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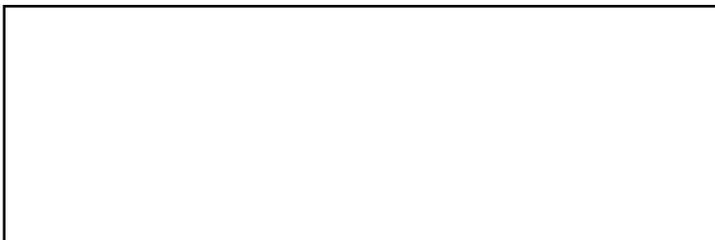
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The Official Member Publication of the Iowa Peace Officers Association (IPOA)

2022 Iowa Peace Officers Association Board of Directors



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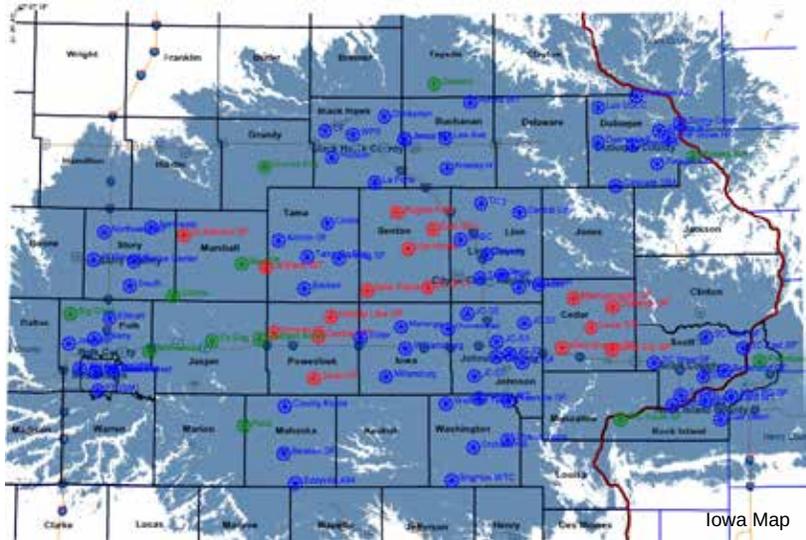
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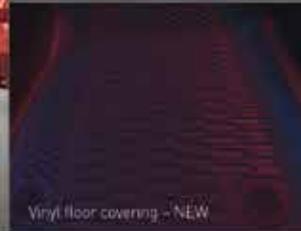
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The Iowa Peace Officers Association is open to all certified law enforcement officers in the State of Iowa, including all ranks of peace officers serving in municipal, county, state and federal agencies.

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Visit the Iowa Peace Officers Association online at
iowapeaceofficers.org

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2022 So far: Covid-19 Restrictions lifted, Defunding Police Considered Wrong, Front-line Covid-19, and Tax Relief

2022 is almost half over already. Covid-19 restrictions have lifted and we seem to be doing okay so far. Whether it's herd-immunity, vaccinations, or weathering the storm is unknown. New non-Covid issues have arisen early in 2022 that have diverted our attention from Covid-19: war in Ukraine / possible war crimes; transitory inflation, stagflation, or recession; gasoline prices; avian flu; bear markets; and foreign countries reportedly attempting cyber-attacks on the U.S. and its allies.

There have been some positive developments in this bleak landscape of 2022 already. There appears to now be consensus, overwhelming but not unanimous yet, amongst national politicians that defunding police is wrong and not supported by most constituents. We are fortunate in Iowa that most citizens and our elected officials support law enforcement.

In 2022, many of us in Iowa law enforcement were pleasantly surprised when law enforcement, teachers, corrections staff, and child care workers received a check for \$1,000 from remaining Covid-19 relief funds. Additionally, Iowans were notified in early March 2022 that retirement income for those 55 and older would no longer be taxed. Additionally, by 2026, retired Iowans' income tax rate will be lowered to a flat rate of 3.9%. These tax



Capt. Mike McKelvey
Mason City Police Department

changes are impressive and meaningful. Many national publications are starting to mention that Iowa's position as a retiree-friendly state may soon be improving due to these 2022 tax changes that several other states already had.

In 2022, we were once again able to meet IN PERSON for our IPOA training conference at Prairie Meadows. It was great to see everyone face to face again. We had a variety of presenters and topics. The presentations were timely, relevant, and interesting. Calibre Press kept our attention on the 2nd day with their presentation "Legally Justified; But Was It Avoidable?"

Thank you to all who attended or who assisted. The IPOA is already preparing for the 2023 conference. We hope to have the itinerary out before the November magazine is printed.

Last, thank you for what you do in your communities. Most agencies in the U.S. are having difficulty recruiting new officers. Many of your agencies are understaffed while the public expects more and more every day from the only 24/7/365 job that still makes timely house calls.

Remember why you donned the badge. Remember those we serve and protect to maintain the public's trust. Don't be afraid to have difficult conversations with co-workers or alert someone who will address concerns proficiently.

We are not invincible. We often focus on external threats, but overlook or downplay internal threats. Mental health and physiological health are probably more important than we believe. We face internal concerns much longer than some unknown thug on a traffic stop. Are you completing an annual physical every year? Do you know where to find the EAP phone # or suicide hotlines for first responders? We lose more first responders every year from treatable conditions than we do from felonious assaults, crashes, and on-the-job exposures.

Stay safe!

38th Annual B.C.P.O.A. Jerry Greenlee Sr. Memorial Golf and Bean Bag Tournaments: August 20 in Waverly

The Bremer County Peace Officers Association (BCPOA) sponsors this annual event. A number of activities are planned starting at 9:00 a.m. on August 20th with the Golf Tournament. We always receive a large crowd and encourage early registration. There will be a Four Person Best Shot with participants consisting of Law Enforcement, E.M.S. and Fire Dept agencies.

Participants in the Golf Tournament will have a chance to win multiple prizes throughout the golf course including a new vehicle. The cost of the golf tournament is \$50 per person, which includes golf, cart, and mulligans,

Saturday, after the tournament has concluded, the Association will host a hospitality party at the 4-H building next to the golf course. Cash, prizes, food, drinks, and entertainment will be provided. Golf awards will be given out at this time. After the awards ceremony a bean bag tournament will take place. The entry fee will be \$20 per team with cash prizes awarded.

We have contacted the Super 8 hotel and the room rates are \$89.95 plus tax for single occupancy for anyone wishing to spend the night. 319-352-0888. (Friday and Saturday nights). The Association will provide courtesy transportation between the hospitality

party and hotel if needed. Please make your reservations by July 20th, 2022 to ensure you have a room. **Mention the Bremer County Peace Officers Association to ensure the special room rate.**

All team entries must be in by August 12th, 2022. Entry fees will be collected at registration the day of the tournament (PLEASE DO NOT PRE-PAY). For further information or to register your team please return the entry form or contact Capt. Jason Leonard or Deputy Matt Tiedt 111 4th St. NE, Waverly, IA 50677, 319-352-5400 Email Jasonl@ci.waverly.ia.us or mtiedt@co.bremer.ia.us



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FirstNet®, Built with AT&T, is public safety's dedicated, nationwide communications platform. It's bringing public safety communications into the 21st century with new, innovative capabilities to strengthen first responders' incident response. And it's helping them connect to the critical information they need – every day and in every emergency – in Iowa and across the country.

What is FirstNet?

The FirstNet network is providing first responders with truly dedicated coverage and capacity when they need it, unique benefits like always-on priority and preemption, and high-quality Band 14 spectrum. These advanced capabilities help fire, EMS and law enforcement save lives and protect their communities. FirstNet is the only nationwide, high-speed broadband communications platform dedicated to and purpose-built for America's first responders and the extended public safety community.

Why was FirstNet Created?

FirstNet was born out of the 9/11 Commission recommendations and created by the U.S. Congress to address longstanding communications challenges facing the public safety community. FirstNet is built with AT&T in public-private partnership with the First Responder Network Authority (FirstNet Authority) – an independent agency within the federal government. Created with oversight of the federal government, FirstNet exists to strengthen the communications capabilities of first responders nationwide, including 9-1-1 communicators, law enforcement, EMS personnel, firefighters, emergency managers, and the broader emergency response community.

Public safety is called upon to handle daily operations and emergencies every single day. They must be ready for the worst and equipped with the best tools to help them respond safely, efficiently and effectively. FirstNet is specifically designed with and for public safety based on what first responders asked for to advance their communications. Whether responding to a routine call, supporting a large event or



AT&T supports law enforcement, and at the 2022 Iowa Peace Officers Association Training Conference presented a check for \$20,000 to IPOA President Mike McKelvey in support of our work.

managing an emergency incident, FirstNet makes public safety's mission a priority.

How is FirstNet making an impact?

FirstNet is the only nationwide platform that gives first responders always-on, 24-hours-a-day priority and preemption across voice and data, with multiple priority levels that first responders can assign to users and applications as needed.

With over 19,500 public safety agencies and organizations subscribed, FirstNet is giving public safety agencies a common, interoperable platform to easily communicate across agencies, jurisdictions and state lines. First responders in more than 110 cities across Iowa are using FirstNet to keep mission ready. FirstNet already covers over 99% of the U.S. population today, providing public safety with a dedicated lane of connectivity when they need it. And we're increasing the coverage and capacity that FirstNet will bring to first responders through our Band 14 build.

During an emergency, this band – or lane – can be cleared and locked just for FirstNet subscribers. That means only those on FirstNet will be able to access Band 14 spectrum, further elevating their connected

experience and emergency response.

First responder subscribers enjoy reliable, unthrottled connectivity across their network. That means they can have confidence that with FirstNet, their access to the important information they need will not be throttled or slowed down anywhere, at any time in the country.

What is FirstNet's footprint in Iowa?

From 2018-2020, AT&T expanded coverage and improved connectivity in more communities by investing nearly \$150 million in our wireless and wireline networks in Iowa. These investments are essential to connecting our customers with their family, friends and colleagues by increasing the network's speed, reliability, coverage and overall performance. Also, AT&T further improved critical communications for Iowa's first responders and improved public safety with FirstNet – America's public safety network. Across Iowa, we've boosted the network with high-quality Band 14 spectrum in communities across the state, such as Des Moines, Cedar Rapids and Iowa City.

After severe storms pummeled Iowa in 2020, our team worked around the clock to ensure our customers and first responders stayed connected. Our Network Disaster Recovery (NDR) team, in collaboration with the FirstNet team at AT&T, deployed mobile cell towers, generators and associated equipment to provide wireless services to affected areas.

Reaching rural and remote parts of America with our Band 14 rollout is one of our top priorities. To ensure AT&T and the FirstNet Authority are putting coverage and capacity where first responders need it most, the FirstNet build is guided by direct feedback from state and public safety officials.

The FirstNet network is providing Iowa public safety with truly dedicated coverage and capacity when they need. These advanced capabilities enable FirstNet to help fire, EMS and law enforcement personnel save lives and protect their communities. To learn more, please visit [FirstNet.com](https://www.firstnet.com)



Legislation Signed by Gov. Reynolds

By Kellie Paschke
IPOA Lobbyist

SF2296 – Garbage Search Permitted:

Recent court decisions have called into question the ability of law enforcement officers to search garbage placed outside of a person's residence for waste collection in a publicly accessible area. SF2296 provides that garbage placed outside of a person's residence for waste collection in a publicly accessible area shall be deemed abandoned property and shall not be considered to be constitutionally protected papers or effects of the person. The bill allows a peace officer to conduct a search and seize garbage placed outside of a person's residence for waste collection in a publicly accessible area without making an application for a search warrant. SF2296 was passed by both the House and Senate and signed by the Governor Kim Reynolds on April 21st. It takes effect on July 1, 2022.

SF2266 – IPERS Earnings Limits Increased: Senate File 2266 increased the earnings limitation from \$30,000 annually to \$50,000 annually for retirees under the age of 65 who return to work after retiring from an Iowa Public Employees' Retirement System (IPERS)-covered employer. The earnings limit was last increased during the 2002 Legislative Session. This will allow law enforcement officers and others to earn more post-retirement wages before any reduction can be made to IPERS payments. The bill was signed by the Governor on March 23rd and took effect immediately.

HF2317 – Income Tax Reductions and Elimination of Retirement Income Tax: HF2317 gradually reduces Iowa individual income tax rates annually beginning tax year 2023 through tax year 2025. Beginning January 1, 2026, Iowa income tax brackets would be replaced with a flat tax of 3.9% for all taxpayers. The bill also eliminated income taxes for all retirement income. Beginning in tax year 2023, Iowans age 55 and older are exempt from state tax on retirement income earned from individual retirement account (IRA) distributions, taxable pensions and annuities. The Governor signed HF2317 on March 1st.

April 2022 DARE Officer Training Class



Iowa Peace Officer Memorial Ceremony Held May 6



Children from Young Patriot's Club and Winterset Elementary School sang as part of the 2022 ceremony. (See an additional photo from the Ceremony on Page 20)

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IPOA Training Conference 2022 on Feb. 28-March 1 Covered “Legally Justified-But Was It Avoidable;” Cyber Crime; Retirement; Legislation

Conference speakers:



(Left) Iowa DCI Major Crimes Unit S.A. Ben Metzger and (right) Iowa DCI Cyber Crime Bureau Asst. Director Gerard Meyers spoke on cyber crime trends.



IPOA President, Mason City Capt. Mike Mckelvey, welcomed attendees and presided over the annual IPOA Business Meeting.



MFPRSI Senior Pension Officer Kathy Faise spoke during the Conference MFPRSI/ IPERS segment.



Legislative updates were presented by IPOA lobbyists Kellie Paschke and Kelly Verwers Meyers.



Waterloo P.D. Officer Chris Gergen co-authored training articles for IPOA.



Calibre Press' John Davis presented “Legally Justified; But Was It Avoidable.”



IPOA Business at Conference 2022



The Annual Conference Memorial Service recognizes IPOA members who passed since the previous Conference.



The IPOA Business Meeting addressed bylaws changes and members voted on retention of Board Members. (L to R): President Capt. Mike McKelvey, Board Members IDOT/ MVE Hazardous Materials Specialist Glenn Goode, Independence P.D. Chief David Niedert, Sec/Treas. Terry Dehmlow.



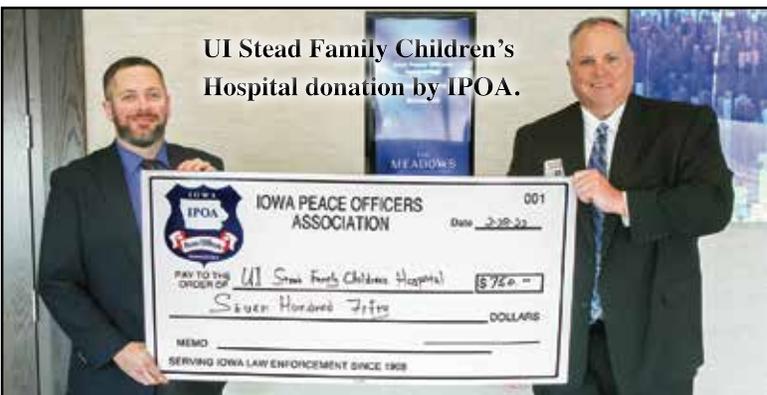
IPOA Donated to Special Olympics Iowa

(L to R): Special Olympics Law Enforc. Torch Run Dir. Megan Filipi, IPOA Board Member Officer Steve Jacobs, IPOA V.P. Chief Marty Duffus, and Special Olympics V.P. of Development Stuart Steffy.



IPOA Supports Iowa C.O.P.S.

(L - R) IPOA Pres. Capt. Mike McKelvey, IPOA Board Member/ Iowa DOT-MVE's Glenn Goode, Iowa COPS Treas./ WDM Police Lt. Brent Kock, Iowa COPS Trustee/ Pleasant Hill Ofc. Jesse Farrell.



UI Stead Family Children's Hospital donation by IPOA.



AT&T's Dustin Blythe spoke on the presentation of a generous \$20,000 donation to the Iowa Peace Officers Association (IPOA).



IPOA made a donation to "Crisis Intervention Services."

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The TMC is staffed with trained professionals using advanced technology to proactively monitor, communicate, and assist in coordinating response to disruptions on the transportation system. Disruptions can include crashes, delays, congestion, stalled vehicles, special events, and weather events.

WHAT CAN THE TMC OFFER?

The TMC works closely with internal DOT staff and external partners such as state and local law enforcement, state and county emergency management, neighboring states, and the towing and rail industries. The TMC assists these internal and external partners to coordinate:

- Quick clearance of traffic incidents
- Detour routing using permanent and portable Dynamic Message Signs (DMS), where available, and predetermined detour routes on the interstate system.
- Traffic control and lane closures
- Accurate and timely public information using 511, social media and media releases
- Greater protection for on-scene responders and prevention of secondary crashes when disruptions occur

HOW DO I CONTACT THE TMC?

Emergency responders are encouraged to contact the TMC for any incidents impacting travel, **by calling 515-237-3300.**

If you are unsure if the TMC can help with a particular emergency, please, call us. We're staffed 24/7 and here to help, no matter where the incident occurs.

Please program our number into your phone or take the card below so you have our number handy.

Our goal is to improve the safety and reliability of the transportation system and help everyone get home safely.

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TRAFFIC MANAGEMENT CENTER

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Training Matters

Seeing the Future: Old School Training Versus Virtual Reality, Augmented Reality, and Mixed Reality Training

I want to start this article by acknowledging that Greg and I know we are knuckle-dragging dinosaurs. But, we also know that along with death and taxes, change is inevitable.

Yes, I have had to ask my kids to help me with something on my phone, using Venmo or PayPal, and explain what the hell the fascination is with TikTok. Okay, some of them are hilarious. We know that to be good trainers, as well as good law enforcement officers, we have to keep an eye out for advancements in police work.

We want to talk in this article about what is coming – but never forget what has always worked. There is a push in law enforcement to incorporate technology in training. The biggest platform out there now is “virtual reality.” The other advancements are “augmented reality” and “mixed reality.” Let’s look at the differences.

Virtual reality is a complete immersion into the experience but completely shuts out the physical world. You are placed in real world or imagined environments that “trick” your brain into believing you are there.

I have seen some of the products out there and they are extremely realistic. The use of virtual reality is good to place officers in endless situations where you can interact with characters. This is a great tool to prime officers’ cognitive decision-making ability by letting them experience a situation, and when they experience it on the job they have “been there before.”

Some of the drawbacks are you can’t interact with the physical world so movement is minimal. Although, I hear programs are getting better at setting up parameters in an open space to allow the user more movement, but it still is limited.

The next option is augmented reality. Augmented reality adds a digital element to a live view such as using the camera on a phone. An example would be the game “Pokémon GO” where characters are imposed on the screen. This allows the officer to see the actual real physical such as their hands or firearm but yet see a 3-dimensional image.

The next option is called mixed reality. This combines the best of both worlds, such a allowing the officer to see the physical world and also interact with images/

scenarios. An example would be Google glasses, which I predict all officers will use some sort of these devices in the future. This could project the calls for service, suspect information, travel directions all on your glasses but still allow the officer to see the physical environment. Similar to a heads up display. Then imagine if facial recognition was integrated.

I was able to demo a mixed reality device. I could see the room, and everything in the room, but also the scenario where a protester was “projected” in front of me. I could interact such as walking towards the protester and their size and spatial distance did not change. I also had a police helicopter scenario where I could hear a helicopter plain as day but could only see it when I looked up. It was amazing.

Now let me bring you back to old school training. In my opinion, as of now, force on force, reality based training can’t be beat. If you want to read a great book on reality based training, *Training at the Speed of Life* by Ken Murray is a must read. When you use force on force training in your department, it gives the officer a complete immersion in the physical world. The officer gets to experience dealing with actual humans and the scenarios can be endless. The great thing about it is you can tailor your reality based training to incidents that have happened in your department or neighboring jurisdictions.

You can also make the scenarios mirror your department general orders. Good reality based training can bolster and add credibility to your department; there is no substitute.

Now, I will add some of the important aspects of reality based training. You HAVE to have good role players. Each scenario must have a training goal,

and the role players have to stick to the script so each officer gets the same training. Each officer has a different way of doing things, but the role player must get the officer to the goal.

Some other things to consider are having enough safety officers, medical equipment and safety equipment for the officers and role players. There is an unlimited amount scenarios you can create. The only limit is your imagination.

We owe it to our officers to give them the best and most realistic training as possible. Any of the previously mentioned tools could be used anywhere and take as much or little time as needed. So no matter how big or small your department is or your budget, there is time for good, meaningful training.

I am now going to go read a book, while wearing my cheaters, before I watch re-runs of Hogan’s Heroes.

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.

Annual USPCA Narcotic Detection Dog Certification Trials: Spencer P.D.'s Patrick Westfall and K-9 Mennox Win Top Dog

By Sgt. Melinda Ruopp

Marshall County Sheriff's Office
USPCA National Secretary/Region 21 V.P.

On March 27th – 29th, the United States Police Canine Association (USPCA) held its annual narcotic detection dog certification event in Spencer. Hosted by the Clay County Sheriff's Office, 59 K-9s from around Iowa joined the USPCA to test their dog's ability to search, locate and alert to an illegal narcotic.

The USPCA uses a scoring system of five judges, (who are also handlers) with a possible point value of 200. The dogs had to search five vehicles and three rooms and were timed in the process. We are proud of all the dogs



that attended this trial and appreciative to Ty Jacobson from Washington County, MN, for being the Chief Judge. We also want to thank Tyler Heck for putting on a very nice event!

The USPCA is the oldest and largest K9 Association in the US, mentioned 78 times in Court rulings! We pride ourselves in providing top notch certifications (hard enough to test your skills) and training for the handler and the dog.

Our next event will be held in Des Moines in August and will feature patrol skills including obedience, human scent detection and criminal apprehension. For more information, go to www.uspcak9.com.

USPCA March 2022 Narcotic Detection Dog Certification Winners

Overall:

1. Patrick Westfall, Spencer P.D., K9 Mennox – score 200, time 2:21
2. Damien Barnett, Iowa D.O.C., K9 Bane – score 200, time 2:52
3. Tyler Heck, Clay County S.O., K9 Kash – score 200, time 2:59

Rookie Dog – Jacqueline Stephens, Cherokee County S.O., K9 Vulcan, score 200

Room Search:

1. Nate Benjamin, Boone County S.O., K9 Samson – score 100, time :52
Erik Rollie, Wabasha County S.O. (MN), K9 Melee – score 100, time :52
Michael Barnes, Iowa D.O.C., K9 Justice – score 100, time :52
2. Steve Dill, Iowa D.O.C., K9 Rosco – score 100, time 1:03
Chad Chase, Black Hawk County S.O., K9 Jarvis – score 100, time 1:03
3. Isaac Short, Marion County S.O., K9 Dallas – score 100, time 1:08
Jason Gibson, Iowa D.O.C., K9 Hugo – score 100, time 1:08

Vehicle Search:

1. Jacqueline Stephens, Cherokee County S.O., K9 Vulcan – score 100, time 1:22
2. Michael Barnes, Iowa D.O.C., K9 Justice – score 100, time 2:47
3. Mike Simoni, Woodbury County S.O., K9 Kia – score 99.83, time 2:07

Teams:

1. Asa Beauchamp, Jamie Weitzel, Wade Hammen and Damon Van Bogart
2. Dao Meunsaveng, Kelly Chiodo, Cordell Miller and Dustin Wing
3. Mike Barnes, Jason Gibson, Dustin Yager, Steve Dill and Damian Barnett (alternate)



Guest Article:

Who Are the Heroes Who Walk Among Us?

By Chief Shane S. McSheehy
Pella Police Department

There are heroes who walk among us every day. Take a look around and you most likely won't see them. They ask for no awards or favors. They neither require nor demand any recognition; in fact, when given the choice, they choose simply to go about their business. Part of being a hero is not asking for the title. It's not waking up in the morning, and asking oneself "how do I become a hero today?" If you have to ask, you may never know this answer. A hero's path is not predicated from the glory of acknowledgment by others but is rather fueled from compassion and a duty to serve others.

Make no mistake, being a hero is really a big deal and there are several reasons why. A hero is a person who, above everything else, places priority on service to mankind. This is not to be confused with service to an organization or company, nor from an ideology or religious belief. Most of all, this priority has zero to do with any political affiliation. It is a priority in providing for the safety and well-being of people. It is a priority to the preservation of all human life, without any filter or prerequisites.

The latest of news media trends want you to accept that heroes are ordinary and everyday. Heroes are not commonplace; they are in fact extraordinary. Cheapening a hero's status is the notion that a hero is someone in line with a particular point of view, belief or idea. Having a child does not make you a hero and neither does dying. Getting your degree or finding a job doesn't get you there either.

Chances are, most of us are not heroes. Many think they understand who a hero is and what a hero does – but do they? A hero is defined by their actions, not by their intentions. Heroes have no quid pro quo.



They simply yet instinctively accept the call to action, placing themselves in harm's way without prejudice.

Captain Gary T. Winheim is a 25-year veteran officer. A week before Christmas in 2019 as most everyone else was scrambling to complete their holiday shopping, Captain Winheim answered a hero's call. After hearing multiple gunshots in a nearby shopping plaza, Captain Winheim hurried to confront the danger while everyone else fled from it. Seconds later a cowardly suspect ambushed Captain Winheim firing multiple shots striking Captain Winheim in the neck. A 2mm difference and the bullet would have severed his carotid artery. He would have died in seconds.

Captain Winheim is not a hero because of who he is. He is a hero because of his actions. You see – these are the things that heroes do. This example of service, selflessness and sacrifice are repeated daily across our nation. The men and women working in law enforcement agencies throughout the United States answer a hero's call every day. They are willing, at a moment's notice, to put themselves in harm's way for perfect strangers.

Heroes walk a different path than most. This path can be confusing, treacherous, thankless and terrifying; but please remember, your law enforcement professionals love this path of service. Take a moment to reflect on our daily heroes. Spend a small part of your day to extend your thanks and appreciation. They will most likely shrug it off, then continue with their day- as heroes do.

About the author: Shane McSheehy is near his second 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 with over 26 combined years of police service. Chief McSheehy served as a tactical operator for over 22 years, his last 12 years as the SWAT Commander.

He has earned his Master of Science degree in Criminal Justice Administration from Columbia Southern University and has also completed a Master of Science degree in Management and Leadership from Western Governors University. Chief McSheehy is a graduate of the 135th AOC from the Southern Police Institute, and has completed the Executive Leadership Course through the University of Notre Dame Mendoza College of Business.

Since 2004, Chief McSheehy has served as an adjunct faculty member of the Lake County School Board, where he instructed recruits, as well as delivered specialized and advanced training courses. Since 2007, Chief McSheehy has been involved in the tactical training and development of many public service entities in Brazil to include police, BOPE, military, judicial and forensic organizations. He is the author of a book published in Brazilian Portuguese titled "Patrol Tactics I," and has published articles in Calibre Press and *Law Enforcement Today*.

Visit the Iowa Peace Officers Association (IPOA) online at
iowapeaceofficers.org
for IPOA news, training opportunities, board information,
a membership application, history and more!

Waterloo Police Department Promotions and New Chief

Chief (Dr.) Fitzgerald Sr., Assistant Chief Liebold, Captain Duncan,



Chief Fitzgerald Sr.



Asst. Chief Joe Liebold



Captain Robert Duncan



Capt. Jason Feaker



Capt. Aaron McClelland

Chief Dr. Joel Fitzgerald Sr. was born in Philadelphia, Pa., in 1971, educated at Overbrook High School and graduated in 1996 from Villanova University (B.A.). He earned his Master of Business Administration (M.B.A.) in 2003 at Eastern University, and a Doctor of Philosophy (Ph.D.) in Business Administration/Public Administration in 2013 from Northcentral University.

His began his law enforcement career in 1992 with the Philadelphia Police Department, where he served in various ranks until 2009 when he became Police Chief in Missouri City, Texas. In 2013, he became Police Chief in Allentown, PA.

From 2015-2019, Dr. Fitzgerald served as Chief of the Fort Worth, Texas, P.D. (FWPD) – leading over 2,200 employees in the 13th largest agency in the US. Under his leadership, the FWPD became the largest state accredited (“recognized”) department in Texas, opened several new facilities, a Real Time Crime Center, and became one of six pilot cities chosen for the DoJ-National Initiative (NI) for Building Community, Truth & Justice.

In early 2020, he joined the largest sheriff’s office in the Commonwealth of PA in the City/County of Philadelphia as Chief Deputy before his appointment as Waterloo Chief.

Dr. Fitzgerald has been a member of the Major Cities Chiefs’ Association, served as a MCCA-PELI “Mentor Chief,” a member of PERF, IACP, NAACP, ICMA, and graduated from the Harvard University Senior Executives in State and Local Government Program. He completed the FBI National Academy-NEI, the Northwestern University School of Police Staff and Command, PERF-SMIP Program, and the Advanced Training School (ATS) on extremist and terrorist threats in Israel. In a May 2019 election, Dr. Fitzgerald became an FBI LEEDA Executive Board Member, where he serves as Vice President. He and wife Pauline (a Special Crimes-Homicide Investigator) have three children, one serving in law enforcement, and five beautiful grandchildren.

Asst. Chief Joe Liebold was hired by the Waterloo P.D. in 1990, serving as an FTO, Tactical Team Member, Firearms Instructor and Investigator before promotion to Sergeant in 1998. He became an entry team leader and lead firearms instructor for the tactical unit, and worked in patrol, the crime lab, and investigations before being promoted to Lieutenant in 2004. He was assigned to both the Patrol and Administrative Divisions before being promoted to Captain in 2008. Captain Liebold worked as a Administrative, Patrol and Detectives Commander before being assigned Assistant Chief in 2021.

Capt. Robert Duncan is currently assigned as the Division Commander for the Patrol Division. He was promoted to Captain in November 2021. Capt. Duncan has been with Waterloo P.D. since 1997. He served on Patrol, both Watch II and III, while a Field Training Officer (FTO). In 2000, he moved to the Detective Division and spent 14 years as a General Crime Detective. During this time, he served on the FBI Joint Terrorism Task Force and became the first polygraph examiner for the P.D. In 2004, he was named Waterloo P.D. Officer of the Year. In 2014, Duncan was promoted to Sergeant and worked in the Patrol Division and as the School Resource Officer (SRO) Supervisor. In 2019, he was promoted to Lieutenant where he was in charge of the Detective Division, which consisted of General Crime Detectives, Safe Street Task Force, Crime Lab, SROs, and Violent Crime Apprehension Team. Capt. Duncan served as a member of the Tactical Unit for 17 years, an Active Shooter Instructor, and on the Waterloo Police Protective Association Executive Board. Prior to joining Waterloo P.D., Capt. Duncan was employed by the Black Hawk County Sheriff’s Office. He attended the Law Enforcement Academy (ILEA) 144th Class.

Capt. Jason Feaker serves as the Detective Division Commander. He has been with the Waterloo P.D. since 1998. Captain Feaker previously served in the Patrol and Detective Division, was promoted to Sergeant in 2008, supervising

in the Patrol Division, School Resource Officers, and Tri-County Drug Task Force. Promoted in 2014 to Lieutenant, he was the Third Shift Watch Patrol Commander and then joined the Tri-County Drug Task Force. His additional duties included Critical Incident Team, Crime Scene Investigator, Tactical Team Member/Supervisor, Field Training Officer/Field Training Supervisor, and Honor Guard. Capt. Feaker sits on the Board of the Iowa State Police Association, has an A.A. Degree in Police Science from North Iowa Area Community College, and graduated from I.L.E.A in 1997. He is also a graduate of the FBI National Academy Session #273.

Capt. Aaron McClelland began his career by earning an Associates Degree from Hawkeye Community College, where he received the William F. Mullikin scholarship sponsored by the Mullikin family after his tragic death in 1981, and served as a reserve for the City of Evansdale. Capt. McClelland has been with the Waterloo P.D. since 1997. He has served in many capacities, senior Firearms Instructor/Armorer, and 21 plus years instructing Waterloo police officers and officers from across the state. Capt. McClelland was the Department’s first Taser Instructor, a Sudden in Custody Death Instructor, and President of Iowa NAFTAO (National Association of Field Training Officers) for three years. Capt. McClelland was also a Field Training Officer for for eight years. He retired from the Tactical Unit as the Tac Team Commander in 2019, after serving 18-plus years on the team. Capt. McClelland was promoted to Sergeant in 2007 and served in the Investigations Unit and the Citizens Response Unit. He supervised Watch I, Watch II, and Watch III Patrol Officers. Prior to his promotion to Sergeant, he worked Watch II, Watch III, and was the Training Coordinator for the Department. Capt. McClelland was promoted to Lieutenant in 2014 and assigned to Second Shift Watch Commander duties for three years and one year in the Detectives Unit. He served as Director of Training until his recent promotion to Captain in 2022. He is currently assigned as

Capt. Feaker, Capt. McClelland, Lt. Farmer, Lt. Gehrke, Lt. Girsch



Lt. Gus Farmer



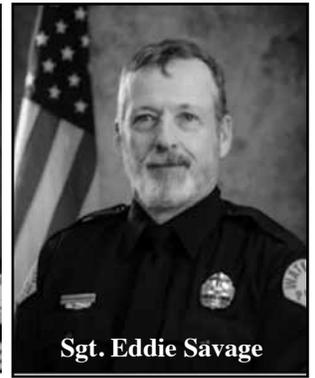
Lt. Rich Gehrke



Lt. Michael Girsch



Sgt. Joe Zubak



Sgt. Eddie Savage

the Captain of the Administrative Division and in charge of the day-to-day operations within the Administrative Division. Capt. McClelland oversees the Training Division, Property Division, Internal Affairs, and Records Division.

Lt. Gus Farmer has been with Waterloo P.D. since February 2003. During his time as an officer, he was assigned to the Patrol Division, Mounted Patrol, Bike Patrol, K-9 Unit, Accident Reconstruction Unit, and the Citizen's Response Unit. In September 2009, Gus was promoted to Sergeant and assigned back to the Patrol Division. He also served as the K-9 Unit Supervisor/Trainer, Accident Reconstruction Unit supervisor and most recently was assigned to the Investigations Division for the past six years. Gus has been a member of the Iowa Peace Officers Association Executive Board since 2009. He was appointed Vice President in 2011, and served in that capacity through 2015. In 2015 he was elected IPOA President, served in that capacity until 2017, and remains on the Executive Board. Gus has served on the Executive Board of the Waterloo Police Protective Association (WPPA) for the majority of his career, and is currently the Secretary of the WPPA. He was promoted to Lieutenant on April 18th and assigned as Patrol Division 1st Shift Watch Commander.

Lt. Rich Gehrke began his career in Law Enforcement with Waterloo P.D. in 1996, where he has worked as a Patrol Officer, Crime Scene Investigator, Drug Crimes, and Tactical Unit member for 15 years. Lt. Gehrke was an Investigator/Detective in Narcotics six years before being promoted to Patrol Sergeant in 2009, working Patrol Watch 3 and Watch 1, and then the Tri-County Drug Task Force Sergeant in 2014. With this promotion, Lt. Gehrke has been assigned to the Tri-County Drug Task Force.

Lt. Michael Girsch is currently assigned as the Patrol Division Watch II Commander. He was promoted to his current rank of Lieutenant in 2021. Lt. Girsch has been with the Waterloo P.D. since 2008 and has held assignments in all three divisions. His previous assignments as an Officer

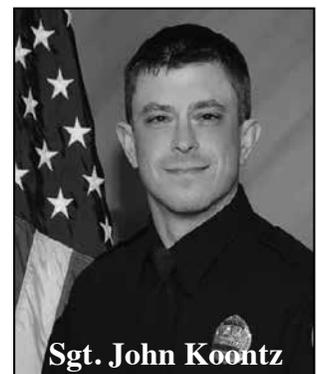
include the Patrol Division Watch II & III, Field Training Officer (FTO), and the Violent Crime Apprehension Team (VCAT). He then served as a full-time Narcotics Detective assigned to the Tri-County Drug Enforcement Task Force where he was federally deputized with the FBI. Before being promoted to Sergeant he was part of the Administrative Division serving as the Training Coordinator for the Department. He was promoted to the rank of Sergeant in 2019 and assigned to the Detective Division, where he supervised the Violent Crime Apprehension Team (VCAT). While assigned to VCAT he was federally deputized as a US Marshals Task Force Officer on the Northern Iowa Fugitive Task Force. Lt. Girsch has also served as an Operator, Team Leader and currently as Assistant Commander of the Tactical Unit. Lt. Girsch is a graduate of Loras College with a BA in Criminal Justice as well as the ILEA Class 223. Lieutenant Girsch is a certified specialist instructor for ILEA in a variety of courses and an adjunct instructor at a local college. He holds certifications in many disciplines including Firearm Instructor and Weapons Armorer.

Sgt. Joe Zubak was hired on April 1, 2002 and promoted to Sergeant on April 5, 2021. Sgt. Zubak has worked second and third shift patrol, been assigned to the Citizen Response Unit (CRU) and the Violent Crime Apprehension Team (VCAT), as well as being a Field Training Officer. Sgt. Zubak spent half of his career working narcotics with the Tri-County Drug Enforcement Task Force.

Sgt. Eddie Savage is assigned to the Late Shift A Squad Patrol. He was promoted to Sergeant in Sept. 2021, and has been with the Waterloo P.D. since 2007 with assignments in two divisions. His previous assignment as an officer include Patrol Division Watch II, Field Training Officer, Honor Guard, Crime Scene Investigator, and with the Violent Crimes Apprehension Team (VCAT). He then served as a Task Force Officer with the FBI Safe Streets Task Force (SSTF) where he was federally deputized by the FBI, and the United States Marshals Service. Sgt. Sav-

age is a graduate of Northeastern Illinois University with a BA in Teaching. He Graduated from the Cook County Sheriff's Academy and the Iowa Law Enforcement Academy. Sgt Savage is the Vice President of the Midwest Gang Investigators Association, and has been certified as a Gang Specialist/Expert with the National Gang Crime Research Center. Sgt Savage is a certified specialist instructor for the Iowa Law Enforcement Academy. Sgt Savage recently retired from the United States Air Force as a Senior Master Sergeant. He spent 20 years in active duty and reserves.

Sgt. John Koontz is currently assigned to the Patrol Division Watch 3. He was promoted to the rank of Sergeant in 2021. He has been in law enforcement since 2003, and with the Waterloo P.D. since 2013. Sgt. Koontz has worked in the Patrol and Detective Divisions as an officer and held additional duty assignments as a field training officer, defensive tactics instructor, standardized field sobriety test instructor, and is a member of the Department Tactical Team. Prior to working for the Waterloo P.D., Sergeant Koontz served with the Storm Lake P.D. for ten years as a patrol officer and a detective. Sgt. Koontz graduated from ILEA in 2003. He obtained his A.A. in Police Science from Western Iowa Tech Community College in 2003, his B.S. in Criminal Justice Administration from Bellevue University in 2005, and his Master of Business Administration from Bellevue University in 2008.



Sgt. John Koontz

Drug Updates: Increased Drug Use and Testing

By Capt. Mike McKelvey
Mason City Police Department

Recent statistics show dramatic increases in drug and alcohol use in the United States. In Iowa, we seem to be seeing some upticks in alcohol sales but also traffic-related fatalities that involve alcohol or substance use.

I've seen some interesting theories. A few want to blame Covid-19 and social-isolation strategies for the increased consumption. I was curious internationally, if the U.S. was an outlier, or if other countries are having similar experiences.

The United Nations Office on Drugs and Crime (UNDOC) 2021 report found:

- Cannabis (THC) potency has quadrupled over the last 20 years in several countries;
- Adolescents are 40% less-likely to view cannabis as harmful than 20 years ago;
- Mental health conditions are on the rise worldwide. Drug use by persons with mental health conditions may exacerbate effects, symptoms, and duration;
- Non-medical use of pharmaceutical sedatives has increased over the last two years;
- Drug traffickers have responded to



isolation and lockdowns by using the Internet / dark web, virtual sales, and cryptocurrency to overcome current Covid-19 barriers. It now may be easier to order illegal products and have them delivered to your home or 3rd-party location.

In a related note, in 2021 positive drug tests for U.S. workers set a new record. This is even more noteworthy when several employers have stopped testing for THC, or conducting drug-testing in general. Shifting cultural attitudes towards marijuana, and decriminalization or legalization of marijuana in several states, may be reasons. Some states have recently enacted rules that positive drug tests cannot be used as a barrier to hire someone. The Covid-19 pan-

demic and related labor shortages have also been used as rationales to reduce or eliminate THC or drug testing of employees.

Some employers report they stopped testing employees to reduce operational costs, and due to the current legal challenges and litigation expenses. THC metabolites typically stay in the body much longer than other drug metabolites or alcohol.

Critics argue it's unfair to penalize someone if they used cannabis days ago or are not currently under the influence. Proponents of drug-testing refer to drug-free workplace mandates as predictors of problematic future employee behavior, and reducing liability costs.

So far, the Biden administration has not indicated if they will make changes with laws concerning cannabis. Cannabis has been difficult to research due to its schedule 1 classification and various ways to ingest THC.

Long-term effects of cannabis use are relatively unknown. The proliferation of cannabis has also increased a grower's ability to manipulate the plant's components. So no two strains may be identical. This makes it more difficult to compare samples from different studies as identical. Stay tuned.

¹ <https://wdr.unodc.org/> Retrieved April 14, 2022.

² The Wall Street Journal. <https://www.wsj.com/articles/positive-drug-tests-among-u-s-workers-hit-two-decade-high-11648603800?mod=flipboard> . Retrieved April 14, 2022.

Legislation Introduced in Other States

In August, Georgia Governor Brian Kemp signed House Bill 838 into law. This piece of legislation allows police officers to seek civil damages for an "abridgment of the officer's civil rights arising out of the officer's performance of official duties" or when a false claim is knowingly brought forth against them.

It also creates a new crime called "bias-motivated intimidation" which occurs when a person "maliciously and with the specific intent to intimidate, harass, or terrorize another person because of the person's actual or perceived employment as a first responder." The "bias-motivated intimidation" occurs when it causes the

death or serious bodily harm to another person or if it causes damages or destroys personal or real property with a value that exceeds \$500. The penalties for a violation of this law is imprisonment of not less than one year, but not more than five years, a fine of not more than \$5,000, or both. A violation of this act must be stacked on top of any other criminal conviction and each violation is a separate crime.

In September, Florida Governor Ron DeSantis laid out his legislative proposal to "Combat Violence, Disorder and Looting and Law Enforcement Protection Act." This legislative proposal is broken

down into three components: 1) New Criminal Offenses, 2) Increased Penalties, and 3) Citizen and Taxpayer Protection Measures.

This proposal would create a 3rd degree felony that is a prohibition on violent or disorderly assemblies when seven or more people are involved and there is damage to property. It would also create another 3rd degree felony for obstruction of traffic during an unpermitted protest, demonstration or violent or disorderly assembly and would ensure that the driver is not liable for any injury or death caused if

(Continued on Page 19)

Firearms Updates: Ghost Guns, Gun Sniffing Dogs in Civilian Security Roles, and Auto Sears

By Capt. Mike McKelvey
Mason City Police Department

Ghost Guns

Easy access to “ghost guns” by unlawful subjects has become a reality for many communities throughout the U.S.

Because of some possible loopholes in existing firearm definitions and federal laws, more and more of these kits are showing up locally around the country. Some people may just be curious if they can build their own gun from a kit. Others may want to custom-configure a kit with various after-market accessories – either not available from known manufacturers, or more cost-prohibitive to purchase from a manufacturer than a do-it-yourself kit.

Where these kits become concerning is the ease to order, assemble, and possibly be used by criminals. Furthermore, if there are no serial numbers or way to trace the firearm, it may become more difficult to establish constructive possession and violation of existing firearms laws.

According to the website [verifythis.com](https://www.verifythis.com), “The Biden Administration issued a final rule regulating ‘ghost guns’ at the federal level on April 11, 2022. The rule turns commercial gun-making kits and ghost guns already in circulation into serialized

firearms, which means commercial sellers of these kits and guns must become federally licensed and must perform background checks prior to sales.”¹ Possible executive rule changes may tighten rules on ghost guns in the next month or so.

Gun Sniffing Dogs in Civilian Security Roles

I was unaware of how many gun-sniffing dogs are being deployed around the country by civilians and private security companies. Concerns about gun crimes and safety of students or customers have led some venues to deploy their own or contracted gun-sniffing dogs. At a Neiman Marcus retail store in Chicago in early April 2022, one such dog alerted its handler to a gun on a customer. Store security began monitoring the person, observed him conceal merchandise, and apparently called police. When the man exited the store, he was detained and found to have a loaded firearm and approximately \$1,000 of stolen, concealed merchandise. A quick Internet search revealed that civilians in Durham, N.C., Wauwatosa, Wis., and some schools are also starting to utilize gun-sniffing dogs.²

Auto Sears

Bump Stocks were banned in 2019. This seemed to come about after a single

gunman killed approximately 58 people from a heightened vantage point inside a Las Vegas motel in late 2018. Now, the latest iteration of a comparable device is the “auto sear.” Persons with certain FFL authorization can legally possess and modify these devices.

The auto sear can convert a semi-automatic handgun or rifle to become full-auto in a short amount of time. “The Bureau of Alcohol, Tobacco, Firearms and Explosives, the federal agency responsible for policing guns in the U.S., said it seized 1,500 weapons modified with auto sears in 2021, a staggering increase over 2020, when only 300 were recovered.”³

Many authors suspect that auto sears are being sold over the Internet and that most of these products come from China, or could possibly be 3D-printed here in the U.S. Recent Internet searches show police are seizing these devices installed on firearms that have been used in shootings. It also appears that many people in the U.S. are advertising these devices for sale over the Internet. Stay tuned, but if you do not know what one of these devices looks like or where to find on a firearm, you may want to ask someone with knowledge.

¹ Verify This website. Retrieved from: <https://www.verifythis.com/article/news/verify/government-verify/ghost-guns-regulation-untied-states-biden/536-2af5114a-87fc-467c-8c8e-1330f00e0459> on April 15, 2022.

² Fox32Chicago website. Retrieved from: <https://www.fox32chicago.com/news/chicago-retail-theft-gun-sniffing-dog-makes-first-arrest-at-neiman-marcus-on-michigan-avenue> on April 15, 2022.

³ The Truth About Guns website. Retrieved from: <https://www.thetruthaboutguns.com/feds-fight-the-flow-of-chinese-auto-sears-into-the-u-s/> on April 15, 2022.

(Legislation Introduced in Other States, continued)

fleeing for safety from the mob. It would also create a second-degree felony to destroy public property during a violent or disorderly assembly. A 1st degree misdemeanor charge for a participant in violent or disorderly assembly to harass or intimidate a person at a public accommodation (i.e. restaurant). It would also add RICO liability to anyone who organizes or funds a violent or disorderly assembly.

This proposal would increase the penalty for striking a law enforcement officer to six months mandatory minimum during a violent or disorderly assembly.

There will be an offense and/or sentence enhancement for: throwing an object during a violent or disorderly assembly that strikes a civilian or law enforcement officer, assault/battery of a law enforcement officer during a violent or disorderly assembly, participation in a violent or disorderly assembly by an individual from another state.

This proposal would also prohibit state grants or aid to any local government that slashes the budget for law enforcement services. This section would also waive sovereign immunity to allow a victim of

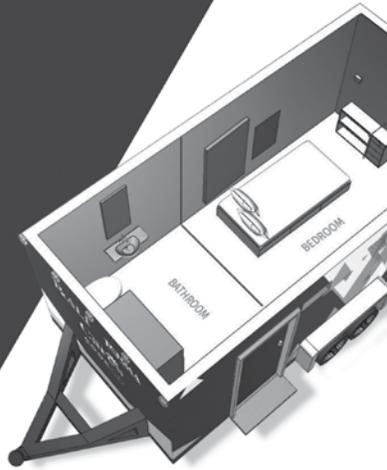
a crime related to a violent or disorderly assembly to sue local government for damages where the local government is grossly negligent in protecting persons or property. It would terminate state benefits and make ineligible for state or local government if convicted of participating in violent nor disorderly assembly.

There also will be no bond or bail until first appearance in court if charged with a crime related to participating in a violent or disorderly assembly; rebuttable presumption against bond or bail after first appearance.

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2022 Iowa Peace Officer Memorial Ceremony Honored Iowa State Patrol Trooper Ted Benda and Sgt. Jim Smith

