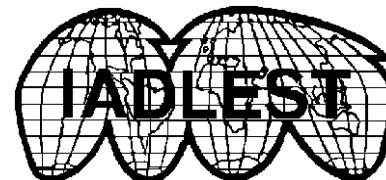


Newsletter

International Association of Directors of Law Enforcement Standards and Training
372 South Eagle Road; Eagle, Idaho 83616-5908



<http://www.iadlest.org>

Volume 18 Number 2

April 2007

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

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

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

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

MEETING SCHEDULED

The next Executive Committee meeting is scheduled for Sunday, June 17, 2007; and the next regular Business Meeting is scheduled for Tuesday, June 19, 2007, at the Sheraton Oceanfront; Virginia Beach, Virginia. The Executive Committee met February 1, 2007, in conjunction with the National Sheriffs' Association at the J. W. Marriott Resort, Washington, DC. The minutes of the meeting appear in this edition of the newsletter.

IADLEST ANNUAL CONFERENCE

by: George Gotschalk, Conference Host

Registration information for the IADLEST Conference June 17-20, 2007, is available on the Virginia Department of Criminal Justice Services website or via the IADLEST (www.iadlest.org) web page link. Also see page 14 of this newsletter.

Please make your hotel reservations with the Sheraton Virginia Beach Oceanfront Hotel; 3501 Atlantic Avenue; Virginia Beach, Virginia 23451. The room rate is \$140.25 per night, and reservations can be made by calling the hotel at (757) 425-9000 or 800-521-5635. You may look at the facility by going to www.sheratonvirginiabeach.com. Make sure you advise the reservation clerk that you will be attending the IADLEST conference.

The closest airport is Norfolk International Airport in Norfolk, Virginia. The Virginia POST will make arrangements to provide ground transportation from the airport to the hotel.

2007 MEMBERSHIP DUES

Your 2007 IADLEST membership fees were due Jan. 1. When IADLEST receives your dues payments, a renewal letter along with your 2007 membership card is sent to the members. Please ensure that you have paid your 2007 dues. Call the IADLEST business office at (517) 857-3828 if you have question.

NOMINATIONS AND ELECTION

IADLEST President Patrick Bradley has appointed George Gotschalk, Virginia; Ray Beach, Michigan; and Michael Parsons, Washington, to serve as the 2007 nominating committee. George Gotschalk will chair the committee and will be responsible for submitting a list of eligible candidates for the office of second-vice president and secretary to the membership at the June Virginia Beach, Virginia, business meeting. Members who wish to nominate candidates or are interested in running for office should contact George Gotschalk (804) 786-8001; Ray Beach (517) 322-1417; or Michael Parsons (206) 835-7347. Candidates for office are asked to make a brief statement at the business meeting and prior to the election as to their position and goals for the Association. The election will take place at the conclusion of the Tuesday, June 20, 2007, business meeting.

NHSTA TRAINING MATERIALS

*"OLDER DRIVER - LAW ENFORCEMENT COURSE"
HAS ARRIVED!*

Law enforcement officers often do not know what they should do to address the needs of the older drivers in their communities. Officers frequently let older drivers go without even written warnings. Often, law enforcement officers lack the skills and resources they need to have positive interactions with people who have common age-related impairments. Given the aging populations, this issue will become increasingly common; and the needs of officers in the field will only grow.

NHTSA and the Traffic Safety Institute (TSI) have developed the Older Driver Law Enforcement Course with the help of law enforcement experts from across the country. This 3.5-hour course includes the following modules:

- **Reasons to Care** – a primer on demographics, and crash and fatality data
- **Understanding Aging Factors** – a background on age-related impairments, how they can affect driving, and how to communicate effectively with older people.

- **Conducting the Traffic Stop** – a review of the importance of stopping violators, a caution against bias-based policing, and cues for identifying special needs or concerns related to older driver traffic stops.
- **Making Referrals** – a review of how to effectively refer at-risk older drivers to resources in the community, with special emphasis on completing the State licensing referral form.
- **Older Driver Community Relations Programs** – a brief summary of how to go beyond this course and to improve law enforcement relations and seniors.

The course is designed to be taught by law enforcement to law enforcement. Detailed instructor notes are designed to guide individuals with limited experience with older driver safety in conducting a course. The course includes video, handouts, a simulated traffic stop, and a group exercise to engage participants in this important topic.

Course materials are available through your NHTSA Regional Office. To locate your NHTSA Regional Office and request this training package, please go to this Website: www.nhtsa.dot.gov/nhtsa/whatis/regions/

NEED YOUR HELP!

by: Legal Advisors Work Group

The legal advisors are seeking input for a brainstorming session planned for the upcoming 2007 Conference in Virginia Beach.

The goal is to produce a take-home document with a list of best practices in situations you are likely to encounter. Would it not be nice to have a paper that says if X happens, these are the things you should consider, remember, and avoid?

The Legal Advisor Work Group is presently seeking the "X" - What questions do you have that you would like to ask a lawyer? Although the Legal Advisor Work Group cannot give you legal advice, they can provide some guidance on how to approach and handle a large variety of situations. You name them, and they will attempt to address them.

Please email Diana Stabler at stablerd@azpost.gov with your questions, ideas, and topics of interest for the legal advisor presentations on June 18 at the conference. You may also call her at (602) 223-2514.

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.

Leon Baker, CJ Services, Richmond, VA
David Barber, Kwikpoint, Alexandria, VA
Michael Behm, Nebraska POST, Lincoln, NE
Patrick Blakley, Legal Advisor, POST, Ada, OK
Michael Cummings, Deputy, Arapahoe County, Centennial, CO
Duane Dorn, Wisconsin POST, Madison, WI
Steve Emmons, Oklahoma POST, Ada, OK
Greg Fiebig, Great Oaks Police Academy, Cincinnati, OH
Daniel Fitzgerald, Boston Transit Police, Sandwich, MA
Betty Haukap, Dir., Wyoming POST, Cheyenne, WY
Mitch Jones, Georgia POST, Austell, GA
Patrice Kerner, Georgia POST, Austell, Georgia
Gary Kessler, Assist. Prof., Champlain College, Burlington, VT
Michael Levine, Consultant, High Falls, NY
Michael Lindsay, POST Academy, Plainfield, IN
Gene MacConaghy, Dir., N. Idaho College, Coeur d'Alene, ID
Cynthia Mann, Office of FLETA, Glynco, GA
Michael McCarthy, Chief, Swanton PD, Swanton, VT
Roger McHugh, Great Oaks Police Academy, Cincinnati, OH
Brian Meyer, Legal Counsel Iowa POST, Johnston, IA
Dana O'Quinn, Office of FLETA, Glynco, GA
Author Ortiz, Dir., New Mexico POST, Santa Fe, NM
Henry Otnott, Louisiana POST, Baton Rouge, LA
Dick Reed, California POST, Sacramento, CA
John Scheft, Law Enforcement Dimensions, Arlington, MA
Scott Stephenson, Utah POST, Salt Lake City, UT
Timothy Story, St. Petersburg PD, St. Petersburg, FL
Mark Thatcher, Dir., POST, Helena, MT
Donald Vittum, Dir., POST, Concord, NH

POST DIRECTOR CHANGES

California: Hal Snow is the Interim Director.

Georgia: Ryan Powell is the Interim Director.

New Mexico: Arthur D.C. Ortiz was appointed Director of the New Mexico Law Enforcement Academy in December 2006. Arthur began his law enforcement career in 1987 with the New Mexico State Police. While in the uniform bureau he served as a member of the Accident Reconstruction Team and an instructor in DWI and Accident Investigation. In 1988, he was selected as "Officer of the Year" for District 11 and received an award from Governor Garrey Carruthers for exemplary and professional action during the recapture of dangerous inmates following their helicopter escape from the New Mexico State Penitentiary.

Art transferred to the Criminal Investigations Section in 1996. He was selected the "Criminal Agent of the Year" in 1998. He served in the State Crime Laboratory and obtained the rank of Sergeant and was Commander of the New Mexico State Police Crime Scene Team. During his time in the crime lab, Art investigated hundreds of homicides and served as an adjunct academy instructor. He is currently a member of the International

April 2007 IADLEST Newsletter

Association of Bloodstain Pattern Analysts and the Association of Crime Scene Re-constructionists.

Art has been married for 27 years to his wife Beverly, and they have two children, Marissa and Adam. He enjoys the outdoors and loves to fish and take photographs.

Ohio: Tomi Dorris is the Interim Director.

Wisconsin: Kenneth Hammond is the Interim Director.

Wyoming: Betty Biederstedt Haukap was appointed the new Executive Director to the Wyoming Peace Officers Standards & Training Commission March 1, 2007. Betty has worked for the State of Wyoming for 26 years. She has served as the Executive Assistant at Wyoming POST for the past 22 years with prior employment at the Wyoming Law Enforcement Academy. She has experience in all the different facets of the commission's responsibilities and has been the assistant to three of the past POST Directors. She said she looks forward to continuing to enhance the role that POST holds within the law enforcement community. Betty's husband, John, is a sergeant at the Laramie County Sheriff's Department, and they have two children. In her spare time, Betty enjoys 4-wheeling, travel, home decorating, and spending time with family and friends.

LIFE MEMBER INSTALLED

At its February 2007 Washington, DC, meeting the Executive Committee approved the installation of Keith May, Mississippi, as an IADLEST life member. Keith was a long standing IADLEST member, served as a region representative, and he was IADLEST secretary from 1998 to 2001 before retiring from state service.

FREE TRAINING & SUPPORT ON PRESCRIPTION DRUG ABUSE AND DIVERSION

By: Landon S. Gibbs, Director, Law Enforcement Liaison & Education, Purdue Pharma, LP

Most law enforcement agencies are well-equipped to deal with issues involving illegal drugs. Some, however, may lack the resources or training to investigate the illegal diversion and abuse of prescription drugs. In an effort to assist law enforcement agencies prevent and investigate this type of crime, Purdue Pharma offers free training and other support programs. Training is provided at the requesting agency's location.

The training is presented by former state and federal law enforcement officers experienced in this type of investigation. Training blocks of 2 – 8 hours include such topics as "Lawful Prescribing & Prevention of Diversion", "Abuse & Diversion of Prescription Drugs,"

"Institutional Diversion" major case investigations and scams against pharmacies and physicians. The eight-hour program may include instruction on pain, physical dependence, addiction, and abuse prevention that is presented by a medical doctor who is board-certified in this area.

As part of the training program, Purdue Pharma will provide educational material, including drug identification cards. These cards have full-color and actual-size photographs of the most commonly abused prescription drugs, according to the National Association of Drug Diversion Investigators. These cards can be used as a reference when officers need a quick way to identify prescription drugs. Other educational materials provided include diversion prevention brochures for officers to distribute to pharmacies, physicians, and medical facilities. A brochure entitled "How to Protect Your Medicine at Home" will be distributed to help parents prevent children from obtaining medications that could be dangerous to them.

For law enforcement agencies involved in undercover investigations involving prescription drugs, Purdue Pharma can provide placebos of controlled substances they manufacture. These placebos are identical to genuine products, except they contain no active ingredients. Placebos are to be used for criminal investigations only (such as reverse sting operations) and only when such procedures are permitted by law. It is recommended that law enforcement agencies seek guidance from prosecuting attorneys prior to requesting placebos.

In an effort to increase understanding of methods of diversion, Purdue Pharma also provides free educational programs to healthcare professionals. These programs will help physicians, dentists, nurses, and others recognize drug-seeking behavior, signs of drug abuse, and learn methods to make prescription fraud more difficult.

Purdue Pharma also sponsors a unique clearinghouse of pharmacy crime information called "Rx Patrol®". Rx Patrol (Pattern Analysis Tracking Robberies and Other Losses) can be used by law enforcement agencies investigating robberies, burglaries, fraud, and other pharmacy crimes. This free service collects, collates, analyzes, and distributes information to help law enforcement apprehend and prosecute criminals involved in this type of crime. The data can also be used to educate pharmacists to help make their pharmacy a harder target for criminals. To obtain more information or register for this program, please go to www.rxpatrol.org.

Because of the demand for Purdue Pharma's training programs, interested law enforcement agencies should

attempt to schedule classes 4 – 6 months in advance. For more information or to arrange for a class, contact: Ronald J. D’Ulisse, Senior Director – Law Enforcement Liaison & Education, Purdue Pharma LP One Stamford Forum, Stamford, CT 06901, Tel.: (203) 588-4387, ron.dulisse@pharma.com

ONLINE INTRANET DIGITAL FORENSIC TRAINING SCHEDULED FOR JUNE

by: FBI's Regional Computer Forensics Laboratory

This Webinar will teach participants how to recognize, seize, transport, and store original digital evidence to preserve it for future forensic examination

According to the FBI, digital evidence is present in nearly every crime scene. That’s why front line investigators must know how to recognize, seize, transport, and store original digital evidence in order to preserve it for forensic examination.

A free Webinar, presented by the FBI's Regional Computer Forensics Laboratory (RCFL) Program will teach first responders the important basics about managing and storing digital evidence during a criminal investigation. Different types of exotic media and legal issues will also be discussed.

Webinar is a live intranet delivery of training. The trainee needs only to register and log on at the assigned time to receive the training.

Criminals and terrorists are increasingly tech-savvy. Are you? You must register for this free Webinar being offered twice on June 6, 2007, from 10:00am-12:00pm or 2:00pm-4:00pm. Log on to www.rcfl.gov to register. It takes just 60 seconds.

OPEN LETTER:

FREE COMPUTER-BASED TRAINING

by: Rick Gallia, CEO, Backup Training Corporation

The recent tragic events in Salt Lake City once again emphasize the vital need for training and preparation on the part of every officer for active shooter situations. Whether on duty or off, you never know when you may be faced with similar circumstances. The Backup Training Corporation wants to be sure that you have immediate access to this critical training, even if your department does not have the schedule or funding to provide it right now.

The Backup has recently released our newest version of *Patrol Response to Active Shooters*, a one-hour, computer-based course taught by Al Baker. Al is a 25 year veteran of the NYPD and the inventor of the Baker

Batshield. This new, one-hour training course expands on the previous version, introducing topics such as necessary equipment, deployment formations, and evacuation techniques that will keep you and your team safe.

The Backup is now providing this computer-based training course and our 40+ other titles, free of charge to any sworn officer in the U.S. The only cost to the officer is a \$3 per course fee to cover shipping and handling. If you or your departments are interested in this course, please visit our website at www.TheBackup.com or call our offices at 800-822-9398 for discounted shipping costs for departments.

Knowing how to react to an unexpected situation is what kept countless civilians alive in Utah. As part of the law enforcement community, we hope to extend the needed training to help you and your department prepare for unforeseen events in which your life and the lives of others are on the line.

**BACHELOR’S DEGREE PROGRAM
BELLEVUE UNIVERSITY PARTNERSHIP**

By: Willie Woolford, Bellevue University

Bellevue University and the Fraternal Order of Police recently announced a new partnership between the organizations that allows law enforcement professionals nationwide to apply their Law Enforcement Academy Training toward a bachelor’s degree.

Under the agreement, those who complete their Law Enforcement Academy training can transfer 24 credit hours into a Bellevue University accelerated bachelor’s degree completion program, which allows students to complete their degree in as little as 15 months. Bellevue University offers 22 online accelerated bachelor’s degree completion programs, including Criminal Justice Administration, Investigations, Corrections Administration and Management, and Security Management.

Bellevue University’s online programs are ideal for busy law enforcement professionals, allowing them to work toward their degree late at night, early in the morning, on weekends – whenever it fits their busy schedules. For more information about this partnership, contact Willie Woolford at Bellevue University: (800) 756-7920, ext. 7371.



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At **no cost**, the Purdue Pharma Law Enforcement Liaison & Education Unit offers **training programs** for law enforcement and healthcare professionals to help **stop prescription drug abuse and diversion**; free **educational materials**, including **drug identification cards**, and placebos for "reverse sting" operations.

Ronald J. D'Ulisse, Senior Director
Law Enforcement Liaison & Education
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(203) 588-4387 • E-mail: ron.dulisse@pharma.com

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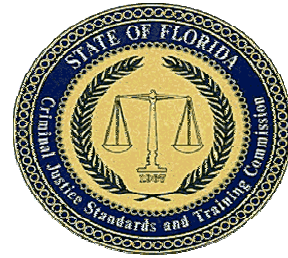
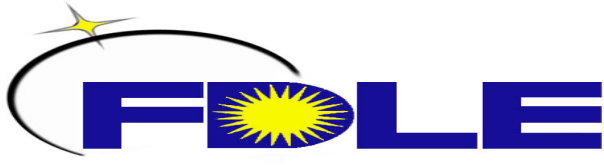
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SAVE THESE DATES!!!!

**THE FLORIDA DEPARTMENT OF LAW ENFORCEMENT
and the
THE CRIMINAL JUSTICE STANDARDS AND TRAINING COMMISSION
will host the**

2007 High Liability Trainers' Conference



August 27 - 31, 2007

**Sawgrass Marriott Resort & Spa, 1000 PGA TOUR Boulevard
Ponte Vedra Beach, FL 32082**



For further conference, hotel, and registration information go to:

http://www.fdle.state.fl.us/cjst/training_resources/2007HighLiabilityConf/HighLiabilityConf2007.html

**If you have specific questions regarding the conference, please contact
Government Analyst II Jay Preston at (850) 410-8658 or via e-mail at**

jaypreston@fdle.state.fl.us

FLORIDA'S 2007 HIGH LIABILITY TRAINERS' CONFERENCE

by: *Mike Crews, Director, Florida Department of Law Enforcement Criminal Justice Professionalism Program*

Florida's Criminal Justice Standards and Training Commission (CJSTC), in conjunction with the Florida Department of Law Enforcement (FDLE), is sponsoring a High Liability Trainers' Conference to be held in August of 2007. The intent of the High Liability Conference is to bring criminal justice instructors who teach the "hands on" high liability areas, through in-service programs or academy basic recruit programs, together to discuss issues relevant to high liability instruction. This High Liability Conference will be the 6th conference hosted by FDLE and the CJSTC and is designed to provide instruction in general areas of interest as well as specific topics that relate to each of the high liability areas. Attached for your review is a conference flyer which has a link to the High Liability Trainers' Conference website.

This year Florida will be accepting out-of-state registrations for attendance at the conference. The registration fee for the conference is \$200 per out-of-state applicant. Pre-registration is required and is based on a first-come, first-serve basis to the first 100 individuals who register from out-of-state and submit the \$200 registration fee. The 100 openings will be available to individuals from other states who are instructors or coordinators in the high liability areas at a state POST, or a criminal justice training facility. Registrations from out-of-state will also be accepted from individuals who instruct in-service training programs at a criminal justice agency. FDLE will accept a check from a criminal justice agency or a money order as method of payment. No personal checks will be accepted. For additional conference information, please visit the conference website at:

http://www.fdle.state.fl.us/cjst/training_resources/2007HighLiabilityConf/HighLiabilityConf2007.html

If you have any questions regarding the 2007 High Liability Trainers' Conference, please contact GA II Jay Preston at (850) 410-8658 or via email at jaypreston@fdle.state.fl.us.

POST-XML – A PEACE OFFICER STANDARDS AND TRAINING XML DATA MODEL:

A National Training and Certification Data Model for Police, Corrections, and Emergency Response Personnel
By: *Raymond A. Franklin, IADLEST and Ari Vidali, ENVISAGE Technologies Corporation*

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Overview: New realities and interoperability directives facing our Law Enforcement and Public Safety communities demand a standard means for the sharing of

vital information relevant to national security and critical incident preparedness and response. In addition, national and interstate public safety initiatives, such as H.R. 218 (the Law Enforcement Officer Safety Act of 2004) and the National Decertification Index require a robust standard to facilitate the creation and maintenance of national registries for the efficient storage and accurate exchange of officer data between states. While immediate needs exist to exchange firearms authorizations and decertification data, it is becoming increasingly evident that emergency management directives will request that POST, Academy and Agency organizations be in a position to provide training, certification, and skills data to facilitate effective incident response. An XML standard based upon the vital data resident within the POST organizations would lay the foundation for significant advancements in interoperability.

Current Situation: America's 50 Peace Officer Standards and Training (POST) councils, boards, and commissions use widely varying methods and systems for the management of police, sheriff, and other peace officer certification and training data.

A 2005 study by the International Association of Directors of Law Enforcement Standards and Training (IADLEST) found that 26 POST entities had independently developed data management solutions for the certification function. An additional four units reported use of a manual card based system. The remaining 18 entities reported use of a diverse group of commercial products (Franklin, 2005).

According to a Bureau of Justice Statistics survey conducted in the year 2000, over 708,000 sworn law enforcement officers were employed by over 18,000 state and local agencies. Law enforcement agencies exhibited a similar lack of standardized data and technology solutions resulting in highly fragmented officer selection, background screening, training, and weapons qualifications of their officers. Because most agencies are required to report mandatory in-service training to their POST, the lack of a clear data standard to facilitate the transfer of information results in costly paper and information processing.

The same situation is prevalent among America's 626 law enforcement training academies. Over the years, these organizations, which train over 50,000 recruits per year (Hickman, 2005), have implemented unique processes, vocabularies, models, and technical solutions which are not designed for data interoperability. Eighty-eight percent (88%) of these academies also provide vital in-service training for officers employed across multiple public safety agencies.

In the areas of fire, emergency management, and first responder services, the situation is even more difficult as most are operating using paper-based systems or homegrown databases that lack coherent information standards.

While the existing strategies may effectively meet an individual agency's specific needs, no unified interoperability strategy has been developed for the direct and efficient sharing of certification, training, and skills information with other states, federal law enforcement, emergency management, or even other police agencies within the same state.

Benefits of POST-XML: The proven benefits of technology standardization extend beyond data sharing. Entirely new technologies and solutions will be made possible as organizations adopt a common vocabulary. The following represents a sampling of the benefits to American public safety and national security that could be realized by a comprehensive certification, training, and skills XML data standard:

Unified Data Sharing Architecture

Most POST organizations are required to maintain an authoritative, legally defensible system of record of all certifications, qualifications, and training (both basic and in-service). Establishment of a unified data sharing environment for these data will facilitate the secure and simplified transfer of information from agencies and academy training management systems to the POST. Such a solution will enable the real-time tracking of compliance with legislative mandates by:

1. Streamlining reporting of mandatory in-service training between state and local agencies.
2. Supporting inter-state hiring procedures.
3. Reducing errors by supporting automated digital forms completion.
4. Providing near-instant validation of pre-requisites for hiring, certification, and training.

Additionally for those POSTs which create and distribute standardized curriculum, JTA and certification exams, POST-XML would allow these data to be published to authorized users in a machine readable format for easy integration into compliant training management and automated testing platforms.

State, Regional, and National Registries

Because the POST organizations are the primary repository and data stewards of certified peace officer information, POST-XML would provide a framework for the development of a voluntary virtual peace officer registry. A national registry could solve numerous issues related to the administration of HR-218. Additional benefits would result from the aggregation of data including:

1. Improved reciprocity management for out-of-state hires
2. A fully searchable National public safety faculty directory of certified instructors.
3. Automated updates of state revocation data into the IADLEST National Decertification Index.
4. Establishment of a national weapons, equipment, and special operations qualification system.

Interoperability for Public Safety

Federal Agencies including the Departments of Homeland Security and Justice have placed an intense focus on data standardization across all levels of Government. In the wake of 9/11 and Katrina, there exists a compelling need to establish data interoperability in order to assess readiness and conduct effective emergency response operations. POST-XML could support the established interoperability goals for American law enforcement by extending efforts to share certification, training, and skills information with public safety and first responder information systems before, during, and after an emergency.

While current Federal standards efforts are focused on core data elements, messaging, intelligence, criminal justice, and asset tracking, POST-XML would extend these efforts by providing detailed information regarding first responder capabilities. This will make it possible to aggregate data which are vital to preparedness and the implementation of the National Incident Management System (NIMS) which will assist state and local emergency management organizations to assess their readiness. During a crisis, emergency managers need to quickly search for and access first responder skills and contact information. This vital capability is currently lacking because data is fragmented across jurisdictions utilizing incompatible technologies.

National Standards for Common Core Tasks, JTA and Skills Inventories

An initial review of Job Tasks Analysis (JTAs) provided by several POST organizations revealed marked similarities between states. For quite some time, IADLEST has been contemplating performing a national police job task analysis, with corrections and other disciplines to follow. A national set of core job tasks would save individual states significant costs and effort by providing a baseline from which to derive state-specific JTAs.

Today, however, the aggregation and maintenance of the required information is not easily possible as each state stores this information in a different format. Adoption of the POST-XML standard by the majority of POST organizations would simplify the process drastically and allow IADLEST to publish national minimal recommended standards for Law Enforcement. A

component of the national JTA is the development of a standard set of core tasks and related KSAOs (Knowledge, Skills, Abilities and Other Attributes) which are not only important building blocks for instructional design but also aid in the development of first responder capability inventories which can be used by emergency managers in planning for and responding to critical incidents.

Information Systems

The current environment is not favorable to technology innovation as lack of standards creates significant barriers to entry for technology companies. Without standards, investment in research and development and collaboration by technology firms seeking to provide innovative and economical commercial-off-the-shelf solutions has been minimal. This is because new technologies thrive on common standards for integration, reuse, and sharing of data. Promoting national open standards for our POST, Academy, and Agency constituents will provide fertile ground for innovation by enabling technology providers to build solutions that will have the capability of interacting, sharing, and consuming public safety training data. In short, by adopting standards for public safety training, certification and skills information, technologists will have the framework they need to justify the development of innovations to benefit the Public Safety community.

Interoperability with Existing and Emerging XML Standards

While numerous Criminal Justice and First Responder standards efforts are underway, including such efforts such as EDXL, various sub-standards within OASIS and IEEE, it is important to note that the most important current efforts underway are Global JXDM (Justice XML Data Model) which is being incorporated into the NIEM (National Information Exchange Model).

“NIEM, the National Information Exchange Model, is a partnership of the U.S. Department of Justice and the Department of Homeland Security. It is designed to develop, disseminate, and support enterprise-wide information exchange standards and processes that can enable jurisdictions to effectively share critical information in emergency situations, as well as support the day-to-day operations of agencies throughout the nation.

NIEM enables information sharing, focusing on information exchanged among organizations as part of their current or intended business practices. The NIEM exchange development methodology results in a common semantic understanding among participating organizations and data formatted in a semantically consistent manner. NIEM will standardize content (actual data exchange standards), provide tools, and managed processes.

NIEM builds on the demonstrated success of the Global Justice XML Data Model. Stakeholders from relevant communities work together to define critical exchanges, leveraging the successful work of the GJXDM.”
<http://www.niem.gov>

It is proposed that POST-XML adopt the NIEM core standard including Universal and Common data elements and extend these with POST domain-specific data elements. In this way, as POSTs around the country adopt the standard, they can achieve tight alignment with the NIEM while facilitating POST-specific business processes. In addition, IADLEST as the representative of the Community of Interest (COI) for training standards can represent the POST constituency in enhancing the national standard in a meaningful way.

Why IADLEST?

IADLEST is the foremost international organization representing those government agencies charged with developing, disseminating, and enforcing standards for Peace Officer selection, training, and certification. As such, IADLEST has been at the forefront of standards development; and its members represent a significant majority of stakeholders who would adopt the POST-XML standard.

In addition to subject matter expertise, IADLEST has successfully spearheaded national technology efforts. In 1999, IADLEST with the support of the DOJ Office of Justice Programs took up the challenge of developing a national decertification database (NDD) through the establishment of a Peace Officer Registry Committee. The newly launched Peace Officer Certification Information System (POCIS) National Decertification Index continues as a pointer based online clearinghouse for persons decertified as law enforcement officers for misconduct. Currently the system collects data from states, with additional states accessing the system for query purposes. By year's end, the system will be available to all law enforcement agencies throughout the United States.

In addition, IADLEST has taken the lead in linking all U. S. POST agencies and over 700 training academies through POST-Net and N-LEARN initiatives. IADLEST is well positioned to galvanize the POST “community of interest” by facilitating dialog with its stakeholders and recommending standards development and adoption.

Implementation Strategy

Successful implementation will require the consensus of stakeholders as well as necessary developmental resources. The authors propose extension of the current USDOJ funded Peace Officer Certification Information

Sharing Project (2005DDBX1119) for the express purpose of establishing a national standard.

Included should be a one-day, national roundtable, inviting POSTs, academy and agency executives and information management personnel, as well as industry and national law enforcement organization representatives, and appropriate U.S. Department of Justice, Homeland Security, and Transportation officials. An effort should be made to equitably represent law enforcement, corrections, fire, and emergency services personnel. The roundtable should be used as a forum to discuss and decide issues of strategy and tactics in furtherance of rapidly developing a draft standard for review by the broader community of interest.

The project should also consider a national survey of agencies and academies regarding current data management methods, processes, and needs.

Conclusion: America's greatest public safety challenges in the 21st century are national in scope and vast in scale. Response resources, to a great extent, remain locally administered reflecting the fundamental and constitutional values of state and local authority and control. Effective response, therefore, will require improved cooperation, timely and effective information and resource sharing and interoperability among states, agencies, and personnel. The proposed national standard for personnel information management will enable mutual support and integrated response. The need is critical.

Raymond A. Franklin, Executive Assistant Director, Maryland Police and Correctional Training Commissions; Mr. Franklin is an instructional technologist and information systems specialist with over 30 years of experience in the area of police and correctional training. He has conceived and administered several state and federally funded high-technology projects. Mr. Franklin developed Maryland's Terrorism Information Network and Web Based Public Safety Information Access System, as well as the national POST-Net Information System, and National Decertification Database. Most recently, he developed and implemented the Peace Officer Certification Information System (POCIS) and its National Decertification Index. He currently serves as Director of the National Sobriety Testing Resource Center where he led the effort to create its Training Management Information System.

Recently published research has included the [2005 Survey of POST Agencies Regarding Certification Practices and Impediments to Testing: The Impact of Hearing Impairment and Language Barriers on the Field Sobriety Testing Function](#).

A nationally recognized expert on the impact of information and media technology on criminal justice, Mr. Franklin's work has been cited in Time, U.S. News and World Report, USA Today, Newsday, Baltimore Sun, Jerusalem Post, Salt Lake Tribune, Detroit News, and the Chicago Tribune. Television appearances have included CNN and local broadcast outlets.

Mr. Franklin currently chairs the IADLEST Technology Committee.

Ari A. Vidali: Founder & CEO, ENVISAGE Technologies Corp. In his 16 year career in high-technology, Mr. Vidali has been the lead founder and visionary for five high-tech enterprises. Over the last six years, in his capacity as CEO of ENVISAGE Technologies Corp., he has been instrumental in assisting Military and Law Enforcement Commands with training transformation strategies. Mr. Vidali founded iFORCES (Institute For Operational Readiness and Continuous Education in Security), a unique, nationwide public and private sector consortium dedicated to practical scientific research and exploration into the application of effective practices, next-generation methodologies, and continuous learning and performance technologies for the acceleration of Security, Law Enforcement, First Responder, and Military readiness.

His current work involves developing technologies to support operational Readiness and Human Performance Improvement for Law Enforcement, Homeland Security and Military commands.

Mr. Vidali has consulted for the Federal Government, Military, Law Enforcement, First Responder, Higher Education and Medical industries.

As a nationally recognized visionary and frequent speaker and writer on the subjects of technology as an education enabler, complex logistics, human performance improvement, data standards, and Training Transformation, he has been featured in publications such as the Wall Street Journal, Chicago Sun Times, Indianapolis Star, RIS Media, and PC Week. Ari A. Vidali, ENVISAGE Technologies Corp.; 1441 Fenbrook Lane; Bloomington, IN 47401; (812) 330-7101; ari.vidali@envisagenow.com
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IADLEST POST-NET UPDATE

By: Ray Franklin, Assistant Director, Maryland Police and Corrections Training

2007 Annual Conference Website: Virginia DCJS has established an informational website for the Annual Conference to be held in Virginia Beach from June 17 - 20. The new website has been linked to our public web

site at www.iadlest.org or may be reached directly at www.iadlestconference.org.

2005 Sourcebook: As previously reported, an expanded interim Sourcebook document is now available on our Member Services website. CD-ROM copies of the report are available upon request, at no charge to current members. The Sourcebook now includes all but three queried sections. We continue to solicit the remaining sections which will be included upon receipt from Bill Flink who conducted the survey.

National Decertification Database: Hardware and software integration has been completed for the new National Decertification Index (NDI) which will replace the National Decertification Database (NDD). Migration of NDD data as of December 2006 occurred this morning. Pilot testing and bug extermination is currently underway. The current schedule calls for full operation of the NDI and termination of the NDD on or about February 15.

To use the NDI, you will require new log on credentials. These have already been assigned and will be available to POST Directors on or after February 12. You may request your new username and password by phone at 410-875-3606 or e-mail at rfranklin@iadlest.org.

The new system will be accessible through our new Peace Officer Certification Information System web site, which may be found at www.pocis.net. Currently, you may also reach the NDD through this link.

An important feature of the POCIS site is a summary section regarding state certification and revocation policies. This essential reference feature provides more meaning to the listing of decertified personnel. Please review your state's paragraph(s) and direct any necessary changes.

National Sobriety Testing Resource Center: Registered membership has exceeded 3,900 with the 4,000 threshold expected by end of February. All services remain available. Per our cooperative agreement, work has been completed on a new password management system. We are on schedule for project completion and transition to the new NHTSA service provider next Fall.

Department Of Redundancy Department: I am generally available on Wednesdays from 1:30 to 7:30 pm ET to update your state 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 or page me via e-mail at pager@rayfranklin.com. Please keep pages to 25 words or less.

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

EXECUTIVE COMMITTEE MEETING OCTOBER 14, 2006 and OCTOBER 15, 2006 BOSTON, MASSACHUSETTS

President Bradley called Executive Committee meeting to order at 3:30 pm on October 14, 2006. Those present were: Patrick Bradley, Maryland; Michael Parsons, Washington; Doug Graves, Idaho; Tom Flaherty, Connecticut; Mark Damito, Kansas; Mike DiMiceli, California; and Penny Westfall, Iowa.

October 15, 2006, Meeting: The Executive Director's '07 work plan was reviewed and discussed. Flaherty (Connecticut) made a motion to approve the work plan and continue the contract with Executive Director Patrick Judge. The motion was seconded by Parsons (Washington). It was noted that Judge is always there and timely with work requirements. The potential for an increase in the contract amount if the budget allows was discussed. DiMiceli made a motion to amend the previous motion to increase the contract amount if possible with the budget. Flaherty (Connecticut) agreed to the amendment of his initial motion and seconded the motion for amendment. Motion carried unanimously.

The committee discussed the need to consider transition planning for the future in conjunction with Judge's future plans. Parsons (Washington) suggested a group be appointed to work on the transition plan. This will be accomplished. Meeting was adjourned at 3:45 pm.

October 15, 2006, Meeting: A second Executive Committee Meeting was held on October 15, 2006. The above members were present as well as Tom Hammarstrom (Arizona). The meeting was called to approve \$10,000 advancement to Virginia for the annual conference. Hammarstrom made a motion to approve \$10,000 advancement for Virginia if requested. The motion was seconded by Flaherty (Connecticut). The motion was approved unanimously.

A request from the Traffic Safety Committee chair for \$3,000 for travel expense was presented. Hammarstrom (Arizona) made a motion to approve the request for travel expense for the Traffic Safety Committee chair. Clark (Nevada) seconded the motion. The motion was approved unanimously.



IADLEST

VIRGINIA 2007 CONFERENCE

Virginia Department of Criminal Justice Services • 202 North Ninth Street • Richmond, VA 23219

Conference Dates: June 18–June 20, 2007

REGISTRATION INFORMATION

Conference registration fee is \$400.00

Costs for additional guests:
Age 18 & older: \$175.00
Age 13–17: \$100.00
Age 12 and under: Free

Please make your check payable to the *Treasurer of Virginia* and mail it along with this form to:
Virginia Department of Criminal Justice Services
Attn: Finance Section
202 North Ninth Street, 10th Floor
Richmond, VA 23219

Registration and fees due by May 14, 2007

No refunds will be granted after May 25, 2007, but substitutions may be made.

Additional information for IADLEST 2007 is available online at www.dcjs.virginia.gov/trainingEvents/iadlest

Name: _____
Title: _____
Agency: _____
Address: _____
City: _____
State: _____ Zip: _____
Phone: () _____
Fax: () _____
Email: _____
Number of guests: _____
Name(s) of guests: _____
Age and gender of children attending: _____

COST:
Registration: \$ _____
Guests: \$ _____ _____
5K Walk/Run: \$ _____
TOTAL: \$ _____

Do you have any special needs (including dietary)? Yes No

If yes, please specify: _____

Would you like to participate in the 5K run/walk (\$15.00) Yes No (All proceeds will go to the Special Olympics)

Would you prefer your confirmation by fax or email? (Please circle one)

**EXECUTIVE COMMITTEE MEETING MINUTES
February 1, 2007
J. W. Marriot Hotel; Washington, DC**

CALL TO ORDER: The meeting was called to order at 9:34 a.m. by President Bradley (MD).

ROLL CALL: Members Present: Pat Bradley (MD), Patrick Judge (IADLEST), George Gotschalk (VA), Doug Graves (ID), Ray Franklin (MD), Ray Beach (MI), Mike Parsons (WA), Lloyd Halvorson (ND), and Thomas Hammarstrom (AZ). Guests: Sheriff Vern Stenforth (OH), Steve Otto and Hazel Wheldon (Multi-Health Systems), Jack Hagerty (AZ), Cybele Daley (OJP), Karl Bickel (COPS), and Earl Hardy (NHTSA).

President Bradley (MD) informed the committee that IADLEST Secretary Penny Westfall (IA) was unable to attend the meeting. He requested a motion to appoint an "acting secretary" for the purpose of preparing minutes of the meeting. MOTION BY Gotschalk (VA) to appoint Lloyd Halvorson (ND) to keep and prepare the minutes, SECOND BY Ray Beach (MI), MOTION CARRIED with all in favor.

INTRODUCTION OF MEETING GUESTS:

President Bradley introduced several guests present during the morning session.

Sheriff Vern Stanforth, Chair of the Ohio Peace Officer Commission (OPOC). Sheriff Stanforth informed the committee that there are pending changes planned for the legal representation for the OPOC. This change could bring Tomi Dorris (OH) back to a position where she could resume regular interaction with IADLEST.

Steve Otto and Hazel Wheldon from Multi-Health Systems (a publisher and developer of professional assessment materials) were present and introduced. Otto is also the IADLEST representative on the Rural Preparedness advisory panel.

New POST Directors. President Bradley informed the members that there are six new POST Directors in the nation (none were present):

- Hal Snow (CA) Interim Director
- Ryan Powell (GA) Interim Director
- Jeffrey Black (ID) Director
- Susan Ballard (HI) Major
- William Muldoon (NE) Director
- Ken Hammond (WI) Director

APPROVAL OF MINUTES: MOTION BY Gotschalk (VA) to approve the minutes of the Executive Committee

meeting on June 26, 2006, SECOND BY Parsons (WA), MOTION CARRIED with all in favor. President Bradley read the minutes of the October 14, 2006, and October 15, 2006, Business Meeting into the record. MOTION BY Parsons (WA) to approve the minutes, SECOND BY Hammarstrom (AZ), MOTION CARRIED with all in favor.

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

Grant Accounts

- POST-Net: Balances: Account 065283, \$16.03; Account 072736, \$5,582.41; Account 079630, \$127,050.00.
 - National Decertification Database, Balance \$6,986.28
 - SFST Study Account: Balance, \$12,306.74
 - OLP Speed Measurement: Balance, \$-7,245.18.
- Treasurer Graves stated that approximately \$10,086.00 remains in this project, and NHTSA has not been billed for amounts due. This funding is expected in the near future which will put the balance back into the black.

General Account shows Current Balance of \$128,329.45.

MOTION BY Beach (MI) to approve the Treasurer's report, SECOND BY Hammarstrom (AZ), MOTION CARRIED with all in favor.

2007 Budget Worksheet: Graves handed out a proposed "budget worksheet" for FY 2007. The worksheet shows the income and expenses for FY 2006 and the corresponding "projected" amounts for FY 2007. President Bradley introduced the document as a way for IADLEST to begin an official budgeting process. He informed the committee that IADLEST has not in the past prepared an official budget nor a preliminary one. He stated that budgeting is a necessary function. Considerable discussion took place between the members regarding a future budgeting process to include: 1) the name of the document, 2) when it should be presented (fiscal year vs. presidential year), and 3) whether it would be a guideline or an actual "budget." Additional discussion centered around IADLEST's responsibility for the membership fees for members that represent IADLEST at other professional organizations such as the NSA or IACP. President Bradley stated that an IADLEST member, for example, is on the NSA Training Committee, and membership in NSA is expected. As a result, there are meeting expenses and membership fees to pay. No action was taken on these observations. MOTION BY Gotschalk (VA) to call the "budget worksheet" that was presented by the Treasurer a *Draft Working Operating Budget*, SECOND by

Hammarstrom (AZ). Additional discussion resulted in Gotschalk modifying his motion to call the document (as suggested by Beach) an *Interim Operating Plan*, Hammarstrom approved the modification to the original motion, MOTION CARRIED with all in favor. The members agreed that this plan and the budgeting process should be further developed and placed on the agenda for the June meeting in Virginia Beach.

GUEST INRODUCTION: President Bradley introduced Fred Wilson, director of training for the NSA. He discussed his role in training and the NSA's relationship and continued cooperation with IADLEST. He spoke about the criteria for approval of Court Security Training and a clearinghouse for approval among the many different states involved.

PRESIDENT'S REPORT

Performance Review of Academies: No POST Directors have yet stepped forward to lead the effort to begin accrediting academies. More information will be presented at future meetings. President Bradley will continue in this effort.

Resolution Regarding Certification Database: Ray Franklin (MD) reported that this has been endorsed by the IACP. It was thought that the NSA formally endorsed the resolution last year. It was reported, however, that a procedural oversight at the NSA resulted in the resolution not being formally approved (as it was not voted on). It appears that the resolution committee recommended approval; however, it was not taken to the floor. There is no controversy or concern within the NSA, and the formal endorsement is expected in the near future.

The National Gender Violence LE Resource Center: IADLEST submitted a concept paper to the Office of Violence Against Women (OVW). OVW declined and, therefore, IADLEST was not awarded the project. Franklin stated that he attended a national stalking kick-off on January 16. There is some interest in IADLEST involvement and a meeting in DC with interested partners was suggested.

The National LE Academy Resource Network: This initiative was introduced in Boston and resulted in a November 21, 2006 meeting between President Bradley, David Hagy, DAAG USDOJ and Jim Burch, Deputy Director of USDOJ BJA. There is great interest.

The Counter Terrorism Training Committee Working Group met on January 18, 2007. DHS has also requested a meeting with President Bradley to discuss future funding opportunities.

Treasurer's Anticipated Retirement: It was announced that IADLEST Treasurer Doug Graves (ID) is planning a September retirement from his position in Idaho. President Bradley suggested that the Regional Representatives assist the committee in finding a new Treasurer for IADLEST. Considerable discussion took place regarding the huge responsibility the Treasurer has and the skill it takes to do the job. Suggestions were offered including that IADLEST could consider hiring out the actual work of the Treasurer with the position of Treasurer or our Executive Director overseeing this process. The knowledge, skills, and abilities of the treasurer duties was also discussed. MOTION BY Ray Franklin (MD) to have the President prepare a formal thank you letter to Doug Graves prior to his retirement, SECOND BY Lloyd Halvorson (ND), MOTION CARRIED with all in favor.

2007 Election of Second VP and Secretary: The President and the Executive Committee are working on the process to identify persons for these positions.

Update on Special Meetings

- **NHTSA:** Has produced a bicycle safety training CD-ROM for the street officer. NHTSA has asked IADLEST to recommend the training to its members.
- **Cooperative Agreement (NHTSA):** Ray Franklin spoke regarding the NHTSA "Umbrella" Cooperative Agreement. NHTSA would like to establish an agreement with IADLEST that would allow, over an extended period of time, access to IADLEST expertise and services when needed. They are in the process of drafting a proposal for the Executive Committee's review and approval.
- **South Carolina Leadership Summit:** Doug Graves is our representative on this advisory committee and updated the members on the summit.
- **DOJ-Office of Justice Programs:** Ray Franklin posted the information regarding this on our website. There was information regarding the potential to include correctional officers in the National Decertification Index. The index is moving to a new web location. At this time, however, it is only an informational shell and link to the index site.
- **Department of Homeland Security:** President Bradley spoke about the distance learning initiative and Ray Franklin indicated that the COPS office would like to meet with IADLEST regarding conditional funding and a cooperative agreement for dissemination of programs to academies and street level officers. It is thought that the best way for IADLEST to reach the officer on the street is through the POST Directors.

Rural Preparedness: Steve Otto was present and provided a report on the RDPTC meeting he attended on behalf of IADLEST.

Life Memberships: President Bradley asked if there were any applications or nominations for life membership. MOTION BY Graves (ID) and SECOND BY Hammarstrom (AZ) to award Keith May (MO) with Life Membership. Keith is a past Regional Representative and IADLEST Secretary. MOTION CARRIED with all in favor.

Future Meeting Date: The next Executive Committee Meeting will be June 17, 2007, in Virginia Beach, Virginia, at the Annual Conference.

VII. EXECUTIVE DIRECTOR'S REPORT

Academy Census for 2006: Patrick Judge reported the U.S. BJS initiated a 2006 academy census. PERF was awarded the contract and has partnered with IADLEST to aid in the survey administration. To date, 78% of the known academies have returned the survey. The goal is 100% response. Fifty-two academies have not yet sent in the survey. The deadline was January 19, 2007. IADLEST will begin calling the non-responders encouraging them to complete the survey.

TASER Research Funded by NIJ: Judge informed the members that an NIJ funded research project has asked IADLEST for assistance in doing TAZER research to include identifying trainees willing to be test subjects. MOTION BY Parsons (WA) to send a letter declining the invitation, SECOND BY Hammarstrom (AZ), MOTION CARRIED with all in favor.

At Risk Elder Drivers: NHTSA has put together training, which includes several training modules designed to help young officers identify at-risk drivers and differentiate them from elderly drivers who simply commit a traffic infraction. Instructors can get copies of the training package by contacting their NHTSA regional office. The offices can be identified by accessing www.nhtsa.dot.gov/nhtsa/whatis/regions/.

Annual Dues: Notices have gone out. Additional reminders to those who are behind or late in paying will be sent out in the near future.

GUEST INTRODUCTION (agenda item XI-B): Cybele Daley, Deputy Assistant Attorney General, Office of Justice Programs. Daley informed the members that not much has changed since October when she last spoke with IADLEST. She stated the House passed the Joint Resolution which included an increase in Byrn Grant funding. She stated the formulas have changed some so it is not yet clear exactly the amount of dollars states will receive. The elimination of earmarks were very real. She could not commit to real numbers as the Senate has not yet voted. They will act by February

15, 2007. Priorities she sees for the future include child pornography, exploitation, Electronic Monitoring to include GPS, and the ICAC (Internet Crimes Against Children) initiative. Daley also answered numerous questions from the members.

GUEST INTRODUCTION (agenda item XI-D): Karl Bickel from the COPS office: Bickel spoke regarding the approximate \$70 million increase to the COPS office. There will be a very small window of opportunity to obtain grants in the future. Bickel stated he would maintain communications with President Bradley on this issue. President Bradley said that it is important for IADLEST to be responsive to the needs of the COPS office and to work together.

GUEST INTRODUCTION (agenda item XI-C): Jack Hagerty (AZ): Hagerty addressed the NHTSA Officer Leadership Program. He thanked IADLEST for the opportunity to participate in NHTSA's fellowship. Hagerty has been in DC working on the Driver Reference Guide for the past 11 months. He will return this month to his agency in Arizona.

GUEST INTRODUCTION (agenda item XI-C): Earl Hardy, NHTSA: Hardy expressed a desire to strengthen the relationship between NHTSA and IADLEST. He will submit a proposal in the near future for a five year agreement with IADLEST and fund training programs with "specific" goals in mind. Some of these programs could include pursuit training, the current Elder Driver Program, and the creation of an "electronic bookstore." The agreement is currently in the contracts office of NHTSA and is not yet ready for approval. He is pursuing an effort to make the different NHTSA training opportunities more consistent in appearance and delivery. He also felt IADLEST was in the best position to assist NHTSA in making the training programs more available to the many academies in the nation.

VII. COMMITTEE AND SPECIAL ASSIGNMENT REPORTS

Traffic Safety: No formal report

Technology: Ray Franklin (MD):

POST-Net, NSTRC, and NDD/NDI: All Projects services are operational. The original grant (account 2003CKWXX072) expired on December 31, 2006. We are now utilizing 2004CKWXX010 and 2005CKWXX010 with \$77,000 and \$50,000 respectfully remaining.

The 2005 Sourcebook on Member Services intranet is accessible. Ray also has CD's available and the members at the meeting were provided with them.

April 2007 IADLEST Newsletter

The Employment Site: The portion of the website is being used often by IADLEST members and POST organizations to list relevant position openings.

The 2007 Conference Website for Virginia Beach is linked and can be found at www.iadlestconference.org.

The National Sobriety Testing Resource Center has been an overwhelming success. There are approximately 3,900 registered users. There will be a new solicitation for funds in the future to continue the site. Per the agreement, the new password management system has been established which will allow a user to change their password (without assistance). The information and member use has been “remarkable.”

The National Decertification Database/National Decertification Index has 24 participating states (with the latest addition of Kentucky). New equipment has been installed and configured. There will be a need for additional time and money in order to maintain and update the system. The BJA is interested in IADLEST’s including correctional officers in the database in the future. Franklin pointed out that while the submissions to the database are occurring on a regular basis, there appear to be fewer queries than expected. In the future he anticipates IADLEST giving individual agencies query access. There will be additional discussions about this. Potential fees per query or per agency (based on size) will have to be considered. By February 3, 2007, the transfer between NDD and NDI should be complete.

Strategy and Planning: No formal report.

Training and Standards: No formal report.

IX. OLD BUSINESS

Future Conference Dates: 2007 Virginia, 2008 Indiana, 2009 Nevada, 2010 Connecticut, 2011 Washington State. President Bradley encouraged members to reach out to regional directors and others encouraging directors to consider hosting the 2012 conference.

Sourcebook: The sourcebook surveys went out to the Regional Directors. Their input was obtained and turned over to Mike DiMiceli (CA). Mike has not had an opportunity to report on the information. The project to redesign the sourcebook for 2007 is progressing. Mike hopes to have a preliminary report by February 6, 2007. Information was obtained from Bill Flink (VA), but unfortunately there is still some data missing. Mike’s report will be a summary attempt at modifying questions, eliminating questions, and will propose to significantly shorten the survey instrument. It is anticipated that BJS will provide statistical assistance with the online

sourcebook. We will need to provide BJS the questions, and they will set up the system. They will also assist with the wording of questions. Our goal is to have this done by the Virginia Conference in June.

FBI Law Enforcement Coordination: Dick Clark (NV) sent an email to President Bradley indicating that Scott Henkley is now overseeing the project with Jeff Allison’s assistance. The project is still in process and should be completed in the next couple of months. There is a final script and some filming completed. Some key personnel have been assigned to a higher priority project which resulted in the delay.

X. REGIONAL REPORTS

Northeast: Bradley (MD): No formal report.

Central: Ray Beach (MI): The Central Region met in December. The focus of the meeting was on Problem-Based Learning. They plan to meet again in the spring. They had a good discussion on funding mechanisms. Members from 20 states participated.

South: George Gotschalk (VA): The Southern Region has had a conference call that has proved very productive. Discussion centered on Job Task Analysis and a JTA database that could prove useful for those states considering a JTA in the future.

Midwest: Lloyd Halvorson (ND): The Midwest Region did not meet since the conference in July. They did participate in the rewrite and recommendations for changes to the 2007 Sourcebook survey instrument.

West: Thomas Hammarstrom (AZ). The West Region will be hosting a regional meeting in California April 23, 24, and 25. He reported that the agenda includes physical fitness issues and a job task analysis. Hawaii’s new representative has been active in communications. Nevada POST is set to receive \$3 million for an EVOC site and track. Mike Parsons (WA) reported on some changes in their academy training.

XI. NEW BUSINESS

Executive Director’s Compensation: President Bradley solicited input on a pay raise in late 2006 to the members of the Executive Committee. The recommendation was for a 3% raise. This raise was approved. Several committee members indicated that Mr. Judge deserved more and indicated the raise should be 5%. President Bradley informed the committee members at that time he would issue the 3% raise and the additional 2% would come before the committee at this meeting. [Pat Judge excused himself from the meeting

during the following discussion.] President Bradley informed the committee that if they want to increase the raise an additional 2% it would add \$540.00 to the contract (if made retroactive back to January 1, 2007). MOTION BY Hammarstrom (AZ) to provide a 5% raise to Pat Judge with the additional 2% added-retroactive to January 1, 2007, SECOND BY Parsons (WA), MOTION CARRIED with all in favor. Additional discussion took place regarding the amount of Mr. Judge's salary he uses for IADLEST travel and expenses. It came to our attention that Mr. Judge does not put in for travel expenses for all of the events he attends on behalf of IADLEST. In addition, there are office expenses that he pays and is not reimbursed for such as the monthly fee for a postal meter. President Bradley will research the Executive Director's salary and expenses for future consideration. [Mr. Judge rejoined the meeting at this time].

Corporate Address: President Bradley discussed some issues with our corporate address. He expressed concern about continuity. Currently we are incorporated in Idaho, and we may need to consider changing this with the impending retirement of Doug Graves.

HR 218: Ray Beach (MI) addressed the committee about forthcoming amendments to HR 218. These amendments may not necessarily be friendly to IADLEST as far as implementation. He also reported that the Michigan State Constitution now prohibits gender-norming. He expects this to cause some serious changes to Michigan's training and employment standards.

Distance Learning: President Bradley presented information regarding distance learning. Information will be going out to the POST organizations. The survey by Jim Dozier (TX) is endorsed by IADLEST.

XII. ADJOURNMENT:

The next meeting is scheduled for June 17, 2007, in Virginia Beach at the 2007 Annual Conference. MOTION TO adjourn by Hammarstrom (AZ) at 4:31 p.m. SECOND BY Beach (MI), MOTION CARRIED with all in favor.

Reminder

*Register on line now for the
June 17-20, 2007
Virginia Beach, Virginia Conference
www.iadlest.org*

BUSINESS MEETING MINUTES OCTOBER 14 – 15, 2006 BOSTON, MASSACHUSETTS

CALL TO ORDER: President Bradley called the meeting to order at 1:14 P.M. on October 14, 2006.

ROLL CALL: Secretary Westfall, Iowa, conducted the roll call for those in attendance. A quorum was not present. President Bradley asked those present to encourage other members to attend Sunday's meeting.

APPROVAL OF THE MINUTES: Minutes of the June 28, 2006, Burlington, Vermont, business meeting were reviewed. A motion to approve was made by Gabliks (Oregon) and seconded by Lohmann (New Hampshire). No vote was taken due to lack of quorum.

TREASURER'S REPORT: Treasurer Doug Graves, (Idaho), presented the treasurer's report. There is currently a \$94,786.10 cash balance at this time. The SFST Study Account is good for the year. The 2007 membership dues will be mailed December 1. Flaherty (Connecticut) made a motion seconded by Kowaleski (Virginia) to approve the treasurer's report. No vote was taken due to lack of quorum.

PRESIDENT'S REPORT:

Academy Performance Review: The performance review and possible accreditation of Academies by IADLEST was discussed. CALEA's current status and role was discussed. Two potential concepts were discussed. The first concept being IADLEST's setting standards such as the POST model standards. The second concept included being more flexible with POST organizations inviting IADLEST to review and determine if standards are being met. Both of these concepts were seen as a service IADLEST could provide.

DiMiceli (California) reported that the Training Committee had been tasked with this idea at the annual meeting. There were some thoughts of sending out a discussion letter asking members what performance review/accreditation would do for the POST organizations and what would it do for IADLEST.

President Bradley Maryland has the initial standards that were developed by IADLEST several years ago. Bradley asked that members give this further thought and consideration. Bradley will request specific members to review and then start conversations with the membership to determine the best interests of IADLEST and POST organizations.

Special Guest: Lt. Daniel Fitzgerald and John Scheft (Massachusetts) were introduced as guests and potential members of IADLEST.

Bylaws Committee Chair: Pavey (Kansas) will serve as the Bylaws Committee chair. No action on Bylaws amendments or the financial audit could be taken due to lack of quorum.

SACOP's resolution regarding the certification database is going well. It is believed the resolution will pass. BJA has funded \$97,900 in the second year. The database is now called the National Decertification Index. The new system will be operational by the end of 2006. There are 23 POST agencies inputting data at this time. There are 7,600 records in the pilot database. BJA plans that once the system is developed, it will sustain itself in some manner such as a small fee (i.e. \$20 query fee). Another option would be that the POST organizations pay an annual fee for an entire state. The POST organizations could then collect from requesting law enforcement agencies. Federal law enforcement agencies have expressed an interest inputting data. Discussion will continue concerning the National Decertification Index.

Gablisk (Oregon) noted that the Homeland Security is moving rapidly toward credentialing law enforcement personnel on a national basis. IADLEST should be involved in this development.

Future Meetings: The Executive Committee meeting will be held on February 1, 2007, in Washington, DC. The next general business meeting is June 20, 2007, at the annual conference in Virginia Beach, Virginia.

EXECUTIVE DIRECTOR'S REPORT: Patrick J. Judge reported on the following subjects

New POST Directors: The following POST organizations have appointed new directors since June 2006. Hawaii – Susan Ballard; Kansas – Steve Cup (takes office November 1, 2006); Nebraska – William J. Muldoon; South Dakota – Jon Bierne; and New Mexico – Major Michael Valverde.

National Symposium: The Michigan Commission on Law Enforcement Standards and the IADLEST Central Region is hosting a national forum on December 5 and 6 in Lansing, Michigan, with a focus on funding POST organizations and problem-based learning. This information was presented in the October 2006 newsletter.

NHTSA: NHTSA has proposed an umbrella agreement with IADLEST that would allow NHTSA access to IADLEST expertise as needed over an extended period of time. President Bradley and Vice President Gotschalk

met with representatives from NHTSA in August to discuss the offer. NHTSA will draft a proposal for IADLEST's consideration.

WMD Training: The National Sheriffs' Association, (NSA) through a grant from U.S. Department of Homeland Security, has developed several WMD training programs. NSA has provided this training free of charge. The training has been well received. NSA requested that IADLEST help promote the training via its web page.

Academy Census Survey: The IADLEST has partnered with the Police Executive Research Forum (PERF) to conduct the 2006 BJS Census of State and Local Law Enforcement Training Academies. The \$18,000 agreement between PERF and IADLEST was signed in July.

National Decertification Database: The Bureau of Justice Assistance has awarded IADLEST a \$100,000 grant for the National Decertification Database for 2007.

Standardized Field Sobriety Testing: IADLEST has worked with NHTSA on the SFST project since 2002. One of the several deliverables of this agreement was the creation and implementation of the National Sobriety Testing Resource Center, a secure Intranet web-based resource for SFST instructors. More than 2,900 SFST instructor-subscribers use the system. A new 2006-07 agreement was signed to continue the work for the next 12 months. NHTSA has informed IADLEST that project work after August 2007 will be dependent on a competitive grant process.

NHTSA Officer Leadership Project: Lt. Jack Hegarty from the Arizona Department of Public Safety has worked with NHTSA at its Washington, DC, office for the past several months. Using OLP cooperative agreement funds, IADLEST is reimbursing Hegarty's living expenses while he is in DC. Among other duties, Hegarty is updating the Driver's Training Reference Guide. There are monies for two or three other candidates.

Drivers Reference Guide: NHTSA is revising the Driver Training Reference Guide. A group of subject matter experts have been impaneled to update the guide. The guide is now at the National Law Center. It is hoped the work will be completed in November and be available in CD-Rom format.

Model Policy for Tasers: In July 2005, IADLEST was invited to participate in a work group co-chaired by Carl Peed, Director, COPS, and Domingo Herraiz, Director BJA. The group is assembling information for law enforcement professionals to use in making decisions regarding the use of tasers. A model policy for the use of

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tasers is planned. Steve Schierholt has been assigned to represent IADLEST.

FBI Training Video Tape: Dick Clark (Nevada) and Keith Lohmann (New Hampshire) have worked with the FBI Office of Law Enforcement Coordination over the past several months to produce a training video. The video is intended to orientate new police recruits to the duties and responsibilities of the FBI.

Elderly Driver – Law Enforcement Training: The IADLEST Executive Director has represented IADLEST at several NHTSA highway safety workshops related to At-Risk Elderly Drivers. NHTSA has developed and pilot-tested a training course designed to help officers identify at-risk drivers and differentiate them from elderly drivers who simply commit a traffic infraction. The final pilot test program was conducted in January 2006, and several training vignettes have been produced. This should be completed in November 2007.

Executive Directors '07 Work Plan: The Executive Director's Work Plan for November 1, 2006, through October 30, 2007, was presented to the Executive Committee. The Executive Director requested any additional input that may be requested for the work plan.

Newsletters: The Executive Director thanked the membership for support of and input to the newsletter. The articles are particularly appreciated.

The meeting was adjourned at 3:30 p.m.

CALL TO ORDER: President Bradley called the meeting to order at 9:00 a.m. on October 15, 2006. Westfall (Iowa) conducted the roll call for those in attendance.

ROLL CALL: Please see attached roll call. A quorum was not present.

Office of Justice Programs: Cybele Daley, Deputy Assistant Attorney General, Department of Justice, as introduced by President Bradley. Daley noted the importance of the National Decertification Database and PostNet importance to the DOJ. Daley thanked IADLEST for its work in these areas. The Medal of Valor is the highest honor given by the DOJ. The LECC helps find those who have performed heroic acts. POST organizations are asked to help find officers worthy of recognition.

The OJP and DOJ are working together on the gang problems. Six cities have been targeted for enforcement. There is \$30 million for training and \$20 million for gang resistance (GREAT). Information is available on the DOJ website.

More thought needs to be given to potential pandemics. Information is available on the OJP website. Work is being done on the development of a reference library.

The Project Safe Childhood task force is continuing to work on child exploitation issues. The Cold Case training is seeing great results across the country. A national conference on school violence is planned.

Weapons of Mass Destruction Training: Greg MacDonald from the National Sheriffs' Association presented information on various programs available from the NSA including Jail Evacuation (one-day program); Managing the Incident (one-day program), First Responder Program (currently five-day program) and Community Partnership and Awareness.

NHTSA: Earl Hardy from NHTSA noted the transition of the relationship with IADLEST with the development of the umbrella agreement. This agreement should be available and signed by the end of the year. The Driver's Training Reference Guide should be available by November 2006. Judge Executive Director thanked Hardy for the good working relationship with NHTSA.

Steve Otto with MHS (Publisher and Developers of Professional Assessment Materials) attended the meeting as a guest. Information on the Rural Domestic Preparedness Training Consortium was presented.

Beverly Alford from COPS was introduced. COPS is working with the Director of National Intelligence on training for information sharing. The curriculum is scheduled to be completed by June 2007. It is planned that newly hired state and local law enforcement personnel will be trained beginning in December 2007.

An on-line course, "Ethics for Individual Officers," is being developed with the FBI. Bradley will be notified when this training is available.

COMMITTEE REPORTS

Traffic Safety - Frank Kowaleski, (Virginia), reported possible changes to DRE's bylaws were discussed at the IACP Technology Advisory Panel (TAP) meeting. NHTSA is developing assessment teams to assess each state's SFST training. Damito (Kansas) noted that the Kansas assessment went well.

A-RIDE Program (Advanced Roadside Impaired Driving Evaluation) progress was noted. The Texas Safety Institute has reviewed the curriculum for consistency. The curriculum should be available soon. It is still uncertain if DRE's will be used as instructors or if there will be "Train the Trainer" programs presented.

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Work is underway on a video similar to the “Your Vest Won’t Stop This Bullet” for police vehicle pursuits. This will be an instructional video.

Travel reimbursement is requested from IADLEST for attendance at the IACP Traffic Safety Committee and to represent IADLEST on the IACP Highway Traffic Safety Technical Advisory Panel. The IACP Traffic Safety Committee will meet twice in 2007 at different locations. It is requested that \$3,000 be allocated for travel. (Refer to the Boston October 15, 2007, Executive Committee meeting minutes for approval.)

President Bradley briefly noted the budget information and format that will be presented to the Executive Committee at its next meeting.

Technology Committee – Ray Franklin (Maryland)

The POST Net was discussed. Thanks were extended to Beverly Alford and Karl Bickel from COPS for their assistance. To date there have been 310,217 file hits. This is approximately 21,000 hits a day. This is an 8% increase from last year. There are two additional years of funding.

The Sobriety Testing Research Center and SFST agreement was discussed. An initial meeting has been held with NHTSA concerning the transition plan for a new provider for DRE and SFST training and management services. IADLEST plans to bid on the project.

Information on the National Decertification Index was presented.

The question was asked who has video-conferencing capabilities and if it was possible to establish a network to share training among the states. Franklin (Maryland) has prepared a request for award from the Office for Violence Against Women. A two-page concept paper was given today at DOJ for consideration of a law enforcement academy resource network. The National Gender Violence Center was given as an example.

Strategic Planning – Patrick Bradley (Maryland)

Nothing further than already discussed during this meeting.

Training and Standards – Mike DiMiceli (California):

The Training and Standards committee was given tasks at the annual meeting. One task is to consider the development of a basic academy curriculum model. Information on this will be presented at a later time.

The approval or endorsement by IADLEST for approval of vendors or providers of training is being considered. A small email inquiry has been sent to committee members and others for thoughts and input. A report and first draft will be provided at the Executive Committee meeting in February.

The performance appraisal/evaluation or possible accreditation by IADLEST was discussed at the October 14 meeting. President Bradley has requested broader discussion among the general membership. The Training and Standards Committee will not continue work on this until directed by President Bradley.

The Source Book was discussed. All directors and regional representatives were asked for input. The consensus to this point is to narrow the focus to ways in which the POST organizations operate and to exclude salary information. A rough draft will be presented to the Executive Committee by mid-winter with a more finalized version available by the annual meeting for approval. Franklin (Maryland) discussed the possibility of using BOJ’s assistance. Discussion continued on use, format, what should be included, and potential costs. The committee will continue to work on this and will request the Technology Committee’s assistance for input on development and format.

FBI Law Enforcement Coordination – Dick Clark (Nevada)

The emphasis continues to be placed on counter-terrorism. “Partnering for America” basic training for new officers should be finished in January 2007. There may be an opportunity to preview in Virginia. It has not been determined how the training will be distributed. It may be possible for IADLEST to take the lead.

Regional Reports

Northeast – Thomas Flaherty (Connecticut)

The group has not met. An email survey was sent to the group. The major issues are injuries in academy training and how to handle and the Sourcebook.

West – Thomas Hammarstrom (Arizona): The group met earlier in the year. Hammarstrom is serving on the IACP training committee and is the editor chair for the 2007 IACP training issues. Hammarstrom will be looking to IADLEST for some articles.

Midwest – Mark Damito (Kansas): Oklahoma is opening its new academy on October 24, 2006. Members are invited. Tom Lyon (New Mexico) has retired. Don Pearson from Wyoming is retiring on March 1, 2007.

South – No report

Central – No report

DiMiceli (California) presented material on ethical training for members to take if wanted. Gabliks (Oregon) asked how many POST organizations had access to Inlets, NCIC, or NLETS. It is necessary to have law enforcement status to obtain access. Gabliks asked those present to consider if this should be discussed further as to how to have available.

President Bradley expressed appreciation to Ray Franklin and Patrick Judge for all their hard work in supporting IADLEST. The members present concurred.

The meeting was adjourned at 11:10 a.m.

UNCONSCIOUS MOTIVATORS AND SITUATIONAL SAFETY BELT USE

submitted by: National Highway Traffic Safety Administration

Despite the overwhelming evidence that safety belts save lives, millions of American still do not buckle up every time they are in motor vehicles. In order to substantially raise the safety belt usage rate, the National Highway Traffic Safety Administration has emphasized enactment and enforcement of strong safety belt laws because of the proven effectiveness of those interventions. However, there is interest in augmenting those approaches with other interventions in order to enhance the comprehensiveness of safety belt programs. This project provides information to consider when devising such complementary approaches.

Among the population that does not always wear a belt, a small proportion never wear a safety belt. However, the vast majority are “situational belt users,” wearing belts only when they think it is necessary. Previous research has suggested that unconscious defense mechanisms (i.e., repression, denial, rationalization, and fatalism) may suppress conscious thought of the consequences of being in a crash. Thus, these unconscious defense mechanisms may interfere with the adoption of the appropriate coping behavior (i.e., buckling up).

NHTSA commissioned this study to explore whether unconscious defense mechanisms can be overcome to encourage the full-time use of belts. The research took part in two phases. In the first phase, a literature review was conducted on the role of unconscious motivators in response to safety threats. Approximately 60 citations were received. In the second phase, an expert panel meeting was held. Over the course of this one-day meeting, with subject matter experts in fields such as psychology, communication, and sociology discussed the role of unconscious defense mechanisms and provided suggestions to NHTSA on how to overcome these defenses to promote the full-time use of safety belts.

Major Results: The literature review identified several techniques to overcome unconscious motivators. These included: increase mindfulness, enhanced efficacy, increasing the social desirability of compliance, disrupting resistance, and encouraging anticipatory regret.

The expert panelists identified several factors that make belt use a unique behavior (e.g., belt use challenges personal freedom). Panelists highlighted the importance of recognizing the uniqueness of belt use and of knowing as much as possible about part-time wearers to design successful interventions. Suggested techniques to promote belt use included:

- Develop campaigns that focus on the behaviors of “other drivers” as a reason to wear your belt. This helps to overcome a false sense of control.
- Consider campaigns that move away from telling people to wear their belts. Instead, create campaigns that lead people to the conclusion that wearing a belt is a good idea without actually using these words.
- Consider focusing on milder negative outcomes of belt nonuse (e.g., getting a ticket versus death), and promote the immediate benefits of belt use (e.g., spare others from worrying, relieve yourself from worrying about getting a ticket, and exercise positive control).

Conclusions: This research suggests that unconscious motivators play an important role in situational belt use, and offers ideas for how to address these motivators while noting that there is no one solution. There are a variety of remedies that may be helpful, depending on the defense mechanism being employed. The authors recommend conducting additional research to identify the best defense mechanisms to target, i.e., one explaining a substantial portion of belt nonuse and where the technique to overcome these defenses is easy to implement at a mass level.

Reminder

**Register on line now for the
June 17-20, 2007
Virginia Beach, Virginia Conference**

www.iadlest.org

See page 13 of Newsletter



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

TO:

**Register for the June 2007
Virginia Beach Conference**
(see page 14 of Newsletter)

**- IMPORTANT NOTICE -
PROPOSED BYLAWS CHANGE**

The following announcement is to inform all Association members of the proposed amendment to Article 4 of the Bylaws. At the June 26, 2006, Burlington, Vermont Executive Committee meeting, a Bylaws change was proposed to require a formal audit of the IADLEST financial records every three years or whenever there is a change in the treasurer. The formal audit is in addition to the annual review by the audit committee. The following addition to Article 4 is proposed: "An audit of the Association's financial records shall be conducted with the initiation of each new elected or appointed Treasurer, or every three years whichever occurs first".