



2025

*Annual Training Conference
and Vendor Expo*

February 25 - 27 | Maricopa, AZ



Executive Director, Roxie Heussner
Gilbert Police Department
75 East Civic Center Drive
Gilbert, AZ 85296
480-635-7757
Website: www.azchiefsofpolice.org

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Welcome to the Arizona Association of Chiefs of Police (AACOP) Annual Conference and Vendor Show!

For over 67 years, AACOP has been a key stakeholder in advocating for law enforcement across the state. With more than 700 dedicated members, we are committed to promoting cooperation and coordination between public and private entities in the interests of law enforcement in Arizona. Whether it's legislative advocacy, training, or fostering strong relationships with government agencies and community organizations, AACOP remains at the forefront of advancing our profession. We are thrilled to be in year three of executing our three-year strategic plan and look forward to continuous improvement based on your needs and feedback.

This year, our conference promises a rich lineup of sessions, workshops, and networking opportunities. In addition, we will have a great vendor show. We highly encourage bringing your staff who research and procure resources to improve your organization. We also hope because of the venue and beautiful resort that your families can enjoy the time as well.

A special thank you to our 2025 Supporting business members and sponsors who contribute to the success of our association.

Make sure to follow us on our website: <https://www.azchiefsofpolice.org>

We look forward to your active participation, insightful discussions, and collaborative spirit during the AACOP Annual Conference and Vendor Expo. Together, we will continue to shape the future of law enforcement in Arizona.

Safe travels and see you soon!

Warm regards,

Ken Cost, President
Arizona Association of Chiefs of Police



Welcome

ARIZONA CHIEFS

WELCOME

Welcome to the 2025 Annual Training Conference & Vendor Expo at Harrah's Ak Chin Casino in Maricopa, AZ. We have a sold out vendor show with over 110 vendors in attendance. You will receive a form at registration that you can take to each of the vendors to obtain a signature in order to be eligible for the raffle prize drawing. We have two guns, an Apple Watch, JBL Speaker, AirPods and much more being raffled off throughout the week!

Attendees will have many exciting trainings to choose from again this year! Don't miss the Wednesday evening social hour and banquet! The banquet food is sure to be unforgettable. When you are not in training or visiting the expo, the onsite entertainment center has many fun activities including movies, bowling, laser tag, an arcade and of course the gorgeous pool.

REGISTRATION

All attendees and vendors need to check-in at registration at their designated tables before entering the vendor area. Vendors and pre-registered attendees will need to pick-up their name badge and conference materials. If you have not pre-registered, you will need to check in at the registration table to obtain a name badge. A full conference attendee will pay \$300 either via cash, check or credit card at the registration table if not pre-registered online. Spouses may attend the trainings and activities for the same fee of \$300 or they may attend just the themed dinner for \$60. If you wish to visit the vendor show only on Wednesday, there is a \$30 registration fee to do so. Please note that expo-only attendees will not be able to enter the training sessions.

AACOP EXECUTIVE LEADERSHIP



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CHIEF KARA RILEY
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FIFTH VICE PRESIDENT



TOM KELLY
AD HOC RETIRED MEMBER



ROXIE HEUSSNER
EXECUTIVE DIRECTOR

2025 Conference Agenda

Monday, February 24

3:00PM - 5:00PM
Attendee Early Registration
Ballroom Foyer

6:30PM - 8:30PM
Bowling Tournament
Sponsored by Airwave Communications
Food and Beverage Included
No Cost, Pre-registration Required
Ak-Chin Circle Entertainment Center,
connected to the Casino on the 3rd
floor next to Bingo

8:30AM - 11:00AM
Training Session **M1 & M2**
Leading with Intention
Deanna Cantrell, Axon

11:30AM - 12:30PM
Lunch Break
Ballroom Stage Area
Sponsored by Equifax

1:00PM - 3:00PM
Training Session **Ballroom Stage**
Teen Violence Training
Chief Michael Soelberg, Gilbert PD

1:00PM - 3:00PM
Training Session **M1 & M2**
Ethical Leaders & Organizations:
Where Culture and Leadership
Intersect
Deanna Cantrell, Axon

3:00PM - 5:00PM
Training Session **Ballroom Stage**
Public Safety Financial Planning -
Galloway and Associates
*David Vidaure, CFS, MBA, Regional
Vice President/ Financial Advisor*
Todd Thomas, CFS®, Vice President

5:30PM - 7:00PM
Beer Garden Social
Prefunction Area
Sponsored by Motorola Solutions

7:00PM - 9:00PM
Hospitality **Patio with Live Band**
**Sponsored by Law Enforcement
Specialists**

Tuesday, February 25

7:30AM - 8:30AM
Attendee Registration
Ballroom Foyer

8:00AM - 5:00PM
Vendor Registration and Set-Up
Ballroom
no exceptions

8:30AM - 11:30AM
Training Session **Ballroom Stage**
Line of Duty Death: Lessons Learned,
Preparedness, Response
Chief Stephen Redfearn
with panel: Chief Kasmar,
Chief Walther, Chief Crabtree

Wednesday, February 26

7:00AM - 8:00AM
Vendor Set-Up in the **Ballroom**

7:30AM - 8:30AM
Breakfast Buffet **Ballroom Stage Area**
Sponsored by Panasonic

8:00AM - 5:00PM
Vendor Show Open in the **Ballroom**

9:00AM - 9:30AM	Opening Keynote Speaker AACOP 2024 Chief of the Year Sponsored by Law Enforcement Specialists
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9:30AM - 12:30PM	Training Session Ballroom Stage The Gift of Leadership <i>Dave Funkhouser</i>
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10:00AM - 12:00PM	ALEAP Commission Meeting & Accreditation Hearings M1 & M2
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12:30PM	Lunch Break Ballroom Stage Area Sponsored by Peregrine
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Wednesday, February 26

(Continued)

1:00PM - 3:00PM	AACOP General Membership Meeting & Board Installation ALEAP Accreditation Awards Ballroom Stage Area
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3:00PM - 5:00PM	Training Session Ballroom Stage Hardwired to Lead Rather than be Led <i>Justin Erickson, Hardwired Coaching</i>
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3:00PM - 3:30PM	AACOP Executive Board Meeting M3
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3:00PM - 4:00PM	ALEAP Assessor Training M1 & M2
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4:00PM - 5:00PM	Accreditation Manager Training & Updates M1 & M2
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5:30PM - 6:30PM	Happy Hour Social Ballroom Foyer Sponsored by Scottsdale Gun Club
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6:30PM - 8:00PM	Dinner Ballroom Sponsored by OnStar
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8:00PM - 11:00PM	Hospitality Laurel Lounge Sponsored by CORE Construction
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Thursday, February 27

8:00AM - 8:30AM	Breakfast Buffet Ballroom Stage Area Sponsored by AZ Law Enforcement Torch Run for Special Olympics
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8:00AM - 9:00AM	New Chiefs / Board Breakfast M3 Sponsored by Edwards & Amato
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8:00AM - 12:15PM	Vendor Show Open (CLOSED AT 12:00PM)
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8:30AM - 9:30AM	University/College Police Chiefs Meeting M1 & M2
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9:30AM - 10:00AM	Platinum Vendor Showcase Ballroom Stage Area Platinum Sponsor Brinc
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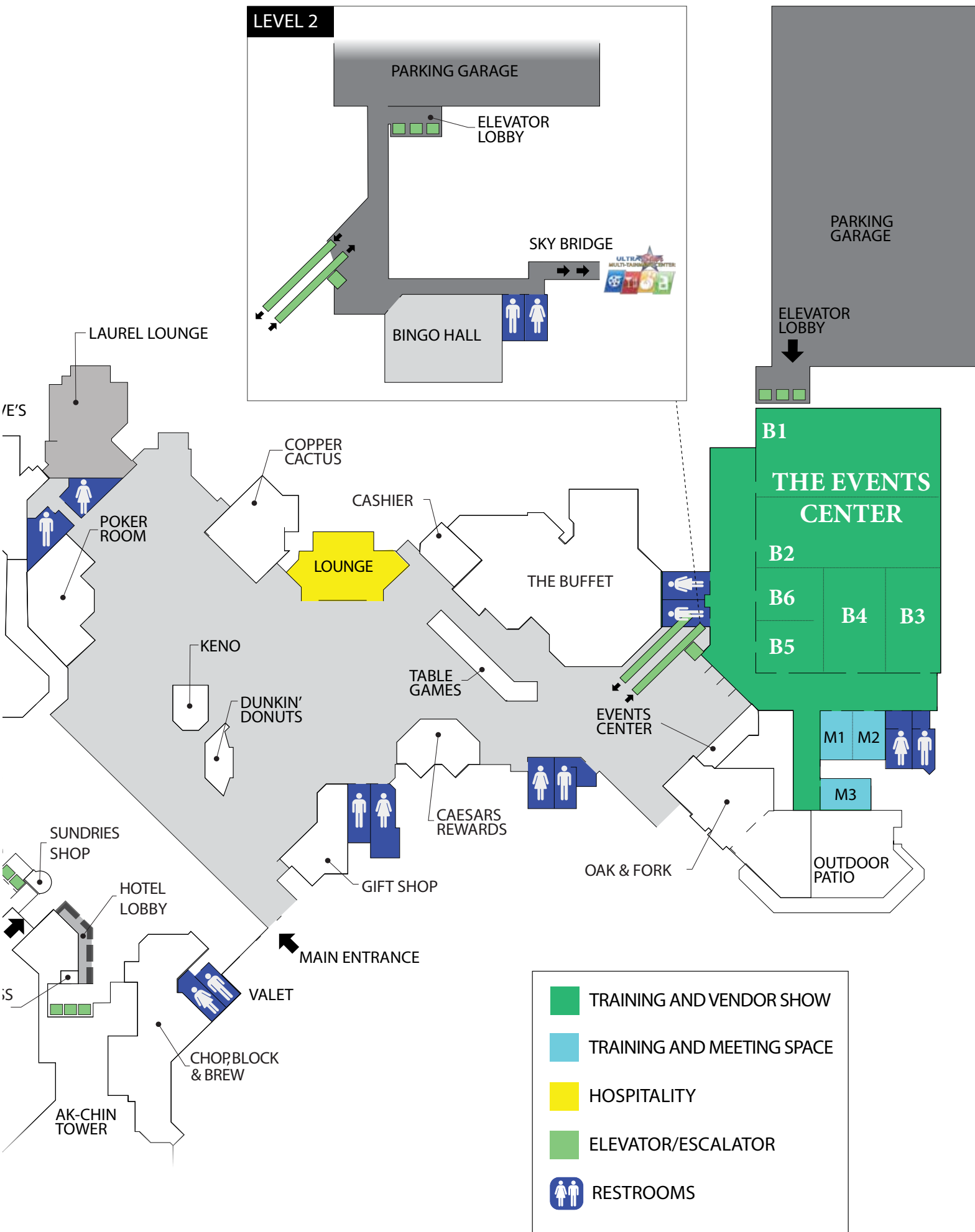
10:00AM - 10:15AM	Sponsor and Corporate Recognition Ballroom Stage Area
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10:15AM - 12:15PM	Training Session Ballroom Stage Legal Update <i>Edwards & Amato</i>
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12:15PM - 1:15PM	Lunch & Raffle Ballroom Stage Area Sponsored by Sharp Performance
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LEVEL 2





Speaker Bios

2025 AACOP ANNUAL
TRAINING CONFERENCE



STEPHEN REDFEARN

Police Chief Stephen Redfearn joined the Boulder Police Department in 2021 as Deputy Chief of Operations and was named interim Police Chief in January 2024. He was selected as the department's permanent chief in September 2024. He has more than 23 years of law enforcement experience working in Boulder, Aurora and Jefferson County.

Chief Redfearn earned a Bachelor of Science degree in Criminal Justice with a minor in Sociology from Metropolitan State University and a Master of Science degree in Organizational Leadership from Colorado State University.

In addition to formal education, Chief Redfearn has attended numerous professional development courses including the Senior Management Institute for Police (SMIP), Leadership in Police Organizations (LPO), Denver University Daniel's College of Business-Public Safety Leadership Development Program, and the Harvard Kennedy School-Senior Executives in State and Local Government.

Chief Redfearn showed an early interest in policing, serving as a Police Cadet for the Jefferson County Sheriff's Office, where he later worked as a 911 Dispatcher, including during the Columbine High School mass shooting.

He spent two decades serving with the Aurora Police Department, where he rose through the ranks from Patrol Officer to Division Chief. As Division Chief of Operations, he managed more than 400 employees in patrol operations, SWAT, district detectives, and the field training program. Redfearn brings with him a detailed understanding of operations and project management.

In 2006, Chief Redfearn started his supervisory role as a Patrol Sergeant, and supervised the Field Training Program, Vice and Narcotics Unit, the East Metro Auto Theft Team, Major Investigations Section, Homicide, and several investigative units. He was also assigned as the Commanding Officer of Police District One, where he was responsible for all operations in the city's busiest and most diverse areas.

While supervising an anti-crime team, then Sergeant Redfearn responded to the Century 16 Theatre shooting in July 2012 where he took a leadership role in overseeing the triage and transport of multiple victims as well as the apprehension of the killer.

Chief Redfearn is a subject matter expert in line of duty death response and preparedness, mass violence prevention and response, and officer wellness. He trains around the country on these topics and has presented at the FBI National Academy, Naval Criminal Investigative Service (NCIS), National Homicide Investigators Association, multiple law enforcement agencies to include the Los Angeles Police Department (LAPD) and has spoken at dozens of conferences and trainings including the International Association of Chiefs of Police.

Chief Redfearn started at the Boulder Police Department in September 2021 as the Deputy Chief of Operations, which oversees enforcement and investigative functions. During his first two years he held several important roles both within the department and the community, including being the Department's LGBTQ+ police liaison.

He currently serves as the President of the Colorado Fallen Hero Foundation, a non-profit organization made up of Colorado law enforcement officers and civilians who volunteer their time to honor the fallen, while respecting the survivors. He also serves as a subject matter expert for the Colorado Association of Chiefs of Police legislative committee and consults with the Department of Justice's Office of Crime Victims on mass violence prevention.



CHAD E. KASMAR

Chief Kasmar is a native of Tucson, Arizona. He came to the Tucson Police Department in 2000, shortly after graduating from the University of Arizona with a Bachelor of Fine Arts degree. He has also attended executive training with Harvard Senior Executives in State and Local Government, the Police Executive Research Forum Senior Management Institute for Police, Arizona Chiefs of Police, FBINA Leadership Potential Course, and the Southwest Leadership Program through the University of Arizona's Eller College of Management. He is certified as a Hostage Negotiator, a Motor Officer, an AZPOST General Instructor, and an Ethics Post Basic Instructor.



Chief Kasmar oversees the Department's four bureaus: Patrol Services, Investigative Services, Administrative Services, and Special Services and Innovation. Prior to being appointed Chief in 2021, he served as Interim Director of the City's Public Safety Communications Department, where he led efforts to stabilize the department, reducing attrition and increasing staffing while moving from a co-located but separate police and fire 911 call center to a consolidated 911 call center.

As a captain in the Tucson Police Department Chief Kasmar served as Deputy Chief, as Chief of Staff, and as the Eastside Patrol Division Commander. As a lieutenant, he served as an Office of Internal Affairs (now Office of Professional Standards) Commander, and as a Westside Patrol Division Commander. As a sergeant and officer, he served in the Street Crime Interdiction Unit, Operations Division South Community Response Team, Operations Division Downtown, Operations Division Midtown, Bicycle Patrol, Operations Division South Solo Motor, and Hostage Crisis Team.

Chief Kasmar has presented at various law enforcement conferences, including the Major Cities Chiefs Association and the National Association for Civilian Oversight of Law Enforcement (NACOLE). His awards include the Police Executive Research Forum Gary P. Hayes Award and a Certificate of Special Congressional Recognition. Chief Kasmar is a member of the Major Cities Chiefs Association (MCCA) and Police Executive Research Forum (PERF), and a board member with the Arizona Associations of Chiefs of Police (AACOP), the Law Enforcement Immigration Task Force (LEITF), and the Arizona High Intensity Drug Trafficking Area (AZ HIDTA).

As the father two boys, Chief Kasmar is passionate about engaging youth in the community. He serves on the board of Boys & Girls Clubs of Tucson and has since 2017.



TODD THOMAS

Todd Thomas is the National Vice President at Public Safety Financial/Galloway. A 1984 graduate of the Phoenix Regional Police Academy, he began his law enforcement career with the Scottsdale Police Department. In 1989 he made a lateral move to the Mesa Police Department where he attained the rank of lieutenant. Todd worked a wide variety of assignments in law enforcement and developed strong leadership and management skills. After retiring from public safety, Todd taught classes at a local community college and held real estate licenses in multiple states. Todd brings a wealth of knowledge and experience to PSF/Galloway, and he looks forward to working with clients to make sound financial decisions as they navigate through their careers and into retirement. Todd is a graduate of Northern Arizona University with a Bachelor of Arts in Public Administration (1984) and a Master's degree in Education (1999). Todd has two sons, Matthew and Eric.

DEANNA CANTRELL

Deanna Cantrell is the Director of Law Enforcement Partnerships for Axon. She is responsible for developing and fostering customer and partner relationships in the Western United States. Deanna brings with her, 30 years of municipal government leadership, passion and experience.



Prior to joining Axon, Deanna was the Chief of Police for the City of Fairfield, CA for over 2 years. Prior to that, Deanna served almost 5 years as the Chief of Police in San Luis Obispo (SLO) CA, and 22 years with the Mesa, AZ Police Department where she moved through the ranks from Officer to Assistant Chief. Deanna also served the Redlands, CA Police Department, as a retired annuitant, working on culture, recruiting, retention, wellness and professional standards. Immediately after retirement, Deanna worked for Bob Murray and Associates as an Executive Recruiter.

Deanna is passionate about public safety, and gifted in public speaking, coaching and developing talent. Deanna is a certified Executive Coach through Marshall Goldsmith Stakeholder Centered Coaching. She served for 4 years as the Co-Chair for the California Women Leaders in Law Enforcement (WLLE) and was the WLLE Foundation Board President, also chairing the statewide mentoring committee. Deanna served for 6 years on the California Police Chiefs Association Board. She is currently an Executive Fellow for the National Policing Institute and is on the Board for Police2Peace and the Future Policing Institute. In 2018 Deanna was selected as the 24th District, California Congressional Woman of the year, and in 2022, Women Leaders in Law Enforcement established the Deanna Cantrell Exceptional Leadership award.

Deanna holds a Bachelor of Science in Education and a Master of Administration from Northern Arizona University. She teaches Advancing Ethical Leadership for CA POST through Cal State University Long Beach and is an instructor for Northwestern University Police Staff and Command School.

JUSTIN ERICKSON

With over 25 years of leadership experience working with some of the most elite leaders in the world, including law-enforcement, corporations, small business, athletic, military, schools and universities, and even faith communities, Justin brings a wealth of knowledge



and insight into the complexities and challenges that face every person and provides leadership tools that get the right people doing the right thing, at the right time, in the right way, and for the right reason. Justin is a SuperUser of the Core Values Index assessment and certified to coach and consult using the most accurate and practical psychometric on the planet. He is also a pastor of Desert Bible Church in Scottsdale, AZ, as well as a coach, speaker, and now the author of the book, The Seven Friendships Every Man Needs.

MICHAEL L. SOELBERG

Chief Michael L. Soelberg began his law enforcement career with the Mesa Police Department in 1995. He was appointed Chief of Police for the Gilbert Police Department in June 2017. Under his leadership, Chief Soelberg has focused on aligning the department's growth with that of the community, which now has a population of over 292,000 residents. Recent initiatives led by Chief Soelberg include the development of the Gilbert Public Safety Training Facility, the Emergency Operations Center, and an expansion of the Dispatch Center. Upcoming projects include the Gilbert Advocacy Center, the Public Safety Building Expansion, the rebuilding of the San Tan Police Station, and a Crime Lab.

Chief Soelberg holds a Bachelor of Science degree from Weber State University in Ogden, UT, and a Master of Education degree from Northern Arizona University in Flagstaff, AZ. He is a graduate of the FBI National Academy, Session #258, in Quantico, VA, as well as the Major Cities Chiefs Association (MCCA) Police Executive Leadership Institute (PELI), Class #4.

Chief Soelberg is actively involved in several professional organizations, including the Federal Bureau of Investigations National Academy Associates (FBINAA), the International Association of Chiefs of Police (IACP), the Arizona Association of Chiefs of Police (AACOP), the East Valley Police Chiefs Association (EVPCA), the Police Executive Research Foundation (PERF), the Law Enforcement Immigration Task Force, the East Valley NAACP, and the Arizona Muslim Police Advisory Board. Additionally, he is a member of the Gilbert Chamber of Commerce and serves as Chairperson of both the Arizona Auto Theft Authority Board of Directors and the Arizona Law Enforcement Torch Run Executive Committee. He is also on the Board of Directors for AZCEND and the Living in Fulfilled Enlightenment (L.I.F.E.) organization.



DAVE FUNKHOUSER

Dave Funkhouser has served in Wisconsin law enforcement for over 34 years, including 17 years as a Chief of Police. An award-winning law enforcement officer, Dave also served as President of the WI Chiefs of Police Association and two terms as President of the WI Police Leadership Foundation. He is an accomplished public speaker and has been invited to give presentations on leadership, crisis management, organizational culture, trust building, and more to many different groups and associations including numerous presentations for the Wisconsin Department of Justice, the Federal Bureau of Investigation, many Chiefs of Police and Sheriffs' Associations, the University of Wisconsin's Command College, and Dave has been a keynote speaker for graduation events, church and civic groups, as well as public safety organizations across the United States.

Dave retired from law enforcement service and accepted employment in the private sector, but recently returned to public service by accepting the position of City Administrator for the community where he previously served as Chief of Police.

Dave and his wife Jill live in Wisconsin with their 6 children. They enjoy camping, team sports, and simply spending time together as a family.

BILL V. AMATO

Bill Amato is a partner in the firm of Edwards and Amato P.C., a professional legal corporation assisting law enforcement agencies with the unique and complex challenges facing law enforcement. The firm provides full scope representation for over 20 law enforcement agencies within Arizona including extensive training programs for all levels within the agency. Bill and his partner, Eric Edwards, provide legal advice, legal updates, policies, training, consultation and litigation support for their law enforcement clients.

Bill's background began as a line level prosecutor at the Maricopa County Attorney's Office. Bill spent 16 years at MCAO working in various bureaus prosecuting cases, then promoting through the ranks to end his time there as Special Assistant to the County Attorney. Bill left MCAO in 2007 to join the Tempe Police Department as their Police Legal Advisor. For 13 years, Bill provided legal services and training for not only Tempe PD, but also other law enforcement agencies and legal advisors around the country.

In Bill's role as a legal advisor, he revised policies and practices within the Professional Standards Bureau to ensure best practices and legal compliance, both for state statutes (POBR) and federal requirements. Bill worked with the internal affairs unit to provide guidance and training (accepting complaints, investigating complaints, officer rights, and legal requirements of IAs), and reviews all high-profile investigations. Bill also helped implement new and innovative cognitive interviewing techniques provided by the High Value Detainee Interrogation Group.

Bill has also consulted and trained pursuant to Consent Decree and Court Ordered Training and continues to provide training to other agencies nationally. Bill is the Immediate Past Chairperson of the International Association of Chiefs of Police Legal Officers Section. Additionally, Bill is an Arizona POST subject matter expert and trainer on Law and Legal as well as Defensive Tactics (first non-sworn member of this SME group).

Since joining the firm, Bill has continued his involvement with the IACP. He created the Annual Mid-Year Training Conference for the Legal Officer's Section. He continues to present nationally on a variety of law enforcement topics and provide consultation on use of force incidents, policy implementation, implicit bias and force review. Bill also provides training to other police legal advisors in Arizona and around the country.



ERIC EDWARDS

Eric Edwards started his police career in 1985 as a Maryvale precinct patrol officer. While at Maryvale, Eric was a Field Training Officer and assigned to a special enforcement squad known as the Walking Beat. This squad was responsible for proactive on-view enforcement, serving search warrants, gang and drug enforcement and worked both in uniform and plain clothes. Eric then transferred to Detective assignments as a South Zone Night Detective and as a Repeat Offender Program (R.O.P.) Detective.

Eric worked for the Phoenix Police Department while attending law school and graduated in 1995. After his graduation, Eric was assigned as a Legal Advisor for Phoenix Police Department. Eric promoted to Sergeant and Lieutenant while assigned as a Legal Advisor and retired in May of 2011 as a Police Lieutenant and Senior Legal Counsel.

While assigned as a Legal Advisor, Eric also served as the lobbyist for the Phoenix Police Department and the Arizona Association of Chiefs of Police in Arizona, as well as working on legislation at the federal level. Eric also oversaw legal training at the largest police academy in the state, the Arizona Law Enforcement Academy (formerly and currently the Phoenix Regional Academy), served on the City of Phoenix Claims Committee which oversaw litigation against the police department, and served as the Executive Director of the Arizona Association of Chiefs of Police (AACOP).

Eric is an experienced law enforcement instructor (Phoenix PD, AACOP, ALEA, AZPOST, IACP and many individual police agencies). Eric is a past President of the Arizona Law Enforcement Legal Advisor Association, a graduate of the U.S. Dept. of Justice National Law Institute and a past officer of the Legal Officers Section of the International Association of Chiefs of Police. Eric has experience as an expert witness on use of force and taser issues.

Eric is the founding partner for the law firm Edwards & Amato, P.C., serving more than 20 law enforcement agencies, the Arizona Association of Chiefs of Police, and the Arizona Law Enforcement Accreditation Program. During his legal career, Eric has co-authored amicus briefs for the U.S. Supreme Court, been published in the IACP Police Chief magazine, and trained new legal advisors around the country. He holds a B.S. and a Juris Doctor, both from Arizona State University, and is licensed to practice law in the State of Arizona, the U.S. District Court for the District of Arizona, the Ninth Circuit Court of Appeals and the United States Supreme Court. Eric may be reached at ericbedwards@gmail.com or 602.321.3249.



DAVID VIDAURE

David Vidaure is a Regional Vice President and Financial Advisor here at Public Safety Financial/Galloway. He grew up in Glendale where he served with the Police Department for 20 years, retiring in 2023. His last assignment was as the Training Lieutenant, but he held other assignments in patrol, motors, investigations, public information and special events. Prior to his law enforcement career, David was in management at both Wells Fargo and Chase. He is a graduate of Arizona State University where he earned his Bachelor of Science in Finance as well as Grand Canyon University with a Master of Business Administration

degree. David is married with two sons. David's roots run deep in law enforcement with a father who retired from the Arizona Department of Public Safety and a grandfather who retired from the Maricopa County Sheriffs' Office.

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Chief Chris Briggs

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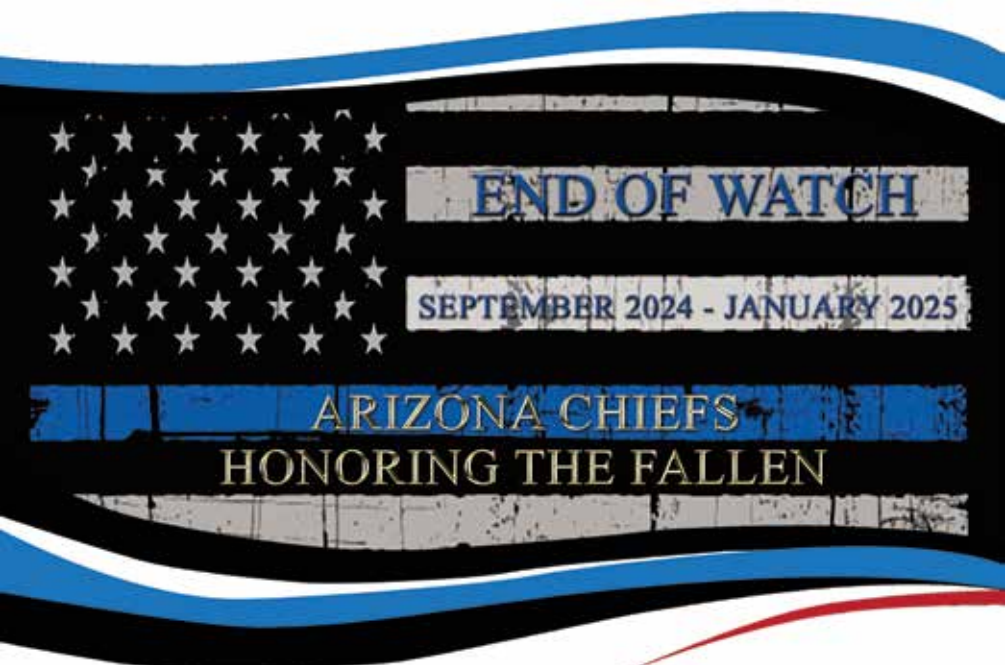


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2024

Chief of the Year



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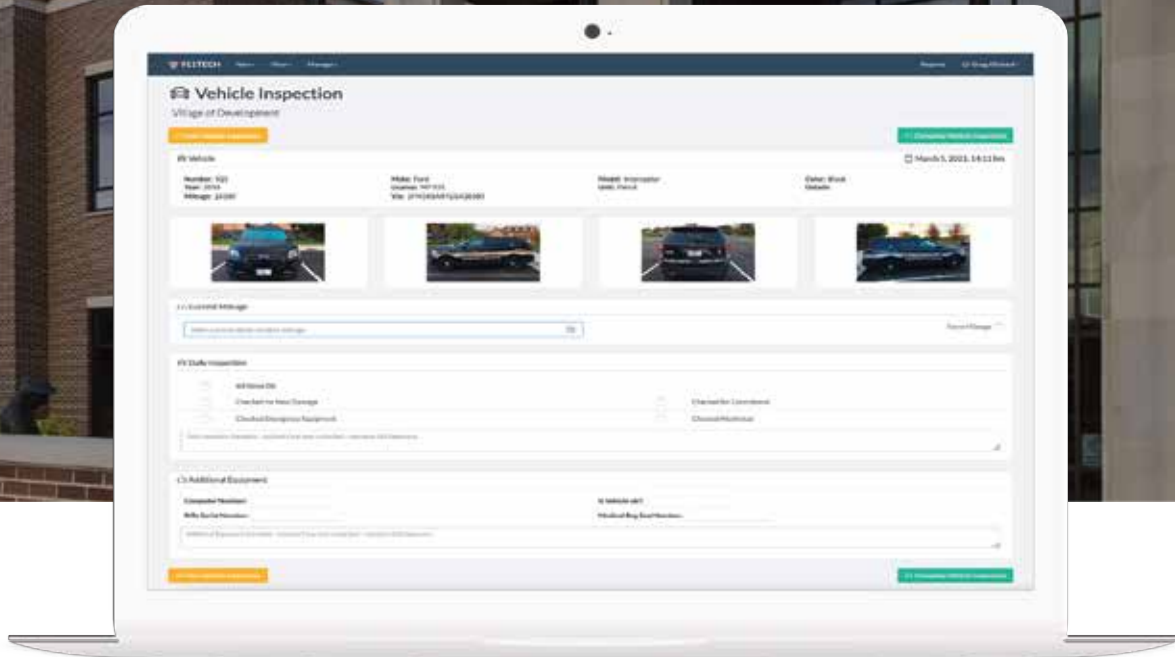


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