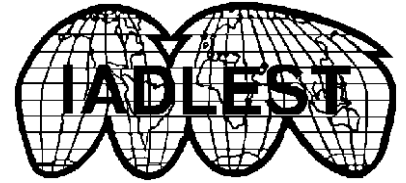


# NEWSLETTER

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



<http://www.iadlest.org>

Volume 20 Number 1

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Contents	Page
President's Message .....	2
IADLEST President's Letter to Senator Joseph R. Biden, Jr. ....	4
Executive Committee Meeting Scheduled.....	6
Welcome New Members .....	6
POST Director Changes .....	6
LAWFIT Fitness Challenge 2008.....	6
IADLEST POST-Net Update .....	8
Update on IADLEST Grants .....	9
- NHTSA Pursuit Driving Policy Workshops .....	9
- NHTSA Older Driver Law Enforcement Training .....	9
- NHTSA Training for the Enforcement of Motorcycle Laws .....	10
- NHTSA SFST Assessments.....	10
- NHTSA SFST Web-Based Data System .....	10
- NHTSA Law Enforcement Training ISD Template .....	10
- BJA National Public Safety Officer Decertification Database .....	11
- COPS POST-Net Information Access and Exchange System .....	11
- NIJ National Law Enforcement Academy Resource Network .....	11
Motorcycle in the Winter Training .....	12
Membership Application .....	13
Vendor Announcements .....	14
Executive Committee Meeting Minutes July 7, 2008.....	17
Executive Committee Special Meeting Minutes August 7, 2008 .....	20
- Request to Hire N-LEARN Content Manager .....	20
- SFST Web-Based Project Grant Extension .....	21
- POST-Net Grant Extension .....	21
Executive Committee Special Meeting Minutes September 15, 2008 .....	22
- IADLEST Grant Manager Position.....	22
- NHTSA Umbrella Agreement .....	22
- Meeting Minutes Publication.....	23
- Insurance Coverage.....	23
Executive Committee Meeting Minutes November 8-9, 2008 .....	23
Business Meeting Minutes November 9, 2008 .....	27
- Approval of Minutes .....	28
- President's Report.....	29
- Treasurer's Report .....	29
- Executive Director's Report .....	30
- Grants Manager's Report.....	31
- Committee & Special Assignment Reports .....	32
- Committee Appointments .....	34
- Old Business .....	35
- New Business.....	36
- Region Reports .....	36

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## MESSAGE FROM THE PRESIDENT

*Raymond W. Beach, Jr., Executive Director  
Michigan Commission on Law Enforcement Standards*

I hope this message finds all of you healthy and well following the busy holiday season. Nationally, law enforcement resources and many of our personal plans for the holidays were impacted by unusually harsh weather and power outages. Hopefully, you were not affected, and if so not severely.

This issue of the IADLEST Newsletter is being distributed electronically, which is a departure from our past practice of printing and mailing this publication. The decision to make this change came out of our meetings held in conjunction with the IACP Conference this past November in San Diego. We estimate that electronic distribution of the IADLEST Newsletter will generate substantial savings. Please let your IADLEST officers know if you are satisfied with this method of distribution and of any ideas on enhancements. Other developments coming out of the San Diego meetings included an announcement of the appointment of legal counsel. Initial suggestions coming out of a legal review include suggestions on improving business practices along with the necessity to perform a more detailed programmatic audit. In addition, legal counsel has confirmed our corporate status in the state of South Carolina.

The presidential campaigns of this past fall brought a commitment from Vice-President elect Joseph R. Biden to re-invigorate the hiring stimulus component of the federal COPS program. Recently, we received word that Mr. Biden's Senate office continues to carry out the planning for this new initiative. We have taken note that despite the mention of bringing 40,000 to 50,000 new officers on board through this program, there is no mention of commensurate support for POST agencies that will be charged with preparing this huge influx of officers. Early in January, I dispatched a letter on behalf of the IADLEST membership urging broad support for law enforcement standards and training as a part of the overall stimulus package. A copy of that letter is included with this newsletter. Please note that I have also provided copies of this communication to Michigan's Representatives and Senators. I urge you to do likewise with the delegations from your states.

Our last newsletter featured an article on law enforcement fatalities. As leaders in standards and training, officer survival is a topic that is never too far from the top of our priority list. This topic resonates particularly close to my home state of Michigan this week as we have just laid one of our own officers to rest. The article, to which I refer, came from the National Law Enforcement Officers Memorial Fund. It pointed out that, nationally, officer fatalities have plummeted 41 percent during the first six months of 2008. This follows a dramatic surge in duty related deaths that occurred in 2007. It is striking that despite these fluctuations, we continue to lose the greatest number of officers to traffic related incidents in almost any year. Indeed, it bears repeating that if the current trend holds for 2008, this will be the 11<sup>th</sup> consecutive year in which the operation of emergency vehicles has produced more fatalities than gunfire or any other single cause of duty related death.

IADLEST has been at the vanguard of a program to reduce traffic related injury and death of law enforcement officers. This program addresses the most hazardous aspect of this problem, vehicular pursuits. The Pursuit Driving Workshops initiative will produce a series of “train the trainer” workshops across the country. These will be followed by training sessions aimed at pursuit management and related policy development. We remain very hopeful that this effort will yield significant results. As a testament to the potential effectiveness of IADLEST and this effort, we have received word that the initial funding level for this program will increase from \$330,192 to \$655,796. This is the largest single grant awards that IADLEST has ever received. For more information on this or any other grant program operated under the auspices of IADLEST, please refer to the update provided by the IADLEST Grant/Contracts Manager, Mr. Mike Becar, in this issue of the Newsletter.

I would like to alert you to an area of need that is deserving of our continued attention. One of the more useful programs that IADLEST has provided over the past few years is its National Public Safety Officer Decertification Index. Created under a Bureau of Justice Assistance grant, this program provides for the sharing of state POST held records of decertification for cause among state POST agencies. Presently, 26 states are participating in this program, which now holds some 10,000 records. With approval from a POST agency, this database can also be accessed by police hiring agencies. Funding for this program will soon expire. We are working to identify a means of support to retain this useful tool and will take it up in discussion at the January Executive Board Meeting in Washington, D.C.

In closing, I draw your attention to our upcoming Annual Conference. This year’s event will be held in Sparks, Nevada, a suburb of Reno, June 14-17. Room rates will be more than competitive, a dinner cruise is planned on Lake Tahoe, as well as other side trips, and we anticipate an energetic conference agenda. I urge our members to make conference commitments as soon as possible by responding to Mr. Mike Crews via e-mail at [MikeCrews@fdle.state.fl.us](mailto:MikeCrews@fdle.state.fl.us). This will assist conference planners who are working overtime to make this event a resounding success.

I would again remind our membership that my office door is always open. Please do not hesitate to contact me at [beachr@michigan.gov](mailto:beachr@michigan.gov) or at (517) 322-5619 if you have any issues, concerns or input. As the New Year begins, I extend to each of you my best wishes for continued success, health and happiness.



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January 9, 2009

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Senator Joseph R. Biden, Jr.  
201 Russell Senate Office Building  
Washington, DC 20510

Dear Senator Biden,

I write you on behalf of our country's Police Officer Standards and Training Commissions, as represented through the International Association of Directors of Law Enforcement Standards and Training (IADLEST). As a long serving member of the law enforcement community and current president of IADLEST, I and my colleagues applaud your intentions to reinvigorate our country's law enforcement ranks through a federally assisted hiring stimulus.

In anticipation of such a broad reaching effort, I hasten to point out the increased burden it would produce on our nation's law enforcement training infrastructure, which has already been weakened by economic downturns. Every state now prescribes successful completion of minimum levels of training and competency before candidates are allowed to interact with the public in a law enforcement capacity. The ultimate goal of course is to develop well rounded officers who remain morally fit and who are capable of handling the myriad challenges of law enforcement fairly and effectively.

As you might expect, the ever-growing catalogue of law enforcement responsibilities produces a commensurate growth effect for law enforcement standards and training. The length of time and cost of developing candidates, both in pre-service training as well as in continuing education during the course of employment have increased exponentially over the past few decades.

In light of these considerations, I urge you to consider, as a part of your initiative, corresponding funding that would have the effect of strengthening the law enforcement standards and training infrastructure that will be responsible for vetting and preparing these new candidates. To this end, supplemental support for the comprehensive process of selecting and training a large influx of recruits would be very effective.

In addition, special attention in key problem areas could assist law enforcement leadership in addressing long-sought goals. For instance, embarrassing ethical breaches among law enforcement officers periodically surface across the country with the resulting effect of compromising trust and

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the ability of law enforcement agencies to serve their constituencies. These matters are consistently under estimated until they reach the crisis level. Enhanced training is the principle method to address and prevent the growth and proliferation of ethical problems.

Obviously, I could go on, however in the interest of brevity I would simply offer the support and expertise of IADLEST leadership in developing a reasonable and cost-effective component to your law enforcement initiative that would assist in the selection and preparation of some 40,000 new law enforcement candidates for service in our country.

Please do not hesitate to contact me at my offices in Michigan if IADLEST may be of assistance. I may be reached (517) 322-5619 (office) or at my mobile number (517) 930-2455. My e-mail address is [beachr@michigan.gov](mailto:beachr@michigan.gov). Thank you, in advance, for you attention to this matter.

Sincerely,



Raymond W. Beach, Jr.  
President, IADLEST  
Executive Director , Michigan Commission on Law Enforcement Standards

Cc: Senator Carl Levin  
Senator Debbie Stabenow  
Representative David Camp  
Representative John Conyers Jr.  
Representative John D. Dingell  
Representative Vernon J. Ehlers  
Representative Pete Hoekstra  
Representative Dale Kildee  
Representative Carolyn Kilpatrick  
Representative Sander Levin  
Representative Thaddeus McCotter  
Representative Candice Miller  
Representative Gary Peters  
Representative Mike Rogers  
Representative Mark Schauer  
Representative Bart Stupak

*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 EXECUTIVE COMMITTEE MEETING SCHEDULED**

The National Sheriffs' Association (NSA) will host the IADLEST Executive Committee meeting at its January 2009 Winter Conference in Washington, DC.

The IADLEST Executive Committee will meet at the J.W. Marriott Hotel, from 10:30 a.m. to 5:00 p.m., on Thursday, January 29, and from 10:00 a.m. to Noon, Friday, January 30, 2009. The Thursday and Friday meetings will follow the NSA Plenary session.

The next IADLEST business meeting is scheduled for June 2009 in Reno, Nevada.

### **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.

**Michael Flavin, Municipal Sales MPRI, Salt Lake City, UT**  
**Andrew Poulos Jr., Law Enf. Trng Solutions, Toms River, NJ**  
**Debra K. Harris, Texas A&M-TEEX, Cameron, TX**  
**Maureen O'Connell, Director, POST, Washington, DC**

### **POST DIRECTOR CHANGES**

**Washington, DC:** The District of Columbia Metropolitan Police Department (DCMPD) announced the appointment of Ms. Maureen O'Connell as the Director of the District of Columbia Police Officer Standards and Training (POST) Board, effective October 26, 2008. Ms. O'Connell previously worked as a Program Manager with the Internal Affairs Bureau of the DCMPD. In this position, she was responsible for overseeing the successful implementation of a 2001 Memorandum of Agreement between DCMPD and the Department of Justice Civil Rights Division. The Agreement required DCMPD to implement a number of reforms in the areas of police use of force and misconduct including policies, training, and investigations. Prior to joining DCMPD, Ms. O'Connell worked at the National Institute of Justice's Crime Mapping Research Center (CMRC). In this position, Ms. O'Connell contributed to the identification and development of research and evaluation projects involving the use of geographic information systems (GIS) by criminal justice agencies. Ms. O'Connell represented the Center at numerous professional conferences and meetings to provide information about the potential applications for GIS in law enforcement and corrections for operations planning, research, and evaluation. Ms. O'Connell received her Master of Science degree in Computer Information Systems in 1998 and her Bachelor of Arts in Criminal Justice in 1995, both from American University in Washington, DC.

### **LAWFIT FITNESS CHALLENGE 2008**

*by: Ron Bessent, Standards and Training, Virginia Department of Criminal Justice Services*

The 7<sup>th</sup> Annual 2008 LawFit fitness competition was held from October 16<sup>th</sup> through the 18<sup>th</sup> at George Mason University under the direction of Dave Bever, PhD. With over 18 criminal justice agencies represented and more than 62 officers, the fitness challenge was both intense and very competitive. Officers from Massachusetts, Rhode Island, New Jersey, Maryland, Mississippi, North Carolina, and all over Virginia, from Virginia Beach to Roanoke, were represented.

This premier national fitness competition measures total fitness levels in six different events ultimately naming an overall men's and women's champion. Points were awarded for each event and normed by age and gender to provide a level playing field for all competitors. These events were selected for their ability to not only measure all aspects of an officer's

fitness, but for their ability to perform the functions of law enforcement/jail officer as well. The events were as follows:

1. One maximum repetition bench press scored by percentage of body weight pressed.
2. Maximum number of sit-ups done in one minute.
3. Sit and reach measured in centimeters to measure flexibility.
4. Dead hang pull-ups to failure.
5. 1.5 mile timed run.
6. A 200 yard simulated suspect pursuit "Agility Course" which includes obstacles such as a: 3 foot jump, scaling a 5 foot wall, 10 foot low crawl, 12 step stair simulation, window obstacle, suspect identification of one of four suspects, 150 pound dummy drag for 5 yards, handcuffing simulation, and firing a laser equipped weapon and hitting a 4 inch target from 7 yards.

Needless to say that all of the officers that entered this competition were in excellent shape and represented their respective agencies well. After two days of intense competition, **John Perkins** of the Mississippi Highway Patrol emerged as men's overall champion with 389 points. Second place overall finisher was **Roger Smock, Jr.**, of the North Carolina Highway Patrol with **Eric Lee** of the Fairfax County Sheriff's Office placing third. **Meredith Zenowich** of the Rhode Island State Police won the women's division narrowly edging out her teammate **Joy Younkin** by only two points 307 to 305 with **Julie Fletcher** from the Fairfax County Police Department winning third place.

Awards were given for individual event winners as well. They were as follows:

**Men's Bench Press**

Name	Agency	% Body Weight	Weight Lifted
1 <sup>st</sup> Craig Spruill	Hanover Co Sheriff Office	231 %	325
2 <sup>nd</sup> John Perkins	Mississippi. Hwy Patrol	201%	385
3 <sup>rd</sup> Andrew Ashby	Roanoke City, VA PD	194%	315

**Women's Bench Press**

Name	Agency	% Body Weight	Weight Lifted
1 <sup>st</sup> Meredith Zenowich	Rhode Island State Police	95%	135
2 <sup>nd</sup> Julie Fletcher	Fairfax Co. PD	93%	115
3 <sup>rd</sup> Lisa Schettler	Va. Beach Sheriff Office	91%	155

**Sit-Ups: Men**

Name	Agency	Repetitions
1 <sup>st</sup> James Repasky	North Carolina Hwy	65 tie

Name	Agency	Repetitions
William Sanders	Riverside Reg. Jail	65 tie
2 <sup>nd</sup> Andrew Ashby	Roanoke City, VA PD	64
3 <sup>rd</sup> Stephen Fortner	North Carolina Hwy Patrol	63

**Sit-Ups: Women**

Name	Agency	Repetitions
1 <sup>st</sup> Joy Younkin	RI State Police	61
2 <sup>nd</sup> Meredith Zenowich	RI State Police	54
3 <sup>rd</sup> Patricia Peters	Virginia. Beach Sheriff Office	48

**Sit & Reach - Men**

Name	Agency	Centimeters
1 <sup>st</sup> Eric Lee	Fairfax Co. Sherriff Office (SO)	48
2 <sup>nd</sup> Casey Bryant	Page Co. SO	45 tie
Keith Parknow	Hanover Co SO	45 tie
James Repasky	North Carolina Hwy Patrol	45 tie
3 <sup>rd</sup> Dale Drewry	Fairfax Co. PD	44

**Sit & Reach - Women**

Name	Agency	Centimeters
1 <sup>st</sup> Lisa Schettler	Va. Beach Sheriff Office	49
2 <sup>nd</sup> Patricia Peters	Va. Beach SO	47
3 <sup>rd</sup> Meredith Zenowich	RI State Police	43

**Pull-Ups - Men**

Name	Agency	Repetitions
1 <sup>st</sup> Thomas Tuggle	Mississippi Hwy. Patrol	135
2 <sup>nd</sup> Arnold Lipson	Fairfax Co. Sherriff Office	134 tie
John Turner	Va. State Police	134 tie
3 <sup>rd</sup> John Perkins	Miss. Hwy Patrol	133

**Pull-Ups - Women**

Name	Agency	Repetitions
1 <sup>st</sup> Julie Fletcher	Fairfax Co. PD	13
2 <sup>nd</sup> Meredith Zenowich	RI State Police	12
3 <sup>rd</sup> Joy Younkin	RI State Police	10

**1.5 Mile Run - Men**

Name	Agency	Time
1 <sup>st</sup> Kelsy Simcox	Roanoke City PD	8:07
2 <sup>nd</sup> Robert Reichanek	Cape May PD Academy	8:09
3 <sup>rd</sup> Steve Lawson	Fairfax Co. PD	8:14

**1.5 Mile Run - Women**

Name	Agency	Time
1 <sup>st</sup> Joy Younkin	RI State Police	9:43
2 <sup>nd</sup> Julie Fletcher	Fairfax Co. PD	9:54
3 <sup>rd</sup> Meredith Zenowich	RI State Police	11:10

**Agility Course- Men**

Name	Agency	Time
1 <sup>st</sup> Christopher Farbry	Herndon PD	1:04.52
2 <sup>nd</sup> Roger Smock	NC Hwy Patrol	1:04.83
3 <sup>rd</sup> James Repasky	NC Hwy Patrol	1:06.62

Agility Course - Women

Name	Agency	Time
1 <sup>st</sup> Meredith Zenowich	RI State Police	1:23.77
2 <sup>nd</sup> Joy Younkin	RI State Police	1:27.41
3 <sup>rd</sup> Shana Zmuda	Va. Beach Sherriff Office	1:44.85

There were also awards offered for team competitions. In the four-Man team competition, the Mississippi team of Colley, Houston, Tuggle, and Perkins took first place. The Roanoke City PD team of Ashby, L Ford, G Ford, and Dulak placed second while the Hanover County Sheriff’s Office team of Dressler, Parknow, Gardner, and Spruill finished only two points behind in third. In the Men’s Pairs competition, the Mississippi team of Tuggle and Perkins took first place, the Fairfax County Sheriff’s Office team of Lee and Lipson finished second, while Smock and Repasky of the NC Highway Patrol earned third place honors.

In the Men’s Pairs competition, the team of Tuggle and Perkins from Mississippi took first place followed by Lee and Lipson from Fairfax County Sheriff’s Office in second place, with Smock and Repasky from the NC Highway Patrol in third. The Women’s Pairs category was won by Younkin and Zenowich of Rhode Island with Schettler and Zmuda of Virginia, Beach Sheriff’s Office finishing in second place.

The strong team of John Avant and Joy Younkin from Rhode Island State Police took first place in the mixed pairs competition. Their teammates of Scott Baruti and Meredith Zenowich finished second, and the team of Steve Lawson and Julie Fletcher from Fairfax County PD placed third. In the Mixed 4 division, Rhode Island’s team of Avant, Baruti, Younkin, and Zenowich took the first place honors with the Virginia Beach team of Anthony Reeves, Rainey Heine, Lisa Schettler, and Shana Zmuda placing second.

All-in-all, this was an active and highly competitive event with many outstanding accomplishments by all participants. To see the entire results and all of the scores, you may go to [www.lawfit.org](http://www.lawfit.org).

The next LawFit Challenge will be held next October. Please check the LawFit website for dates and registration information or contact Dr. Dave Bever at (703) 993-2071. We hope to see many more states and criminal justice agencies participate next year at this exclusively fitness only oriented competition.

For more information contact: Ron Bessent, Standards and Training, Virginia Department of Criminal Justice Services; 202 N 9<sup>th</sup> Street; Richmond, VA 23219; phone (804) 786-7802.

**IADLEST POST-NET UPDATE**

*By: Raymond Franklin, Assistant Director  
Maryland Police and Correctional Training Commissions*

Fall Business Meeting Report On POST-Net: As reported at our Fall Business Meeting in San Diego, CA, all POST-Net features and services are up and running. Since our Spring Conference, we have experienced 100% equipment uptime and web site availability. Daily site hits have averaged 2,486 during that period, at par with our previous report.

POST-Net is currently expending 2004 USDOJ COPS funds and will shortly transfer to 2005 funds in the amount of \$50,000. We were recently successful in receiving \$40,000 in 2008 funds. This will guarantee continuation of IADLEST web and email services through 2010.

**Sobriety Testing Resource Center:** On November 9, our Internet training network of field sobriety testing practitioners added its 6,500th registered user. Included in the hundreds of new members added since our last quarterly report, was our first Australian member, joining several from Canada, Mexico, and the United Kingdom.

Continuation funding has been committed by the National Highway Traffic Safety Administration (NHTSA), satisfactory to continue operations through December 31. Consideration has also been given to an extension through September 2009.

**National Academy Network:** Our National Law Enforcement Academy Resource Network (NLEARN) formally went online on November 17. Membership in this secure web based resource is open to management and instructional staff of all U.S. academies identified in the recent national Census of Law Enforcement Training Academies (CLETA) conducted by the USDOJ Bureau of Justice Statistics (BJS). Of course, all IADLEST regular members may participate. There is no fee to use this secure system which will ultimately provide news, features, training, and reference materials, as well as an online forum offering mutual support and assistance in all areas of academy administration and operation.



To join the Network, point your browser to [www.nlearn.org](http://www.nlearn.org) and follow the instructions to register online. We look forward to seeing you.

**Department of Redundancy Department:** I am generally available on Wednesdays from 1:30 to 7:30 pm Eastern time 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](mailto:rfranklin@iadlest.org).

*This project was supported by cooperative agreement 97CKWX0022 / 2002CKWX045 / 2003CKWX072 / 2004CKWX010 / 2005CKWX010 / 2008CKWX007 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.*

#### **UPDATE ON IADLEST GRANTS**

*by Michael N. Becar, IADLEST Contract/Grants Manager*

As many of you know, I accepted a position of contract/grants manager with IADLEST in September of this year. One of my goals in this position is to keep all of you updated on the current IADLEST grants and on-going activities with our various projects. I will briefly explain each grant and any action needed by the IADLEST POST directors. If you need additional information or have questions, please feel free to contact me or any of the contract grant managers mentioned in this update.

**NHTSA Pursuit Driving Policy Workshops:** This grant is a combined partnership with the Association of Law Enforcement Emergency Response Trainers International (ALERT), with IADLEST's portion \$335,000 and ALERT \$476,573. The purpose is to provide and support an appropriate law enforcement vehicular pursuit policy training program, consistent with IACP guidelines, for law enforcement officers throughout the nation. This training program will provide guidance for the officer from the initiation of a vehicular pursuit through its conclusion. The safety of the public, the violator, and the officer will be emphasized as being paramount to the total pursuit situation.

A pursuit policy workshop curriculum was developed earlier by NHTSA and ALERT and provides for a four-hour facilitated workshop where participants discuss their pursuit policies and liability issues. Through our partnership with ALERT, we are reaching out to the International Association of Chiefs' of Police (IACP), the National Sheriffs'

Association (NSA), the Fraternal Order of Police (FOP), and the National Organization of Black Law Enforcement Executives (NOBLE) to form a steering committee to give direction on marketing, location of training, and curriculum. Jointly, IADLEST and ALERT plan on holding a minimum of 20 one day train-the-trainer workshops in each IADLEST region to develop instructors to deliver the workshops. A minimum of 150 workshops are also planned throughout the United States.

We are asking State POST Directors to notify us if they wish to train instructors in their state or hold workshops for agencies and/or law enforcement associations. Instructors attending a training the trainer (TTT) session could essentially return and train other instructors within their state to deliver the pursuit policy workshops. As of this writing, TTT sessions are scheduled for Oklahoma City, OK, February 17; Charlotte, NC March 12; Sykesville, MD April 14; and Portland, OR May 18, 2009. Additional TTT sessions are planned for Michigan, Indiana, Colorado, California, and Florida. If you would like to host a TTT or workshop or need additional information contact Mike Becar at (208) 887-1437 or email [MikeBecar@yahoo.com](mailto:MikeBecar@yahoo.com)

#### **NHTSA Older Driver Law Enforcement Training:**

This grant, originally for \$100,000, was contracted to Doug Graves at Law Enforcement Training and Resources (LETR). The purpose is to implement an Older Driver Law Enforcement training course, originally developed by NHTSA. This training course is designed to reduce the number of deaths and injuries that result from older driver related traffic crashes by training law enforcement officers to recognize the various signs of more serious problems when they stop older drivers and identify the resources available to the officers.

Doug Graves held a subject matter expert meeting where the existing curriculum was updated and refined. He also held two train-the-trainer sessions to train a cadre of instructors who could present this training nationwide at hosted law enforcement academies and community colleges. Doug has been contacting the POST directors in every state to ask them to host this TTT course in their state, as well as certify the curriculum for POST continuing education credits. Train-the-trainer classes are four hours in length and are offered at no cost to the hosting agency. Instructors receive a lesson plan, PowerPoint presentation, and video clips to present in four-hour workshops throughout the state for in-service and basic academy training. TTT classes have been held in Iowa, Maryland, Kentucky, Idaho and Massachusetts and are scheduled for Oklahoma,

Virginia, and Indiana. Doug needs states to host this training and can be reached at (209) 407-8640 or email [dougraves@cableone.net](mailto:dougraves@cableone.net)

#### **NHTSA Training for the Enforcement of**

**Motorcycle Laws:** This grant, for \$152,000, was contracted with the Vermont Criminal Justice Training Council, and June Kelly, Assistant Director, was assigned as project manager. The purpose of this grant is to develop a train-the-trainer program for law enforcement officers that are presented nationally to train officers to proactively enforce motorcycle traffic safety laws and regulations and avoid precipitating pursuit situations. It is anticipated this training will reduce the number of deaths and injuries that result from motorcycle related traffic crashes.

June Kelly in conjunction with NHTSA has developed a list of subject matter experts, , to help develop the curriculum for a train-the-trainer course for law enforcement officers on the enforcement of motorcycle laws. A survey to determine existing motorcycle training programs was sent out during October, and feedback from the survey confirmed that a lack of training exists as well as little or no training materials specific to law enforcement covering the enforcement of motorcycle laws were found. She is asking all POST directors to notify her of any subject matter experts (SME) in their state who can assist with this project. Her first SME meeting is scheduled for Austin, Texas, in January 2009. June can be reached at (802) 483-6228 or email [June.Kelly@state.vt.us](mailto:June.Kelly@state.vt.us)

**NHTSA SFST Assessment Sub-Contractor:** This grant, for \$35,000 is to coordinate a state-wide assessment of the standardized field sobriety testing program in a requesting state. A team of outside experts conduct a comprehensive assessment of the SFST program using an organized, objective approach and well-defined interviewing procedures that will provide an overview of the state's current SFST program compared to established national standards; Identify the state's SFST program's strengths and weakness; and provide SFST program recommendations for improvement. This grant provides funds to contract with a NHTSA trained sub-contractor who assembles the team of experts, locates a venue for the study, identifies experts in the state to interview, and prepares a final report.

A request from a state must come through the state's Traffic Safety Office and sent to NHTSA for assignment. Since receiving this grant, the state of Washington completed an assessment request. This grant is presently dormant until a request is received by NHTSA for an assessment in a particular state.

All costs for this study are paid by the State Highway Safety Office and NHTSA. For additional information, contact Mike Becar at (208) 887-1437 or email [MikeBecar@yahoo.com](mailto:MikeBecar@yahoo.com)

**NHTSA SFST Web-Based Data System:** This grant, originally given to IADLEST in 2006, has been modified and extended several times and is presently set to expire on December 31, 2008. A request for another extension until September 30, 2009, was recently submitted. The purpose of this grant is to develop a web-based system to distribute program updates, information, and changes to law enforcement officers and prosecutors. Also, the project developed a discussion area for participants to discuss issues concerning the SFST program. The data base also provides voluntary tracking of participants and instructors involved in SFST training programs.

This project has been designed and maintained by Ray Franklin, and the data base currently resides at the Maryland Police and Correctional Training Commissions. Registered membership in the National Sobriety Testing Resource Center reached 6,400 in December 2008. The discussion area or bulletin board now includes 420 discussion threads. Special programs of interest to the SFST instructors are provided, with the latest addition of NHTSA sponsored report on Medical Conditions and Driving. Ongoing operations include continued weekly posting of news items to the web site and online bulletin, weekly emails to all members informing them of additions to the center, as well as news regarding DUI law enforcement and field testing practice and procedure, outreach to US territories, possessions, and commonwealths in voluntary federation with the United States, and outreach to tribal law enforcement, DUI prosecutors, and magistrates. For further information contact Ray Franklin at (410) 875-3606 or email: [rfranklin@iadlest.org](mailto:rfranklin@iadlest.org)

#### **NHTSA Law Enforcement Training ISD**

**Template:** This grant, for \$98,195.00, is to develop a comprehensive POST acceptable instructional systems development (ISD) template for use by NHTSA and other organizations when designing training programs for law enforcement to help these agencies meet the various states' requirements for POST certification. This grant is designed to fund five regional IADLEST meetings, with funding to pay for the travel and per diem of one representative from each state's POST to attend and discuss their state's requirements for obtaining certification of training. A facilitator/writer has been contracted to attend and facilitate these five regional meetings and

develop this training template. POST agencies who cannot attend the regional meetings will be contacted for their state's requirements; and once the final template is developed, it will be available on the IADLEST web site for any agency to use when developing law enforcement training curriculum.

One great benefit of this grant for IADLEST members is the support for regional meetings to bring all state POST directors together to discuss issues of mutual interest, update them on IADLEST activities and training, and allow for the mutual exchange of ideas. A four-hour block of time will be scheduled at each regional meeting for the facilitation of this training template information and design. The first regional meeting is scheduled for January 8-9 in North Carolina, hosted by Peggy Schaefer, Director of the North Carolina Criminal Justice Education and Training Academy. For additional information on this meeting, contact Peggy Schaefer at (910) 525-4151 or email at [pschaefer@ncdoj.gov](mailto:pschaefer@ncdoj.gov)

Additional regional meetings are being scheduled by your respective IADLEST regional representatives, and they should be in contact with you about these meetings. A travel and per diem allowance of \$1,000 per state is available for attendance at these meetings. For additional information, contact your regional representative or Mike Becar at (208) 887-1437 or email at [MikeBecar@yahoo.com](mailto:MikeBecar@yahoo.com)

#### **BJA National Public Safety Officer Decertification**

**Database:** The National Decertification Index provides for the sharing of state POST held records of decertification for cause among state POST agencies, and with approval from the POST Agency, this database can also be accessed by police hiring agencies. Prior to development of a web based information management system, surveys and studies of the revocation sanction were done along with a national roundtable discussion. Ongoing work includes refining the database, enlisting additional participation, supporting existing users, and developing database structures to allow subscription and fee for query components if it becomes necessary.

Presently 26 states are participating and have added over 10,000 revocation records. This includes records from Arizona, Arkansas, Colorado, Connecticut, Florida, Idaho, Iowa, Kentucky, Maryland, Michigan, Minnesota, Missouri, Montana, Nebraska, Nevada, New Hampshire, New Mexico, North Dakota, Ohio, Oregon, South Dakota, Tennessee, Texas, Utah, Washington, and West Virginia. Funding for this project is due to expire next year and some form of alternative method of

minimum financial support will be necessary. The grant was originally given to IADLEST in 2005 for \$99,900 with a later supplemental of \$97,900 bringing the total funding to \$197,800. The database is managed by Ray Franklin, and he can be reached at (410) 875-3606 or email: [rfranklin@iadlest.org](mailto:rfranklin@iadlest.org)

#### **COPS POST-Net Information Access and Exchange System:**

This grant essentially funds the current IADLEST web site and member services accounts. Originally granted in 1997, it has been extended a number of times, and funding provides ongoing public, law enforcement, and member web and email based information services. Current offerings include the Public Side: IADLEST General Information, Officer and State member directories, IADLEST newsletters, POST employment Opportunities, the National POST portal, Model standards, and conference information. The Law Enforcement side provides: Terrorism Response Training for Law Enforcement (TRTLE.NET), Hate Crime Resource Center (HateCrimeTraining.net), National Training Calendar, CopCourses.Com distance learning portal, and Law Enforcement Leadership initiative web support. On the IADLEST Member side, content includes: Telephone and Email directory, POST and member directories, a Forum, Member survey distribution, Employment bulletin board, streaming media program distribution, training program distribution service, bylaws and financial manuals, Sourcebook online, Reciprocity Handbook, project bimonthly newsletter, members listserv with 250 members, POST directors listserv with over 50 members, and CD-ROM duplication service.

This web site averages almost 2,500 hits daily, since July 2008 and is managed by Ray Franklin. For additional information, he can be reached at (410) 875-3606 or email: [rfranklin@iadlest.org](mailto:rfranklin@iadlest.org)

#### **NIJ National Law Enforcement Academy**

**Resource Network:** This grant, sometimes called N-LEARN is for the establishment and maintenance of a secure web-based resource network designed to connect and support all law enforcement training academies in the US. Services include resource identification, publication, and advertisement through weekly email blast messaging. Features include establishment of a voluntary national POST approval request and approval clearinghouse for training curriculum with a provision of access to federal partners.

A content manager, Dr. Tom Christenberry, was hired, who will develop, locate, and evaluate content, provide continuing communication and oversight, and expand and assist the user base. Original funding

for this project was \$306,000. For further information, contact Ray Franklin at (410) 875-3606 or email: [rfranklin@iadlest.org](mailto:rfranklin@iadlest.org)

**MOTORCYCLING IN THE WINTER  
TRAINING FOR THE ENFORCEMENT OF  
MOTORCYCLE LAWS GRANT UPDATE**

*by M. Becar, IADLEST and J. Kelly, Vermont Criminal Justice  
Training Center*

Vermont has moved into winter and with that the motorcycle season in the Northeast waits for spring. However, with help from other national experts, the issue of motorcycle safety continues in Vermont without the cold motorcycle ride. Vermont has been busy working with the National Traffic Highway Safety Administration (NHTSA) and the International Association of Directors of Law Enforcement Standards and Training (IADLEST) on a national motorcycle training initiative for law enforcement. What does this all mean for the IADLEST and police training?

The Training for the Enforcement of Motorcycle Laws grant was awarded to the Vermont Criminal Justice Training Council (VCJTC) on August 26, 2008, and the date of the award goes through September 30, 2009. The amount of the grant award to IADLEST totals \$152,000.00. The purpose of this grant is to proactively enforce motorcycle traffic safety laws and regulations that allow officers to effectively enforce in a manner that avoids precipitating pursuit situations. The grantee will take the appropriate actions to promote state Peace Officer Standards and Training (POST) certification of the training and provide sufficient train-the-trainer sessions to assure that each NHTSA region will have a cadre of available instructors to train law enforcement officers. This project is to develop training programs for the enforcement of motorcycle laws designed to reduce the number of deaths and injuries that result from motorcycle related traffic crashes.

The grantee, in cooperation with NHTSA, will provide the leadership, expertise, and organizational oversight necessary and appropriate for the development, promotion, maintenance, implementation, support, and delivery of training in support of motorcycle laws and the associated publications, activities, and technical assistance requirements. The focus of this effort is to address legal and operational law enforcement training on motorcycle issues that are consistent with the appropriate International Association of Chiefs of Police (IACP) policy guidelines and applicable state

POST training and certification guidelines. The result of this effort will be a implementation of a training program for the enforcement of motorcycle laws that will lead to an exchange of information, an increase in knowledge and the development of skills necessary for law enforcement officers to safely and successfully conduct motorcycle law enforcement efforts and, a train-the-trainer program designed to provide law enforcement trainers with the knowledge and skills necessary to deliver the training program for the enforcement of motorcycle laws at IADLEST member accredited law enforcement training academies, community colleges and universities.

In the first three months of the grant, a project manager, June Kelly, Assistant Director at the Vermont Criminal Justice Training Council (VCJTC) has been assigned by her agency to manage the grant. Ms. Kelly has conjunction with NHTSA developed a list of subject matter experts to help develop the curriculum for a train-the-trainer course for law enforcement officers on the enforcement of motorcycle laws. A survey to determine existing motorcycle training programs was sent out during October. Feedback from the survey confirmed that a lack of training exists and there was little to no training materials specifically for law enforcement covering the enforcement of motorcycle laws.

The first subject matter expert meeting is scheduled for January 18-19, 2009, in Austin, Texas. The purpose of this meeting is to review the lesson plan Ms. Kelly has been researching to identify other subject matter experts to offer their knowledge in fine tuning the instructor materials that are a part of the train-the-trainers course in the enforcement of motorcycle laws. Once the training materials are nearing completion, more information on training dates will follow. For more information or to be added to the list of potential host sites for a train-the-trainer class, please contact June Kelly, Project Manager at the VCJTC / VT Police Academy, 317 Academy Road, Pittsford, VT 05763, telephone (802) 483-2733 or email: [june.kelly@state.vt.us](mailto:june.kelly@state.vt.us).



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**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.

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- 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.



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### EXECUTIVE COMMITTEE MEETING JULY 7, 2008, MINUTES INDIANAPOLIS, INDIANA

**CALL TO ORDER** - President Gotschalk (VA) called the meeting to order at 8:06 am.

**ROLL CALL** - Secretary Lloyd Halvorson (ND) conducted the roll for those in attendance. Executive Committee Members present: President Gotschalk (VA), Lloyd Halvorson (ND), Ray Beach (MI), Mike Crews (FL), Mark Damitio (KS), Penny Westfall (IA), Peggy Schaefer (NC), Pat Bradley (MD), and Pat Judge (IADLEST). IADLEST members present: Ray Franklin, Steve Otto, Mike Parsons, Rusty Goodpaster, Doug Graves, Mike Becar, Ron Dionne, Earl Hardy, and Mike DiMiceli. Guests present: Mark Willingham and Dave Wantz.

**APPROVAL OF MINUTES** - MOTION by Mike Crews (FL) to approve the minutes of the January 3 & 4, 2008, Executive Committee meetings. SECOND by Mark Damitio. MOTION CARRIED with all in favor.

**TREASURER'S REPORT** - Treasurer Westfall informed the members that the estimated cost of the audit that is now underway will be approximately \$6,000. She stated there are currently three grants that are "draw down" accounts, N-Learn, POST-Net and the Decertification Index; and there are two grants that are "invoice" accounts: SFST and the Older Driver. She stated she needed the IADLEST General Fund to loan the Older Driver account \$5,000 to pay invoices until funds are released.

We received a request from Nevada for the seed money for the 2009 conference. MOTION by Bradley to advance the \$10,000 to Nevada for the conference. SECOND by Mike Crews. MOTION CARRIED with all in favor.

Gotschalk stated we have not yet heard a request from Connecticut for the conference advance for 2010 but that the request could come in between Executive Committee meetings. MOTION by Pat Bradley to grant the \$10,000 advance to Connecticut as soon as they make the request. SECOND by Mike Crews. MOTION CARRIED with all in favor.

MOTION to accept the Treasurer's Report by Ray Beach. SECOND by Pat Bradley. MOTION CARRIED with all in favor.

## PRESIDENT'S REPORT

**Leadership Consortium:** Mike Crews reminded the Executive Committee of our conversation in New Orleans regarding the request for support for this initiative. The Leadership Consortium would like IADLEST to pass a resolution in support of the leadership mission. In addition, the consortium is requesting that IADLEST partner with them, which would provide them with a solid foundation. He stated he would present the actual resolution to the general membership at the Business Meeting.

**Academy Standards:** Steve Otto informed the members that he is currently the liaison between CALEA and IADLEST regarding CALEA's revamp of their academy standards for accreditation. He stated that Peggy Schaefer also sits on the committee representing a different organization. This committee has one more meeting pending to wrapping up the advisory panel's recommendations. Otto stated that APCO has partnered with CALEA on the communications standards and recommends IADLEST partner with CALEA on the academy standards. He stated IADLEST should formally start a dialogue with them regarding how we can work together. They are meeting late this fall to review the standards again and hope to finalize them in the Spring of 2009.

Peggy Schaefer stated that private vendors are also contacting CALEA requesting that they serve as a clearinghouse to approve training. Otto stated that this is a state POST function and the academy standards are a separate issue. Mike Parsons wants to ensure that if IADLEST "partners" with CALEA that the relationship is equal and not one-sided. Pat Bradley cautioned that we need to ensure that any relationship or partnership with CALEA doesn't forfeit our right to accredit academies independently. MOTION by Peggy Schaefer to continue dialogue with CALEA regarding the academy standards and accreditation. SECOND by Ray Beach. MOTION CARRIED with all in favor.

**Crime Victims Resource Center:** Deferred till Business Meeting.

**Single Clearinghouse for Training Credit:** President Gotschalk introduced Mark Willingham from Northcentral University. Willingham stated that his online college is offering college credit for

completion of a state approved basic law enforcement academy. He would like IADLEST to support his plan to survey academies to find out how much college credit that it should award. Mr. Willingham was informed that every state's curriculum is different: the number of hours required for completion is different; and, therefore, each academy would have to be assessed individually. It would not be possible to simply award all academy graduates the same number of hours. President Gotschalk informed Willingham that the Executive Committee cannot act on his request until he submits a written proposal, specifically stating what he intends to do and what he requests from IADLEST.

**NHTSA Umbrella Agreement:** Earl Hardy reports that everything is on the table and ready to be launched. He spoke about a template for curriculum development that could be initiated in conjunction with the N-LEARN project.

**Life Membership:** Nomination was made for life membership for Jeannie Nelson. Mark Damitio explained to the members how she qualifies under our bylaws. MOTION by Penny Westfall to grant life membership to Nelson. SECOND by Damitio. MOTION CARRIED with all in favor. Nomination was made for Doug Graves for life membership. Pat Bradley explained how Graves was qualified for life membership under our bylaws. MOTION by Bradley to grant life membership to Graves. SECOND by Ray Beach. MOTION CARRIED with all in favor.

**Elections:** Gotschalk stated that we have the 2<sup>nd</sup> VP position open for nominations, Treasurer open for nominations, and the Regional Representatives will need to be elected. Ray Beach stated that there are currently two nominations for Treasurer. Penny Westfall and Theresa Satterfield (MA). He stated that Dick Clark was nominated for 2<sup>nd</sup> VP but declined. He stated that Rusty Goodpaster (IN) has accepted the nomination for 2<sup>nd</sup> VP.

**Contractor Insurance Coverage:** Deferred.

**Association Insurance Coverage:** Deferred.

**Future Meeting Dates:** Business Meeting will be Nov. 8-9, 2008, in San Diego, CA. The next Executive Committee meeting will be in Washington, DC, January 29, 2009.

## COMMITTEE AND SPECIAL ASSIGNMENT

**Reports:** Deferred.

## OLD BUSINESS

**Future Annual Conferences:** 2009 Nevada, 2010 Connecticut, 2011-2013 OPEN.

**Rural Domestic Preparedness Consortium:** Steve Otto provided a brief outline of the consortium and the six academic partners that make the training possible. He then deferred his report until the General Business Meeting.

**FLETC:** Ron Dionne from FLETC stated that FLETC has undergone some reorganization. He reported that there are currently approximately 850,000 police officers in the United States and is concerned that the training opportunities are not reaching enough of them. He would like to work closer with IADLEST so the training is more available. He stated that FLETC currently gives scholarships to officers to attend training but would like to offer those scholarships to IADLEST POST organizations instead to maximize the funds and their effectiveness.

## REGIONAL REPORTS

Deferred.

## NEW BUSINESS

**Older Driver-Law Enforcement Training:** Mike Becar thanked the members for the opportunity to take on this project. He stated the curriculum exists and has been modified in the recent past. They are ready for their first train the trainer session. He reminded the Executive Committee members that they are the steering committee for the grant and that he is open to suggestions. He stated they are in the process of identifying the main contact persons in each state that can attend the train the trainer course so they can begin the process of training others in their state. The goal is to have trainers from 17 states attend each year.

**Strategic Planning:** Rusty Goodpaster introduced Dave Wantz from the University of Indianapolis. Wantz gave a brief overview of how he intends to steer our strategic planning sessions. He believes it will be a productive exercise that will help IADLEST plan for the future of the organization.

MOTION by Crews to temporarily adjourn the meeting so the members can participate in the conference's opening ceremonies. SECOND by Lloyd Halvorson. MOTION CARRIED with all in favor. President Gotschalk informed the members that the Executive Committee would finish the meeting when there was a convenient break during the conference.

### *Executive Committee Meeting July 8, 2008 4:41 pm (Reconvened from July 7, 2008)*

President Gotschalk called the Executive Committee meeting back into session. Agenda items left to cover include Employment/Contracts, Insurance Coverage, and the date/time of the Business Meeting.

President Gotschalk stated that IADLEST currently does not have employees but does have contractors for which we have no contracts. He is very concerned that IADLEST must have valid contracts with those that do work for the association. Included in this discussion was insurance and indemnification issues, liability, and workers compensation.

Patrick Judge stated he sent each of the Executive Committee members a memo regarding the research he did into these types of insurance and protection. He asked the Executive Committee to review and consider adopting an insurance requirement that would become a rider to all agreements or contracts between IADLEST and entities doing business with IADLEST.

Ray Beach stated that it is important for the association to have its own general liability insurance and bonding in addition to that which we will need to require from contractors. Pat Bradley inquired as to the cost of liability insurance for the contractor.

MOTION by Bradley that the President and Executive Director meet with the proposed insurance agent, obtain clarification on insurance coverage and report back to the Executive Committee on a recommendation to purchase. SECOND by Westfall. MOTION CARRIED with all in favor.

MOTION by Peggy Schaefer to have an attorney review any insurance policy considered for

purchase and to have the attorney advise the association on the type of insurance necessary for contractors to have in place if they contract with IADLEST and to allocate \$1,500 for this purpose. **SECOND** by Beach. Discussion: Pat Bradley stated that there were probably attorneys that many of the members know that would perform this service for a minimal cost. Val Lubens stated that standard contract language is readily available to include waivers of liability, indemnification, etc. He also stated that a one million dollar general liability policy a contractor would need to purchase is very reasonable in price. **MOTION CARRIED** with Westfall opposed.

President Gotschalk stated that Pat Judge's contract comes up for renewal on the first of November. It would be beneficial if the we could have something in place before then. He stated we could call a special meeting to finalize things.

President Gotschalk asked if we need to change the time of the general Business Meeting as some members must leave the conference early. He stated the by-laws require 15 states be present in order to conduct business. Several members had votes by proxy for member states/POST directors that could not be at the conference. The members discussed as to whether or not one member could count as two members if they had the proper documentation showing they have the power to vote by proxy, and if this one member (that had two votes) would count as two toward a quorum. It was decided that this was an issue best researched by the by-laws committee.

President Gotschalk stated it was important to ensure a quorum at the General Business Meeting so the association can conduct business, specifically to ensure the election of a Second Vice President and Treasurer. As some members must leave the conference early, President Gotschalk moved the elections portion of the meeting up one day to July 9, 2008 at 8:00 am; with the full agenda being handled at the regularly scheduled meeting on July 10, 2008 at 8:00 am. Goodpaster agreed to alert the general membership to the new date and time by having the hotel send a message to each member via the hotel telephone system.

**ADJOURN.** **MOTION** to adjourn by Mark Damitio. **SECOND** by Westfall. **MOTION CARRIED.** Meeting adjourned.

Respectfully submitted, Lloyd Halvorson,  
Secretary

**EXECUTIVE COMMITTEE  
SPECIAL MEETING  
AUGUST 7, 2008  
CONFERENCE CALL MINUTES**

**MEMBERS PRESENT:** Ray Beach, Penny Westfall, Peggy Schaefer, George Gotschalk, Rusty Goodpaster, Lloyd Halvorson, Mike Crews, Pat Judge, Mark Damitio, Chuck Melville, Pat Bradley, Ray Franklin. **Members Absent:** Lyle Mann

Meeting was called to order at 3:06 PM EDT by President Beach. President Beach informed the members that the purpose of this conference call meeting was to:

1. Address Ray Franklin's request to hire a content manager for the recently funded N-LEARN project,
2. Decide whether to submit or reply to a solicitation for continued funding of the SFST project, and
3. Address continued funding of POST-Net through an extension of funding grant that was applied for by Ray Franklin.

**N-LEARN:** President Beach invited Franklin to update the members on the current status of N-LEARN. Franklin stated that the initial application for N-LEARN began approximately two years ago during our meeting in Washington, DC. USDOJ has approved funding this web-based network of academies. The network will operate much like the overwhelmingly successful SFST Network. In October, 2007, Franklin and his staff began the N-LEARN development of the N-LEAN project. He stated there were some timeline problems with the initial drawdown of funds due to accounting issues and commended Treasurer Westfall with getting things on track so purchases could begin. He stated the system equipment is in place and is now installed.

Franklin advised that they are currently working toward development of the list-serve and will be soliciting, from the respective states, a list of senior academy personnel. He stated the next step is to hire a content manager. As Project Manager, Franklin stated he received applications from 6 people and evaluated their materials based on 5 criteria. He stated he scored Dr. Tom Christenberry the highest. Franklin stated that as Project Manager, the policy and procedures of IADLEST indicate that he should

hire the content manager; but because the Executive Committee is the policy board for the project, he did not want to do so without the input of the Executive Committee. Franklin stated that Dr. Christenberry is exceptionally qualified to do the work.

Pat Bradley asked Franklin to explain what the content manager will do. Franklin stated that there are two types of networks, a push system and a pull system. With the typical pull system, users must go to the site on their own initiative to gather information. The push system, however, incorporates a regularly sent out tickler message which will "push" them to the site to learn more. The content manager will be responsible for the content of the site, for updating the site, and for the regular messages that must be sent out.

Halvorson asked Franklin if the documents sent out were accurate as far as the compensation of \$3,000 per month for the content manager. Franklin replied that \$3,000 was the amount that was determined necessary. Schaefer expressed concern that there was some discrepancy in the documents indicating how many hours per week would be required, with one document provided by Franklin indicating 3 hours per week and one indicating about 80 hours per month. Considerable discussion took place among the members regarding the appropriate compensation, hours worked, and measurable objectives and performance. Westfall asked if an hourly rate might be better than a flat rate and would like to see clear expectations of performance and measurable objectives outlined in the contract. Franklin stated that the compensation is based on the work and end product not necessarily the time involved to accomplish the task. He stated that some weeks/months the time needed may be considerable whereas it may not be as time consuming during other weeks/months. Franklin stated that he was convinced the \$3,000 per month for the work was reasonable and necessary to hire a quality individual to do this important work.

There was general consensus to remove the "hourly demands" from consideration and to more definitively express the performance expectations and how those would be measured. Franklin stated that he could accomplish this.

President Beach expressed concern that we have a legal contract for services with the content manager and that we may need some guidance on specific contract language. Bradley stated that there is a 30 day notice of bailout so our exposure on a cancellation is only one month's compensation. Bradley also stated that the contract with the content

manager would include language that is consistent with the policy and procedures approved by IADLEST, and the policy and procedure manual would be attached with it as part of the agreement.

President Beach asked Goodpaster if he was familiar with Dr. Christenberry as they are both from Indiana. Goodpaster stated that he felt Dr. Christenberry is qualified and could perform those kinds of duties. President Beach pointed out to the members that the contract with the content manager is with IADLEST and not a personal contract between Ray Franklin and the individual. President Beach asked if the Executive Committee would empower him to sign off on the contract language if it was suitable to him. MOTION by Bradley to empower President Beach to sign the contract with Christenberry if it was suitable to him. SECOND by Crews. MOTION CARRIED with all in favor.

**SFST:** Patrick Judge stated that the SFST project has been extended through August. He asked if the Executive Committee wanted to respond in support of our continued efforts and funding for the project beyond August 2008. Gotschalk stated that he would vote yes as long as there is some financial support for the IADLEST organization. Bradley stated that he would vote yes as well on responding to the Request for Proposal. President Beach stated he would agree as long as the project manager and content manager positions remained uncommitted. MOTION by Gotschalk to prepare a response to the solicitation for the continued funding of the SFST project provided the request is submitted to the Executive Committee for review prior to submission. SECOND by Westfall. MOTION CARRIED with all in favor.

**POST-Net:** Franklin informed the members that we have had success in getting funding reestablished for our POST-Net project; however, we failed for the first time to get refunded this year. He stated there is still \$50,000 in the grant account from the previous grant cycle that has not been spent. Franklin stated he was told to reapply for funds and did so, requesting \$42,000. Franklin informed the members that he was told that he could announce to IADLEST that we will be awarded that amount. They have since followed up with written correspondence approving this which has been forwarded to Pat Judge.

Considerable discussion took place as to why the Executive Committee was not informed of or has not ever seen this new request for funds. There was general consensus that the Executive Committee needs to see these grant applications and renewal forms before they are sent in as IADLEST members

cannot represent the organization without express permission from the President/Executive Committee.

Halvorson stated that regardless of how the request for funds was submitted, this was important funding that the Executive Committee should accept. Halvorson also stated that this funding was obtained not because of an application but rather because of Franklin's persistence and knowledge. Halvorson stated that while the appropriate procedure may have been circumvented in this case, there was value in how Franklin was able to establish continued support for POST-Net. MOTION by Halvorson to accept these POST-Net funds as awarded. SECOND by Bradley. Discussion: President Beach stated that the Executive Committee and President have not seen the exact grant application indicating where the money will be spent and that this concerns him. Westfall stated that the Executive Committee must see these documents before they are submitted in the future and need to be signed by the President. MOTION CARRIED with Ray Beach opposed and Peggy Schaefer and Mike Crews not present for the discussion or vote.

Meeting Adjourned.

Respectfully Submitted, Lloyd Halvorson, Secretary

**EXECUTIVE COMMITTEE  
SPECIAL MEETING  
SEPTEMBER 15, 2008  
CONFERENCE CALL MINUTES**

**MEMBERS PRESENT:** Lyle Mann, George Gotschalk, Raymond Beach, Mark Damitio, Charles Melville, Lloyd Halvorson, Mike Crews, Patrick Judge. **Guests:** Mike Becar. **Members Absent:** Patrick Bradley, Penny Westfall, Rusty Goodpaster, and Peggy Schaeffer.

Meeting was called to order by President Beach at 10:05 am (CT). The agenda items for this meeting are:

- 1) Grants Manager
- 2) NHTSA Umbrella Agreement
  - a) Pursuit Project
  - b) Curriculum Template
  - c) New request
- 3) Minutes Publication
- 4) Insurance purchase and related meeting.

**GRANTS MANAGER:** President Beach informed the members that NHTSA has signed the Umbrella Agreement which allowed the association to move forward with the hiring of a grants manager. Mike Becar has accepted the position of Grants/Project Manager for the association.

**NHTSA UMBRELLA AGREEMENT:**

- A. Beach stated the umbrella agreement looks largely the same as it did in the beginning but it does not contain the second year of funding for the pursuit project. Mike Becar will meet with Earl Hardy on Oct. 2 regarding the pursuit project and funding. ALERT received the second year of pursuit funding in the amount of \$500,000.
- B. NHTSA has asked IADLEST to begin work on Work Order #6 which is the creation of curriculum template that will satisfy the POST requirements in all states. Beach stated the regions would be very involved with this project as it will be through the regional meetings and regional representatives that the information would be collected. Becar stated that the grant for this project can help fund the travel expenses for regional meetings and provide for the expenses of a facilitator and himself to attend. Becar stated that he could help the regions coordinate this and would begin the process as soon as approval is given to accept the project. MOTION by Gotschalk to accept the grant from NHTSA regarding the curriculum template project. SECOND by Mike Crews. Halvorson asked what the total value of the work order would be for meeting, analyzing, and producing the document and template. Beach stated the project value is approximately \$100,000. Mann asked what the time line for completion was. Beach stated that NHTSA would like us to put this on the top of our list and complete the project in 6-8 months. Mann asked who would coordinate this. Beach stated that we would need to decide if this is something Mike Becar would do as Grants Manager. No further discussion. MOTION CARRIED with all in favor.
- C. Beach informed the members that NHTSA has several ongoing projects which they need to wrap up. NHTSA would like to be able to provide IADLEST with funds to utilize to put the finishing touches on the projects. They were comfortable with reimbursing IADLEST for the costs involved in holding these funds. It would involve the tail end of projects they currently have going on, where the funds have not all been

spent, but the grant time is expiring. In order to keep the dollars, NHTSA must “park” them somewhere in order to complete the project. The current request from NHTSA is for funds from two projects that total approximately \$30,000. There is another project on the horizon with a value of \$80,000 to \$100,000. Our responsibilities with these projects could include making copies of documents, distributing documents, setting up meetings, facilitating and arranging meetings, etc. MOTION by Gotschalk to accept NHTSA’s proposal, accept these funds, and wrap up these ongoing projects. SECOND by Melville. MOTION CARRIED with all in favor.

Beach informed the members that our primary point of contact regarding all of our NHTSA grants/projects is now Mike Becar. NHTSA has been notified of this as well.

**MINUTES PUBLICATION:** Halvorson informed the members that President Beach was apprehensive about publishing unapproved minutes from our meetings in the newsletter. Halvorson felt it was important to get the minutes out to the members in the newsletter following our meetings. It is the only way for the members to keep abreast of what is going on, and they are a vital source of information which allows the members to prepare for the next meeting. Beach stated that he was not concerned about publishing “draft” minutes of the general business meetings in the next newsletter, but felt the executive committee minutes should not be published until approved.

MOTION by Gotschalk to publish “draft” minutes of the general business meeting from Indianapolis in the October Newsletter and to have the publication of the executive committee minutes discussed at the meeting in San Diego in November. SECOND by Mark Damitio. MOTION CARRIED with all in favor.

**IADLEST INSURANCE:** Beach stated the association has found an acceptable insurance policy. It will provide professional liability, errors and omissions, and bonding of the treasurer, president, 1<sup>st</sup> VP, Executive Director, and Grants Manager. The insurance will provide two million dollars in coverage at a cost of approximately \$6,000 with a \$5,000 deductible. MOTION by Lyle Mann to accept this proposal and allow President Beach to sign the necessary paperwork. SECOND by Mike Crews. MOTION CARRIED with all in favor.

Beach informed the members that our accounts and balance sheets, specifically for our NHTSA grants need some attention. He stated that financial management has grown beyond the duties of a part time association volunteer serving as treasurer. He has asked Westfall to provide three people or firms that we could depend on to take care of our finances. Beach asked for permission to travel to Iowa to meet with Westfall and possible accounting firms/individuals. He stated it is important that we get this underway as soon as possible. MOTION by Halvorson to allow Beach to go to Iowa with Mike Crews to meet with our treasurer and a new fiscal manager and to authorize the association to cover these expenses. SECOND by Mann. MOTION CARRIED with all in favor.

Meeting Adjourned 11:07 am.

**EXECUTIVE COMMITTEE  
MEETING MINUTES  
NOVEMBER 8 AND 9, 2008  
SAN DIEGO, CALIFORNIA**

**CALL TO ORDER:** The meeting was called to order by President Ray Beach (MI) at 4:06 PM, Saturday, November 8, 2008

**ROLL CALL:** Mark Damitio (KS) conducted the roll call for the Executive Committee.

Executive Board Member	Present	Absent
Ray Beach (MI)	X	
Mike Crews (FL)		X
Rusty Goodpaster (IN)		X
Penny Westfall (IA)	X	
Lloyd Halvorson (ND)		X
Patrick Bradley (MD)	X	
Charles Melville (KY)		X
Peggy Schaefer (NC)	X	
Mark Damitio (KS)	X	
Lyle Mann (AZ)	X	
George Gotschalk (VA)		X

- A quorum of the Executive Board was present.
- **IADLEST Staff Present:** Patrick Judge and Mike Becar
- **Other IADLEST Members present:** Ray Franklin (MD), Earl Hardy (NHTSA), Kelly Michelson (AZ), Steve Otto (TX), Tom Jurkanin (IL), Chris Sutterfield (OK), June Kelly (VT), Ron Dionne (FLETC), Doug Graves (LETR), Mike DiMiceli (CA), Ed Pecinovsky (CA)

- **Guests:** Cameron Fisher, Northwestern University; R. Tim Miller, ALERT International; Mike Reath, ALERT International; Mike Brady, ALERT International; Stacy Barrett, ALERT International
- **Additions to the Agenda:** None
- **Review of Business Meeting Agenda:** There were no questions or additions. Lunch will be late to accommodate President Beach and Project Manager Becar appearing at IACP Traffic Safety Committee meeting at approximately 1:00 PM.

**APPROVAL OF MINUTES:** July 7, 2008; Executive Committee Meeting, Indianapolis, IN  
Discussion: None. Motion to Accept: Schaefer second: Westfall in favor 7, opposed 0

August 7, 2008 Special Meeting, Telephone Conference: Discussion: None. Motion to Accept: Schaefer  
Second: Westfall. In favor 7, opposed 0

**EXECUTIVE DIRECTOR BRIEFING:** Patrick Judge reported that prior to Project Manager Becar's being retained, Judge had executed a contract for one SFST Assessment and for the Motorcycle Enforcement Project under the NHTSA Umbrella Agreement. All functions related to the grants have now been transferred to Mike Becar.

Ray Beach secured a professional liability insurance policy valued at \$2 million for the Board and Directors and \$1 million for what we place on the Internet.

The 2009 Annual Conference in Sparks, Nevada is on track. Connecticut withdrew their bid for the 2010 Conference, but Texas stepped in and has offered to host in Corpus Christi. Idaho and the District of Columbia are both interested in 2011. We need bids for 2012 and 2013.

COPS Office Director and IADLEST supporter Carl Peed will be retiring. We will need to cultivate new relationships. The Executive Director will invite the new federal appointees to our Washington, DC, Executive Committee meeting in January at the NSA Midwinter Conference.

The IADLEST Newsletter costs \$500 to \$1,000 per quarter for printing and postage. The Executive Director asked whether we should examine moving to an electronic version. It would be less expensive,

and distribution could be more timely. Bradley asked about the vendors that have advertisements in the newsletter. Judge mentioned that the ads are free to vendor members. Judge would also look for guidance on selling ad space. Franklin mentioned that there may be a conflict with the federal grant funding of POST-Net. It does not allow promoting a commercial enterprise with federal funds. Judge will solicit input at the General Membership meeting.

**CONTRACT/GRANTS MANAGER BRIEFING:** Michael Becar reported that he came on board September 1, 2008.

- **Pursuit Driving Grant:** Becar introduced Earl Hardy (NHTSA). Hardy explained the history of the agreement with IADLEST, and the subsequent agreement with ALERT International. He met with ALERT and IADLEST jointly in July. They have now consolidated the work plans between the two organizations as of last month. Becar introduced Tim Miller from ALERT and the other Executive officers. Because of proximity (120 miles), Mike and Tim can coordinate quickly; and they are excited to move forward.

Becar passed out a handout on his activities to this point. He identified that one of the activities was to renegotiate the Umbrella Agreement with NHTSA to include payment for indirect costs in the grant. Those indirect costs will pay for an attorney, insurance, travel and fiscal assistance. The work plan on the pursuit grant includes a steering committee of IADLEST and ALERT executives, and he wants to add representatives from IACP, NSA, FOP, NOBLE, etc.

Hardy said the role of IADLEST will ratchet up in visibility because of this grant, to be more in line with organizations like IACP.

Bradley suggested we identify members from the organizations such as IACP to be on the steering committee and approach the organizations with those names of IADLEST appointments.

- **Older Driver Grant:** Becar gave an overview of the award and identified Doug Graves as the Project Director of the grant. He has asked NHTSA for a budget modification of \$111,550 to continue the training for all three years.

Graves passed out a handout on the program. The first training was scheduled in Iowa, and he has completed training in Idaho for the



instructors. He asked for guidance from the Executive Committee on ways to improve the product.

- **Enforcement of Motorcycle Laws:** The project is contracted to the Vermont Academy. June Kelly reported that the project started in September. Curriculum is being developed.
- **SFST Assessment:** This project contracts for a person to interview selected members of the criminal justice system (trainers, law enforcement, prosecutors, judges) in a state to determine how the SFST program is working in a state.
- **SFST-Web (National Sobriety Testing Resource Center):** Becar reviewed the current budget, and Franklin explained the history. Hardy reinforced their support for the past performance on the project. It appears the current grant will be extended to the end of September 2009.
- **NHTSA Training Template:** This project will develop a template for potential training providers to go to one location and fill out a form that will have the required information to meet the certification or accreditation requirements for all the states. The template will reside on the IADLEST website.
- There is support for IADLEST Regional Meetings through this project. There will be funding for travel for every state. There will be a facilitator/writer at the meetings to compose the training template envisioned under the grant.
- Becar solicited bids for the facilitator/writer. Five were received. Becar recommended Jana Kemp. Beach asked for copies of the proposals for action tomorrow.
- **POST-Net:** Becar reviewed the current budget, and Franklin explained the history.
- **National Decertification Index – POCIS:** IADLEST will ask for no-cost extensions of current grants, but further federal funding will not be coming. Franklin said we have the funds to go about another year. Bradley asked to examine alternatives and our long-term funding. Beach said that this will be a subject at January's Washington, DC, Executive Board meeting.

- **N-LEARN:** The National Academy Network will go live on November 10. It will link all of the over 700 law enforcement academies in the nation together. There will be more information at the General Business Meeting.

Upon a request from Schaefer, Becar will produce an Executive Committee overview on the work plans of all the grants.

**IADLEST TREASURY:** Penny Westfall reported that there are ten different accounts. There was a transfer from the general account into several of the project accounts to cover funds not deposited, or sent to the wrong account.

- **Contracted Financial Management:** President Beach is in the process of developing specifications for a contract. He is working with our newly contracted legal counsel on this. He recommends appointment of a special work group. The Treasurer, both Vice Presidents, and both contract employees will review the specifications and review bids.
- **Ongoing Fiscal Audit:** The current '07 fiscal audit (one year) is not the 3-year programmatic audit we needed. The current auditor is capable of performing it. We will consider it tomorrow during the Executive Session. Bradley noted that we have already spent \$1000 with the current auditor, so we have an investment. Beach noted that the current auditor may not want to do it.
- **Indiana Conference Financial Report:** President Beach reports that Rusty Goodpaster has informed him that low attendance at the Indianapolis Annual Conference created less than anticipated revenue. He cannot return the seed money or it will be coming out of his own budget. We need to come to a consensus of what the \$10,000 seed money is. Is it money obligated to be returned, or is it money to run the conference? This will be on the agenda for the General Business Meeting on November 9.

#### **ADMINISTRATIVE REVIEW OF CURRENT BUSINESS PRACTICES**

- **Association Insurance/Bonding:** The legal counsel has reviewed both insurance policies and is comfortable with the coverage. There is still a concern about the inability to be bonded.

- **Association Corporate/Federal Status:** We have a certificate from the State of South Carolina of our current nonprofit corporate status. Our legal counsel has re-registered us with the IRS.
- **Record Retention Schedule/Storage:** Patrick Judge is running out of storage space for Association archived materials. President Beach asked Pat to prepare a suggested policy for the January meeting. Records retention requirements may depend on requirements from our state of incorporation.
- **Electronic Publication of IADLEST Publications:** Electronic publication would be more cost-effective. We will get input at the General Business meeting on November 9.

#### COMMITTEE/SPECIAL ASSIGNMENT

**APPOINTMENTS:** There has not been a large response from members to serving on committees. President Beach will continue to fill slots in committees that demand it be done soon. He wants involvement from more new members. He will ask for written reports from committees to make it easier on the Secretary and for information dispersal. He will be recruiting at the General Business meeting on November 9.

Patrick Bradley will chair Bylaws Committee. Bradley will be asking the Regional Representatives to recruit members.

**Executive Committee Meetings:** The next Executive Committee will be January 29-30, 2009, at the J.W. Marriott Hotel in Washington, DC, as guests of the National Sheriffs' Association Midwinter Conference. President Beach requests that Executive Committee members plan their travel so that they arrive on Wednesday, January 28 early enough to participate in the social activities in the early evening.

There is another Executive Committee tentatively scheduled for March, in concert with a meeting hosted by FLETC in Glynco, GA.

**SUSPEND AND RECONVENE:** There was a motion to suspend the Executive Committee meeting at 6:40 PM, Saturday, November 8, 2009. The motion was by Bradley, and seconded by Schaefer. The motion passed unanimously.

The meeting reconvened at 3:59 PM, Sunday, November 9, 2008, at the same location. All

Executive Committee members present the previous day were still in attendance.

#### TELECONFERENCE WITH IADLEST LEGAL COUNSEL (JONATHAN RAVEN)

A telephone conference began at 4:00 PM, Sunday, November 9, 2008.

Mr. Raven legal background includes:

- Michigan Bar since 1975
- Seven year private practice
- 15 years with a nonprofit healthcare corporation
- CEO of two other startup companies
- Vice Chair of the Board of a nonprofit healthcare company the last 7 years

- **Corporate and Non-Profit Status of IADLEST:** South Carolina Status: All major issues are in good shape. He received a certificate from the state with no notice of non-compliance. However, it does identify the Association as the International Association of Directors of Law Enforcement Training, not the International Association of Directors of Law Enforcement Standards and Training.

Our organization is a tax-exempt 501C(6) Business League. In addition, our IRS registration is our acronym (IADLEST), not the full name.

There is still a question as to whether our South Carolina corporate status allows us to do business in all 50 states, but that is being researched.

The legal counsel recommends that at some point, we need to have one name as our identity.

- **Financial and Accounting:** With the vote at the General Business meeting, we can proceed with securing a fiscal management service to perform bookkeeping services. The auditor is engaged in IADLEST work. He doesn't recommend changing auditors.
- **Comprehensive Review of Business Practices:** The focus on everything we do is that it is done with transparency.
- **Governance Issues:** We need to have a conflict of interest policy and process, and an Audit Committee must be formed. Guidelines for the

Audit Committee must be developed. The current Bylaws are extensive, but they are not a 100% fit for present operations. They should be streamlined in some cases and clarified in others.

- **Key Personnel/Vendor Arrangements:** Agreements and Job Descriptions must be configured so that everyone is comfortable.

The telephone conference ended at 4:35 PM.

**N-LEARN ADVISORY COMMITTEE:** Ray Franklin (MD) provided a handout of a power point presentation on the N-Learn program. The IADLEST Executive Committee is also the N-LEARN Advisory Committee under the terms of the grant. The grant contains travel funds for the Regional Representatives to attend the N-LEARN Advisory Committee meetings three times a year.

Suggestions were made by the Executive Committee as to additional Forum topic areas. The program Approval Process may interact with the NHTSA Training Template project.

## CONTRACT ISSUES

### **Facilitator Writer for NHTSA Training Template:**

Mike Becar has reviewed resumes and has recommended Jana Kemp as the person that met the qualifications and the limited budget. There was a motion by Mann to hire Jana Kemp. The motion was seconded by Damitio. Discussion included a question that if there were funds left because not all regional members could make the meeting, could we afford to pay more for the writer? The answer was no. The funds are in different categories of the grant. The motion passed with all signifying aye except Schaefer, who abstained.

### **Executive Director and Grants Project Manager:**

There was a motion to go into Closed Executive Session to discuss personnel issues at 6:05 PM. There was a motion to go out of the Closed Executive Session at 6:26 PM.

There was a motion by Bradley to approve contracts and authorize President Beach to negotiate content, deliverables and terms with Patrick Judge and Mike Becar. There was a second by Lyle Mann. There was discussion that we will look at compensation increases next year based on anticipated performance. The motion carried unanimously.

**Audit and Fiscal Services Contract:** President

Beach noted that Rick Atteberry is performing a certified audit of Fiscal Year 07. He can do a review of the previous two years, but not a certified audit. He recommends that legal counsel discuss with Atteberry a full programmatic review.

There was a motion by Schaefer to have Jonathan Raven discuss with Rick Atteberry a full programmatic review. The motion was seconded by Bradley. Discussion included that President Beach will convene a teleconference with the Executive Committee on costs. Our Fiscal Management firm should not need to be the same as the auditor according to legal counsel. Because of modern telecommunications, the firm could be anywhere. The motion passed with all signifying aye except Westfall, who abstained.

## ADJOURNMENT

There was a motion to adjourn at 6:41 PM by Mann, and seconded by Schaefer. The motion passed unanimously.

## BUSINESS MEETING MINUTES NOVEMBER 9, 2008, SAN DIEGO, CALIFORNIA

**CALL TO ORDER** - The meeting was called to order by President Ray Beach at 9:09 AM.

**ROLL CALL** - Midwest Regional Representative Mark Damitio, acting on behalf of Secretary Lloyd Halvorson conducted the roll call for those in attendance. 16 states were present. The states present were Arizona, California, Illinois, Iowa, Kansas, Maryland, Michigan, Montana, Nevada, North Carolina, Oklahoma, Oregon, Pennsylvania, Texas, Vermont, and Wyoming. There was a quorum to conduct the business of the Association.

## INTRODUCTION OF MEETING GUESTS

**FLETC** - Mr. Seymour Jones and Mr. Ron Dionne. Mr. Dionne followed up on discussions held at Indianapolis. Law enforcement training is being conducted nationwide by various federal agencies and contractors. The POSTs in the state where the training is being conducted are not being notified. In the case of training programs sponsored by FLETC, the POSTs will soon be receiving a letter that identifies all of the FLETC training programs that are planned for that state, with point of contact and host information.

FLETC has offered to host the Executive Committee in March to have a dialog on issues related to coordination, what they can offer, and listen to our views.

The FLETC Office of State and Local Training received a Congressional Appropriation for \$1 million dollars a year for five years for the Rural Policing Institute. The sponsor was Senator Ken Salazar, of Colorado (a former IADLEST member). FLETC wants to expand the relationship with IADLEST through this program. The relationship would involve both FLETC providing training programs to the states, and the states providing qualified instructors to FLETC. This program will not duplicate or displace programs of the Rural Domestic Preparedness Consortium; and they will meet and work with the RDPC, the National Center for Rural Law Enforcement, and others.

**IMPACT** - Allison Henry-Plotts (U.S. Department of State) Ms. Henry-Plotts is an Executive Board member of the IACP's International Managers of Police Academies and College Training (IMPACT) Section. IMPACT is in support of an expanded relationship with IADLEST. This will be an agenda item later in the day.

**Bates Footwear** - IADLEST Supporting Members Peter Gallagher and Andrew Fowler reported on the initiative that began at the Indianapolis Conference to put trainers and recruits into quality footwear. There is a one-time opportunity to pay for boots on their website at 50% off. They will be working with Ray Franklin to put information on the IADLEST website related to the program.

**USIS** - USIS is a private company with 7,000 employees and 30,000 field investigators providing background, pre-employment screening, and investigations. They can provide service nationwide. They perform 70% of background investigations for the federal government, and are now expanding to law enforcement. They can provide services to POSTs and academies. There are four current packages from \$80 to \$2,000, and custom packages available.

They are developing a new Qualified Applicant Program. The pilot concept is that USIS will pre-screen potential law enforcement candidates to meet individual state's qualifications. The development concepts include the costs at candidate's expense or a shared cost with the agency. They are looking for a balance of affordability. The eventual successful candidate would be put in a database for potential

employers. They would like to pilot the program in a state and would like input from POSTs to validate the qualifications.

**Northwestern University Center for Public Safety**

- Cameron (Ron) Fisher. NUCPS wants to expand the relationship with IADLEST and the state POSTs. NUCPS has a number of new innovative training programs that appeal to the younger officer, and they look forward to partnerships with academies and POSTs.

**FBI** - Tony Nelson: FBI has expanded their mission hiring for counterterrorism and intelligence, which is a burden on the FBI academy. There have also been expanded FBI National Academy slots. If there are training issues related to the FBI that are not being met by the regional training coordinator at the local FBI Field offices, he wants us to know he wants to help us in any way he can.

Members should look into LEO membership for the daily intelligence bulletins coming from the fusion centers and special law enforcement interest group pages. It can be a resource for academies and POSTs. They can also bring specialized trainers to the states to train on LEO.

**President's Introduction and Comments:**

President Beach reported on a new activity. Based upon input from the membership, he hosted an informal breakfast on Saturday, November 8 for new members. The meeting was successful for the exchange of ideas and for the opportunity to make new members feel welcome in the organization. Three new members attended: Larry Birney (OK), Paul Cappitelli (CA), and Betty Haukap (WY).

President Beach then asked for an introduction of attendees at the meeting.

**Additions to the Agenda:** President Beach asked that a discussion about the relationship between IADLEST and IACP's International Managers of Police Academies and College Training (IMPACT) Section be added.

**APPROVAL OF MINUTES:** The minutes for the June 9, 2008; Business Meeting; Indianapolis, Indiana were previously posted in the October, 2008, IADLEST Newsletter. The only correction was to change the date to July 9. There was a motion by Westfall (IA) to accept the minutes, seconded by Bradley (MD). There was no discussion. The motion passed unanimously.

**PRESIDENT'S REPORT:** President Beach reported that the reorganization of IADLEST business operations and practices has begun. Mike Becar has been contracted to be the IADLEST Projects Director, and Patrick Judge remains the IADLEST Executive Director with duties appropriately separated.

The restoration of our relationship with NHTSA is back on track. There was a meeting held on September 11, 2008, in Washington, DC, with Earl Hardy and other representatives of NHTSA, Mike Crews and Mike Becar attending. It was a very productive meeting that added more projects. IADLEST now has a signed copy of the Umbrella Agreement. We appreciate the efforts of Earl Hardy to support IADLEST and our interests.

With Executive Board approval, he has been working toward improved organization and seeking out professional management of IADLEST fiscal operations. He appreciates the cooperation of Treasurer Westfall as we transition the operations. Managing over \$1.7 million dollars in grants as a nonprofit corporation put us in a different category with IRS.

With Executive Board approval, IADLEST has retained legal counsel. He is Jonathan Raven, a Michigan attorney with extensive experience with nonprofit organizations. He has provided assistance with securing our insurance, defining our status with the IRS, and our status as a nonprofit South Carolina corporation.

IADLEST now has a professional liability insurance policy. It is still troubling that we were refused bonding for the officers of the Association. Bonding officials asserted that the Association lacked certain business practices to satisfy the requirements of bonding, and we are working that out.

We are in the process of developing position descriptions for the first time for our contractors. We will be negotiating with the contractors soon, based upon the position descriptions. The contractors are currently operating under interim contracts.

The Strategic Planning process undertaken by 2<sup>nd</sup> Vice President Goodpaster is going forward, and more work will be done at the Annual Conference in Sparks, NV.

We continue outreach with federal law enforcement agencies to reconnect past partnerships with good results. They see the value in close collaborative relationships with IADLEST now and in the future.

When planning for the Annual Conference in Sparks, Beach suggests that POST Directors invite their Commission Chairs. A roundtable discussion to connect the commissions could be of great benefit relating to common issues.

## **TREASURER'S REPORT**

Treasurer E.A. Westfall (IA) passed out the current fiscal reports.

### **SFST Training Assessment:**

Beginning Balance, September 18, 2008: \$0.00  
Revenue: \$15,250.00  
Expenses: \$8,208.06  
Cash on Hand, 10/31/2008: \$7,041.94

### **SFST Study:**

Beginning Balance, July 7, 2008: \$11,137.05  
Revenue: \$5,959.80 and \$16,567.31  
Expenses: \$23,912.94  
Cash on Hand, 10/31/2008: \$9,499.37

### **BJA Decertification:**

Beginning Balance, July 7, 2008: \$10,632.09  
Revenue: \$7,500 draw-down requested 10/27/08  
Expenses: \$10,480.38  
Cash on Hand, 10/31/2008: \$7,651.71

### **POST-Net 2004:**

Beginning Balance, July 7, 2008: \$6,215.85  
Revenue: \$5,000 draw-down  
Expenses: \$8,954.97  
Cash on Hand, 10/30/2008: \$2,260.88

### **National Law Enforcement Academy Resource Network:**

Beginning Balance, July 7, 2008: \$20,880.77  
Revenue: \$30,000.00 draw-down  
Expenses: \$32,838.12  
Cash on Hand, 10/30/2008: \$18,042.65

### **Older Driver:**

Beginning Balance, July 7, 2008: \$4,989.40  
Revenue: \$34,990.00  
Expenses: \$33,320.00  
Cash on Hand, 10/31/2008: \$1,670.00

### **Pursuit Policy Workshops:**

Beginning Balance, September 17, 2008: \$0.00  
Revenue: \$17,721.02  
Expenses: \$10,4008.07  
Cash on Hand, 10/30/2008: \$7,712.75

**Enforcement of Motorcycle Laws:**

Beginning Balance, September 17, 2008: \$0.00  
Revenue: \$11,657.50  
Expenses: \$5,293.67  
Cash on Hand, 10/31/2008: \$6,363.83

**Law Enforcement Training Template:**

Beginning Balance, October 31, 2008: \$0.00  
Revenue: \$600.00 (From IADLEST General Account)  
Expenses: \$0.00  
Cash on Hand, 10/31/2008: \$600.00

**IADLEST General Account:**

Beginning Balance, July 7, 2008: \$89,967.35  
Revenue: \$5,364.75  
Expenses: \$38,719.01  
Cash on Hand, 10/31/2008: \$56,613.09

Currently, we keep separate accounts for each of our grants and our General Fund account. At the time they were set up, this was an effort to assure that there was not any co-mingling. With the transition to a professional fiscal management contractor, there may no longer be a necessity for the separate accounts. We may be able to combine accounts in the future, with fiscal accounting practices in place to identify how the deposits and expenditures apply to the grants.

There was a denial of a recent draw-down in one of the projects. To keep us from overdrawing accounts, the Treasurer with the permission of the Executive Committee recently had to deposit General Fund account money into some of the project accounts. These funds will be repaid when the deposits come in.

President Beach reported that our legal counsel consulted with our auditor. It was determined that the audit that we contracted for last spring was not the one that we needed (one year fiscal audit versus a 3-year programmatic audit). 1<sup>st</sup> Vice President Crews will chair a committee of the Association Officers, Executive Director, and Grants Manager to conduct an administrative review of business practices and establish our direction.

Patrick Bradley (MD) reported that the current bylaws dictate the duties of the Treasurer, which may be problematic to the current initiatives to professional fiscal management. The bylaws require that the Treasurer write the checks and supervise audits. The bylaws have a provision for the Executive Committee to take action for appointments in the absence of the Treasurer. He proposes that the Association recommend to the Executive Committee

that they take that broad interpretation in this case. There was a MOTION by Bradley for the Executive Committee to exercise transference of specific duties of the Treasurer to other persons as may be necessary. The motion was seconded by Clark (NV). Discussion: President Beach endorses the motion. The bylaws issues raised by Bradley were also mentioned as a caution recently in interpretations by our legal counsel relating to the limitations of authority the President had to exercise even in times of emergency. Beach mentioned that he will ask Pat Bradley to chair a Bylaws Committee along with the Regional Representatives and some of our Past Presidents to review the bylaws and prepare recommendations for the next Annual Conference. Minnis (OR) asked how will we record the departures from the bylaws. Bradley replied that all Executive Committee activities are recorded (except those deemed personnel-related), minutes are approved and available, and departures will be clearly identified. Bradley endorsed that statement as a friendly amendment to the motion, and Clark concurred with the motion amendment. Bradley suggested that there should be enough time to craft a bylaws amendment in time for action at the Annual Conference to reflect the evolution of this issue. Goldman (MD) asked if this motion would sunset. A second friendly amendment was made by Bradley for the motion to sunset as of the General Business Meeting at the Annual Conference in Sparks, subject to a vote for continuance. Clark concurred with the motion amendment. The MOTION PASSED unanimously.

**EXECUTIVE DIRECTOR'S REPORT** - Patrick Judge reported that the Annual Conference is in Sparks, Nevada, in 2009. Texas will replace Connecticut in 2010. We are looking for bids for future years. Idaho and the District of Columbia have both offered to host the Annual Conference in 2011. There are currently no bids for 2012 or 2013, and we would like to have at least five or six years of scheduled locations for conferences.

Dues notices will be mailed out next month. We have 275 members and would like to continue increasing the membership base with sustaining members (vendors) and general members. We have 58 Life Members. Please encourage membership in the Association, particularly in light of the projects that we are engaged with now.

The Executive Committee will meet 1/29/09 at the National Sheriffs' Association Midwinter meeting in Washington, DC, and again in March at a date to be announced at the Federal Law Enforcement Training Center in Glynco, Georgia. The Executive

Committee will also meet at the Annual Conference in Sparks, Nevada, in June.

There has been a consideration by the Executive Committee to stop publishing the IADLEST Newsletter in a paper format and make it available electronically instead. It would be cheaper, and distribution would be timelier. It will be up to the members as to how they want it distributed.

All federal project journals have been transferred to Mike Becar.

With the change in administration, there will be new federal appointments coming. If members have contacts with some of the new appointees that would have an interest in working with IADLEST, let us know.

We have secured an insurance policy for \$2 million for Directors and Officers and \$1 million for anything that we put on the Internet.

We appreciate the contributors to the IADLEST Newsletter. We continue to receive a significant response for submission of articles, and it is a great way for your employees to receive national exposure. It is beneficial to the Association and supports networking.

**GRANTS MANAGER'S REPORT** - Michael Becar reported that he came on board the first of September. It has been a tremendous pleasure to renew relationships. He attended the September 11th meeting with NHTSA and was able to secure some new projects for IADLEST: a training template and an extension of the SFST Web grant. He participated in the pre-contract interview of Legal Counsel Johnathan Raven. He met with representatives of ALERT to coordinate the partnership in the Pursuit Driving Project. He has met with a local travel agency that will be facilitating travel under the grant projects. This will allow airline flights to be direct-billed back to Mike so grant instructors won't have out-of-pocket expenses for airline tickets.

He terminated his Law Enforcement Training Resources partnership with Doug Graves. LETR is performing the project work for IADLEST on the Older Driver Program. Since he now oversees all of the grants as the IADLEST Project Manager, he wasn't going to profit from a company interest in one of the sub-grantees. Doug now manages the company by himself.

He has started an inventory of grant equipment. This

includes where it is located, what the condition and value of it is. He is documenting the information to meet the federal requirements for inventory control.

**NHTSA Project 1: Pursuit Driving.** We are in a partnership with ALERT to provide this training after NHTSA awarded projects to both Associations. We have approximately \$330,000 for the first year, and ALERT has approximately \$478,000. We signed a work plan this morning. We are looking at engaging with organizations such as the IACP, NSA, FOP, and NOBLE to help fine-tune the curriculum, assist with advertising, and identify training locations.

The training will be offered to POST Directors in their states for use at conferences, associations, etc. There will also be about 20 train-the-trainer sessions around the country. There will eventually be about 150 training sessions nationwide. Becar will notify POST Directors of training in their states. They will also be asking for what training is requested in their states.

**NHTSA Project 2: Older Driver.** Doug Graves updated the Executive Committee yesterday on the project. They are rolling out the training now and are looking for more states to present the training. This is a 4-hour Train-the-Trainer class.

**NHTSA Project 3: Enforcement of Motorcycle Laws.** June Kelly (VT) reports that their program began September 1. She has identified six Subject Matter Experts, and she is putting lesson plans together. Subjects will include helmets, speeding, and DUI detection impairment. These classes will be in the Train-the-Trainer format. They are looking for states to host the training.

**NHTSA Project 4: SFST Assessment.** This is a small grant of \$35,000 over three years. They send in assessors to determine the function of how Standardized Field Sobriety Testing works within your state's criminal justice system. They will compile a report and recommendations. A state's Traffic Safety Office will arrange the assessment. They will make the request to NHTSA, and NHTSA will assign the assessment for IADLEST to facilitate. Mike Becar subcontracts for the assessors.

**NHTSA Project 5: National Sobriety Testing Resource Center Website** ([www.sobrietytesting.org](http://www.sobrietytesting.org)). As was reported earlier, in September, NHTSA awarded another extension (\$40,000) to the end of the year. We are hopeful of another extension coming. Ray Franklin reports there are 6,300 registered users. He wanted to make sure to give credit to Dan Setzer, the Project Administrator, as the

key to the success of the site. NHTSA is considering combining this website with an existing DRE website, currently being operated by another grantee. There may be an opportunity to bid on that project in the future.

**NHTSA Project 6: Training Template.** This is a new project (\$100,000 over one year) that was awarded at the meeting with NHTSA in September. NHTSA, like many other federal agencies, works to get their training programs accredited or certified across the nation and currently deal with separate procedures. This grant will develop a template that would reside on the IADLEST website where the separate requirements from all the states would be gathered. It is important to note that nothing about this program would reduce the state's regulatory authority. It would instead make it easier for NHTSA and other agencies to comply with the standards without having to initially contact every individual state. The initial research will be accomplished at IADLEST Regional Meetings. The grant will provide funding of approximately \$1,000 for each state to attend a Regional Meeting.

Ray Beach has negotiated a change to our agreement with NHTSA, where IADLEST now receives 10% on each grant we manage for indirect costs.

**COPS IADLEST POST-Net ([www.iadlest.org](http://www.iadlest.org)):** The latest award is \$40,000 for FY08. There is still some money remaining from FY04 and FY05 that we are using under no-cost extensions. There were 328,088 hits between June and October on the site (2486 per day).

DOJ National Decertification Index – POCIS ([www.decort.net](http://www.decort.net)). There is \$67,000 left in this grant. We will ask for a no-cost extension. The current grant funding should last another year; but in the future, we will have to make a decision as to how to fund it. There are over 10,000 records and 26 participating states. Vermont will be coming on-line soon. There is now a feature where hiring agencies can access the system, with the permission of their state POST Director. With the federal funding ending, and planning for the future, options for funding the system may include a fee for query or a subscription service. The intention is not to have a system where the POSTs would have to pay. There is a 2009 Survey of POST agencies regarding certification practices under consideration. This would use the volunteer efforts of the Seattle University Graduate Research and Statistics Program.

**N-LEARN (National Academy Resource Network; [www.nlearn.org](http://www.nlearn.org)).** Ray Franklin reports that this

\$306,000 grant will go on-line on November 10. This will allow all of the over 700 law enforcement academies in the nation to communicate together on line for the first time. The Content Manager is Dr. Tom Christenberry, formerly of the FBI National Academy. Academies can share information and best practices.

One feature that they are designing is a program approval database for vendors where they can post their training for review by POSTs. There would be a process for states to use the system to follow-up with the requester on any remaining compliance issues. Another feature is a credentialing database.

This grant also provides funding for IADLEST Regional Representative's travel for three meetings a year as the Project Review Committee.

There is also a portion of the site reserved for the COPS Office Community Policing Professional (CPP) Program.

## **COMMITTEE & SPECIAL ASSIGNMENT REPORTS**

**CALEA/IADLEST Training Standards:** Steve Otto (Sustaining Member; MHS Systems) was appointed by President Gottschalk last year to represent IADLEST on a CALEA Committee to re-write their law enforcement academy accreditation standards. They met in April, June, and September at the CALEA headquarters. They reviewed 182 standards line-by-line. The result was 159 standards that reflect more of an instructional methodology for creating training and evaluation components. In no way do the proposed standards infringe on the state POSTs' mandate to control and regulate training processes in their respective jurisdictions. The proposed standards will be presented to the CALEA Commissioners at their meeting in December. From there, they will go to their clients for comment, with action anticipated mid-2009 for final approval.

In addition, CALEA requested a meeting with IADLEST representatives to explore a formal partnership on law enforcement academy accreditation. Since the program's inception, only seven law enforcement academies nationwide have completed CALEA accreditation; and it is believed that with IADLEST's support, more academies would be inclined to participate. CALEA has such a partnership with APCO-International to accredit dispatch centers. President Beach appointed Steve Otto, Tom Jurkanin (IL), and William Floyd (SC) to meet with CALEA. That meeting was held on



September 17, 2009, in Manchester, Missouri. Representing CALEA were Sylvester Daughtry and Jim Brown.

**History:** Jurkanin and Otto reported that in past history in the 1990's, there was a proposal for IADLEST to get into the accreditation business. That proposal was not supported by the Association. About the same time, CALEA also approached IADLEST about a partnership, which was also not supported. Since then, many states have developed their own accreditation procedures for academies within their state. None of the participants had direct knowledge of the history, and it was agreed that whatever issues were raised at that time were in the past.

**Cost:** Cost seemed to be a concern as expressed by the General Membership meeting in Indianapolis. The current costs pay for staff assistance, stipends, travel, and per diem for assessors. The way to drive down the costs would be for the IADLEST membership to provide volunteer assessors at no stipend costs, only travel and per diem. Those assessors would come from adjoining states, which would decrease travel costs as well.

**Computer software:** The training academies can use whatever software they like – the restriction has been lifted on the CALEA site.

**Contracts:** That is something that CALEA as an organization cannot move away from. Each training entity has to make their own decision on how to approach their legal staff about participation.

**Assessors:** CALEA would like to draw their academy assessors from IADLEST membership. That would entail those participants attending a CALEA conference and enrolling in an assessor course. That would probably be at the expense of the participant or their organization.

**Recommendation:** That the Executive Committee identifies a committee of representatives to formally meet with CALEA to negotiate a formal agreement.

E.A. Westfall opined that this may tie into our strategic planning process. Beach concurred and suggests that we have dialog, but no agreements should occur until our strategic plan is more in place. The overriding concern is to protect each state's regulatory rights.

There was no motion proposed.

**IMPACT:** Bradley (MD) reports that the IACP's

International Managers of Police Academies and College Training (IMPACT) Section has been restructured. They want IADLEST to be part of the group. Bradley made the recommendation to continue to be actively involved and for the President to appoint a representative member to their executive advisory board. IMPACT Vice Chair Cynthia Shain (Kentucky RCPI) was present and supported the idea.

**Federal Law Enforcement Training Center Office of State and Local Training Advisory Board:**

Michael Parsons (WA) could not attend in person, but submitted the following report on November 4, 2008. The following is an overview of the recent visit with the Office of State and Local (OSL) Division of FLETC. Parsons occupy a position on the advisory board as the IADLEST representative, and which meet twice a year. There have been several positive changes which will impact IADLEST. Mark Fallon is a new director of all of the nine training programs at FLETC, and Parsons met with him during while attending the meeting. He is very supportive of working closer with IADLEST, and this will be of benefit to all of us.

Ron Dionne is the manager for the Rural Policing Institute which is a part of the OSL. It is designed to focus on small law enforcement agencies and to provide training for them. Ron is proposing to bring the Executive Committee of IADLEST to FLETC in either late January or February of 2009 to discuss ways in which IADLEST and FLETC – OSL can work closer together. This will be at the expense of the Rural Policing Institute (RPI) recently funded by congress. The RPI will continue for the next five years with funding at around four million dollars per year. Ron is interested in working with IADLEST to provide him some ideas as to programs which we need that RPI could put on for us. They even have the idea of developing curricula which we might need, and it could then be distributed to the various states. With the help of Mark Fallon and the energy put forth by Ron Dionne, not only will there be programs from OSL and RPI available but other divisions of FLETC as well, or at least that is the vision.

Carl Peed, Director of the COPS office announced that he will be retiring in January 2009 to pursue other avenues.

There were several presentations and discussion around the subject of "Intelligence Led Policing" which is a current focus by the COPS office and FLETC. There are several articles available at this time on the subject including the summary of the "National Summit on Intelligence" which is produced by the COPS Office in a journal format.

**Strategic Planning:** Rusty Goodpaster, 2<sup>nd</sup> Vice President (IN), could not attend. There was no written report. Executive Director Judge noted that plans are underway for a follow-up at the Annual Conference in Sparks, Nevada, and a committee has been assigned.

**Rural Domestic Preparedness Consortium:** Steve Otto reported that he was appointed to their Board by Past President Bradley, and he is now the Chairman. They meet twice a year plus one Board Meeting to review the courses of the academic partners. A National Summit was held in San Antonio, Texas October 7-8, 2009, to determine future training offerings. There were IADLEST agency representatives from North Carolina (Jennifer Fisher), Ohio (Rich Brownley), and Texas (Timothy Braaten) at the Summit. RDPC is currently seeking instructors. Please contact RDPC Director Tom Lindquist at 859-622-6446 or [www.ruraltraining.org](http://www.ruraltraining.org) if you are interested or would like to host a course.

**National Community Policing Professional Program:** Rusty Goodpaster, 2<sup>nd</sup> Vice President (IN) could not attend, but submitted the following report:

The National Community Policing Training Academy (NCPTA) is the official national law enforcement organization that will provide oversight of the Community Policing Professional (CPP) Program. The academy will recognize professional law enforcement instructors on a national level who have successfully completed a structured comprehensive training program and attained an advanced level of training knowledge, expertise, and skill to address and reinforce the highest national standards and best practices of law enforcement instructions.

The academy will also be accountable for assuring the established CPP Strategic Framework is fully implemented and sustained in the most effective and efficient manner via the implementation of established strategic CPP training initiatives and objectives for the purpose of achieving the overall expected CPP program national training outcomes.

The National Community Policing Academy membership will consist of:

- U.S. Department of Justice – Office of Community Oriented Policing Services (COPS)
- Regional Community Policing Institute Network (RCPI) – Indiana, Illinois, Kentucky
- International Association of Directors of Law Enforcement Standards and Training (IADLEST)

- Federal Law Enforcement Training Center (FLETC)
- International Association of Campus Law Enforcement Administrators (IACLEA)
- Indiana Law Enforcement Academy (ILEA)

The strategic framework for this program includes:

Establish written standards and criteria for curricula.

Develop the CPP curriculum consisting of six (6) courses:

1. Community Oriented Policing
2. Ethics for the Individual Officer
3. Problem Based Learning
4. Cultural Diversity
5. Conflict Resolution
6. Reducing Domestic Violence

Develop required CPP Instructor skills.

Establish an Instructor evaluation and tracking process.

Develop technology access method – IADLEST NLEARN.

Develop a national CPP outreach and delivery strategy.

The committee is currently at various stages of completing the above-stated framework. We are hoping to pilot the program later this year.

**COMMITTEE APPOINTMENTS:** President Beach announced the following appointments:

**National Sheriffs' Association** - Peggy Schaefer (NC)

**International Association of Chiefs of Police Training & Education Committee** - Larry Birney (OK)

**Federal Law Enforcement Training Center Accreditation** - George Gottschalk

**IADLEST Administrative Review** - Mike Crews (FL) Chair, Rusty Goodpaster (IN), E.A. Westfall (IA), George Gottschalk (VA), Bill Muldoon (NE), administrative support by Patrick Judge and Mike Becar.

**Training/Standards** - Mike DiMiceli (CA) Chair  
**IADLEST By-Laws** – Patrick Bradley (MD) Chair  
**Technology** - Steve Culp (KS) Chair, Regional Representatives

**Audit** – TBA. Our Legal Counsel has recommended a member with a CPA background. President Beach will be reaching out to the membership.

**2009 Nominations Committee** - 1<sup>st</sup> Vice President, 2<sup>nd</sup> Vice President, Past President

**Highway Traffic Safety** - Paul Cappitelli (CA)

**IACP Traffic Safety** - Frank Kowaleski (VA)

## OLD BUSINESS

**Future Annual Conferences** - Discussion on Format & Cost: For the 2009 Nevada Conference (June 14-17, John Ascuaga's, Nugget Resort, Sparks) Richard Clark (NV) reports that \$10,000 has been received as seed money. The foundation of the conference is set. Attendees can get the conference room rate of \$90 a night for the three days before or after the conference. The Paddlewheeler is scheduled for a dinner cruise on Lake Tahoe. There is a roundtable discussion for POST Commissioners planned and a roundtable for Training Managers and Legal Advisors. There will be a presentation on the physical fitness validation study in Nevada. There is a tentative commitment from Retired US Army 4-star General John Abizaid to welcome the attendees and to present a session on leadership. Gordon Graham, a nationally recognized expert on risk management, is another scheduled presenter. There are side trips to Virginia City planned for the spouses. Meals, except the banquet, will be sponsored by vendors.

A 2009 IADLEST Conference web page has been established on the Nevada POST website.  
<http://post.state.nv.us/IADLEST2/iadlest.htm>

There was a discussion on the current economic situation. Reports of restrictions on travel are coming from some of the states. Some members may be paying for the conference themselves. The attendee registration fee will not go up from last year, and the hotel will be less expensive. Initial stated interest in the conference suggests a healthy attendance; however, Clark reports that he can't commit state funds. The conference must be self-supporting.

The Indiana Conference did not have the participation that was anticipated.. There were contracts that obligated expenditures regardless of the attendance. Consequently, revenues were less than expenses by approximately \$10,000 (not considering the \$10,000 seed money).

Some conferences have returned the seed money. Others have returned a portion. Others have returned seed money plus a profit. There are no reports of a conference ever going "into the hole," using all the seed money and having to cover the remaining expenses from their state budget. The question was raised: Is the \$10,000 seed money expected to be returned? The consensus is no. It is for conference expenses. However, if the conference ends in a profit, that money is returned to the Association. According to the bylaws, the first Vice President is responsible for working with the conference host to

monitor expenses and planning for revenues. The VP serves an important function to protect both the Association and the conference host. It is during this dialog that if it appeared that the Association General Fund might be liable, that alterations could be made to the conference program to reduce expenses.

Relating to affordability of the Conference, there was a consensus that the focus for the Annual Conference should remain networking and fellowship. Amenities at a conference are secondary. The hotel and location should be clean and safe enough that spouses are not reticent to attend; but beyond that, it is not expected that each conference host try to out-do the previous conference.

In addition, many state Directors are dealing with oversight functions that question extra-curricular activities at Conferences that do not outwardly appear to have anything to do with training. These types of functions may be best served as voluntary activities before or after a Conference.

There was a MOTION by Lee Goldman (MD) to clarify the issue of seed money. Seed money is not required to be repayable, and is to be used for conference expenses, only to be returned if not spent. In addition, any profits generated are to be returned to the Association. R.J. Elrick (VT) seconded the motion. There was no discussion. The MOTION PASSED unanimously.

Clark will work with the First VP on conference planning as it relates to expenses.

Clark asked if the Regional Representatives could query members if they plan on attending so we may guarantee that there will be a quorum. DiMiceli (CA) added that Regional Representatives should promote the conference to members.

President Beach asked that all members that have contacts with potential vendors to promote attendance at the Conference

**2010 Texas:** June 20-23, Corpus Christi, Texas, at the Omni Hotel Marina. Tim Braaten (TX) reports that this is a hotel that he uses every year for a 650-person State Training Coordinators' Conference. He has already secured some instructors. He has booked 250 beds. He should expect about 100 Texas attendees so there shouldn't be an attendance numbers problem. Possible activities include a dinner at the Aquarium or a cowboy cookout. There are many local activities for spouses and children. They will integrate activities with vendors. Room rates are set at \$85 single. He is still negotiating the

double room rate, but estimates it will be about \$105 or lower. He also cannot commit state funds.

**2011 Idaho/Washington, DC:** Both have submitted bids. There were no representatives present from either bidder.

### 2012 Open

### 2013 Open

FLETC has also offered to host an Annual Conference in the future at Glynco, GA. This could result in a very low cost Conference.

## NEW BUSINESS

**California POST Internet “Learning Portal”:** Mike DiMiceli (CA) reported that the California POST has produced TV Broadcasts and DVDs, and recently has had an Internet presence through their Learning Portal, which now has 30,000 subscribers. Their premier course is terrorism awareness. They are extending the products with a subscription service for out-of-state officers. The standard fee is \$50 per person for a 8-hour course, and the fee varies with the length of the course. They are still producing two DVDs a month.

**Electronic Publication of IADLEST Publications:** Patrick Judge reinforced what he mentioned in his Executive Director's Report that there would be cost savings and quicker delivery.

President Beach stated that many organizations are moving in this direction. This issue was discussed at the Indianapolis Conference.

There was a MOTION by Schaefer (NC) to move IADLEST publications to an electronic format. R.J. Elrick (VT) seconded the motion. There was discussion that there should be an e-mail generated to members advising them of the publication when it is ready. The Executive Committee will develop guidelines. The MOTION PASSED unanimously.

## REGIONAL REPORTS

- **Northeast:** Patrick Bradley (MD) reported that they will be scheduling a regional meeting between the second week of February and early March. Delaware POST is back in business.

- **Central:** Charles Melville (KY) could not attend, and there was no report. President Beach has been in communication with Melville.
- **South:** Peggy Schaefer (NC) reported that a Regional Meeting has been scheduled for January 8, 2009. There may be problems getting full attendance, even with the travel reimbursement under the NHTSA Training Template Grant. Some states are forbidding out-of-state travel regardless of funding. They have conducted a survey related to reduced firearms target silhouette sizes to accommodate indoor firearms ranges less than 25 yards. That survey is available by request. A branch of the Leadership Consortium is conducting a study on Women in Law Enforcement: Best Practices.
- **Midwest:** Mark Damitio (KS) reports that five of the ten states in the region are in attendance at this Business Meeting at the IACP conference. The next Regional Meeting is scheduled for April 15-16, 2009, hosted by Director David Harris and the Wyoming Law Enforcement Academy staff. At the meeting, one of the agenda items will be a moderated discussion of Pursuit Policy Guidelines with Project Manager Mike Becar. Each state POST will be budgeted up to \$1,000 for travel and per diem for the Regional Meeting under the NHTSA Training Template Grant.

One of the first activities under the expanded working relationship with the FLETC Rural Policing Institute and IADLEST will be two firearms classes hosted at the Kansas Law Enforcement Training Center. The first is the FLETC Survival Shooting Training Program, which will be held March 30 through April 3. The second will be the FLETC Reactive Shooting Instructor Training Program, which will be held April 6 – 10. Each of the ten IADLEST Midwest Region states will have two instructor candidates identified by their POST Director to attend the training tuition-free. These are courses that normally cost hundreds of dollars to attend at FLETC.

- **West:** Lyle Mann (AZ) reports that a Regional Meeting is tentatively planned to be held in Sacramento CA sometime during the first two weeks of April.

**Open Comment:** President Beach reports that he was greeted warmly by IACP Traffic Safety Committee earlier in the day as he presented their progress report on our NHTSA Projects. Past IADLEST President Earl Sweeney

is the Chair of that IACP committee. They pledged their support and cooperation with the Pursuit workshops.

**NEXT MEETINGS:** The next scheduled Executive Committee Meeting will be January 29-30, 2009, in Washington, DC, at the J.W. Marriott Hotel as guests of the National Sheriffs' Association Midwinter Conference.

There are plans to meet as guests of FLETC the first or second week of March.

There have also been almost monthly Executive Board telephone conferences, and Ray Beach appreciates the amount of attendance by Executive Board members on short notice.

The next scheduled General Business Meeting is June 17, 2009, in Sparks, Nevada, at John Ascuaga's Nugget Hotel and Resort.

**ADJOURNMENT:** At 3:21 PM, there was a MOTION to adjourn by Lee Goldman (MD), which was seconded by Dick Clark (NV). There was no discussion, and the MOTION PASSED unanimously.

