State. Our intent is to bring high-quality training to various parts of the State as we know staffing and agency resources are tight. The Basic Academy is a year-round focus, but we will continue to provide off-site training opportunities as much as our funding and staffing limitations will allow. To view ILEA training opportunities, please visit our website: <https://ileatraining.iowa.gov/>

Updated Curriculum

Assistant Director Sherry Poole and Training Specialist BJ VanVleet have led a massive effort to rebuild and update not only what we're teaching, but how we're teaching. Our instructional staff has done a tremendous job implementing many best practices in the classroom and finding ways to get ILEA recruits on the move with practical application of various skill sets. Our focus is on continually finding new ways to increase scenario-based training. Basic Academy recruits are learning and testing in our new online Learning Management System Acadis, and soon, all facets of ILEA will be take place through Acadis.

The short term results have been overwhelmingly positive!

Guest Instructor Opportunities

We continue to benefit from experts across the State who share their knowledge and passion with ILEA Basic Academy recruits. It takes many helping hands to provide high-quality training to as many people as we do at one time, and we're thankful for the agency leaders who allow this to happen. If you're interested in assisting with the ILEA Basic Academy, please visit and sign up on our website: <https://ileatraining.iowa.gov/volunteer/>

HR 218/LEOSA Qualification Course

Agencies and retirees have requested a Law Enforcement Officers Safety Act (LEOSA) qualification course for many years. Well, it's here and ready to be put to use! It's important to note that HR 218 requires any course of fire approved for LEOSA must also be approved for active duty officers; therefore, the same course of fire has been approved for active duty LEO's to qualify with off-duty weapons as well. ILEA still recommends active duty officers use the current in-service qualification course, but this course is also approved. A LEOSA qualification needs to be administered by someone with a current and valid ILEA Firearms Instructor certification. To view the LEOSA/off-duty qualification course, please visit our website: <https://ilea.iowa.gov/policies/#firearms>

To wrap things up, the accomplishments and new partnerships over the last year are exciting, and the future looks even brighter! Please reach out anytime with questions or concerns, or better yet, stop in and see us. Be safe, be well and take care of each other!

Director Brady Carney

brady.carney@iowa.gov

"Professionalism Through Training"



Learning from the Worst; Becoming Your Best

By Chief Shane S. McSheehy
Pella Police Department

We have all heard the phrase “I learned from the best.” This obviously implies that the best strategy for learning important knowledge and life skills is to model the behavior and actions of others who have proven success strategies. Often referred to as role models, we credit these individuals for shaping how we think, how we perform, our leadership style, and so much more.

Many of us also know that important lessons are learned directly from those people who quite simply did it wrong. These wrongdoers include low performers, poor co-workers, terrible leaders, and weak managers. Some of these behaviors were unintentionally and unconsciously done by those who really didn’t know any better. Maybe it was a lack of training, education, or support. Perhaps these behaviors were passed on from predecessors. These behavioral shortcomings were not a result of malice, but rather a product of ignorance. Many of us can reflect upon our professional past and remember some of these moments. We remember how we reacted, how it affected us emotionally, and the direct impact it made on our morale. These responses were almost always amplified when the conduct was egregious, intentional, and malicious. The statement “workers do not leave bad jobs, they leave bad bosses” certainly holds a great deal of truth.

Power through intimidation – the old school sergeant

Like other professions, law enforcement has its share of the weathered “old timers.” These are the officers who have not only been around the block, but were actually working when the block was a grass field surrounded by dirt roads. Early in my career, I was assigned to a shift supervised by a seasoned sergeant. His method of leadership included belittling, name calling, peer (shift) pressure tactics, retaliation and keeping score. The sooner I understood he was in charge, the easier my life was. I had to seek authorization for literally everything. I didn’t dare complain, or suffer his wrath of retaliatory strikes. Clearly, this sergeant believed that to be an effective sergeant, subordinates must fear him.

I am thankful for the time I spent with this sergeant. I learned the importance of empowering people, and giving trust. I realized the

significance of respecting thoughts and ideas, encouraging individual thought, and being open to ideas other than my own. I realized that motivated employees go above and beyond what is expected of them, while employees who are constantly “beat down” will barely do enough to get by.

I’m more important than you are

I worked for a supervisor who had a strong sense of entitlement. He was, quite simply, more important than I was and through his leadership style he reminded me often. In addition to being more important, he knew a lot more as well. His strategies to remind me of my position within the organization included forever summoning me to his office – and never visiting mine. Once I arrived in his office, which was several times daily, I would then be forced to sit and wait for him. He would continue to talk on his phone, read his computer screen, or peruse an arbitrary magazine. Many times he would begin these activities directly upon my arrival. I was never given the courtesy of eye contact during any visit. Any menial, often non-law-enforcement-related task was assumed to be my responsibility. This included buying coffee, cigarettes, etc.

I reflected upon the time I spent under his command, and realized the benefits I received from years of poor leadership. I understand the importance of placing others first. I make it a point to visit, rather than wait to be visited. If someone thinks enough of me to make the trip to my office, they are the most important person right now. I turn down the music, face away from my computer, put down my phone and give my full attention. I make every attempt to make the person feel welcome, important, and engaged. I remind the members of my agency that I work for them. My primary job is to handle the administrative headaches, bureaucratic red tape, and other roadblocks. My job is to clear the way so my agency members can learn, excel, lead, and do great things.

Paralysis through analysis

The best decision a leader can make is the right one. The second-best decision a leader can make is the wrong one. The very worst decision a leader can make is no decision at all. In my experience, the easiest and most direct route to tanking agency morale is by failing to move forward in a timely and deliberate manner. I was subordinate to a leader who liked to “chew on things” instead of moving forward.

This is not to say decisions should be arbitrary or capriciously made; however, unnecessary delays due to over examination and a lack of leadership confidence are destructive to a police agency. Having to navigate these instances of constant indecision as a supervisor was a treacherous task. I was required to communicate frequent messages of uncertainty and indecision to “the troops,” and witnessed the terrible consequences that followed. I observed general frustration and anger as the cancer began to grow. New ideas for improvement and change were dismissed, or worse – many were never addressed. Opportunities for agency growth and development were missed. Of course, these actions had a direct correlation with sinking morale.

Although painful, this was an excellent leadership lesson. Leadership courage is a requirement in law enforcement. Knowledge, experience, and confidence are key attributes to courageous leadership but can only take you so far. Leaders must also develop a deep sense of continued commitment to the members of an agency. Perhaps the toughest challenge in a leadership role is to constantly seek improvement. This is not a sprint, but rather a marathon. Leaders who are consistent and deliberate in their approach for improvement are always moving forward. They have the courage to be first, to make decisions, and take some calculated risks. Paralysis through analysis can quickly undermine the forward vision within an agency, stifle motivation, and destroy morale within the ranks.

Leadership now

Learning from poor leaders should be viewed as a valuable asset. Their mistakes highlight what not to do, and instead foster resilience and adaptability. If we can understand these shortcomings, we can sharpen our own critical thinking and decision-making skills. Moreover, witnessing poor leadership instills empathy and a commitment to improvement, shaping individuals into effective and empathetic leaders themselves. Always remember where you came from, and who helped to get you where you are today.

About the author: Chief Shane McSheehy is serving his fourth year as the Chief of Police for the Pella Police Department in Iowa. He previously served as a Captain with the Eustis Police Department in Florida, and has over 30 combined years of police service.

What Every Police Officer's Daughter Should Know

A Poem by Third-Year College Student Megan Hollingsworth

“My dad is a state trooper in Iowa, which gave me the inspiration to write a piece in my creative writing class up at school!”

You tell everyone,
that your dad is your hero.
He leaves early in the morning
to go out and save the day.
To keep people safe.

As you get older,
you'll understand that his job
is a little dangerous.
But he is still your hero.

You get a call that he will be home late
so he can protect a city from a riot.
You'll watch the news to make sure he is still okay
as rioters throw things at the men and women
dressed in the same uniform your dad left in.
Even though he gets home three hours late,
he is still your hero.

You'll watch from your car in the school parking lot
as he walks into your high school
with a gun in his hand.
Even though you don't understand why he would risk his life
for kids he doesn't know,
he is still your hero.

But then, you will begin to understand what the news lady
is reporting on the 10 o'clock news.
Now he isn't a hero to others.
The reporter is painting him
as the big bad wolf.

He woke up in the morning,
and wanted to destroy everything in his path.
He sharpened his claws
preparing to hurt people.
He grew fangs
ready to dismantle communities.
And the viewers believe her.

Now,
you can't tell people
that your dad is your hero
because some won't agree,
and you can't handle the
backlash.
You will see the social media
posts
calling him a pig.

They will chant
F 12
and they hope he dies
in the most painful way.
You wish your dad was a
mailman, Or a teacher
Or anything else.

You wish they could be a fly
on your wall so they could see
how worried he was during your first ER visit.
Or how he listens
to all your boy problems
and offers you a tissue
when you can't stop crying.
Or how much he loves to wear
your team logo on a t-shirt
every chance he gets.

But they never will
because they only see who they think he is
on the television screen and social media.

However,
Your dad is a hero.
And all he wants
is to come home
to you.



Megan Hollingsworth

IPOA Supporters: Please Scan the QR Code to Receive Notifications When Time-Sensitive Legislative Issues and More Come Up!

IPOA members and other officers are invited to take a minute to point their smartphones at the QR code at the right and tap the link that appears to provide four lines

of information (email address, first and last name, and agency) and then click “subscribe.”

This will put you on a quick contact list of officers across Iowa

when time-sensitive and important issues to all of us come up that need to be addressed quickly. It could also be used for newsletter and important notices. Thank you!

