ABOUT NTOA

Founded in 1983, the National Tactical Officers Association is a nonprofit association representing nearly 40,000 law enforcement professionals across multiple disciplines in various assignments, including special operations within local, state and federal law enforcement agencies.

The NTOA offers the law enforcement community across the U.S., Canada, and abroad, a variety of classes providing officers with best practices and the most successful techniques for bringing violent, or potentially violent situations to a safe and secure closure. Since its inception, the NTOA has trained more than 100,000 officers worldwide in tactics, best practices, and legal issues impacting officers engaged in public safety operations.

The mission of the NTOA is to enhance the performance and professional status of law enforcement personnel by providing a credible and proven training resource as well as a forum for the development of tactics and information exchange.

The Association’s ultimate goal is to improve public safety and domestic security through training, education and tactical excellence.

The National Tactical Officers Association operates with Veritas (truth, honesty and integrity) in our relationships.
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As Chairman of the Board, it is my pleasure to present you with the 2018 Annual Report. This inaugural report highlights the activities and achievements of the National Tactical Officers Association.

This year marked our 35th Anniversary and was a year that reaffirmed our vision that our training remains contemporary and cost-effective. We are aggressively seeking out existing gaps in law enforcement training and finding ways to fill them. Our goal is to offer new and cutting edge training opportunities to our membership in the coming year.

In 2018, we saw tremendous growth and engagement of our members as we became an even stronger voice in the law enforcement community. Over the past five years, our Association has experienced a 30% increase in new memberships, a 38% increase in conference attendance and a 73% increase in independent training demands.

We strengthened partnerships by joining forces with seven other leading law enforcement organizations, to include the IACP, which in conjunction with the Department of Justice’s Office of Community Oriented Policing Services (COPS) was awarded a 7.2-million-dollar CRI-TAC (Collaborative Reform Initiative Technical Assistance Center) grant to provide subject matter experts in areas most in need of development.

These are just a few highlights. Please take a moment to read through the significant accomplishments our members, instructors, staff and board are achieving together to strengthen this great Association in its’ support of our law enforcement profession.

Thank you for your support of the National Tactical Officers Association. This Annual Report is a representation of that support; helping to remind us all of where we have been, and where we are going.

Together, we are the World’s Strongest Law Enforcement Operations Training Network!

Stay Safe.

Sergeant Luke Sherman, Chairman of the Board
Tulsa (OK) Police Department
A year marked by change and growth, 2018 was a significant year for the National Tactical Officers Association. We welcomed new staff, board members, section chairs, and instructors, moved our home office to Colorado Springs, created a plan to guide us as we embark on new initiatives, built new partnerships in both the private and government sector, and continued to serve law enforcement across the country and abroad. All of these changes are working together to build upon the history and success of our remarkable organization and will have a lasting and positive impact on the officers and communities we serve.

As my first full year as the Executive Director of the National Tactical Officers Association comes to a close, it is my pleasure to provide you with the 2018 Annual Report. This report highlights the activities and achievements of the National Tactical Offices Association while also showcasing our progress towards achieving our mission to enhance the performance and professional status of law enforcement personnel by providing a credible and proven training resource as well as a forum for the development of tactics and information exchange. Although full of change, 2018 was a year that provided stability to the National Tactical Officers Association as we look towards the future.

During 2018, we experienced significant growth and active involvement of our members. We saw a substantial increase in demand for our training, membership growth, and record breaking conference attendance at both the CNT Conference and Law Enforcement Operations Conference.

Please spend a few minutes to look through this report to see the highlights of the significant work that our members, instructors, staff and board accomplished in 2018, all towards the common goal of enhancing the law enforcement profession and tactical community. I look forward to serving our members, building on our history and guiding the National Tactical Officers Association towards a strong and sustainable future.

Sincerely,

K. Thor Eells, Executive Director
Across three regions, all 50 states and 28 countries, the National Tactical Officers Association provides training to federal, state, county, municipal, and international law enforcement agencies and other first responders. Our training programs are the heart of the NTOA. It is at this level where our members, students, instructors, and partners professionally, socially, and personally link to each other and the broader law enforcement community.
NEARLY 40,000 MEMBERS WORLDWIDE

35 YEAR HISTORY

REPRESENTING 28 COUNTRIES ON 5 CONTINENTS

MEMBERSHIP HAS GROWN 30% IN THE LAST FIVE YEARS

NTOA’S GLOBAL NETWORK

U.S. MEMBERS BY REGION

MEMBERSHIP has grown in the last five years

60% SWAT
21% PATROL
6% CRISIS NEGOTIATORS
8% TACTICAL EMERGENCY MEDICAL SERVICES
5% OTHER*

* Other: Explosive Ordnance Disposal, Command, K9, Narcotics, Sniper, Training, Investigations, Military

REPRESENTING 28 COUNTRIES ON 5 CONTINENTS

35 YEAR HISTORY

NTOA’s GLOBAL NETWORK

MEMBERSHIP HAS GROWN 30% IN THE LAST FIVE YEARS

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2018 LAW ENFORCEMENT OPERATIONS
CONFERENCE & TRADE SHOW - MILWAUKEE, WI

During the 35th Annual Law Enforcement Operations Training Conference, delegates, guests, law enforcement professionals, trainers and sponsors from numerous law enforcement organizations came together, to connect and to learn.

Annual training conference attendance has grown 38% in the last five years.

The 2018 Annual Training Conference provided delegates access to over 70 courses, seminars, and incident debriefs on topics ranging from tactics to leadership and much more.

The exhibition experience was outstanding this year. Our sponsors, along with 225 exhibitors, made the exhibit hall a dynamic place to convene, network, and connect with other delegates and vendors. Vendor participation in the law enforcement exhibition significantly surpassed all expectations and provided new cutting-edged technologies, products and solutions to our delegates.

590 TRAINING HOURS
1,100 DELEGATES
225 EXHIBITORS
416 AGENCIES REPRESENTED
45 US STATES 3 CONTINENTS
18TH ANNUAL CRISIS NEGOTIATIONS TRAINING CONFERENCE - PHOENIX, AZ

The role of a crisis negotiator is vital to the successful resolution of critical incidents. The 2018 Crisis Negotiations Conference featured over 35 training hours, taught by subject matter experts and included several thought-provoking seminars and timely incident debriefs that provided meaningful and high quality training to enhance tactics, leadership and professionalism.

THE 2018 CNT CONFERENCE ATTENDANCE GREW BY 44%

35 TRAINING HOURS
OVER 350 DELEGATES
138 AGENCIES
FROM 35 STATES
4 COUNTRIES
The NTOA provides premier education, training, and networking opportunities connecting nearly 40,000 members worldwide.

The NTOA has more than 100 subject matter experts sharing their knowledge across the continental US and abroad. The NTOA provided 5,600 training hours to nearly 4,000 law enforcement officers and first responders. In 2018, the NTOA delivered over 200 individual training courses, seminars and hands-on exercises.

The level of professionalism that the instructors displayed is what should be expected of any law enforcement instructor.

- Detective | AZ
OVER 30 TRAINING COURSE TOPICS

Advanced Crisis Negotiations
Advanced Response Police Officer
Armored Rescue Vehicle Tactics
Ballistic Shield
Basic Crisis Negotiations
Basic SWAT
High-Risk Warrant Service
Hostage Rescue
Law Enforcement Response to Suicidal Subjects - Legal Realities and Options
Less-Lethal / FSDD / Chemical Agent Instructor Certification
MACTAC Instructor Certification
Managing an Incident
Command Post and Tactical Operations Center
Manual and Shotgun Breaching
Night Vision Operators
Police Counter Ambush Tactics
Police Response to Active Shooter Instructor Certification
Public Order - Riot Control
Rescue Task Force
Resolution of Barricaded Suspect
Scenario Based
Tactical Operations
School and Workplace Violence: Preparation and Response
Shotgun Breaching Techniques
Sniper 1
Supervising Patrol
Critical Incidents
SWAT After Action Reporting
SWAT Command Decision-Making and Leadership I and II
SWAT Team Leader Development
Tactical Emergency
Medical Support (TEMS)
Tactical Scouting
Technology in Tactical Operations
Training Management and Risk Mitigation for SWAT

HOSTAGE RESCUE TRAINING
Debriefs, especially debriefs from local agencies, were particularly valuable. When making contingency plans for an incident, one is always trying to think of hypothetical situations that may present themselves. After hearing so many debriefs, I think I will be able to come up with more contingency plans because I am now aware of possible situations that may occur. I also liked how there was not too much focus on specific movement. Instead, we were able to focus more on priorities and how to act accordingly.

- Detective | CA

SWAT TEAM LEADER DEVELOPMENT
The real life experience in conjunction with the classroom material had a major impact on the amount of material I was able to take away from this course. It was a truly humbling experience and was crucial to my growth as a leader.

- Sergeant | GA

BASIC SWAT
The instructors were great. They took the time to step in and work out problems and questions, even after class was over. They made sure to not dismiss any questions or tactics off hand, but offered other approaches to the same problem. I really appreciated how they went out of their way to make sure they did not put us in no win situations, even if they may happen in real life. They made sure to focus on us learning from movement, not just to show us we were not as capable. I really enjoyed having them as instructors and would attend classes with them anytime I could.

- Police Officer | NE
NTOA’S REACH

THE TACTICAL EDGE
The complete professional journal of the law enforcement special operations community. The Tactical Edge is widely considered the leading authority in tactical operations information. The Tactical Edge reaches nearly 40,000 law enforcement officers from more than 16,700 agencies in both digital and print. For more than 35 years, our award-winning journal has been on the forefront of law enforcement publications, featuring lifesaving information from a legion of seasoned experts. Articles focus on current tactical and patrol topics as well as a section on crisis negotiation.

CIRCULATION

65% PRINT

35% DIGITAL

READERSHIP

40,000+ LAW ENFORCEMENT OFFICERS

16,700+ LAW ENFORCEMENT AGENCIES

43,000+ FOLLOWERS

FACEBOOK, TWITTER, INSTAGRAM AND LINKEDIN

CHECK US OUT!

@NTOAHQ
2,415 Followers

LinkedIn
23,460 Followers

@NTOAHQ
3,249 Followers | 2,538 Tweets

National Tactical Officers Association
14,356 Followers | 14,257 Likes
A DYNAMIC LEARNING EXPERIENCE USING ONLINE, RESIDENCY AND EXPERIENCE-BASED TACTICAL LEARNING MODULES.

The NTOA Academy, created in partnership with the International Academy of Public Safety (IAPS). The NTOA Academy, “An Investment in Innovation, Education and the Future,” is an internationally blended and comprehensive educational program designed to prepare today’s tactical officers and policing leaders to succeed in a high-risk, ever-changing professional environment and to effectively meet the challenges of the future.

The NTOA Academy is a dynamic learning experience using online, resident and experience-based tactical learning modules to introduce new concepts, refine tactical team members’ understanding of application, and then use those skills to resolve some of the most complex, challenging and high-risk incidents involving their communities. The curriculum is based on best practices and designed to ensure that graduates are prepared to meet the dynamic challenges of modern policing.

The NTOA prides itself in providing quality training and focused education to the tactical law enforcement community. NTOA is acutely aware of the challenges facing our profession today and believe that we have a moral obligation to expand our training and educational opportunities to meet the growing demand for contemporary knowledge and skills. The NTOA Academy will provide all law enforcement personnel access to a learning environment designed to ensure they receive the most contemporary information and skills necessary for applying the gained knowledge. It is the most robust education and certification program available to law enforcement today. This program is in keeping with the NTOA’s goal of providing an avenue for a continuum of training and education of the highest quality.

TACTICAL COMMAND CERTIFICATION
The blended learning program incorporates leadership concepts, theories and models and applies them to the role of the Tactical Commander and Team Leader. This intensive three-tier certification program prepares students to anticipate and manage current and future challenges facing their team, agencies and communities.

DECISION-MAKING
The intensive three-phase program directs and challenges students to plan and learn to make decisions at the Tactical, Operational and Strategic level. They will engage in the analysis and planning of dynamic tactical situations and apply current leadership principles considering the effects on all stakeholders.

LEADERSHIP PRINCIPLES
The comprehensive Learning Modules focus on contemporary leadership principles and concepts such as Transformational, Servant and Tactical Leadership; Motivation, Strategic Planning and Change Management; Communication and Ethical Decision-Making.
MEMBER TESTED & RECOMMENDED PROGRAM

OPPORTUNITY TO RECEIVE VALUABLE FEEDBACK ABOUT TACTICAL OPERATORS’ PRODUCT USE IN REAL-WORLD SITUATIONS.

Since 2003, NTOA members have tested more than 2,000 products in real-world situations through the NTOA’s Member Tested and Recommended Program (MTRP). Results of these tests are shared with the law enforcement community in The Tactical Edge magazine, our online database, our eNewsletters and the product manufacturers themselves. The MTRP logo is widely displayed on product packaging, ads and websites, and is regarded by many law enforcement agencies as paramount to their product purchasing decisions.

The Member Tested logo is valid for two years. After two years, the manufacturer must either resubmit the product for new testing or pay the renewal fee if the product has not changed in any way. Products that score lower than 3.0 will not receive approval. Test results will be sent to the manufacturer in hopes that improvements can be made to the product. Products can be resubmitted to the program. There is no guarantee of a particular rating upon submission – NTOA does not control the comments of the field testers. The NTOA, as an organization, makes no representation as to the product submitted to the program or its use, effectiveness or safety. The only representations and warranties applicable to any particular product are those of the manufacturer.

The NTOA selects members to serve as field testers. MTRP field test results do not constitute an endorsement of any product on the part of the NTOA as an organization or entity. The NTOA does not independently verify the information submitted by field testers nor does the NTOA verify the representations and warranties or product manufacturers.

HOW THE PROGRAM WORKS

1. A manufacturer MUST provide the NTOA with up to 4 samples of a product.
2. Products MUST BE THE SAME version as those sold/available to the law enforcement community.
3. The NTOA selects members to test the product samples.
4. Field testers test the sample product in real world situations and complete an online review.
5. Products will be tested and scored on a scale of 0.0 to 5.0 in 13 possible categories (not all categories are applicable). Scores will be averaged both individually and cumulatively.
Congratulations to the accomplished students who were awarded our 2018 James Torkar Educational Scholarship. Each winner demonstrated outstanding scholastic achievement and community service. Each student received a $2,500 educational scholarship.

The NTOA established The James Torkar Educational Scholarship Program for dependent children of members. This program benefits the children of members of the association and provides scholarships for tuition and other eligible expenses through an IRS 529 College Savings Plan or a direct payment to the educational institution. Members may also sponsor a child of a deceased member for the scholarship. Since the scholarship program’s inception in 2010, the NTOA has awarded over $100,000 in educational scholarships.

**2018 SCHOLARSHIP RECIPIENTS**

**EASTERN REGION**
- Jordan Bell
  Chalfont, PA
- Zoe Griffin
  Orlando, FL

**CENTRAL REGION**
- Alexander Hongslo
  Lenexa, KS
- Callie Hoobler
  Horton, KS

**WESTERN REGION**
- Shelby Carlson
  Chandler, AZ
- Sarah Fry
  Troy, ID

OVER $100,000 IN EDUCATIONAL SCHOLARSHIPS
Each year the NTOA honors worthy law enforcement officers and organizations with several prestigious awards. Awards are formally presented to the recipients at the annual Law Enforcement Operations Conference and the annual Crisis Negotiations Conference.

**AWARD OF VALOR**
This award is presented to the person or persons who distinguish themselves through valorous actions during a tactical operation. A selection committee reviews a situation in which the nominated individual clearly acted without regard for his or her own life to save a fellow officer or an innocent victim.

*2018 Recipient of the Award of Valor*
Officer David Sherrard (posthumously)
Richardson Police Department (TX)

**K9 SWAT DEPLOYMENT AWARD**
The K9 SWAT Deployment Award is presented to the canine handler who successfully utilizes a police dog during a SWAT operation and whose actions demonstrate extraordinary courage and dedication to the protection of the fellow officers and the public.

*2018 Recipient of the K9 SWAT Deployment Award*
Officer Zachary Yasonia and partner Reno
Sacramento Police Department (CA)

**NEGOTIATIONS AWARD**
This award is presented to the person(s) who significantly contributed to the crisis negotiations field by exemplifying in a real-life situation the skills and techniques needed to defuse a critical incident; by instructing nationally recognized negotiation concepts; or by advancing the negotiations/tactical team concept.

*2018 Recipient of the Negotiations Award*
Detective Courtney Minton
Palm Beach County Sheriff’s Office (FL)

**TEMS AWARD**
This award is presented to the person whose contributions result in the significant advancement of Tactical Emergency Medical Support (TEMS). These contributions include but are not limited to research and academic endeavors, direct medical care and other clinical activities, and system advancement.

*2018 Recipient of the TEMS Award*
Captain Jon Pedrini
Carson City Fire Department and Sheriff’s Office (NV)

**UNIT CITATION FOR VALOR**
This award is presented to a SWAT/tactical unit whose members distinguished themselves through valorous actions during a tactical operation. A selection committee reviews a situation in which members of the nominated unit clearly act without regard for the safety of their own lives in order to neutralize a suspect, thus protecting fellow officers and/or innocent victims and bystanders.

*2018 Recipient of the Unit Citation for Valor*
Austin Police Department SWAT Team (TX)

**SPIRIT OF NTOA AWARD**
This award honors an individual, corporation or organization whose work epitomizes the ultimate vision of the NTOA — to save lives. Consideration is given to those who have a long-term commitment to promote officer safety, collegiality, sound tactics and professionalism.

*2018 Recipient of the Spirit of NTOA Award*
Sergeant Terry Cram | Sheboygan County Rescue Task Force (WI)

**JOHN KOLMAN AWARD OF EXCELLENCE**
Named for the NTOA’s founder, Capt. John Kolman (ret.), this award is presented each year to the person who contributes the most to further the goals of the tactical community.
DIRECTORS AND EMERITUS

Chairman of the Board
Sergeant Luke Sherman
Tulsa Police Department | OK

Secretary
Lieutenant Matt Hardesty
Seminole County Sheriff’s Office | FL

Treasurer
Master Officer Steve Mescan
Pittsburgh Police Department | PA

Eastern Region Directors
Detective Jason Behun
Cape Coral Police Department | FL
Lieutenant Matt Hardesty
Seminole County Sheriff’s Office | FL
Master Officer Steve Mescan
Pittsburgh Police Department | PA

Central Region Directors
Sergeant Bart Branyon
Kansas Alcoholic Beverage Control | KS
Chief Bob Chabali
Fairfield Township Police Department | OH
Sergeant Luke Sherman
Tulsa Police Department | OK

Western Region Directors
Sergeant Wayne DuBois,
Richland Police Department | WA
Sergeant Jason Mudrock
Unified Police Department of Greater Salt Lake | UT
Lieutenant Dan Murphy
Fort Collins Police Services | CO

Emeritus
Chief Mike Foreman (ret.)
Orange County Sheriff’s Office | FL
Captain Keith Frakes (ret.)
Maricopa County Sheriff’s Office | AZ
Chief Phil Hansen
Santa Maria Police Department | CA
Lieutenant Brock Simon (ret.)
Los Angeles County Sheriff’s Office | CA
Dr. Richard Carmona,
17th US Surgeon General | AZ

SECTION CHAIRS

NTOA Section Chairs act as the point of contact for association members seeking advice or information on matters related to a specific discipline. Section Chairs provide recommendations to the NTOA Board of Directors for its consideration/disposition.

Behavioral Sciences Dr. Lamaurice Gardner, Oakland County Sheriff’s Office | MI
Canine Corporal Brad Smith, West Covine Police Department | AZ
Chaplaincy Inspector Rick Iannucci, U.S. Marshal Service | NM
Corrections Warden Robert Farley, U.S. Department of Justice | OK
Crisis Negotiations Lieutenant Patrick Doering, Lake St. Louis Police Department | MO
Defensive Tactics Officer George Ryan III, Los Angeles Police Department | CA
Explosives/EOD Officer Thomas Lynch, Philadelphia Police Department | PA
Firearms Lieutenant Jonathan Bigelow, Orlando Police Department | FL
Intelligence/Terrorism Lieutenant Dan Colasanto, Garland Police Department | TX
Legal Eric Daigle, Esq., Daigle Law Group | CT
Less Lethal Lieutenant David Pearson, Fort Collins Police Department | CO
Multi-Jurisdictional SWAT Sergeant Jason Pepper, Elko Police Department | NV
Patrol Officer Christopher Periatt, Saint Clair Shores | MI
Physical Fitness Deputy Gregory Amundson, Santa Cruz Police Department | CA
Sniper Sergeant Gar Haugo, Fort Collins Police Department | CO
Strategy Development Commander Charles (Sid) Heal, Los Angeles County Sheriff’s Office | CA
Tactical Command Commander Jeffrey Selleg, Port of Seattle Police Department | WA
Technology Captain Mark Pergola, Seminole County Sheriff’s Office | FL
Tactical Emergency Medical Services Dr. Kevin Gerold, Maryland State Police | MD

TRUE LEADERS
DON’T CREATE FOLLOWERS,
THEY CREATE MORE LEADERS
UPCOMING ANNUAL CONFERENCES

THIRTY-SIXTH ANNUAL
LAW ENFORCEMENT OPERATIONS CONFERENCE & TRADE SHOW
AUGUST 18-23, 2019

Orlando, FL
Rosen Centre Hotel
Orange County Convention Center
ntoa.org/tactical-conference
Co-hosts:
Florida SWAT Association
Orange County Sheriff’s Office
Orlando Police Department

CRISIS NEGOTIATIONS CONFERENCE
NOVEMBER 19-22, 2019 • SCOTTSDALE, AZ

Embassy Suites by Hilton
Scottsdale Resort