

★ Spector Criminal Justice Training Network, Inc.  
*A Nonprofit 501(c)3 Since 1974!!*

# TRAINING CATALOG

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*Quality Training for Those Who Protect*



**2024-2025**

*Courses in this catalog run from September 2024 - July 1, 2025*

# Welcome Message

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The ultimate goal of SCJTN is to improve the quality of law enforcement and security training which directly impacts the officers' ability to save lives, protect property, solve prevalent crimes, provide a higher level of services to the community while reducing liability risks.



Elliot B. Spector  
President



Tammy Lynn LaBonte  
Executive Director

## Mission Statement

- To Provide quality law enforcement training programs that supplement the efforts of municipal and state academies
- To Provide training that meets current needs of the law enforcement community and to ensure that such training is taught by subject matter professionals
- To Provide through publications, education and research a fuller understanding of law enforcement, security and judicial issues
- To Provide an opportunity to those who wish to create and expand their own training administrative support

## Social Impact Statement

We believe in protecting the community, breaking barriers and boundaries, respecting one another, and opening up venues for productive conversations. We encourage inclusion, acceptance, empathy and understanding to improve relationships. We believe in seeking solutions. Training and Education is a key contributor to rebuilding relationships between law enforcement and citizens. Through quality programs Spector Training provides instruction that meets the current needs of the law enforcement community and we ensure that our programs are taught by subject matter professionals. The goal of SCJTN is to improve the quality of law enforcement and security training which directly impacts the officers' ability to save lives, protect property, solve prevalent crimes, and to provide a higher level of service to the community while reducing liability risks. It is also our goal to improve relationships between law enforcement and the communities they serve.

24-25

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# In-Service Courses



Five Day Course - CRT Member - \$350.00

Five Day Course - Non-Member - \$425.00

\*Seven Day Course - \$575.00

The Five-Day In-Service Training Course is a triennial update that provides officers with 35 hours of CT POST credit. All triennial mandates are included except firearms. Any officer enrolled in this program is eligible to receive Body Worn Camera Annual Update on Zoom at no extra charge. All classes meet Monday - Friday from 0830 - 1630 except 276S which meets five Thursdays in 2025. *\*See Below for Seven-Day Course information.*

Course #:	Dates	Host
263	9/9/24 - 9/13/24	Legislative Office Building, Hartford
264	10/7/24 - 10/11/24	North Haven PD
265	11/4/24 - 11/8/24	Enfield PD
266	11/18/24 - 11/22/24	East Hampton PD
267	12/9/24 - 12/13/24	East Hartford PD
268S (Supervisory)	1/27/25 - 1/31/25	Wethersfield PD
269	2/3/25 - 2/7/25	Plymouth PD
270	3/3/25 - 3/7/25	Middletown PD
271	3/17/25 - 3/21/25	Manchester PD
272	4/7/25 - 4/11/25	Suffield PD
273	4/28/25 - 5/2/25	East Hartford PD
274	5/19/25 - 5/23/25	Bristol
275	6/9/25 - 6/13/25	Middletown PD
276S (Supervisory)	1/23; 2/20; 3/20; 4/24; 5/22/25	Southington PD

**\*How to Build a Seven-Day Course to Achieve 50 CT POST Credit Hours: Enroll in your choice of a Five-Day Course listed above. If you choose the “7-Day Option” on your on-line enrollment, you will be sent options and instructions for selecting the additional two days. Please note these days have not yet been scheduled and information will not be provided immediately upon your original enrollment, but classes will be scheduled by September, and you will be notified immediately upon the scheduling!**

# Supervision Courses



Alaric J. Fox, Esq.

DC Chris Bartolotta

Elliot B. Spector, Esq.

## First Line Supervision - \$595.00

The leadership section of this weeklong training is a highly interactive, skills-based approach to instill critical supervisory behaviors in new supervisors and will include Ethical Decision Making, Communicating Effectively, Leading, Communicating Expectations through Effective Meetings, Considering Discipline, Resolving Conflicts, Counseling for Performance Improvement, Setting & Achieving Goals, Solving Problems, Handling Situations and Delegating Effectively. Supervisory Liability includes Failure to Discipline; Failure to Train & Failure to Properly Supervise. Theories of Liability are explained with special emphasis on the supervisor's role and liability risk including federal & state statutes and case examples applicable to supervisors, personal liability risks and specific high risk liability areas with emphasis on how to limit liability of officers under your command. Labor & Employment Legal Issues will apply current law and case examples to practical real-life aspects of supervision. You will be trained to identify: the prohibitions on job actions by police officers; the role and function of the labor relations representative; the rights of police management in internal affairs issues; the rights of the police employee in internal affairs issues; the significance of a law enforcement officer's bill of rights; the impact of the Garrity decision on the law enforcement internal affairs process; distinguish use immunity, derivative use immunity, and transactional immunity under the Garrity decision; identify those circumstances where an employee's statement can legally be said to be "compelled"; identify that testimony typically sought from law enforcement personnel in a Garrity based "Kastigar Hearing"; and much more!

## Mid-Management Supervision - \$425.00

This course will provide a basic understanding of the law enforcement middle manager and related issues in labor relations, planning, municipal budgeting, and time management, as well as personnel management towards the next generation of police officers. The course will cover law and related issues in drafting police policies and provide updates on general management liability issues. US Supreme, Second Circuit & CT Appellate Court Cases, Federal and State Statutes Will Be Addressed to Provide Guidance to Ensure Constitutional and Effective Policing. Leading Across Generations "Getting Caught in the Middle" Improving the understanding of the generational issues, engagement in the workplace among generations, Followship vs. Leadership Balance for Law Enforcement Middle Managers, Strategic Planning for Organizational Change and Acceptance, Principles of Mid-Management Improving Employee Accountability - through establishing job responsibilities and goal setting, supporting a culture of achievement, and managing for high performance.



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Jerry Narowski, Chief Ret.



<b>First Line Supervision @ Stamford PD</b>	<b>9.23.24 - 9.27.24</b>
<b>First Line Supervision @ LOB - Hartford</b>	<b>12.2.24 - 12.6.24</b>
<b>First Line Supervision @ Wolcott PD</b>	<b>3.10.25 - 3.14.25</b>
<b>Mid-Management Supervision @ West Haven PD</b>	<b>4.9.25 - 4.11.25</b>

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Mark Sticca, Capt. Ret.



Marshall Segar, Esq.



DC Chris Bartolotta

## Internal Affairs Investigation - \$375.00

Every new IA Investigator should take this course! Learn about ethical and professional responsibility, where IA Investigations stem from, what they are, why they happen, when they occur and the "How To's". This three-day course will cover statutory provisions, CT POST forms 55 & 57, misconceptions of the process or investigator, wrong types of investigations and wrong investigative techniques, as well as outcome based investigations, exculpatory leads, social media concerns, FOIA, records retention and more!

## Contemporary Decision Making for Supervisors - \$115.00

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This one-day course will focus on supervisory decisions that have led to misconduct complaint against supervisors and their officers resulting in civil liability, discipline and criminal prosecutions. Practical recommendations will be discussed to avoid such risks. The course will provide veteran and newly promoted supervisors with key updates, techniques, and information necessary for successful oversight of personnel in today's difficult times. Some of the key topics to be discussed will be the successful utilization of Body Worn Cameras, even if your agency hasn't issued them yet; supervision across generations; and crisis decision making. If time allows, other topics may be discussed.

Internal Affairs Investigations @ Clinton PD

9.16.24 - 9.18.24

Internal Affairs Investigations @ UConn Law Library, Htfd.

January 2025

Contemporary Decision Making for Supervisors @ Ansonia PD

4.4.25



**What we train our officers to do is important – one improper technique changed the country!**

***"You can't manage what you don't measure."***

Kevin F. Dillon, Lt. Ret.

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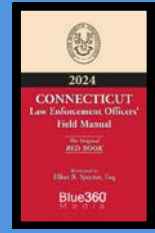
## Use of Force Concepts & Analysis For Police Leaders

Today every use of force incident is scrutinized frame by frame on a video and judged by untrained individuals creating distrust and false narratives. Use of force analysis, investigation and training is a complex continually evolving issue. Designed for Police Leaders who review reports, instruct, or investigate police use of force incidents. The training will examine the most recent and up-to-date issues that specifically impact command level, training units, front-line supervisors, and internal affairs investigators concerning police use of force incidents. This course breaks down multiple issues ranging from daily officer citizen complaints, curriculum design, use of force reporting, tracking and trending or investigating incidents involving police use of force encounters.

Hosted By: Middletown Police Department

October 15, 2024 - \$129.00

Instructed by:  
Editor of the  
"Red Book"  
Elliot B. Spector, Esq.



## Comprehensive Annual Legal Update - \$99

Increased scrutiny and criticism of police has resulted in an increased demand for annual legal update training to ensure officers receive more current law. The legal update will include binding cases from the US Supreme Court, 2d Circuit and CT Appellate Courts as well as statutory updates from the year prior to the date of training. Only law directly applicable to effective law enforcement and issues related to protecting the interests of officers will be offered. This annual legal update will provide officers with an understanding of the laws related to their authority to stop, arrest, search, and interview and interrogation in accordance with the U.S. and CT Constitutions, statutes and caselaw. At the close of training, student officers will understand the limits of their authority in stopping, questioning, detaining, searching, and using force against persons in the context of investigative stops; when and how they may arrest individuals, the extent of their authority in conducting searches with and without search warrants, and when they may interview and interrogate suspects and arrestees while ensuring the rights of such persons are fully protected.

<b>Meriden PD</b>	<b>9.20.24</b>
<b>Bridgeport PD</b>	<b>9.27.24</b>
<b>State Capitol - LOB, Hartford</b>	<b>10.9.24</b>
<b>Milford PD</b>	<b>10.16.24</b>

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## Use of Force Liability Avoidance - \$99

This scenario-based class will present facts from recent cases from the U.S. Supreme Court, Second Circuit and Connecticut Courts. The class will collaborate on decision making, applicable to all levels of Use of Force from Handcuffing through Deadly Use of Force. In essence, every officer will have the opportunity to offer their knowledge, experience, and opinion to help the entire class reach some sound conclusions. Case law will be updated to the week of the class presentation providing officers with the most recent application of legal standards. The course will focus on current liability issues in Connecticut pertaining to use of force in investigative detentions, forced entries, searches, arrests, dealing with emotionally disturbed persons, self-defense and defense of others and de-escalation. This class credit will be accepted by POSTC allowing trainers of Areas 209, 203 or relevant 300 areas to be considered compliant with the requirement when they apply.

<b>Bridgeport PD</b>	<b>10.25.24</b>
<b>Bloomfield PD</b>	<b>1.17.25</b>
<b>Norwalk PD</b>	<b>4.17.25</b>



## **Administration Overview & Liability Avoidance for Training Officers-\$249.00**

This two-day seminar focuses on what police training is and why we do it. It will inform training officers of the training liability standards created by the U.S. Supreme Court and will provide information to training officers to assist them in understanding liability risks for failure to provide adequate training. Specific instruction will help trainers develop courses, plan curriculums, and administer courses. The Administrative Overview will include: (1) a review of the entry level process of a police officer including the comparative certification process, (2) it will identify how much training and what type of training is mandated by CT POST and the State of Connecticut, (3) it will explore what a training cycle and training year is, and examine a training division's record keeping and management of training files, (4) a review of CT POST required forms, and (5) it will introduce the POST Instructor process and their importance to their agency. Legal standards applicable to liability for failure to train under 42 U.S.C. § 1983 - civil rights liability, state tort liability and personal training officer vs. governmental liability will be covered. Guest speakers will present general information on COLLECT, Accreditation, and Recruit Training, as well as a review of tracking applications available. All trainers will offer tips to ensure you are choosing quality programs that are always consistent with your Connecticut State standards.



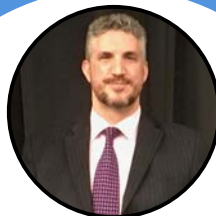
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**Southington PD - November 14-15, 2024**

## **Search & Seizure Review - \$115.00**

*Looking For Hosts!*

This one day seminar with Attorney Russ Iger will review the exceptions, principles, procedural requirements, constitutional law, statutory law and case law relating to search & seizure, incorporating scenarios in which students will actively participate. This scenario-based class will present facts from recent cases from the U.S. Supreme Court, Second Circuit and Connecticut Courts. The class will collaborate on decision making, applicable to all aspects of Search and Seizure. In essence, every officer will participate to help the entire class reach some sound conclusions. Attorney Iger will identify current court decisions regarding searching vehicles and persons without a warrant from the U.S. Supreme Court, Second Circuit and Connecticut Courts. This class is recommended for new police officers who require a refresher following recruit training.



**Russ Iger, Esq.**



Spector Training  
Legal Courses

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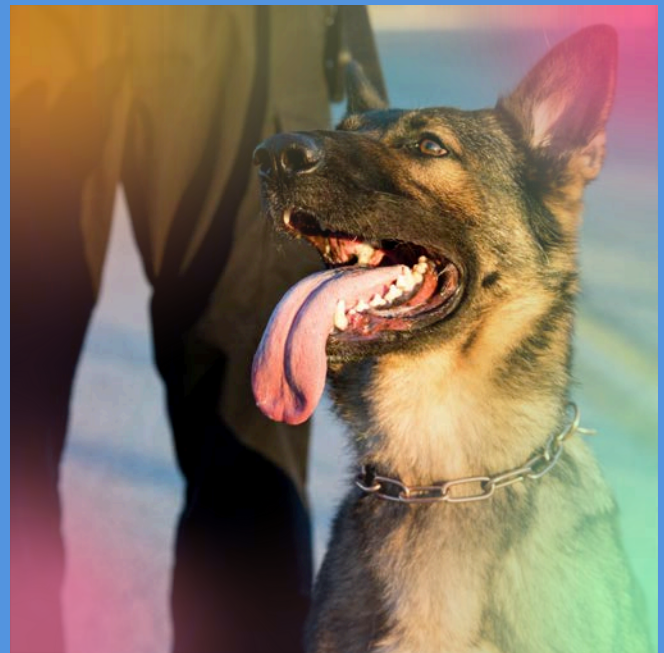


EAST HARTFORD POLICE DEPARTMENT HOSTS:

# LEGAL ISSUES

\$99.00

## for CT K9 Officers



This course will give officers a solid foundation and understanding of when and how to legally employ their police canines, while still honoring the legal protections afforded to those that they have sworn to serve and protect.

**Use of Force:**

Canine UOF; Fleeing Suspects; Handcuffed Arrestees; Building Searches; Duty to Intervene; Canine Deployment During ESU Operation; Accidental / Inadvertant Deadly; Possible Deadly Force

**Date:**

SEPTEMBER 25, 2024

**Hours:**

0830 - 1630

**Instructor:**

STEVEN M. PALMER, ESQ.



# Investigative Courses

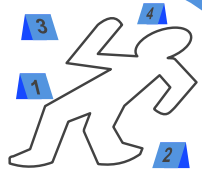


Jerry Narowski,  
Chief Ret.

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## Investigative Photography - Narowski, \$465.00

This hands-on photography course will expose students to the nuances of crime scene and evidence photography to properly and effectively photo-document a crime scene and the evidence contained therein. The course includes lectures and practical exercises including legal standards and the SWIGT and OSAC best practices. This fast-paced course begins with the fundamentals associated with controlling a photographic exposure using a Digital SLR camera system. The course continues with basic camera controls (f/Stops/ISO/shutter speed), then more advanced controls, and finally, the student will apply these skills to a variety of scenarios and evidence. It includes a series of practical exercises where students will be divided into pairs and given an assignment with their cameras to familiarize themselves with techniques discussed previously during a lecture, followed by a presentation of images for class review and critique.



Marisa Edelberg,  
Fellow-ABMDI, MS

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## Death Scene Protocol - Edelberg, \$115.00

Course Description: Special Emphasis on Complicated & "Out of the Ordinary" Cases: Anatomy of a Drug Overdose – Trends and Red Flags; Asphyxia & Smothering versus Overdose & Intoxication; Drownings – How Often Are They Homicides; Homicidal Falls – The Vulnerable Elderly; Baby Deaths – Co-sleeping and SUID NOT SIDS; Child Deaths – Accidents VS Homicides/Abuse; Homicide by Neglect; Taser / Officer Involved Deaths – Injury Contribution to Death; Autoerotic Deaths; Multi Victim Deaths and COVID Deaths.



Lt. Art Weisgerber

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## Crime Scene Procedure & Investigation - Weisgerber, \$465

This concentrated 4-day course will provide the student with an elevated level of understanding and confidence to protect, identify and process any crime scene from start to finish. The course will benefit patrol officers, detectives, and crime scene processors with the proper procedures from the initial arrival on scene, to determining which evidence to process on scene and which evidence to collect for processing at headquarters. Scene photography will also be covered along with the use of camera settings for daytime or nighttime scenes, so students are encouraged to bring a camera. The instructor will use numerous recent case examples with scene and evidence processing photographs during the presentation along with the demonstration of the processing techniques and equipment. Recognizing a variety of departmental budgets, the instructor will provide and demonstrate in class several alternatives for processing using cyanoacrylate, basic yellow dye, Ninhydrin, Small Particle Reagent, Adhesive Developer, Alternate Light Sources, and casting impressions for shoeprints and tire tracks that will fit any budget. There will also be a session of hands-on latent print development on a variety of surfaces so the student will have an opportunity to photograph the latent prints prior to lifting with tape and hinge lifters. The use of silicone will also be demonstrated at this time.

**Crime Scene @ Newtown PD, 9.17 - 9.20.24**

**Death Scene @ Bethel PD, 10.10.24**

**Crime Scene @ Waterford PD, 10.29 - 11.1.24**

**Crime Scene @ Enfield PD, 12.10 - 12.13.24**

**Photography @ Middletown, 1.6 - 1.10.25**

**Death Scene @ Enfield PD, 1.23.25**

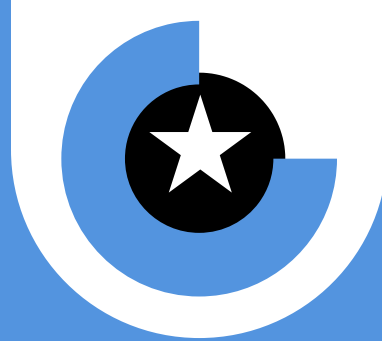
**Death Scene @ Madison PD, 3.6.25**

**Crime Scene @ Madison PD, 3.25 - 3.28.25**

**Crime Scene @ Wethersfield PD, 5.13 - 5.16.25**

**Photography @ Milford, 5.19 - 5.22.25**

# Investigative Courses, Cont.



## Basic Interview & Interrogation - Lopa, \$249.00

This course will focus on providing law enforcement officers with the training needed for investigators to conduct interviewing and interrogation techniques. We will discuss methods to conduct non-verbal and behavioral analysis as well as verbal indicators that denote truth or deception. This is an entry level course designed for officers with little to no experience. Upon successful completion of the course, students will be able to: Implement best practices for conducting an interview, understand how to establish rapport, distinguish the types of interviews, understand body language. Students will learn how to prepare for an interview, how to illicit the maximum amount of information from an interviewee, the differences in interviewing juvenile versus adult suspects, the differences interviewing in a controlled environment versus a street interrogation, and establishing Miranda timeframes. The course will include Mock Interviews and encourage class participation. Course Topics Include: Suspects Only: Behavioral Assessment, Confrontation, and Interrogation. Halo Effect, Truth Bias, Cognitive Interviewing, Themes for Interviewing, Hurdles Interviewer Will Face, Deception Clues (Non-Verbal), Time to Confront, Interview to Interrogation, Confessions, Case Law, Best Practices, Street/Field Interrogations, Truthful versus Deceptive.

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Det. Joe Lopa



Mike Brasche,  
Det. Ret.

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## Narcotics Investigation & Techniques - Brasche, \$625.00

This narcotics training course will prepare new detectives and experienced patrol officers with the tools they need to conduct successful narcotics investigations and operations. Officers will learn the fundamental duties and responsibilities of a narcotics investigator and how to start a successful program from day one. An emphasis will be placed on documentation of all steps of the investigative process. Officers will be shown proper case documentation and the importance of creating and maintaining case files. They will receive in-depth training on common street drugs, paraphernalia and cutting agents identification. Covert surveillance tactics are a critical piece of narcotics investigations. Officers will participate in practical scenarios using both foot and vehicular surveillance during this course. Human sources of information are also critical to successful investigations. **Mike Kowal** will discuss why developing a network of overt and covert contacts is critical for law enforcement to remain on the offense and the unpredictability and potential dangers presented when working with confidential informants. Investigators must know when it is necessary to use them, how to control them, how to hold them accountable, how to predict their behavior, and how to assess their changing motivation. **Attorney Russ Iger** will discuss Search and Seizure laws relevant to our State as well as ethical considerations of those working as narcotics investigators. Officers will also learn how to work and coordinate with federal, state, and other local enforcement counterparts through task forces, mutual investigations, information sharing, resource sharing, de-confliction, and training. **Det. Dan Ortiz** will discuss current cell phone related strategies and techniques for any type of investigation. **\*Seeking host agency in Fairfield County!**

Narcotics Investigation, \* 11.4 - 11.8.24

Basic I&I @ Danbury PD, 11.14 - 11.15.24

Basic I&I @ Suffield PD, 2.13 - 2.14.25

Basic I&I @ Waterford PD, 4.3 - 4.4.24

Narcotics Investigation @ Bristol, 5.5 - 5.9.25

Basic I&I @ Farmington PD, 5.29 - 5.30.25



## **GANGS & GANG VIOLENCE: *IDENTIFICATION & INVESTIGATION***

**Hosted by: Middletown Police Dept.  
9.30.24 - 10.4.24 - \$625.00 Per Officer**

This Gang Identification training course will arm new detectives and experienced patrol officers with the tools they need to conduct successful gang-related investigations and operations. It will provide an overview of current Connecticut motorcycle gangs & street gangs and their identifiers, rituals, terminology, structure and model. Officers will learn the fundamental duties and responsibilities of investigators assigned to gang, organized crime, urban violence, and related task forces. An emphasis will be placed on identification, documentation, and cataloguing of gangs that pose a threat to Connecticut, specifically; and are present globally.

Officers will be shown proper case documentation and the importance of creating and maintaining valid, vetted case files and databases, in line with national standards. They will receive in-depth training on the history and etymology of: common street gangs (national, neighborhood and hybrid); outlaw motorcycle gangs; international organized crime groups; ties to extremist groups (including sovereign citizen groups, extremists and terrorism); and drug cartels.

Covert surveillance tactics, drug identification, national drug threat assessment, undercover operations, and use of confidential human sources of information are also discussed. Subject matter experts will discuss the potential dangers when working with gangs and gang-related investigations, including the phenomenon of “law enforcement gangs”. Officers will also learn how to work and coordinate with federal, state, and other local enforcement counterparts through task forces, mutual investigations, information sharing, resource sharing, de-confliction, and training to utilize state and federal statutes (CORA and RICO) to disrupt and/or dismantle gangs. Strategies for education and prevention will also be discussed.

The course includes lectures and practical exercises including the subjects of Report Writing, legal standards, definitions and implications; specialized reports and reporting language; and any new reporting requirements under HB 6004: An Act Concerning Police Accountability.

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**Mark Sticca,  
Capt. Ret.**

*As with our other offerings, this five-day course will include guest lecturers who are experts in their respective fields to provide the most current material, led by retired Capt. Mark Sticca and retired Detective Eric Medina.*



**Eric Medina,  
Detective Ret.**



Bernie Hallums, Ofc. Ret.



Kelvan Kearsse, Capt. Ret.



**Looking For Hosts!**

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## **Building Partnerships of Trust in Our Communities\***

In this course Hallums and Kearsse will cover a variety of topics that will enable officers to improve relationships with the members of their communities by enhancing and promoting trust on the part of the people they serve. This all-inclusive day of training will cover CT State Statutes relevant to Hate & Bias Crimes (1 Credit - Area 524), including victim impact. Cultural Awareness & Diversity (1 Credit - Area 412), Implicit Bias (1 Credit - Area 419) and Community Policing (1 Credit - Area 602) will be covered. Through a series of videoclips and group activities, student officers will discuss issues including stereotyping, hate & prejudice, stereotype threat and why now more than ever, tension is heightened in law enforcement. Officers will be taught factors influencing cross-cultural communication and how to improve communication and relationships within their communities as it relates to cultural diversity in policing. Students will leave with an understanding of how implicit biases can affect perceptions and behavior, how it impacts community members and the Department. Police legitimacy and the principles of procedural justice and the application of both to police work will be addressed. Procedural Justice (1 Credit - Area 416). Best practices in de-escalation specific to Body Language & Verbal Skills De-Escalation Techniques (2 Credits - Area 312) will be reviewed as well as the differences between protective and punitive use of force. Officers will learn how to recognize and overcome blind spots using emotional intelligence, reflective listening and empathy. ***\*This day of training is included in the Capital Region In-Service Training but can be brought to your agency for inclusion in your In-Service Program or as a stand-alone training session!***

## **Pause, Reflect, Act... L.E. Career Survival - \$115.00**

This one-day "Career Survival" seminar instructed by **Atty. Elliot Spector and Bernie Hallums**, combines ethics, legal standards, practical discussions around officer wellness, stress reduction, recommended appropriate conduct and instructive messages on how to reduce the risk of misconduct in a law enforcement career. The program will include all the areas that most commonly lead to the destruction of officer careers and will discuss the realities of police work and how an officer can help reduce stress-induced trauma through physical fitness, and prevention programs. Issues that lead to death and significant injury, loss of families and careers, arrests and lawsuits will be discussed. Emergency Operation of Vehicles; Alcohol Use Disorder, Drug Use, Off Duty Misconduct; Sexual Misconduct, Domestic Violence Disputes, Excessive Force; Harm to Individual Reputations and the Police Image: Untruthfulness and Dishonest Acts. This program will be beneficial to both new officers starting their careers, and will serve as a general reminder to experienced officers!

**Pause, Reflect, Act - LE Career Survival, Middletown PD, 12.20.24**

**Pause, Reflect, Act - LE Career Survival, Waterbury PD, 3.5.25**

# Methods of Instruction



Brian Shea, Ret. Det.



Det. Jeremy Colon



## **Basic Instructor Development** **\$ 575.00**

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Det. Joe Lopa



DC Chris Bartolotta

Instructional Goal: To give student officers the necessary knowledge, skills, and ability to plan, document and implement criteria based adult training in a given topic of expertise. To plan, develop, and write training objectives; to develop and write lesson plans, to develop training aids, to build and maintain good presentation skills and to define evaluation and testing methods. Instructional Objectives: Students will learn about: Principles of Learning; Adult Learning Theories; Types Of Learners including reactive & proactive learners and reactive & proactive instruction; Communication Styles including elements of communication, barriers to effective communication, different communication channels & the instructor's role in how to handle difficult questions; Task Analysis, Performance Objectives; Methods of Instruction including key factors of determining types of methodology to use when teaching; Lesson Plan Development including the reasons and purposes for preparing a lesson plan, the lesson plan process, and which type of outline is the preferred and most defensible; Outline & Bibliography, Training Liabilities; Criterion Based Testing, Stage Fright; Training Aids including the importance of combining the senses to improve learning, the advantages & disadvantages of PowerPoint as a visual aid; Effective Presentations including what to avoid during your presentation.

Mark Sticca,  
Capt. Ret.



## **Writing Effective Law Enforcement Reports-\$375.00** **Instructors: Sticca, Luba & O'Connor**

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This course will expose police officers and supervisors to the purpose and nuances of police report writing. It is tailored to give both an understanding of best practices in report writing; the proper techniques of report writing; the proper techniques of facilitating remedial action as it relates to report writing; and the ability to develop strategies to improve report writing of their subordinates. The course will concentrate on the development of a narrative reporting system through the use of captions. Emphasis will be placed on organizing thoughts and communicating factual findings into a written format. Practical exercises will reinforce the completion of the reporting process and overall understanding. Students will be able to produce clear, concise reports for use in the law enforcement process. Supervisory students should be able to identify strengths and weaknesses and convey those to subordinates. Students will also be increasing their understanding of their respectively utilized reports and records management systems so they will be able employ these systems to assist in case management, write case reports, update open cases and access additional report documents and to arrest and process prisoners, as tailored to individual departmental needs. This course includes lectures and practical exercises including the subjects of Principles of Report Writing; Note Taking; Narratives; Statements; Legal Standards and Implications; Specialized Reports and Reporting Language; and New Reporting Requirements under HB 6004: An Act Concerning Police Accountability.

**Method of Instruction Lopa/Colon @ Bristol PD - 10.21-10.25.24**

**Method of Instruction Lopa/Colon @ East Hartford PD, 1.13 - 1.17.2025**

**Writing Effective LE Reports @ Middletown PD, 4.14 - 4.16.25**

**Method of Instruction Bartolotta @ Danbury PD, 4.21 - 4.25.25**



Louis Luba, Esq.



Karen O'Connor,  
Sgt. Ret.

# Coaching, Consulting, Remedial Training & Policy Review



In the recent letter from the Directors included in the publication entitled, “Recruitment and Retention for the Modern Law Enforcement Agency Bureau of Justice Assistance and Office of Community Oriented Policing Services,” the following statement rings true. “It is no secret that recruitment and retention are serious obstacles facing law enforcement today. The profession, by its very nature, challenges law enforcement professionals both physically and mentally. Society’s ever-changing nature, needs, and expectations add another complex layer to policing. In recent years, several significant events have led to rapid changes and shifts in community expectations of what people want from their police and other public servants. These changes and accompanying challenges have played a part in departments’ struggles to attract potential applicants to fill positions left vacant by retirement and to reduce or prevent the increasing number of resignations.

*~Bureau of Justice Assistance and Office of Community Oriented Policing Services.  
2023. Recruitment and Retention for the Modern Law Enforcement Agency.  
Washington, DC: Office of Community Oriented Policing Services.*

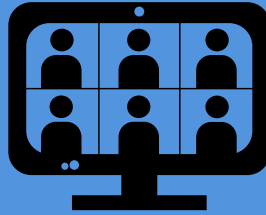
With varying reasons for the profession encountering hiring and retention issues, we at Spector Training not only offer the courses outlined in this catalog, but we also provide remedial training (tutoring) and coaching/mentoring. Agencies can work with our staff to overcome performance deficiencies. These services can be used to help personnel who have not performed their duties to the expected standard, or who may need additional training. With small group settings or one-on-one interactions, we can work with your agency to develop a plan for success. Spector Training also provides accreditation counseling and policy review. Call Tammy @ 860.593.6550 for more information on pricing and scheduling.



Scheduled As Needed 4-6 X Per Year!



# Comparative Certification



[spectortraining.org/comparative-certification](http://spectortraining.org/comparative-certification)

I sent two of my officers through the Spector Training's Comparative Certification Program. On short notice, Tammy LaBonte personally worked with us to provide a customized training program to fit the officer's training needs. Both officers praised the instructors and stated it was the best training they had ever received.

~Chief Michael D. Custer, Rocky Hill Police Department

I recently completed the Comparative Certification program. I took a lot away from the courses and was very impressed with all the instructors. Thank you for making the transition into Connecticut that much easier.

~Jacob DeRosa, DEEP

## Meet our Staff



### Jeffrey Dobratz, Program Coordinator

Jeff oversees the registration process for our In-Service Courses. A retired sergeant and active part-time officer, he ran a training division for 5 years. His practical police experience combined with his leadership of a training division enables him to assist our clients with ease and understanding. Spector Training uses the Cert Assist Tracking System to track attendance and issue credit reports thereby seamlessly reducing data input for training officers who utilize this system.

### Kristi Perkins, Technology Assistant

Kristi Perkins received a Bachelor's Degree in Computer Science from Brigham Young University. While there, she worked as a computer support technician. After graduation, she continued to work at the university as a web manager putting classes online for their Independent Study program. Kristi started KJ Web Designs in 2019, where she helps individuals, non-profits, and small businesses with their online presence. Kristi is in charge of the company's website as well as moderating our Comparative Certification Courses in Zoom.

### Jada Carr, Remote Project Assistant

Jada Carr is a Remote Project Assistant for Spector Training, focusing on registration functions. Concurrently, Jada is employed as a Paralegal at the disability law firm of Zimberlin Law, LLC, in Manchester, Connecticut. In 2013, during her senior year of high school at the Journalism & Media Academy, Hartford, CT, she was awarded an internship with Zimberlin Law, which led to a full-time job by 2015. She is currently finishing an Associate's Degree in Criminal Justice at Capital Community College in Hartford, CT and wishes to further her education at one of the state universities.



# Some program PRAISE



## Narcotics Investigation

I thought it was an extremely beneficial class. I learned so much and truly enjoyed every single day. This is by far the best training I have been to. I loved the hands-on buys and such. All presenters brought real life examples that are useful to officers on the ST to help with narcotics investigations. The program was properly organized and provided practical content related to narcotics. The practical portion of the class was great; doing surveillance was well organized and presented.

## Method of Instruction:

Chris took as much time as needed to help anyone who needed it. If he did not have the answers, he got them for us. Very in-depth, very versatile in explanations to all types of learners. He makes you feel comfortable about the subject. Well structured, very detailed teaching methods. Extremely knowledgeable in PPP and the many intricacies associated with putting a lesson plan together.

Det. Lopa and Det. Colon made this course extremely enjoyable! One of the best courses I have taken and mainly due to the instructors. The two instructors know what they're doing and are very knowledgeable. They made this course extremely enjoyable!

## Mid-Management Supervision:

DC Bartolotta has passion for subject and does great job of presenting. Mr. Spector clearly has a wide and vast knowledge of the law and its applications and comes prepared to explain and discuss various scenarios. Evidence-based information is important. Multi-disciplinary content is critical in policing...Chief Narowski did a good job presenting the information. I always enjoy any Spector Training program I attend. The material is relevant and keeps my attention.

## Death Scene Protocol:

Expertise on the subject was readily apparent. Very knowledgeable on the topics discussed. Related everything to scenarios or real-life examples which made it easy to learn/understand. Great presenter, very engaged. Very funny, yet professional. All patrol officers should attend this class.

## Crime Scene Procedure:

I was recently promoted to SGT, moved to the DB. This has been the best class I have taken in the last year & have been sent to weeks (& weeks) of training. Lt. Weisgerber made the class enjoyable from start to finish. LT was very competent and knowledgeable with his course. The best training I have received this far.



GREAT  
JOB!









***Thank You!***



## **Contact Information :**

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