

Law Enforcement Training Solutions (LETS), LLC

Course offerings

April 2023



Law Enforcement Training Solutions (LETS), LLC.

At Law Enforcement Training Solutions, LLC., we know that the employee or student is the most valuable and most underestimated asset of any company or school. Each brings a unique perspective, education, culture, or religious background to the trainings and we harness those unique qualities and make the best trainings possible.

Our co-founders, Mitch and Art, are graduates of the California Peace Officer Standards and Training (POST) Master Instructor Curriculum Course (MICC). They were sent to over four years of specialized training to be able to create and implement the best courses possible for law enforcement. Both Mitch and Art were selected after demonstrating years of successful teaching and developing altruistic values of student learning. Using this same training philosophy, each course that we present is created with specific, testable outcomes that can be taken from class and used in the workplace or even applied at the student's home.

Join us for one of our trainings and let us show you how "It's not about us, it's about you."



Law Enforcement Training Solutions (LETS), LLC.

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Law Enforcement Training Solutions (LETS), LLC.

CHAPLAIN INTEGRATION COURSE (24 hours)

The primary focus of this course is to provide the students with the knowledge to be able to effectively interact with law enforcement and be the most help in the office and in the field. The law enforcement Chaplain is a huge asset to the law enforcement officer, whether it is having them at a call where a person has just encountered a loss or tragic event; death notification; mass disaster; or just there for the law enforcement officer personal needs.

For the Chaplain to be most effective, they need to know what is and what is not acceptable for them to do when law enforcement is interacting with the public. In a case where the officer is conducting an interview, the Chaplain can be a great source of comfort for a person; however, if they interject at an inappropriate time, the interruption may cause an interview to be lost.

The Chaplain Integration Course will guide the Chaplain through an interactive process how they play an integral part of the law enforcement community. They will learn nuances of the law enforcement community to include the hierarchy of the police/sheriff department, EMS, and the Coroner's Office; religious support versus peer support; common religious practices pertaining to death; the daily life of a police officer; and other events such as an officer-involved shooting or death; and operating in a family assistance center in a mass disaster. Other topics will include child abuse mandate laws and confidentiality practices as they pertain to law enforcement or acting as an agent of law enforcement.

Course covers:

Professional Development

POST Certification: 1344-43009

STC Certification: N/A

[Course available only Onsite format](#)



Law Enforcement Training Solutions (LETS), LLC.

COACHING, LEADERSHIP AND MENTORING (8 hours)

Our Leadership, Mentoring and Coaching course focuses on developing and refining the skills of your staff, line, supervision and management to build stronger teams. We work with you to enhance creativity and the exchange of ideas, as well as, develop individuals with potential for leadership positions within your organization. Not only can coaching, mentoring and leadership training enhance employee retention through professional and career development, but it can help the overall outcomes of performance and achievements within your organization. Leadership, mentoring and coaching will help cultivate the growth of relationships within your organization. The hidden powers and talents within each employee will come to fruition, solidifying their personal value to the company. Unlock the hidden powers and talents within each employee and reinforce their personal value to your organization.

Course includes training on:

- Building rapport
- Non-verbal communication
- Verbal communication
- Adaptive-Transparent-Servant Leadership styles
- Application of the See One, Do One (SODO) training principle

Course covers:

Professional Development

POST Certification: N/A

STC Certification: 03483536

[Course available in Onsite and Webinar/Remote formats](#)



Law Enforcement Training Solutions (LETS), LLC.

CONVICT TO GRADUATE: USING EDUCATION AS A TOOL FOR SUCCESSFUL REENTRY (4- hours)

This four (4) hour online course focuses on the post-conviction education of formerly incarcerated and system-involved individuals (FI/SI). Through interactive discussions and activities, students will learn about current research examining how education may aid in the reentry process and the motivations for FI/SI to pursue further schooling and success in society. Additionally, the students will explore the steps to furthering Fi/SI's education, including GED testing, Adult Schooling (GED prep), ACT, SAT, and credit transferring; the Community College admissions process; and how to eventually transfer from a Community College to a CSU or a UC college. Finally, this course will explore resources to give to probationary clients to create plans that can be implemented for those that are seeking to further their education.

Course includes training on:

- Current research on education and reentry into society to include success rates and motivations for furtherance of education
- Preparation for schools to include the GED, ACT, and SAT testing
- Comparison of schools for their clients to help ensure successful education
- The process to start Community College, choosing the correct classes, applying for financial aid, and succeed in the college environment
- The transfer process to a CSU or UC college for both undergraduate and graduate studies
- Resources that are currently available for clients to help them succeed in the education system

Course covers:

Professional Development

POST Certification: N/A

STC Certification: 08571959

[Course available only in Webinar/Remote format](#)



Law Enforcement Training Solutions (LETS), LLC.

CYBER CROOKS: CRYPTOCURRENCY, MONEY LAUNDERING, AND THE DARK WEB (8 hours)

Our course provides the student with the tools to help understand and identify the digital aged crimes and use of cryptocurrency to facilitate their illegal activity. This course will also give the student an understanding of the principals of money laundering, usage of gift cards for currency, bitcoins, and tour tor browsers and the dark web where unethical and illegal activities occur.

Course includes training on:

- Identifying methods of non-traditional financial transactions
- Usage and tracking of the dark web
- Trends of cryptocurrency
- The function of VPNs and Tor browsers
- Principals of money laundering

Course covers:

Professional Development

POST Certification: N/A

STC Certification: 07895922

[Course available in Onsite and Webinar/Remote formats](#)



Law Enforcement Training Solutions (LETS), LLC.

DE-ESCALATION: A PATH TO A BETTER RESOLUTION (8 hours)

Probation Officers, Parole Agent, Correctional Officers, Jailers, and Professional Staff routinely respond to scenes or interact with people that are angry or agitated. De-escalation is the greatest tool that any officer, agent, or jailer has to a positive resolution of what could be a tenuous situation and could have ended in injury or death. This 8-hour course is designed to equip the officer with the tools needed to understand pertinent laws; duty to act, and in what capacity; methods of effective communication; officer safety and scene management, and mental health.

Course topics include:

1. Laws pertaining to de-escalation
2. Determining when and how to intervene
3. Officer Safety
4. The effects of Mental Health on de-escalation
5. Opportunities to refine current skills

Course covers:

Professional Development

POST Certification: N/A

STC Certification: 06026141

[Course available in Onsite and Webinar/Remote formats](#)



Law Enforcement Training Solutions (LETS), LLC.

DIVERSITY, EQUITY, AND INCLUSION (8 hours)

Our 8-hour course explores an overview of the evolution of diversity, equity, and inclusion in the workplace and community. Through a review of history and application of forward thinking, this diversity and inclusion training helps students create an environment of not only inclusion and diversity, but respect that creates higher productivity and higher morale. Communities included in this course will include Black, Indigenous, (and) People of Color (BIPOC); Lesbian, Bisexual, Gay, Transgendered, and Queer/Questioning/ (LGBTQ+); Elderly; and people with Disabilities.

Course topics include:

- Keys Terms in Diversity, Equity, and Inclusion
- LGBTQ
- Systemic Racism
- Racial Trauma
- Microaggressions
- Racism and Mental Health
- Privilege
- Strategies and Interventions to Mitigate Racism
- Elderly

Course covers:

Professional Development

POST Certification: N/A

STC Certification: 00045519

[Course available in Onsite and Webinar/Remote formats](#)



Law Enforcement Training Solutions (LETS), LLC.

DJJ REALIGNMENT: PREPARING FOR TRANSITIONAL AGED YOUTH (8 hours)

Our 8-hour STC certified course is designed to help the facility staff better understand the youth being redirected from the state youth facilities back to the local youth facilities because of SB 823. The course will discuss the background of SB 823, differences between the expected developmental milestones and the actual developmental milestones, developmental affecters, vicarious trauma, preparing for the transition with youth status and needs, housing classifications, current daily activities, youth concerns, concerns of "criminal sophistication", staff boundaries and manipulation, and staff empowerment and support. This course will also allow for networking with other probation departments within the state and allow for collaboration and sharing of ideas and experience.

Course covers:

Professional Development

POST Certification: N/A

STC Certification: 06324799

[Course available in Onsite and Webinar/Remote formats](#)



Law Enforcement Training Solutions (LETS), LLC.

DRUGS OF ABUSE: ILLEGAL, OVER THE COUNTER AND PRESCRIPTION (8 hours)

Our course provides the student with the tools to help identify prescription medications and illegal drugs and how they are used. By knowing what the more common medications and illegal drugs are, the officers and/or agents of police, sheriff, probation, parole and corrections can better prepare themselves to recognize the signs and symptoms, as well as, conditions that would require the use of certain medications.

Course includes training on:

- Prescription medication recognition;
- Illegal medication recognition;
- Safety concerns of handling and packaging medications and illegal drugs;
- Methods of administration of prescription medication and illegal drugs;
- Signs and symptoms of people under the influence of prescription medications and illegal drugs;
- Methods of obtaining non-prescribed prescription medications and illegal drugs;
- Pertinent laws for prescription medications and illegal drugs.

Course covers:

Professional Development

POST Certification: N/A

STC Certification: 03078214

[Course available in Onsite and Webinar/Remote formats](#)



Law Enforcement Training Solutions (LETS), LLC.

EMPLOYEE SAFETY AND SURVIVAL (8 hours)

The primary focus of our course is to help create a safer and healthier employee. If an employee is too stressed or injured at work, not only do their peers pay the price with the potential extra workload, but so does the employer with the loss of work and finances. We recognize that the employee is the first line of defense in identifying potential hazards at work and home, and through identification, remedies can be affected.

Through lecture, facilitated discussion and hands-on practicum, your employees will be able to properly identify, document and report potential safety hazards. This, in turn, will help mitigating injuries. They can also learn how to take better care of themselves which can reduce the number of sick or missed work days.

Well-being is important on all levels and achievable for everyone. It can be as simple as taking a standing break during the day, taking stairs instead of the elevator, taking a walk at lunch or a completing a full gym workout. We will discuss how the simplest life-style changes can make the biggest impact.

Course includes training on:

- Identifying and mitigating possible hazards in your workplace
- Identifying and mitigating possible hazards in your home
- Active shooter and disgruntled people
- Cyber protection in the workplace
- Cyber protection when not at work
- Safety when dealing with repair people at home
- Importance of personal well-being at all times

Course covers:

Professional Development

POST Certification: N/A

STC Certification: 07746066

[Course available in Onsite and Webinar/Remote formats](#)



Law Enforcement Training Solutions (LETS), LLC.

ETHICS 2.1 (8 hours)

The primary focus of this course explores the need to do the right thing for the right reasons and not just because we are you being watched. We live in a society where we are judged by what we do and what we represent; in essence, reputation is everything. Through an expansive journey of implicit and cognitive bias, the students will learn more about themselves and how they can make the best decisions for themselves and the organization as a whole.

Course includes training on:

- Implicit Bias
- Cognitive Bias
- Self and Social Media
- Ethical Decision Making
- Exploration of Honor Codes
- Race, Religion, Cultures, Gender, and Ethics
- Sexual Harassment
- Workplace Violence

Course covers:

Professional Development

POST Certification: N/A

STC Certification: 07094278

[Course available in Onsite and Webinar/Remote formats](#)



Law Enforcement Training Solutions (LETS), LLC.

FROM FELON TO ATTORNEY: A SUCCESSFUL REENTRY INTO SOCIETY (8 hours)

This course focuses on the experiences of criminal offenders and the successful reentry back into society from an insider's perspective. During this course, the students will discuss the history of imprisonment, the conditions of confinement typical in many of America's prisons, and social/psychological issues relating to incarceration, with personal insight from the instructor. Topics will also include how incarceration experiences impact reentry; collateral consequences and discretionary disabilities encountered by the probationer/parole.

Through the eyes of someone that has been incarcerated in prison and served on parole, the students will gain a better understanding of being incarcerated and the obstacles of reentry. The student will be able to better interact and understand those that they supervise and with this knowledge, make a better reentry and successful integration back into society.

The instructor for this course is a California Board Licensed Attorney and prior to his admission to the Bar served a prison sentence for vehicular manslaughter. Students will explore topics through the use of article review, scenario-based discussion, and open discussion from the instructors' firsthand experiences and what it took to beat the odds of success.

Course covers:

Professional Development

POST Certification: N/A

STC Certification: 06060195

[Course available in Onsite and Webinar/Remote formats](#)



Law Enforcement Training Solutions (LETS), LLC.

FROM SEARCH AND SEIZURE TO PROCESSING THE SCENE: EVIDENCE, FIELD AND FACILITIES (8 hours)

Our course is to help probation, parole, and correctional staff identify, document, and properly collect items of evidence collected during a home/site/office visits or anywhere in the field. Officers and agents are tasked with conducting searches at home, work, probation offices, various site visits or anywhere they may encounter those on probation to ensure that no terms or conditions of probation are violated. If violations are noted and evidence is present, it is incumbent for probation and correctional staff to properly document and collect evidence for submission to the court systems for further action.

Course includes training on:

- Search and Seizure Laws
- Identifying scene dangers
- Chain of Custody
- Documenting Evidence
- Collecting Evidence
- Safety Issues dealing with evidence

Course covers:

Professional Development

POST Certification: N/A

STC Certification: 00809414

[Course available in Onsite and Webinar/Remote formats](#)



Law Enforcement Training Solutions (LETS), LLC.

GENERATIONAL GAPS AND MANAGING MILLENNIALS (8 hours)

Our course provides the student with tools such as identifying the generation class that an employee or client belongs too and the general characteristics of that generation. This knowledge will help the student effectively communicate, understand and effectively work with members of other generational groups in all settings of the daily work of officers and/or agents of police, sheriff, probation, parole and corrections.

Course includes training on:

- Who are the group influencers
- Group core values
- Personal attributes
- Communication styles
- Family-work values
- Work-Life balance
- Preferred work environments
- Technology preferences

Course covers:

Professional Development

POST Certification: N/A

STC Certification: 02807510

[Course available in Onsite and Webinar/Remote formats](#)



Law Enforcement Training Solutions (LETS), LLC.

GHOST GUNS: IDENTIFICATION TO FILING CHARGES (8 hours)

This course is designed to provide students with a comprehensive understanding of ghost guns and the laws surrounding Ghost Guns. Students will learn how to define what a ghost gun is, how they are made and their implications in modern society. They will also understand the current laws that pertain to ghost guns. Including federal, state, and local laws, and how they affect the purchase, manufacture, and use of ghost guns. The laws that are currently in legislation or being proposed related to ghost guns will be analyzed, and how they could impact the future of ghost guns and related issues will be explored. Additionally, students will learn how ghost guns are transforming guns into assault weapons, and the implications this has for public safety and gun violence. They will also identify current trends in creating and building ghost guns, including the technologies and materials used, and the challenges of tracking and regulating them. Lastly, students will understand what is necessary to prepare for filing charges for ghost guns crimes, including the legal and evidentiary requirements, and the role of law enforcement agencies and the courts in addressing ghost gun crimes. Through lectures, case studies, discussions, and assessments, students will be able to apply their knowledge in a variety of contexts, includes law enforcement, policymaking, and advocacy.

Course covers:

Professional Development

POST Certification: N/A

STC Certification: 08157691

[Course available in Onsite and Webinar/Remote formats](#)



Law Enforcement Training Solutions (LETS), LLC.

HOLISTIC APPROACH TO WORKING WITH FEMALE OFFENDERS: INCARCERATED AND REENTRY (8- hours)

By virtue of historical nature, the Criminal Justice system is set up to serve the needs of the male population. Our criminal justice system is comprised of men and women and women have different needs than men. This eight (8) hour course is designed to help the probation officer, correctional officer, and jailer to better understand the physical and psychological issues that a female offender may be experiencing.

Through group discussion, videos, and group activities, students will learn what the female offenders may be undergoing and may need while incarcerated, as well as in preparation for a successful reentry into society. Topics include family issues, mental health issues, victimization, housing issues, gender identification considerations, and opportunities for education. A positive staff encounter will generate positive interactions while incarcerated and once in society.

Course covers:

Professional Development

POST Certification: N/A

STC Certification: 01013567

[Course available in Onsite and Webinar/Remote formats](#)



Law Enforcement Training Solutions (LETS), LLC.

THE HUMAN-CENTERED INTERVIEW AND INTAKE PROCESS (24 hours)

The Human-Centered Interview and Intake Process is a 24-hour course is for probation officers who want to refine their skill set in the client interview and intake process. To competently conduct their jobs, probation officers need to have excellent communication skills. Communication is a perishable skill; however, with continuing education, probation officers will accurately conduct interviews, make court recommendations, and make the appropriate supervision plans and placements. In addition to building rapport with clients and having better communication skills, there can also be a reduction of violent encounters through mutual respect and understanding. Through an effective rapport process, probation officers will obtain a more accurate social history from clients or family members.

California is a “melting pot” with people from different ethnic, cultural, and religious backgrounds. By better understanding the various traits of each culture and religion, probation officers can better connect with clients, build rapport and respect, and thus get better and more accurate information and histories. This course provides the probation officers with the tools, such as understanding effective communication, building rapport with clients (and family members), leading to on-going communication, and exchanging sensitive information. This course also teaches the probation officers how to conduct a cognitive interview to obtain relevant and accurate information in the initial intake process or subsequent probation investigations. Through a comprehensive understanding of how religion and culture affect our interactions with clients, better relations can establish for a more productive working environment and even mitigation of potentially violent situations that can erupt from wrong inferences. This course also explores generational differences that can also have a significant impact on probation officers and their clients, adult or juvenile. This human-center course is an interactive learning process where the students can learn new skills and refine those skills they already have.

Course topics includes training on:

- Nonverbal communication
- Verbal communication
- Active listening
- Note taking
- Paraphrasing
- In-depth interviewing though open-ending interviews
- Review of culture and religion as it pertains to our daily function



Law Enforcement Training Solutions (LETS), LLC.

Course covers:

Professional Development

POST Certification: N/A

STC Certification: 05274996

[Course available in Onsite and Webinar/Remote formats](#)



Law Enforcement Training Solutions (LETS), LLC.

INTERMEDIATE INSTRUCTOR: TECHNOLOGY AND PRESENTATION TOOLS (8 hours)

Our course is designed to expand and develop the current instructor's presentation abilities. Training is not a stagnant skill and needs to be reviewed and continuously updated to ensure the best training possible for the student. We must also ensure that the training is student-centered and involve the student to increase material comprehension. Intermediate Instructor: Technology and Presentation Tools will help the instructor design or redesign their presentations to allow for the presentation onsite or online and increase student participation.

Students will learn how to create the most effective slides in different formats like PowerPoint, Prezi, and KeyNote for facilitation. They will learn and refine skills for onsite training and interaction with the students and learn and refine skills to present in an online format using several more popular training platforms like Microsoft Teams and Zoom.

Topics include:

- Utilization of different training platforms;
- Creation of persuasive slide decks;
- Compliance with copyright laws;
- Utilization of interactive tools like flipcharts and whiteboards;
- Using games in the learning setting, and the
- Application of the feedback process

Course covers:

Professional Development

POST Certification: N/A

STC Certification: Certification In-Process

[Course available in Onsite and Webinar/Remote formats](#)



Law Enforcement Training Solutions (LETS), LLC.

INTERVIEWING TECHNIQUES FOR THE BACKGROUND INVESTIGATOR (8 hours)

Our course provides the student with the tools to conduct a better and more thorough background investigation during the hiring process. The officer and/or agent of police, sheriff, probation, parole and corrections are all sworn positions and it's crucial that backgrounds conducted reveal any potential problems that can have a negative effect on the employer, employee and the court system.

Course includes training on:

- Non-verbal communication
- Residential/neighborhood checks and interviews
- Employer and family interviews
- Media/technology checks
- Ethics
- Personal safety

Course covers:

Professional Development

POST Certification: N/A

STC Certification: 08669915

[Course available in Onsite and Webinar/Remote formats](#)



Law Enforcement Training Solutions (LETS), LLC.

LEADERHIP LESSONS (4 hours)

The primary focus of this 4- hour agency specific course is to create and refine leadership skills. Students will explore the different characteristics of leaders; different leadership styles; the role of emotional intelligence; situational leadership through storytelling and delegation; staff empowerment, and critical conversations. In an ever-changing work force, effective leadership through communication, trust, interpersonal skills create strong relationships which in turn facilitates an effective and efficient work force. Through lecture, facilitated discussion, and hands-on practicum, students will be able to learn different leadership styles; create better staff engagements and production; and reinforce professionalism and confidence. This course will also improve moral, and create a collaborative process which will benefit the organization as a whole.

Course includes training and updates on issues pertaining to:

- Leadership Styles
- Effective Leadership through engagement
- Developing and empowering staff
- Building and Maintaining staff trust

Course covers:

Professional Development

POST Certification: N/A

STC Certification: 05524453

[Course available in Onsite and Webinar/Remote formats](#)



Law Enforcement Training Solutions (LETS), LLC.

LEGAL UPDATES AND ETHICAL DECISION MAKING (8 hours)

Our course will provide information concerning current legislative changes, new or modified laws, case decisions and judicial decisions which affect a peace officer's working environment. The course also covers ethical decisions currently faced by peace officers.

Course includes training and updates on issues pertaining to:

- First Amendment
- Fourth Amendment
- Cellphone searches
- Residential Searches and Living Arrangements
- POBAR
- Brady
- Personal cellphones
- Social Media
- Scenario-based ethical decision making

Course covers:

Professional Development

POST Certification: N/A

STC Certification: 05524453

[Course available in Onsite and Webinar/Remote formats](#)



Law Enforcement Training Solutions (LETS), LLC.

MARIJUANA: FROM A TO Zzzz (8 hours)

Our course provides the student with the tools to learn, refine, and update their knowledge of marijuana; from the laws, paraphernalia, to the signs and symptoms of being under the influence of the drug. This is a topic that is receiving a lot of attention since it is now legal at the State level, but illegal at the federal level. By knowing what the more common forms of marijuana and the equipment that are used to inhale or ingest the drug, the officers and agents of probation, parole, and corrections can better prepare themselves to recognize the signs and symptom of influence to the paraphernalia that may be seen in the field setting.

Course topics include training on:

- History of marijuana
- Forms of marijuana, edibles to inhalants
- Signs and symptoms of influence
- Local, State, and Federal laws
- Collection and packaging for prosecution
- Medicinal uses of medical marijuana

Course covers:

Professional Development

POST Certification: N/A

STC Certification: 02152252

[Course available in Onsite and Webinar/Remote formats](#)



Law Enforcement Training Solutions (LETS), LLC.

MENTAL HEATH: WE CAN'T ESCAPE IT, SO LET'S HANDLE IT (8 hours)

Our course provides the student with the tools to understand what the various types of mental health are and how we, as peace officers can handle people with mental health issues safely and effectively. The student will explore the more common types of mental health, the symptoms, and the medications prescribed. Mental health issues will be explored that are caused or derived from intellectual disabilities, diseases, substance abuse, or environmental related sources. This course will address, children, teens, and adults as well as the homeless and veterans. Students will review current laws that are applicable to mental health and peace officers. The topics of societal views and tactical safety will be incorporated too.

Course topics include training on:

- The disease etiology
- Signs and Symptoms
- Medications and Treatments
- Resources
- Tactical communication and safety
- Legal update on relevant laws
- Exploration of current news trends and mental health

Course covers:

Professional Development

POST Certification: N/A

STC Certification: 07052146

[Course available in Onsite and Webinar/Remote formats](#)



Law Enforcement Training Solutions (LETS), LLC.

OFFICER INVOLVED INCIDENT RESPONSE PROCESS (8 hours)

The primary focus of this 8-hour course is to educate and prepare the student for the event that they, a partner, or a subordinate is involved in an officer-involved shooting or crisis event. As a peace officer in the State of California, the chance that an officer will be involved in some adverse incident is greater now than ever before. This course will comprehensively explore the events that the officer will encounter from the beginning to the end. This will include explaining the different investigations that will transpire, rights under the Peace Officers Bill of Rights; social media; and the role of various people from partners to the investigative agencies involved in investigating the event. Students will also explore relevant legal cases.

This interactive course will also present students with scenario-based challenges where they can apply newly acquired knowledge and skills and refine current skills and know-how and what to expect and do in the event of an officer-involved event. They will discover who they can speak to when to speak, and what can be said. Through lecture, facilitated discussion, and hands-on practicum, students will be better prepared if they, a partner or subordinate, is involved in an incident. The instructors are well versed in all aspects of officer-involved events, from the investigation to the support role.

Course covers:

Professional Development

POST Certification: N/A

STC Certification: 00460486

[Course available in Onsite and Webinar/Remote formats](#)



Law Enforcement Training Solutions (LETS), LLC.

PROCEDURAL JUSTICE AND IMPLICIT BIAS (8 hours)

The primary focus of this course is to provide the students with the tools to help create a successful procedural justice practice within our communities. They will learn to identify and understand how implicit and cognitive bias affects us in the workplace, home, as well as in the community.

Students will explore the automatic association we can make between different groups of people and the stereotypes between different groups. Years of research, to include a Department of Justice Study, have shown that people have implicit biases showing a tendency of unintended bigotry. Single acts of cynicism and be exposed through social media and can have a tremendous impact such as the Los Angeles Riots or the Ferguson Riot in 2014.

Students will learn the difference between implicit bias and cognitive bias and how each is developed and applied in the law enforcement community. They will understand that bias is not profiling and that some bias is good and can be helpful in a dangerous situation. Research has proven that association bias can be unlearned and replaced with unbiased associations. As such, students will gain a greater sense of self and place within the community they protect.

A student's training, education, and experience provide them with unique challenges because their biases can alter the outcome of a case. This extends from how we contact and speak with members of the community, interview/interrogate people, process crime scenes and collect evidence, analysis of evidence, to our presentations courtroom testimony truthfulness, compassion, and respect for all involved.

Course covers:

Professional Development

POST Certification: 1344-20702

STC Certification: 024483666

[Course available in Onsite and Webinar/Remote formats](#)



Law Enforcement Training Solutions (LETS), LLC.

PSYCHOSIS AND DELIRIUM...ARE YOU EXCITED? (8 hours)

Our course provides the student with the tools to recognize and handle the possible client that may be under the influence of a drug that may be causing psychosis or delirium, also referred to as “excited delirium.” This is a topic that is still debated, but we are seeing cases each day where people are exhibiting inappropriate behavior towards officers and/or agents of probation, parole and corrections with the potential to cause great bodily harm.

Course includes training on:

- Defining the excited delirium episode;
- Common signs and symptoms of someone in a delirium state;
- The stages of the excited delirium event;
- Best practices for handling people involved in a delirium state;
- Legal considerations for the officers and/or agents of probation, parole and corrections, as well as, the client/victim;
- History of psychosis and associated behaviors.

Course covers:

Professional Development

POST Certification: N/A

STC Certification: 04803063

[Course available in Onsite and Webinar/Remote formats](#)



Law Enforcement Training Solutions (LETS), LLC.

RACISM AND RACIAL PROFILING (8 hours)

The primary focus of this course is an interactive examination of racism through history; understanding the various races and cultures, and diversity of each; validity and application of perception; observations and implications of racial motivation through social media; the students will be able to identify the factors associated with each and break those barriers within one's self and the clients that they serve.

Course includes training on:

- The history of Civil Rights in America;
- Defining different cultures and the subgroups of each in terms of race, religion, and ethnic beliefs;
- Describing the need for cultural diversity in society;
- Identifying the role of perceptions and stereotypes;
- Explaining how racial profiling is not the only way to effective service in the workplace;
- Explore how social medial can have a direct impact on racism and racial profiling through misrepresentation; and
- How we can have a more effective community through a better understanding of the clients, their culture, and their backgrounds.

Course covers:

Professional Development

POST Certification: N/A

STC Certification: 09440523

[Course available in Onsite and Webinar/Remote formats](#)



Law Enforcement Training Solutions (LETS), LLC.

STRATEGIC COMMUNICATION (PCP) - POST (4 hours)

The course will provide the student with the minimum topics of Strategic Communications required in the POST Perishable Skills Training Program. The intent of the course is to improve the student's ability to generate voluntary compliance through the art of persuasion and utilizing the tools of interpersonal and tactical communication.

The course consists of a hands-on/practical strategic communications training for in-service personnel.

Course includes training on:

- Officer safety
- Escalation versus De-escalation
- Communication Elements
- Listening Skills
- Questioning Techniques
- Persuasion
- People with disabilities
- Team Communication during a critical incident

Course covers:

Professional Development

POST Certification: 1344-29540

STC Certification: N/A

[Course available Onsite only](#)



Law Enforcement Training Solutions (LETS), LLC.

STRATEGIC COMMUNICATION - STC (8 hours)

Our course provides the student with tools such as active listening, building rapport with others, and the use of verbal and non-verbal communication. By creating better communication skills, your staff will be able to enhance and foster on-going communication and exchange of information. This course also takes into consideration culture and religion when dealing with others in a work setting. This interactive learning course will allow the student to employ their newly learned and refined communication skills.

Course includes training on:

- Verbal communication;
- Non-verbal communication;
- Building rapport;
- Active listening;
- Consideration for other cultures and religious practices;
- Use of tone and voice inflection.

Course covers:

Professional Development

POST Certification: N/A

STC Certification: 09575431

[Course available in Onsite and Webinar/Remote formats](#)



Law Enforcement Training Solutions (LETS), LLC.

SUCCESSFUL COURTROOM APPEARANCE AND TESTIMONY (8 hours)

Our course provides the student with the tools to successfully testify in court and provide the testimony and evidence needed to help adjudicate a case. Court appearances are a necessary evil for officers and/or agents of probation, parole and corrections, but an area where minimal training is offered. Using self-reflection and practical application, the students will not only be able to learn new skillsets but refine the ones that they have and before they have to appear in court.

Course includes training on:

- Non-verbal communication
- Verbal communication
- Active listening
- Personal presentation
- Presenting evidence and testimony
- Public speaking

Course covers:

Professional Development

POST Certification: N/A

STC Certification: 03293405

[Course available in Onsite and Webinar/Remote formats](#)



Law Enforcement Training Solutions (LETS), LLC.

THE LINK BETWEEN ANIMAL ABUSE, CHILD ABUSE, ELDER ABUSE, AND DOMESTIC VIOLENCE (8 hours)

Jeffrey Dahmer, Albert DeSalvo (the Boston Strangler), Ted Bundy and David Berkowitz (the “Son of Sam”) had many things in common; but, the most troubling was the fact that each one of them admitted to the mutilation, torturing and the killing of animals in their youth. Studies conducted have shown that victims of child abuse and domestic violence have had some exposure to animal abuse. Recognizing these early signs of abuse in youth or adults can help identify bigger problems and issues, as well as, shed light to behavior and get the child/adult proper care and treatment.

Course includes training on:

- The history of “The Link.”
- Theory on why abusers batter and hurt animals.
- Interviewing techniques with victims of abuse and violence to determine if there is also some animal abuse occurring.
- Recognizing the signs of child maltreatment.
- Recognizing the signs of animal abuse.
- Elder abuse and animal abuse.
- Steps for prevention and Intervention.
- Current programs addressing “The Link.”

Course covers:

Professional Development
POST Certification: 1344-33880
STC Certification: 01449443

[Course available in Onsite and Webinar/Remote formats](#)



Law Enforcement Training Solutions (LETS), LLC.

TRAUMA-INFORMED CARE (4 hours)

No one in the criminal justice system is immune from the impact of trauma, whether they are an officer, victim, suspect, or person inside of the probationary/correctional system. This 4-hour Trauma-Informed Care course is designed to help the probation officer, correctional officer, and jailer understand and address the effects of trauma. Through group discussion, videos, and group activities, students will learn what traumatic events are, how people can experience traumatic events in different ways, how they can be re-traumatized, and how trauma can significantly impact our physical and mental health. This course is designed to help build better awareness and create a more well-informed physical and emotional work environments and lives. This course follows the standards set forth by the US Department of Health and Human Services, Substance Abuse and Mental Health Services Administration (SAMSHA).

Course covers:

Professional Development

POST Certification: N/A

STC Certification: 04753297

[Course available in Onsite and Webinar/Remote formats](#)



Law Enforcement Training Solutions (LETS), LLC.

VICARIOUS TRAUMA, TRAUMA INFORMED CARE, AND SUICIDE AWARENESS FOR LAW ENFORCEMENT (8 hours)

No one in the criminal justice system is immune from the impact of trauma, whether they are an officer, victim, suspect, or person inside of the probationary/correctional system. This 8-hour Trauma-Informed Care and Suicide Awareness for Law Enforcement course is designed to help the those in law enforcement to include Patrol, Investigations, Dispatchers, Jailers, Probation Officers, and Correctional Officer probation officer understands and addresses the effects of trauma.

This course will further address the topic of Suicide Awareness for Law Enforcement personnel and how we can identify and help those that may be in crisis. By virtue of the job, law enforcement is exposed to trauma daily and cannot just turn it off, which means that it can also spill over into their personal lives. In a culture where mental health issues were once seen as a sign of weakness, we know how important it is to educate staff on.

Through group discussion, videos, and group activities, students will learn what traumatic events are, how people can experience traumatic events in different ways, how they can be re-traumatized, and how trauma can significantly impact our physical and mental health. Students will also learn how to recognize and address potential issues that may lead to self-injury or suicide. The goal is to help our staff and create a more well-informed physical and emotional life.

Course Topics Include:

1. Describing traumatic events
2. How we experience traumatic events
3. How we respond to traumatic events
4. Describing suicidal behavior
5. Assessing for level of crisis
6. Identifying what is self-care
7. Identify tools and resources for mental health

Course covers:

Professional Development

POST Certification: 1344-10875

STC Certification: N/A

[This course is only available Onsite.](#)



Law Enforcement Training Solutions (LETS), LLC.

WOUND IDENTIFICATION FOR THE FIRST RESPONDERS (24 hours)

Wound identification is the number one key element in effectively and efficiently investigating any scene where trauma is present and where a crime may have been committed. This specialized 24-hour training course is broken down into three modules for law enforcement officers and professional staff who are engaged in trauma-related investigations. They will gain the skills necessary to effectively investigate trauma related scenes with conceptual knowledge, tangible competencies and first-hand experiences presented within a classroom setting.

Both law enforcement professionals and their supervisors should attend this course to ensure their staff is well trained and confident in wound recognition and identification when it comes to trauma related investigations. The by-product of this knowledge can reduce liability, enhance investigations and streamline the prosecution of cases. This course offers first-hand knowledge, real life case studies and comparison of case similarities, which are designed to expose learners to a vast variety of cases. The training will be enhanced through well-designed learning activities, job aids and student-driven discussions.

Course includes training on:

- Identifying trauma and possible ways that it occurred and by what means;
- Identifying perimortem vs. antemortem injuries in death investigations;
- Determining the best ways to preserve traumatic injury evidence;
- The forensic autopsy examination.

Course covers:

Professional Development

POST Certification: 1344-31240

STC Certification: N/A

[This course is only available Onsite.](#)



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MEET THE PRIMARY INSTRUCTORS

Artin Baron has over 20-year experience with the Orange County Sheriff-Coroner (OCSD) with his last assignment as Assistant Chief Deputy Coroner in the Coroner Division. Prior to becoming a Deputy Coroner, Artin began his career with OCSD as Sheriff's Special Officer, working assignments in Corrections, Court Operations, Airport Police Services, and County Police Services Divisions. At the Coroner Division, Artin serves as a Deputy In-Charge, Field Training Officer, and member of the Orange County Elder Abuse Death Review Team. He also holds a California Peace Officer and Standards Training (POST) Advanced Certificate.

Artin's training experience includes teaching a variety of courses to include Crime Scene Investigation; Death Investigation; Forensic Pathology, trauma and wounds; and the use of the California State Controlled Substance Utilization Review and Evaluation System for California's Prescription Drug Monitoring Program (CURES). The courses are taught for Orange County Sheriff, Los Angeles County Sheriff, and Garden Grove School District in conjunction with Santa Ana College.

He is currently an area representative for the Association of Orange County Deputy Sheriff (AOCDS) team and member of the AOCDS Political Action Committee. Artin is a member of the California Coroner Association and the International Coroner Association. He has a vocational teaching credential from San Diego University and is currently an adjunct Criminal Justice Instructor for the Garden Grove Unified School District where he teaches Criminal Justice and Crime Scene Investigation classes at Garden Grove High School.

Artin has a Bachelor of Arts degree in Psychology with a concentration in Human Development from Vanguard University, Master's in Business Administration from California Coast University, and a vocational teaching credential from San Diego University. He has also attended numerous hours of California POST certified training in subjects including field-training officer, mass fatalities, arrest & firearms, parolee contacts, drug influence, threat assessment, gang awareness, aviation security, terrorism-emergency response, racial profiling, death notifications, coroner course and electronic weapons. Artin is also a graduate of the POST Master Instructor Certification Course (MICC), class #9.

Artin is currently a member of the California Peace Officer Association, California State Coroner Association, California Collation of Law Enforcement Association, California Homicide Investigator Association, Peace Officers Research Association of California, and the Garden Grove Education Association.



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Mitchell D Sigal has over 28 years in law enforcement. The last 16-years of his public safety career were at the Orange County Sheriff-Coroner (OCSD), as a Watch Commander/Supervising Deputy Coroner in the Coroner Division before retiring in March 2020. His law enforcement career began in 1987, where he was a Level I Reserve Police Officer for Newport Beach Police and later became a full time sworn Deputy Coroner for the Los Angeles County Coroner in 1989. Before coming to OCSD, Mitchell also spent two and half years as a special agent for the Department of Justice, Federal Bureau of Investigation (FBI). His career assignments have included patrol, narcotics/money laundering, and over twenty-three years as a death investigator. He has been accepted as an expert in death investigation and the collection of evidence in the Los Angeles County Court system and has testified on several homicide and serial killer cases, specifically dealing with evidence. He also holds a California Peace Officer and Standards Training (POST) Supervisory Certificate. His recent educational training has led to Mitchell becoming a certified hypnoterapist with the goal to help those wishing to enter the law enforcement field or promotion work on reducing interview and test anxiety.

Mitchell's teaching experience includes teaching a variety of classes to include Persuasive Communication; Effective Communication in a Death Investigation; Toxicology and Death Investigation; Arson and Fire related deaths; Roles of the Death Investigator; modules of the Institute of Criminal Investigation (ICI) Homicide course (Coroner and Trauma); and the Advance Field Evidence Technician course. The courses are taught for Orange County Sheriff, Los Angeles County Sheriff, Los Angeles County Probation, and the Center for Criminal Justice in Long Beach. Mitchell is also a lecturer at CSU Long Beach, teaching several forensic courses and Crime Scene Photography and at Arizona State University teaching Criminal Investigation.

Mitchell holds a Bachelor of Arts in Psychology with a Minor in Biology from UC Irvine and a Master of Forensic Science from National University in Los Angeles. Additional education includes the Brandman University Leadership program. He has also attended numerous hours of California POST and FEMA certified training in subjects including Interviewing and Interrogation; Mass Fatalities and Disaster Management, including Advanced Incident Commander Systems; Parolee contacts and Gang Awareness; Terrorism and Emergency Response; Racial Profiling; Child Abuse Investigations, Death Investigations; Fingerprinting; Crime Scene Photography; and Mandating Child Abuse Reporting. Mitchell is a graduate of the POST Master Instructor Certification Course (MICC), class #9.

Mitchell is currently a member of the American Academy of Forensic Sciences (AAFS), International Association of Identification (IAI), International Association of Coroners and Medical Examiners (IACME), Council of Forensic Science Educator and International Hypnosis Association. He has authored journal articles on The Link Between Animal Abuse, Child Abuse,



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and Domestic Violence; co-authored The Teaching Love and Compassion (TLC) Program involving at-risk youth and shelter animals and is a contributing author in a Criminal Justice Book.



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Dr. Rachel Stein completed her undergraduate work at San Diego State University, receiving a BA in Psychology and Liberal Arts & Sciences, graduating with honors. She then continued her education, pursuing a M.Ed. and a Certificate of Advanced Graduate Study in Counseling and Psychological Services at Springfield College in Massachusetts. She was awarded the only full time teaching fellowship in her department during her master's program at Springfield College, giving her the opportunity to teach several undergraduate courses as well as work with several Adjunct faculty in their course preparation and testing procedures. After completing her Master's program, she worked at an inpatient psychiatric facility as both a mental health counselor on the child/adolescent unit conducting crisis intervention, individual and group therapy, and as an intake coordinator performing mental health and chemical dependency pre-admission clinical assessments, working closely with physicians, local law enforcement and emergency response teams. Rachel continued her graduate work, receiving both a MA in Psychology and a Psy.D. in Clinical Psychology, with an Individual, Family Child emphasis. She has worked in various nonprofit and clinical settings for over 15 years. She has worked within several in-patient and residential facilities where she conducted mental health and chemical dependency triage intakes and assessments. She was the lead therapist, supervising two treatment teams providing therapeutic services within a level 12 residential treatment facility for high-risk adolescents referred by the Department of Probation and the Department of Children's Services. Rachel completed her clerkship at the UCLA Office for Students with Disabilities, where she was an advocate for student rights, worked to help students receive their accommodations, and where she conducted diagnostic and character pathology assessments. She finished her pre-doctoral training at Children's Hospital Los Angeles, in their High-Risk Youth program working at an affiliated youth shelter, at the Division of Adolescent Medicine, at the Los Angeles Free Clinic and in their school based clinic located at a Los Angeles high school.

Rachel has authored a manual developed for a therapist to conduct group intervention for female adolescents who have been victims of acquaintance rape, and has stayed actively involved within the arena of domestic violence and violence against women as an invited panelist, educating and speaking on the "Link" for various symposiums throughout the nation. She founded and piloted a Positive Parenting program within two cities in the Orange County area.

Rachel remains actively involved within her community in the realm of public education. She was personally nominated by the school superintendent for the position of a board member on a local foundation that worked closely with and supported the city schools and school district to keep the music, arts and science programs alive and funded as well as provide grants for teachers within the district. She was elected and served on the School Site Council for a local elementary school where she worked side by side with the principal and teachers for the betterment of the school. She joined with a representative from the county's Department of Education to create and implement parent education symposiums on a variety of subjects at the local middle school throughout the school year.



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Rachel is currently the Assistant Dean for the School of Behavioral Sciences at a small, private university, as well as Associate Faculty for the College of Social and Behavioral Sciences at University of Phoenix, online campus. She has been part of focus groups for curriculum changes, student assessments and evaluation methods. She also regularly collaborates on curriculum revision, material and textbook reviews as well as course development. She has developed and taught courses at several universities, including Positive Psychology, Human Motivation, Interviewing & Counseling, Introduction to Psychology, Introduction to Sociology, Psychopathology, Advanced Abnormal Psychology, Elements of Clinical Psychology, Marriage and Family Therapy, Ethics, Influence of Media on Behavior, and Digital Learning.



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Dr. James "Jamie" Binnall completed a M.S in Education from Wagner College, M.S. in Social Ecology from University of California, Irvine, J.D. from Thomas Jefferson School of Law, LL.M. from Georgetown University Law Center in Constitutional/Criminal Law, and a Ph.D. from the University of California, Irvine in Criminology, Law and Society. He is an Assistant Professor of Law, Criminology, and Criminal Justice. Prior to his appointment at CSULB, Jamie was a Teaching Fellow at Thomas Jefferson School of Law (2013-2014), where he taught Law of Probation & Parole and Incarceration & Reentry. Jamie also served as a Law Teaching Fellow at the Georgetown University Law Center (2011-2013). At Georgetown, he taught seminar courses in United States Legal Discourse and Scholarly Legal Writing, while also serving as the Assistant Director of the Language Center, overseeing the dissertation writing process for graduate law students pursuing their SJD. Jamie has also taught courses on Criminology, Law & Society at University of California, Irvine.

Jamie's research focuses on the civic marginalization of former offenders, parole and post-release restrictions, and conditions of confinement. His current research, funded by the National Science Foundation and the American Bar Association, examines the exclusion of convicted felons from the jury process. The leading scholar on felon juror exclusion, Jamie has testified for the U.S. Commission on Civil Rights and presented his research to the American Bar Association Jury Commission. He is the author of numerous articles published in both law reviews and social science journals, including *The Ohio State Journal of Criminal Law*, *Albany Law Review*, *Virginia Journal of Social Policy & the Law*, *Law & Policy*, and *Law & Social Inquiry*. Jamie also maintains a pro-bono law practice, representing federal criminal defendants on appeal and law students in the California State Bar Moral Character and Fitness Determination process.



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Dr. Tina Webb is affectionately known as Black America’s Therapist, Dr. Tina Webb is a Licensed Clinical Social Worker, Philanthropist, Public Speaker, Author, Media Personality, Social Innovation Strategist, Mental Health Expert, and Host of the entertaining and informative mental health podcast, Coping Season with Dr. Tina Webb.

Dr. Webb is a social change leader, widely known for both her expertise in mental health, and experience in developing practical, applied solutions to large-scale social challenges that directly impact vulnerable, marginalized or otherwise disadvantaged populations. She is the creator of “Queens Talk: A Conversation Card Game for African American Women”, an innovative, actionable solution to closing the health gap, by preventing and ending HIV/AIDS among African American women.

Dr. Webb is very passionate about decreasing mental health stigma, and empowering African American men and women to overcome emotional barriers to living their best lives. She is committed to ensuring healthy Black communities by creating safe spaces that foster understanding of mental health, emotional wellness, and healthy coping skill development. Her work focuses on leading national discourse about intractable issues affecting Black communities worldwide, and in developing solutions to social challenges.

Dr. Webb has extensive experience in mental health treatment, crisis intervention, suicide prevention, HIV prevention, addressing relationship issues, psychotherapy, treatment of co-occurring mental illness and substance use, evidenced based practices, including, Trauma-Focused Therapy and Cognitive Behavioral Therapy. Dr. Webb has provided mental health services in a variety of settings including residential facilities, clinics, schools, hospitals, jails, mental health courts, board and care homes, in the community, and in people’s homes. She has also provided counseling to victims of natural and man-made disasters, their families and emergency first responders. Her work has been featured in the Los Angeles Times, Voyage LA Magazine, 211LA.org, and Los Angeles County Newsroom.

Dr. Webb is a visionary leader who has served previously as President of the Los Angeles County Department of Mental Health Professional Social Workers Association, and as a Mentor through the University of Southern California Legacy Through Leadership Mentoring Program. She is also an internationally recognized leader in the field of cognitive therapy.

Dr. Webb is licensed through the State of California Board of Behavioral Sciences as a Licensed Clinical Social Worker. She holds a Bachelor of Arts degree in Human Services, with honors in the major, from California State University Dominguez Hills. She has also earned both a Master of Social Work degree and Doctor of Social Work degree from the University of Southern California. Dr. Webb is a Diplomate and Certified Cognitive Behavioral Therapist through The Academy of



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Cognitive and Behavioral Therapies. Dr. Webb is a Veteran of the United States Air Force. She lives in Riverside, California with her two sons.



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Dr. Michael "Mike" Morris has over twenty-years of experience in law enforcement as a Special Agent with the Department of Treasury, Internal Revenue Service, with his current assignment as a Group Supervisor. He has had several assignments which include being an Instructor at (FLETC)

Mike holds a Bachelor of Arts in Communication, Master of Business Administration, and a Doctorate in Business Administration. In addition to teaching for LETS, Mike is an academy instructor at the Federal Law Enforcement Training Center (FLETC) in Glynco, Georgia and a professor teaching at several colleges in the area of Business, Criminal Justice, Marketing, Ethnography, and Accounting



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Tommie Banes has over 30 years of public service experience as a law enforcement professional, advocate, social worker, mentor, and educator working with children and families in Los Angeles County. After extensive work in Child Protective Services and graduate level education in both Social Welfare and Public Administration, a move to the Probation Department to work with youth and their families through the juvenile court has yielded a wide range of practice efficacy and cultural competence over the past three decades. Whereas assignments as a therapist in a detention facility, a Deputy assigned to a field office, and a role as an Investigator have sharpened his knowledge and skills working with troubled youth, it also allowed interfacing with community agencies and resources. In other roles, administrative assignments included policy analysis, contract administration and monitoring, program development, grant writing, and strategic planning before moving to the current management position. He recently retired from Los Angeles County Department of Probation and is now the Assistant Chief Deputy for San Francisco Adult Probation.

Tommie's areas of interest and expertise include Principled leadership, Program Implementation and Management, Initiating Evidence-Based Practices, Strategic Planning, Community Engagement, Cultivating Agency Partnerships, Program Design, Grant Writing, Contract Administration and Monitoring, Business Development, Contract Negotiation, and Legal Analysis.

In addition to conducting training at the Los Angeles County Probation Department, Tommie has been an adjunct professor for Westwood College and the University of Phoenix, where he has been able to offer his students a unique experience of academia and real-world work.

Tommie holds a Bachelor of Social Work from Loma Linda University, a Master of Social Work and Master of Public Administration from California State University, Long Beach, and a Juris Doctorate from Abraham Lincoln University.



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Dr. Richard Zumwalt is a neuropsychologist specializing in brain related disorders in addition to psychological evaluations, psychotherapy and pre-employment psychological evaluations for law enforcement. Dr. Zumwalt is a California Police Officers Standards and Training (POST) approved psychological evaluator. He provides one on one therapy, assessments and annual mental wellness check-ins for first responders, is part of the critical incident response team, and provides training to law enforcement, fire and probation departments. Dr. Zumwalt specializes in trauma, anxiety, depression and addictions. His extensive experience allows him to accurately assess individuals, crisis situations, and treat first responders.

In addition to working for Premier, he works with Southern California Neuropsychology Group providing adult and geriatric neuropsychological assessments for traumatic brain injury, addiction, neurodegenerative brain diseases, neurodevelopmental disorders and psychological assessments.

Before Dr. Zumwalt became a licensed psychologist, he spent 18 years at Huntington Beach Police Department working various assignments: Beach Liaison, Detention Officer, Patrol Officer, drug recognition expert (DRE), Special Enforcement Team, Arrest and Control Instructor, Patrol Rifle Team, and Peer Support Team.

Prior to and during his law enforcement career, Dr. Zumwalt was a therapist and a professor. He spent seven years at College Hospital where he provided individual and group therapy for high risk chronic mentally ill patients from children to geriatric populations. He opened his own substance abuse and co-occurring mental health disorders outpatient program, LEAD Recovery Center where he worked as the clinical and program director. Dr. Zumwalt has been the clinical advisor for Hired Power for over 18 years providing national and international transition services for substance abuse and mental disorders.

Dr. Zumwalt spent five years working as a community college professor, counselor and coach for Orange Coast College, Santa Ana College and Golden West College. Dr. Zumwalt's education and training include: PhD from Northcentral University (General Psychology), Post-Doctoral Neuropsychology Program (Clinical Neuropsychology) at Fielding Graduate University, Southern California Neuropsychology Group (Clinical Neuropsychology), University of California Berkeley, Neuropsychology Continuing Education Certification, Bachelors of Science in Sociology and Masters of Science in Counseling from Arizona State University and California State University Long Beach.

Personal History: Dr. Zumwalt was a member of Arizona State University's only Rose Bowl Champion Football Team and spent three year playing professional football for the Los Angeles Raiders, Atlanta Falcons, and Sacramento Surge. He also played for the Orange County Lawmen Football Team. His older son didn't fall too far from the apple tree being drafted by the Pittsburgh



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Steelers. He has been married for 30 years, has four married adult children and has traveled to the Seven Wonders of the World. He is a self-taught pianist and loves getting outdoors.



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Rachel Pluard is a Licensed Marriage and Family Therapist. She has over 20 years of experience in the human services field, 19 of those years alongside medical and law enforcement personnel. She loves helping clients see their “normal”. She believes in and practices Carl Rogers idea of Unconditional Positive Regard; in being a client’s #1 fan. She also believes in empowering clients with tools to care for themselves and see their own potential. She specializes in family and domestic violence, trauma, healthy relationships, and substance abuse. She believes in bringing light to the dark, or at least showing others that the dark is nothing to be afraid of.

Rachel holds a Master’s degree in Psychology, with an emphasis in Marriage and Family Therapy, a Bachelor’s degree is in Sociology, with an emphasis in Socio-legal Studies and a minor in Criminal Justice. During her undergraduate work, she focused on childhood trauma and family violence, interning with Orange County Juvenile Probation and Social Services. She also worked at a Los Angeles County group home for juvenile females on probation and intake at Orange County’s emergency shelter/group home.

Rachel worked as a therapist intern at a community clinic and interned at a coed residential drug rehab, where county probation and state parole placed clients. She was at the rehab when AB109 rolled out and worked with many of the first “early release” parolees.

Currently, Rachel is a clinician inside Orange County Jail with Correctional Mental Health. She deals with varied situations, such as trauma, family loss, Severely Persistently Mentally Ill (SPMI), developmentally delayed adults, psychosis, mood disorders, substance abuse, suicide, physical violence, and gang and prison politics. She teaches Mental Health at the Jail Academy and presents Suicide Prevention to OCSD Jail Deputies and staff twice a year.

Rachel is a member of the California Association of Marriage and Family Therapists (CAMFT), the National Commission on Correctional Health Care (NCCHC), and the Forensic Mental Health Association of California (FMHAC).



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Ken Fitch has worked as a sworn peace officer in Los Angeles County for the last 15 years. His experience includes corrections, patrol, investigations, and as an instructor. While working as an instructor he taught and facilitated courses for both CA Standards and Training for Corrections (STC) and CA Peace Officer Standards and Training (POST). For STC he developed a curriculum and taught courses on identifying and interacting with mentally ill inmates, first aid and CPR, report writing, crime scene management, and ethics, among others. For POST he worked as an instructor and program manager for the 832 P.C. certification program, and first aid/CPR program. He was the first one in the state of California to have a first aid training program certified under the new 2015 AHA and title 22 standards. Ken is a graduate of the CA POST Master Instructor Certification Course (MICC) class nine. MICC certification involves nearly 400 hours of classroom instruction and can take several years to complete.

As an investigator, he has specialized in the areas of child abuse, sexual assault, and human trafficking. He has worked on regional multi-agency task forces and teaches investigative techniques in the Robert Presley Institute of Criminal Investigations child abuse and sexual assault courses. Ken has also been a Terrorism Liaison Officer (TLO) coordinator for many years and has taught on the topics and terrorism, transnational crime, and emergency management. He has taught criminal justice courses as an adjunct professor at La Sierra University and formerly served as a Public Safety Commissioner in Riverside County.

Ken possesses a bachelor's degree in criminal justice management, a master's in public administration, and is currently a Ph.D. student in the dissertation phase researching human trafficking abatement at Pepperdine University. He has taken extensive professional development in the fields of leadership and organizational development and has an Executive Certificate of Public Leadership from the Harvard Kennedy School of Government. Ken has been published on the topics of digital surveillance and gang graffiti and avoiding biases in child abuse investigations. He is currently a Sergeant for Los Angeles County Sheriff.



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Robert “Rob” Toyer Jr. has over thirty-two years of law enforcement experience. He began his law enforcement career with the Orange County Sheriff’s Department (OCSD) and retired in 2016 as a Motor Sergeant, overseeing approximately thirty motor officers. Throughout his career with OCSD, Rob worked on various assignments, including custody, patrol, SWAT, Training, Defensive Tactics Instructor, and undercover details. Rob is currently the Administrative Sergeant with the Santa Ana School Police Department, with direct oversight of the department’s Detective Bureau, and Civilian Security Detail. Rob was chosen to serve as the interim Chief, from September 2021 – May 2022, while the department conducted a nationwide search to fill the Chief vacancy.

Rob has a Bachelor of Arts degree in Criminal Justice Management from Union Institute and University in Los Angeles, California. He is also a graduate of the California Peace Officer Standards and Training (POST) Master Instructor Certification Course (MICC), class #9. As part of Rob’s POST MICC course program project, he was instrumental in redesigning the Academy Director/Coordinator Course. Rob has been actively instructing, for the last 32 years.

When not at work, Rob is very involved in his Church, where he holds a leadership role, with direct oversight over the congregation, numbering in the 250 range, with specific attention to the youth program. This leadership role includes mentoring and providing examples of how to be productive citizens in the community as they are growing up.

Rob is very active in martial arts and gives back to the community by providing “Self-Defense” seminars for members of his church, women’s seminars, and for the youth. He is definitely a family man, with five daughters, and so far, four grandkids.



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Greg Faessel is a 18-year veteran of the Cypress Police Department with his current working assignment as the Detective Sergeant over the Department's Personnel Division. His prior assignments have included member of the regional Special Weapons and Tactics (SWAT) Team, motor officer in the Traffic Bureau, and Field Training Officer. Greg's interests and expertise has affording him to be on several Department committees to include the design, policy and procedure, as well as implementation of the mobile audio/video system that is currently in place at the Department. He also holds a California Peace Officer and Standards Training (POST) Supervisory Certificate.

Greg's teaching experience includes teaching a variety of classes to include Interview and Interrogation; Criminal Investigation; Media Relations and Sources; Body Worn Cameras, Policy, Procedures, and Best Practices; and the Robert Presley Institute for Criminal Investigation (ICI) Investigators Core Course which includes general Interview and Interrogations and Burglary Investigations. These courses are held in conjunction with the San Diego Regional Training Center, Orange County Sheriff-Coroner, and the Los Angeles Police Department. Greg is also an adjunct faculty member at Golden West College, teaching Criminal Investigations.

Greg serves as the Training Chairman, Board of Directors, Region I for the California Peace Officer's Association (CPOA), coordinating training for peace officers throughout Orange County. He was previously part of the Orange County Traffic Officer's Association (OCTOA) and served as the Training Chairman on the Board of Directors. He has also previously served on the Cypress Police Officer's Association Board of Directors for 3 years during which time he worked on issues related to work conditions and policy with police administration and city hall. Using all that he has learned to date and giving back to the community, Greg is the Mentor Coordinator for the CPOA Leadership Development Program offered through Golden West College.

Greg has a Bachelor of Arts in Psychology from CSU Long Beach and a Master of Public Administrations, also from Brandman University. He has attended numerous hours of POST certified training in subjects including Mass Disaster Management, Interviewing and Interrogation, Field Training Officer, Homicide Investigation, Identification Theft Investigations, Traffic Collision Reconstruction, and Inmate Rights. Greg is also a graduate of the POST Master Instructor Certification Course (MICC), class #9.



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Pete Arellano has over 21 years of law enforcement experience with a local municipal police department, including patrol, Juvenile Investigations, Burglary Detective, Sexual Assault Detective, and Major Fraud Investigator. Mr. Arellano graduated from UCLA with a Bachelor degree in Political Science with a specialization in Business Management and has a Juris Doctorate degree from Whittier Law School. Mr. Arellano has been practicing law for over 16 years.



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Devin Chase retired as a police lieutenant in December of 2014 from the Torrance Police Department in Southern California, after a 32+ year career in full-time law enforcement. During his career Devin worked a variety of assignments, specializing in patrol, field training and narcotics acquiring over 18 years of patrol experience as well as over ten years of narcotics experience working as an investigator, a supervisor and as a commander.

Since 1991 Devin has been developing and teaching courses related to Field Training and drug enforcement for Local, State and Federal Law Enforcement Agencies throughout the United States and in seven foreign countries. Devin is currently a staff instructor for the California Narcotic Officers' Association.

Retired Lieutenant Chase is the former Chairman for the Los Angeles County Region of the California Narcotic Officers' Association and is a lifetime member of the California Narcotic Officers' Association. In 2005 Devin was the recipient of the California Narcotic Officers' Association Al Stewart California Narcotic Officer of the Year award.

Since 2012 Devin has served multiple times as a Subject Matter Expert for the California Peace Officers Standards and Training Office related to Field Training Programs and the area of current drug trends.

Devin is trained in Crisis Intervention and since retiring, Devin continues to work in the law enforcement field as a chaplain with the Orange County Sheriff's Department.



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Edwin Olavi began his law enforcement career in 1996. Since that time, he has held positions in patrol, investigations, intelligence, and counter terrorism. He holds an advanced certificate from California Peace Officers Standards and Training. Edwin has received extensive training in advanced investigative techniques, interview & interrogation, surveillance & counter surveillance, undercover operations, terrorism, dignitary protection, and threat assessment from local, State, and Federal agencies.

Since 2003, Edwin has been conducting Threat Assessments & Investigations in the Southern California Area. He has been involved in the assessment and management of numerous threats and inappropriate contacts toward dignitaries, their staff, and families. Edwin has provided threat assessment training to local, State, and Federal law enforcement officials since 2005, and most recently graduated from Gavin De Becker & Associates' Advanced Threat Assessment Academy. Edwin is still an active practitioner in the fields of threat assessment and protection.



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