

NEWSLETTER

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



<http://www.iadlest.org>

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Register NOW for the
2008 IADLEST Indianapolis Conference
July 6 - 11, 2008

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

EXECUTIVE COMMITTEE MEETING SCHEDULED

The next IADLEST Executive Committee meeting is scheduled for Sunday, July 6, 2008, at the Crowne Plaza Hotel; 123 West Louisiana Street; Indianapolis, Indiana 46225.

NOMINATIONS AND ELECTIONS

Raymond Beach, MI; Mike Crews, FL; and Patrick Bradley, MD; will serve as the 2008 Nominating Committee. Ray Beach will chair the committee and will be responsible for submitting a list of eligible candidates for the offices of second-vice president and treasurer to the membership at the July Indianapolis, Indiana, business meeting. Members who wish to nominate candidates or are interested in running for office should contact Ray Beach (517) 322-1417, Mike Crews (850) 410-8600, or Patrick Bradley, (410) 875-3500. Candidates for office are asked to make a brief statement at the Indianapolis business meeting and prior to the election as to their position and goals for the Association. The elections will take place at the conclusion of the business meeting.

2008 MEMBERSHIP DUES

Your 2008 IADLEST membership fees were due January 1. When IADLEST receives your dues payment, a renewal letter along with your 2008 membership card is sent in the mail. Please ensure

that you have paid your dues. Call the IADLEST business office at (517) 857-3828 if you have questions.

ANNUAL CONFERENCE BIDS

The IADLEST has open conference dates for 2011, 2012, and 2013. Any state interested in hosting an annual IADLEST conference is asked to contact any Executive Committee member or e-mail your interest to the following e-mail address:
pjudge@worldnet.att.

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.

Phillip Beahn, Major, Police Dept., St. Petersburg, FL
David Black, Trng. Coordinator, Sheriff Dept., Pueblo, CO
Doug Blair, Dep. Dir., POST, Burien, WA
Jim Bosscher, Vice Chair, POST, Lansing, MI
Michelle Cadieux, Trng. Officer, Minneapolis, MN
Judy Dupuy, Dep. Dir., POST, Baton Rouge, LA
Krystal Fitzpatrick, Dir, Police Institute, Urbana-Champaign, IL
Rudy Grubesky, POST, Harrisburg, PA
Richard Juengling, Manager, POST, Meridian, ID
Thomas Manson, Police Tech, LLC Terre Haute, IN
Charles Melville, Trng. Dir., POST, Richmond, KY
Cliff Miller, Trng. Manager, POST, Columbia, SC
Todd Shepard, Capt., Police Dept., South Burlington, VT
Ken Sorenson, Legal Counsel, POST, Bismarck, ND
Thomas Tracy, Academy Manager, POST, Meridian, ID
Chevyoun Wood, POST, Springfield, IL

POST DIRECTOR CHANGES

Wisconsin: On February 15, 2008, Attorney General J.B. Van Hollen announced the appointment of Ken Hammond to be the Director of the Training and Standards Bureau of the Wisconsin Department of Justice. Mr. Hammond has been the Law Enforcement Education Director in the Training and Standards Bureau since coming to the Department of Justice in 2004.

Mr. Hammond served as a Wisconsin law enforcement officer for more than 23 years, serving in progressively more responsible positions ranging from dispatch to administration. In 1999 he moved to the educational side of law enforcement and became the Law Enforcement Training Specialist for

Continued on page 5



INDIANA

2008 Conference

"Knowing the Past Helps Protect the Future"

REGISTRATION / Conference dates: July 6-11, 2008

Agency/Organization: _____
Name: _____
Address: _____
City: _____
State: _____ Zip: _____
Phone: _____
Fax: _____
Email: _____

REGISTRATION fee includes:

- Tour of the Indianapolis Motor Speedway
- Indians AAA Ball Game
- Day Shopping Trip to Brown County

\$400.00 deposit due on or before June 1, 2008

Balance due on or before: **June 12, 2008**

(10% late fee will be applied to registrations not received by this date.)

Any special needs such as, Diet, Handicap assistance: Please contact Mike Beck, Mbeck@ilea.in.gov

The Conference Registration fee is \$400.00. \$ _____

Spouses and Guests will be \$200.00 per person. \$ _____
(No charge for children under 18 yrs. of age)

Beef & Boards Dinner Theater \$36.00 per person. (30 seats available - First come, first serve) \$ _____

Mail Registration to: Kathy Long
Indiana Law Enforcement Academy
5402 Sugar Grove Road, P.O. Box 313, Plainfield, IN 46168
Phone: 317-839-5191, Fax: 317-839-9741

Would you like to order an IADLEST conference golf shirt(s) (\$20.00 each)?
Specify size and quantity: S___ M___ L___ XL___ XXL___ \$ _____

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

Payment Methods TOTAL: \$ _____

Check # _____ Make checks payable to: **IADLEST Conference - Indiana 2008**

Credit Card Type _____ Account #: _____ Exp. _____ Security code _____

Statement Address _____ State _____ Zip _____

HOTEL RESERVATIONS

**** Are the responsibility of the Participant ****

Registration must be made by June 12, 2008 to ensure conference rate - **Use Code: LEN**
Crowne Plaza Hotel & Conference Center, 123 West Louisiana St., Indianapolis, IN 46225
1-317-631-2221 please mention IADLEST Conference

Visit our website at www.iadlestconference.org

Phone: 317-839-5191, Fax: 317-839-9741

INDIANAPOLIS CONFERENCE SCHEDULE

SATURDAY - JULY 5, 08

1:00-5:00 p.m. Registration
5:30-? p.m. Hospitality Room

SUNDAY - JULY 6, 08

8:00-4:00 p.m. Registration
1:00-? p.m. Executive Committee Meetings - 2 rooms
1:00-4:00 p.m. Attorneys Round Table – 1 room (Mr. Charles Braun)
7:30-? p.m. President’s Reception – Ballroom

MONDAY - JULY 7, 08

8:00-12:00 p.m. Registration
8:30-10:00 a.m. Opening Ceremonies - Ballroom
10:00 a.m. Open Exhibit Hall - Large room (Spouses out on town (*Shopping – Circle Center Mall*))
10:00-10:30 a.m. Break with Exhibitions
10:30-12:00 p.m. Training Session - Ballroom
“IADLEST Strategic Planning Forum”
12:00-1:00 p.m. Lunch - Walk around in Exhibition Hall
1:00-2:30 p.m. Training Session - Ballroom
“IADLEST Strategic Planning Forum”
2:30-3:00 p.m. Break - Exhibition Hall
3:00-4:00 p.m. Training – Ballroom *“IADLEST Strategic Planning Forum”*
4:00-5:00 p.m. Regional Meetings I, II, III, IV, V, 4-5 rooms
6:00-11:00 p.m. Supper – Night Out (Baseball Game – BBQ in outfield)

TUESDAY - JULY 8, 08

7:00 a.m. - ? Special Olympics Torch Run
9:00-10:00 a.m. Training Session - Ballroom
“IADLEST Strategic Planning Forum”
9:00-12:00 p.m. Attorneys Training - 1 room
(*Spouses out on Town: Site #1 Edinburgh Mall Site #2 Brown County/Nashville, IN*)
10:00-10:30 a.m. Break – Exhibition Hall

10:30-12:00 pm Training Session *“IADLEST Strategic Planning Forum”* - Ballroom

12:00- 1:00 p.m. Lunch – Ballroom

1:00-2:30 p.m. Training Session *“Para.military vs. College type Academies”* – Ballroom

TUESDAY - JULY 8, 08

2:30-3:00 p.m. Break - Exhibition Hall
3:00-4:30 p.m. *“Problem-Based Learning”* - Ballroom
5:00-6:00 p.m. Major Sponsors Session - Ballroom
7:30-? p.m. Supper – Night Out on Own

WEDNESDAY - JULY 9, 08

8:00-9:00 a.m.
Training Session #1 *“Active Shooter - Basic Officer”*
Training Session #2 *“Problem-Based Learning”*
9:00-10:00 a.m.
Training Session #1 *“Active Shooter - Basic Officer”*
Training Session #2 *“Problem-Based Learning”*
Site #1: Spouses Tour of Indy
Site #2: 11:00 a.m. Beef & Boards
10:00-11:00 a.m. Break – Exhibition Hall
11:00-12:30 p.m. Training Session *“Active Shooter-Academies and Colleges”* - Ballroom
12:30-1:30 p.m. Lunch -Ballroom
1:30-3:30 p.m. Training *“The New Generation Police Officers”* - Ballroom
3:30-4:00 p.m. Break – Exhibition Hall
4:00-5:00 p.m. Legal Training – Ballroom
5:00–11:00 pm Supper – 500 Track – Special Olympic Auction

THURSDAY - JULY 10, 08

08:00-09:30 a.m. Training Session *“Wrap Up”* - Ballroom
09:30-10:30 a.m. Final Break – Exhibition Hall
10:30-7:00 p.m. Day out –
1st Tour - Indianapolis Tour – Historic Sites
2nd Tour - Indianapolis Tour – Museums & Stadiums
7:30-? p.m. Annual Banquet / Installation of Officers – Closing of Conference

Continued from page 1

Wisconsin's Indianhead Technical College, where he also served as the law enforcement training academy director until coming to the Department of Justice.

Mr. Hammond has an Associate's Degree in Police Science, a Bachelor of Science Degree in Criminal Justice, and a Master's degree in Public Administration from the LaFollette Institute of Public Affairs at the University of Wisconsin-Madison. Mr. Hammond assumed his new duties on February 18, 2008.

UMBRELLA AGREEMENT FINALIZED

On February 19, 2008, the National Highway Traffic Safety Administration (NHTSA) and IADLEST have finalized the "Umbrella Agreement." The agreement calls for IADLEST to collaborate with NHTSA and provide the leadership, expertise, and organizational oversight for the development, promotion, maintenance, implementation, support, and delivery of the several highway safety programs. The agreement has an expiration date of September 30, 2011. Work would be in the form of "sub-agreements" or work projects with specific work tasks and would be articulated in formal agreements. Approximately \$3 million is allocated to support the work for the next three years. Older Driver – Law Enforcement Training, Enforcement of Motorcycle Laws, and Pursuit Driving Policy Workshops are three major work efforts scheduled to begin.

Older Driver – Law Enforcement Training:

NHTSA has developed training designed to help young officers identify at-risk drivers and differentiate them from drivers who simply commit a traffic infraction. NHTSA statistics show a dramatic increase in traffic crashes and fatalities involving older drivers. Although most elderly drivers operate motor vehicles safely, an increasing number of highway crashes are attributable to dementia, Alzheimer's disease, stroke, and other similar infirmities that effect the safe operation of a vehicle and put other motorists at risk.

Enforcement of Motorcycle Laws: IADLEST will analysis, design, develop, implement, and evaluate a training program intended to alert patrol officers to the importance of enforcement of motorcycle laws as a means in reducing motorcycle fatalities. In 2005, 4,553 motorcyclists were killed; and an additional 87,000 were injured in traffic crashes in the U.S. This is a significant increase over 2004 statistics. Per vehicle mile traveled, motorcyclists are about 34 times more likely than passenger car occupants to die

in a traffic crash. The proposed training will emphasize the importance of appropriate enforcement action with regard to enforcement of motorcycle laws in a effect to reduce fatalities and injuries.

Pursuit Driving Policy Workshops: The IADLEST will conduct workshop for the purpose of establishing an appropriate law enforcement vehicular pursuit policy that is consistent with the International Association of Chiefs of Police guidelines. The workshop 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.

2008 CRIMINAL JUSTICE INSTRUCTORS' CONFERENCE TO BE HELD IN AUGUST

*submitted by: Chris Johnson,
Florida Department of Law Enforcement*

Once again, the Criminal Justice Standards and Training Commission and the Florida Department of Law Enforcement are sponsoring the Criminal Justice Instructors' Conference. The conference is scheduled for August 25 – 29, 2008, and will be held at the Hilton Walt Disney World Resort in Lake Buena Vista, Florida. The focus of the conference will be to provide criminal justice instructors with the opportunity to further develop their knowledge, skills, and abilities and provide networking opportunities with other instructors.

As with previous conferences of this nature, we are anticipating a tremendous response from law enforcement, correctional, and correctional probation officers from all over the state. FDLE is currently working with a conference steering committee in the planning and coordination of this event. Evaluation comments from the 2005 conference have been considered in planning the topics and speakers. In addition to the speakers and topics, there will be a number of vendors on hand that will be sure to appeal to both law enforcement and correctional officers.

The 2008 Instructors' Conference registration fee is \$100 for Florida officers and \$200 for out-of-state officers. A website has been developed to provide additional information regarding the conference, hotel, and registration process. Please visit the FDLE website at <http://www.fdle.state.fl.us/> and click on "Upcoming Events" to find the conference information. Attendees will also be able to submit electronic (on-line) registrations at the conference website.



SAVE THESE DATES!!!!

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

are pleased to announce

The 2008 Criminal Justice Instructors' Conference

- When:** August 25 – 29, 2008
- Where:** Hilton in the Walt Disney World Resort
Lake Buena Vista, Florida
- Purpose:** *“Enhance the delivery of criminal justice training.”*

This conference will provide criminal justice instructors with the opportunity to further develop their knowledge, skills, and abilities and provide networking opportunities with other instructors.

Further information for this conference go to:

www.fdle.state.fl.us and click on “Upcoming Events”

or you can contact Government Analyst II Chris Johnson at (850) 410-8316

or via e-mail at chrisjohnson@fdle.state.fl.us

There were over 250 criminal justice officers who attended the 2005 conference. This one hopes to be bigger and better. We encourage you to start making your plans to attend! If you would like further information on the 2008 Criminal Justice Instructors' Conference, please contact Government Analyst II Chris Johnson at (850) 410-8316, SUNCOM 210-8316 or via e-mail at chrisjohnson@fdle.state.fl.us.

**FREE RESOURCES FOR SMALLER
POLICE DEPARTMENTS AND NEWER
CHIEFS OF POLICE**

*submitted by: Cornelia Sorensen Sigworth, Policy Advisor,
Bureau of Justice Assistance*

The International Association of Chiefs of Police (IACP) is dedicated to addressing the needs of the nearly 12,000 smaller police departments nationwide through the services of the Smaller Police Department Technical Assistance Program. With continued funding support from the U.S. Department of Justice, Bureau of Justice Assistance, the IACP Smaller Police Department Technical Assistance Program provides a variety of free technical assistance opportunities for police departments with 25 or fewer sworn officers or serving a population of 25,000 or less. The free resources available include:

- Tuition-free training on 16 topics: instructors are highly qualified smaller agency executives who are leaders in their field
- IACP Annual Conference: Smaller Agency Certificate Training Track
- Quarterly e-Newsletter: Big Ideas for Smaller Police Departments
- Best Practices Guides
- Police Chiefs Desk Reference: A Guide for Newly Appointed Police Leaders
- New Police Chief Mentoring

The New Police Chief Mentoring Project, a component of the Smaller Police Department Technical Assistance Program, is a nation-wide program that matches newer chiefs (from appointment to three years) with experienced chiefs from agencies of similar size to learn how they achieved success and resolved similar problems. The formal mentoring period lasts three months, during which time the new chief and mentor establish goals, develop specific plans, and share tangible resources to assist with leadership and policy guidance. There is no charge to participate in this professional development opportunity.

For more information about resources available through the IACP Smaller Police Department Technical

Assistance Program and the New Police Chief Mentoring Project, visit
[www.theiacp.org/research/RCDSsmallPoliceDept.html]
or call 1-800-843-4227 x 844.

**OFFICER SUICIDE PREVENTION
VIDEO AVAILABLE NATIONWIDE VIA
CALIFORNIA POST WEBSITE**

by: Director Mike DiMiceli, Assistant Executive, California POST

Responding to a nationwide concern for law enforcement officer suicide deaths, California POST has produced a *Preventing Law Enforcement Suicide* program on DVD format. The program was developed with subject matter resources representing law enforcement, psychology, and academia from California, Arizona, New York, and Canada. Because of the national interest in suicide deaths, the program is now available on the POST website at [http://www.post.ca.gov/Whats_New/Preventing_Officer_Suicide_Video.asp]. Officers, supervisors and managers, peers, and families may access the training material directly from the POST website. The streaming video is identical to the DVD version of the program released in California in December 2007. The online version offers convenient links to additional suicide prevention resources.

The *Preventing Law Enforcement Suicide* program examines: 1) occupational factors, trends, patterns, and causes of suicide, 2) emotional distress and warning signs, and 3) the culture that may hinder a helping process. The program also identifies support systems and effective intervention techniques. Five major sections are: 1) Responsibility: Law enforcement's involvement with supporting suicide awareness and prevention, 2) Prevention: Knowing what causes suicide in the law enforcement culture may help prevent suicides; 3) Intervention: Understanding the warning signs, triggers, and symptoms to better intervene and support someone who is suicidal; 4) Postvention: How to cope with the aftermath of a law enforcement suicide; and 5) Maintaining Balance: Final thoughts regarding suicide prevention. A copy of the program on DVD format has been sent to each Director.

Questions about the *Preventing Law Enforcement Suicide* telecourse program may be directed to Assistant Executive Director Mike DiMiceli, 916-227-2808 or mike.dimiceli@post.ca.gov



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MICHIGAN COMMISSION ON LAW ENFORCEMENT STANDARDS

Professional Criminal Justice Career Opportunities

As a result of immediate vacancies and in anticipation of several retirements, the Michigan Commission on Law Enforcement Standards (MCOLES) is currently soliciting resumes for professional career openings. It is the Commission's goal to have a qualified list of candidates to draw from as the various positions open, to ensure a smooth transition of duties within the organization, with no loss of quality service to our constituency.

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

To qualify for these positions, candidates must possess a bachelor's degree and have a minimum of three years of professional experience. In addition, some positions may require three years experience as a licensed law enforcement officer. MCOLES is also interested in applicants with qualifications such as management, social science research, curriculum development, and experience in the field of education.

An evaluation of education and experience will be used to determine applicant eligibility, placement, and salary level, consistent with civil service rules. The salaries for these positions range from \$39,738 to \$93,902, depending on position and experience, with regular step increases. All positions include full benefits.

If you are interested in being considered for one of these positions, please submit a letter of interest and resume to Mr. Gary Ruffini, Field Services Bureau Manager, MCOLES, 7426 North Canal Rd., Lansing, Michigan 48913. MCOLES is an equal opportunity employer.

KANSAS LAW ENFORCEMENT TRAINING CENTER (KLETC) EXPANDS

by: *Ed H. Pavey, Director, Kansas Law Enforcement Training Center*

In late December 2007 the Kansas Development Finance Authority (K DFA) issued registered bonds in the amount of \$18,220,000 for KLETC's legislatively-approved capital improvement expansion project. The Series 2007M Bonds were issued for paying the costs of the construction and equipping of the building additions to KLETC—a 3-story dormitory with 126 new sleeping beds; a multi-purpose training facility to seat 800 people in a group setting or in three equally divided, separate training areas; expansion of the current cafeteria seating area; a state-of-the-art emergency vehicle driver training course with operations and classroom buildings; and a tactical shooting training house to be used with Simunitions officer survival projectile training. Construction will be handled in two phases. Phase I construction includes the dormitory, cafeteria seating expansion, and the multipurpose training facility. Phase II will encompass the EVOC course, buildings, and tactical shooting training house. In consultation with KLETC instructors, it is anticipated that the emergency vehicle operations course will be designed by Robert Cummings II., P.E., Clark-Nexsen, a Norfolk, Virginia-based architecture and engineering firm with extensive experience and expertise in emergency vehicle driver training course design. Treanor Architects P.A., Lawrence, Kansas, and Professional Engineering Consultants P.A., Topeka, Kansas, are the providing the primary architectural and engineering services for both construction phases.



Architectural rendering of the New Kansas Training Academy

After a complete review of the Phase I construction bids, the State of Kansas awarded the contract to the Wichita-based Law Company. The Law Company's experience is diverse with an excellent reputation for building shopping centers, regional malls, major department stores, community retail centers

renovating existing malls and department store across the country.

The official notice to proceed issued to The Law Company by the State of Kansas gives the construction company 450 calendar days to complete the project (to be completed by April 17, 2009). The construction schedule projects completion at 13 months, with tentative completion in late February or early March 2009. As KLETC staff has experienced with past construction projects of this magnitude, the projected completion date is always fluid and subject to change as unexpected delays and weather often affect the timeline. Heavy construction equipment arrived on site at KLETC in early February, however, as of late February, adverse weather continues to delay any substantial progress in preparing the site for construction.

The Wichita-based general contractor for KLETC's expansion has national prominence in the construction industry. Under bright sunshine, sharp wind, and a crisp, arctic 25 degree weather (January 22), KLETC held a "ground breaking" ceremony to officially kick off the capital improvement expansion project. Representatives from the State of Kansas' Division of Facilities Management, KU, Treanor Architects, The Law Company, KSCPOST, and KLETC participated in the ground breaking ceremony. In the informal ceremony conducted in the vacant lot directly across the street from Brazeal & Welch Halls, ten brave individuals wearing white construction hardhats with gold painted shovels in hand braved the frigid cold to turn the first spade of hard, frozen dirt. Needless to say, the ceremonial occasion was short, sweet, and to the point.

THE TEAM – THE ATTACK

*Submitted by: Ginger Bennett Kutsch Chairperson,
The Seeing Eye Advocacy Council - The Seeing Eye, Inc.*

Imagine that you are blind and use a guide dog to assist you in making your way through this world. Now imagine what it would be like for you or your dog guide to be attacked by an aggressive dog that you can hear but cannot see.

In practical terms, it could mean a temporary or permanent loss of your essential guide and beloved companion. In emotional terms, the experience would be nothing short of terrifying.

Such attacks occur all too frequently, posing a significant threat to dog guide teams. The Council of US Dog Guide Schools urges law enforcement training managers and leaders to help combat this serious, and often under-addressed national epidemic

of dog attacks and interference against dog guide teams.

These incidents are far more dangerous than simple dog-to-dog altercations. The eminent danger to a blind individual whose guide dog is being attacked or subjected to interference is potentially far greater than that of pet owners who do not require the services of their dogs to travel safely and independently. Moreover, blind people must face these emergencies without the opportunity to use vision to defend themselves or their guide dogs.

During an attack, the blind person's travel is suddenly and severely restricted, often without any warning. And either or both team members become instantly vulnerable to bodily injury inflicted by the attacking dog. In the confusion of the attack and its aftermath, either or both team members can also be exposed to vehicular traffic or other environmental dangers without being safely oriented to their surroundings.

Dog guides are valuable property. The cost of the dog and services from a dog guide school can range up to \$50,000.00 per person/dog team. Attacks and interference can also be costly in terms of injury, veterinary care, medical care, retraining, replacement, emotional trauma, and loss of mobility for the blind handler.

In February 2007, the Council of United States Dog Guide Schools appointed a special task force to investigate the growing concern for blind individuals and their dog guides to travel safely without being obstructed or harmed due to harassment or attack by loose or uncontrolled dogs.

The task force identified the need for greater education amongst law enforcement officials and hence compiled a packet of information specifically for those involved with the development or training of law enforcement or criminal justice personnel. To learn more about these educational materials, including a DVD offered by The Backup Training Corporation, or to request a representative for in-service training, please contact one of the Council's task force members listed below.

Emily Simone, Chairperson
Guide Dogs for the Blind, San Rafael, CA
Phone: 1.800.295.4050
<http://www.guidedogs.com>
esimone@guidedogs.com

Peggy Gibbon
The Seeing Eye, Morristown, NJ
Phone: 1.800.539.4425

<http://www.seeingeye.org>
pgibbon@seeingeye.org

Keith McGregor
Leader Dogs for the Blind, Rochester, MI
Phone: 1.888.777.5332
<http://www.leaderdog.org>
kmcGregor@leaderdog.org

Kathy Zubrycki
Guiding Eyes for the Blind, Yorktown Heights, NY
Phone: 1.800.942.0149
<http://www.guidingeyes.org>
kzubrycki@guidingeyes.org

VIRTUAL RESPONSE TRANSLATOR Cutting Edge Technology Cross Culture Communications

by: Roger Miller, North Carolina Criminal Justice Academy

The North Carolina Justice Academy (NCJA), in partnership with the National Institute of Justice (<http://www.ojp.usdoj.gov/nij/>), has initiated a technology evaluation program to assess new technology developed by the U.S. Department of Justice for the men and women of Law Enforcement and Corrections. Since December of 2006, one of the projects NCJA has undertaken is testing the effectiveness of the Integrated Wave Technologies (IWT – <http://www.i-w-t.com>) Voice Response Translator (VRT) in a variety of different public safety environments. The goal of the assessment is to test the accuracy and reliability of the VRT and examine the ability for law enforcement and corrections officials to easily use the unit in the day-to-day performance of their duties. In turn, this information is provided back to the National Institute of Justice to assist in their program management.

The VRT was developed to meet the needs of law enforcement and corrections to have an effective audio translation capability. It functions as follows:

- Officers identify the language spoken by a person (the VRT holds a database of over 14 different languages)
- Officer issues emergency commands to the person
- Officer makes inquiries to which a person could respond with head and hand movements.

Roger Miller, Tactical/Technical trainer for NCJA has managed this program and partnered with numerous agencies of all sizes from both the law enforcement and detention/corrections community.

Assistance to evaluate the VRT has come from the Fayetteville Police Department, Raleigh Durham Airport Police Department, Laurel Park Police Department, Concord Police Department, Forsyth County Sheriff's Office, Robeson County Sheriff's Office, and Guilford County Sheriff's Office.

A special gratitude is offered to each of these agencies as they have been instrumental in providing the feedback necessary to expand the needs of voice translating capability in the public safety community. Additionally, NCJA thanks Tommy Sexton, Program Manager of the Modeling & Simulations portfolio of the National Institute of Justice for reaching out to the Academy in this venture.

As this project is ongoing, NCJA will continue to disseminate this technology throughout the state of North Carolina to assist those agencies who depend on multi-language response capability. More information can be obtained by reviewing the following debriefing conducted at the International Association of Chiefs of Police Law Enforcement Information Management Conference (http://www.iacptechnology.org/LEIM/2007Presentations/VRT_Miller.pdf) or contacting Roger Miller directly at (rmiller@ncdoj.gov).

OREGON CASE SHOWS POCIS WORKS

*by Eriks Gabliks, Deputy Director
Oregon Department of Public Safety Standards and Training*

IADLEST established the Peace Officer Certification Information System (POCIS) in the late 1990's to reduce the interstate rehiring of law enforcement officers decertified for misconduct by Peace Officer Standards and Training (POST) Boards and Commissions in the United States. This system provides general information regarding state policies and guidelines as well as access to the searchable National Decertification Index (NDI) by approved law enforcement hiring entities. Participating states enter decertified criminal justice officers into a national database that is used as a pointer system that directs employing agencies and/or certification bodies to the agency that made the entry. As of January 2008, POCIS contains more than 9,600 decertified officers from 26 states.

The following illustrates the benefit of the IADLEST POCIS database. The Oregon Department of Public Safety Standards and Training (DPSST) revoked the police certification of Sean Sullivan on July 19, 2005. Sullivan, a police officer in Coquille, Oregon, was convicted of two counts of harassment. As part of his sentencing, Sullivan was ordered to surrender his State of Oregon police officer certification and never work in

any capacity as a police officer. DPSST entered Sullivan's name in POCIS as an officer whose certification had been revoked. Since that time Sullivan has attempted to gain employment as a police officer in two other states. Three months after his conviction in Oregon, Sullivan applied to be a police officer in Klawock, Alaska, on August 12, 2005. On his application, he indicated that he had never been convicted of a crime nor had his police certification been revoked in any state. Later that month he applied to be a police officer in Cedar Vale, Kansas. On his application he again marked that he never been convicted of any crimes. Sullivan was hired and served as Police Chief in Cedar Vale until May 12, 2006, when Kansas POST became aware of his revoked status and began an investigation. Kansas is also looking into allegations that Sullivan may have engaged in unlawful conduct with a child while serving as a police officer. POCIS was used as a vehicle by both states to identify the Oregon revocation and take appropriate action.

DPSST's revocation and denial process is under our eleven-member Standards & Certification Program. This program serves approximately 10,000 police, corrections, parole/probation officers, and 9-1-1 telecommunicators who work at more than 300 city, county, and state criminal justice agencies. In 2004, DPSST received legislative funding to establish a full-time Professional Standards Coordinator. Since that time Oregon has revoked the certifications of more than 200 police, corrections, and parole and probation officers and 9-1-1 telecommunicators. DPSST also publishes a monthly Ethics Bulletin which describes cases which lead to loss of certification. To view a copy, please go to the publications section of the DPSST web page at www.oregon.gov/DPSST

LAWFIT CHALLENGE 2008

*by: David L. Bever, National Center for Public Safety Fitness;
Ronald E. Bessent, Virginia Dept. of Criminal Justice Services*

Since 1989, staff from the Virginia Department of Criminal Justice Services and George Mason University's National Center for Public Safety Fitness in Fairfax, Virginia, have collected health and fitness data from more than 4,000 law enforcement professionals, both incumbents and academy recruits. Utilizing this data in conjunction with a legally valid job task analysis, we have developed both a work performance/physical agility course and a series of fitness measures to test the overall fitness of law enforcement officers. Based on both of these two testing mechanisms, a national competition to measure officers' fitness for duty was initiated in 2002.

Known as the LAWFIT CHALLENGE, this six-event competition assesses the muscular strength, muscular endurance, flexibility, and cardiorespiratory efficiency of officers, as well as their ability to perform in a simulated suspect pursuit. The events include:

Strength & Flexibility:

- Bench Press: One-repetition maximum bench press (1RM) - based on percentage of body weight lifted.
- Pull-Ups to Failure
- One-minute timed sit-up test
- Sit and reach flexibility test

Cardiovascular Efficiency:

- 1.5-Mile run

Work Performance:

- 200-yard suspect pursuit: Comprised of a series of simulated obstacles, including a 3' drainage ditch, 5' wall, stairs, windows, rescue of a downed officer/victim, apprehension & handcuffing of a suspect, and a shooting accuracy task using a laser targeting system.

These tests have been found to be good predictors of officer performance in high stress situations requiring significant physical activity. Scores for the events are age and gender adjusted to provide a fair and equitable opportunity for all participants. In addition to the individual officer competition, participants also may compete in four-person and pairs events.

Since its inception in 2002, the LAWFIT CHALLENGE has hosted law enforcement officers from 15 states, the District of Columbia, the U.S. Army, and the U.S. Marine Corps. Descriptions of all competition events, registration information, as well as pictures and results from previous challenges, can be found on the National Center for Public Safety Fitness website: www.lawfit.org.

The 2008 Lawfit Challenge will be held on the campus of George Mason University from Thursday, October 16 through Saturday, October 18. Participation in the LAWFIT CHALLENGE provides an excellent opportunity for supporting the law enforcement community and more specifically the competing officers.

For further information or questions regarding the National Center for Public Safety Fitness and the

LAWFIT CHALLENGE, please contact us at (703)-993-2071, or email us at: LawFit@hotmail.com.

TEXT AND REFERENCE MATERIAL

Investigating Missing Children Cases: A Guide for First Responders and Investigators

by Donald F. Sprague

A hands-on Guidebook, laying-out step-by-step what action the First Responder must take. Checklists for every stage of the pains-taking search ensures case thoroughness. Useful illustrations, charts and statistics. NEW May 2008 BOOK! Price \$40

Violence In Today's School Workplace: Protecting Teachers and School Employees in a Violent Age

by Diane Williamson, David Strecker & Henry Townsend

Hardcover, 171 pages, published 2007. Price \$35

Emergency Vehicle Operations: A Line Officer's Guide, Second Edition

by Ray Beach, Earl Morris & Bill Smith

Softcover/spiral binding 190 pages, published 2003. Price \$25

Defensible Policies: Developing and Implementing Valid Policies for Problem-Oriented Policing, Second Edition

by Ray Beach and James S. O'Leary

Hardcover, 163 pages, published 2005. Price \$35.

For more information on material contact Don Karecki, President, K&M Publishers, Inc., Tulsa, Oklahoma, USA, Mobile (918) 633.0508, dkarecki@cox.net

EXECUTIVE COMMITTEE PROJECT MEETING

**NHTSA Headquarters, Washington, D.C.
1:00 pm, Thursday, January 3, 2008**

IADLEST Member in Attendance: President George Gotschalk (VA), Ray Beach (MI), Mike Crews (FL), Pat Bradley (MD), Mark Damitio (KS), Lyle Mann (AZ), Lloyd Halvorson (ND), Patrick Judge (IADLEST).

NHTSA Members in Attendance: Essie Wagner, Will Price, Don McDonald, Terry McBee, Earl Hardy (via speakerphone), and Earnest Jenkins.

Hardy began the discussion by providing the history between NHTSA and IADLEST and the successful projects that have been completed. Hardy also stated that IADLEST was uniquely suited to undertake the

current project orders under the proposed Umbrella Agreement.

Each of the five projects were discussed in terms of the work required, the project orders that would be due, and the funding allowed. Hardy stated that NHTSA wanted this opportunity to help the IADLEST organization prepare to undertake these projects and wanted to reassure IADLEST that NHTSA's intent is to ensure that IADLEST is in fact successful.

McBee stated that the current projects included in the Umbrella Agreement are the SFST project and SFST/DRE database project, The Older Driver training, Motorcycle Enforcement initiative, and the Pursuit Policy training.

Gotschalk inquired as to the status of the Umbrella Agreement as he has not been informed as to whether or not NHTSA accepted or rejected the addendum. McBee stated that the current Umbrella Agreement is being modified to reflect changes proposed by Gotschalk that were included in the addendum that was submitted with the signed Umbrella Agreement. McBee stated that while the modifications are under review by NHTSA, he did not expect any problems with the proposed changes and clarifications.

IADLEST members inquired as to what exactly IADLEST could include as allowable costs when submitting the project orders to NHTSA. Jenkins stated that all costs must be real and all budgetary items must follow the accounting rules established and consistent with the OMB circular. He explained that costs can be allowed differently for non-profit organizations, educational institutions, and for profit corporations or businesses.

Mike Crews asked if NHTSA can provide guidance and suggestions for reasonable administrative costs that are allowable to ensure sufficient financial and administrative oversight of the grants. Jenkins stated that NHTSA has already calculated what it anticipates will be reasonable costs in these areas but is prohibited from sharing those numbers with IADLEST. He stated that IADLEST must identify those costs and then NHTSA will compare them to their projections (estimates) and decide if our figures are reasonable. He further stated that these numbers can be negotiated after the project orders and budget figures are submitted.

Jenkins asked IADLEST if it has the employees and staff to undertake this project. Halvorson replied that at the current time we do not, however that is the very reason we are here in DC, hoping to get some

guidance as to how to put the management, fiscal, and administrative personnel into position to accomplish the work. Gotschalk stated that until we have these persons in place, IADLEST will not be in a position to accomplish what is necessary in terms of project orders, budgets, and work plans.

Jenkins stated that IADLEST could include in the budget worksheets any and all direct costs associated with the project orders. Mike Crews asked for clarifications on what "direct costs" involved, specifically, asking Jenkins if IADLEST can include costs for association members to meet and accomplish the grant work and if IADLEST can include financial services/accountant fees to manage the grant accounts. Jenkins again stated that any direct costs the association incurs or anticipates can be included in the budgets.

McBee stated that we need to look up the cost for these services, research them, and then ensure they are consistent with the cost accounting figures in the Federal Accounting Regulations. He also recommended that when looking at salaries for employees or contractors to do the work, we utilize www.salary.com to ensure that are estimates are defensible.

The meeting concluded with a description and review of the work involved in each of the project orders.

EXECUTIVE COMMITTEE MEETING
Courtyard Capitol Hill/Navy Yard
Washington, D.C.
Thursday, January 3, 2008

I. Call to Order: President Gotschalk (VA) called the meeting to order at 7:13 pm.

II. Roll Call: Secretary Lloyd Halvorson (ND) conducted the roll for those in attendance. Those present were: President Gotschalk (VA), Lloyd Halvorson (ND), Ray Beach (MI), Mike Crews (FL), Lyle Mann (AZ), Mark Damitio (KS), Pat Bradley (MD), and Patrick Judge (IADLEST).

III. Approval of Minutes MOTION by Mike Crews to approve the minutes of the June 17, 2007, Executive Committee meeting. SECOND by Lyle Mann. MOTION CARRIED with all in favor.

Approval of Minutes: MOTION by Lyle Mann to approve the minutes of the June 19, 2007, Special Executive Committee meeting. SECOND by Pat Bradley. MOTION CARRIED with all in favor.

IV. Treasurer's Report: President Gotschalk reported that Penny Westfall was unable to make the meeting. Gotschalk presented the Treasurer's fund account reports for the members to review. The following corrections should be made to the General Account : Cash Flow Report: (1) the \$8,817.64 that is listed as a Return from the Virginia Conference Seed Money should not be listed as a return. Gotschalk reported that no seed money was given to Virginia for the 2007 conference. The \$8,817.64 was simply the total take from the conference, and (2) The \$2,912.82 that is listed as Patrick Judge Expenses were not Patrick Judge expenses, but were actually printing, mailing, and conference room rental fees for New Orleans.

Gotschalk stated that the Remaining Grant Amount report should also include POST NET 2005 in the amount of \$50,000, and the National Academy Network Grant for 2006 should show \$306,000.

Halvorson asked Pat Bradley what the \$700.00 in Revenue for the Oklahoma Ribbon Cutting referred to. Bradley stated he was given a \$1,000 stipend to attend this event for IADLEST. The \$700 was the remaining funds after his expenses. MOTION by Bradley to acknowledge receipt of the Treasurer's documents and noted corrections as has been indicated by the members. SECOND by Crews. MOTION CARRIED with all in favor.

V. NHTSA Project Meeting: President Gotschalk asked that each member in attendance offer their observations regarding the NHTSA Umbrella Agreement and related projects. Gotschalk stated that while the information today was helpful, he has reservations about our ability to be successful in light of internal repairs that must be made, audits that must be completed, and insufficient information from NHTSA regarding the status of the Umbrella Agreement and related addendum.

Lyle Mann (AZ) stated that he felt we could not do this with a part-time Executive Director and that in order to proceed with these projects we must hire an accountant and project manager. He stated he was confident that we would be successful taking on these projects if we want to raise the organization to the next level.

Mark Damitio (KS) stated the meeting today was productive and removed some of the secrecy that NHTSA had been operating under. He felt that we have gotten many mixed messages over the past months but is confident that many of the questions have been answered and confusion resolved.

Patrick Judge stated that the Executive Committee and the organization needs to plan for a transition from a part-time Executive Director to a full time one. He stated that we must find a replacement and if the replacement is qualified, the transition from him to the new person could go very quickly. He stated that he cannot handle and does not want to handle the “project director” duties for these NHTSA projects. He stated it is too involved and takes too much time. He indicated that he has spent days and weeks, not hours, on several of the NHTSA paperwork requirements since the meeting in New Orleans.

Mark Damitio asked if the “accountant” and “project manager” should report to the President of IADLEST or if they should report to the Executive Director. Patrick Judge suggested that these persons should probably report to the Executive Director with day day questions and concerns. George Gotschalk stated that one of the association’s problems is that the members of the Executive Committee all have full-time, demanding occupations and do not have the time available to do the work of the Association if we take it to this next level.

Ray Beach (MI) questioned whether NHTSA was driving this organization or if the members were driving the organization. He asked whether or not we should develop our organization to meet the needs of NHTSA, or if we should develop our organization to meet our needs.

Mike Crews (FL) asked if “raising the bar” or taking it to the next level was in the best interest of the members of IADLEST. He stated that taking on these projects provides no financial benefit to the members of IADLEST. He asked what benefit accepting these grants provides to IADLEST as an organization and to the individual members.

Pat Bradley (MD) reminded the members of our mission and stated that if IADLEST is going to recognize itself as the conduit to getting quality training to the officers on the street and to the academies, regardless of NHTSA, IADLEST will need to establish the necessary structure. He stated the time is now.

Lloyd Halvorson (ND) stated that it appears from our conversation with NHTSA earlier today that they would essentially fund this necessary structure as part of the project order budgets. He stated he felt the real question for the members is “Is it in the best interest of IADLEST to grow this fast in this way?”

Patrick Judge stated that his part-time job has turned into full time hours. He stated that if we hire a

project manager/director to supervise the five projects, that person would also have time to do other IADLEST business.

Pat Bradley (MD) stated that fiscal and audit services are factored into the grants. In addition, where the grants need an advisory board, the Executive Committee can and should be that board. When our regular meetings and these board meetings overlap, the grants can fund a significant part of our travel, lodging, and per diem. With the cost of travel, this proves to be a rather significant benefit.

Ray Beach (MI) stated that he feels we need to identify fiscal, management, and project services that are needed, to include the advisory board function. These services need to be centralized. Beach expressed concern as to whether or not moving in this direction was the right thing for this organization at this time.

Patrick Judge stated that our meeting with NHTSA will continue tomorrow at 8:30 am where we will get additional information specific to the Pursuit Policy Workshops and other NHTSA plans for 2008.

VI. National Sheriff’s Association Request for Resolution: Ed Hutchison, Director of TRIAD and Traffic Safety for the NSA joined our meeting with an NSA request for support. Hutchison stated that the NSA, in cooperation with NHTSA has created a training program entitled, “Safe and Effective use of Law Enforcement Personnel in Work Zones.” He stated that the training has been reviewed and endorsed by the IACP, NSA, and NTSB among others, and was asking IADLEST to endorse the training through a resolution. A sample resolution (similarly used by the other entities) was given to the members for consideration. MOTION by Damitio (KS) to approve the resolution as written. SECOND by Bradley (MD). Hutchison was reminded that while IADLEST can support this resolution, the awarding of training credit for attending this training program is up to the individual state POST organizations. Hutchison agreed and understood. MOTION CARRIED with all in favor.

VII. Strategic Planning: President Gotschalk asked the members how much time they felt we would need at the conference this summer for organizational strategic planning. Ray Beach suggested one day and recommended that the day be set aside early in the conference so we don’t lose members that may have to leave early. The other members agreed and Gotschalk indicated that he would inform Rusty Goodpastor (IN) of the decision. The issue of who would serve as moderator of the planning session was

discussed. It was decided that Goodpastor should be allowed to select the moderator as he is the conference host.

VIII. Errors and Omissions Insurance and Liability Coverage: Patrick Judge stated he has not heard back from the agent he contacted. Ray Beach has had some preliminary estimates come in but will still need to follow up on the information. The coverage limits and restrictions are complicated and the agent will need to understand the organization and its needs in more detail before we can be comfortable selecting the coverage options.

IX: Employment Issues: President Gotschalk stated that he is concerned about our contract or lack of one with Ray Franklin and others. They are not employees of the Association, and we need to properly classify them as either employees or an independent contractors. We need to also have an actual contract signed. Patrick Judge has drafted a contract that he would like a business attorney to read and approve before it is implemented. This would ensure that IADLEST is conducting business properly.

Ray Beach asked if we have considered a policy on conflict of interest. He felt and believes others could view our hiring of a former member and officer of the Association as a vendor to do significant grant work as a conflict of interest. While no one debated whether or not he was qualified, Beach was concerned as to the appearance of the situation. He felt that we should address whether or not officers (or even members) of the Association should be allowed to do business and bid on projects with the Association while officers or for a period of time after leaving the organization.

X: Leadership Resolution: President Gotschalk provided the members with a Resolution endorsing the Leadership Summit Consortium that was drafted by Ray Franklin. The Executive Committee viewed the resolution favorably and suggested that it be presented to the full membership at the Business Meeting in Indiana this summer.

XI: Items from the Members:

A. Sourcebook Status: Pat Bradley stated that the Department of Justice has updated the questions for the sourcebook, but it needs to be finalized by IADLEST. Ray Beach stated that this is an important piece of IADLEST that should not be neglected. President Gotschalk stated that he was not sure where things were at with regard to the Sourcebook, stating that the

Umbrella Agreement and related projects have been so time consuming that he has not had a chance to address it. The Executive Committee was in agreement that we need to get the Sourcebook back on track so a new one can be issued for 2008.

B. Decertification Database: Ray Beach stated that decertification information is public record in many states. IADLEST will need to decide how it will deal with requests that come in from the public, press, and others that are wanting to query the database.

C. Travel Expenses: Halvorson stated that the Member Travel section of the Budget Worksheet submitted with the Treasurer's documents appeared to be insufficient to cover the cost of the Executive Committee's travel to the meeting in Washington, DC. MOTION by Ray Beach (MI) to move \$10,000 into the travel line item on the Budget Worksheet to cover the travel costs of the Executive Committee so they can conduct the business of the Association. SECOND by Mike Crews (FL). MOTION CARRIED with all in favor. MOTION by Bradley (MD) to approve the Budget Worksheet as amended. SECOND by Ray Beach (MI). MOTION CARRIED with all in favor.

XII. Adjournment. Meeting concluded at 11:05 pm. MOTION by Crews to adjourn. SECOND by Mann. MOTION CARRIED with all in favor.

**EXECUTIVE COMMITTEE
PROJECT MEETING
NHTSA Headquarters, Washington, D.C.
8:30 am, Friday, January 4, 2008**

IADLEST Members in Attendance: President George Gotschalk (VA), Ray Beach (MI), Mike Crews (FL), Pat Bradley (MD), Mark Damitio (KS), Lyle Mann (AZ), Lloyd Halvorson (ND), Patrick Judge (IADLEST).

NHTSA Members in Attendance: Will Price, Don McDonald, Terry McBee, Earl Hardy (via speakerphone).

The members in attendance discussed the details of the SFST Assessments and the Pursuit Policy workshops in detail. Questions were posed and answered as to the method of delivery and specific details involved in each project.

The current SFST project was a specific issue discussed. At issue was the NHTSA's expansion of the SFST project to include Drug Recognition Expert (DRE) and related services. The current NHTSA funding for this project ended on December 31, 2007. NHTSA approved a limited, six-month extension of the current grant to allow for a general solicitation for management of the newly framed project that is to commence on July 1, 2008. On December 18, 2007, the Executive Committee voted to accept this extension. While the formal written extension agreement had not as yet been provided, the NHTSA contract office (Terry McBee) has authorized interim continuation of the current grant. The project extension agreement will be in the form of a grant modification yet to be issued.

Terry McBee stated that NHTSA will need a written response from IADLEST committing to each of the project orders under the Umbrella Agreement by early next week for us to move forward or the Umbrella Agreement would be void and the relationship with IADLEST severed.

NHTSA representatives also informed IADLEST that they would like to partner in the creation of an Instructional Development System and on Law Enforcement Training and Marketing Liaisons. NHTSA representatives stated that they have a ton of training material available for officers and agencies and they sometimes struggle in their attempts to get it to the officer on the street. They felt that by partnering with IADLEST they could obtain better access to the academies and to the street level officer where the training is needed most.

The meeting adjourned with NHTSA representatives at approximately 10:30 am. The IADLEST members continued their discussion at NHTSA headquarters. The discussion centered on the mechanism to obtain sufficient financial management assistance and the hiring of a project manager to do the work required of the organization to meet the paperwork and budgetary demands required under the project orders. The members ultimately agreeing to proceed with the projects, although serious operational concerns were still present from the members of the Executive Committee. The meeting of IADLEST members concluded at approximately 11:30 am.



**SPECIAL
EXECUTIVE COMMITTEE MEETING
Courtyard Capitol Hill/Navy Yard,
Washington, D.C.
12:30 p.m., Friday, January 4, 2008**

The members of the Executive Committee convened an impromptu Executive Committee meeting at the conclusion of the meeting at NHTSA Headquarters: Present were: Gotschalk, Halvorson, Beach, Crews, Damitio, and Judge.

Gotschalk began the discussion by saying that he still had reservations about undertaking NHTSA projects of this magnitude without the adequate staff in place to accomplish the demands of the project orders and the strict timelines that accompany them. Crews and Beach were in agreement that this may prove too ambitious at this time considering the internal struggles of the organization and the demands on our Executive Director.

Halvorson suggested that we put the needs of the organization first and the NHTSA projects aside until we have the staff in place to ensure we can follow through. Damitio felt that we committed to the projects with unanimous vote from the membership, we signed the Umbrella Agreement, and we should honor our commitment.

Halvorson stated that if we had things (an accountant and project manager) in place we would not be so apprehensive about moving forward. Patrick Judge informed the members that the minute we sign the project orders, the clock starts ticking on the due date for many different reports required under the project orders. For example, if IADLEST commits in writing, next week as demanded by NHTSA, we have 15 days to submit the first of many required reports/plans, and 30 days for the next report, etc. He stated he was unsure if he could meet those time constraints without assistance.

Halvorson stated that we should, (1) inform NHTSA that we have insufficient administrative services to meet the demands of the project orders at this time, and (2) in order to proceed, IADLEST will require 10% of the total grant award(s) up front, and (3) the first reports due under the project orders will be delayed until June 1, 2008. Halvorson stated that in doing so, it would give us several months to hire the accountant to manage the accounts and allow us time to hire a project manager that would be responsible to complete the work necessary under the project orders. All in attendance appeared encouraged by the idea, and Halvorson made a MOTION to proceed in

this fashion. **SECOND** by Crews. **MOTION CARRIED** with all in favor.

Halvorson stated that with only five members of the Executive Committee present at this meeting, a quorum was lacking to make the above-mentioned motion binding on the President/organization. President Gotschalk stated he felt this was the most responsible way for the organization to proceed and stated that he would relay these new IADLEST conditions to NHTSA in writing next week.

Meeting adjourned.

IADLEST EXECUTIVE COMMITTEE RESOLUTION SUPPORT OF “WORK-ZONE TRAINING LAW ENFORCEMENT” COURSE

WHEREAS, the National Sheriffs’ Association (NSA), the International Association of Chiefs of Police (IACP), the Federal Highway Administration (FHWA), the National Highway Traffic Safety Administration (NHTSA), the National



Transportation Safety Board (NTSB), and the American Traffic Safety Services Association all recognize that the daily environment of law enforcement officers can be extremely dangerous, and that traffic work-zones are a part of that dangerous environment; and

WHEREAS, work-zone fatalities increased nearly 4.75 percent between 2000 and 2005, with 1,074 work-zone fatalities representing 2.47 percent of all roadway fatalities in 2005; and

WHEREAS, employing the use of law enforcement personnel in work-zone environments is recognized as an effective countermeasure for the reduction of crashes, fatalities, and injuries in work-zones; and

WHEREAS, the NSA and ATSSA—in cooperation with the IACP, FHWA, and NHTSA, upon the recommendation of the NTSB—developed a model training course for law enforcement officers assigned to work-zone duties; and

WHEREAS, the Work-Zone Training Law Enforcement Course was designed to educate officers to the risks involved with work-zones and with officer safety in mind; now, therefore, be it

RESOLVED that the IADLEST supports the safe and effective deployment of law enforcement officers in work-zones; and, be it

FURTHER RESOLVED that the IADLEST endorses and supports the Work-Zone Training Law Enforcement Course, “Safe and Effective Use of Law Enforcement Personnel in Work-Zones,” for use by state, county, local, and tribal law enforcement agencies.





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

TO:

**MICHIGAN POST
ANNOUNCES JOB OPENINGS**

The Michigan Commission on Law Enforcement Standards is interested in filling immediate and future vacancies. The Commission has openings now and anticipates several more vacancies over the coming year due to retirements.

All of the positions are career civil service positions with full benefits. This is an excellent opportunity for the right person to join a vibrant criminal justice organization poised for new growth in criminal justice standards and training.

Please assist us by making the announcement in this Newsletter (refer to page 10) available to those in and outside your organization who may be interested in these professional employment opportunities.