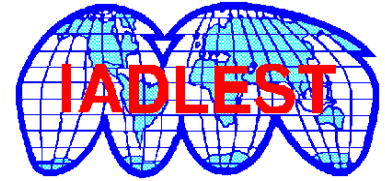


NEWSLETTER

International Association of Directors of Law Enforcement Standards and Training
3287 Tasa Drive; Meridian, Idaho 83642-6444



<http://www.iadlest.org>

Volume 20 Number 4

October 2009

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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

IADLEST BUSINESS MEETING SCHEDULED

The IADLEST will hold its Business Meeting 1:00 to 3:00 P.M., Saturday, October 3; and 9:00 A.M. to 5:00 P.M., Sunday, October 4, 2009, at the Curtis Hotel 1405 Curtis Street; Denver, Colorado 80202.

The next business meeting is scheduled for June 20-23, 2010, at the IADLEST Conference in Corpus Christi, Texas.

SPECIAL OLYMPICS

The IADLEST met in annual conference in Sparks, Nevada, June 2009 and held a silent auction in support of the Special Olympics. IADLEST members contributed the items auctioned. IADLEST contributed 100% of the funds to Special Olympics, and at the conclusion of the auction, a check for \$2,000 was given to the Nevada Chapter.

COMMITTEES AND APPOINTMENTS

by: Michael Crews, IADLEST President

I want to thank each of you who have volunteered to serve our Association as committee members and/or IADLEST representatives with the various associations we have had long-standing partnerships with. As you know, our Association is built on the generosity of our members and the commitment and dedication they display.

We have some exciting opportunities ahead, and I am confident we will be able to accomplish many of these initiatives in the months ahead. Below are the Committee Assignments and designated Chairs for the current year. There are a couple of issues we want to begin working on immediately, and I will be reaching out the Chairs of these committees to make sure we have clear direction on what we would like to accomplish. Work for some committees may not occur for a few weeks or as the need arises.

I look forward to working with you and thanks again for your continued support!

Budget/Audit

John Minnis, Chair, Oregon
Tim Braaten, Texas
Wayne Woodard, North Carolina

Highway Traffic and Pedestrian Safety

Chuck Sadler, Chair, West Virginia
June Kelly, Vermont
Dan Zivkovich, Massachusetts
Chris Sutterfield, Oklahoma

Training and Standards

Ken Hammond, Chair, Wisconsin
Dave Warry, Kansas
RJ Elrick, Vermont
Mike DiMiceli, California

Strategic Planning

Rusty Goodpaster, Chair, Indiana
John Foust, District of Columbia
Ron Morrell, Virginia
George Gotschalk, Virginia

Membership

Larry Birney, Chair, Oklahoma
Mike DiMiceli, California
Larry Ball, Kentucky
Bill Floyd, South Carolina

Bylaws

Mark Damitio, Chair
Pat Bradley
Lyle Mann

Technology

Ray Franklin, Chair
Steve Culp

CALEA Training Standards

Ron Ferrell, Chair
Peggy Schaeffer

National Revocation Information Sharing Initiative

Bill Muldoon, Chair
Eriks Gabliks, Oregon
Neal Trautman, Mississippi
IACP, NSA, FLETC Representatives to be named.

Sepecial Assignments

- IACP Highway Traffic Safety: Paul Cappitelli, California
- IACP Education and Training: Larry Birney, Oklahoma
- National Sheriffs' Association: Peggy Schaeffer, North Carolina
- Federal Law Enforcement Training Center Advisory Panel: Mike Parsons, Washington State
- Rural Domestic Preparedness Consortium Board: Steve Otto, Texas

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.

Kevin McClain, Dir., Illinois POST, Springfield, IL
Dwight Floyd, POST, Tallahassee, FL
Edward King, FLETC, Glynco, GA
Cory Myers, Envisage Corp., Boomington, IN
Stephen Reese, U.S. Marine Corps, Alexandria, VA

POST DIRECTOR CHANGES

Massachusetts: Dan Zivkovich was appointed executive director of the Massachusetts Municipal Police Training Committee (MMPTC). The MMPTC sets training standards for and provides training to municipal police officers statewide. Dan has been involved in policing for almost 30 years. Prior to the move to Massachusetts, Dan was the Chief of Police in Jackson, Wyoming, for almost four years. He previously spent five years as the director of the Wyoming Law Enforcement Academy in Douglas, having been appointed to that position in September 2000. During his tenure as the academy director, Dan was an active member of IADLEST.

Prior to accepting the academy position, he spent 18 years with the Wyoming Highway Patrol, working his way from Trooper to Captain. His various positions included patrol officer, truck enforcement specialist, safety education, training coordinator, and district supervisor. For seven years, he oversaw the Wyoming Highway Patrol's hiring and promotional testing processes and the basic and advanced training programs. He was also a member of the administrative staff. He has been involved in law enforcement training for over 25 years, teaching a wide variety of topics, including DWUI enforcement, field training officer (FTO), ethics, crash investigation and reconstruction, and supervision/leadership classes.

Dan grew up in South Carolina and has lived and worked in Illinois and South Dakota prior to moving to Wyoming in 1978. He and his wife reside in Hingham, Massachusetts, with two of their four children and with their two golden retrievers and three cats. He can be reached at (781)437-0301 or daniel.r.zivkovich@state.ma.us.

Maryland: Raymond Franklin is Acting Director.

Michigan: John Buczek, Chair of the Michigan Commission on Law Enforcement Standards, is serving as interim Director.

IN MEMORIAM

On August 2, 2009, IADLEST life member Lex Eckenrode, former Virginia POST Director and 1978-79 President of NASDLET, the predecessor to IADLEST, passed away of cancer. Lex passed peacefully with his family around him in Richmond, Virginia. Lex was 61 years old.

NEW IADLEST LOGO PROPOSED

At its January 2009, Washington, DC, meeting the IADLEST Executive Committee asked for suggestions for a new IADLEST logo. The Executive Committee wishes to adopt a logo that would better reflect the organization. Proposed logos were submitted. Marla Norville, graphic artist, North Carolina Justice Academy, was asked to prepare samples of the submissions. The following are eight proposed logos for IADLEST members' review and comment. The Executive Committee will review member comments and select a new logo in January 2010.

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Managing Mobile Forensics: What Every Peace Officer Must Know

According to the FBI, digital evidence is present in nearly **every** crime scene. Increasingly, this evidence is found on handheld devices such as cell phones, GPS', iPods—and is leading investigators directly to a suspect's door—sometimes within hours of a crime taking place.

On October 14, 2009, the FBI's Regional Computer Forensics Laboratory (RCFL) Program will present a free mobile forensics webinar from 1:00pm-3:00pm EDT for law enforcement and government officials. Participants will learn the proper handling of handheld devices at crime scenes, basic data recovery, legal issues and more.

Go to www.rcfl.gov to register. Registration takes about 1 minute. Participants may request **certificates of completion** after the event.

Sponsored by the FBI's RCFL Program—America's Premier Digital Forensics Laboratory Network



The FBI's mission is to protect and defend the U.S. against terrorist and foreign intelligence threats, to uphold and enforce the criminal laws of the U.S., and to provide leadership and criminal justice services to federal, state, municipal and international agencies and partners.



The RCFL Program is a national network of FBI sponsored, full-service digital forensics laboratories and training centers. To learn more about the RCFL Program's many other training offerings, visit <http://www.rcfl.gov/>.

Speakers:

- **Sergeant Alan Lee**, San Jose Police Department, Computer Forensics Examiner/Silicon Valley RCFL
- **Curtis Thomas**, Electronics Engineer, FBI

**International
Association of Directors of
Law Enforcement Standards and Training**

**Business Meeting
The Curtis Hotel
1405 Curtis Street
Denver, Colorado 80202
Patty Cake Meeting Room – 2nd Floor**

**1:00 P.M. to 3:00 P.M.; Saturday, October 3, 2009
9:00 A.M. to 5:00 P.M.; Sunday, October 4, 2009**

Tentative Agenda

- | | | |
|-------|--|-----------------------|
| I. | Call to Order | Mike Crews (FL) |
| II. | Roll Call | Lloyd Halvorson (ND) |
| III. | Additions to the Agenda | Mike Crews (FL) |
| IV. | Approval of Minutes | Mike Crews (FL) |
| | <ul style="list-style-type: none">• June 16, 2009; Sparks, Nevada
(Refer to October 2009 IADLEST Newsletter) | |
| V. | Executive Director Briefing | Patrick Judge (MI) |
| VI. | Contract/Grants Manager Briefing | Michael Becar (ID) |
| VII. | Strategic Plan Development | Rusty Goodpaster (IN) |
| VIII. | IADLEST Treasury | Penny Westfall (IA) |
| | <ul style="list-style-type: none">• Accounts Reports | |

IX. Administrative Review of Current Business Practices

- Bylaws Revisions Mike Crews (FL)

X. Committee/Special Assignment Reports

- FLETC Advisory Committee Michael Parsons (WA)
- Rural Domestic Preparedness Consortium Steve Otto (TX)
- CALEA Proposal Peggy Schaefer (NC)
- 2011 Texas Conference Tim Braaten (TX)

XI. Region Reports

- Northeast Region John Gallaher (PA)
- Central Region Charles Melville (KY)
- South Region Peggy Schaefer (NC)
- Midwest Region Mark Damitio (KS)
- West Region Lyle Mann (AZ)

XII. New Business

- IACP “discoverpolicing.org” Project Kim Kohlhepp (IACP)
- USDOJ Priorities Acting AAG Mary Lou Leary

XIII. Adjournment

THE RIDDLE

*by: Mike Lindsay, Deputy Director,
Indiana Law Enforcement Academy*

Over the years, I have been impressed with how often law enforcement officers refer to themselves as professionals and the occupation as a profession. This seems to be a topic that never falls from importance.

I often wonder if these officers and officials are really attempting to convince the public by using the term so frequently or ourselves. Sometimes these claims seem almost like a pleading rather than a statement of fact. And during those highly publicized periods in our history when questionable law enforcement practices have been repeatedly exposed in the media, these claims seem particularly hollow, even desperate.

Legislatures have in recent years taken to the practice of mandating specific training in a number of areas like mental illness, autism, human trafficking, and cultural awareness as if law enforcement is incapable of determining what it needs. Have our efforts to become a true profession been misdirected? Only rarely does a legislature step in to dictate what training is necessary for lawyers, medical doctors, CPA's, pharmacists, psychiatrists, and the like. Why do we in law enforcement have such a difficult time convincing the public that we are a profession capable, to a large degree, of self-determination?

Our push to become a true profession probably started in earnest during the 1960's. Prior to that, the findings of the Wickersham Commission (1929) and the exposure of other embarrassing events prodded law enforcement in that direction, but it was the civil unrest of the 1960's and 1970's that created the Law Enforcement Assistance Administration and the National Advisory Commission on Criminal Justice Standards and Goals. It was also during this time that criminal justice degree programs exploded in popularity, partly because of the money flowing into these programs and partly because of the number of returning military veterans for which such an employment was a natural transition.

Regardless of the reason, many officers began referring to themselves as professionals during this period. I began as a full-time instructor at the Indiana Law Enforcement Academy in 1986, and the issue still burned hotly at that time (as it still does today). I was impressed during my early instructional years that no one could really tell me why we were professionals or how we arrived at that status. There was certainly no one who claimed that we were not

professionals or that we had not achieved all aspects of our self-proclaimed status.

We, after all, heavily infused the curricula of our basic course academies with ethics training. In Indiana, we still present six hours of ethics in the first week of our curriculum plus countless hours of quasi-ethics training in other classes such as criminal law, community relations, and human behavior. We instruct new basic students in the authority of our Training Board (known as the P.O.S.T. board in most other states) to decertify officers for substantial breaches in conduct, and we stress discipline as a means to keep officers on the straight and narrow.

All of these things and more have been done for years in most states, and we still talk about our professionalism in equivocal tones. After all of these years, why haven't we been able to foot this concept in concrete. The public seems no more certain of our status than we do.

Citizens, if asked, will usually say that law enforcement is a profession, but these statements seem more of an acknowledgement of potential than of a real belief. When asked specifically if they think law enforcement is on the same professional level as medicine, the legal profession, CPA's, pharmacists, psychiatrists, or even psychologists, there is considerably more hesitation.

So where have we failed? We seem to be right on that edge, but unable to make that final leap.

After years of observing this phenomenon, I have made some observations that seem absolutely obvious to me now but never occurred to me in my early years.

The first and most fundamental observation has to do with how we define a profession. Our basic course program here in Indiana never incorporated any examination of this question until recently. How can any group of individuals believe they are professionals if they have no concept of what constitutes a profession?

In each of our basic classes, I now ask students in the first week how many consider law enforcement a profession as compared to a skill, trade, craft, occupation, avocation, or just a job. Nearly all students view their new careers as a profession (although this percentage seems to have slipped somewhat recently).

I then ask why? What distinguishes our profession from an ordinary occupation? That typically brings

the conversation to a halt. If we had been instructing new officers on what it takes to become a true profession for the last 45 years, we would not have any question about this issue today. The fact is that we do not typically examine this question in any depth in our academies. Although ethics is routinely addressed in nearly all academies, ethics is only one small part of professionalism. The remainder of this subject is largely ignored.

How are officers to know if they are professionals if they do not have a standard, a checklist, or a definition? How can officers have a direction if they are never given a goal? How can the occupation claim this status if we cannot agree on the goal?

Many great leaders in history have recognized the all-important principle that it is the collective character that makes for great organizations, associations, communities, and countries. This collective character comes from an individual sense of what has been and what can be.

Not only do officers need to know and appreciate our history, they need to know what goals are important for the near future.

As a good first step in this process, I now ask new basic students what elements the recognized professions seem to share. The elements we identify in each class are typically a little different than what we identify in subsequent classes, but there are several common threads. I have listed the elements below that surface most often. These are:

1. The practitioner answers a *calling* to serve others or the community through a particular *discipline*.
2. This discipline is developed through life-long *careers*.
3. The profession *serves a critical need* in the community in a *sensitive social area*.
4. Practitioners must exercise considerable *discretion* in order to accomplish these goals.
5. Due to the sensitivity of the area and the discretion needed, the profession must maintain a fiduciary, *trust*-like relationship with the community.
6. A *Code of Ethics* is needed to guide the profession and help maintain this trust relationship.
7. Specific *Canons of Conduct* are necessary to implement the Code of Ethics.
8. A *minimum education level* is necessary to ensure that practitioners are well versed in the common social mores for that society, community, or culture.

9. Substantial *specialized training* is required for performing *sophisticated skills required* within the discipline.
10. *Continuing education* is required to maintain standards and update practices.
11. *Licensing or certification* is necessary to ensure minimum standards are met for both entrance and continued practice.
12. A *professional organization* is desirable to represent its members and set (or at least advocate for) these standards.
13. A *professional journal* is needed to keep members updated and cohesive.
14. A method *to enforce these standards* is needed for discipline.
15. *De-certification* or *license revocation* is necessary for the worst violations in order to protect the public.

During our discussions, we also generate some involved examinations concerning whether income level is a bona fide element in distinguishing a profession from an ordinary occupation, and we expose some areas in the above list that may be weaknesses in our claim. Students also receive some homework to help them ponder these questions in a little more depth.

Although ethics training is an area that new officers will be able to use immediately upon hitting the street, the bigger professionalism question is probably not such an issue. Certainly individual officers can make some personal choices like finishing a college degree to advance towards these goals, but for the most part they will need to be in positions of authority to implement most of these elements. So does that mean that this training is a waste of time at the basic recruit level?

Perhaps we should view this question from the opposite perspective. We have not trained in this area for the past 45 years. How has that worked?

There are many other areas that could be examined concerning what it would take to have the public view us as a true profession, but establishing what the elements of profession are seems an important first step. Without this foundation, everything else seems doomed to crumble. Shouldn't officers progress through a 20, 30, or 40 year career in law enforcement having this issue on their minds?

The elements listed in this article are certainly not gospel. There may be several more items that need to be added to this list, and we may not need to achieve all of these criteria, but we do need to have a consensus on a majority of them. If we cannot give

new officers a goal and a roadmap for arriving at that goal within the first few days of their academy experience, how do we expect our history to be any different in another 45 years, and how else will we ever convince the public, and ourselves, that we have arrived?

**OLDER DRIVER LAW ENFORCEMENT
TRAINING (ODLET)
AFTER A SUCCESSFUL START –
CONTINUES INTO 2010**

by: Doug Graves, Idaho POST Deputy Director Retired

In 2006, the National Highway Traffic Safety Administration (NHTSA) brought together subject matter experts in the field of Older Driver Safety and developed the Older Driver Law Enforcement Training program (ODLET). Since that time, the program has undergone two revisions.

In 2008, NHTSA contracted with IADLEST to bring the ODLET program to the states. Late in 2008, IADLEST sub-contracted with Law Enforcement Training and Resources (LETR) to oversee the training which would consist of at least one train the trainer course in each of the 50 states. At the time of this writing 27 states have either had the training or have a training scheduled in their state. Over 600 instructors have been trained in 15 of these states. These trainers have in turn trained thousands of line officers in how to effectively deal with the older driver that may need help while on the highway.

As an example, in the state of Maryland 35 trainers were trained in November of 2008. By April of 2009, LETR had learned that these 35 officers had trained an additional 358 officers in the state. LETR received this email concerning an older driver whom an officer had contacted. The Virginia officer had taken the OLDET class on the previous Monday

Just got a call from a cop on the scene with an older driver (he was at the training Monday). Had the responding officer administer a clock test and he said it is crazy looking. Driver confused, "all over road" backed into a car. He's very excited-he's going to fax me the clock and the med!!! Gosh I love this part of my job.

This is just one example of the positive results that are happening all across the country. As we know older drivers on our roadways are only going to increase. By the year 2030, those 65 years old and over will be the largest segment of our population. Along with the increase of older drivers, will come

the need for more skilled officers trained in dealing with the special needs of the older driver and in keeping them safe on the road.

If your state has not taken advantage of the no cost ODLET four hour train the trainer course, there is still time. LETR has received funding to continue classes into 2010. To schedule a training or for more information, contact; Doug Graves, Director of LETR, at (208) 407-8640 or email him at douggraves@cableone.net; and a class will be customized to meet your needs. With a cadre of a dozen instructors, LETR can provide a class to you at no cost at a time that best meets the needs of your agency and state.

NEW PUBLICATIONS

Jim Isenberg (2010) *Police Leadership in a Democracy: Conversations with America's Police Chiefs*. Boca Raton, FL: Taylor & Francis Group/CRC Press, 159 pages. ISBN 978-1-4398-0834-4. \$69.95. Can be purchased at <http://www.crcpress.com/product/isbn/9781439808344>.

This new book, published in September 2009, is the first volume in a new series on "Modern Police Administration." The author conducted in-depth interviews with 26 current and former police chiefs who "offer insights into their experiences working in a range of communities, from major urban cities to smaller towns across the country ... The central values that distinguish this group of police leaders include adaptability, tenacity, and willingness to explore new frontiers." The book's ten chapters focus on creating and implementing a vision, working with the community, internal and external politics, and the future of American policing, among other topics.

CSI: KENTUCKY – DOCJT PROVIDES IN-DEPTH CRIME SCENE INVESTIGATION TRAINING FOR KENTUCKY OFFICERS

Kentucky Criminalistics 4th Academy graduated 12 officers

RICHMOND, KY (Sept. 21, 2009) – Crime scene investigation shows run rampant on television, leaving average viewers thinking they know all the ins and outs of processing a typical crime scene. In 30 minutes to an hour, police detectives rapidly move from their first glance at a crime scene to unearthing unusual and critical evidence to finding, arresting, and booking the perpetrator. But in the real world, it can take days, weeks, months, or even years for law

enforcement officers to examine all the available evidence at a crime scene and name a suspect.

Learning how to properly process a crime scene, taking notice of every minute detail, is a process in itself, often taking years for detectives to become trained, confident, and knowledgeable through experience throughout their entire careers.

However, in 2007, Kentucky's Department of Criminal Justice Training launched the Kentucky Criminalistics Academy in an effort to thoroughly train new crime scene investigators so they could hit the streets running, instead of learning slowly over the span of a 10-, 15- or 20-year career.

"The class is intended to get someone up to speed now, not ten years from now," said Joe Wallace, KCA coordinator and instructor in DOCJT's Investigations Section. "Usually that's the way it works, you get someone new in this field, and it takes them 10 or 11 years to get all the training and experience to get up to where they need to be – and their career is half over. They've processed all kinds of scenes and made all kinds of mistakes. So we're trying to avoid that. We want them to come out of the gate with as much information and as much training as they possibly can."

The 10-week, 400-hour KCA curriculum does just that. The first and only academy of its kind in the commonwealth, KCA teaches CSI's every significant part of crime scene investigation from digital photography, latent prints, and arson investigation to death investigation, bloodstain pattern recognition, and high-tech computer crime investigation. Officers receive hours of hands-on, real-life scenario training in these areas. In addition, instructors from the Bureau of Alcohol, Firearms, Tobacco, and Explosives set up live explosions for students to investigate; and the class takes a week long trip to the University of Tennessee's Forensic Anthropology Center, which includes a burial-excavation exercise at the center's world-renowned Anthropological Research Facility, also known as the "Body Farm." Prior to the Knoxville trip, Kentucky's forensic anthropologist, Emily Craig, Ph.D., provides a presentation for the KCA students about death investigations and osteology, the study of bones.

Each week of the class focuses on a specific angle of crime scene investigation; and the instructors push the students to go deeper into each area, examine every clue, and leave no stone unturned.

"We try to throw them as many curve balls as possible to get them to look at it from as many different angles as they possibly can," said Wallace,

who is a graduate of the National Forensic Academy and instructor in Eastern Kentucky University's forensic science department. "Every section of this training is crucial because every scene is going to be different. We give them a tool box full of tools. Whether they use all the tools on one scene or a few on this one and a few on that one, they are all important and necessary."



Officer trainee contorts his body to photograph blood evidence on the handle of a shotgun found at a mock crime scene.

Wallace and the other DOCJT and outside-course instructors have years of education and career experience to share with the KCA students. KCA instructors include: DOCJT Instructor John Schwartz, who served as a Brooklyn and Bronx homicide detective for eight years; Kentucky Medical Examiner Tracey Corey; Diane Vance, director of ECU's Forensic Science program; Boone County Sheriff's Office detectives Tim Carnahan and Brian Cochran; and numerous ATF agents, forensic chemists, and numerous others with decades of experience and field knowledge.

"The backgrounds and experience of the instructors is a total plus because they've been down the road," said Alexandria Police Department Detective Gary Frodge. "They've had failures, and they've had successes; and they relate all that to you so you don't run into the same road blocks." Frodge has worked as a detective for 11 years and is one of two officers assigned to the agency's crime scene unit.



Trainee records detailed information about a weapon found on the scene of a mock community center shooting in Kirksville.

Nicholasville Officer Erin Redfield, assigned to her agency's on-call CSU, understands the big picture of the information and techniques she learned in KCA.

"Being shown how to properly document a crime scene is honestly the most important thing," she said. "When you go to trial, what matters is what you documented. You may have seen all sorts of things, but if you don't properly document it, it was like it was never there."

For that reason, the crime-scene scenarios the students process while in the class are as realistic as possible and range from school-shootings to car explosions to burglaries gone bad, Wallace said. "A lot of things you look at on face value and you see what is there, but we teach them to push it a little bit further," he said. "You take a person who knows how to process a crime scene and they will process it and be done. You take someone who has experienced that and been burned on it a couple of times and they're going to come in, process it, then they are going to start moving and shaking pieces of furniture, turning things upside down and truly looking. That's what we want to teach them from the start."

DOCJT graduated its fourth KCA class on Sept. 11, putting 12 more officers into Kentucky's communities that are armed with the knowledge and tools necessary to properly investigate any scene they may face.



Nicholasville Officer Erin Redfield photographs a dummy used to represent a victim in a mock shooting.

To be considered for entry into KCA, applying officers must currently be assigned to crime scenes processing or be about to be promoted to such a position.

The 12 KCA Class No. 4 graduates and their agencies are:

Detective Brian K. Allen, Harrodsburg Police Department

Detective Kevin R. Anderson, Paris Police Department

Joe Atchison, Louisville Metro Police Department (civilian)

Detective Kendra F. Clere, Murray Police Department

Officer Michael C. Dietz, Fort Thomas Police Department

Detective Gary R. Frodge, Alexandria Police Department

Officer Ryan A. Harvey, Florence Police Department

Detective Michael W. Johnson, Frankfort Police Department

James M. Parham, Jr., Owensboro Police Department (civilian)

Officer Erin M. Redfield, Nicholasville Police Department

Officer William K. Rieker, Lexington Division of Police

Officer Jeremy S. Wilson, Shepherdsville Police Department



Officer records detailed information about bloody footprints found on the scene of a shooting.

The Department of Criminal Justice Training is a state agency located on Eastern Kentucky University's campus. The agency is accredited by the Commission on Accreditation for Law Enforcement Agencies and was the first accredited public safety-training program in the nation. In 2006, the academy also became the first law enforcement training academy in the nation to be designated as a CALEA flagship agency.

**BUSINESS MEETING MINUTES
JUNE 16, 2009 10:30 AM
SPARKS, NEVADA**

CALL TO ORDER: President Mike Crews (FL) called the meeting to order at 10:35 am.

ROLL CALL: Secretary Lloyd Halvorson (ND) conducted the roll call for those in attendance. Representation from 25 states was present to allow a quorum. These include: Arizona, California, FLETA, Florida, Hawaii, Indiana, Iowa, Kansas, Kentucky, Maryland, Montana, Nebraska, Nevada, North Carolina, North Dakota, Ohio, Oklahoma, Oregon, Texas, Utah, Vermont, Washington, West Virginia, Wisconsin, and Wyoming.

AGENDA ADDITIONS: IADLEST Logo and Election of Officers.

APPROVAL OF MINUTES: MOTION by Dick Clark (NV) to approve the minutes of the November 9, 2008 Business Meeting in San Diego, California. SECOND by Herb Bowling (KY). MOTION carried with all in favor.

EXECUTIVE DIRECTOR BRIEFING: Pat Judge informed the members that the newsletter is now being printed "online" so there is no limit to the number of pages. He stated that color photos are encouraged. Judge requests that members contribute items for the newsletter.

The Fall Business Meeting will be in Denver, Colorado, in conjunction with the IACP conference October 3-4 in downtown Denver. The 2010 annual conference will be in Texas, 2011 in Idaho, 2012 in Washington, DC. Judge welcomed volunteers to host conferences in 2013 and 2014.

There are open POST positions in Washington DC; Massachusetts; Michigan; Ohio; Virginia, and Illinois. Lyle Mann is the new director in Arizona.

Judge stated the new bookkeeping system is working extremely well. The capacity is almost limitless. Becar is putting in a lot of hours learning the system. The process of entering invoices and paying bills is much more efficient with this system.

TREASURER'S REPORT: Treasurer Westfall presented the balance sheet for the following accounts:

- **General Account:** Balance: 6-12-2009, \$44,345.47.
- **DOJ:** Balance: 6-12-2009, \$29,386.75.
- **NHTSA:** Balance: 6-12-2009, \$73,523.97.
- **POST NET 2004:** Balance: 6-12-2009, \$262.04.
- **General Savings:** Balance: 6-12-2009, \$2,502.76.

MOTION by Pat Bradley (MD) to accept the Treasurer's Report. SECOND by Steve Culp (KS). MOTION carried with all in favor.

CONTRACT AND GRANT MANAGER BRIEFING: Mike Becar provided an update on the new bookkeeping system and informed the members how the system tracks invoices, how they get paid, and how the checks and balances work in our new system.

He stated the Pursuit Policy Workshop grant was increased from \$320,000 to \$655,000. He is awaiting the formal paperwork regarding this increase. It will be important for the train the trainer participants to put on the 4-hour workshops as this is the focus of the grant.

The Older Driver grant has been continued for a second year for \$210,000. Fourteen more train the trainer classes will be held. June Kelly is coordinating the Motorcycle Grant and is finishing it up in the near future. NHTSA wants a budget to do this for the next two years at approximately \$212,000. The SFST Assessments are being completed, and we have more states requesting to have them done. We have \$29,000 left in the account to do the remaining ones. There is \$50,000 in continuing funds for the SFST Grant to continue through Sept. 2009.

The Training Template meetings have been completed. The next step is to finish the creation of the template follow-up with states that haven't responded. Becar will check with Ray Franklin about getting it put up on the web-site.

The 2004 account regarding the POST NET Grant that funds our web site has been officially closed out. Funds remain in the 2005 account. Becar stated that Earl Hardy from NHTSA has expressed interest in reinstating the Officer Leadership Program. It is on hold right now but will be looking for IADLEST assistance as in the past.

Becar provided the members with an update of his activities and travel over the past several weeks. Mike Crews thanked Becar for the long hours, dedication, and hard work he has put in since he accepted this position.

June Kelly provided an update on the progress of the Motorcycle Safety grant. Ray Franklin is exploring a one million dollar umbrella-type agreement with the Department of Justice that would be similar in scope to the larger one we have with NHTSA. He also provided an update on the grant progress and technology. He reported that there has been a 6.5% increase in activity on POST-Net. They have reached 7,400 registered users on the National Sobriety Testing Resource Center site, and there are now 27 states participating in the decertification index. They are nearing the 200 registered user mark on the N-LEARN project and need assistance in identifying academy directors throughout the nation.

STRATEGIC PLANNING: Rusty Goodpaster (IN) reviewed our strategic planning process that began at the 2008 Conference in Indiana. He reviewed an "action plan" which included items such as "who we are" which included the importance of partnerships with our federal agencies, mission driven grant opportunities, and the recruitment of new members. "What are the benefits" for members? The

Sourcebook, the Reciprocity Handbook, the Decertification Index, NLEARN projects, and the other products that are developed as a result of our work, such as the curriculum template. He asked how we could attract others to IADLEST and what changes we must make to be a viable association in the future. He stated that we have moved forward considerably in the past year with the hiring of a grants manager, attorney, financial management, and the many bylaw changes that are proposed. He will continue to keep the strategic planning process on the table during his term as 1st Vice President.

COMMITTEE REPORTS:

- **CALEA Proposal:** The President introduced Jim Brown from CALEA and Peggy Schaefer (NC) the IADLEST/CALEA representative. Schaefer has participated in the CALEA standards re-write as they apply to the accreditation of academies. Brown stated that Otto and Schaeffer have been very valuable to their rewrite efforts. CALEA has an MOU with APCO for communication center standards and would like to see the same type of MOU with IADLEST for academy standards. Brown stated that this partnership will benefit IADLEST through recognition. Schaefer informed the members that all issues and concerns that IADLEST had regarding the accreditation program have been satisfied. Brown stated that all state POST Directors will get a copy of the standards book. Pat Bradley will work with Jim Brown to negotiate a draft MOU for the board to consider.
- **Bylaw Revisions:** Pat Bradley explained to the members many of the bylaw changes that were approved at the Executive Committee Meeting. He informed the members that our bylaws do not account for some things that are necessary as we grow, primarily in the area of e-mail communications and conference call meetings. The bylaw changes will be sent out to the members in advance of the October Business Meeting. It is anticipated that the membership could vote to approve them at that time. "Due to changes in the business of the association," MOTION by Franklin (MD) to allow the Executive Committee to deviate from the bylaws and allow the Executive Committee to hold e-mail and telephonic meetings. SECOND by DiMiceli (CA). MOTION carried with all in favor.

- **Rural Domestic Preparedness Consortium:** Otto is currently the Chair of the consortium and the IADLEST representative. He informed the members of the training that is available and who is eligible to host. Kansas has hosted, and things went very well. Otto informed the members that he has asked that the president to consider a new representative to this consortium when his term ends. He is also evaluating duplication issues with FLETC's new rural initiative.
- **IADLEST LOGO:** Peggy Schaefer (NC) and her staff have worked up several new logo designs for the members to consider. She indicated that she would send out the designs via survey monkey to gather input on which design best represents our association.
- **2010 Conference:** Tim Braaten (TX) spoke regarding the conference in Texas that will begin on Sunday June 20, 2010. They would like to know who is coming so they can plan events and get the contracts with vendors and the hotel underway. He presented information regarding the hotel, location, and events that are planned.

to host a regional meeting. North Carolina is now assessing a \$2 court fee to help fund POST up to a limit of two-million dollars. She is putting her latest JTA information on a CD and has a new learning management system.

- **Midwest:** Mark Damitio (KS) was re-elected as the Regional Representative. Damitio reported that there were six states represented at the conference from the Midwest. He stated that seven states were represented at the regional meeting in Wyoming back in April. Primary items of discussion included the reserve peace officer program in Iowa, Texas now in the process of "certifying agencies," the new EVOC track and related training complex in Kansas, and the requirement to repay the cost of training if you leave within four years in Oklahoma.
- **West:** Held a regional meeting on St. Patrick's Day in Sacramento. Only two states were absent. The next one is scheduled for March 2010 also in California. Lyle Mann was elected the West Region's Representative. They had focused discussions on e-learning, budgeting, and hiring.

REGIONAL REPORTS

- **Northeast:** Pat Bradley (MD) was elected as the Regional Representative again this year. They held a regional meeting in Bangor, Maine. Seven of eleven states were represented. They learned that there are very different curriculum requirements between states. Bradley wanted to remind the POST Directors to encourage their assistant directors to get involved with IADLEST as they are the next generation of members and it helps to "institutionalize" IADLEST in the POST's. They also realize that when discussing the viability of e-learning, "It is not if, but when, and in what format".
- **Central:** Chuck Melville (KY) was elected as Regional Director this year. Their regional meeting was in Chicago in May. Topics of discussion included the new member director from Ohio, getting college credit for courses, leadership training, reciprocity issues with out-of-state academy training, gender issues, and document tracking software.
- **South:** Peggy Schaefer was elected Regional Representative for this year. She reported that Florida is in the process of updating its JTA, and they are looking for information about state certification exams online. North Carolina plans

ELECTIONS: Elections were held for President, 1st VP, and 2nd VP. Nominations committee forwarded a recommendation for Dick Clark (NV) for 2nd VP, Mike Crews (President), and Rusty Goodpaster (1st VP). No additional nominations were received from the floor. MOTION by Bradley (MD) to cease nominations and approve. SECOND by Mike DiMiceli (CA). Treasure Westfall informed the members that Mike Crews, Rusty Goodpaster, and Dick Clark are members in good standing. MOTION carried with all in favor. After a short recess, the new officers were installed; and the oath of office ceremony was conducted.

ADJOURNMENT: MOTION to adjourn by Bowling (KY). SECOND by Halvorson (ND). MOTION carried.





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PROPOSED BYLAWS CHANGES

The Executive Committee requests that you review the proposed revisions to the IADLEST Bylaws. The purpose for the revision is to allow the Association to conduct its business in a more efficient and effective manner. The proposed changes are items on Denver business meeting agenda, and members will be asked to vote on the proposed revisions. **BOLD CAPITAL** type indicates additions and ~~strikeovers~~ indicates deletions.

INTERNATIONAL ASSOCIATION OF DIRECTORS OF LAW ENFORCEMENT STANDARDS AND TRAINING (IADLEST)

PROPOSED AMENDMENTS TO THE BYLAWS 7-10-2009

ARTICLE 1. TITLE OF ASSOCIATION

1.1 The official name of the Association shall be the International Association of Directors of Law Enforcement Standards and Training.

1.2 The abbreviated form "IADLEST" may be used for purposes of identifying this Association.

1.3 For the purposes of these Bylaws, the peace officer standards and training (POST) agency is the board, council, commission, or other policy-making body which is established and empowered by law with the authority and responsibility for development and implementation of minimum standards and/or training for law enforcement personnel of the United States Federal Government, a state, commonwealth or territory of the United States of America, the District of Columbia, or any state or province of a foreign nation.

1.4 The business of the Association will be conducted in accordance with these Bylaws, supplemented by the rules of procedures in *Robert's Rules of Order*. Eligibility to vote is determined by approved membership, and current in dues payment.

1.5 THE PRIMARY MODE OF COMMUNICATIONS BETWEEN THE ASSOCIATION AND ITS MEMBERS, OUTSIDE OF GENERAL MEETINGS, IS IN ELECTRONIC MODE (I.E., E-MAIL).

1.5.1 MEMBERS ARE RESPONSIBLE TO ENSURE THE SECRETARY AND THE APPROPRIATE REGIONAL

REPRESENTATIVE HAVE CURRENT AND ACCURATE ELECTRONIC ADDRESS INFORMATION.

1.5.2 MEMBERS MAY OPT FOR POSTAL SERVICE COMMUNICATION. HOWEVER, THIS OPTION WILL NOT DELAY TIMELY NOTIFICATION OF ASSOCIATION BUSINESS AS REQUIRED BY THESE BYLAWS IF TIMELY NOTIFICATION COULD BE ACHIEVED ELECTRONICALLY.

ARTICLE 2. GOALS AND OBJECTIVES OF ASSOCIATION

2.1 The mission of IADLEST is to research, develop, and share information, ideas, and innovations which assist states in establishing effective and defensible standards for employment and training of law enforcement officers; and in those states where dual responsibility exists, corrections personnel.

2.2 Focus: IADLEST is an association of standards and training managers and leaders. Its primary focus is criminal justice standards and training as they relate to law enforcement and, where appropriate, corrections personnel. To the extent this focus and the values promoted thereby can be furthered and shared, all training professionals are welcome as members.

2.3 In furtherance of the mission and focus of IADLEST, the Association and its activities shall accord the following objectives:

2.3.1. To conduct conferences and professional activities on a regular basis and to encourage communication among the various members;

2.3.2. To provide a clearinghouse of information regarding training, grants, research projects, programs, and instructor development for law enforcement or other criminal justice personnel;

2.3.3. To serve a liaison role with federal agencies responsible for planning, developing, and implementing programs which relate directly or indirectly to the training needs of law enforcement or other criminal justice personnel;

2.3.4. To serve a coordinating role with other national and international law enforcement associations, the United Nations, and other nations, for the productive exchange of information regarding law enforcement training programs or the delivery of law enforcement services;

2.3.5. To recommend and assist in the development and implementation of instructor training programs for law enforcement personnel;

2.3.6. To provide a forum for the exchange of information among the states and foreign countries regarding law enforcement training programs, standards, and research projects of common interest and benefit, to the extent such exchange does not compromise the national security of the United States;

2.3.7. To provide a clearinghouse of information regarding police litigation and Supreme Court and appellate decisions affecting law enforcement;

2.3.8. To support research and development, and assist in the implementation of standards for the programs and administration of criminal justice academies;

2.3.9. To provide and coordinate technical assistance to any IADLEST member upon request.

ARTICLE 3. MEMBERSHIP AND DUES

Membership in the Association shall be limited to one of the following categories:

3.1 Category 1 – Director membership

Director membership: The POST agency shall be represented by the director, chief executive officer, or the individual responsible for the regulations of training and standards for criminal justice officers. In no instance shall the United States Federal Government or any state be represented by more than one director. The Executive Committee shall review the credentials for the POST director for the United States Federal Government and each state.

3.2 Category 2 - General membership

The criteria for general membership shall include:

3.2.1. Any professional employee of a POST agency represented by a director member;

3.2.2. Any member of the board, council, commission, or other policy-making body of any POST, to which a director member is responsible;

3.2.3. Any member or employee of any state or comparable jurisdiction whose official duties are supportive of the POST agency for that jurisdiction;

3.2.4. Any professional employee of a publicly funded law enforcement or criminal justice academy or training center at the national, state, or local level,

or other persons actively involved in the training/education of law enforcement personnel;

3.2.5. Any individual employed by and/or within any country other than the United States and whose public employment and responsibilities are deemed to be the equivalent of that otherwise required herein for membership.

3.2.6 General membership paid by a federal, state, or local government entity may be transferred from one named recipient to another named recipient within the period of the paid membership without additional membership cost.

3.3 Life Membership

3.3.1 Is available to: Director members, general members, and complimentary members who have been members of the Association for a minimum of five years; and

3.3.1.1 Served as an elected officer, or regional representative, or

3.3.1.2. Served as chair of an IADLEST committee or major project initiative, or

3.3.1.3 In a capacity representing IADLEST, furthered the mission and goals of the Association as determined by the Executive Committee.

3.3.2 Is not available to director members, complimentary members, or general members who are still active in the capacity that provided membership eligibility.

3.3.3. The Executive Committee may waive one or more of the eligibility requirements under ~~3.2.1~~. **3.3.1.** for exceptional cases.

3.3.4. Nomination for life membership must be made by a director member.

3.4 Sustaining Membership

Sustaining membership: shall be limited to any individual, partnership, foundation, corporation, or other entity involved directly or indirectly with the development or training of law enforcement officers or other criminal justice personnel. Commercial enterprises and their employees are eligible for sustaining membership only.

3.5 Complimentary Membership

Each director may designate two complimentary members. The complimentary member shall meet the same criteria and shall have the same status as general members in the Association.

3.6 Eligibility for membership, and approval or disapproval of any request for membership, shall be determined by majority vote of the Executive Committee provided that in no instance shall a request for general, life, sustaining, or other membership be approved without sponsorship of a POST director who is a member in good standing with the Association. The Executive Committee may deny or discontinue any membership for arrears or nonpayment of dues or assessments, or for other action inconsistent with the mission and focus of this organization.

3.7 The annual dues for membership shall be determined by a majority vote of directors present at a general meeting and may likewise be modified thereafter. Renewal dues shall be paid by January 1 of each year and shall be in arrears April 1 of that year. New members whose dues are paid on or after October 1 will have their dues applied through the end of the following year. New members who join in the first nine months of the calendar year shall be billed for the full 12 months with the dues to be prorated the following year thereby bringing the billing in line with the January billing date.

ARTICLE 4. ORGANIZATION

4.1 The fiscal year for the Association shall begin on the first day of January and conclude on the last day of December each year.

4.2 The Association shall maintain a corporate and principal office and such other offices as may from time-to-time be designated by the Executive Committee. The Association will be incorporated as a private, non-profit organization and will maintain the appropriate status with the Internal Revenue Service.

4.3 A general meeting of the Association may be called by the president or at the request of not less than one-half of the directors, provided however:

4.3.1. A notice and agenda are sent by mail to each member at least 30 days in advance of such meeting;

4.3.2. The meeting is conducted by the president, or other such officer by order of succession;

4.3.3. A quorum shall exist when not less than 15 directors, or their designees, are present for the purpose of conducting the Association business.

4.3.3.1 Once the presence of a quorum has been confirmed, business may continue despite any failure to maintain a quorum during the remainder of the meeting;

4.3.3.2 THE PROXY PROVISIONS FOR 4.5.2.1 OF THESE BYLAWS MAY NOT BE USED TO SATISFY THE REQUIRED NUMBER OF DIRECTORS FOR A QUORUM.

4.3.4. Robert's Rules of Order (Revised) shall be the parliamentary authority for the conduct of all meetings of the Association; and

4.3.5. A parliamentarian may be appointed by the president to be present at each session of the meeting where business is conducted. Any ruling by the parliamentarian shall prevail unless overturned by a two-thirds majority vote of the directors present.

4.4 The president, with the advice and consent of the Executive Committee, shall establish such committees as are necessary to fulfill the mission and focus of IADLEST. Each committee chairperson shall be a member in good standing of the Association.

4.5 Unless otherwise specified in these Bylaws, agreement on the business of the Association shall be determined by the numerical majority of all members in good standing eligible to vote, regardless of membership type, who are present at the time the question is called.

4.5.1 Following any vote, any director or his or her designee, may move a "division by POSTs." When such motion is sustained by three directors or their designees, the presiding officer shall allow no less than five minutes and no more than fifteen minutes for the members within a jurisdiction to caucus for the purpose of casting a single vote for the jurisdiction on the matter. The caucus is convened to provide advice and input to the POST director. However, the director, or designee member shall solely determine the POST's position on the matter. Upon reconvening, the presiding officer shall cause a secret ballot vote to be called. Such votes shall be cast by the director or his or her designee. Tallying the votes on the matter shall be in accordance with these Bylaws. The purpose of this provision is to maintain balance within the Association. As all POSTs are deemed to be equal in the Association, the above provision protects from undue influence upon the Association by any one jurisdiction or membership category. Moreover, the provision also preserves the unique position of each POST's director in the setting of policy and direction for IADLEST.

4.5.2 Each POST director shall have one vote representing the jurisdiction's POST in which he or she serves as a chief executive officer,

4.5.2.1. The POST director, and only the director, may designate a general member in good standing from that jurisdiction or another POST director in good standing to vote in his or her absence as a proxy vote. Such proxy designation must be in writing and state a specific time period that such proxy may vote on behalf of the director.

4.5.2.2 A proxy vote for a director may be used for a general business vote or a "division by POSTs' vote.

4.5.3 EACH MEMBER VOTING ON ANY ISSUE OR QUESTION IS OBLIGED TO DISCLOSE ANY CONFLICT OF INTEREST WHICH MAY AFFECT OR APPEAR TO AFFECT THEIR VOTE OR THAT OF ANOTHER VOTING MEMBER.

4.5.3.1 SHOULD THE EXECUTIVE COMMITTEE ~~SHALL DETERMINE THAT IF~~ A CONFLICT OF INTEREST EXISTS, ~~AND IF~~ THE MEMBER SHALL BE EXCUSED FROM VOTING.

4.5.3.2 THE EXECUTIVE COMMITTEE MAY AUTHORIZE A PROXY VOTE IF A DETERMINATION OF CONFLICT OF INTEREST LIMITS THE REPRESENTATION OF A JURISDICTION.

4.6 The president, with the advice and consent of the Executive Committee, shall appoint an Audit Committee consisting of not less than three director members, no more than one of whom shall be from any one region. The audit committee shall:

4.6.1. Review the financial records of the Association and create a financial report for the Association at a general meeting; and

4.6.2. Inquire into any of the operations of the Association as the Executive Committee deems necessary.

4.6.3. RECOMMEND TO THE EXECUTIVE COMMITTEE, FOR ITS APPROVAL, THE APPOINTMENT OF AN INDEPENDENT EXTERNAL AUDITOR FOR THE ASSOCIATION.

4.6.4. THE AUDIT COMMITTEE SHALL OVERSEE AUDITORS RETAINED BY THE ASSOCIATION, AND REPORT TO THE EXECUTIVE COMMITTEE. THE EXECUTIVE COMMITTEE SHALL CONVEY THE REPORT TO THE FULL MEMBERSHIP.

4.7 A full and independent 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.

4.8 PROFESSIONAL FINANCIAL SERVICES MAY BE CONTRACTED WITH THE APPROVAL OF THE EXECUTIVE COMMITTEE AS PROVIDED IN 7.3 TO ASSIST WITH AUDITS AND OTHER FINANCIAL MATTERS OF THE ASSOCIATION.

ARTICLE 5. OFFICERS

5.1 The officers of the Association include a president, first vice-president, second vice-president, secretary, and treasurer. All officers must be in good standing in the Association. Only directors and general members may be officers of the Association.

5.2 The president, the first vice-president, and the second vice-president shall serve a term of one year or until a successor shall take office. The secretary and the treasurer shall serve a term of three years or until a successor shall take office.

5.3 An officer of the Association may be removed from office upon the acceptance of his or her resignation by the Executive Committee, by the officer becoming ineligible for membership, or upon an affirmative vote for removal by two-thirds of the directors in a "division by POSTs" vote. The balloting process shall be determined by the Executive Committee as the occasion permits.

5.4 In the event a vacancy occurs in the office of president, the first vice-president shall assume the office of the president and serve the remainder of the unexpired term. Should the first vice-president be unable to assume the duties of the president, the second vice-president shall become the president. In the event the first vice-president or the second vice-president cannot or will not assume the duties of president, the treasurer shall become the president and serve the remainder of the president's term.

5.5 The officers for the Association shall be elected and installed at the first general meeting of the Association's fiscal year subject to the following provisions:

5.5.1. All nominations shall be made at the meeting in which the elections are held;

5.5.2. A candidate for any office must agree to having his or her name placed in nomination and must provide the members present with a brief statement of his or her position and goals for the Association;

5.5.3. The treasurer shall certify that each candidate is a director or general member who is not in arrears of dues and/or assessments to the Association and who is otherwise eligible to hold office pursuant to these Bylaws; and

5.5.4. All nominations shall be voted upon by secret written ballot unless there is only one candidate for the office to be filled. The candidate receiving the most votes cast for each office shall be declared elected. A tie will be broken through additional balloting involving those candidates receiving the same number of votes.

5.6 Members of the Executive Committee shall not receive any compensation for their services. With available funds, the Association shall reimburse the officers of the Association for reasonable expenses incurred in carrying out the duties of the office. Nothing herein shall preclude members of the Executive Committee from serving the Association in any other capacity and receiving compensation and being reimbursed for expenses in connection with such services.

5.7 It shall be the duty of the president to direct the Association in accordance with its mission and focus. In carrying out his or her duties, the president shall perform the following functions, in addition to any other activity necessary for the Association:

5.7.1. Preside over all meetings of the Association;

5.7.2. Serve as the chairperson of the Executive Committee;

5.7.3. Appoint committee members and designate committee chairs where appropriate. The president may delegate the appointment of the committee chair to the committee members.

5.7.4. Appoint an Audit Committee in compliance with the Bylaws of the Association; and

5.7.5. Represent the Association as its official spokesperson.

5.7.5.1. In the predictable absence of the president, the first vice-president, and the second vice-president, the president may designate any other officer, member of the executive committee, or

member in good standing to represent the Association.

5.7.5.2. No member shall present themselves as the representative of the Association without express authorization from the president as to the time, location, audience, and purpose of such designation.

5.8 It shall be the duty of the first vice-president to serve as a member of the Executive Committee and perform the duties of the president during his or her absence, including but not limited to representing the Association. It will be the responsibility of the first vice-president to work with the host jurisdiction for the annual IADLEST conference and provide advice and counsel in the conference preparation.

5.9 It shall be the duty of the second vice-president to serve as a member of the Executive Committee and perform the duties of the president during the absence of the president and the first vice-president, including but not limited to representing the Association.

5.10 It shall be the duty of the treasurer to serve as a member of the Executive Committee. In the event a vacancy occurs in the office of the treasurer, the Executive Committee shall appoint a successor who shall serve until the next general meeting when a new election shall be held to fill the vacancy. In addition, the treasurer shall perform the following duties:

5.10.1. Monitor the bookkeeping records necessary to account for all receipts and disbursements of Association funds;

5.10.2. Oversee all accounting **AND FISCAL SERVICES** firms ~~or auditors~~ retained by the Association;

5.10.3. Present a complete financial report to the membership at the first general meeting after the close of each fiscal year and ~~be responsible to file~~ **ENSURE** all legally required financial reports **ARE FILED**;

5.10.4. Provide the Executive Committee such financial reports as it requests;

5.10.5. Ensure that suitable bonding covers the president, treasurer, and any other person with authority to receive or disburse funds on behalf of the Association;

5.10.6. Be available to assist in the preparation of the budget for the Association;

5.10.7. Certify the availability of funds necessary to cover the proposed budget of the Association or any amendment thereto;

5.10.8. Certify the candidates for office are directors or general members in good standing and not in arrears of dues and assessments to the Association;

5.10.9. Supply, upon request, any and all documents requested by the audit committee of the Association; and

5.10.10. Send "dues notices" to members in a timely manner.

5.10.11. Maintain an up-to-date membership list.

5.10.12. ~~Personally sign~~ **AUTHORIZE OR PERSONALLY ISSUE** all checks and drafts on the Association's ~~checking~~ **FINANCIAL BUSINESS** accounts.

5.10.13 IN THE ABSENCE OR NON-AVAILABILITY OF THE TREASURER, THE PRESIDENT, FIRST VICE-PRESIDENT, OR SECOND-VICE PRESIDENT SHALL PERFORM THE DUTIES OF THE TREASURER IN KEEPING WITH THE PROVISIONS OF 5.8 AND 5.9 RESPECTIVELY

5.11 It shall be the duty of the secretary to serve as a member of the Executive Committee. In the event a vacancy occurs in the office of the secretary, the Executive Committee shall appoint a successor who shall serve until the next general meeting when a new election shall be held to fill the vacancy. In addition, the secretary shall perform the following duties:

~~5.11.2.~~ **5.11.1.** Send out meeting notifications;

~~5.11.3.~~ **5.11.2.** Keep copies of all Association correspondence; and

~~5.11.5.~~ **5.11.3** Keep the treasurer notified of changes in the membership list

~~5.11.1.~~ **5.11.4.** Keep the minutes of the general and executive committee meetings **WHICH ARE A SYNOPSIS OF THE DISCUSSIONS AND DECISIONS AND ARE NOT A VERBATIM RENDERING OF THE PROCEEDINGS**;

~~5.11.4.~~ **5.11.5.** Provide minutes to the members.

ARTICLE 6. REGIONAL REPRESENTATIVES

6.0 The Association shall consist of regions, the boundaries of which shall be approved by the

members of the Association. The regions, when approved, shall be integral and subordinate parts of the Association consistent with its Bylaws and operating policies.

6.1 Each region shall select a representative from the directors and general members within the region. The regional representatives shall serve as members of the Executive Committee. Such regional representative will serve a term in office of one year and shall be limited to serving not more than three successive terms. In the event a vacancy occurs in the office of regional representative, the president shall appoint a successor from the region until the next general meeting when a new election shall be held to fill the vacancy.

6.2 The selection procedure and duties for Regional Representatives shall be as follows:

6.2.1. Regional Representatives shall be selected by regional Caucus during the meeting in which elections are held, utilizing a method prescribed by the Executive Committee.

6.2.2. Regional Representatives shall serve for as long as they are duly qualified members in good standing.

6.2.3. Regional Representatives' duties shall include:

6.2.3.1. Expression of regional interests in the business of the Association;

6.2.3.2. Coordination with new, existing, and retired members of the Association;

6.2.3.3. Maintenance of an up-to-date mailing list of Association members in their regions and forwarding any changes to the treasurer on a semi-annual basis;

6.2.3.4. Conducting regional meetings on subjects of interest to the region's members at least annually;

6.2.3.5. Polling the members of their respective regions concerning issues affecting the Association as requested by the president; and

6.2.3.6. Such other duties as may be delegated by the president or Executive Committee.

ARTICLE 7. EXECUTIVE COMMITTEE

7.0 The officers of the Association including the president, first and second vice-presidents, treasurer, secretary, immediate past president, and the regional representatives shall constitute the Executive

Committee. All committee members shall have full voting power in committee meetings.

7.1 The president shall serve as Chairman of the Executive Committee. A quorum for the Executive Committee to conduct its business shall exist when five or more Executive Committee members or designees are present.

7.2 The president may call a meeting of the Executive Committee at such times and places as he or she deems necessary to conduct the business of the Association, provided that:

7.2.1. A notice of any regular meeting of the Executive Committee shall be sent to all directors of the Association at least 30 days prior to conducting the meeting. Such notice shall include the time and location of the meeting and the agenda to be considered;

7.2.2. NOTICE OF AN ELECTRONIC OR TELEPHONIC MEETING OF THE EXECUTIVE COMMITTEE SHALL BE SENT TO ALL DIRECTORS OF THE ASSOCIATION AT LEAST-5 3 DAYS PRIOR TO CONDUCTING THE MEETING. DIRECTOR MEMBERS WISHING TO PARTICIPATE IN THE MEETING SHALL NOTIFY THE PRESIDENT WHO WILL ACCOMMODATE SUCH PARTICIPATION TO THE EXTENT POSSIBLE.

7.2.3. Meetings of the Executive Committee shall be open to all members as non-voting guests;

7.2.4. The president may call an emergency meeting of the Executive Committee whenever in his or her opinion such a meeting is necessary. The provisions for advance notice to all director members does not apply to emergency meetings; and

7.2.5. A report of all decisions and actions made in a regular **ELECTRONIC, TELEPHONIC** or emergency meeting of the Executive Committee shall be ~~mailed~~ **COMMUNICATED DELIVERED** to each director within 15 days following the meeting.

7.3 It shall be the duty of the Executive Committee to transact the business of the Association and take action consistent with these Bylaws. The Executive Committee shall be the trustees of the Association. The Executive Committee's duties shall include, but not be limited to, the following:

7.3.1 ADOPT POLICIES AND PROCEDURES TO GOVERN THE BUSINESS PRACTICES OF THE ASSOCIATION.

7.3.1.1 BUSINESS POLICIES AND PROCEDURES SHALL BE CONSISTENT WITH ALL APPLICABLE LAWS, THE ASSOCIATION'S ARTICLES OF INCORPORATION, THE ASSOCIATION BYLAWS, AND THE PROFESSIONAL STANDARDS OF LIKE-STRUCTURED ORGANIZATIONS.

7.3.1.2 BUSINESS POLICIES AND PROCEDURES ARE AVAILABLE FOR REVIEW BY ANY MEMBER OF THE ASSOCIATION.

~~7.3.1.~~ **7.3.2.** If funds are available, appoint and authorize the employment of staff;

~~7.3.2.~~ **7.3.3.** Approve all accounts and banking institutions involving Association funds;

~~7.3.3. Select and retain a professional accounting firm, in accordance with professional selection standards for such firms, to audit Association expenditures and report to the treasurer on the financial status of the Association;~~

7.3.4 Enter into contracts on behalf of the Association.

~~7.3.4.1~~ **7.3.4.1** Contracts for employment shall be handled in keeping with 7.3.1 of these Bylaws.

7.3.4.2 THE EXECUTIVE COMMITTEE WILL BE PARTICULARLY MINDFUL OF THE POTENTIAL OR PERCEPTION OF A CONFLICT OF INTEREST WHEN ENGAGING IN A CONTRACTUAL RELATIONSHIP WITH A MEMBER OF THE ASSOCIATION.

7.3.5 Make recommendations to amend the Bylaws;

7.3.6. Approve and revise the annual budget for the Association;

7.3.7 Seek and accept funds by request, gift, or grant, or in payment for services rendered, from any source, public or private;

7.3.8. Support and cooperate with any venture deemed to be of mutual interest that would support the mission and focus of IADLEST and enhance criminal justice training. This does not include endorsement of any product or person.

7.3.9. Examine the credentials and determine the eligibility for membership for applicants for director, general member, life member, or sustaining member;

7.3.10. Discontinue any membership for arrears or nonpayment of dues or assessments, or for other action inconsistent with the mission and focus of IADLEST; and

7.3.11 Call a general meeting of the Association, not less than once each fiscal year, and give proper notice to each director and member.

ARTICLE 8. AMENDMENT TO THE BYLAWS

8.0 An amendment to the Bylaws may be proposed for submission to the Bylaws committee in writing by any director member or by the action of the executive committee pursuant to Article 7 of the IADLEST Bylaws.

8.1 The proposed amendment shall be forwarded in writing to the chairperson of the Bylaws Committee who shall forward the amendment to the remaining committee members. The committee shall review the proposed language and, where deemed appropriate and necessary, shall have the authority to make revisions to the proposed amendment. Should revisions to the proposed language be recommended by the committee, the revised language shall be returned to the member requesting the amendment for his or her review. The Bylaws Committee shall have the authority to make changes to any proposed language prior to the amendment's submission to the Executive Committee.

8.2 Upon review and final approval by the Bylaws Committee, all proposed amendments shall be submitted to the Executive Committee for review.

8.3 Members of the Executive Committee shall review and consider the proposed amendment prior to the meeting of the membership in which the amendment will be considered. The Executive Committee shall forward a copy of the proposed language to each member for review not less than 30 days before the meeting in which the proposed amendment will be considered. The Executive Committee shall report its final recommendation to the membership during the meeting in which the membership will be asked to vote.

8.4 Amendments to the Bylaws shall be effective by a two-thirds vote of the voting members present at the general meeting. In the event a membership meeting is not scheduled in the near future and/or it

would be impractical to delay voting on the proposed amendment, or where it is otherwise deemed necessary by the members of the Executive Committee, the president shall have the authority to poll the membership ~~by mail~~, **CONSISTENT WITH THE PROVISIONS OF SECTION 1.5 OF THESE BY-LAWS** regarding any proposed amendments to the Bylaws. The president shall forward the proposed language for the amendment to each member as well as the recommendations of the Executive Committee. A response date shall be included by which each member's vote must be received in order for it to be counted.

Amendments to the bylaws ~~by mail~~ shall be effective by a two-thirds vote of the voting members responding by the required date.

8.5 If any provision of these Bylaws or the application thereof to any person, organization, or circumstance is held invalid, the invalidity does not affect other provisions or applications of the Bylaws which can be given effect without the invalid provision or application: and to this end, the provisions of the Bylaws are severable.

ARTICLE 9. DISSOLUTION

The Association shall use its funds only to accomplish the mission and focus specified in its Bylaws. No part of said funds shall benefit or be distributed to the members of the Association. If dissolution of the Association becomes necessary, any funds remaining shall be distributed to one or more regularly organized and qualified charitable, educational, scientific, or philanthropic law enforcement organizations to be selected by the Executive Committee.

GRANT UPDATE

By: Mike Becar, IADLEST Project Manager

Pursuit Driving Policy Workshops: Recently I sent out a request to the IADLEST membership asking them to help us by scheduling pursuit policy workshops in their states. A number of you stepped up, and we now have workshops scheduled in Michigan, Indiana, Washington, Idaho, Maryland, Vermont, Wisconsin, Indiana, New Hampshire, Wyoming, Florida, North Dakota, Texas, Kansas, Virginia, Illinois, Pennsylvania, and Missouri. We also have workshops scheduled for Chief's of Police Associations and/or State Sheriff's Associations in Missouri, Maryland, Illinois, Mississippi, Idaho, Iowa, Washington, Utah, New Hampshire, and Michigan

We still need your assistance in scheduling workshops in your state. One of the primary benefits for officers attending the pursuit policy workshop is a complete understanding of their agency's pursuit policy. If you can assist us with workshops in your state, please contact me. There is no cost for the hosting agency and no tuition to attend. We will provide the instructor and lesson materials. Contact Mike Becar at mikebecar@yahoo.com

Older Driver Law Enforcement Training: Below is a listing of the states where the train-the-trainer program for Law Enforcement Officers making contact with older drivers during traffic stops, have been held. This training gives the officers many resources and tools to identify potential physical and/or mental problems with these drivers and how to effectively deal with these problems. Feedback from participating states has been excellent, and again, there is no cost to host this training in your state.

Training Completed To Date		
State	Date	Officer Trained
Idaho		13
Iowa	11/06/08	20
Maryland	11/18/08	35
Kentucky	12/02/08	19
Indiana	01/15/09	45
Massachusetts	01/27/09	18
Kansas	02/17/09	28
Connecticut	03/25/09	32
Virginia	04/27/09 04/28/09	100
Rhode Island	04/22/09	40
New York	05/14/09 05/15/09	100
Pennsylvania	06/04/09	50
Nevada	06/11/09	35
New York	06/08/09	35
Tennessee	06/23/09	20

Scheduled Training	
State	Date
Wisconsin	Canceled due to emergency- will reschedule
Michigan	09/03/09
North Dakota	09/15/09
Vermont	09/25/09
Washington State	10/09/09
New Jersey	October – November 2009
Texas	10/22/09

Ohio	Canceled due to low registration - will reschedule
Florida	11/03/09
Illinois	will host - waiting on dates
Georgia	will host - waiting on dates
South Carolina	will host - waiting on dates

The following state POST's have been re-contacted encouraging them to participate in the Older Driver Program.

Alabama, Alaska, Arkansas, Delaware, Hawaii, Louisiana, Maine, Minnesota, Mississippi, Missouri, Montana, Nebraska, New Hampshire, New Mexico, North Carolina, Oklahoma, Oregon, Pennsylvania, South Dakota, Utah, West Virginia, Wisconsin and Wyoming.

If you are interested in hosting a train-the-trainer in your state, please contact Doug Graves at (208) 884-7049 or email him at: douggraves@cableone.net.

Enforcement of Motorcycle Law Training for Law Enforcement: Several surveys for training roll-out and police academies interested in hosting the train-the-trainer were sent out via email, posted in the IADLEST Newsletter, and have been distributed at the IADLEST Conference in June. A total of 36 inquiries for training were received from the survey and other email notices.

The curriculum has been completed and some pilot training has been scheduled. A grant budget request was submitted for year two of this grant, to present training in each of the NHTSA regions. If you are interested in hosting this training and did not see the IADLEST survey, please contact June Kelly at the Vermont Criminal Justice Training Academy. She can be reached at email: June.Kelly@state.vt.us or call her at (802) 483-2733.

Sobriety Testing Resource Center (SFST data base): This grant is ending September 30, 2009. NHTSA is contracting with another vendor to combine the SFST data base with the DRE data base. Ray Franklin is working with them to convert the existing data into their data base. IADLEST first created this data base and has hosted it for a long time, with membership last reported over 7,600 users.

Law Enforcement Training Template: With help from every state POST agency, the Law Enforcement training template has been completed. Mike Crews,

Rusty Goodpaster, Jana Kemp and I presented the template to NHTSA in Washington DC during August, and we are waiting on final approval of the template. IADLEST plans on posting the template to the NLEARN site, which will make it available to any agency or vendor who is developing curriculum for Law Enforcement training and wanting to include all criteria required by the State POSTs to approve and/or certify the training program for their officers. I want to thank all State POST directors and staff for their input into this project.

SFST Assessment: An assessment was recently completed for the State of Michigan, and was held in Lansing, Michigan on August 25-27, 2009. Previous to that, the State of Maine conducted an assessment in Bangor Maine on June 1-3, 2009. Future assessments are scheduled for Virginia - October 26/27/28, 2009, and Wyoming - December 8/9/19, 2009. Requests for a state assessment are made through the State's Office of Highway Safety.

National Decertification Database Index: The most recent state to include their data in the revocation pointer system is Indiana. The system now includes 28 states who contribute to the decertification index system. Records of decertification now exceed 10,800 in the pointer system.

A survey was recently completed by graduate students enrolled the Criminal Justice Research Methods course in the Department of Criminal Justice at Seattle University under the direction of Professor Matt Hickman. This survey of POST agencies had 100 percent response and an important revelation was that most POST agencies now use the Decertification Index to screen candidates for hire or certification. The completed report is available from <http://www.pocis.net/2009certstudy.pdf>. If your state does not currently contribute to this data base and you are interested in including your state's decertified officers, contact Ray Franklin at (410) 875-3604 or email at rfranklin@iadlest.org. Ray Franklin will work with your state's information system office to convert your existing data to include in this index system.

A new grant has been requested through the Department of Justice to study the roadblocks for states not presently participating in the decertification index, and develop strategies to overcome these roadblocks. Our goal is to get the majority of States contributing to this decertification database.

2005 POST-Net Grant: This grant, which supports the present IADLEST website is about to end and a new continuation grant will pickup from that point

and keep the website in operation. Ray Franklin continues to send out monthly POST-Net updates and the website is used extensively by the membership, especially the list serve feature to email the membership on surveys or questions.

National Law Enforcement Academy Resource Network (NLEARN): The membership list in NLEARN has exceeded the 500 user mark with 49 states now participating. We need you to keep encouraging the Academy Directors in your state to sign-up, as the resources are now becoming extensive. Plans now include placing the lesson plans for Pursuit Driving Workshops, Older Driver Law Enforcement Training and Enforcement of Motorcycle Laws on this site so the curriculum is immediately available to all registered members as well as the training template mentioned earlier. A demonstration of this system is planned for the conference in Denver and we hope to present it to several federal agencies for their consideration in establishing an electronic bookshelf where all federal curriculum for training of law enforcement officers can be placed and made available to instructors giving them access to the most current version of this training.

