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LEIC Training Helps Schools Thwart Violence

The UT Law Enforcement Innovation Center (LEIC) recently hosted Responding to Student Threats of Violence training in Oak Ridge, Nashville and Jackson to assist districts in meeting the planning and policy requirements associated with the Schools Against Violence in Education (SAVE) Act.

Each training day had two levels. The first level included a best practice model for school personnel and support staff in screening threats in schools. The second level focused on an extended threat and mental health assessment process for psychologists, social workers and other mental health professionals. A total of 165 people attended the trainings statewide, and 200 more want training.

In 2000, the Federal Bureau of Investigation stated: Although the risk of an actual shooting incident at any one school is very low, once a threat is made, having a fair, rational and standardized method of evaluating and responding to threats is critically important. It is especially important that a school not deal with threats by simply kicking the problem out the door. Disciplinary action alone, unaccompanied by any effort to evaluate the threat of the student’s intent, may actually exacerbate the danger.

Understanding and preventing youth violence is a concern for all administrators and other school personnel. The state of Tennessee has its own expert, Dr. Ken Strong, the supervisor of the Memphis City School district’s Threat Assessment Team. Strong is not only the trainer for the LEIC-hosted sessions, he is a field tester of the federal recommendations in Memphis City Schools. Strong is a licensed counseling psychologist and health services provider and a nationally certified school psychologist with more than 30 years of experience in both public and private practice.

(continued on page 3)

Dr. Ken Strong discusses mental health assessments at the LEIC conference.
New MTAS Class Clears Confusion on Fines and Administrative Penalties

In discussions with the Tennessee Department of Environment and Conservation (TDEC) and with municipalities, UT Municipal Technical Advisory Service (MTAS) Public Works Consultant John Chlarson recognized some existing confusion about administrative penalties and set out to help cities understand laws on the matter.

TDEC’s Stormwater Permit requires designated local governments to have an administrative penalty process that allows them to collect up to $5,000 per day for violations of local stormwater ordinances. However, many municipalities and counties thought that a $50 limitation on fines found in the Tennessee Constitution that applies to municipal courts also applied to administrative penalties.

Chlarson talked with MTAS attorney Sid Hemsley and learned there was indeed confusion on the difference between administrative penalties and municipal court fines. Hemsley and Chlarson determined to clear the confusion by creating a course for local government officials statewide. They anticipated TDEC’s support for such a class. Not only are there penalties for stormwater ordinance violations, the same type of penalty could have application for wastewater pre-treatment, codes enforcement, and beer boards.

MTAS consulted with Robert Karesh, TDEC’s stormwater program coordinator, to secure TDEC support and grant funding for course development. Both the existing permit and the upcoming permit renewal required local governments to have the administrative penalty process in place, and equipping local governments with this capability fit with an Environmental Protection Agency (EPA) grant.

To provide class participants the most authoritative instruction possible, MTAS obtained the services of Karen Beyke, an attorney with authority on administrative penalties and hearings. Beyke is the former city attorney for Franklin and is president of the Williamson County Bar Association.

MTAS kept a clear vision for a class that would ground the participants in their statutory authority to collect administrative penalties over $50 per day. Participants receive a handbook and checklist that clarifies the mechanics of putting the process in place, and the class takes them through the process of conducting an actual hearing.

Beyke suggested students participate in a mock hearing, and Chlarson suggested the inclusion of a video presentation that would prepare the students for the mock hearing. Becky Smeltzer, MTAS technical services librarian, created the video using Beyke’s script. MTAS personnel and Beyke comprised the cast. The video was new for an MTAS class, and, according to student evaluations, it was well-received.

MTAS has presented the course statewide to full venues, and it has received some of the highest ratings of any MTAS class. There are already inquiries as to when MTAS will present the class again.

CTAS Aids Cannon County Firefighters

Cannon County volunteer firefighters will have insurance and training benefits thanks to a grant award the UT County Technical Assistance Service (CTAS) helped the county obtain.

The Cannon County Volunteer Fire Department secured a $28,000 grant from the U.S. Department of Homeland Security (DHS) that will fund premium payments for life and disability insurance and out-of-pocket travel expenses incurred by the firefighters when they attend training. CTAS consultants Kevin Lauer, Ben Rodgers and Doug Bodary helped the department apply for the grant.

“Volunteers are hard enough to find and retain, much less those who will be willing to continue to volunteer knowing if something happens to them, they could leave their families in a financial bind or worse,” Lauer said.

Fire Chief Faye Morse said the grant will aid the department in recruitment.

“We’ll be able to pay for worker’s compensation insurance and life insurance, which is a package that the full-time, paid responders receive,” Morse said.

The DHS grant complements a $101,000 Assistance to Firefighters Grant that the fire department received with assistance from CTAS. That grant will pay for new self-contained breathing apparatus (SCBA) equipment and for 86 hours of formal training for the active volunteer firefighters.

Combined, the two grants almost double the fire department’s annual budget.
Baker witnessed a number of accomplishments during his time at UT LEIC. Working with a professional and dedicated staff, UT LEIC developed and grew numerous partnerships, enhanced its image and level of professionalism and helped law enforcement and community leaders better serve their citizens.

“It is satisfying to know that the work of the men and women at UT LEIC has contributed to the safety of many Americans, the solution of violent crimes, and closure for victims and families,” Baker said. “LEIC has been part of fostering better community relations, promoting school safety, and providing new leaders for police and sheriffs around the nation. LEIC has been a major highlight in my 45-year career in law enforcement and nuclear security at the national level.”

UT LEIC will examine its leadership structure and determine the best way to fill the executive director’s position permanently. Green will lead the agency in the interim.

Green retired from the Knoxville Police Department (KPD) and joined UT LEIC in April 2008 as the program manager of the UT National Forensic Science Institute, which includes the UT National Forensic Academy. Green has nearly 30 years of law enforcement service. At KPD, Green last served as division commander for the department’s Criminal Investigative Division.

### LEIC Honors Misty Bean

The UT Law Enforcement Innovation Center (LEIC) recently named Misty Bean as its Employee of the Year.

LEIC staff members nominated Bean as someone who “volunteers outside of her regular duties to assist with committees and projects.” For example, she has helped collect clothing and food for a battered women’s shelter and has served on the Institute for Public Service annual conference committee, LEIC performance review committee, IPS non-exempt bonus committee and the LEIC staff events committee.

LEIC staff describe her as someone who “works hard to achieve her goals,” is “helpful,” “extremely positive about her work,” and “quickly learned the IPS/IRIS accounting system.”

Bean joined LEIC in April 2008.

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**Educators Look at Discipline, Alternative Education at Conference**

The UT Law Enforcement Innovation Center (LEIC) hosted the 2009 Student Discipline and Alternative Education (SDAE) conference in February for more than 300 teachers, school psychologists and school administrators.

This conference merged the Student Disciplinary Hearing Authority and the Alternative Educators Institute conferences into one, as planners wanted to increase student discipline networking and increase knowledge of students in a non-traditional school setting.

With the theme “It’s All Connected,” the conference was two full days of workshops on topics such as: Discipline and Students with Disabilities, Searches in Schools, District Reporting Requirements, Creating Respectful School Communities and LEIC’s LifeSkills Training.

Students from Smyrna West Alternative School made a presentation on how the school and community projects have improved their lives. Some students performed a rap song while others showcased their musical instrument talents.

Conference attendees were complimentary of the conference’s organization and raved about the presentations of the Smyrna West Alternative students.

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**Students from Smyrna West Alternative School impressed conference attendees with their musical presentation. With the students are their principals and Mike Herrmann, executive director of School Safety and Learning Support, Tennessee Department of Education.**
IPS to Sponsor State’s Basic Economic Development Course

The University of Tennessee Institute for Public Service (IPS) has accepted the role of course sponsor for the Tennessee Basic Economic Development Course (TBEDC), the International Economic Development Council-accredited course in the fundamentals and emerging concepts of economic development.

The Tennessee Department of Economic and Community Development (ECD) asked IPS to assume direction of the course beginning with this year’s session May 4-8 in Nashville.

UT has partnered in the development and deployment of the course since its inception and will work closely with ECD to build on its success. In its first two years, the course has provided training to more than 100 economic and community development professionals and community leaders on the concepts, tools and practices needed to succeed in a complex global economic environment.

IPS Assistant Vice President Charles Shoopman and IPS Economic Development Specialist Beth Phillips will lead the program. Both are TBEDC Advisory Board members and each has more than 25 years of experience in economic and community development.

“We are confident the resources and leadership of the University of Tennessee, along with the TBEDC Advisory Board and other statewide partners, will continue to advance the reputation of the program and will continue to equip economic developers across Tennessee for success,” said Hank Dye, UT vice president of public and government relations.

The course — designed for those who participate in economic development at local, state and federal levels — focuses on the fundamental concepts, tools and practices needed to succeed in today’s complex economic environment.

Course topics include trends in economic development; marketing and business attraction; business retention and expansion; workforce development; entrepreneurial and small business development; strategic planning; community development; economic development finance; real estate development; and managing economic development organizations.

“This program means so much to building our state’s capacity to capitalize on its economic and community development potential. We’re convinced the continuing success of the TBEDC will help our state continue to develop strong economic partnerships and attract higher skilled, better paying jobs for all Tennesseans,” said Commissioner Matt Kisber, ECD.

The course fee is $525 for those who register by April 3. Register online at www.ips.tennessee.edu/tbedc or contact Beth Phillips at beth.phillips@tennessee.edu or (865) 974-0268.

Cumberland County Completes $10,000 Gift to Muscatello/Rodgers Endowment

Ben Rodgers, UT County Technical Assistance Service (CTAS) finance and budget consultant, recently received a check from Cumberland County Mayor Brock Hill to complete the county’s $10,000 pledge to the Paula Muscatello, Bill Rodgers Local Government Internship Endowment.

The university established the endowment to support students interested in a career in public administration, finance, communications or other fields of study involving local government.

The endowment was established in memory of Paula Muscatello, the late wife of Joe Muscatello, a former consultant with the UT Municipal Technical Advisory Service, and in memory of Rodgers’ uncle, Bill Rodgers, former county government consultant with CTAS.

Cumberland County and Putnam County were the initial supporters of the endowment.
Sixteen law enforcement officers and detectives gathered for a week in Watertown, Mass., for the UT National Forensic Academy’s (NFA) 40-hour digital forensic photography course.

Topics included managing depth of field and motion control; close-up photography; functions and controls of detachable flash units; solving lighting problems using fill-flash; painting with light and menu selections; interior and exterior crime scene and accident scene documentation; and photographing victims and suspects.

The Watertown Police Department and NFA Session 17 graduate David MacNeil hosted the course. In an address to participants, Watertown Police Chief Edward Deveau expressed his appreciation to the NFA for bringing the 40-hour photography course to the town. He also spoke about what a great asset it has been to have an NFA graduate in their department.

“The course was extremely educating and very professionally done. These instructors were top-notch, in my opinion, and a credit to the program,” a class participant said. “This is one of the best law enforcement training courses I’ve attended.”

Gov. Bredesen addresses the general session while Bill Dunlap, Blount County highway superintendent and president of the Tennessee County Highway Officials Association (TCHOA), and David Seivers, executive director of TCSA, listen to his remarks.

NFA Takes Digital Photography Course on the Road to Massachusetts Police
David Angerer is a municipal management consultant in MTAS’ Jackson office. He joined MTAS in March 2001 and serves the northwest corner of the state.

Angerer is a graduate of Southern Illinois University (SIU) at Edwardsville, located in the metropolitan St. Louis area where he was raised. At SIU he majored in history and planned to be a school teacher. Upon graduation, however, he used his minor in government to land a job with the Illinois Department of Conservation and began a long career in public service. In 1983, while employed with the Nebraska Department of Roads, he earned a master’s degree in public administration (MPA) at the University of Nebraska at Omaha. During that time he developed an interest in the city management profession.

For 16 years, Angerer held city administrator or city manager jobs in West Bend, Iowa, and the Missouri cities of Ste. Genevieve and Maryville. “On most days, I enjoyed this line of work,” he said. “I got to do interesting things and met interesting people. But I much prefer the consulting side of things and that’s what I like about working for MTAS.”

In addition to his consulting duties, Angerer serves as executive director of the Tennessee City Management Association and is the 2009 chairman of the UT Institute for Public Service Employee Relations Committee.

For the past 37 years, Angerer has been happily married to Memphis native Deborah Angerer, who is a nurse at a clinic in Jackson. They have five children, and now that all of them are grown, they are beginning to enjoy traveling and quiet time at home. In his free time, he enjoys gardening, shortwave radios and aerobics. He owns numerous guitars and says he has never permitted his lack of musical talent to interfere with the pleasure the guitars provide him.
Staff Applause

TO: ALBERT TIECHE, CIS
Thank you so much for helping me get the Bloodborne Pathogens video converted to the correct format. This will help streamline our new employee orientation that we hold each Monday. I appreciate your service and excellent attitude.

Brian Etters
East Tennessee Children’s Hospital

TO: CHRIS WRIGHT, CIS
Thank you for the hard work on the Gantt chart. While there are still some holes, I will tell you Northrop Grumman did like what they saw. In short, you made Formall and me in particular shine, and for that I am grateful.

Jack White, Formall, Inc.

TO: CTAS
I was hired in McNairy County as the Fire Chief by Mayor Mike Smith with the assistance of CTAS consultant Kevin Lauer. From day one, he was a tremendous help for me in learning Tennessee Standards. When I found out that one of my volunteers had been involved in a few arson fires and actually arrested, I contacted Lauer who researched to find that there were no set laws in regulating fire service personnel. We were both astonished at the possibility of anyone being able to join their local department without any type of check. To my knowledge Lauer helped push this idea to levels that eventually passed the Senate and House and became a law in Tennessee requiring background checks for firefighters. He was a class act and a tremendous help for me.

Chief Shane Phillips
City of Seneca Fire Department

TO: DR. MARY JINKS, IPS CO
I want to thank you for taking time out of your schedule and coming to the graduation of Tennessee Executive Leadership Academy (TELA) Class of 2008. It means a lot to the participants to see just how much this program means to UT and to see how far up the chain of command that interest goes. We here at the Tennessee Department of Transportation do appreciate all that you and Tom Kohntopp do in support of the magnificent jobs Macel (Ely) and Kasey (Draney) do with TELA. I look forward to seeing and working with you and your staff in the future.

Tim Pearsall
TDOT Training Officer

TO: DR. MARY JINKS, IPS CO
DAN BAKER, LEIC
Just a quick note to let you know how much we appreciated the work that Lori Ungurait, Stefanie Ellis and Sabrina Rhodes put into the Student Discipline and Alternative Education Conference in Nashville. We had more than 300 educators from across the state with multiple breakout sessions, meals and other potential complications. No hitches whatsoever and my initial scan of the evaluations looked excellent. When you factor in the three sold-out regional threat assessment trainings, it makes for a pretty busy start to the year.

Mike Herrmann
Tennessee Department of Education

TO: MIKE TALLENT, MTAS
Members of the Kingston City Council and I would like to express our gratitude for the assistance and leadership of Municipal Management Consultant Warren Nevad during a recent extended work session in Kingston. While giving up his Saturday, his skill in helping us set objectives during Kingston’s recovery effort following the TVA ash spill was invaluable.

W. Troy Beets, Mayor
City of Kingston
IPS April Calendar of Events

♦ CIS
April 1 8-Hour DOT Refresher, Johnson City
April 1 Conducting Work Hazard Assessment, Knoxville
April 2 8-Hour Emergency Response Refresher, Knoxville
April 2 Conducting Work Hazard Assessment, Nashville
April 14-15 16-Hour Manhole Operations and Safety Training, Nashville
April 14-15 OSHA 10-Hour General Industry, Knoxville
April 20-24 40-Hour Site Worker, Bartlett
April 21-24 OTI 500 Trainer Course in OSHA Standards for Construction, Nashville
April 21-24 OTI 501 Trainer Course in OSHA Standards for General Industry, Nashville

♦ CTAS
Mar. 31 County Officials Certificate Training
April 1 Program (COCTP) Regional Renewal, Jackson
April 1-2 County Finance Workshops, Dunlap
April 6-7 County Finance Workshops, Cookeville
April 8-9 Sheriff’s Association Meeting, Nashville
April 14-15 County Finance Workshops, Knoxville
April 16-17 County Finance Workshops, Johnson City
April 21 County Officials Association of Tennessee (COAT) Board Meeting, Nashville
April 21-23 COCTP Capstone, Nashville

♦ LEIC
April 6-10 Blood Stain Analysis, Austin, Texas
April 13-17 Blood Stain Analysis, Grand Rapids, Mich.

April 14-16 Transit, Terrorist Tools & Tactics (T4), Chicago, Ill.
April 20-22 Basic Gang Investigation, Fayetteville
April 20-24 Mapping and Diagramming, Gulfport, Miss.
April 21-23 T4, New York City
April 21-23 Tactical Spanish for Law Enforcement, Salem, Ore.
April 27-29 First Line Supervision and Management, Salem, Ore.

♦ MTAS
April 1 Municipal Administration Program (MAP) Planning and Zoning, Bartlett
April 2 MAP Planning and Zoning, Jackson
April 8 MAP Planning and Zoning, Johnson City
April 9 MAP Planning and Zoning, Knoxville
April 14 MAP Planning and Zoning, Collegealde
April 16 MAP Planning and Zoning, Franklin

RECRUITMENTS
♦ CIS
Executive Director, Nashville
Business Manager, Nashville

♦ LEIC
Dan Baker, Executive Director, Oak Ridge

♦ MTAS
Hannah Kraemer, Administrative Support Assistant, Knoxville

SERVICE ANNIVERSARIES
Roger Adkins, CTAS .................. 35 years
Rex Barton, MTAS .................. 14 years
Chuck Beatley, CIS .................. 14 years
Debra Blanchard, CTAS ............. 22 years
Bonnie Curran, MTAS ............... 2 years
Misty DePriest, CIS .................. 5 years
Debra Dupree, CIS .................. 11 years
Don Green, LEIC .................. 1 year
Sid Hemsley, MTAS ............... 27 years
Armintha Loveday, MTAS ........ 31 years
Warren Nevad, MTAS ............ 10 years
Gary Petree, MTAS ............ 2 years
Lynn Reed, CIS ............... 13 years
Don Stone, CIS ............ 13 years
Brett Ward, MTAS ........... 13 years

UT offices will be closed Friday, April 10, to observe the spring holiday.

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