

**Advisory Committee to the
National Center for State and Local Law Enforcement Training
Federal Law Enforcement Training Center (FLETC)
Summary of Meeting
December 1, 2004
Glynco, Georgia**

EXECUTIVE SUMMARY

- Stanley Moran, Director of the National Center welcomed the group and introduced the Deputy Director of the FLETC, D. Kenneth Keene.
- Mr. Keene gave a brief overview of the FLETC's transition to Department of Homeland Security from Department of Treasury. He briefed on some recent FLETC initiatives and stressed the critical role that state and local law enforcement has in the security of our homeland. He spoke of the need to increase communication between Federal and state and local law enforcement agencies and noted the National Center will have a paramount role in this mission through training. Mr. Keene concluded by introducing George R. Havens, Assistant Director, Field Training Directorate, FLETC.
- Mr. Havens stressed the importance of partnerships and the significant role that the National Center shares in fighting terrorism through training. He reiterated the position that state and local law enforcement officers share responsibility as a first responder and that the support the FLETC and the National Center provide is part of this critical mission.
- Mr. Moran introduced Domingo Herraiz, Director, Bureau of Justice Assistance, representing Deborah Daniels, Department of Justice Advisory Committee Co-Chair.
- Mr. Herraiz stated that throughout the country, Federal law enforcement has shifted its focus to specifically address terrorism prevention. He emphasized that the National Center must be prepared to lead in the development and delivery of this type of training for state and local law enforcement officers.
- Mr. Moran introduced the Department of the Homeland Security Advisory Committee Co-Chair, Randy Beardsworth, Director of Operations, Border and Transportation Security.
- Mr. Beardsworth echoed earlier comments and stressed the importance of people and agencies working together to ensure that the homeland is secure and that officers are trained and able to perform their mission.

- Mr. Malcolm Adams, Chief, State and Local Programs Division (SPD), presented the history and mission of the National Center, as well as an overview of the National Center's training programs and activities.
- Dr. Gary Rabe, Executive Director, Rural Crime and Justice Center, Minot State University (MSU), presented the Nationwide Rural Area Law Enforcement Study. The research study was conducted via a contract with MSU.
- The goals listed below were raised and discussed by the Committee members during the strategic and planning session. The National Center staff committed to follow up on the issues, prioritize them, and communicate the results back to the Committee members.
 - Form partnerships with corporations
 - Provide leadership/management training for small town and rural areas
 - Communicate and share resources between all levels of government and law enforcement
 - Provide totally free training, not just tuition-free training
 - Provide unified command and control incident training
 - Provide training on management of high risk sex offenders
 - Provide computer training, possibly with corporate sponsorship
 - Define what type of training officers need and want
 - Form POST partnerships
 - Determine if enough marketing is being done
 - Form college/university partnerships
 - Develop technical web-based training
 - Provide training on the Law Enforcement Officer Safety Act
 - Include tribal and campus law enforcement in National Center marketing publications

Mr. Beardsworth announced that the plan is to hold the 2005 spring/summer meeting in Artesia, New Mexico. [After the meeting, it was determined that funding was not available to hold the meeting in Artesia.]

ATTENDEES

Federal Law Enforcement Training Center (FLETC)

D. Kenneth Keene, Deputy Director
George R. Havens, Assistant Director, Field Training Directorate (FTD)
Ted Sparks, FLETC liaison, Department of Homeland Security

National Center for State and Local Law Enforcement Training, FTD, FLETC

Stanley Moran, Director, National Center
Malcolm Adams, Chief, State and Local Programs Division
Denise Franklin, Chief, Training Support Division
Reba Fischer, Designated Federal Officer, Training Support Division
Joe Collins, Program Specialist, State and Local Programs Division
David Hibbs, Program Specialist, Drug Enforcement Administration detailee
Margaret Sullivan, Operations Specialist, Training Support Division
Diana Ranne, Visual Information Specialist, Training Support Division
Paula Padgett, Staff Specialist
Nancy Beavers, Operations Coordinator, Training Support Division
Lisa Thrift, Operations Coordinator, Training Support Division
Carol Wood, Operations Coordinator, Training Support Division
Alan Shefveld, Operations Coordinator, Training Support Division
Susie Hoskie, Training Technician, State and Local Programs Division
Adam Harper, Training Technician, State and Local Programs Division
Charlene Anderson, Training Technician, State and Local Programs Division
Cari Olson, Minot State University Intern, State and Local Programs Division
Trista Ortynsky, Minot State University Intern, State and Local Programs Division

Committee Members and Representatives

Randy Beardsworth, Co-Chair, Director of Operations, Border and Transportation Security,
Department of Homeland Security (DHS)
Domingo Herraiz, Director, Bureau of Justice Assistance, representing Co-Chair, Deborah
Daniels, Department of Justice (DOJ)
Mike Becar, Executive Director, Idaho POST, International Association of Directors of Law
Enforcement Standards and Training (IADLEST)
Bruce Benson, Associate Professor, School of Criminal Justice, Michigan State University
Barbara Biehn, Acting Director, Training Division, Office of Domestic Preparedness (ODP),
representing Andy Mitchell ODP
Steven Calvery, Director of Law Enforcement and Security, Department of Interior
Pamela Cammarata, Deputy Director for Policy and Support, Community Oriented Policing
Services (COPS), representing Carl Peed, COPS
Jacqueline Cooper, Louisville, Kentucky, National Organization of Black Law Enforcement
Executives (NOBLE)
Silvester Dawson, Chief, Florida Highway Patrol, Training Department, representing Gary
Adams, Oklahoma Highway Patrol
Gary Edwards, Director, National Native American Law Enforcement Association (NNALEA)

Robert McNeilly, Chief, Pittsburgh (Pennsylvania) Police Department, Police Executive Research Forum (PERF)
Rick Mercier, Special Assistant to the Deputy Assistant Secretary, Immigration and Customs Enforcement (ICE)
Thomas Muehlenbeck, City Manager, Plano, Texas
George Murphy, Civilian Member
Deborah Ness, Chief, Bismarck (North Dakota) Police Department
Steve Rittereiser, Chief of Police, Central Washington University, International Association of Campus Law Enforcement Administrators (IACLEA)
Cynthia Shultz, Unit Chief, Office of Training, Drug Enforcement Administration (DEA), representing John McCarty, DEA

Guests

Rick Atwood, DEA
Maggie Crnic, DOJ, FLETC
Thomas Martin, ICE, Investigations, FLETC
Jim Morrison, Editor, *Glynco Observer*
Dean Patterson, ICE, Intelligence, FLETC
Dr. Gary Rabe, Minot State University (North Dakota) Rural Crime & Justice Center (RCJC)

Committee members not represented at the meeting

Eugene Cromartie, Deputy Executive Director, International Association of Chiefs of Police (IACP)
John Bittick, Sheriff, Monroe County (Georgia) Sheriff's Office
Bobby Moody, Chief, Marietta (Georgia) Police Department
Darren White, Sheriff, Bernalillo County, New Mexico

WELCOME AND OPENING REMARKS

Stanley Moran, Executive Secretary of the Advisory Committee, called the meeting to order at 8:00 a.m. at the Federal Law Enforcement Training Center (FLETC), Glynco, Georgia. Mr. Moran welcomed everyone, and then introduced D. Kenneth Keene, Deputy Director of the FLETC.

Mr. Keene welcomed everyone on behalf of FLETC Director, Connie Patrick, who was attending the Coast Guard Commissioning Ceremony at the FLETC, Charleston, South Carolina. Mr. Keene updated the Committee on some of the FLETC's recent initiatives. He gave a brief overview of the FLETC transition from Department of Treasury to Department of Homeland Security (DHS), and expressed the value of continuing to build partnerships with various law enforcement agencies. He acknowledged that *increasing communication between Federal, state and local law enforcement agencies is critical to the security of our homeland.* Mr. Keene emphasized that the National Center will have a paramount role in this mission through training and he challenged the members to actively participate in open discussion during the meeting.

Mr. Havens echoed comments about the importance of partnerships and the critical role all law enforcement agencies share in the fight against terrorism. He confirmed that the FLETC is the world's largest law enforcement training center, serving over 80 Federal agencies. However, he acknowledged that when a catastrophic event such as 9/11 occurs, the general public looks to their state and local law enforcement officer as the first responder. He stressed the importance of agencies sharing their resources in a manner that mirrors how the FLETC supports the National Center and its mission. Mr. Havens noted that the FLETC is at a pivotal point, in terms of leading Federal, state, and local law enforcement training. He confirmed that the future looks bright for the National Center. He reiterated that the leadership of Advisory Committee members will impact the National Center in meeting the needs of the state and local officers, as well as blending the Federal resources with those needs to accomplish the mission.

Randy Beardsworth thanked all participants for coming to the National Center's Advisory Committee on behalf of their respective agencies. He referenced the transition of DHS and noted that the FLETC was one of the few organizations that remained intact with a very clear purpose and mission. He confirmed that the FLETC maintains good established relationships throughout the law enforcement community. Mr. Beardsworth stated that DHS has encouraged that growth and the changing roles and development of its partnership with all the organizations. He acknowledged that the DOJ has had a tremendous hand in the growth of the FLETC, so he and his agency look forward to the continued partnership between the FLETC and DOJ in the years to come. As the DHS came together, he noted that there were a number of things that emerged; *specifically, the coordination of communication and the building of relationships with state and local, either with first responder or just law enforcement in an array of areas.*

Mr. Beardsworth confirmed that the National Center has a tremendous outreach to DHS advisors and state and local law enforcement agencies. He reiterated that establishing connectivity between the information side of the house and critical incident infrastructure is one of the themes that has grown and manifested. He said that there is a lot of work that must be done and that building those relationships is what the Committee members were being tasked with in an advisory capacity.

Mr. Beardsworth noted that the first thing in this process was for the Advisory Committee members to generate ideas and consider what needs to be done. He suggested that these ideas could then be presented to the FLETC and other departments. He acknowledged that the Advisory Committee would need to enlist the help of policymakers and operational personnel who recognize good ideas and how these will affect the way we do business. He suggested that there needs to be a sales approach to Congress and the Office of Management and Budget, which requires Federal law enforcement to build partnerships with state and local law enforcement agencies.

Mr. Beardsworth noted that due to the transition of the FLETC under DHS, the Advisory Committee had not met over the last few years. He told the Committee that he hoped the members understood its commitment and assured the Committee that it would reconvene in 6 months according to the charter. He confirmed his desire to bring the committee into active collaboration with the FLETC and that he looked forward to members' involvement and support in making this happen.

Mr. Beardsworth noted that although the results from FLETC's Gallop Survey concerning Federal Advisory Committees were very positive, there are a couple areas where the Committee needs to improve. He pledged that the FLETC and DHS will work hard to raise the members' consensus on most, if not all, of the survey questions when they are asked to respond next year. He challenged the Committee to share their ideas and goals during discussions in order to achieve some very concrete results, recommendations and advice. He noted that if this was not fully possible during this one meeting that he was open to forming some sub-committees.

Domingo Herraiz stated that he was pleased to be representing Department of Justice (DOJ) Assistant Attorney General Deborah Daniels. He echoed what Mr. Beardsworth and Mr. Havens said about the important role of state and local law enforcement. He said he could definitely identify with the value that the FLETC has added to the law enforcement mission, as well as with the value that this group has in an advisory capacity. He confirmed that Federal law enforcement agencies need to continue their strong partnerships and collaboration with state and local law enforcement agencies to identify their training needs.

Mr. Herraiz noted that one of his greatest opportunities was working directly with Mr. Moran on the Counter Terrorism Working Group Committee, Office for Domestic Preparedness (ODP), in developing training standards and ensuring training is coordinated amongst all law enforcement agencies. He said that, minimally, these standards and consistencies must be incorporated into any type of anti or counter terrorism training delivered throughout the government.

Mr. Herraiz noted that the DOJ is working closely with a partnership that they recently inherited from the Bureau of Alcohol, Tobacco, and Firearms, which is the Gang Resistance Education and Training program. He confirmed that although it was a multi-million dollar program, it is one of those initiatives that has proven to be very successful. He acknowledged the value of this partnership, and pointed out that there is no cost to form one, except for a commitment of time and the ability to listen. He thanked the Committee and said that the DOJ looks forward to a long standing partnership with the National Center.

PRESENTATIONS AND DISCUSSIONS

Malcolm Adams, Chief, State and Local Programs Division (SPD), presented the history and mission of the National Center. He briefed on National Center initiatives and provided an overview of National Center training programs and activities. (Power Point presentation is on file at the National Center, FLETC.)

Thomas Muehlenbeck raised the question about why the "carry-over" funds, noted on the budget summary slide, were greater than the training funds.

Denise Franklin responded that the National Center budget fluctuates year-to-year and that this was somewhat of an anomaly. She explained that these "carry-over" funds were the result of two things. First, Congress appropriated a million dollars to the National Center to work with Texas State University (TSU) in the delivery of their Advanced Law Enforcement Rapid Response Training program. This congressional mandate took considerable research over a 9 month timeframe, before a sub-contract could finally be awarded. Similarly, a portion of these monies also supported several Minot State University contracts which were not awarded until late in the fiscal year due to a continuing resolution. In both instances, the FLETC's Legal Counsel made the determination that these were bonifide needs and non-severable service contracts that could be carried over into the next fiscal year.

Dr. Gary Rabe, Executive Director, Minot State University Research, presented the results from the Nationwide Rural Area Law Enforcement Study. Dr. Rabe discussed the needs assessment potential for regional training, train-the-trainer programs, marketing venues, delivery methods, and validation of current training offered by the National Center. (Power Point presentation on file at National Center, FLETC.)

STRATEGIC GOAL DISCUSSION

Malcolm Adams, Chief, State and Local Programs Division (SPD), facilitated a strategic planning discussion, which prompted Committee members to identify strategic goals, such as training methods and expanding training topics to meet local law enforcement training needs. (Power Point presentation is on file at National Center, FLETC.)

Bruce Benson asked about funding leadership training for officers though corporations or by creating a foundation. He suggested a leadership academy for police department chiefs.

Domingo Herraiz inquired as to why we are not sharing resources, a common mission, instead of Federal agencies versus local agencies

Thomas Muhlenbeck inquired about the advanced training held at the FLETC. He then recommended that local law enforcement agencies should be able to attend tuition-free and that the National Center should possibly go one step forward and pay for student travel, hotels, and meals.

Barbara Biehn stated that the ODP has funds that are allotted to officers to pay for training, travel, and lodging.

Domingo Herraiz volunteered that DOJ faces the same concerns about covering the costs associated with training and that there are also instances where officers who attended training wanted to be paid for overtime.

Thomas Muhlenbeck said that his department would absorb the overtime pay, to ensure an officer could attend training.

George Murphy acknowledged that the FLETC provides world class training; however, he had four concerns that he felt needed to be addressed. First, why is there an absence of big city attention, like the event at Columbine High, and training targeted to mostly rural areas? Second, is there a need to rectify a problem with command and control? Third, why do agencies seem to be doing their own thing instead of working together as a team? And lastly, is there sufficient security of our seaports and other entries by water?

Deborah Ness asked if response teams are regional. She stated that the Bismark, ND Police Department's technical teams work with the local fire department, training together as one responding team. She recommended that the National Center extend a hand to fire departments and train together as first responders. She said she would like to see training available for dealing with high risk sex offenders, and those offenders that move from state to state.

Joe Collins, Program Specialist for the National Center's First Responder Training Program, confirmed that the National Center staff does invite fire department personnel to train alongside law enforcement agencies, encouraging joint training.

Robert McNeilly echoed that there should be more training in the area of first responder.

Randy Beardsworth stated that the DHS addresses the need for command and control; however, he was uncertain whether the National Center was connecting with large police departments for the first responder training.

Barbara Biehn commented that at the Federal level, agencies are still trying to let local law enforcement know what they have for their customers. She noted that Federal, state and local law enforcement need to learn to work together instead of everyone doing the same thing but with a different name (i.e., First Responder, Critical Incident, etc.).

Jacqueline Cooper responded that while she is not a Federal employee, she has heard of the separatism between local law enforcement and Federal law enforcement agencies. She asked if anything had been done to see what the needs are for rural police departments.

Deborah Ness referred Ms. Cooper to Dr. Rabe's "Needs Survey" questionnaire as a means to pinpointing needed training for local agencies. She said that as administrators, we have to know what our communities need and have that reflected in the training that will be provided.

Malcolm Adams disclosed that the number one call for law enforcement is false alarms and domestic violence.

Pamela Cammarata asked if the National Center staff who developed the training were prior state and local law enforcement officers. Malcolm Adams responded that several of our Program Specialists were prior state or local law enforcement officers.

Domingo Herraiz commented that what he was hearing was that more needs to be done. He suggested that although surveys are being done which identify gaps; perhaps the focus should be placed on an initiative to identify real needs and issues. He also noted the need to form partnerships, market the training and set some finite goals that are more tangible.

Mike Becar said that he has heard that many law enforcement officers do not know about National Center programs. He recommended personal contact with each one of the 50 Peace Officer Standards and Training (POST) offices to better access state training needs, locate sites for training, and market the programs.

Steve Rittreiser noted that marketing is very important. He suggested that corporate sponsorship would be great and that forming relationships with regional colleges/universities to hold training at their facilities may be beneficial. He acknowledged that although face-to-face would be the best way to train, web-based training is very positive. However, he suggested officers may not be as experienced with this method.

Bruce Benson inquired whether the National Center planned to deliver training relevant to the Police Officer Safety Act, especially now that there will be retired officers carrying weapons state to state. He recommended that the National Center provide training for these retired officers so that law enforcement is aware of the limits. He asked if the POST offices were conducting studies. Rick Mercier voiced concerns in reference to the Police Officer Safety Act, and asked how liability, qualifications, and annual testing are handled. He also felt that legal and policy issues needed to be addressed.

Silvester Dawson asked if there had been talk about developing partnerships with large agencies to form agreements in support of training.

Jacqueline Cooper stated that more communication is needed to form partnerships. She suggested that there is a need to pull resources together and piggy-back and share training.

Deborah Ness said that she would like to see the return of pursuit training. Stanley Moran responded that the National Center is trying to obtain funding for this program.

Gary Edwards said that through improved communication, he would like to integrate Native American issues and Homeland Security, and have tribal be given a bigger role. He said it would be great to include Emergency Management Training (EMT) training with law enforcement training and that sharing information throughout agencies should be encouraged.

Domingo Herraiz stated that he would like to see the National Center change some of the verbiage on the mission statement to include tribal and campus. The National Center has already started this process.

Malcolm Adams summarized the Committee's recommendations and discussion points:

- Form partnerships with corporations
- Provide leadership/management training for small town and rural areas
- Communicate and share resources between all levels of government and law enforcement
- Provide totally free training, not just tuition-free training
- Provide unified command and control incident training
- Provide training on management of high risk sex offenders
- Provide computer training, possibly with corporate sponsorship
- Define what type of training officers need and want
- Form POST partnerships
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CLOSING REMARKS

Stanley Moran stated that the next meeting will be planned between our staff and the Advisory Committee members. Tentatively, the next meeting is scheduled for May 4-6, 2005, in Artesia, New Mexico. He confirmed that National Center staff would be in touch with Advisory Committee members by email and that he intended to provide a good network of communication. Mr. Moran invited members to contact the National Center if they have issues or concerns or anything at all that this office needs to address or discuss.

Domingo Herraiz commented that this was a great meeting, and he challenged the members to address the objectives identified in the strategic planning session.

Randy Beardsworth agreed with Mr. Herraiz and said he would like to see the following three items addressed:

- Define the direction of National Center and its training mission.
- Pick the three big items from the compiled list and provide feedback to the Committee.
- Schedule the next meeting in Artesia in conjunction with the BIA memorial (May 4-6).
Further, he would encourage law enforcement from that region to attend.

Stanley Moran thanked the Committee members and co-chairs and complimented them on their input.

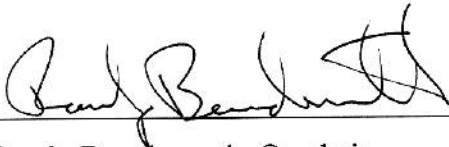
The meeting was adjourned at 12:00 p.m.

Submitted by:

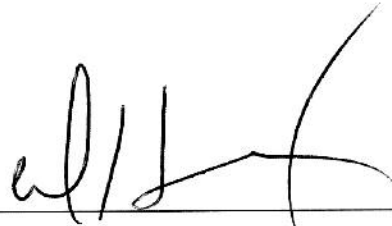


Stanley Moran, Executive Secretary, Advisory Committee
Director, National Center for State and Local
Law Enforcement Training
Federal Law Enforcement Training Center

Approved by:



Randy Beardsworth, Co-chair
Director of Operations, Bureau of Transportation
and Security
Department of Homeland Security



Domingo Herraiz, Acting Co-chair
Director, Bureau of Justice Assistance
Department of Justice