

**N.I.A.I.A. Annual Training Conference
Instructors and Training Topics**

September 26-29, 2011

Speaker Biographies

1.) William P. Kiley:

Course: Investigative Considerations & Risk Mitigation.

Bill Kiley is the Past President and a current Board of Directors member of the International Association for Property and Evidence, Inc. (I.A.P.E.) and is the President of Kiley Associates, LLC a consulting company. Mr. Kiley retired after thirty years of service with the Suffolk County (New York) Police Department having served in ranks from Police Officer through Deputy Chief and in a myriad of assignments in the patrol, detective and support divisions. He is a graduate of the F.B.I. National Academy in Quantico, Virginia and is the Past President of the New York State and Eastern Canada Chapter of the FBI National Academy Associates. Bill Kiley holds a Bachelor's degree in Behavioral Sciences from the New York Institute of Technology, a Master of Science degree in Criminal Justice and another Master of Science degree in Educational Technology, both from Long Island University. Bill Kiley has been an adjunct professor at the graduate and undergraduate levels in both Criminal Justice and Educational Technology at several colleges. Bill is a graduate of the U.S. Army Command and General Staff College; he served in the Army National Guard and U.S. Army Reserve for three decades rising from private to Colonel and having had command of company to brigade level as well as serving in senior staff positions.

2.) Alfred P. Donovan:

Course: Interview and Interrogation Techniques.

Al Donovan retired as the Chief of Police for the town of Tewksbury, Massachusetts in December of 2009. He served in that capacity from December of 2003 to December of 2009. He was employed at the Tewksbury Police Department for twenty five years on a full time basis and served as a Reserve Police Officer in Tewksbury for eight years prior to that. Prior to his full time tenure with Tewksbury Police Department, he worked with the Middlesex County Sheriff's Department for six years. Mr. Donovan holds a M. Ed, with a major in Criminal Justice Administration from Antioch University in 1980 and a BA in Law Enforcement from Boston State College. Al Donovan started the consulting firm, A.P.D. Management Consultants in 1998, and has been conducting seminars on a wide variety of management and supervisory subjects, which are specific to law enforcement. Specializing in how these subjects' impact law enforcement supervisory and management personnel in their daily activities, he has conducted seminars in the following areas: Management Rights,

Accountability & Discipline, Internal Investigations, 1st Line Supervisors Rights & Responsibilities, Law Enforcement Evaluations, and Dealing with Disgruntled Employees, Risk Management in Law Enforcement, Implementing Discipline, and Performance Evaluations in Law Enforcement

3.) *John (Jack) Collins:*

Course: Investigating and Disciplining Officers that Abuse Alcohol and/or Drugs.

Attorney John M. (Jack) Collins, a former Assistant District Attorney, has been the General Counsel for the Massachusetts Chiefs of Police Association and its charitable non-profit, research and training affiliate, Municipal Police Institute, since 1973. He is the current Chair of the Legal Officers Section of the International Association of Chiefs of Police, is the most frequently published author in the IACP's magazine ("The Police Chief"), and is a regular presenter at the IACP's annual Conference. As a principal in the law firm of Collins & Weinberg, he has represented dozens of municipalities as Labor Counsel and/or Town Counsel. Attorney Collins has written a manual entitled "The Chief's Guide to Internal Affairs Investigations" and has supervised numerous internal investigations and disciplinary actions for police departments and other law enforcement and correction agencies. He has published hundreds of articles on police administration issues and has authored several training manuals for chiefs on such topics as labor relations, civil liability, management rights, discipline, injured on duty, the ADA, the FLSA, discrimination, maternity leave, sexual harassment, rules & regulations, and model policies and procedures.

Attorney Collins is a frequent lecturer at police, corrections and firefighter training programs in the US and Canada, from recruit academies through in-service training and specialized courses. He has created an acclaimed distance learning web site.

Attorney Collin's class will assist in taking the mystery out of how to conduct investigations of officers that misuse alcohol or drugs while avoiding the landmines of constitutional, union, statutory and civil rights issues. This class will discuss such things as: when to interview potentially impaired officers; how to conduct drug and alcohol testing; how to handle officers that lose their driver's license following an OUI case; the need for "reasonable accommodation" and the availability of Family Medical Leave or sick leave while attending rehab or counseling; drafting Last Chance Agreements; and, compliance with the Americans with Disabilities Act as well as how state anti-discrimination laws come into play.

4.) Timothy Fuss:

New Trends in the Corrections Environment:

Timothy L. Fuss, a 13 year veteran of law enforcement, is responsible for the coordination, development, and instruction of training to include: Background Investigations, Detention Field Training Officer, Verbal Judo: Tactical Communication for Detention Officers, and Basic Inmate Transport. He serves as School Director for the Detention Officer Certification Course for the North Carolina Justice Academy and also assists with General Instructor Training.

During his law enforcement career, he has served local law enforcement agencies in Detention, Detectives, Grant Writing, Background Investigations/Recruitment, and Public Information Officer. He has also presented at national conferences to include the American Society of Criminology and the Academy of Criminal Justice Sciences and has authored several articles in various international law enforcement publications. Currently, he serves as a board member for the North Carolina Coalition Against Sexual Assault and the North Carolina Law Enforcement Planners and Analysts Association.

Mr. Fuss holds Law Enforcement and Detention certifications in North Carolina, as well as, General Instructor certification in the state. He is also certified by the American Heart Association as a CPR Instructor and mostly recently by the Verbal Judo Institute as a Verbal Instructor. Mr. Fuss is a graduate of University of North Carolina Wilmington with a BA in Criminal Justice and a MPA in Public Administration.

5.) Steve Rothlein:

Course: Use of Force

Deputy Director Steven Rothlein is a 30-year veteran of the Miami-Dade Police Department. During his career, he served as a supervisor in the Robbery Section, Internal Affairs and Uniform Patrol. He served as the Commander of the Narcotics Bureau, Professional Compliance Bureau, Intracoastal District and the Training Bureau. He also served as the Chief of the Criminal Investigations Division and was responsible for the supervision of all Homicide, Robbery, Sexual Crimes and Domestic Crimes investigations until January of 2003, when he was promoted to Assistant Director. In April of 2004, he was promoted to the #2 ranking officer in the Department and remained in charge of all investigative functions of the Department until he retired on October 01, 2005.

In addition to his consultant activities with the International Association of Chiefs of Police and the Public Agency Training Council, Deputy Director Rothlein has appeared several times on the Law Enforcement Television Network. He has lectured about internal affairs issues to the DEA, the FBI and the INS in Washington, D.C., and provided training to the U.S. Marshalls Service at the Federal Law Enforcement Training Center in Glynco, Ga. He has twice been selected to speak on integrity issues at the Major City Chiefs Association annual conference in Sun Valley. Additionally, he has authored several articles including, "The Changing Role of Internal Affairs," "The Ramifications of an Internal Affairs Investigations" and "Fostering Integrity in Policing: A Corruption Prevention Strategy." He is an Adjunct Faculty Member of the Metropolitan Police Institute, The Southern Police Institute and the North Virginia Criminal Justice Training Academy.

Deputy Director Rothlein is a graduate of John Jay College of Criminal Justice in New York and has a Master's degree in Public Administration from the University of Miami. He is also a graduate of the Southern Police Institute. Deputy Director Rothlein has conducted over 100 training seminars around the country and trained thousands of investigators concerning internal affairs and police misconduct issues.

6.) Manny Amado:

Course: Ethics and the Police

Commander Manny Amado is a 22 year veteran of law enforcement. He has worked as an officer in county and municipal policing before working for the college. He has held various positions from Narcotics Officer for *Border Alliance* to Traffic Homicide Detective, as well as Public Information Officer and College Ombudsman. Manny is currently in charge of the Pima Community College Police Department's administrative division and has supervised Professional Standards for the last seven years.

Manny is not an Ethics facilitator because he has been deemed the most ethical person in law enforcement. Like most police officers, he has experienced his share of discipline and tough times at his own doing; however he does believe that attitude and education plays a big role in whether an officer will succeed at his career or end up another statistic and another file in the Internal Affairs office. Manny has also been exposed to one too many suicides from close friends and partners in law enforcement who would rather take their lives than face the shame of their unethical behavior. It is the hope of educating a new generation of police officers and leaders that leads him to facilitate an ethics course and share his own experiences, successes and failures so that others may learn. Early intervention is key to a successful career.

Manny received his ethics training certification from the *Center for Law Enforcement Ethics* at the *Institute for Law Enforcement Administration (ILEA)*. He is also a member of the *International Association of Ethics Trainer* and the *National*

Internal Affairs Investigators Association where he serves on the executive board. He is the lead instructor in ethics at the *Center for Leadership Excellence* at Arizona Peace Officer's Standards and Training (AZPOST).

He is a graduate of Northwestern University's Center for Public Safety School of Police Staff and Command and holds a Bachelor of Science in Organizational Leadership from Mountain State University, and a Master of Education (M. Ed) in Educational Psychology with a concentration in Human Relations from Northern Arizona University.

7.) Dr. John F. Warren, III, Ph.D., ABPP, PA-C.

Course: Fitness, Medical, and Risk Mitigation Training

While developing the first law enforcement EAP program in North Carolina in 1987 Dr. John Warren participated in the Winston-Salem Police Academy. For the last two decades he has provided officer support, supervisor training, and fitness for duty evaluations for public safety agencies, and in 2005 formed The FMRT Group which provides medical, psychological and training services to over 225 public safety agencies in North Carolina from offices in Asheville, Cary, Charlotte, Fayetteville, Greenville, Wilmington, and Winston-Salem. Dr. Warren is also the author of the BRAINS™ Assessment for public safety screening

8.) Louis Dekmar:

Course: Role of Policy and the Internal Affairs Function.

Louis M. Dekmar has 31 years police experience, with 17 years as police chief or chief of public safety. Presently, he serves as Chief of Public Safety for the City of LaGrange, Georgia. He is responsible for supervision, personnel and management of the LaGrange Police and Fire Department. In the police department, Chief Dekmar instituted significant personnel, operational, and service-related initiatives, improving training and educational curriculum, and developing and expanding community and problem solving policing programs (COMSTAT), reducing liability and crime rates and increasing customer satisfaction. The police agency was accredited by CALEA in 1999 and re-accredited in 2002, 2005, and 2008; State Certified in 1998, 2002, and 2008. The Fire Department (Class 2) operates four stations and provides a variety of fire and EMS services. The Departments of Public Safety employ over 180 full-time and part-time employees. The police department provides contract police services for LaGrange College and LaGrange Public Housing Authority. He is responsible for the public safety function of LaGrange College, a four-year liberal arts and sciences institution offering 53 academic and pre-professional programs.

Chief Dekmar is the Chairperson of the Commission on Accreditation for Law Enforcement Agencies (CALEA) and, as a Governor-appointed member of the Georgia Board of Public Safety, provides policy oversight for the Georgia State Patrol, Georgia Bureau of Investigation, and the Georgia Public Safety Training Center. Chief Dekmar is a former member of the Peace Officer's Standards and Training Council (POST),

servicing on the Probable Cause Committee. He is also Past-President of the Georgia Association of Chiefs of Police, representing over 550 police chiefs in a variety of forums. In 2006, he chaired a "vehicle pursuit" committee for the Georgia Chief's Association, which published a white paper. The pursuit research was accepted by the United States Supreme Court in a Brief of Amicus Curiae (Scott v Harris).

Chief Dekmar holds a Masters of Public Administration, Georgia College and State University, and a Bachelor of Science, University of Wyoming. He is a graduate of the FBI National Academy and a graduate of the FBI Law Enforcement Executive Development Seminar (LEEDS). Chief Dekmar is a member of IACP (Police Image and Ethics and Private Sector Liaison committees).