

**WESTERN STATES HOSTAGE NEGOTIATORS'
ASSOCIATION**

**2021 Featured Presenters
May 2-5, 2021**



Dr. Wally Campbell – Idaho Department of Correction

Dr Campbell is the Chief Psychologist for the Idaho Department of Correction and has several years of experience as a psychologist in the Indiana Department of Correction. He received his doctoral degree in Counseling Psychology from Indiana University in 2013. Prior to this, he worked in several corrections-related positions, including correctional officer, juvenile probation officer, and house parent in group homes for delinquent teens. He has presented at several national events on correctional mental health-related topics, such as Duty to Warn, Differential Diagnosis, and Therapeutic Relationships in Correctional Settings.

Presentation Overview

Presentation 1 - Mental Health Disorders and their impact on Different Communication Styles: Coming from a correctional mental health perspective, this presentation is aimed at non-clinical staff to develop a basic understanding of categories of mental disorders and how these different disorders may appear and communicate. Focus will be given on understanding the different types of communication responses that are likely to be more effective for each category of disorder. Primary attention will be given to 1) psychotic disorders, 2) anxiety/manic disorders, 3) depressive disorders, and 4) primary behavioral disorders.

Presentation 2 - Psychological Techniques to manage your own stress: "This presentation will focus on using current, evidence-based techniques to understand how extreme stress can impact the body and thinking processes. Techniques to effectively manage stress in high pressure situations will be discussed using role play and experiential examples"



Robert Ragsdale - Phoenix Police Department - Retired

Bob Ragsdale is a retired Phoenix Police Department negotiator. He began his career as a negotiator in 1988 while serving with the department's full-time tactical team, the Special Assignments Unit. He has taught hostage/crisis negotiations around the country and been a speaker at state, regional and national negotiation conferences. In 2004 Bob spent 13, of the 15, days as part of the multi-agency negotiation team at Lewis Prison serving in a variety of roles to include Primary and Team Leader.

Lewis Prison Hostage Incident and Siege

It began on January 18, 2004 with a failed escape attempt that resulted in two armed inmates holding two Corrections Officers hostage in a multi-level prison yard tower that was designed to keep the inmates out. The incident went on for 15 days, the longest of its kind in U.S. Corrections history. Many of the negotiators, who came from municipal, county and state agencies to assist the Corrections team, never thought they would be negotiating for lives in a correctional setting. While detailing the total incident, this presentation primarily focuses on the efforts of this multi-agency team and the negotiation process that brought about the release of the two hostages, the surrender of the two inmates, and a peaceful resolution.

In the aftermath, members of the negotiation team traveled around the country sharing this incident, and their experiences, with fellow negotiators. Seventeen years later, the experiences and lessons learned during this incident are still relevant for a new generation of negotiators.



Brian Tison - Vermilion County Sheriff's Department & University of Illinois Police Department – Retired

Brian Tison was a sworn police officer for over 29 years, retiring in March 2020. Serving with both the Vermilion County Sheriff's Department (1991-96) and the University of Illinois Police Department (1996-2020), he is now the president and primary trainer of Shield and Star Training Inc. Brian was an active CIT Officer and Coordinator for the Crisis Intervention Program for UIPD before his retirement. He served as the Hostage Negotiation Team Leader for the Champaign County METRO/SWAT Team and served two terms as the Vice President of the Board of

Directors for the Illinois Crisis Negotiators Association, as well as holding a seat on the National Council for Negotiation Associations. He is certified by the FBI through their 40-hour hostage negotiations training course. Brian teaches the police response portion of the 40-hour Crisis Intervention Team (CIT) course statewide and served as the CIT Task Force representative for the University of Illinois. He was the first officer in Illinois to be trained as a CIT instructor and taught extensively for Mobile Training Units in Illinois, most recently "*Mental Health Intervention and De-Escalation*". Brian has presented at the International Association of Campus Law Enforcement Executives (IACLEA) conference in Montreal, Canada, National CIT Conferences in Florida and Ohio, The National Tactical Officers Association (NTOA) Crisis Negotiations Teams conference, as well as state negotiation conferences in Illinois, Louisiana, Wisconsin, California, Indiana, Missouri, Florida, and Michigan. Brian is published in the "*Law Enforcement Executive Forum*" and in 2006, he was named CIT Officer of the Year for the State of Illinois.

Days Inn Standoff

On 08/04/2015 at approx. 0400 hrs., Champaign County Metro/SWAT was activated for a barricaded suspect from an armed robbery at Hardees the previous evening. Officers contacted the suspect in room 211 at the Days Inn. The suspect claimed to be armed and officers on scene established a perimeter until the team could arrive.

We will discuss the operation from beginning to end using car, body, and throw phone audio/video to create a full incident-based debriefing of the situation. There are tactical, operational, and negotiations team principles and learning points to be evaluated from this incident, both positive and negative. The discussion will include team operations, knowledge of current technology use and

effectiveness, cooperation between negotiations and tactical elements, integration of relief team components, and use of de-escalation and intervention techniques with criminal suspects.



Sergeant Andi O'Brien – Washoe County Sheriff's Office

Sergeant Andi O'Brien has been in law enforcement for the past 21 years. Her experience started as a civilian and shortly after 9/11/2001 she made the jump to the commissioned side. The different assignments worked include in the detention facility, patrol division, Special Operations Division on the Hostage Negotiations Team and Peer Support Team. Outside of her agency, she has served for the WSHNA (Western States Hostage Negotiators' Association) Board

since 2012. Sgt O'Brien's niche she found in the negotiation's community has been one of the most rewarding experiences of her career. Through the highs and lows of her career she continues to work with in the community of negotiations and takes pride in the negotiators she met throughout the nation.

Presentation Overview

The Washoe County Sheriff's Office responded to the report of a subject brandishing a weapon. The subjects and address were well known to the agency, with a history of violence against law enforcement. When deputies arrived, little did they know they were there for the long haul. After 16-hours of trying, the Hostage Negotiations Team used every tactic known to them and as the hours carried on, team members were replaced, and negotiations continued.

This case study takes place in rural Northern Nevada and contains an emotional rollercoaster. As the incident evolves, members from various specialized teams respond to support HNT the extended standoff. This incident reminds us, with all the training one could receive, nothing is ever definite or guaranteed. A TEAM is the key to any call out. Without assistance, HNT could not have performed for the 16-hour standoff at the level they did.



Jan Dubina - Phoenix Police Department - Retired

Jan Dubina served 30-years with the Phoenix Police Department and spent 25-years with the full-time Special Assignments Unit (SAU). During her tenure with the unit, Jan was a full-time negotiator, team lead and training officer. Jan continues to remain active in the field of hostage/crisis negotiations, teaching and presenting at state, national and regional negotiation conferences.

Courtroom Testimony for Crisis Negotiators

Jan will discuss and review challenging courtroom and legal considerations for negotiators.



Dr. Shannon Meyer

Dr. Shannon Meyer is a Clinical and Forensic Psychologist with expertise in crisis negotiation, law enforcement and the mentally ill, and operational stress injuries, including PTSD. She provides trainings locally, nationally, and internationally to law enforcement agencies and organizations, teaches at the FBI Academy, and is a faculty member in the Department of Criminal Justice at Seattle University. Dr. Meyer is a Psychologist in the West Coast Post Trauma Retreat (a brief residential program for first responders with PTSD) and she and her Crisis Response K9 are members of the Skagit County Critical Incident Stress

Management Team. Shannon is currently employed by the FBI as a Victim Specialist and is a member of the Seattle Division's Crisis Negotiation Team. Dr. Meyer also is a member the FBI's Victim Assistance Rapid Response Team, which deploys to almost all mass shooting and mass casualty events in the country. Shannon is happily married to a retired LEO (but wishes he would do a little more vacuuming in his free time) and plans to eventually open a specialty psychology practice serving law enforcement officers and their families.

Operational Stress and Resilience

While we all know that this work impacts us, we rarely discuss the emotional costs of policing. Negotiators bring a specialized skill set to their work, but it is these same strengths that can create a unique vulnerability to the negative effects of bad incidents and negotiation "losses". In this way negotiators can become particularly susceptible to operational stress injuries, which includes PTSD.

We will talk about the emotional impact of negotiating, why it can become toxic, and how to identify our individual operational vulnerabilities. This includes what to look for in ourselves, how to look out for each other, and where to turn if things get bad.

We will also cover advances in brain science that reveal that operational stress injuries and in particular PTSD — are the result of a brain injury. This injury physically alters several key brain structures and significantly impairs their functioning, all of which is biologically driven and of which an individual has no control.

Finally we will discuss the ways that we can cultivate resilience and protect ourselves from operational stress injuries in the first place, as well as the established methods that enable recovery and a return to optimal functioning should they occur.



Major Lafate Day - Lafourche Parish Sheriff's Office

Lafate Elliott Day, Jr. started law enforcement in 1992. He worked his way through corrections, patrol, detectives, DARE, Reserves and Youth Services and the Training Academy. He has served as the Training Director of the Lafourche Parish Sheriff's Office Regional P.O.S.T. Training Academy since 2016. In addition to those responsibilities he has served as a Crisis Negotiator since 2000 including 10 years on the Louisiana Association of Crisis Negotiators (LACN) Executive Board and serving 6 years on the National Committee of Negotiation Agencies (NCNA). In 2010 he was named the Explorer Advisor of the Year by the National Sheriff's

Association. In 2017 he joined his regional Crisis Intervention Team committee with the South-Central Louisiana Human Services Authority, specializing in Active Listening Skills, Louisiana laws pertaining

to the handling of mentally ill persons, and scenario trainings. In 2020 he became Vice-President of the Louisiana Enforcement Academy Directors Association and has been active in the adaptation of Louisiana POST Training to include distance and virtual learning concepts. He views his son, Lafate Elliott Day, III, as his greatest achievement, pleasure, work in progress and reward.

Lockport Lockdown

Lockport Lockdown is a case review of an incident that took place in Lockport, Louisiana. The male subject texted a friend that he was suicidal and had a shotgun. He was staying with his girlfriend at the time who lived with her father. The father was a part-time officer with the local police department. It was unknown what equipment and or weapons were in the residence. The subject had been evaluated for suicidal threats just a week earlier. It was also learned he was a member of the Louisiana National Guard and was possibly facing disciplinary action there. As local law enforcement surrounded the residence and a tense standoff continued a series of complicating circumstances started to mount including a refusal to speak directly to negotiators, and early school dismissal threatening to saturate the neighborhood with children, the subject remotely starting his vehicle under the carport, and ineffective attempts to shut down his cell phone.



Corporal Duane Boynton – Vancouver (USA) Police Department

Corporal Duane Boynton is currently a 30+ year veteran of the Vancouver Police Department. He started his career with the Vancouver Police Department in 1989 at the age of 21. Corporal Boynton has served in a variety of assignments during his career to include the Bicycle Unit, Traffic Unit, a detective in the Neighborhood Response Team, Neighborhood Police Officer, and a Background Investigator. He is currently assigned to the Professional Standards Unit (Internal Affairs) 2016-Present. Corporal Boynton has the collateral assignments of Field Training Officer, Press

Information Officer, and Crisis Negotiation Team Leader.

He was selected to the Crisis Negotiation Team in 2000 and later assumed the Team Leader role in 2010. He currently oversees a team of twelve members (five Clark County Sheriff's Office Deputies, five Vancouver Police Officers, and two Mental Health Professionals). Their regional team responds to 40-50 crisis situations a year. Their team trains together once a month for ten hours on a variety of different training topics.

Corporal Boynton has responded to hundreds of critical incidents over the years, gathering perspective and experiences in various roles associated with the Crisis Negotiation Team (CNT). Corporal Boynton is routinely contacted by patrol supervisors during crisis situations for advice and guidance.

Corporal Boynton has received numerous Departmental Commendations, several Meritorious Service Awards, Medal of Distinction, Team Commendation Medal, and a Special Service Award.

In 2009 Corporal Boynton received the City of Vancouver "Spirit of Vancouver" award. This yearly award is presented to a City employee who has demonstrated the core values and mission in their daily work for the City of Vancouver.

Corporal Boynton has presented throughout the country, as well as internationally, on Hostage/Crisis Negotiation. This includes presenting at NTOA, CAHN, WSHNA, as well as various law enforcement agencies around the country. Corporal Boynton has also presented at the FBI Basic Hostage Negotiation course for the Northwest Region.

When Corporal Boynton is not working, he enjoys spending time with his family to include his first grandchild, Elena. Corporal Boynton also enjoys “glamping” in the family travel trailer and traveling around the Pacific Northwest looking for new adventure destinations to enjoy during retirement.

Presentation Overview

In 2019, Law Enforcement personnel from multiple police agencies in the Vancouver, Washington area responded to an “Active Shooter” – turned – “Barricaded Subject” situation in an elderly high-rise apartment building. As units began to arrive, they were immediately faced with several unique challenges specific to evacuating a high-rise building full of older and infirm residents and identifying, locating, and containing the subject. In this case study you will have the opportunity to see and hear how those unique challenges unfolded for this crisis negotiation team. Considerable audio, video and photographs supplement this one-of-a-kind case study.



Deputy Brandon Pierpoint – Lubbock County Sheriff's Office

Brandon Pierpoint is a Sergeant Investigator with the Lubbock County Sheriff's Office and has been serving his community for the last twenty years. Brandon attended Baylor University and South Plains College, where he received an Associate Degree in Law enforcement Technology.

Since the start of his career in law enforcement Brandon has served in various capacities, such as the jail division, court division and the patrol division. Within the jail division, Brandon was a member of the Detention Response Team, support services, and classification. Brandon served in court room security for high profile trials and provided a secure environment for court operations. Brandon has since transferred from the patrol division to the criminal investigations division where he is currently assigned.

Brandon became involved in hostage negotiations in 2003 and has spearheaded the push for more training within this team. He is a goal-oriented officer who is never satisfied with his training and knowledge and strives for excellence. Brandon is currently the team leader of the Sheriff's Office Crisis Negotiations Team. In 2002 Brandon was bestowed with the lifesaving award for preventing an in-custody suicide attempt. Brandon is a TCOLE instructor, Mental Health Peace Officer, Firearms Instructor, and holds a Master Peace Officer Certificate. As of 2007, Brandon was appointed as the new region six director of training and was elected as President of the Texas Association of Hostage Negotiators in 2015. Brandon now serves as an advisor on the board of directors.

Dr. Andy 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, Special Operations, Region 5), and has recently been asked to serve as the

psychological consultant on the Amarillo Police Department's negotiating team. He is the author of, *Fight or Flight: Negotiating Crisis on the Frontline and When Every Word Counts: An Insider's View of Crisis Negotiations*, which contain mostly stories about his work as a crisis counselor and hostage negotiator at LPD (www.DrAndyYoung.com). He was added as a third author for the 6th Edition of *Crisis Negotiations: Managing Critical Incidents and Hostage Situations in Law Enforcement and Correction*. Since 2014 he has spoken nationally and internationally at numerous hostage negotiator conferences, as well as other professional and academic conferences on crisis intervention and hostage negotiating.

Facilitating a Face-Saving Surrender

A callout debrief of a call involving a Sovereign Citizen type who barricaded on his property. This debrief includes the 24-minute audio recording of our negotiations and is an excellent example of rapport building. Negotiating skills are discussed, as are strategies for negotiating with this type of individual. This recording usually causes audiences to laugh at times and is a great example of facilitating a face-saving surrender. In this case, we facilitated the subject's surrender to our primary negotiator. A discussion of other strategies that worked is also included, as is a discussion of the role of a psychological consultant on a CNT. This presentation lasts over an hour and is a great example of SWAT and negotiators trying to work well together
