

Peace Officer Standards and Training



Integrity Bulletin

“Earned respect”

Most kids will go nuts for an opportunity to play in a shopping mall play place, but not Oliver Navejar. According to his mother, the 5-year-old boy from Omaha, Nebraska had been playing in the mall’s play equipment when he suddenly caught sight of a police officer dining alone at the nearby food court.

“Tonight, I saw Oliver’s eyes light up like I never have before. We were at the mall and he was mid tuck-and-roll in the play area when I saw his eyes shift to something behind me. I asked what it was and he said ‘mommy that police officer is sitting alone.’ I said ‘Yeah, he is. You can go ask to sit with him if you want.’ Without hesitation he ran over and said ‘sir could I please sit with you?’”



Oliver then spent the next 45 minutes chatting with his new LE friend. Meanwhile, Oliver’s mom was filled with pride and inspiration.

Not only was the exchange particularly meaningful for Oliver, it also helped to cheer up Omaha Police Officer, William Klees as well.

“It was really the highlight of his day because, you know, he doesn’t really get to have those good conversations. So I think it really meant a lot to both of them.”

FULL STORY)

Edited (CHECK OUT THE

<https://www.goodnewsnetwork.org/boy-abandons-play-area-to-sit-with-police-officer-dining-alone/>



OPR Manager’s Note

The POST Integrity Bulletin looks at the self-imposed circumstances in which our POST certified professionals find themselves.

What causes, otherwise reasoned, rational and professional law enforcement officers, to do the stupid things they sometimes do?

Our continuing efforts to study acts of misconduct and find a solution, have met with less than positive results.

We hope the information herein will bring attention on our profession’s ability to deter official misconduct, improve the public perception of Idaho’s law enforcement officers, and promote responsible, ethical discourse within your agency or department.



INSIDE STORY

The following incidents (we say “incidents” instead of “stories” because if they were not real, you may think they are just that, “stories”) are provided for your benefit and “enlightenment”. You’ve heard the saying, “You can’t make this stuff up.” Well, we either say, or hear it said, on a daily basis.

These incidents were NOT ultimately entertaining for the officer experiencing the consequences that followed, but by sharing them with you, we hope to let you learn from the mistakes of others. If you can not do that, then maybe someday, you too will be prominently featured here in the Integrity Bulletin...Don’t worry we will keep the names and agencies out of the story to protect (if possible) what’s left of your reputation.

“I then got to thinking about it and it was stupid wrong, it was not worth losing my job.”

AVOIDING ARREST LEGAL STUFFS

IDAPA 11.11.01.057.07:

I will keep my private life unsullied as an example to all and will behave in a manner that does not bring discredit to me or my agency.

IDAPA 11.11.01.110.02

- a. A conviction of any misdemeanor;
- b. A violation of the Council’s Code of Ethics.
- f. Lying or falsifying official written or verbal communications;
- l. Failure to respond or to respond truthfully to questions related to an investigation or legal proceeding.

OAKLEY CAPER

Henry Klepteaux was working the night shift in dispatch. Deputy T.C. Forskol arrested a subject for DUI. Forskol laid his Oakley brand sunglasses on a table in the booking area and forgot them when he left. The next day, Forskol returned to retrieve his sunglasses but couldn’t find them on the table. Sgt Supervisor was also searching and to checked a security camera. The video clearly showed dispatcher Klepteaux walking past the table and sunglasses. A few moments later, Klepteaux returned to the table and picked up the Oakleys.



Sgt Supervisor asked Klepteaux the next night if he had seen the sunglasses. He claimed he had not seen the sunglasses. Later in the shift, Klepteaux requested he be temporarily relieved from his dispatch duties to go home for some medication. Once Klepteaux returned, he advised Sgt. Supervisor he now remembered he removed the sunglasses from the table and placed them in the lost and found box. Darn if that Sgt Supervisor didn’t already check there prior to Klepteaux going home.

Welp, one would think this would be the right time to fess up and take your lickin’. Nope, not Klepteaux. He doubled down with the whole *lost and found* gig during the criminal investigative interrogation. “I wear prescription sunglasses. I would have no reason to steal the Oakleys.”

Um, Mr. Klepteaux, there’s video surveillance which captured you taking the sunglasses and you did not place them in the lost and found box. Que for the confession...he admitted taking the sunglasses, but hey, “I didn’t take them home, I just had them in my car.” “I just took them, I am wrong...I then got to thinking about it and it was stupid wrong, it was not worth losing my job.” Klepteaux was charged with and pled guilty to Petit Theft. He stipulated to **DECERTIFICATION**.

SLIPPERY SLOPE OR CLIFF DIVING



“...when he gets called in for work, she always assumes the worst, ‘blah, blah, blah’...every guy his wife had been with cheated on her, so she always assumes the worst.”

Well, let’s see if we can imagine why she would think this:

The Sheriff’s Office received information that detention deputy, Cliff Phaller, had entered into a relationship with an inmate which continued after her release. An IA investigation concluded Phaller was not only deceptive with the detectives, but also with his wife regarding sexual contact with princess inmate. Phaller asked his co-workers to cover for him when his wife called and he was out with the new squeeze.

Still trying to figure out why she was suspicious.

Phaller was terminated from the Sheriff’s Office for lying to investigators. Then, during the course of POST’s investigation, Phaller decided to dive off the cliff head first by pulling a *Bonnie and Clyde Cliff*. He dumped the wife (*justifying her suspicions obviously*) and went on a rampage with princess inmate. They were arrested for the following:

- * November, Impersonating an Officer, dismissed.
- * January, Theft 2 (stole \$208.35 worth of property from Walmart) Pleaded guilty and placed on two years probation.
- * March, Possession of Amphetamine.
- * March, Bench Warrant arrest (F), Possession of Methamphetamine (F), and Possession of Drug Paraphernalia (M).
- * April, Possession of Methamphetamine (F), Illegal Possession of Prescription Drugs (F), and Possession of Drug Paraphernalia (M).
- * April, Passing counterfeit money (F).

In August, Phaller pleaded guilty to Possession of a Controlled Substance (Meth) (F) and Forgery-Making, Passing, Uttering or Publishing (F) and was sentenced to 3 & 4 years confinement to be served concurrently. Oh, and he was definitely **DECERTIFIED**.

Cliff Diver for Sure

LEGAL STUFFS

IDAPA 11.11.01.110.01:

a. A conviction of any felony or offense which would be a felony if committed in Idaho;

IDAPA 11.11.01.110.02:

b. Code of Ethics Violation

c. Criminal conduct whether charge or not

f. Lying or falsifying official written or verbal communications

g. Inappropriate sexual conduct while on duty

and a few more

IDAPA 11.11.01.057.07:

I will keep my private life unsullied as an example to all and will behave in a manner that does not bring discredit to me or my agency.

I recognize the badge or position of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of law enforcement/public service. I will never engage in acts of

and a few more

ENDLESS WARNINGS:

JAN 2, 11:43 PM

Hey I was curious about asking you something

What's up?

It's kind of a weird question.

Ooooook !!!!!

Would you ever feel open to someone paying you for sex???

LEGAL STUFFS

IDAPA 11.11.01.057.07

I will keep my private life unsullied as an example to all and will behave in a manner that does not bring discredit to me or my agency.

IDAPA 11.11.01.110.02:

- b. A violation of the Council's Code of Ethics
- e. Harassment or intimidation.

DESPITE ENDLESS TRAINING & WARNINGS

Editor's note: Prior to coming to Idaho POST, I spent over 25 years in law enforcement with the federal government wrapped up in the bureaucracy and red tape of forms, reports, affidavits and certifications. We had passwords, ID cards, constant personal security background checks and polygraph examinations to ensure our moral and ethical character. We endured annual mandatory training in cyber-security, human trafficking, espionage, operational security and sexual harassment (or Respectful Workplace). It was SO redundant and monotonous. Sure, every couple of years they switched up the presentations to help us pay attention, but the bottom-line was, "**Treat your co-workers like you would treat your mom.**" (OK, that's not the actual message, but hey, it works.) And Despite the Endless Training and Warnings, it never fails, someone, like this guy (actual text message to the left) asks for sex ...and in this case, wants to know if she would consider getting paid for it. I decided to spare you the details of the rest of the story considering I could probably just say, "Ditto" from all the others that lead to the same conclusion. I figured the text alone told this story quite well. HOLY COW...this guy was dumb. And yes, he was *decertified*.

SHOW AND TELL

Sgt Shoeraff, was apparently pretty proud of his marital conquest and loved to share various pornographic photographs and stories of his wife to his co-workers both on and off-duty. Shoeraff also took photos with his cellphone of his wife and another female friend engaged in sexual activities at home. Of course those needed to be shared with his friends at work so Shoeraff downloaded them onto his police department computer (*that seemed to be a good idea*).

During the IA investigation, which was initiated for a completely different reason (*maybe another Integrity Bulletin article*), Shoeraff, initially lied about sharing the photos. However, after being provided the evidence, admissions began to come out. Shoeraff was allowed to resign in lieu of disciplinary action. He was not willing to discuss his lewd conduct with POST and was ultimately

DECERTIFIED.





POLICE PROTECTION 101

One of the first things all officers are taught to do is to protect their integrity from false accusations by having a witness with you at all times, particularly when dealing with the opposite sex. This next story is a perfect example of the potential for personal and career damage. The only problem is, we're not so sure this was a false accusation.

Two inmates from the local lockup made serious allegations against Officer Heldig. We're not exactly sure how they knew it, but they accused him of having an "inappropriate relationship" with a young girl, Lilly Madchen, from the time she was 14 until she was 17.

Heldig denied the accusations of sexual contact with Madchen and the subsequent criminal investigation could not corroborate the allegations enough to prosecute. However, Heldig did admit that three of the critical instances in which Madchen alleged being alone with him did, in fact, occur: 1) a ride from Heldig's home to hers in his police car, 2) being alone with him and his children in his house while his wife was out of town, and 3) in the principal's office at her school. In addition, the following facts could lead one to conclude the incidents as described by Madchen likely occurred:

- 1) Madchen told several friends about the sexual activity shortly after the alleged times that it occurred.
- 2) Madchen was able to consistently describe each incident in detail which were considered believable by investigators who interviewed her on separate dates.
- 3) Madchen did not come forward with the information and when first interviewed, told detectives that she did not have sex with Heldig as a minor.
- 4) Madchen was able to accurately describe Heldig's genitals and pubic grooming practices and that he had had a vasectomy.
- 5) Heldig refused to take a scheduled administrative polygraph examination.
- 6) Heldig was inconsistent and inaccurate in his responses.
- 7) Heldig refused to cooperate with the criminal investigation.
- 8) Heldig resigned in lieu of any potential disciplinary action.
- 9) During the administrative interview, Heldig repeatedly made false statements until confronted by the interviewers with statements of other employees and witnesses previously interviewed which contradicted his statements.
- 10) Heldig hid his suspension from family.

*Oh, and he was prone to sexual deviance.
YES, he is Shoeraff from page 4.*

Tarnished Brass

We found **85,000** cops who've been investigated for misconduct.
Now you can read their records.

John Kelly, and Mark Nichols, USA TODAY Updated 6:25 p.m. MDT Oct. 14, 2019

USA TODAY is leading a national effort to obtain and publish disciplinary and misconduct records for thousands of police officers.

At least 85,000 law enforcement officers across the USA have been investigated or disciplined for misconduct over the past decade, an investigation by USA TODAY Network found.

Officers have beaten members of the public, planted evidence and used their badges to harass women. They have lied, stolen, dealt drugs, driven drunk and abused their spouses. Despite their role as public servants, the men and women who swear an oath to keep communities safe can generally avoid public scrutiny for their misdeeds.

The records of their misconduct are filed away, rarely seen by anyone outside their departments. Police unions and their political allies have worked to put special protections in place ensuring some records are shielded from public view, or even destroyed.

Reporters from USA TODAY, its 100-plus affiliated newsrooms and the nonprofit Invisible Institute in Chicago have spent more than a year creating the biggest collection of police misconduct records.

Obtained from thousands of state agencies, prosecutors, police departments and sheriffs, the records detail at least 200,000 incidents of alleged misconduct, much of it previously unreported. The records obtained include more than 110,000 internal affairs investigations by hundreds of individual departments and more than 30,000 officers who were decertified by 44 state oversight agencies.

Among the findings:

- Most misconduct involves routine infractions, but the records reveal tens of thousands of cases of serious misconduct and abuse. They include 22,924 investigations of officers using excessive force, 3,145 allegations of rape, child molestation and other sexual misconduct and 2,307 cases of domestic violence by officers.
- Dishonesty is a frequent problem. The records document at least 2,227 instances of perjury, tampering with evidence or witnesses or falsifying reports. There were 418 reports of officers obstructing investigations, most often when they or someone they knew were targets.
- Less than 10% of officers in most police forces get investigated for misconduct. Yet some officers are consistently under investigation. Nearly 2,500 have been investigated on 10 or more charges. Twenty faced 100 or more allegations yet kept their badge for years.

The level of oversight varies widely from state to state. Georgia and Florida decertified thousands of police officers for everything from crimes to questions about their fitness to serve; other states banned almost none.

That includes Maryland, home to the Baltimore Police Department, which regularly has been in the news for criminal behavior by police. Over nearly a decade, Maryland revoked the certifications of just four officers.

IS SOCIAL MEDIA GOOD OR IS IT BAD?

HOW ABOUT GOOD?

Return to them with honor.



respect.policee Ohio
1,344 likes
respect.policee "You don't know it yet, but you're daddy's hero! 💙"



respect.policee
2,435 likes
respect.policee "it's all been worth it 🍀"



respect.policee Loudon County
1,761 likes
respect.policee Trick or Treat! 🍬



1,161 likes
respect.policee "motivation 🙏"



799 likes
respect.policee "Whenever you feel overwhelmed, scared or doubtful remember who raised you and straighten your crowns" 💕

BACK PAGE INFORMATION

OPR

The Office of Professional Responsibility (OPR) is an office within the Idaho Division of Peace Officer Standards and Training. OPR is staffed by OPR Manager, Dan Smith, a former NCIS Special Agent, and eight contract investigators located throughout the State of Idaho. All of the investigators are former federal, state or local law enforcement officers. POST investigators endeavor to complete thorough, competent investigations to ensure the entire story is presented during the reporting of allegations against peace officers and others we certify. It is a mainstay of POST's mission to maintain an ethical and lawful law enforcement profession for the people of Idaho.

The Idaho Legislature formally established the Idaho Peace Officers Standards and Training Council (POST Council) for the purpose, among others, of setting requirements for employment, retention, and training of peace officers, including formulating standards of moral character, and other such matters as relate to the competence and reliability of peace officers. The POST Council also has the power to decertify peace officers upon findings that a peace officer is in violation of certain specified standards, including criminal offenses, or violation of any of the standards of conduct as established by the Council's Code of Ethics. Idaho Code also requires that when a peace officer resigns his employment or is terminated as a result of any disciplinary action, the employing law enforcement agency shall report the employment action to the POST Council within 15 days.

IDAPA 11, Title 11, Chapter 01

**BE
BEST**

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POST
PEACE OFFICER STANDARDS AND TRAINING