



The Gold Star

2nd Quarter 2023 Volume 41, No. 2

Official member publication of the Iowa State Sheriffs' and Deputies' Association (ISSDA)

The Iowa State Sheriffs' and Deputies' Association Legislative Committee met at the Iowa Capitol Building in April of 2023



Read the ISSDA 2023 Legislative Committee End-of-Session Report on Page 20.

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ISSDA Honor Guard Members Attended Minnesota Funeral of Pope County (Minnesota) Deputy Josh Owen on April 22, 2023



Above, Sioux County Deputy Waylon Pollema (left) and Plymouth County Chief Deputy Rick Singer (right) traveled to Pope County, Minn., for the April 22 funeral of Deputy Josh Owen, who was one of three deputy sheriffs shot during a domestic call. (Photos above and below by Johnson County Deputy Chris Langenberg More National Police Week photos on page 7).



The Gold Star

of The Iowa State Sheriffs' and Deputies' Association

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Cutting the Disparity in Salaries Between Sheriff's Offices and Police Departments

Happy Spring Everyone! I hope you all endured the winter and are starting to get a little nicer weather in your area. Here in central Iowa the farmers are just starting to work the fields and the yards are greening up.

For this article, I wanted to focus on one of our Association's legislative priorities for this year. Our Board of Directors and Legislative Committee members have had numerous discussions on the "Back the Blue" language from the last couple years. This was a great piece of legislation but unless you are the Sheriff, or your salary is tied to the Sheriff's salary, it did not help the rank and file. The purpose of that legislation was to cut the disparity in salaries between those at a Sheriff's Office and those at a P.D., but it really didn't affect those on the street. If your counties are anything like mine, recruitment and retention are still a struggle.

This year we went into the 2023 legislative session trying to figure out where can we make the largest impact to benefit our staff. I assigned a small subcommittee from our Legislative Committee to work on a proposal. This subcommittee's goal was to bring back potential legislation to the Legislative Committee and ultimately the ISSDA Board. After hundreds of hours of research and work by these individuals it was identified that not only were there disparities in salaries between Iowa law enforcement agencies, there were also huge differences in retirement benefits between Sheriff's Offices, municipal police departments and state agencies. It was voted on that this would be one of our main priorities.

Most of you are probably aware in July



Sheriff Jason Sandholdt
Marion County Sheriff's Office

of 2004 the eligible retirement age for the protective class for Sheriffs and deputies went from age 55 to age 50 with 30 years of service and a max of 72%, but we also pay in at a 50/50 contribution rate. Some of our membership have gone out at this age but there are many others that realize that due to the cost of insurance this is not an option. In comparison, municipal police max out at 82% and POR, and the ISP Troopers max out at 88% with both also receiving an annual COLA (cost of living adjustment). We do get Social Security, but those higher percentages and the COLA really add up.

To correct this issue, we have been meeting with key legislators to try to draft legislation to cut these disparities in retirements. Most are receptive to this and realize the importance of keeping good staff and recruiting new employees to our offices, but they are worried about the costs. Due to the hard work of the subcommittee members, it can be shown that this "won't break the banks of the counties," and in fact

the counties are the ones that have benefited over the years from the legislative change from 20 years ago (contribution rate changed from 60/40 to 50/50). This proposed legislative change would increase our max out percentage rate to 80% and incorporate an annual COLA. The change would increase the contribution rate to you and to your employer. However, the return on your investment for your increased contribution rate would allow for you to enjoy a much greater financial retirement benefit than the current system provides.

How can you all help? Please pay special attention to any emails or newsletters that come out from the ISSDA and our Secretary Shawn Ireland in the next few weeks. It is our goal to keep you all informed on this important issue and Shawn does an excellent job of distributing information. It is going to take all of us reaching out to our local legislators, from both sides of the aisle, to keep this moving. It may also have to be done in steps for us to be successful, including different protective classes advancing at different times.

Every single one of you, in all areas of the Sheriff's Office, are appreciated and we need to keep working to compensate you for your hard work and dedication. I take pride in being a Sheriff and working at a Sheriff's Office, (and I still think it is one of the most unique and important areas of law enforcement and am appreciative of all of the benefits of working here) but as I reviewed the information the subcommittee put together showing the disparities between the groups, it is clear we need this legislation and as a group we can get it passed. Thank you all in advance for your help!!



Above are photos from ISSDA at the Special Olympics Iowa "Law Enforcement Torch Run" 2023 on May 25. ISSDA presented a check for \$20,000 to Special Olympics Iowa at the event.

In God We Trust

Every job interview at every Sheriff's Office asks some form of the same question: "Why do you want to work here?" Every applicant that gets hired responds with some form of the same basic answer: "I want to help people." We wouldn't want to hire anyone who didn't start out with that primary optimistic view. The challenge is reminding ourselves daily why we chose this profession.

Every dollar bill, in every denomination, in our pocket has the same phrase, "In God We Trust." We must never forget why. This is our national motto, reminding us that we are living by faith and serving a purpose beyond ourselves – with hope for a better tomorrow.

Matthew 5:9 says, "Blessed are the peacemakers: for they shall be called the children of God." Our job as peacemakers is to protect our communities from evil and serve our neighbors with compassion, grace, and charity. We are to serve our community with a sense of duty, with honor, and respect. The opportunity to serve our community as a peacemaker is a blessing. We get to be put on the front lines of good and evil. We get to be there at the best and worst times our community faces. We have the chance to make a difference every day. We get to be in the action, not on the sidelines, not reading about it in the paper or watching it on TV.

The Office of Sheriff has existed for hundreds of years and is even mentioned



Sergeant Shawn Ireland
Linn County Sheriff's Office

in the Bible. The "Iowa State Sheriff's Association" was formed in 1882. With your stewardship, professionalism, and constant dedication to serving the citizens of Iowa, the Office of Sheriff will continue long after we retire. As we have learned from those who came before us, let us leave a legacy of credible and ethical values to those who come after us. You can read about the history of the Office of Sheriff and the Iowa State Sheriffs' & Deputies' Association on our website under the "About Us" tab, or visit one of the official ISSDA museums located at The Old Cedar County Jail & Museum in Tipton or the ISSDA West Museum at the Pottawattamie County Squirrel Cage Jail in Council Bluffs.

The Iowa Law Enforcement Academy

statement on ethics and professionalism states in its first paragraph: "As a law enforcement officer, my fundamental duty is to serve mankind; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation, and the peaceful against violence or disorder; and to respect the Constitutional rights of all men to liberty, equality, and justice."

The last paragraph states: "I recognize the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of the police service. I will constantly strive to achieve these objectives and ideals, dedicating myself before God to my chosen profession... law enforcement."

It is easy to lose faith in humanity with what we must see, hear, and deal with in this line of work every day. Therefore, we must daily find strength and faith in God above. Remember where you came from, remember why you wanted to do this job, remember who you are. Be sober, be vigilant, watch out for each other, do not let evil win. This is not a job for everyone. You were given unique gifts and talents to be used for a higher purpose. Remember to make each day an opportunity to have compassion and make a difference. Never lose sight of that younger, eager, optimistic version of yourself. Your life matters.

ISSDA Honor Guard Attended National Police Week 2023 Ceremonies in Washington D.C.



Ten \$1,000 ISSDA Evelyn Covington Scholarships Awarded to Graduating Senior High School Children of ISSDA Members

Olivia Arkfeld



Olivia Arkfeld of Council Bluffs, daughter of Amanda and Pottawattamie County Deputy Sheriff Samuel Arkfeld, plans to study environmental engineering at the The University at Iowa.

Celine Fisher



Celine Fisher of Williamsburg, daughter of Sadie and Iowa County Deputy Sheriff Steven Fisher, plans to study court reporting at Des Moines Area Community College.

Addyson Hogrefe



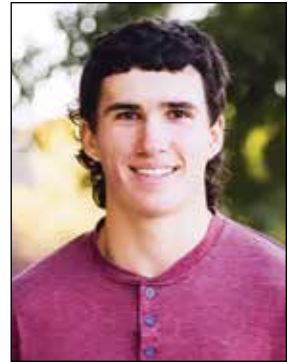
Addyson Hogrefe of Storm Lake, daughter of Derek and Buena Vista County Correctional Officer Barb Hogrefe, plans to study criminal justice at Iowa Central Community College.

Kyla Mason



Kyla Mason of Cedar Rapids, daughter of Linn County Deputy Sheriff Amy Mason and Linn County Deputy Sheriff Scott Mason, plans to study biochemistry at Iowa State University.

Lance Myers



Lance Myers of Waverly, son of Kristie and Bremer County Deputy Sheriff Ronald Myers, plans to attend Wartburg College to study exercise science.

Cooper Perdeu



Cooper Perdeu of Marnilla, Iowa, the son of Brandi and Crawford County Deputy Sheriff Todd Perdeu, is considering studying at one of six colleges or universities.

Kayden Spencer



Kayden Spencer of Boone, daughter of Jillian and Boone County Deputy Sheriff Nathaniel Spencer, plans to study business at Des Moines Area Community College.

Dylan Stephan



Dylan Stephan of Marengo, son of Tonia and Iowa County Head Jailer Christopher Stephan, plans to study criminal justice at Kirkwood Community College.

Chloe Timmons



Chloe Timmons of Murray, daughter of Decatur County 911 Dispatcher/C.O. Kari Timmons, plans to study criminology/psychology at Northwest Missouri State University.

Taylor Vander Leest



Taylor Vander Leest of Grinnell, daughter of Jennifer and Poweshiek County Chief Deputy Joel Vander Leest, plans to study mathematics and English at the University of Iowa.

ISSDA Schools Schedule

Spring Civil School
in Des Moines at
Airport Holiday Inn on
April 14-17, 2024

Fall Jail Schools
in Des Moines at
Airport Holiday Inn on
Sept. 19-22, 2023

Winter Schools
in Des Moines at
Airport Holiday Inn on
Dec. 12-15, 2023

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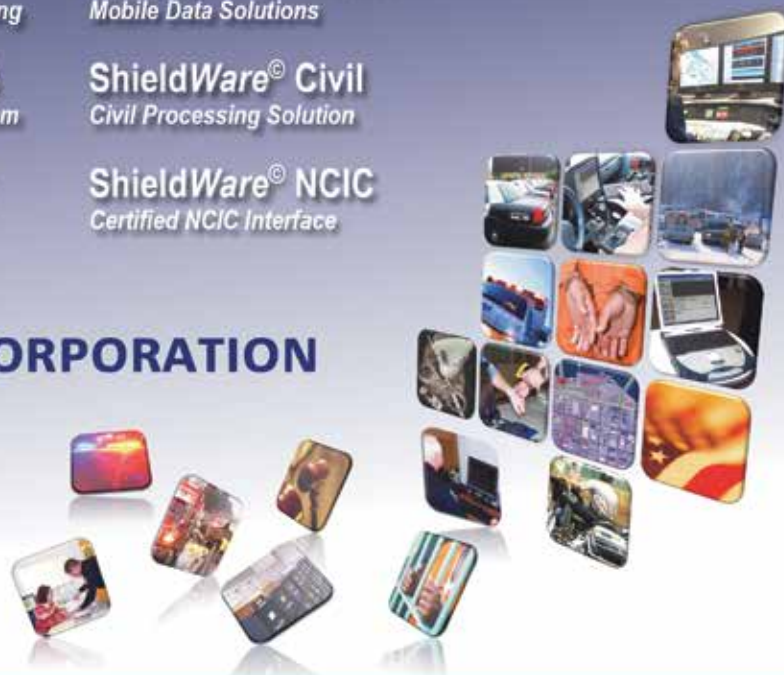
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February Jail School: Legal, Sex Offender, Fingerprints, Restraints

By Major Patrick White

Jail Administrator
Marshall County Sheriff's Office

On February 22, 2023, the Iowa State Sheriffs' and Deputies' Association put on their 2nd 20-hour jail in-service training.

This school mirrored the school put on in September 2022. The ISSDA jail committee along with the ISSDA schools committee did a great job of hosting and providing training.

The Polk County Attorney's Office provided a legal update, Cheryl Nolan from DCI provided an update on Sex Offender Registry, Shelley Herbst and Sharon Kerrigan from DCI provided an update on fingerprints and livescans.



Polk County Sheriff's Office Chief Jail Administrator Cory Williams welcomed ISSDA President and Marion County Sheriff Jason Sandholdt.



ISSDA President and Marion County Sheriff Jason Sandholdt.



Meghan Gavin from the Polk County Attorney's Office spoke on legal issues for Jails.

Eleena Mitchell from the Ombudsman's Office also provided updates. Ryan Nesbit from the Gatekeeper Program provided training on suicide prevention, and Julie Burney provided training "putting your best foot forward" which gave attendees skills in communication.

On the last day, attendees received restraints training from Department of Corrections Captains Christian Boyer and Dan Koller. The jails committee would like to thank everyone who attended, and we look forward to seeing everyone in September of 2023.



The ISSDA Honor Guard



At left, the ISSDA Honor Guard. Above, Linn Co S.O. Chaplain Darran Whiting.



Squirrel Cage Jail History



DOC Captains Christian Boyer and Dan Koller.



ISSDA President, Sheriff Jason Sandholdt, and Secretary, Sgt. Shawn Ireland.



LiveScan Updates; Suicide Prevention; Communication; More



ISSDA Jail School Committee: Front row left to right: Shelli Tedrow, Becky Moses, Gina Geiner, Elizabeth Quinn, Carrie Folkerts. Back row from left to right, Rich McNamee, Kyle Lindenberg, Doug Ervine, Chris Swope, Patrick White, Reed Kious, Michael Sandquist, Corey Williams, Matt Sandvick, Brian Randall Not shown: Scott Brouwer, Kristi Harshbarger, Dean Kruger, Delbert Longley, Nate Neff, Alicia Salic-Leeck, Tina Fagan, Phil Cross, Brian Courtney.



April Civil School: Weapons Permits, General Collections, “Thriving



The ISSDA Honor Guard.



ISSDA Honor Guard



Constance Toresdahl



“No Contact Order Issues” session with Ross Loder.



Rusty Ringler and Brenda Burditt: “DPS Weapons Permits.”



Jonathon Kramer on “General Collections.”

ISSDA Civil School Vendors and Sponsors:



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iCrimeFighter sponsored a break.

While Navigating...”, Civil 101, Leading, Women Leaders, and More

ISSDA Civil School Schedule: April 16-19, 2023

Monday, April 17

7 a.m. Breakfast served
8:30 a.m. Opening Ceremonies
8:45 a.m. “No Contact Order Issues” - Ross Loder.
9:45 a.m. Break sponsored by **iCrimeFighter**
10:30 a.m. “DPS Weapons Permits” - Rusty Ringler and Brenda Burditt with UCAPPS.
11:30 a.m. Lunch
12:30 p.m. “General Collections” with attorney Jonathan Kramer, Whitfield & Eddy Law Firm.
2:45 p.m. “Thriving Through Life-Navigating Your Journey” - Brenda Dietzman.
5 p.m. Hospitality in the Courtyard
7 p.m. **Bags Tournament** in the Courtyard sponsored by **Turnkey Corrections**.

Tuesday, April 18

6:30 a.m. Breakfast served
8 a.m. **Civil 101** with Bill Fiordelise (Wash-

ington) and Diana Wilharm (Winneshiak) in Ballroom Central, or; **Break-out sessions** (will cover the **entire Civil Book**). Please stay in your classroom and the instructors will move. Breakouts last about 1 hour with a break mid-morning.
Break-out #1 in Ballroom South: Office Management, abandoned mobile homes, abandoned motor vehicles/ personal property, bad check notices & bankruptcy with Sgt. Eric Roloff and Angie Saul, Scott County.
Break-out#2 Ballroom North: Condemnations with Kathy Battani, Polk Co., and Heidi Hilton, Franklin Co.
Break-out #3 Westview (2nd Floor): Evictions/ Writ of Possession, executions with personal property, exemptions, garnishment & injunctions with Mark Dorhout, Lyon Co., and Steve Vander Veen, O’Brien Co
Break-out #4 Iowa B: Misc. chapter, motor vehicle impoundment, 1.1020 (2) Levy, Orders, Original Notices & Real Estate Sales

- General Exec., Real Estate Sales - Special Exec., Subpoenas, Summons/ citations; Trespassing or stray livestock, Writ of Attachment, Writ of Replevin & Fees with Deric Oshel, Linn County, Randy Rowland, Linn County, and Sabrina Study, Mills County.
12:30 p.m. Lunch
1:30 p.m. “Leading at Any Level” with Brenda Dietzman.
2:45 p.m. “Developing Women Leaders” - Brenda Dietzman
3:45 p.m. Civil Jeopardy/ Sheriff’s Breakout
5 p.m. Hospitality in the Courtyard.
8 p.m. Entertainment - Thin Blue Line Productions, Sheriff Stacy Weber (Lee)

Wednesday, April 19

9 a.m. **Civil Question & Answer Session** - including Attorney Kramer and others.
10 a.m. Sex Offender Registry - Cheryl Nolan.
11 a.m. Human Trafficking w/ Ray Fiedler



Keefe Group

In the right photo is the ISSDA Civil School Committee at the April 2023 Civil School. Front Row, left to right: Randy Rowland, LuAnne Paper, Diana Wilharm, Bill Fiordelise, and Constance Toresdahl. Back Row, left to right: Kathy Battani, Heidi Hilton, Deric Oshel, Jaime Johnson, Sabrina Study. Not Shown: Kevin Wollmuth.



Special Olympics Iowa



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Linn Co. Deputies Tremaine Sideeq and Sam Olson Presented Life Saving Commendations for Aiding Unresponsive Inmate

By Sheriff Brian Gardner
Linn County Sheriff's Office

In the afternoon hours on Saturday, March 25th, police officers from the Cedar Rapids Police Department brought an adult male arrestee to the Linn County Correctional Center. Shortly after 5 p.m., Deputy Sam Olson was performing a cell check on the first floor of the facility while also collecting dinner trays.

Upon collecting trays from one of the holding cells, Deputy Olson walked into the cell and heard this inmate making gurgling sounds. Deputy Olson also noticed that the inmate's appearance was blue in color, with glossy eyes, and his skin was cool to the touch. At that time Deputy Olson attempted to get a response from the inmate without success. Deputy Olson called out a medical emergency via his portable radio and asked responding staff to bring Narcan to the cellblock.

Deputy Tremaine Sideeq and other staff members responded to the call and arrived at the cell moments later. Staff members were directed to relocate the inmate to the

floor so he was more accessible and medical care would be easier to initiate. Deputy Sideeq then administered a dose of Narcan to the inmate, as the jail supervisor directed that an ambulance be called to the jail. Another deputy applied an oximeter on the

ly assess the inmate's blood pressure, the inmate remained unresponsive until ambulance personnel arrived and provided the inmate with additional medical care.

The inmate was eventually loaded into an ambulance, accompanied by Deputy Olson, and transported to a local hospital for follow-up care. At around 6 p.m., Deputy Olson advised the jail supervisor that the inmate was in stable condition, and he was given a promise to appear, releasing him from custody. The inmate later made a full recovery and was released from the hospital.

Although several staff members assisted in providing essential medical care to this inmate, it was the specific actions of Deputy Olson and Deputy Sideeq that were instrumental in saving his life. Because of their awareness, attentiveness, and faithfulness while responding to this medical emergency, Sheriff Brian Gardner awarded Deputies Sam Olson and Tremaine Sideeq with Life Saving Commendation awards for the act of saving a life on March 25, 2023.



Honored Deputies Tremaine Sideeq, left, and Sam Olson, right.

inmate's finger to gauge his oxygen saturation and pulse. After noting no change in the inmate's responsiveness, Deputy Sideeq administered a second dose of Narcan to the inmate. While responding staff was able to locate a pulse and successful-

Winnebago County Sheriff's Office Hires Jake Thompson as New Deputy Sheriff

By Sheriff Steve Hepperly
Winnebago County Sheriff's Office

Jake Thompson was hired as a deputy sheriff with the Winnebago County Sheriff's Office on February 27, 2023. Jake has three years prior law enforcement experience, his Associate of Arts degree in criminal justice, and is a graduate of the Iowa Law Enforcement Academy.

Jake is married with two chil-

dren. He is an avid outdoorsman who enjoys archery, hunting, fishing, running, and bicycling.

Jake is a welcome addition to our team!

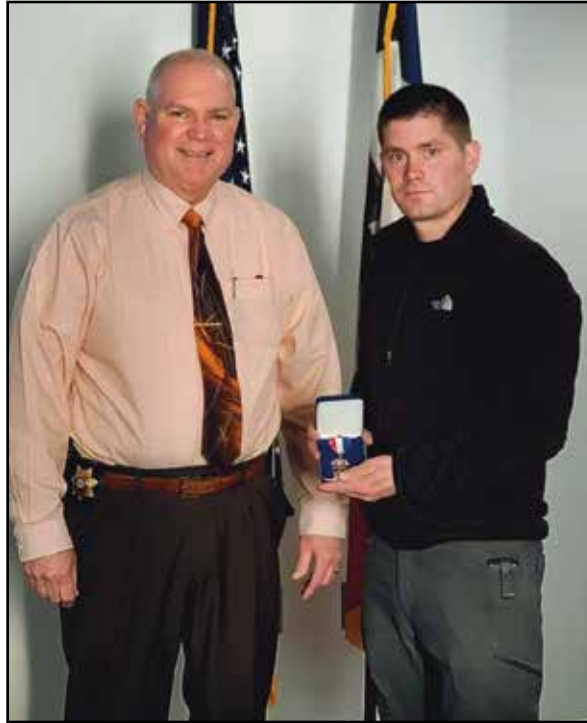


Linn Co. Deputy Greg Streets Kicked through Garage Door to Save Man Attempting Suicide by Carbon Monoxide Poisoning

On March 21st at 1:19 a.m. the Linn County Sheriff's Office Communications Center received a 911 call reporting a possible suicide attempt at a residence in Fairfax. Family members said they received text messages from an adult male that he was going to commit suicide by carbon monoxide poisoning.

The caller said an on-scene neighbor could hear a vehicle running inside the locked garage, with no one answering knocks on the door. Deputy Greg Streets was dispatched to the call and arrived on scene at approximately 1:32 p.m.

Upon arrival, Deputy Streets noticed two individuals outside the garage. He notified Communications Operators he would not wait for the fire department and was going to force his way into the garage – knowing time was critical. Deputy Streets kicked his way through the overhead garage door, making a hole large enough to enter. As he entered the garage, Deputy Streets realized he had limited time to locate the man before he was



Linn Co. Sheriff Brian Gardner presented Deputy Greg Streets his Life Saving commendation.

overcome by exhaust fumes. Immediately locating the adult male behind the wheel

of the running vehicle, Deputy Streets shut the vehicle off. He found the man breathing, but he was showing obvious signs of carbon monoxide poisoning.

Deputy Streets pulled the man from the vehicle and helped him through the hole in the garage door to the two awaiting individuals outside. Together, they were able to move the man into the fresh air. Outside, the man continued showing signs of carbon monoxide poisoning; he was semi-conscious and lethargic. After a brief wait, EMS arrived and placed the man on oxygen. He became more alert and responsive and was eventually transported to a hospital for follow up care.

Deputy Streets' decisive actions in removing the suicidal man from the overwhelming presence of carbon monoxide likely saved the man's life. Because of his attentiveness, compassion, and perseverance, Sheriff Brian Gardner awarded Deputy Greg Streets with a Life Saving commendation award for the act of saving a life on

March 21, 2023.

Dual Purpose Plymouth County K-9 Zeke has Been in Training with Deputy Kyle Petersen Since He was Acquired as a Puppy

Meet K-9 Zeke with the Plymouth County Sheriff's Office. He is a 2-year-old Belgian Malinois purchased as a puppy and trained by Plymouth County Sheriff's Deputy Kyle Petersen. This is Deputy Petersen's first K-9.

Zeke is a certified dual purpose working K-9. Zeke spent the first year training with Deputy Petersen and other area handlers in preparation to join the K-9 world with other certified K-9s.

K-9 Zeke is trained to do criminal apprehension and area searches for articles and people. He is also trained in narcotic detection, tracking, and basic obedience. Zeke certified in patrol and tracking during the USPCA Region 21 certification that was held in August 2022 in Des Moines.

He certified as a detector dog (narcotics) in March of 2023 during USPCA Re-

gion 21 trials that were held in Black Hawk County.

Deputy Petersen and K-9 Zeke are excited to serve the residents of Plymouth County and be of service when needed.

Also, Plymouth County Deputy Tyler Heck and K-9 Kash attended the USPCA Region 21 Detector Dog Trials in Waterloo, March 26-28, 2023.

There were 55 other dogs at the trials. Deputy Heck and Kash won the "Top Dog" award. To receive this award they must have a perfect score of 200 points, which they did.

Our Regional Team consisting of Clay Co. S.O., Spencer P.D., Ida Co. S.O., and Marion Co. S.O. received the award of 1st Place team with 791 points out of 800. Congratulations to Tyler and Kash and also our Regional Team for their wins!



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Monona County Sheriff Jeff Pratt Announces Resignation

By Lynn Sawyer

Monona County Sheriff Jeff Pratt has submitted his resignation to the Monona County Board of Supervisors at the February 7th Supervisors meeting. His resignation [took] effect on March 31, 2023.

Pratt has served Monona County as Sheriff since sworn into office in 2001.

Jeff began his career in law enforcement on March 9, 1990 when he was hired by the Onawa Police Department at the suggestion of then-Chief of Police Tom Vaughan.

Pratt began working for the Monona County Sheriff's Office after being hired by then-Sheriff Dennis K. Smith in 1993.

In 1996, Jeff was hired by the City of Onawa to serve as their Chief of Police, and served in that position until 2001, when he was elected Sheriff.



Pratt has dutifully served the residents of Monona County as Sheriff since.

Sheriff Pratt has chosen to retire from law en-

forcement, and has chosen to join the business community. When asked about the changes he has seen in law enforcement during his career, Jeff answered that not all of the changes have been for the better, in his opinion. The use of body cameras has given officers some of the needed support in enforcing laws. However, Jeff feels that there are bad people in all professions.

Looking back on his career, Sheriff

Pratt stated that one of his most memorable events as Sheriff was helping with the aftermath of the tornado that devastated Mapleton in 2011. Through that disaster, he was able to meet a lot of the residents and work to help them recover. He feels that it was a rewarding experience and has remained friends with some of those he helped through the ordeal. As Jeff takes off his badge for the final time, he has chosen to enter the insurance sales field for his next profession. Jeff stated that he would like to continue coaching, but that would depend on the education field.

"I have enjoyed working with, and serving the citizens of Monona County, and would like to do so in the future," Pratt stated. "However, I will also enjoy not being on call 24 hours a day, seven days a week, so I can enjoy time with my family and grandkids."

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Monona County Sheriff's Office Welcomes Two New Deputies

Deputy Alex Boyle

Alex Boyle (right) was raised in Danbury, IA. He graduated from the Maple Valley-Anthon Oto High School in 2014. After high school he went to Iowa Western Community College in Council Bluffs, IA and received his Associates degree in agribusiness technology. He worked at an ethanol plant for a short time before going to Western Iowa Tech Community College in Sioux City, IA for police science.

He was previously employed by the Mapleton Police Department, where he was employed for three years. He was an officer for a short time before being the chief. During his time as Chief, he acquired and paid for a fully trained Narcotics Detection Police Dog which will be utilized at the Sheriff's Office in the future.

In his off time, Deputy Boyle likes spending time with friends. He enjoys hunting, fishing, and anything to do with the outdoors.



Deputy Alex Ehlers

Alex Ehlers (left) was raised in Mapleton and graduated from Maple Valley - Anthon Oto High School with the class of 2007. Alex served in the Iowa Army National Guard from 2006-2016, and as the Chief of Police for Schaller, Iowa, from 2013-2015. Alex then went on to become a deputy with the Ida Count Sheriff's Office from 2015-2023.

In Alex's off time he enjoys hunting and fishing. Alex looks forward to being back in Monona County and serving the citizens of Monona County.

NAMI South Central Presents Jail Administrator Mitch Cairnes a “Compassion in Crisis Intervention Award”

By President Dewey McConville
NAMI South Central Iowa

NAMI South Central Iowa (National Alliance on Mental Illness) presented the “Compassion in Crisis Intervention Award” to Officer Mitch Cairns on Wed, March 29th, at the annual PACT (Promoting Appanoose & Centerville Together) Banquet with 350 guests present.

The average length of time it takes from the onset of a person’s mental illness symptoms to diagnosis and then treatment is ELEVEN years. This is why so many of these individuals end up in mental health crises with law enforcement personnel. Our officers are C.I.T. trained, learning de-escalation techniques that enable the person to



be treated with respect and dignity.

Not all of these persons end up in the criminal justice system, but some do, and Jail Administrator Mitch Cairns demonstrates such concern and understanding for them that a real trust develops. He lets them know that he is there to help them achieve a good outcome. This is true compassion in crisis Intervention.

Congratulations to Officer Mitch Cairns from our NAMI family!!



Johnson County Sheriff Brad Kunkel Has Welcomed New Deputies Kempema, Voyles, Mascher, Riggan and Espinoza



Dep. Caleb Kempema



Deputy Joseph Voyles



Deputy Andrew Mascher



Deputy Brandi Riggan



Deputy Ty Espinoza

By Detective Sgt. Alissa Schuerer
Public Information Officer
Johnson County Sheriff’s Office

Deputy Caleb Kempema earned a Bachelor’s Degree from the University of Iowa and also serves as a member of the Iowa Army National Guard. He will graduate from the Iowa Law Enforcement Academy (ILEA) at the end of April. Deputy Kempema is assigned to the Jail Division.

Deputy Joseph Voyles earned a Bachelor’s degree from Iowa State University and is originally from Blakesburg, Iowa. He is assigned to the Jail Division.

Deputy Andrew Mascher was born and raised in Iowa City. He previously worked at River Products for 18 years.

Deputy Brandi Riggan is from Plymouth, Iowa. She earned an Associate’s Degree in criminal justice and currently serves in the Navy Reserves. Deputy Riggan is as-

signed to the Jail Division.

Deputy Ty Espinoza is from Iowa City and graduated from Iowa City High. He currently serves in the Iowa National Guard. Deputy Espinoza is assigned to the Jail Division.

Two positions were created by retirements and three positions fill recently vacated positions.

The Consequences of Going from “We” to “Me:” From Sheepdog to Bureaucrat

by **Jack Enter, Ph.D**

Jack E. Enter & Associates, Inc.
law enforcement leadership trainers

Over the many decades of providing leadership training, one of the more common complaints I have heard from participants about managers is “they have forgotten where they come from.” For a mission steeped in protecting the public and each other and “running to the sound of trouble”, supervisors and managers often focus less on the law enforcement mission and more on their individual careers. Given their new positions of authority, they have left not only the mission, but their focus upon the men and women at the operational level. This loss of a “we” team perspective is also accompanied by a fear of getting in trouble for decisions that may jeopardize their new status.

They rarely see this change in themselves, but their former peers certainly notice a new focus on “me.” Men and women who exhibited courage in the operational level, now exhibit the common responses of fear: fight, flight, and freeze. The same individuals who used to pursue armed felons down a dark alley are now afraid of problem employees or making other decisions which might affect them personally. One police officer summarized this with the question, “why are we heroes on the streets but cowards in the suites?” The courage seen consistently among operational personnel seems to fade away when promoted. It is often clear to everyone under their command that managers have lost their “we” perspective, their courage about personnel matters, and the “sheepdog” mission focused on protecting and serving our communities.

Internally, this shift occurs in most managers in law enforcement and is often seen in outbursts of anger (fight), not dealing with a problem employee (flee), or simply refraining from making tough decisions in general (freeze). Micromanaging employees on minor issues, not communicating, and failing to resolve internal issues are all common observations of former and current managers in law enforcement. If the word “leader” assumes leading and forward movement, for most managers they



Jack Enter, Ph.D

now instead choose not to lead but to “run away at the sound of a problem.” It is no wonder that leadership failure among law enforcement supervisors and managers is common, some estimate in the range of 80 to 90 percent.

Once focused on avoiding trouble, the fear can also spread to the operational mission. Perhaps this transition from the mission to “me” was most dramatically shown in the law enforcement response at the school in Uvalde. Though the timeliness of the response of officers to the scene was commendable, the failure to act once there was beyond understanding to most law enforcement in the country and to the American public in general. Numerous officers, at the command of the police chief on the scene, failed to engage the shooter and 19 children and two teachers died.

Bill Bennett, the former Secretary of Education during President Reagan’s administration, provided his thoughts on what happened in Uvalde that day. He stated that in professions connected to an important mission (in some ways “a calling”), when men and women are promoted and move up the ranks, they lose their focus on their identity as teachers or police officers and become bureaucrats. As school administrators or police chiefs, they are no longer driven by the mission of teaching children or protecting the public – but upon their own political security and future.

Law enforcement managers must never emotionally leave their operational peers or the mission of protecting their communities. Once promoted, they must recognize this inherent danger and aggressively stay connected to the mission and the men and women on the front lines. Working alongside and communicating with operational personnel daily keeps us grounded in the strong relationships inherent in law enforcement and reminds us of the mission we were drawn to when we started our careers. Perhaps the best way to maintain this “we” and mission perspective is to be known as a “police officer, who also happens to be a lieutenant (or captain, or chief, etc.)”. You lose your mission and your “we” focus; you lose your ability to lead, “run at the sound of trouble,” and protect our communities.

Courage may be the most underrated characteristic in our discussions on leadership. We must not succumb to a fear of getting in trouble but be bold in our ability to keep demonstrating bravery in tackling both the external and internal demands of the law enforcement role. Uvalde should have never happened in the manner it did, nor should we back away from dealing with the complex issues of dealing with problem employees and managers. Alexander the Great once observed, “an army of sheep led by a lion is better than an army of lions led by a sheep.” Have others help you “keep you in the fight”, externally and internally. Let’s keep being lions and sheepdogs, and not sheep.

About the author

Jack E. Enter first entered law enforcement in 1972 and has held both operational and command positions in civilian law enforcement and the military. He has lectured throughout the United States and abroad on leadership and other law enforcement topics. He is the author of *Challenging the Law Enforcement Organization: Proactive Leadership Strategies* (2022); and *Leadership in the Midst of Change: Principles That Do Not Change* (Blue360; 2022). For further information visit www.jackenter.com.

Sgt. Cundiff & Bailiff Rhoades Retire; Dep. Dever Promoted; Weaver Becomes Deputy; Jess & Winter Hired as Full-time COs



Sergeant Steve Cundiff (left) retired February 3rd after serving 32 dedicated years of service with the Clinton County Sheriff's Office. Sgt. Cundiff spent the vast majority of his career working as a detective, with both general crimes and narcotics investigations. Congratulating Sgt. Cundiff is Clinton County Sheriff Bill Greenwalt.

Bailiff Jim Rhoades (right) retired after serving over five years as a Bailiff for the Clinton Co. S.O. He also served two years as a police officer in Polo (IL.), and then over 30 years as a police officer, sergeant and retiring as a police chief in Fulton (IL). Sheriff Bill Greenwalt congratulated Rhoades.



Deputy Jake Dever was promoted to sergeant on March 8th. Sgt. Dever began his law enforcement career at the Clinton County Sheriff's Office. on April 8, 2013, and has served as a jail deputy, on the Special Response Team (SRT), Street Crimes and Targeted Enforcement Team (SCATT), and as a Field Training Officer.

Deputy Trent Weaver transferred from a part-time community service officer to a deputy sheriff in March 2023.

Skylar Jess was hired as a part-time community service officer in October of 2022. In January 2023, Jess transferred to a full-time civilian correctional officer position.

Taylor Winter was hired as a full-time civilian correctional officer in January of 2023.

Visit your Iowa State Sheriffs' & Deputies' Association website at issda.org

for Association information and history, meetings and training information, membership eligibility, benefits and application; Honorary Memberships and Y-Camp, Sponsorships, the Newsletter, ISSDA Gold Star Awards, and more.

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ISSDA 2023 Legislative Committee End-of-Session Report

By Chief Deputy Tom Peterson
Dallas County Sheriff's Office
Legislative Committee Chairperson

The gavels have dropped and the 2023 legislative session has wrapped up. As the chair of your Legislative Committee, I want to give you just a few of the highlights.

Every year is interesting with the array of laws and policies proposed, and trying to understand the logic or thought behind them, and this year was no different. Your Legislative Committee and our lobbyists fought many fights to ensure many bills were changed, killed, or pushed over the finish line to passage. This year was like every year; we both won some and lost some, but I can promise we did our best. I want to assure you we always do what will be in the best interest of all 99 Sheriff's Offices across the state.

Our priorities for the session included "hands free," mental health, IPERS enhancement, and amending the Garnishment Code.

Hands-free driving has been a priority for several years and usually this topic gets brought up and bills are submitted, but it never really gains traction. While it again did not make it to the Governor or out of the House this year, it had the most traction I've seen in my years on the committee. It passed out of the Senate but didn't get the needed traction to make it out of the House and to the Governor. With that being said, it was extremely close to moving in the House near the end of session, but fell apart in the final days. From what we saw this year, I do believe there is light at the end of the tunnel for this subject, and it could successfully get through in the near future.

Enhancement of IPERS for sheriffs and deputies to help with recruitment and retention of deputies: We continue to hear from sheriffs throughout the state sounding the alarm on the fact that deputies are leaving to go to other agencies within the state who are advertising and recruiting on having better pensions. After the last legislative session, with the blessing of Past President Rowland, I convened a subcommittee to study the three peace officer pensions – PORS (DPS), 411 (police and fire), and sheriffs and deputies – to see where we stood. The group worked extremely hard to

find the differences and similarities. In the end it was shocking to see how far we have fallen behind and the need to enhance ours. We were fortunate to have meetings with leaders from both the House and Senate on both sides of the aisle to educate them about the problems sheriffs are having and the need for a change. They, too, were all unaware of the differences and seemed very sympathetic and open to helping us. It is yet to be seen if they follow through, but we will continue the fight and will be reaching out to all of you next session to help at your local levels.

HF 358 - A bill we were instrumental on was the peace officer's arrest jurisdiction clarification. It was brought to the Committee's attention that there were conflicting opinions on whether an Iowa peace officer actually had the power to arrest outside of their local jurisdiction if it was not for a traffic offense like OWI, because that is specified in the 321 code. The question seemed kind of silly for all of us because, like everyone reading this, it's been taught since the beginning of time that once you are a certified peace officer in the state, your jurisdiction is the state. We come to find out the county attorneys across the state all had different opinions on the issue as well, so we met with the Attorney General, who advised us there really wasn't anything to say that was true or false and not any case law to back it either way. It was decided we needed to get it codified so there would never be a question or personal liabilities placed on peace officers for simply doing their job whether within their local jurisdiction or during their commute and witnessing a crime. This bill was drafted (initially by President Sandholdt and me on a napkin) but our lobbyist wasn't impressed so he had the bill written by a legislative drafter and it passed through both the Senate and House and the Governor has signed it. So the question is answered and our members are protected to do their jobs without worrying about if they are over a jurisdictional line or within their own. The bill also changes when eluding can be considered a second or subsequent offense and enhances the penalties.

Garnishment service has been a hot topic the past couple years. We had a bill drafted and submitted requiring the sheriff

of the county responsible for serving, or their designee. The bill died in committee.

Some other bills of interest:

HF 595 – Enhances penalties for possessing, manufacturing, or delivering fentanyl. This was a bill we supported and helped tweak the language to make it an even stronger law.

HF 631 – Permanently codifies the Brady-Giglio law to help strengthen the confidentiality of peace officers' records kept by the county attorney.

SF 84 – Expands charges for sexual exploitation of a minor and enhances penalties. Included was an issue addressed by one of our members to include making it the same crime and penalty when the "victim" is a member of law enforcement working undercover.

HF 724 – 10 million additional dollars were budgeted to help address the needs and costs for mental health providers, and \$3 million in additional funds for substance abuse treatment providers. These issues continue to overwhelm law enforcement but specifically Sheriff's Offices, so it will always be the Association and our Committee's priority to push and educate lawmakers so they know it's not going away and funding will need to continue.

There is no way to get through every bill that ISSDA had a hand in or eyes on, because as always there are many. There is also no way to describe the dedication and time the Legislative Committee members and our lobbyists spend combing through the hundreds of bills each year that could potentially impact just the Sheriff's Offices, or law enforcement as a whole. If you bump into any Committee members, please take a minute and thank them.

As a committee, we always appreciate any input members have or a heads up to potential bills you are hearing about from lawmakers in your districts that may have a positive or negative effect so we can attempt to get ahead of it or on board to help support it.

If you have ideas for potential legislation for next session, please go to the Association's website and fill out the form so it can be looked at. As always, anyone willing to serve on the Committee please reach out to myself or any member of the board or committee.