

WESTERN STATES HOSTAGE NEGOTIATORS' ASSOCIATION

2018 Featured Presenters
April 29, 2018 - May 2, 2018



Annual Hostage/Crisis Negotiation Team Competition

Our good friends from CSM will again be conducting our very successful Annual HNT Competition on May 3, 2018 at the Atlantis Hotel & Conference Center. Enter your team or as an individual, but enter early. Past years have proved this competition to be the most successful training of the entire seminar. This is a full day of very well planned scenario training with your every move being judged by leaders in the field of HNT.



Presentation Summary for Tim Suttles

The presentation is a look at the Malheur National Wildlife Refuge occupation which occurred in the winter of 2016 in Harney County, Oregon. The presentation centers around the negotiations to include negotiation strategies. The presentation is two full hours.

Biography for Tim Suttles

Tim is the FBI Portland Division's Crisis Negotiation Coordinator and has been since 2008. He has been with the FBI and assigned to Eugene, Oregon since 2001 working multiple criminal cases. His main area of investigation is Domestic Terrorism, including Militia Extremism, White Supremacist Extremism, Animal and Environmental Rights Extremism, etc.. Prior to the FBI Tim was an investigator for Ohio Attorney General's Office.



Presentation Summary for Terry Holmes & Victor Torres

Kenneth Knight Hostage Taking. In the early morning of March 20, 2013 Kenneth Knight, boarded a Citilink Bus with a shotgun, concealed it underneath his seat and waited for his ex-girlfriend. Knight taunted her, then pulled her off the bus, and shot her 3 times in front of kids waiting for their school bus, Knight fled the scene to a acquaintance's house. Subjects inside the house fled abandoning a 3-year old in the house. When police arrive Knight refuses to release the child and our standoff begins.

Biography for Terry Holmes

Terry has been with the Fort Wayne Police Department for twenty-three years, mostly as a Patrol Officer. Currently Terry is a Detective in Robbery/Homicide. He has been a member of Crisis Response Team and a Crisis Intervention Team Officers for five years.



Biography for Victor Torres

On September 1, 2015 Victor retired from the Fort Wayne Police Department in Fort Wayne, Indiana after nearly 25 years. Victor has served his agency in many capacities ranging from DARE Officer, Motorcycle Patrol Officer, Field Training Officer, Crisis Intervention Team Officer and trainer, Street Operations Patrolman and a 20-year Crisis Response Team member as a hostage and crisis negotiator. Victor's last assignment was in the Detective Bureau's homicide division. Victor has been fortunate in negotiating numerous barricaded, suicidal and hostage incidents with success. Victor currently works for the Ossian Police Department in Ossian, Indiana, as a second shift Sergeant.

Since 2012 Victor has served as Board member and former Chair of the Board of Directors for Mental Health America of Northeast Indiana and still remains on a Mental Health America subcommittee. Since 2009, Victor has served and currently serves on the Board of Directors for Park Center Inc. Fort Wayne's leading mental health provider. Victor also serves on the Board of the Indiana Association of Hostage and Crisis Negotiators and has held that seat since 2012.



Presentation Summary for Harry Drucker

On Thanksgiving Eve, an Officer of the Inglewood Police Department was shot. The suspect, along with two hostages, are barricaded in a house. The Inglewood Police Department has its own SWAT and Hostage Negotiation Team, but given the circumstances they asked the Los Angeles County Sheriff's Department to respond. The negotiations, the transition of two specialty teams, inter-agency cooperation, and command challenges will be discussed.

Biography for Harry Drucker

A 30 year veteran of the Los Angeles County Sheriff's Department, Sergeant Harry Drucker has served more than 20 of those years as a hostage/crisis negotiator. Now serving as one of the Department's negotiation team leaders, Sergeant Drucker has responded to over 300 barricaded suspect and hostage situations across over 4,000 square miles of Los Angeles County. Sergeant Drucker has instructed thousands of hostage negotiators across the United States and Canada.

Like most of the nation's negotiators, Sergeant Drucker maintains a collateral assignment. Between call-outs, he runs the Department's studio that produces training videos. Sergeant Drucker has worked a variety of Custody and Patrol assignments including five years as a Civil Litigation Investigator and four years as one of his Department's Public Information Officers.

Sergeant Drucker is a member and frequent presenter for the California Association of Hostage Negotiators (CAHN) and is a graduate of the FBI's National Crisis Negotiation Course at Quantico.

An avid alpine snow skier and racer, Harry is a member of the board of directors of the North American Police Ski and Snowboard Championships (a non-profit organization that raises funds for the winter sports programs of Special Olympics). Harry is also very active in the Law Enforcement Torch Run for Special Olympics (LETR) Organization. He serves as the Production Manager for the LETR International Conference and has been the videographer for the LETR Final Leg for the Special Olympics World Games in South Korea, Los Angeles and Austria.

He holds an Associate of Science degree in Administration of Justice and a Bachelor of Science degree in Business Administration. Harry lives in Sherman Oaks, a suburb of Los Angeles, with his wife and their two children.



Presentation Summary for Tammy McCoy-Arballo

This presentation will provide Insight into the minds of people who commit suicide by cop, including the associated mental illness, triggers, and helpful insights and tips for negotiators pertaining to such events. Discussion will also include information about suicide awareness and common reactions from law enforcement officials who respond to suicide by cop events, including ways to safeguard the mental health of law enforcement officials.

Biography for Tammy McCoy-Arballo

Tammy McCoy-Arballo, Psy.D. is a licensed clinical psychologist who works primarily with law enforcement officials and their families. She worked extensively with law enforcement officials who responded to the Dec. 2, 2015 terrorist attack in San Bernardino and was subsequently recognized for her work by that department. Dr. McCoy-Arballo is trained in hostage negotiation and works with the Riverside (CA) Police Department's Hostage Negotiation Team. She is certified in Critical Incident Stress Management (CISM) and completed crisis counseling training when she was volunteered as a suicide hotline counselor in the 1990's. Dr. McCoy-Arballo is an Eye Movement Desensitization Reprocessing (EMDR) trained psychologist. Beyond treatment, Dr. McCoy-Arballo teaches Suicide By Cop/Cop Suicide to law enforcement as well as Significant Other Survival to law enforcement families. She is The Counseling Teams lead researcher on a study examining pre-employment screening of law enforcement candidates. Her research on pre-employment screenings as well as the use of brief personality measures to predict behavior were selected for presentation at national and international conferences, including the Society of Police and Criminal Psychology.



Presentation Summary for Charles Crosby & Joseph Capece

On June 12, 2016, the Orlando Police Department responded to an active shooter at the Pulse Night Club. Approximately 30-minutes into the incident, negotiators learned that the suspect subscribed to terrorist ideologies and the incident was more than an active shooter. Negotiators worked to resolve a situation that had very few precedents at the local, regional, or national level. Though the incident ultimately was resolved tactically, negotiators learned valuable techniques for negotiating with the terrorist mindset.

Biography for Charles Crosby

Sergeant Charles Crosby was hired by the Orlando Police Department in August, 2004. As an Officer, he spent time in the Patrol, Neighborhood Bike, and Field Training Units. He served as an active Field Trainer for four years, and he served and continues to serve as an instructor for intra-agency training of various types, including Vehicle Operations, Fair and Impartial Policing, and Mental Health First Aid. After eight years, he was promoted to the rank of sergeant. As a supervisor, he has worked in Patrol and the Mounted Unit.

In addition to his primary assignments, Sergeant Crosby has served on the Crisis Negotiation Team for nine of his thirteen years at the agency. He is currently assigned as a Team Leader and the Team's Training Coordinator, a position he has held for the past six years. Sergeant Crosby is also an active Intelligence Liaison

Officer for the Central Florida Fusion Center, a certified Crisis Intervention Officer, and a member of the Critical Incident Stress Management Team.

Sergeant Crosby holds a Bachelor of Arts in History and a Master of Sciences in Criminal Justice from the University of Central Florida. He also completed the Public Safety Leadership Development Certification Program in 2014.



Biography for Joseph Capece

Sergeant Joe Capece graduated from the University of Central Florida with a Bachelors of Arts degree in Criminal Justice in 1994. He joined the Orlando Police Department in 2001. During his initial seven years in patrol he served as the Assistant Squad Leader for several years and was a Field Training Officer. Sergeant Capece began his career in Investigations in 2008 and served in the Property, Assault and Battery, and Robbery Units before being promoted to the rank of Sergeant in February, 2014. After a short time back in patrol he returned to Criminal Investigations and currently serves as the Robbery Unit Supervisor in the Violent Crimes Section.

Sergeant Capece has served on the Crisis Negotiation Team for 10 years and is currently a Team Leader. Sergeant Capece has been the primary negotiator on several successful negotiations to date. He received a Meritorious Service and Valor Awards for actions taken during a house fire intentionally set in August of 2015 where two people were rescued from inside the home. He was a first responder to the scene during the Pulse Nightclub incident and was part of a rescue team that removed several critically injured victims from the nightclub. Sergeant Capece transitioned to a CNT Team Leader role as contact with the shooter was made. He also participated in the investigation during the weeks following the Pulse incident. He was awarded a Meritorious Service Award for his actions at the Pulse nightclub on June 12, 2016. Sergeant Capece and his wife Wendy have been married for 23 years and have two children.



Presentation Summary for Jan Dubina

The 105th Avenue debrief has negotiators assessing an incident with the uncertainty of what they had; a mentally ill individual or a hostage situation. The uniqueness of the incident had experienced negotiators confronted with a callout for which they had not trained.

Biography for Jan Dubina

Jan Dubina retired after 30-years of service with the Phoenix Police Department. She spent 25-years on the Special Assignments Unit, the department's full time SWAT team. Jan negotiated for 21-years and has been involved in over 500 plus incidents as a member of the Negotiations Team. Jan was the Section Chairperson for the National Tactical Officers Association (NTOA) Crisis Negotiation Section for 18-years and currently teaches Level I, II and III classes for Crisis Systems Management. In addition, Jan has given presentations at national and regional negotiation conferences.