

NEWSLETTER

International Association of Directors of Law Enforcement Standards and Training
P.O. Box 227; Van Meter, Iowa 50261



<http://www.iadlest.org>

Volume 19 Number 1

January 2008

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Editorial Note: The IADLEST Newsletter is published quarterly. It is distributed to IADLEST members and other interested persons and agencies involved in the selection and training of law enforcement officers.

The IADLEST is a nonprofit, tax-exempt organization comprised of law enforcement training managers and leaders. Its mission is to research and share information, ideas, and innovations that assist in the establishment of effective and defensible standards for the employment and training of law enforcement officers.

All professional training managers and educators are welcome to become members. Additionally, any individual, partnership, foundation, corporation, or other entities involved with the development or training of law enforcement or criminal justice personnel are eligible for membership. Recognizing the obligations and opportunities of international cooperation, the IADLEST extends its membership invitation to professionals in other democratic nations.

Newsletter articles or comments should be sent to IADLEST; 2521Country Club Way; Albion, MI 49224

BUSINESS MEETING SCHEDULED

The next IADLEST business meeting is scheduled for Thursday, July 9, 2008, in Indianapolis, Indiana. This meeting agenda is published in this edition of the newsletter.

ONLINE TERRORISM COURSE WINS PRESTIGIOUS TRAINING AWARD

by: Mike DiMiceli, Assistance Director, California POST

The online course entitled "Law Enforcement Response to Terrorism" (LERT) has won a *Gold* (highest honor) Brandon Hall Excellence in Learning Award for "Best Custom Content" at the recent Innovations in Learning Conference in Santa Clara. The LERT course was launched on POST's Learning Portal in November 2006. To date, over 3,100 individuals have completed the course and have earned 8 hours of Continuing Professional Training credit. Earlier this month, the LERT course was approved by FEMA's Training and Exercise Integration Secretariat (formerly the Office of Grants and Training). This approval enables federal subsidy of incurred training costs.

The Brandon Hall Excellence in Learning Awards are the "academy awards" of training. There were more than 250 entries this year, submitted in six categories. Entries were reviewed by four independent judges who evaluated them against defined criteria.

One judge stated, "This course gets an A+. All of the features of the course worked well and worked in tandem -- content, interactivity, media -- to reinforce the outcomes of the course of raising awareness, providing concrete strategies, and applying those to solve terrorist problems. The course does an exemplary job in a critical area. This is content and a course a student will retain and use on the job." The judge's comments also highlighted the importance of having good subject matter experts (SMEs). "The content was obviously developed by SMEs who know terrorism, local terrorist groups, and local law enforcement. The authority of the content is one of the major contributors to the authority of this course." POST relies on experts from agencies across the state to help develop all online training.

IDENTIFYING AND SEIZING ELECTRONIC EVIDENCE (ISEE)

*by: Mark R. Gage, Deputy Director
National White Collar Crime Center*

What is ISEE - The ISEE course is designed to instruct participants in the basics of recognizing potential sources of electronic evidence, preparing them to respond to an electronic crime scene, and to safely and methodically preserve and collect items of evidentiary value. The course delivers six hours of instruction utilizing advanced adult learning skills that take the participants through a process and methodology that can be presented either in a basic recruit academy atmosphere or as periodic "in-service" training.

Why and who should attend ISEE training – With the proliferation of portable digital devices and computers being utilized by a large majority of our society, digital evidence touches every type of investigation. Therefore, all officers with the potential to collect evidence should receive this training.

Where do you get ISEE training – The ISEE course was developed by National White Collar Crime Center (NW3C) in response to a recognized need in the law enforcement community. We believe this course, or one like it, needs to reach every member of law enforcement. To achieve that goal, NW3C designed the course to be delivered as a Train-The-Trainer (T3) program. Through this program, NW3C will train law enforcement personnel to instruct the course to their respective agencies and police training academies.

How is the ISEE-T3 program being utilized – Several agencies have already adopted the training as part of

their state's basic training curriculum and in-service or continuing education training.

- The West Virginia State Police trained 652 of their personnel this past year during their annual in-service training program.
- The state of Kentucky trained 32 personnel as ISEE instructors and will be utilizing the training as part of their annual in-service training program this year.
- The Chicago police department trained eight of their academy staff to instruct the ISEE course to all members of their agency.

How much - NW3C will provide this Train-the-Trainer program free of charge on a space available, first come first served process www.nw3c.org. Any interested IADLEST member may contact Mark Gage at mgage@nw3c.org or phone (304) 366-9094.

WELCOME NEW MEMBERS

The IADLEST is proud and privileged to add the following new members. These professionals complement our Association's already extensive wealth of talent and expertise. We welcome them to the IADLEST.

John Bilich, Deputy Commissioner, POST, Albany, NY
Boe Turner, Nevada POST, Carson City, NV
Kevin Siddle, Homeland Security, Belleville, IL
Paul Cappitelli, Director, POST, Sacramento, CA
Michael K. Miller, New York POST, Albany, NY
Dane Wilson, Instructor, Winnipeg Manitoba
Ken Vance, Director, Georgia POST, Austell, GA

POST DIRECTOR CHANGES

Since April 2007 the following nine states have made POST Directors changes: California: Paul Cappitelli, Executive Director; Delaware: Ralph Davis, Director of Training; Georgia: Ken Vance, Director; Montana: Wayne C. Ternes, Executive Director; Minnesota: Mark Thatcher, Executive Director; New Hampshire: Donald L. Vittum, Director; New York: John Bilich, Deputy Commissioner; Ohio: Tomi Dorris, Director; Wisconsin: Kenneth Hammond, Interim Director

California: Commission Chair Ron Lowenberg announced that on October 1, 2007, San Bernardino County Sheriff's Department Captain Paul Cappitelli was unanimously selected by the Commission to be the next Executive Director of POST. He succeeds Kenneth J. O'Brien who retired after ten years as Executive Director.

Paul is a 29-year veteran of the San Bernardino County Sheriff's Department and presently serves as the Commander of the Adelanto Detention Center. Other command assignments include Captain of the West Valley Detention Center (2006-2007) and the Sheriff's Regional Training Center (2003-2006), and as the Commander/Chief of Police of the Chino Hills Police and Sheriff's Station (2001-2003).

In February 2007, Paul was appointed by Governor Schwarzenegger to serve on the 12-member Public Employee Post-Employment Benefits Commission (PEBC). He is the sole representative for California Public Safety Management, including both police and fire service, and will serve on the Commission until January 1, 2008.

Paul is well-known within the California law enforcement community. He has been active with the California Peace Officers' Association (CPOA) where he served as President in 2006-2007. He has been a member of CPOA since 1989 and has served in various leadership capacities. He is also a member of many professional associations including the International Footprint Association, the American Jail Association, the International Association of Chiefs of Police, and others. He has served on the Board of Directors for the Sheriff's Benefit Rodeo (a non-profit charitable organization), the Community Board of Trustees for the Chino Valley Medical Center, and the CSU San Bernardino Public Administration Advisory Group.

Paul has extensive experience working with POST in the Basic Course, Driver's Training, Advanced Officer Training, and as a subject matter expert on numerous POST projects and programs. Paul holds a POST Management Certificate and is a graduate (and auditor) of the Sherman Block Supervisory Leadership Institute, the Executive Development Course, and the Academy Coordinator/Director's Course. He is also a 2007 graduate of the POST Command College where he was awarded the prestigious Hank Koehn Award.

Paul earned an A.A. Degree in Administration of Justice from San Bernardino Valley College, a B.S. Degree in Business and Management from the University of Redlands, and a Master's Degree in Public Administration (MPA) from CSU, San Bernardino. His hobbies include home improvement, digital photography, and computers.

Montana: Wayne C. Ternes is the new Director of the Montana POST. Wayne began his career with the Montana Department of Corrections in 1988 and left to accept the position of Montana POST Executive

Director on August 20, 2007. During his employment with the Montana Department of Corrections (DOC), he was assigned to work inside the men's prison at Deer Lodge, Montana, as a correctional officer, food service supervisor, and staff trainer. While employed with the prison, he was a member of the disturbance control team as a medic. Wayne served as an instructor at the Central Office, instructing a variety of courses such as Instructor Development, Ethics, Staff Supervision, Firearms Instructor Training, and Defensive Tactics Trainer.

Wayne later took on the position of the DOC Training Manager. He continued to instruct a variety of courses within our DOC, at the Montana Law Enforcement Academy, and for the National Institute of Corrections as an NIC Regional Field Coordinator.

He is involved with his local community. He has served 3 terms as County Commissioner, as a member of our local ambulance service, search and rescue, dive rescue and the National Ski Patrol. He has provided community instruction in a wide variety of subjects since 1981 including community adult education, course work with Law Enforcement agencies and various Rescue organizations. Wayne and his wife Diane live in Helena Montana and have two college aged children Brianna and Ian.

New Hampshire: Retired Chief Donald L. Vittum of Rochester, New Hampshire became Acting Director in November 2006 and then Director in February, 2007.

Director Vittum has served as a NH State Trooper, a Lieutenant with the Durham Police Department, and Chief of Police in the cities of Lebanon and Rochester, New Hampshire. During his career with the NH State Police, he served as an undercover drug officer.

Director Vittum is a former appointed member of the New Hampshire Police Standards and Training Council, and is a life member of the New Hampshire Association of Chiefs of Police.

Director Vittum is a part-time member of the faculty in the Criminal Justice Department at the NH Community College System and has also taught at Hesser and McIntosh Colleges in New Hampshire. He instructs various topics at the Police Academy and in the field.

Director Vittum has presented traffic safety training programs in Minnesota and Wisconsin and has served on several committees with the U.S. Drug Enforcement Administration, the National Traffic Safety Administration, and with the International

Association of Chiefs of Police to develop and revise national training curricula. He has also served as a management consultant and participated in police management studies and the development of community policing strategies at several communities in Massachusetts, Connecticut and Rhode Island.

Ohio: Tomi Dorris was appointed permanent Executive Director of Ohio POST after serving as interim Director. Tomi was the chief legal counsel for the Ohio State Highway Patrol. She also served as the Deputy Director of the Ohio Peace Officers Standards and Training Commission. Tomi served as an Assistant Attorney General and has represented the Ohio Peace Officer Training Commission, the Bureau of Criminal Identification and Investigation, and the Ohio Organized Crime Investigation Commission. She is a 1989 graduate from Ohio State University Law School. Tomi was a Franklin County Assistant Prosecuting Attorney and Magistrate and a police officer with the Ohio State University Police Department.

SPIDER...PROBLEM-BASED LEARNING INTRODUCED AT IDAHO POST ACADEMY

by: Doug Tangen , Idaho POST

In the past five years, Idaho POST has received consistent requests by students, as well as a desire by instructors and coordinators, to move towards more scenario-based training at the basic level academies. Working towards that end, POST has added more individual scenarios over time. The Active Countermeasure night and the Apartment Force Transition scenario are two examples. Both of these have proven to be very successful in stimulating officers to problem solve and apply learned skills and techniques. However, exit evaluations by academy students still voiced a strong desire and need for more scenario training.

With this in mind, POST began, at several levels, looking into problem-based learning (PBL) and additional scenario training elements to incorporate into the academy without greatly affecting the overtime hours of both coordinator and student. POST also encouraged current instructors to begin developing scenarios for their particular blocks of responsibility.

One of the academy's primary patrol instructors, Officer Mark Burnell of Idaho Falls Police Department, discussed several options with academy coordinators to increase scenario presence. The vision was a problem based learning environment throughout the entire ten-week academy that would

create more related hands-on training. Then came SPIDER.

WHAT IT IS..... SPIDER is the acronym for Standard Police Investigation Deliberate Emergency Response, a scenario-based curriculum developed by Burnell and his training company, SG Five. The program has been applied to college law enforcement academies in Idaho prior to bringing it to POST. After reviewing the curriculum, POST decided to introduce a thread of problem-based learning into the academy through the SPIDER program. Basic Patrol Academy 153 became the pilot project. Though it is a monumental task to move an academy toward problem-based learning, SPIDER is a positive step in the right direction. The thread POST has introduced can change and grow as time and resources allow.

HOW IT WORKS..... The program starts on the second day of the academy. Instructors introduce the PBL element to the students by describing what problem-based learning is all about. In its purest sense; it is the process of failing forward. Students must work a problem with little or no experience or training in solving it. This causes the student to push through and use all means at their disposal to get the answers they need to move forward. Of course, this includes using academy courses and instructors to assist them in the learning process. Instructors then talk to the class about the critical elements of problem solving in all aspects of any job.

Next, the class is divided into eight to ten teams, depending on class size. Each team is given a crime scene scenario based in Mock City and issued equipment bags and a patrol car that they are accountable for. Throughout the academy, teams must investigate their crime scenes and share information with others. During the investigation students, continue to experience interactive training by sending in and receiving crime reports as well as sessions where each team is allowed to make follow-up phone calls to whomever they want pertaining to their case. The other end of the phone is staffed by SG Five personnel who have scripted information for the officers if the right questions are asked. At this point the SPIDER thread touches other academy blocks such as human relations, cultural diversity, evidence handling, and domestic violence. This thread of hands on problem solving is common and ongoing from one block of instruction to the other. Morning briefing is scheduled throughout the academy where information gathered by each team is shared with the rest of the class, and problem solving dialogue is engaged in by the group as a whole.

The experience culminates in the last week with each team participating in two days of practical exercises

where they are dispatched to calls in various locations on the POST campus. The dispatch is performed by SG Five personnel, and the scenes are staffed with role players from local drama groups. Each scene also has an experienced law enforcement officer/instructor to serve as an evaluator. The first day of practical exercises are completed by combining teams to plan and serve a search or arrest warrant. On day two of practicals, students receive more calls for service and participate in a demonstration where team leaders work with Life Flight to rescue and transport an injured officer. Finally, each team gives a case presentation to evaluators for an overall assessment of their case.

WHAT WE'VE SEEN..... Initially, we saw a complete state of confusion by the students. Problem-based learning is different from the standard classroom setting of feeding information and assessing performance. Students were thrown into environments that many had no or limited experience in. Outside this comfort zone, students gained invaluable skills that will carry into their new profession.

Students began the process of problem solving by *communicating*, sharing and receiving information in both formal and informal settings. Many students found that talking with other students on breaks, while going from one scene to the next, and in class, ultimately lead to their success. In addition to gaining information, this process broke down jurisdictional and agency barriers among students and teams. Students also learned valuable *planning and organizational* skills that were necessary to stay on track with their own investigation and investigations of other teams. They learned the value of pre-planning when it came to phone calls, follow-up interviews, briefings, and reports. Furthermore, students experienced *hands on radio traffic* by running checks, warrants, and monitoring general radio traffic for anything of interest to their case or information they may have to pass on to other teams.

General *problem solving skills* were developed in all aspects of police work. They were told that at any time they could ask instructors or coordinators for help, but our initial response would always be to ask what they had done to solve the problem first. This included anything from a faulty toilet in the dorm room to interpersonal conflict with team members. (It should be noted that interpersonal conflict during this academy was remarkably low compared to previous academies.)

POST discerned an overall buy-in by the class to the academy as a positive learning experience and practical application regardless of agency type or

size. Though the cases students worked were all homicides, it was the process they learned involving the above elements that was more important. Many students said they may never work a complete homicide at their agency, but they learned a great deal about the process of solving crimes and problems nonetheless.

POST instructors observed many learning and teaching moments. Most students were dedicated to the process and seemed more eager to participate and learn in the actual classroom setting. They now had a vested interest in the information besides just passing the written exam.

I have been teaching officers both in-service and at the academy level for over 25 years, and this has been one of the most positive learning environments I have been involved in. It is my strong belief that by weaving in the problem based learning thread, POST has poured a strong foundation to build on from this day forward. POST has established a model of developing police academy problem-based learning that any law enforcement training program can apply.

POLICE RESPONSE TO EXCITED DELIRIUM

By D.P. Van Blaricom, MPA, CHIEF of POLICE (Ret)

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Although there have been years of debate on the subject, in both the scientific and law enforcement communities, it is now generally accepted that a combined psychological and physical phenomenon called excited delirium (ED) does exist,¹ and police patrol officers should be prepared to encounter persons experiencing that potentially fatal crisis condition. Since officers may be reasonably expected to be confronted with such a situation in the field, they must be adequately prepared to best respond, and that preparation requires a basic understanding of the problem, followed by the necessary training.

How To Recognize: Persons experiencing an episode of ED will invariably be displaying what is best described as “*bizarre behavior*” that cannot otherwise be rationally explained. Hallucinations are common and can cause uncontrollable paranoia, agitation, and hostility. Communication is nearly impossible and incoherent yelling or indistinguishable animal-like sounds may be the only response to an officer’s attempt to develop rapport. Extremely high body temperatures will be obvious

¹ “Excited Delirium,” Force Science Research Center, 2006.

from profuse sweating and can cause the person to strip naked, while frequently attempting to cool himself with any available water. So-called “*superhuman strength*,” an apparent inability to feel pain and seemingly inexhaustible energy are characteristic too.^{2,3} Accordingly, a police officer may be called to the scene of a person in a state of ED and suddenly be faced with a screaming naked man, who is fighting unseen demons, thrashing around in a public fountain and ready to fight, with unbelievable strength, against anyone trying to control him. Furthermore, he will have no reaction to any of the usual pain compliance techniques and OC spray will have no effect whatsoever. ED is a critical medical emergency;^{4,5} and police efforts to overpower an affected person, with the sheer weight of numbers, will involve an exhaustive struggle that may suddenly and unexpectedly result in an in-custody death. When such a death occurs, the person will typically have been subdued by multiple officers, using their combined weight to hold him face down,⁶ until he is handcuffed, hobbled and perhaps (but not recommended) hog-tied. During the struggle or immediately thereafter, as the person continues to fight against his restraints, he or she will suddenly become calm and be found to have stopped breathing. Even though he or she may be resuscitated, he will never regain consciousness; and, although some victims survive in a vegetative state, most soon die, in spite of medical intervention. After the fact, the decedent will be found to have been either mentally ill (paranoid schizophrenic or bi-polar) or under the influence of street drugs (cocaine or methamphetamine).^{7,8} Actual cause of death will be found to be inconclusive; but restraint asphyxia, by position or compression, will frequently be listed as contributory – litigation, of course, is then likely to follow. This contemporary and serious police problem demands a preplanned response by trained patrol officers and their supervisors.

What Not To Do: An officer should not attempt to control a person in a state of ED by him or herself, because he or she will be unable to do so by ordinary

² In-Custody Deaths, International Association of Chiefs of Police (IACP), 1994.

³ *Excited Delirium Syndrome*, DiMaio & DiMaio, 2006

⁴ “British Columbia TASER Commission Report,” IACP Policy Review, 2005.

⁵ Supra note 3.

⁶ “Sudden Death,” National Law Enforcement Technology Center, 1995.

⁷ *Guide to Forensic Pathology*, Dix & Calaluce, 1999.

⁸ Supra note 3.

means. It is dysfunctional to spray him with OC, strike the person with a baton or shoot the person with impact projectiles, because he or she does not feel pain and has an inexhaustible reservoir of great strength. In fact, such usual methods will likely fuel the person's hostile behavior and only serve to increase more desperate resistance when he believes that he is literally fighting for his life. Although the combined strength and weight of four or more physically fit officers may subdue a person suffering ED after a prolonged struggle, that tactic may also end in his sudden death. Officers must, however, bring the subject under control, as quickly as possible, and attempt to prevent his or her death by obtaining rapid medical treatment before overwhelming exhaustion preempts such life-saving relief.

What Should Be Done: As with most foreseeable police problems, training^{9, 10} is the best means to plan a response in advance of having to cope with the inevitable. Since police officers are dispatched to most of these encounters, call takers and dispatchers should be trained to recognize the signs of an ED report and query the caller for clarifying information that will forewarn the responding officers.¹¹ When a call appears to be such a report, the dispatcher should identify the run as a potential ED, dispatch multiple patrol units and a supervisor, immediately co-dispatch an emergency medical services (EMS) advanced life support (ALS) unit and notify the hospital emergency room (ER) to standby. The first officer(s) on the scene should contain the incident, as best possible, without making further contact, and await a sufficient number of officers (usually four or more) to provide the alternative (but less desirable) option of physically overpowering the person, if that should ultimately become necessary. Fortunately, the one police tool that seems to work best on a person in a state of ED is the TASER electronic control device (ECD). That widely issued less-lethal weapon has a neuro-muscular incapacitation (NMI) capability to immediately render ANYONE incapable of further voluntary movements to fight and/or resist. (Note that it will not, however, function effectively in the pain compliance "drive stun" mode).¹² Accordingly, and after the device's probes are projected into the body from a safe distance, electrical pulsations can be continuously applied until the person is quickly secured in handcuffs and hobbles, without the exhausting struggle that may otherwise result in sudden death. It should be noted, incidentally, that in spite of anecdotal claims to the contrary, there is no

evidence that a TASER application has caused the death of any person; and, in fact, the scientific evidence refutes those claims.^{13, 14} Medics can then secure the restrained person to a gurney lying on his or her side (not prone) and quickly transport the person to a hospital ER for rapid administration of a calming sedative. By having quickly brought the person under control, without the exhaustive struggle that is most closely associated with ED sudden deaths, the person is more likely to survive this experience. In fact, the International Association of Chiefs of Police (IACP) has reported, "A single TASER application made before the subject has been exhausted, followed by a restraint technique that does not impair respiration may provide the optimum outcome."¹⁵

Conclusion: ED will continue to be serious police problem that is only likely to become worse, because of an ever-increasing number of mentally ill persons are on our streets, many of whom are homeless,¹⁶ and the widespread use of both cocaine and methamphetamine. Although conventional control techniques do not work on a person in a state of ED, the TASER does provide a method for quickly taking immediate and complete control. As previously explained herein, the best opportunity to prevent the sudden deaths associated with a prolonged and exhaustive ED struggle is rapid control and the earliest possible medical treatment. If police officers are properly trained in how best to respond to the ED event that many are certain to have thrust upon them, lives can be saved and costly litigation avoided.

About the Author: D.P. Van Blaricom is a retired Chief of Police for the City of Bellevue, WA; and he serves as a police practices consultant throughout the United States. He has BA and MPA degrees and is certified in forensics. Additionally, he is an FBI NA graduate and is a Life Member of the IACP. He has currently reviewed over 60 sudden in-custody deaths, many of which involved excited delirium.



⁹ IACP Legal Officers Section, 2005.

¹⁰ Supra note 3.

¹¹ Supra Note 3.

¹² "Technology Overview," TASER, 2006.

¹³ "Scientific Basis for the TASER Weapon Cardiac Safety," TASER 2006.

¹⁴ Supra note 3.

¹⁵ Supra note 4.

¹⁶ The Criminal Justice/Mental Health Consensus Project, 2002.

INVESTIGATING CRIMES IN LONG-TERM FACILITIES: VOICELESS VICTIMS

*Submitted by: Peggy Scheafer, Director
North Carolina Justice Academy*

The North Carolina Justice Academy through the committed efforts of Training Instructor, *Lorraine S. Galloway*, has made a dramatic impact in the lives of long term care residents. In the winter of 2006, the Academy launched a new course entitled "*Voiceless Victims, Investigating Crimes Against the Elderly and Disabled.*" This one-of-a-kind course was the culmination of three years of intensive teamwork and collaboration of a multidisciplinary taskforce headed by the North Carolina Long-Term Care Ombudsman Program.

The Strategic Alliances for Elders in Long-Term Care (*S.A.F.E. in-LTC*) task force was convened in response to a mandate within the Older Americans Act for Long-Term Care Ombudsman Programs. The mandate outlines the type of partnership that Ombudsmen Programs are to establish by coordinating, "...elder abuse prevention services with law enforcement and courts of competent jurisdiction." The task force was created *June 11, 2003*, and has been involved in a number of educational and public awareness activities. Their most notable efforts have been the creation of the above mentioned curriculum as well as a brochure designed for the general public instructing them how to report criminal activities in long-term care settings

SAFE-in-LTC's mission is to develop cooperative relationships between agencies that are charged with protecting individuals in long term care settings, through the development and distribution of educational and training materials to professionals and the public focused on recognizing and responding to crimes occurring in long-term care settings.

In connection with the North Carolina Justice Academy, SAFE has developed and has been teaching a course on investigating crimes against the elderly and disabled to law enforcement for the past two years. We have also presented an education seminar to the North Carolina Conference of District Attorneys.

This three-day, 24-hour course employs lecture, discussion, and an actual on-site visit to a nursing care facility to make the course dynamic and interactive. The course objectives are:

- Identify and distinguish between the various types of long-term care facilities.

- Identify and describe in writing, the regulatory agencies that oversee long-term care facilities.
- Given basic information, describe aspects of the normal aging process, and list common challenges faced by older adults, especially related to communication and potential victimization.
- Describe symptoms of mental illness that may be encountered in persons with whom officers may engage.
- Understand and explain the need for destigmatization of persons with mental illness; and through class participation, demonstrate a basic ability of effective communication for the purposes of obtaining information or de-escalating conflict.
- Utilize and develop additional skills and techniques learned in class to enhance their efforts of interaction or interviewing of residents in a long-term care facility.
- Understand and explain in writing the fundamental principles of law regarding personal decision-making which includes Powers of Attorney and Guardianship.
- Identify in writing the ways that law enforcement officers can obtain medical records without violating HIPAA.
- After lecture and discussion, explain the role of Adult Protective Services regarding allegations of abuse, neglect, and exploitation.
- Identify and list the elements of the crimes designed to protect the elderly and disabled.

Attending officers, upon completion of the training, returned home to their local agencies and were able to begin effective investigations resulting in several arrests.

If anyone is interested in this curriculum, please contact Lorraine Galloway at 910-525-4151 or lgalloway@ncdoj.gov

POST-NET REPORT

by: Ray Franklin, Assistant Director, Maryland POST

As reported at the recent Business Meeting in New Orleans, Louisiana, all POST-Net public and member services are fully operational.

Site hits for the period from June 1 through October 2, 2007, totaled 336,768, and averaging 2,738 per day. This indicates a slight 3% increase in site access over the period preceding the Spring Conference report.

The POST-Net project continues to expend 2004 COPS grant funds, with additional 2005 funds available in the amount of \$50,000.

POST-Net Refunding: Additional funds to support and improve POST-Net services were recently sought from the Community Oriented Policing Services, Office of the Office of Justice Programs, USDOJ. Unfortunately, I was informed just subsequent to our recent Business Meeting that our request was declined.

In all, COPS funded just 6% of the applications received. I have spoken with Mr. Carl Peed, COPS Director, regarding the POST-Net project and its funding. Mr. Peed was personally aware of the situation and understood that currently-awarded funds would sustain the project for at least one additional year.

I will continue to seek the funds necessary to maintain our well used and critically needed POST-Net service.

Member Agency Surveys: Over recent years, several members have conducted ad hoc surveys of POST agencies utilizing the resources of the Association, primarily including our group mail services. Very often, the information collected is of general interest, yet is not shared with the Association in general. As a solution, I have added a new survey archive feature to our private, members' only intranet site, linking surveys and studies conducted of our membership.

You'll find this new feature as the last feature in the Information Services section. Currently included are comparative data ADA and Mental Health Training, ACE Accreditation, Officer/Union Representation on POST Boards, and POST approval of LETN Training.

Members are requested to forward the results of any survey of the membership for inclusion in the new archive.

Law Enforcement Leadership Web Services: The internationally active Leadership Summit Consortium, under the direction of Spears Westbrook of South Carolina, has approached our Association with a request for web support services and possible cooperative involvement, in light of loss of current funding.

President Gotschalk has authorized limited interim support of the project, subject to further consideration at the Executive Committee meeting scheduled for next January.

Our Association has also been active with the National Law Enforcement Leadership Initiative of the Office of Justice Programs, USDOJ. This program, due to lose funding next year, has produced several documentary products of significant value, including a compilation of Leadership Core Competencies, a comprehensive literature review and an annotated bibliography. They, too, have requested web services to protect and distribute these intellectual assets in light of impending loss of funding.

I have prepared a resolution for consideration at the upcoming Executive Committee meeting which would allow limited provision of resources in the interest of public safety and the enhancement of the Association's profile internationally and in the area of leadership development.

National Decertification Index Operations: The IADLEST National Decertification Index continues to operate without interruption. The database currently comprises over 9,600 index records referencing 26 agencies. On November 1, query access was extended to law enforcement hiring entities, as authorized by the state POST with jurisdiction. Should you require information regarding the process by which agency accounts may be established, just give Dan Setzer or me a call at 410-875-3606.

Additional funds were recently requested from the Bureau of Justice Assistance, USDOJ through the Edward Byrne Memorial Grant Program to support continuing operation and development of the database, as well as establishment of a national model standard for the management of law enforcement training and certification data. Unfortunately, our request was not approved. This year, over 1,400 applications seeking over \$766,000,000 were received. Only 7% of the applications were approved for funding. Unspent funds remain in our current agreement which should provide adequate funding for the next year. I will seek additional funding through a late year request for reverted funds and/or new funding within the next Byrne grant request cycle.

In light of this news, I have refocused the current development effort on the development of a non-POST agency query and state subscription fee subsystem to support continuing Index operations, should that prove necessary. Of course, it is our intention to always provide cost-free POST agency access.

National Academy Network: Our recently approved National Law Enforcement Academy Resource Network (N-LEARN) project is due to begin development on December 1. Planning for the network, to be available to all U.S. academies, is already underway.

A critical participant in system operation will be a highly qualified content manager who will serve as the resident subject matter expert. This exciting part-time opportunity is separately listed on our web site's POST Employment Opportunities section. The ideal candidate would be an individual with significant prior law enforcement academy leadership experience and a gift for communicating. I would welcome your recommendations (or applications).

The network project will also include a voluntary POST course approval management module. This component will serve both commercial and public sector course developers seeking multistate approval of their programs. To support development of this important feature, I have developed comprehensive programming specifications and sought the assistance of IADLEST member Ari Vidali, President of Envisage Corporation, a leader in database design and operation. Mr. Vidali has generously considered assistance in this project.

Sobriety Testing Resource Center: Our National Sobriety Testing Resource Center met, and very quickly surpassed the 5,000 registered-user mark. With almost 5,200 current members, we are actively working on the integration of DRE content and database functionality as authorized by our pending agreement with the National Highway Traffic Safety Administration (NHTSA).

Department of Redundancy Department: I am generally available on Wednesdays from 1:30 to 7:30 pm ET to update your state's information and links, answer questions about using the system, and generally support your Internet endeavors. Call anytime if it is urgent. My telephone number is 410-875-3604. You may e-mail me at rfranklin@iadlest.org.

This project was supported by cooperative agreement 97CKWX0022 / 2002CKWXK045 / 2003CKWXK072 / 2004CKWXK010 / 2005CKWXK010 awarded by the Office of Community Oriented Policing Services, U.S. Department of Justice. Points of view or opinions contained within this document are those of the author and do not necessarily represent the official position or policies of the U.S. Department of Justice.

PROFESSIONAL CRIMINAL JUSTICE EMPLOYMENT OPPORTUNITIES

This is an invitation to become a vital part of efforts to improve criminal justice standards in Michigan. The Michigan Commission on Law Enforcement Standards (MCOLES) is soliciting resumes for professional career positions with the Commission. It is anticipated that within the next year, five or more vacancies will need to be filled. These vacancies are Michigan Civil Service classified positions. The persons in these positions will have a variety of career opportunities including standards developers, field compliance officers, through a senior manager.

MCOLES is the state agency responsible for development and enforcement of standards for the recruitment, selection, training, licensing, and revocation of Michigan's law enforcement officers. In addition, MCOLES accredits all of Michigan's law enforcement training facilities throughout the state, is the primary funder of criminal justice training, as well as the administrator of several other regulatory and benefit programs. You are invited to visit the MCOLES web site at www.michigan.gov/mcoles to see the full range of programs and responsibilities that are MCOLES' mandate.

In order to qualify for these positions, you must possess a bachelor's degree and have a minimum of three years of professional experience. In addition, some positions may require three years experience as a certified/licensed law enforcement officer. MCOLES is also interested in applicants with other qualifications such as management experience, social science research experience, as well as curriculum development and educator experience. An evaluation of education and experience will be used to evaluate applicant eligibility, placement, and salary level. The salaries for these positions range from \$39,738 to \$93,902, depending on position and experience, with regular step increases.

If you are interested in being considered for one of these positions, please submit a letter of interest and resume to Mr. Gary Ruffini at the Michigan Commission on Law Enforcement Standards. As positions become available, specific information will be sent to those who have expressed an interest.

**EXECUTIVE COMMITTEE MEETING
JUNE 17, 2007
VIRGINIA BEACH, VIRGINIA**

CALL TO ORDER: President Bradley called the meeting to order at 9:40 a.m. on June 17, 2007. Those present were:

Lloyd Halvorson – North Dakota
Patrick Bradley – Maryland
Michael Parsons – Washington
Ray Franklin – Maryland
Penny Westfall – Iowa
Mike Crews – Florida (arrived at 12:00 pm)
Patrick Judge – IADLEST
Doug Graves – Idaho
Lonny Wilder – LETN - Guest
Mike DiMiceli – California - Guest
George Gotschalk – Virginia

Also present were John Gallaher, Pennsylvania; Steve Otto, Multi-Health Systems; and Earl Hardy, NHTSA. Absent Ray Beach, Michigan; Thomas Flaherty, Northeast Representative; Vacant, Central representative; Thomas Hammarstrom, West representative.

NEW POST DIRECTORS: The new Directors were noted as follows:

California – Hal Snow – Interim director
Georgia – Ryan Powell – Interim director
Idaho – Jeffry Black – Director
Hawaii – Susan Ballard – Major
Nebraska – William Muldoon – Director
New Hampshire – Donald L. Vittum – Director
New Mexico – Arthur D. C. Ortiz – Director
Ohio – Tomi Dorris – Interim Director
Wisconsin – Neil Strobel – Director
Wyoming – Betty Haukup – Director
Ralph Davis – Delaware

APPROVAL OF MINUTES: A motion was made by Parsons (WA) and seconded by Halverson (ND) to approve the minutes of the June 26, 2006, IADLEST Executive Committee minutes held in Burlington Vermont. The vote to approve was unanimous.

There was a correction noted on page 15 of the April 2007 newsletter concerning the minutes from the Executive Committee meeting held in Boston October 14 and 15. The minutes should have reflected that the Executive Committee meeting minutes were read into the record instead of the

Business Meeting minutes. A motion was made by Gotschalk (VA) seconded by Halverson (ND) to approve the Executive Committee meeting minutes from the Boston on October 14 and 15, 2006, as corrected. The vote approving the corrected minutes was unanimous.

TREASURER'S REPORT: Treasurer Doug Graves (ID) provided handouts of IADLEST's accounts and finances as shown below:

Grant Accounts

POST-New Balances: Account 072736, Balance returned \$14,000, zero balance cash in checking; 079630 \$97,050.00;

- National Decertification Database, Balance \$8,979.59.
- SFST Study Account: Balance \$9,216.65
- OLP Speed Measurement Account: Completed with zero balance
- General Account shows Current Balance of \$155,044.89

National decertification database has received the second year of funding which is \$97,000. There was discussion as to what to do once federal funding is completed. There appear to be two main alternatives available. One alternative is that IADLEST continues to request federal funding. The second alternative is that IADLEST become self sufficient by charging for the national decertification database usage. A third alternative is to turn the national database over to another agency. This needs to be discussed further.

A budget worksheet was presented showing projected income. There was no advance to Virginia at this time. Expenses are 31% of what was projected to date. There was discussion concerning the need for a working budget reflecting income and expenses. The potential need for a professional accountant was discussed. President Bradley recognized the work done by Doug Graves to establish budget worksheet.

The recent Justice Audit dated March 22 and 23, 2007, which resulted in five recommendations was discussed. President Bradley noted that IADLEST did well on the audit and only structural recommendations were made. There is a need to recognize that IADLEST is an international associate and that the business practices must be at that level. The audit resulted in five recommendations with the

following responses: 1. There should be written policies and procedures. This will be responded to by 9-30-07. 2. Improved alignment of duties, cognizance, and internal control of grant financial operations will be established. 3. IADLEST has clearly separated all grant financial accounts and will segregate all transactions by award number within the general ledger. 4. IADLEST shall immediately and continuously account for all expenditures within all grants and cooperative agreements by approved budget category 5. IADLEST submitted a written request for approval of expenditures for the subject national Roundtable on May 4, 2007.

A motion was made by Parson (WA) to approve the treasurer's report, seconded by Halverson (ND). Motion CARRIED with all in favor.

PRESIDENT'S REPORT

Performance Review of Academies – Parsons (WA) prepared a written presentation for proposed IADLEST Academy Standards. Discussion followed. Is IADLEST the group to do this? How does this relate to CALEA? Should what IADLEST completes be copyrighted? The proposed standards would be a minimum platform that all academies should reach. Bradley (MD) suggested that the new president re-appoint Parsons (WA) to continue with this endeavor and elicit support from other directors. Bradley (MD) thanked Parsons (WA) for the work done.

SACOP's Resolution Regarding Certification

Data base – Steve Otto reported that the resolution was endorsed by IACP. The NSA's resolution should be available after the annual meeting in Salt Lake City, Utah, in June 2007. The associations are now asking when the information will be available. The strategic plan development provides an opportunity to continue to address and update ideas concerning possible model standards.

Rural Preparedness - Steve Otto gave an update from the Rural Domestic Preparedness Consortium. There will be a national summit in Omaha, Nebraska, during September. Other IADLEST members will be invited to attend.

2007 Elections of Office of Second Vice President and Secretary

– The committee has persons available for each position for election at Business Meeting. Each candidate will be asked to present information to the membership during the business meeting prior to the election. Additional nominations can come from the floor. The Treasurer can be

appointed by the executive board once Graves has retired and relinquishes the appointment.

Election of Regional Representatives - Bradley asked that each region confirm the regional representative has not served for more than three years. Those serving for three years must step aside for a period of one year.

Future Meetings Dates – The next business meeting will be October 13 -14, 2007, in New Orleans in conjunction with the IACP annual conference. The next Executive Committee meeting will be January 17, 2008, in New Orleans in conjunction with the NSA meeting. Bradley (WA) suggested the executive board consider paying costs of the secretary and treasurer to get to required meetings. Travel expenses are a problem for all the areas that IADLEST wants to be involved with and should be considered in the future strategic plans.

Discussion continued as to where IADLEST should go from here. Two operations are seen: 1. those where there is an actual product and 2. those where there is participatory intellectual involvement. It is necessary for one (the product) to pay for other (intellectual). There is also an issue of physical location for IADLEST. There are needs for written policies and procedures.

NHTSA Umbrella Agreement - The Rules and Responsibilities for the NHTSA Umbrella agreements was presented. NHTSA wants a work plan developed before the umbrella agreement goes into effect. The proposed agreement gives IADLEST an opportunity to approach NHTSA with ideas. IADLEST may in the future develop partnerships with DOJ, Homeland Security, etc. Some issues of concern with the NHTSA umbrella agreement were discussed. The IADLEST resources are already strained with lack of time and money.

Hardy noted that NHTSA is trying to set up and establish a mechanism to provide effective training in an efficient manner to law enforcement in the arena of traffic safety. It was noted that things have changed since 9-11 with Homeland Security requirements impacting current resources at the federal level. NHTSA is looking for a training network and support of NHTSA-developed training. The proposed umbrella agreement provides for promotion of training material which can include travel expenses.

Gotschalk stated that IADLEST needs to develop a five-year plan first to know where IADLEST is going and how the IADLEST personnel can handle agreements such as this one. IADLEST is in need of

greater structure and oversight. This is currently being worked on. Hardy noted that this is a cooperative agreement where IADLEST can use work orders for payments, where NHTSA can pay for project managers for example and travel to market training materials'.

Bradley noted that under the NHTSA umbrella agreement, pursuit management, training for enforcement of motorcycle laws, and older driver enforcement training would be developed as necessary, marketed, and distributed. Judge stated that the three projects as presented can be implemented since current associations are in place such as ALERT. The older driver program is a three-hour course and the pursuit driving is a four-hour course. No Train-the-Trainer material has been done yet. The Motorcycle laws program is brand new with nothing done in this area at this time. The motorcycle program must be done by October 2010. The umbrella agreement is merely taking the management of the projects from NHTSA and placing it with IADLEST.

Hardy stated that once the contracts are signed a project director and project manager must be named within 30 days. These persons will go brought to Washington, D.C., to develop a clear understanding of what deliverables are so IADLEST has an idea of what must be done. After the agreement is signed and discussion held to identify deliverables, IADLEST will submit a work plan with a budget (this must be done within 30 days after the negotiation meeting). The required milestones and timetable are outlined in the work plan.

There were questions about what the deliverables include. Hardy noted that the deliverables must be effective and efficient training deliveries. The deliverables might include an electronic book shelf concept where instructors could go to obtain the most recent training version.

President Bradley stated that he needs agreement in principle from the Executive Committee to proceed and at a minimum to hold meetings to determine deliverables. DeMiceli (CA) made a motion seconded by Crews (FL) to support in principle the concept that IADLEST proceed with the NHTSA proposal. The motion was passed unanimously. Bradley (MD) and Gotschalk (VA) will work closely to assure the success of this agreement.

COMMITTEE AND SPECIAL ASSIGNMENT REPORTS:

Technology Committee – Franklin (MD) reported that from October 4 to June 1, the Post-Net has had 634,627 hits. This is a 1% increase from last fall. A new application for additional COPS funding for \$128,560 has been submitted. This is for an 18 month funding cycle instead of 12 months as used in the past.

The POST-Net newsletter is now online with both the old and current newsletter available. A requested grant modification to expand list serve and purchase a spam firewall device was approved. The firewall has been received and will be set up soon. An application has been prepared for COPS funding to establish a law enforcement network set-up.

There are over 4,500 registered users on the sobriety network. All requirements are up and running and ready for transition. There will be no additional funding after August 1, 2007.

The peace officer national decertification index has 25 participating states. West Virginia is the latest to join. There are over 9,000 records in the system. The new system is installed with the transition going smoothly. The new system is an extremely powerful system which could be made available to every police agency in the nation in the future. A secure back-up system is in place.

A Bryne grant application for \$91,560 has been made to continue the national decertification index. The Technology Committee recommends that IADLEST call for national standards for training and certification of peace officers. A prepared resolution to support the development of a national XML based data standard for management of certification and training information was presented. The Department of Homeland Security is interested in a national database of certified law enforcement officers showing who has been certified and what training has been received. The resolution reflects the need for funding to develop such a database.

Parson (WA) made a motion seconded by Crews (FL) in support of the resolution to go before the general membership. Discussion followed, DeMiceli (CA) noted no objection to the resolution but doesn't understand entirely and believes that IADLEST should move ahead with caution. What information will be of value from such a system and how would the database be used were some of the questions. This may be too early for these types of questions. It was noted that this is merely a resolution to come up with a common language that would be consistent

across the nation and place IADLEST in a leadership role or at least sitting at the head of the table, for discussion. Crews (FL) noted that the communication part is an excellent idea but has concerns about interpretation of data. The vote was taken with Gotschalk (VA) and Parsons (WA) abstaining. The remaining vote was unanimous.

A request was made to IADLEST members concerning available teleconference capabilities. There was no return information from the requests sent out.

Franklin attended a Critical Incident Preparedness conference in Atlanta, GA. A report was prepared and published in the newsletter

Strategic Planning Committee - Bradley (MD) presented a written strategic plan and referred to Gotschalk (VA) to adjust as needed in the upcoming year. (See attached plan).

Administration Committee – Nothing to report at this time as any action is dependent on the approval of a strategic plan.

Training and Standards Committee – Report will be made at the general business meeting.

OLD BUSINESS

Future Conferences are as follows:

- 2008 – Indiana
- 2009 – Nevada
- 2010 – Connecticut
- 2011 – Washington State
- 2012 – Currently open. States are encouraged to step up to bid for conference. It is a great opportunity.

Sourcebook – The 2005 Sourcebook is complete as it can be and is available on CD. What to charge was discussed. \$100 for hard copy was charged in the past. The question to be considered is if the cost of the book is a cost recovery or revenue for IADLEST. Members paid \$35. Extra copies were \$100 for a hard copy. It was discussed if members should be given the CD and if this could be covered by a grant. Various charges of \$100, \$49.95, or \$50 were discussed. Gotschalk (VA) made a motion seconded by Halvorson (ND) to charge \$50. The motion carried with all in support.

President Bradley asked for strategy development for on-line data compilation of future Sourcebooks. IADLEST will work with the Bureau of Justice Statistics to accomplish. DeMiceli (CA) worked with the development of the questions. BJS responded

with recommendations, and changes were made. BJS will put questions on national justice system where only POSTs are able to respond. The system output will be a PDF document that can be printed.

DeMiceli (CA) sent proposed questions around to directors asking for comments and suggestions for what to retain in the Sourcebook. The general consensus from the Executive Committee was to pare it down and make it easier to respond to. Generally the questions are limited to law enforcement issues. The final draft was about 24 pages of 250 questions approximately. All questions focused on law enforcement about basic training, in-service training, specialized areas, and the structure of POST. Corrections information and specialized officer's information questions were dropped. It was suggested that if a POST agency regulated specialized officers, then the POST agency with these specialized officers could provide the information upon request. Bradley expressed thanks to Franklin and DeMiceli for all the work done on this.

This was deferred to the next administration to get into the field for response and rapid turn-around so it would be available in 2007.

FBI Law Enforcement Coordination – Bradley (MD) reported the new coordinator is Tony Nelson. Further information will be presented at the general business meeting.

Proposed Bylaws Change: The proposed Bylaws amendment was presented. The following change is proposed: Section 4.7. "An audit of the Association's financial records shall be conducted with the initiation of each newly elected or appointed Treasurer or every three years whichever occurs first." Parson (WA) made a motion seconded by Crews (FL) to approve the proposed Bylaws amendment presented initially at the Burlington, Vermont, meeting. The motion carried with all in support.

Standardized Sobriety Testing Agreement: SFST Testing Agreement was discussed. The IADLESt contract with NHTSA expires August 31, 2007. NHTSA intends to continue the project and will send out for bids. Parson (WA) made a motion seconded by Crews (FL) for IADLEST to submit a bid to continue this project. The motion carried with all in support.

West Region Resolution: The west region met in San Diego, California, on April 24 and 15, 2007. The west region has proposed a resolution that the IADLEST adopt and affirm its support for a policy that requires the completion of adequate basic training before any person is permitted to exercise the

authority of a fully empowered law enforcement officer. Parsons (WA) made a motion seconded by Halvorson (ND) to approve the resolution to be presented at the general business meeting. The motion carried with all in support.

Reciprocity Handbook Purchase Price: In 2002, the Executive Committee approved a \$22 purchase price for the IADLEST Reciprocity Handbook. It is requested that the purchase price of the handbook be increased by \$5 to offset the rise in the costs of mailing and printing. A motion was made by Parsons (WA) seconded by Crews (FL) to approve the \$5 increase to the purchase price. The vote was unanimous.

A suggestion was made to convert the information to CD with the price being the same for the hard copy and disk. The Executive Director will work with the technology committee to digitize the format with the cost remaining the same. Parsons (WA) made a motion seconded by Halvorson (ND) to proceed with this conversion. The vote was unanimous.

LETN Proposal: Lonny Wilder presented discussion on the LETN new model of a newscast that is produced daily with CNN. LETN would like to make this available to IADLEST to place on POST-Net on a weekly basis. This would infuse IADLEST news with LETN.

There is no technical impact on IADLEST POST-NET with this proposal. This proposal would result in additional hits to the POST-NET and could provide two-way benefit. The Training and Standards Committee could be asked to look at this proposal. Halvorson (ND) made a motion seconded by Crews (FL) to proceed with consideration of this proposal. Discussion noted that this proposal would give IADLEST an opportunity to advertise the Sourcebook and Reciprocity handbook. The vote was unanimous.

Regional Reports: No reports taken at this time but will be presented at general business meeting.

The meeting was adjourned at 4:20 pm.

**SPECIAL
EXECUTIVE COMMITTEE MEETING
JUNE 19, 2007 VIRGINIA BEACH, VIRGINIA**

President Bradley called the meeting to order at 1:20 am on June 19, 2007. Those present were:

Patrick Judge – IADLEST; Patrick Bradley – (MD); Michael Parsons – (WA); Ray Franklin – (MA); Penny Westfall – (IA); John Gallaher (PA)

Doug Graves – (ID); Lyle Mann (AZ); George Gotschalk (VA)

President Bradley requested this meeting to discuss further the proposed NHTSA Umbrella agreement. The general business meeting agenda has been changed to move this presentation before the regional meetings to that the matter can be discussed at each of the regional breakout sessions.

Possible organizational charts were presented and reviewed. The first suggestion has the project director separate from the executive director with both reporting to the Executive Committee. The second suggestion has the project director and executive director being the same person. The fiscal officer remains the treasurer; however a finance fiscal manager would perform the day-to-day accounting operations working with the treasurer. The third suggestion would have a project director who reports to the executive director with specific project managers handling the greatest share of the duties and responsibilities.

Gotschalk (VA) suggested that these proposals be presented to the membership and discussed at the regional meetings. Bradley (MD) recommends that all new grant applications include funding for an oversight/project manager position.

Bradley (MD) notes that it is important to involve and obtain the support of the membership for this endeavor.

The need for a business plan and working budget for each project was stressed. Work will begin on the business plan.

The meeting was adjourned at 2:20 pm.

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MEMBERSHIP

Membership in the Association is available in one of the following categories:

Director Member is an agency membership available to the director or chief executive officer of any board, council, commission, or other policy-making body. This agency is established and empowered by state law and possesses sole statewide authority and responsibility for the development and implementation of minimum standards and/or training for law enforcement, and where appropriate, correctional personnel.

General Member is available to any professional employee of an agency represented by a director; any member of the board, council, commission, or other policy-making body of any state, to which a director is responsible; any professional employee of a criminal justice academy or training center at a national, state, or local level, or other persons actively involved in the training/education of law enforcement personnel; or individuals employed by or within any country other than the United States whose employment and responsibilities are deemed equivalent.

Sustaining Member is limited to any individual, partnership, foundation, corporation, or other entity involved with the development or training of law enforcement or other criminal justice personnel.

General and Sustaining members must have the sponsorship of a state director member upon application for membership.

RECRUIT A NEW MEMBER
SHARE IADLEST WITH A COLLEAGUE

We ask each IADLEST member to recruit other distinguished law enforcement professionals. If each member recruited one other member, we would double in size overnight! The more members we have, the greater influence we will have on law enforcement standards and training. There is no reason why we should keep the IADLEST organization our best-kept secret.

Why should you become a member?

You can:

- Belong to an international association of professional law enforcement training directors, managers, leaders, and educators.
- Exchange information and advice with other professionals.
- Participate in national conferences and keep abreast of state-of-the-art training and employment standards.
- Access the IADLEST POST-NET (Internet) national curriculum library.
- Use the IADLEST POST-NET (Internet) national training calendar to list your training programs.
- Access IADLEST research studies and training products, e.g., Emergency Driving Training Guide, Radar/LIDAR Training Manuals, *IADLEST Sourcebook*, etc.
- Provide input on national policies affecting law enforcement standards and training.

**BUSINESS MEETING MINUTES
OCTOBER 13 AND 14, 2007
NEW ORLEANS, LOUISIANA**

CALL TO ORDER: President Gotschalk (VA) called the meeting to order at 1:03 p.m.

ROLL CALL: Secretary Lloyd Halvorson (ND) conducted the roll call for those in attendance. Representation from 18 states was present to allow a quorum. These include: Arizona, California, Connecticut, FLETA, Florida, Idaho, Illinois, Iowa, Kansas, Kentucky, Maryland, Nevada, North Dakota, Oklahoma, Pennsylvania, Rhode Island, Vermont, and Virginia.

INTRODUCTION OF MEETING GUESTS: President Gotschalk introduced Tony Nelson from the FBI Office of Law Enforcement Coordination to the members. Nelson introduced Unit Chief Shirley Hinton and Assistance FBI Academy Director Brian Lamkin. Nelson thanked IADLEST for their contribution and efforts in the creation of the Partnering for America DVD training for state and local officers.

APPROVAL OF MINUTES: MOTION by Dick Clark (NV) to approve the minutes of the Business Meeting on June 20, 2007, in Virginia. SECOND by Mike Crews (FL). MOTION CARRIED with all in favor.

TREASURER'S REPORT: President Gotschalk informed the members that E. A. "Penny" Westfall (IA) has been appointed Treasurer until the next election in Indianapolis next summer. Treasurer Westfall presented the balance sheet for the following accounts:

- A. POST-Net: Balance on June 12, 2007, \$16,973.16 and a balance on September 4, 2007 of \$53,638.28. Requested expenditures by Ray Franklin in the amount of \$2,242.95
- B. NHTSA SFST: Balance on June 12, 2007 \$9,216.65.
- C. Decertification Database: June 12, 2007, \$8,979.59 and on September 4, 2007, \$101,117.04 with requested expenditures from Ray Franklin, Daniel Setzer, and Bruce Howell in the amount of \$2,875.05.

Westfall also had requested expenditures for Pat Judge's contract for August and September, 2007, totaling \$4,586.08. She showed income from the Sourcebook at \$50.00 and the Reciprocity Handbook at \$27.00.

President Gotschalk indicated there was a request for \$10,000.00 in "seed" money from the Indiana host for the 2008 conference. MOTION by Kowaleski (VA) to grant the seed money. SECOND by Crews (FL). MOTION CARRIED with all in favor.

Westfall informed the members of the need for an audit before she becomes active as Treasurer. Gotschalk indicated a need for both a procedural and fiscal audit that should be more in depth than audits done in the past. He suggested the audit be done in Iowa. MOTION by Dick Clark (NV) to have the audit performed as Gotschalk recommended and to have it completed in Iowa. SECOND by R.J. Elrick (VT). MOTION CARRIED with all in favor.

Considerable discussion took place regarding bonding of the Treasurer and Executive Director and for the purchase of "errors and omissions" insurance for the Executive Board. MOTION by Mike DiMicel (CA) to have the Treasurer, in conjunction with the President, research both the bonding and the purchase of errors and omissions insurance during the upcoming audit procedure and make a recommendation to the Executive Committee which should decide the issue at its meeting in New Orleans in January, 2008. SECOND by Mike Crews. MOTION CARRIED with all in favor.

MOTION by Ray Franklin (MD) to accept the Treasurer's Report. SECOND by Dick Clark (NV). MOTION CARRIED with all in favor.

PRESIDENT'S REPORT:

Administrative Issues: President Gotschalk (VA) informed the members that the Executive Committee has been busy holding conference calls to begin the process of developing a strategic plan for IADLEST, to formulate and adopt quality policies and procedures, and to prioritize the type of work that IADLEST will undertake in the future to ensure it is consistent with our mission. He stated that IADLEST is vulnerable without quality controls in place, sound business practices, and a strategic plan. He stated that our initiatives must be driven by our mission and "our" priorities not priorities based on grant funds and what others may request of us.

President Gotschalk stated we need to explore our membership requirements and ensure that we follow

the by-laws of the organization. At the conference in Virginia, one of the regions elected a regional representative who was not officially a member of IADLEST. This renders the election void and creates an opening for a regional representative. Members must currently be sponsored by a state POST Director; and in this case, the POST Director that has since sponsored this member is not from the same state, but rather a different state. Immediate Past President Pat Bradley (MD) indicated that this has been done in the past without problem. President Gotschalk felt we need to address this in the future. Bradley stated that the “power” of IADLEST still rests with the POST Directors. As with any issue, a division by POST vote, where each state gets one vote limits the general membership (or any one region) from becoming too influential.

President Gotschalk stated the Executive Committee is considering a meeting in Indianapolis, Indiana the weekend of November 2nd to address the issues presented in his report and actually do the work of the organization that must get done.

On the financial side, Gotschalk pointed out that the grant funds that are currently in place do little to help fund the actual work of the organization, that our Executive Director has been personally absorbing some of his operational expenses (which is wrong), and that our ability to draw membership funds is limited. Nevertheless, he indicated that with the amount of funds coming into the organization through the NHTSA umbrella agreement, it will be necessary for the organization to help pay for some travel costs for executive members as they carry out the business of the organization. The proposed meeting in November is one such meeting the organization may have to help fund.

The Leadership Consortium: President Gotschalk introduced Second Vice President Mike Crews to discuss the current status of the Leadership Consortium. Mike provided a handout on the major issues confronting the Leadership Consortium. He also stated that major players in this are looking to partner with IADLEST as a vehicle to receive grant funds and begin laying the framework for leadership training, the desired goals and objectives, and even a curriculum. Crews asked the members if the issue of leadership is a “viable mission” for IADLEST and if it was something IADLEST would want to consider participating in. MOTION by Anthony Silva (RI) recommending that IADLEST begin the process to explore a relationship with the leadership consortium. SECOND by Dick Clark (NV). MOTION CARRIED with all in favor.

Partnering for America Training: President Gotschalk reintroduced Tony Nelson (FBI). Nelson introduced Brian Lamkin, the Assistant Director of the FBI Academy. Lamkin thanked IADLEST for partnering with them on the creation of the Partnering for America video. He spoke of the importance of collaboration with IADLEST and the importance of using IADLEST as a means to get important information out to the officer on the street. Dick Clark stated that IADLEST and the FBI built the video training together. Clark recommended that the FBI send a tape for each academy to the state POST Directors who will disperse to the academies. Nelson agreed and provided about 15 copies for review by those members in attendance that had not yet seen it.

PACE: President Gotschalk introduced Dr. Louis A. Mayo from PACE (Police Association for College Education). Dr. Mayo informed the members that in 1998, IADLEST passed a resolution supporting PACE. IADLEST also agreed to allow Don Hopkins (MD) to serve on the PACE Board of Directors. With Hopkins’ retirement, Dr. Mayo is inviting IADLEST to appoint or encourage another IADLEST member to take his place. He also stated that PACE has struggled to raise funds to ensure its survival and has recently partnered with a travel website that will donate a portion of travel commissions to PACE for travel booked through the site. He encouraged IADLEST members to use the site when booking travel as it costs nothing; and a percentage would help fund his organization. The web site is www.ytbtravel.com/paceva.

Performance Review of Academies: Pat Bradley (MD) discussed the current state of the Performance Review of Academies (accreditation) standards that have been developed and indicated that IADLEST will need to decide on how or if to implement it and how the “objective” review will take place. He suggested that the review be done in coordination with the state POST director or commission. He stated this is important to the academies as there is a need to have a cost effective way for them to become “accredited.”

IMPACT: Bradley also updated the members on IMPACT. IMPACT recently had the option to dissolve as an organization or to reorganize and continue. They elected to reorganize. When they did so, they were in need of members to serve on their advisory board. He said that IADLEST was at the top of their list. He also stated that IMPACT was meeting this week. He felt IADLEST needs to keep in contact with IMPACT as they can help us keep the “I” (international) in IADLEST as they are very focused internationally. He did state that IMPACT requires that its advisory board members be members

of IACP which could create a budget issue for the Executive Committee. He suggested that IADLEST invite IMPACT to Indianapolis this summer to present their organization to the membership.

Meeting was recessed at 15:00 hours Saturday October 13, 2007.

Meeting resumed at 0900 hours Sunday, October 14, 2007. President Gotschalk called the meeting to order.

NHTSA Umbrella Agreement: The discussion began with Gotschalk informing the members that he has signed the Umbrella Agreement with NHTSA with an addendum attached. He has not heard from NHTSA on the addendum but has been given a deadline of Oct. 24th to send in the required work orders on the five separate projects. The projects are SFST (2), Motorcycle Laws, Pursuit Driving, and Older Driver. Gotschalk has concerns that we as an organization may not be ready (with respect to the current state of our business practices) to accept these funds and move forward. He expressed concern that we must ensure we are ready before accepting the grant awards and thought that an extension was necessary for the Oct. 24th date.

The five projects and the current state of each were then discussed. Pat Bradley and Ray Franklin indicated that currently there are 4,900 users on the SFST site. NHTSA is awarding IADLEST a new grant that allows IADLEST to expand into DRE and a second grant to allow the continuation of the SFST project. Initially, NHTSA put the issue out to bids instead of simply awarding the grant directly to IADLEST. IADLEST had shown NHTSA a very successful deliverable in the initial project so it was of concern to those involved that they opened it up for others. NHTSA has agreed to award the projects to IADLEST but put them under the umbrella agreement instead of simply a direct award separate from the agreement. Frank Kowaleski (VA) stated that losing the SFST project is not an option for IADLEST.

Pat Judge indicated that we do have viable project offers that can be selected for the remaining three projects and they are all within the ability of IADLEST to deliver. He stated that meeting the Oct. 24th deadline will be a challenge, however.

President Gotschalk outlined some of his concerns with respect to IADLEST's business practices. Currently we need to be issuing 1099's to persons such as Ray Franklin who contract to do work for IADLEST. The second issue was our status as a 501C3 organization. He stated that Pat Judge has

indicated to him that we are not such an organization. Gotschalk however believes he has seen paperwork indicating that we are. This status is important as there are IRS reporting requirements to take into account regardless.

Mike Crews (FL) states that while there is room for improvement and room to grow businesswise, IADLEST is not "broken" as an organization and can implement the necessary changes at the same time as we proceed with the Umbrella Agreement.

Earl Hardy from NHTSA was present and stated that the deadline has passed at NHTSA and the project orders are indeed due on Oct. 24th. IADLEST can sign some of the project orders and not others. Hardy encouraged IADLEST to proceed with all five work orders under the Umbrella Agreement if IADLEST felt it could deliver. He believes IADLEST is the best organization to undertake these projects.

Ray Franklin suggested a member of the Executive Committee move to accept the NHTSA Umbrella Agreement and all five projects. It was decided that this was already done by a unanimous vote in Virginia and by the subsequent signing of the agreement by the President.

Lloyd Halvorson (ND) asked what Pat Judge needs in order to accomplish the work necessary to meet the October 24th deadline that has been set by NHTSA. Judge stated a team needs to be put in place to choose the vendors that have submitted proposals. Then the vendor needs to submit a revised budget, and the work plan needs to be sent to NHTSA. Halvorson suggested that we choose the team members today, they select from the proposals, and the paperwork should get submitted on time. The meeting recessed for a five-minute break, and upon return, President Gotschalk informed the members that he has selected Ed Pavey (KS), Dick Clark, and Mike Crews to serve as the team and to choose from the submitted proposals. They will do everything they can to meet the October 24th deadline.

N-LEARN: Pat Bradley informed the members that the OJP Grant for \$306,000 for the Communications Resource Network that will link academy directors, much like the SFST network that is now in place, has been approved. This is a very cost effective effort. IADLEST will need to vote to accept this grant award.

Future Meeting Dates: The next Executive Committee Meeting will be January 17, 2008, in New Orleans, LA; and the next Business Meeting will be during the Annual Conference in Indianapolis, IN, on July 9, 2008.

EXECUTIVE DIRECTOR'S REPORT: Pat Judge reminded the members of Dick Clark's (NV) and Keith Lohmann's (NH) work on the training CD that was produced in cooperation with the FBI Office of Law Enforcement Coordination. The CD has been approved for distribution by the FBI and IADLEST. Pat submitted his 2008 work plan and current inventory of equipment. He also presented a set of policies and procedures that should be adopted by the members. He indicated that annual dues notices are going out in December, and reminder notices will go out as needed.

INTRODUCTION OF SPECIAL GUEST: Cybele Daley: OJP Deputy Attorney General has been appointed as Principal Deputy Attorney General for the Office of Justice Programs. She stated that there is good news and some bad news with the latest analysis of UCR data. The good news is that there is currently a 30 year low in the crime rate for Rape and Aggravated Assault. The not-so-good news involves the inability to conduct an analysis for the nation's college campuses. Campus security and safety is becoming a hot topic, and we need a method to gauge the crime rate accurately on our college campuses in light of recent events. There has been a slight increase in homicides. She stated that an announcement will be made soon about the funds for the violent crime task forces. It appears that less than half of the \$125 million available will be allocated to this effort.

She praised IADLEST's efforts with POST-Net and the Decertification Index. She said that IADLEST can be proud of this accomplishment not only on its functionality but also because it was a very cost effective project and it "didn't take forever." She also spoke regarding the officer leadership program and the Adam Walsh Initiative. Pat Bradley spoke highly of his work and interaction with Ms. Daley and her staff during his time as President of IADLEST.

COMMITTEE AND SPECIAL ASSIGNMENT REPORTS

Traffic Safety: Frank Kowaleski (VA) spoke about a great video called "Your Vest Won't Stop This Bullet" that was produced and a new Pursuit video that is out. He stated the Pursuit video comes with the IACP's model policy on pursuits. Kowaleski also spoke of the National Unified Goal (NUG) for Traffic Incident Management. This proposal is to encourage fire, EMS, police, and the towing industry to work and train together so they are on the same page with respect to major accidents. Kowaleski is

co-chairing this effort with a fire chief from Renton, WA. This training initiative will not certify responders in traffic incident management but will involve "best practices" guidelines. Anthony Silva (RI) MOVED to approve a resolution in support of the NUG initiative. SECOND by Mike Crews (FL). MOTION CARRIED with all in favor. Kowaleski also asked anyone who has information on highway incident management training for the entry level officer to share it with him.

Technology: Ray Franklin (MD):

- **POST-Net, NSTRC, and NDD/NDI:** All POST-Net services are operational. We are now utilizing 2004CKWXX010 and 2005CKWXX010 with \$77,000 and \$50,000 remaining. There is a new funding request in with the current COPS grant cycle for \$128,560 for the next 18 months. This includes \$4,000 for IADLEST administrative oversight and \$24,000 for travel expenses for the Executive Committee meetings and IADLEST Business meetings.
- **Flying While Armed Training:** This is now available to IADLEST members under the members only segment of our website.
- **The National Sobriety Testing Resource Center** has been an overwhelming success. There are approximately 4,900 registered users. We are currently planning for the incorporation of DRE as proposed under the NHTSA umbrella agreement.
- **National Decertification Index** has 26 participating states. New equipment has been installed and configured. Franklin pointed out that while the submissions to the database are occurring on a regular basis, there appears to be fewer queries than expected. On November 1, 2007, there will be limited ability for agency-direct queries through test accounts. He has submitted requests for \$91,560 in current BJA Byrne grant funds for one year continuation and for the XML model standards development. This will include \$6,000 for IADLEST administration and financial services and \$12,000 for Executive Committee travel.
- **N-Learn** is a project in progress to network all 700 plus US Law Enforcement training academies. It has been approved for \$306,000 in NIJ funding effective December 1, 2007, for two years. These funds include \$32,000 for IADLEST administration and financial services; and because of the heavy focus and input needed from the regions, \$58,560 for regional

representative travel to Executive Committee meetings, the annual conferences, and business meetings. Halvorson reminded the members that while this was discussed earlier, IADLEST has not yet voted to accept these funds. MOTION by Pat Bradley to accept the N-Learn grant award. SECOND by Steve Otto. MOTION CARRIED with all in favor.

- **Operational and Contingency Planning:** Ray informed the members that there is a continuous remote location that is a backup of all systems and data. There is also ongoing off line disk backup of programming. He also wanted to ensure the members that in the event that he was unavailable, there is a wealth of personnel that can handle and assist with system administration, web administration, database management, content, and project management.
- **The IADLEST Website** has seen a 3% increase in site hits per day with 2,738. Total hits from June 1, 2007 through October 2, 2007 show 336,768. LETN's daily newscast is now linked and accessible through our site. He is posting survey results on line and encourages all who solicit survey information informally through our list serve to compile it so he can post it for all to use.
- **The Policy and Procedure Manual** that Pat Judge mentioned earlier was reported on in detail and presented to members of the Executive Committee prior to the meeting. Ray stated that he would like the document to be approved as the IADLEST policy and procedure manual but noted that the document is still a "work in progress." MOTION by Crews (FL) to approve the manual as presented. SECOND by Clark (NV). MOTION CARRIED with all in favor.
- **National Rural Emergency Preparedness:** Steve Otto is currently working with the advisory board for the consortium on rural domestic preparedness that is funded by DHS. He stated that there will be free training to rural areas in the near future. The training will be a multidisciplinary approach including representation from fire, EMS, and police. If you are interested in hosting the training, contact him, and he can assist you in getting it set up. He will have an update for the next newsletter. President Gotschalk encouraged Otto to participate in the Executive Committee conference calls that are planning to be held monthly.

Training and Standards:

- **ADA Legislation:** Mike DiMiceli (CA) state that the Standards and Training Committee has been looking at new federal legislation referred to as the ADA Restoration Act that has some members of the HR community concerned. The legislation is HR 3195 and SB 1881. This legislation could have significant impact on disability claims and on reasonable accommodations. There is also some concern in the medical community as well. He will continue to monitor the situation.
- **NIMS Training:** DiMiceli also stated that the federal government under DHS is changing the rules regarding NIMS training. There is current opposition from the law enforcement community to the proposal that requires all officers to attend 40-64 hours of classroom-based training without regard to prior training or experience. This proposal can be found in the federal register.

OLD BUSINESS: None

REGIONAL REPORTS: None

NEW BUSINESS: None

ADJOURNMENT:

MOTION by Dick Clark (NV) to adjourn. SECOND by John Gallaher (PA). MOTION CARRIED. Meeting concluded at 12:24 pm.





**International
Association of Directors of Law Enforcement
Standards and Training
2521 Country Club Way
Albion, MI 49224**

TO:

POSITION OPENINGS

The Michigan Commission on Law Enforcement Standards (MCOLES) is seeking to fill up to five professional positions in the next year. Because of retirements, the Michigan POST is seeking capable professionals to fill career positions. More specific information is available in an announcement that appears elsewhere in this newsletter.

The MCOLES role has expanded significantly during the past ten years. MCOLES responsibilities now include officer licensing and retention, criminal justice funding, death and disability benefits provider, private security licensing, and technology, in addition to its traditional responsibilities of law enforcement selection and training standards. There is broad range of potential with MCOLES for qualified individuals seeking a challenging and satisfying employment opportunity. Refer to page 10 article *Professional Criminal Justice Employment Opportunities*.



Wish you a healthy and prosperous 2008!