

INTERNAL AFFAIRS & PROFESSIONAL STANDARDS



Puyallup Police Department
1015 39th Ave SE Puyallup, WA 98374
****New building/address****
May 13-14, 2026 8:00am-4:00pm

This course helps law enforcement professionals improve organizational integrity and break the cycle of mediocrity. Participants learn about the professional standards model, discipline issues, and stakeholder perceptions. Core topics include complaint and investigation processes, types of internal investigations, and discipline determination. Key case law—Garrity, Loudermill, and workplace search rulings—are covered alongside employee rights and hearing requirements. Attendees gain practical tools for accountability, fairness, and transparency in personnel decisions.

Topics Include:

- Breaking the cycle of mediocrity
- The professional standards model
- 5 root causes of discipline problems
- Stakeholders and their perceptions
- Types of internal investigations
- The complaint process
- The investigation process
- Applicable case law
- Employee rights
- Workplace searches
- Official hearing requirements
- How discipline is determined
- How personnel decisions effect an organization
- Garrity, Loudermill, and work place searches

Fee: \$350.00

\$325.00 (if 3 or more from same agency)

www.on-targetstrategies.com

Register Here

QR code for direct
registration



Your Presenter



Lt. Shawn Wetzel (ret.)
President, Instructor, Consultant



10305 N. North Forest Trail
Peoria, Illinois 61615
309-635-8575

"Well versed. Engaging and genuinely cares about the information. I had taken this class 5 years ago and I still learned new information."

Chief Stacy Denham, Centralia PD

"Instructor is very well versed and had real life experience to draw from. I felt comfortable asking questions in class that were relevant to my job. Differentiating between criminal and administrative interviews and learning where the bright line is." Sgt. Tracy DeLozier, Zillah PD

"Excellent instructor. He present as knowledgeable and professionalism with real-world experience to support his expertise. Very informative and a great introduction to the keys of modern professional accountability investigations."

Sgt. Sean Gillespie, Snohomish County SO