

NLPOA 38th Annual Training Institute and Convention Course Outline

ATLANTIC CITY, NJ

JUNE 20-24, 2011

TROPICANA CASINO & RESORT



"Doing More with Less-

The Social and Economic Challenges Facing Law Enforcement Communities

In the 21st Century

NLPOA

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EDWIN TORRES



GANG INVESTIGATIONS

Edwin Torres is a 22 year veteran of New Jersey Law Enforcement and is currently employed as a Special Agent for the New Jersey State Commission of Investigation in the Organized Crime/Street Gang Unit. His background includes the creation of the Gang Management Unit of the Juvenile Justice Commission of New Jersey.

Ret. Lt. Torres has been involved in intelligence gathering, suppression efforts, community outreach, that includes gang awareness training and speaking to juveniles in schools across the state as well as putting on training courses nationally for both police and correctional officers.

Ret. Lt. Torres is a consultant/instructor with the National Gang Center. He currently serves on the Executive Board for the East Coast Gang Investigator's Association and the National Latino Peace Officers' Association—New Jersey Chapter.

Course Description:

- Difference between East Coast and West Coast Gangs
- Their styles, origins and where they are going
- How gang culture is revolving
- Basic gang identifiers and history and current intelligence
- As well as the psychology of a gang member
- A comprehensive overview on how gangs have infiltrated our correction institutions
- A comprehensive overview of techniques that will undoubtedly minimize risk to correctional personnel

DR. JEFF BERNSTEIN

PROMOTIONAL EXAMS



Dr. Jeff Bernstein is the President of Bernstein & Associates, Inc. He is a consulting psychologist who has experience as a police officer and sergeant. He earned a Masters Degree in Human Resources Management and is a licensed Doctor of Psychology, as well as a Certified Assessor and Assessor Trainer. Dr. Bernstein's post-doctoral studies are in the field of Civil Service exams and test preparation. He is a published author of training manuals and articles on test preparation and a member of the American Psychological Association and American Society of Law Enforcement Trainers.

His vast experience in the area of test preparation and development has earned him a reputation as one of the leading trainers in the law enforcement field throughout the country from New Jersey to Florida. Dr. Bernstein has represented PBA and FOP lodges throughout the country on Public Safety Test Preparation and is a member of both unions. During his tenure as a police officer, Dr. Bernstein received 20 commendations, was selected twice as the Most Outstanding Officer of the Month and received the Medal of Valor.

Course Description:

- Understand how the Assessment Center works and what behaviors are specifically being assessed
- Develop a winning strategy for approaching oral and written Assessment Center exercises
- Be shown which answers will score the most points
- Be shown how to develop a study plan for your promotional exam
- Learn which key textbook management principles frequently appear on the exams
- See which legal areas routinely appear on the exams
- Get updated on the US Department of Justice promotional exam lawsuit

U.S. MARSHALL
ROBERT ALMONTE



MEXICAN DRUG TRAFFICKERS
& THEIR SPIRITUAL WORLD

U.S. Marshal Robert Almonte was sworn in as the United States Marshal for the Western District of Texas on June 2, 2010. As a lifelong El Pasoan with nearly 25 years of service in the El Paso Police Department, he spent the majority of his career in narcotics investigations and retired as Deputy Chief of the Department in 2003. Marshal Almonte is one of the foremost authorities on the investigation of narcotics cases and has spent much time and research on how Mexican drug traffickers subscribe to a unique “spiritual world” they believe aides them in their trafficking efforts and protects them from law enforcement. Marshal Almonte graduated Summa Cum Laude with a Bachelors of Science Degree in Criminal Justice Administration from Park University. Throughout his career, Marshal Almonte has collaborated with his colleagues across the nation on narcotics issues, holding leadership positions such as the Executive director of the Texas Narcotic Officers’ Association, where he once served three terms as President for the association and as Vice-President for the National Narcotic Officers’ Association Coalition.

Course Description: Recognizing religious tools criminals use in the Mexican drug underworld

- Help officers become familiar with different images and icons that will allow them to enhance their safety
- Recognizing possible indicators of criminal activity
- Overview of religious sentiments and the association between some of the images and illegal activity happening inside the community

DEXTER R. BROOKS

U.S. EQUAL EMPLOYMENT OPPORTUNITY



Dexter R. Brooks, a member of the Senior Executive Service, is the Director of Federal Sector Programs within the Office of Federal Operations, United States Equal Employment Opportunity Commission, Washington, D.C. Federal Sector Programs has a unique role in assisting federal administrative agencies in the development of strategies designed to prevent discrimination, so that federal employees compete on a fair and level playing field.

Prior to this assignment, Mr. Brooks served as the Federal Training and Outreach Coordinator and an Attorney Advisor within Federal Sector Programs. Mr. Brooks was responsible for establishing EEOC's Federal Sector Training Institute which provides a variety of fee-based courses to the federal sector EEO community. He also served as primary contact to the Commission's federal stakeholders providing hundreds of outreach sessions throughout the country.

Mr. Brooks' EEOC career began in 1998, as a staff attorney in the Office of Federal Operation's Appellate Review Program. Before joining the EEOC, Mr. Brooks served as an Attorney Advisor for the United States Department of Labor in its Office of Administrative Law Judges. Mr. Brooks received his Juris Doctor from Howard University and his Bachelor of Science in Business Administration from North Carolina A&T State University.

Course Description: EEOC's policy to seek full and effective relief for each and every victim of discrimination. Course will give an overview of remedies for the following:

- Posting a notice to all employees advising them of their rights under the laws EEOC enforces and their right to be free from retaliation
- Corrective or preventative actions to be taken to cure and correct the source of the identified discrimination
- Non discriminatory placement in the position the victim would have occupied if the discrimination had not occurred
- Compensatory damages
- Back Pay (with interest if applicable) and lost benefits
- Stopping the specific discriminatory practices involved.

ORLANDO RAMOS, PHD

MANAGING POLICE STRESS



Orlando Ramos is a 15 year veteran in law enforcement, starting his career with the City of Pleasantville. Currently, Trooper Ramos is assigned as an instructor in the New Jersey State Police Academy. He earned a Bachelor's Degree in Criminal Justice from The Richard Stockton College of New Jersey and a Master's Degree in Human Resources Training and Development from Seton Hall University. In August of 2007, he earned a Doctorate Degree in Organization and Management from Capella University. Dr. Ramos is also a trainer/consultant for the National Police Suicide Foundation. He was a member of the NJ Governor's Taskforce on Police Suicide. Dr. Ramos has lectured and published extensively on this very critical topic which impacts our law enforcement community. Dr. Ramos proudly served in the U.S. Marines and was named 1996 Marine of the Year of Gulf Battery 3rd Battalion 14th Marines.

Course Description:

This highly recommended one hour block of instruction will provide:

- Supervisors, officers, civilian staff, and family members a lay person's explanation to a very sensitive and dangerous topic— stress management and suicidal awareness
- Attendees will be able to identify risk factors, warning signs and resources available to keep each other safe
- The theme for this presentation is that everyone can do something, which may help save an officer's career and/or life

HAJIR I. NURIDDIN

MAXIMIZING YOUR
UNLIMITED POTENTIAL



Ms. Nuriddin is a 24 year veteran of the Bakersfield California Police Department assigned as Captain of the Investigations Division. Ms. Nurridin has commanded a variety of divisions throughout her career and was the first female motorcycle supervisor in the history of the department. Additionally, Ms. Nuriddin has trained as a consultant for the Franklin Convey working with police agencies across the country.

Ms. Nuriddin holds a Bachelor and Master of Public Administration Degree from California State University, Bakersfield. She is a graduate of the Police Executive Research Forum/Harvard University Senior Management Institute for Police, the FBI National Academy 242nd Session and various other executive development courses.

Ms. Nurridin is a nationally recognized speaker on leadership and diversity in the public and private sector and has trained thousands of law enforcement officers and executives nationally. Her dynamic workshops allow participants the opportunity to examine personal perceptions of groups and value systems, how changing demographics impact professional services and the role of teamwork in building strong teams. Through the use of experiential learning, self-discovery tools and practical application, participants learn about enhancing the organizations ability to meet its goals and achieve its mission!

Course Description: Participants will learn in a dynamic, highly interactive session which will enable them to maximize their leadership skills and gain a better understanding on:

- Building Leadership Character: Trust and Trustworthiness
- Developing a High Performance Team
- Implementing and Executing on Change
- Generational Challenges

CHIEF RALPH PADILLA

POLICE ACCOUNTABILTY STANDARDS



Salem County, New Jersey Prosecutor's Office Chief of County Detectives, Ralph Padilla has nearly 25 years of law enforcement experience. He was sworn in as Chief of County Detectives on January 5, 2005. At the time of his appointment and as of this date, is the only Chief of Detectives of Latino decent in the State of New Jersey. Chief Padilla has a diverse law enforcement background ranging from patrol officer and a detective specializing in narcotics enforcement, to include being assigned as a federal task officer for the DEA. Since his appointment as Chief, he has been a visionary leader of Police Accountability Standards for law enforcement officers in the State of New Jersey. Chief Padilla's innovation law enforcement approach involves collaboration with community groups, church leaders, school districts and local law enforcement. The Salem County Prosecutor's Office Detective Division is the only one in the State of New Jersey that has 100% of its detectives reside in the county they serve. The philosophy behind that is when public servants live in the community that they serve, they have a bond with the community, it shows that we are in it together. As a community where we can prosper to make our streets safer, so that the children of our neighborhoods can enjoy the quality of life they deserve.

Course Description:

The police officer will learn about :

- The “four pillars” of police accountability and obtain an in depth view of best practices for accountability and transparency among police organizations
- Best practices are real time assessments of officer initiated use of force incidents, citizen complaints upon individual officers, and officer performance from Mobile Video Recorders (MVR)
- Police officers will realize that these real time assessments will actually improve officer performance

SHERIFF MICHAEL A. LEWIS



IMPROVING TECHNIQUES FOR MOTOR VEHICLE STOPS AND IDENTIFYING HIDDEN COMPARTMENTS

Sheriff Michael A. Lewis retired as a Sergeant with the Maryland State Police, Pro-Active Criminal Law Enforcement (PACE) after twenty two years of loyal and dedicated service. In addition to his duties as the agency's leading Criminal Interdiction Expert, Sheriff Lewis remains a Certified Instructor through the Maryland Police Training Commission, and a Certified Master Instructor through the National Highway Traffic Safety Administration. Sheriff Lewis was directly responsible for training and educating of all Maryland State Police personnel in the Criminal Interdiction Venue.

He pioneered the Drug Interdiction Program along Maryland's notorious U.S. Rt. 13 Corridor, coordinating many multi-jurisdictional investigations following seizures of large amounts of illegal contraband. During his twenty-two years as a Maryland State Trooper, he made many nationally recognized seizures of crack cocaine along Maryland's East Coast.

Sheriff Lewis has trained tens of thousands of law enforcement officers extensively throughout the United States and Canada as well as other parts of the world to include, Australia, London, Germany, Russia and the West Indies. Sheriff Lewis has been judicially recognized by the federal & state courts of this country as an expert in the areas of Highway Interdiction, Hidden Compartments & Drug Valuation.

Retired from the Maryland State Police effective July 1, 2006, he was elected Sheriff of Wicomico County, Maryland on November 7, 2006. He is currently serving his second term, as he ran unopposed in 2010.

Course Description: How are drugs transported into our country? Numerous methods of smuggling are how it begins. In order to attack the problem, it's important to know how it enters our communities and what to do to intervene safely.

- Learn the latest drug smuggling trends within the United States as well as Canada and Mexico
- Learn various techniques to locate hidden compartments for illegal contraband
- Learn ways on how communities can help
- Learn the signs of drug smuggling activities in large and rural areas and how to report suspicious activities

ASSISTANT ATTORNEY GENERAL

RONALD SUSSWEIN

THE WHIRLWIND TOUR: PRACTICALLY EVERYTHING A COP
REALLY NEEDS TO KNOW ABOUT]THE LAW OF SEARCH AND
SEIZURE AND RACIAL PROFILING



Ron Susswein is an Assistant Attorney General in the Division of Criminal Justice. He served in the Governor's Office as Assistant Counsel to Governor Jon S. Corzine and also served as Special Assistant to Attorneys General Stuart Rabner and Anne Milgram.

Mr. Susswein graduated with honors from Georgetown University Law Center. He was appointed a Deputy Attorney General and later promoted to Assistant Attorney General in the New Jersey Division of Criminal Justice, where he served as the Deputy Director for Policy, and later as Deputy Director for Major Narcotics Bureau, Appellate Bureau, Casino Prosecution Section, Office of Bias Crimes and Community Relations, and Computer Analysis, and Technology Unit (cyber crimes).

From 1992 to 1994, Mr. Susswein was Executive Assistant Prosecutor in Union County and served as the Chair of the New Jersey State Bar Association Criminal Law Section from 1993-1994.

Mr. Susswein currently serves as Special Assistant to the Director of the Division of Criminal Justice. He has designed and presented numerous training programs for police and prosecutors on law of arrest, search and seizure, as well as the law and policy prohibiting "racially-influenced policing".

Course Description:

This course will present :

- A "whirlwind tour" of search and seizure law, featuring an easy to use analytical template that police officers and prosecutors can use to determine whether a stop , frisk, arrest, or search is lawful under both the Fourth Amendment and the Fourteenth Amendment equal protection clause
- A new way for police officers to learn how to avoid constitutional errors, while emphasizing the importance of officer safety
- A whole new way to think about the law of search and seizure

CHIEF DEPUTY U.S. MARSHAL FIDENCIO RIVERA



Fidencio Rivera has served 20 years with the U.S. Marshals Service (USMS). Mr. Rivera is currently serving as the Chief Deputy U.S. Marshal in the District of Arizona.

Mr. Rivera previously served as the Chief Deputy for the USMS in the District of Nevada from February 2002 through January 2008 as well as serving as Acting U.S. Marshal for the District of Nevada from July 2004 through June 2006. Mr. Rivera served in various capacities with the U.S. Marshals Service to include serving as an Inspector in the USMS' Witness Security Division, an Instructor/Inspector at the U.S. Marshals Service Training Academy in Glynco, Georgia and a Supervisory Deputy in Las Vegas, Nevada. Mr. Rivera has been actively involved in numerous USMS working groups, committees and leadership capacities as well as extensive involvement in community outreach efforts. Mr. Rivera graduated from the University of Arizona with a bachelor's in Psychology with a Minor in Public Administration. He has a Masters in Management from Webster University and a Masters of Education in Counseling from Northern Arizona University. Mr. Rivera has been a member of NLPOA as of 1999.

Major Fugitive Investigation: Lessons Learned from the Kingman Escape Investigation

Course Description: The presentation will provide an overview of lessons learned in managing the Kingman Escape Fugitive Investigation, a major fugitive investigation that garnered national media attention in 2010. It will cover investigative techniques and resources that led to the capture of the three escapees and their accomplice.

- Provide an overview of the Kingman Escape Investigation which gathered national media attention in 2010
- Provide techniques and tools that were useful in the capture of the fugitives
- Provide lessons learned on managing a high profile fugitive investigation to include working with the media

PATRICIA BOMBELYN, ESQ.
MATRIMONIAL LAW &
THE LAW ENFORCEMENT COMMUNITY



Patricia Bombelyn is an accomplished litigating attorney who has practiced law for over 20 years in New Brunswick, New Jersey. Upon graduation from law school, Patricia clerked for two New Jersey Superior Court Judges in the Criminal Part. She then joined the Office of the Public Defender for a period of four years where she gained experience as a trial attorney in dozens of jury trials. Patricia and her husband, Martin Perez, President of the Latino Leadership Alliance of New Jersey, formed the law firm Perez & Bombelyn in 1993. Their practice has focused on family law, civil rights litigation, and criminal defense. The firm is known for its zealous advocacy and compassionate commitment to the community. Patricia's partner and husband, Martin Perez, Esq., is legal counsel to the Latino Peace Officer's Association of New Jersey. Throughout her legal career Ms. Bombelyn's affiliations and memberships have included: Chairperson of the Panel 6, District VIII Fee Arbitration Committee; Trustee of the Greater Brunswick Charter School; founder of Abbott watch, an urban education advocacy list serve; Executive Committee Member of the Perth Amboy Branch of the NAACP; co-chair of the Education Committee of the Latino Charter Schools.

Course Description: If you are a law enforcement officer who is married or contemplating marriage the two most important relationships in your life are, or will be, the one with your spouse and the one with your department and co-workers. The peaceful co-existence or successful navigation of these two relationships is yet another stress producing challenge for LEOs.

- Knowing how to protect yourself is your most important skill set in successfully maintaining and navigating the peaceful co-existence of your dual marriages - the one to your spouse and to the one to the department.
- This session will provide answers to questions that LEOs need to know before the relationship meltdown, the good, the bad and the ugly
- What is a Sheridan issue?
- What can a pre-nup do to protect me?
- What happens to my pension?

MORTGAGE FRAUD

SERGEANT WILLIAM HOUSTON MIAMI DADE POLICE DEPARTMENT



William A. Houston is a Sergeant with the Miami-Dade Police Department's Mortgage Fraud Task Force. Sgt. Houston has been in law enforcement for 14 years and has been assigned to District Uniform Patrol, Community Oriented Policing Squad (COPS), General Investigations Unit, and the Economic Crimes Bureau (specializing in major fraud investigations). Sgt. Houston is a member of the Hispanic Police Officers Association (HPOA). Sgt. Houston has conducted training courses for many law enforcement and regulatory agencies throughout Florida in the investigation and prosecution of mortgage fraud.

Sgt. Houston helped create the training manual for the Governor's Hope Council Mortgage and Real Estate Fraud Training course. Sgt. Houston presently supervises the 15-member mortgage fraud task force which has successfully investigated numerous cases culminating in the arrests of approximately 300 subjects. The task force works closely with the United States Attorney's Office, The Office of the Statewide Prosecutor, the Miami Dade County State Attorney's Office, the Federal Bureau of Investigation, The United States Secret Service, the United States Postal Inspectors and various regulatory agencies.

Course Description: This course will outline the scope of the mortgage fraud problem, the mortgage lending history, the real estate process, the mortgage process, the title/closing process and the statutes pertaining to the prosecution of mortgage fraud. The course will also cover a new scam relating to fraudulent rentals of properties in foreclosure.