

WESTERN STATES HOSTAGE NEGOTIATORS' ASSOCIATION

2019 Featured Presenters
April 8, 2019 - April 10, 2019



Larry Gordon - Dallas Police Department

Larry Gordon began his law enforcement career with the Dallas Police Department in March, 1995. In June, 1997 he was selected to join the Dallas Police Department's Specialized Crime Unit. Larry has also worked undercover operations for the FBI. In November, 2001 Larry was assigned undercover for the Narcotics Division. Larry has also served with the ATF Taskforce that targeted violent drug suspects. In 2004, Larry transferred to the Dallas Police Department SWAT where he is currently assigned as a Hostage/Crisis Negotiator. He has successfully negotiated peaceful resolutions to countless barricaded and suicidal subjects. Larry was the Lead Negotiator during the attack on Dallas Police HQ. Larry earned a Bachelor's Degree in Criminal Justice from the University of North Texas and is certified by the Texas Commission on Law Enforcement (TCOLE) as an Instructor. In addition to the instructor certification, Larry is also experienced in many other police disciplines and teaches in the United States, Africa and Brazil.

Synopsis of Presentation

July 7, 2016, tensions were high again across the country after police shot two black men, Philando Castile and Alton Sterling. Both incidents are captured in widely circulated videos. A day of protest led to a 25-year old Army veteran, Micah Johnson, taking action. Wearing a steel-plated bulletproof vest and holding an AK 74 semiautomatic rifle, Johnson shot twelve Officers, five fatally. Dallas SWAT cornered the suspect and a four hour negotiation ensued. This presentation outlines how Officer Gordon, as Lead Negotiator, was able to contain the suspect, leading to a resolution.

'Gus'



LA Ghassan (Gus) Hajjar joined the FBI in 2003, after a professional career with Boeing and Agilent Technologies as a Financial Analyst. Gus grew up in East Beirut, Lebanon during the height of the civil war; an experience that enabled him to skillfully interview and consult on numerous FBI and other Law Enforcement agency investigations. Gus served eight tours in Iraq Functions, from interviewing high-value detainees, to assisting in hostage and criminal investigations. His efforts identified persons of international connections who posed a threat to the U.S. Gus is a certified Interviewing and Interrogations instructor, LAST 2.0 Instructor, and served as a Threat Identification and Mitigation instructor. On the home front, LA Hajjar has been involved, in many high-profile terrorism cases, including the Sami Al-Hussayen case in Boise, Fort Dix Six, in Cherry Hill NJ, Musa Muhammad Salah, Mosa Abut Marzook, and Al Ashqar, in Chicago, Joseph Brice in Spokane WA, and the Hammadi and 'Alwan case in Bowling Green, KY. LA Hajjar is fluent in four languages and has a MBA in Finance.

Synopsis of Presentation

'Gus' will present attendees a unique inside look of the culture and ideologies of extreme terrorism and how to properly identify and negotiate with them.



Casey Jackson - Institute for Individual & Organizational Change

Casey Jackson is the founder and the director of the Institute for Individual & Organizational Change (IFIOC) and is the lead author of the Motivational Interviewing Competency Assessment (MICA). He has been training on Motivational Interviewing since 2002 and is a member of the international Motivational Interviewing Network of Trainers (MINT). He is internationally recognized for his trainings on effective communications has provided over 3000 trainings to individual agencies, corporations, and government organizations including healthcare, mental health, chemical dependency, law enforcement, juvenile justice, corrections, drug courts, and law enforcement. Mr. Jackson partnered with Frontier Behavioral Health and the Spokane Police Department to develop an Enhanced Crisis Intervention Team (E-CIT). E-CIT training adds an additional 40 hours of Motivational Interviewing training onto the existing Crisis Intervention Team (CIT) training, and has demonstrated significant improvements in department outcomes.

Synopsis of Presentation

Motivational Interviewing: Evidence-Based Communication that Reduces Resistance and Improves Outcomes

There are few eras in history where law enforcement behavior is under the current level of public scrutiny. There is a palpable tension between the support and criticism of law enforcement. With the prevalence of body cams and smart phones, every behavior of an officer is on display, and every response from leadership is analyzed. Methodical and measured communication is an equalizing solution, not only between an officer and a civilian, but also between administration and officers, as well as administration and communities. Good intentions and best efforts are not consistently producing the same results as Evidence-Based Practices.

Motivational Interviewing (MI) is an Evidence-Based method of communication developed in the addiction field and is now used widely in behavioral health, healthcare, corrections, and law enforcement. This course focuses on specific assessment and communication strategies that minimize or eliminate resistance and effectively resolve ambivalence towards productive resolution. Officers who become measurably “competent” in Motivational Interviewing have seen a notable reduction in use of force and improved outcomes with difficult calls. This presentation will focus on the physics of behavior change and how to apply a specific method of communication by assessing and responding to specific language cues.



Dave Shackleton - Mount Vernon Police Department Brad Holmes - Skagit County Sheriff's Office

Sgt. Shackleton has been with the Mount Vernon Police Department for 21-years. He has served in the Patrol Division, Crime Prevention, School Resource Officer, and as a Detective. In 2016 he was the lead investigator for the Cascade Mall Mass Shooting. He now serves as a Patrol Sergeant. He has been a Crisis Negotiator for 10-years and the Team Leader for past 7-years.

Deputy Holmes started in law enforcement 19-years ago and has been with the Skagit County Sheriff's for the past 17-years. He has served in the Patrol Division most of his career. He has also served as Search & Rescue Coordinator, Marine Division Operator, and a Crisis Negotiator for five years. .

Synopsis of Presentation

In December, 2016, while investigating a shooting, Mount Vernon PD officers attempted contact at a residence in the area. As officers were attempting contact, shots came from inside the house, striking one officer in the head. Shortly after, the suspect called 911 saying he had hostages, a bomb, and that he had texted the Mayor. Officers eventually learned that the suspect was a potential 'third-strike' convicted felon looking at the possibility of life in prison. The negotiating team found itself negotiating with someone with little incentive to surrender. Add to that having the mayor 'on scene', outside media influences, & team transition.



Sergeant Paul Meyer - Portland Police Bureau

Officer Paul Meyer was hired by the Portland Police Bureau in December, 1992. After working as a street officer and becoming a Field Training Officer, he joined the Training Division in 2000. During his time in the Training Division he has served as a lead instructor for Firearms and Patrol Tactics. At the time for his injury he was the Special Weapons Lead overseeing the Patrol Rifle, Less Lethal and Taser® Programs. Paul became a member of the Special Emergency Reaction Team in August 2004, where he served as a sniper until his date of injury. On the morning of November 19, 2012, he was injured on duty while operating a Police Bureau ATV. Without warning a 110-foot upper section of a tree snapped

off and fell on top of Paul's head. Paul is paralyzed from the waist down and will live out the rest of his life in a wheelchair. Paul is still a member of the Portland Police Bureau and remains a certified Police Officer. Sergeant Meyer was promoted to the rank of Sergeant in July, 2017. Paul has been married for eighteen years. He and his wife, Mary, have two teenage sons.

Synopsis of Presentation

Teamwork after a Catastrophic Injury. After an on duty freak accident, Paul's life changed forever. But what happened next is an unbelievable story of how his peers and department leaders came together to rally behind Paul and his family. It is that teamwork which has inspired so many others to come to the aid of he and his family when they needed it the more than ever. The presentation will focus on those selfless acts that have been inspirational and have had a positive impact in helping Paul and his family overcome the difficulties that have followed, both at home and at work and the peer support continues to this day.



Dr. Andrew Young - Lubbock Christian University & Lubbock Police Department

Dr. Andy Young has been a Professor of Psychology and Counseling at Lubbock Christian University since 1996 and a negotiator and Psychological Consultant with the Lubbock Police Department's SWAT team since 2000. He also heads LPD's Victim Services Unit and is the director of the department's Critical Incident Stress Management Team. He has been on the negotiating team at the Lubbock County Sheriff's Office since 2008, is on the team at the Texas Department of Public Safety

(Texas Rangers, region 5), and has recently been asked to serve as the Psychological Consultant on the Amarillo Police Department's negotiating team. He has written a book, mostly stories about his work as a crisis counselor and hostage negotiator at LPD called *Fight or Flight: Negotiating Crisis on the Frontline* (see www.DrAndyYoung.com) and has published research on the callout experience, personality and decision-making styles of negotiators and SWAT operators, one of which was recently published in the National Tactical Officer Associations magazine *The Tactical Edge*, and in the International Association of Chiefs of Police online publication. Since 2014 he has spoken nationally at numerous hostage negotiator conferences, as well as other professional and academic conferences on crisis intervention and hostage negotiating.

Synopsis of Presentation

Dr. Young will briefly review negotiator skills when talking to the psychotic. Then, take that psychotic subject, add methamphetamine, patrol with guns drawn, & for good measure some suicidal ideation. Dr. Young's intervention skills in this case will be critiqued. Next, how do we cope with what is perceived as an undesirable ending; negotiator resiliency and coping will be discussed. Dr. Young will then give some insight into the different roles a Psychological Consultant can have on a crisis negotiating team.
