

# INTERNAL AFFAIRS AND PROFESSIONAL STANDARDS



**Host: Southlake Police Department**  
**Location: Southlake DPS North, Training Center**  
**100 E Dove Rd, Southlake, TX 76092**  
**November 5-6, 2025 8:00am-4:00pm**

Your Presenter



**Lt. Shawn Wetzel (ret.)**

President, Instructor, Consultant



**On-Target**  
Strategies

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

**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  
Employee rights  
Workplace searches  
Official hearing requirements  
How discipline is determined  
How personnel decisions effect an organization  
The investigation process - minor vs major  
Applicable case law such as Brady vs Maryland, Garrity vs New York, Loudermill, and work place searches

**Fee: \$350.00**  
**\$325.00 (if 3 or more from same agency)**  
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Maintained positive attitude and openness throughout. I truly appreciated the lessons taught, shared and retained. This will carry me throughout my career".

"Excellent instruction. Good explanations between PowerPoint and instructor's experience. Material is easy to comprehend. The course provided me a much better understanding of internal investigations."

"Thank you for your continued dedication to Professional Standards in Law Enforcement. Being newly assigned to our Internal Affairs Unit, I appreciated the "Soup to Nuts" process on how to conduct an IA investigation. With law enforcement being such a progressive career, it's important to mirror best practices and I think your class provides examples of just that."