

**Advisory Committee to the Office of State and Local Training
Federal Law Enforcement Training Center (FLETC)
Department of Homeland Security
October 4, 2006 – Summary of Meeting
Brunswick, Georgia**

Executive Summary

- Seymour Jones, Deputy Assistant Director, Office of State and Local Training (OSL), Federal Law Enforcement Training Center (FLETC), welcomed participants and prompted introductions. Opening remarks were heard from Mr. Peed, Director, Community Oriented Policing Services (COPS) Office, Department of Justice (acting Co-chair); Mr. Fagerholm, Acting Assistant Secretary, Office of Strategic Plans, Department of Homeland Security (Co-chair); Ms. Patrick, FLETC Director; and Ms. Atwood, Assistant Director, Field Training Directorate, FLETC.
- Mr. Jones updated the Committee on OSL activities that occurred since the May 2006 meeting. These included training in the Gulf States Region and status of Domestic Violence training delivered via agreements with the Office on Violence Against Women, Department of Justice. Additionally, he reported actions taken in response to member recommendations made at the May 2006 meeting. These included incorporating ethics in all training; becoming a clearinghouse for all state, local, campus, and tribal law enforcement training; and ensuring validation of OSL training programs.
- The Committee was briefed on the State and Local Law Enforcement Training Symposium (SLLETS), the Rural Policing Institute (RPI) bill, the three drug programs delivered by OSL, and the Introductory Intelligence Analyst Training Program.
- The Committee was divided into two working groups that addressed specific issues dealing with the SLLETS and the RPI. Both working groups briefed the full Committee with their findings and recommendations.

Other topical discussions included school violence training, availability of leadership training (particularly for women and rural agencies), dealing with methamphetamine on a community level, and ensuring campus officers and tribal officials are considered for participation in training programs.

- The next meeting is scheduled for April 25, 2007.

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Attendees

Committee Members and Representatives

Eric Fagerholm, Acting Assistant Secretary, Office of Strategic Plans, Department of Homeland Security (DHS) Co-Chair
Carl Peed, Director, Community Oriented Policing (COPS) Office, Committee member in addition to representing the Department of Justice (DOJ) Co-Chair
Mark Assur, Deputy Director, representing Immigration and Customs Enforcement (ICE)
Rick Atwood, Special Agent, on behalf of John McCarty, representing Drug Enforcement Administration (DEA)
Sue Leeds, Chief, National Law Enforcement Training Office, on behalf of Kim Thorsen, representing Department of Interior
Gary Edwards, representing National Native American Law Enforcement Association (NNALEA)
Steve Flaherty, representing State and Provincial Division, IACP
Cynthia Herriott, representing National Organization of Black Law Enforcement Executives (NOBLE)
Ray Leyva, representing Hispanic American Police Command Officers' Association (HAPCOA)
Vivian Lord, representing Academy of Criminal Justice Sciences (ACJS)
Michael Parsons, representing International Association of Directors of Law Enforcement Standards and Training (IADLEST)
Terry Pruitt, on behalf of Andy Mitchell, representing Office of Grants and Training
Steve Rittreiser, representing International Association of Campus Law Enforcement Administration (IACLEA)
Frank Straub, representing Police Executive Research Forum (PERF)
Terry Milam, representing State Division (IACP)
Sal Baragiola, Undersheriff, Bernalillo County (New Mexico), consultant for local law enforcement
Deborah Ness, Chief of Police, Bismarck (North Dakota), consultant for local law enforcement and the Northern Plains States

Federal Law Enforcement Training Center

Connie L. Patrick, Director, FLETC
D. Kenneth Keene, Deputy Director, FLETC
Cynthia J. Atwood, Assistant Director, Field Training Directorate (FTD), FLETC
Phil Callicutt, Sr. Policy/Project Analyst, FTD, FLETC
Seymour Jones, Deputy Assistant Director, OSL, FLETC
Paula Padgett, Support Services Specialist, OSL, FLETC
Malcolm Adams, Chief, State and Local Programs Division (SPD), OSL
Ron Dionne, Assistant Division Chief, SPD, OSL, FLETC
Delia Anderson, Training Technician, SPD, OSL, FLETC
Dick Flippo, detailed to SPD from Computer and Financial Investigations (CFI), FLETC
Adam Harper, Training Specialist, SPD, OSL, FLETC
Lisa Harris, Training Technician, SPD, OSL, FLETC
Susie Hoskie, Training Technician, SPD, OSL, FLETC

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Denise Franklin, Chief, Training Support Division (TSD), OSL
Reba Fischer, Program Analyst, (Designated Federal Officer), TSD, OSL, FLETC
Chad Ireland, Operations Specialist, TSD, OSL, FLETC
Margaret Sullivan, Operations Specialist, TSD, OSL, FLETC
Nancy Beavers, Support Services Specialist, TSD, OSL, FLETC
Lisa Thrift, Support Services Specialist, TSD, OSL, FLETC
Carol Wood, Support Services Specialist, TSD, OSL, FLETC
Yolanda Higginbotham, Support Services Specialist, TSD, OSL, FLETC
Paul Imbordino, Washington Office, FLETC
Dennis Keith, Chief, Computer and Financial Investigations Division (CFI), FLETC
Bob Smith, Deputy Assistant Director, Cheltenham, FLETC

Guests

Germaine Perambo, Special Agent, FinCEN
Pamela Cammarata, Bureau of Justice Assistance, DOJ
Brian Swain, Advisor to the Secretary, DHS
Edna Johnson, Chief, Brunswick (Georgia) Police Department
Bryan Thompson, Mayor, Brunswick, Georgia

Members not in attendance

Larry Haynes, International Association of Chiefs of Police

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Welcome and Introductions

Seymour Jones, Deputy Assistant Director, Office of State and Local Training (OSL), welcomed all present to the Advisory Committee meeting. Mr. Jones acknowledged the Co-chairs and FLETC executive staff. Advisory Committee members and other attendees introduced themselves.

Opening Remarks

Mr. Carl Peed, representing the Department of Justice (DOJ) Co-chair

Mr. Peed talked about the Regional Community Policing Institutes (RCPI) and the criticality of their mission. The RCPI's have been in existence since 1997 and have trained about 494,000 state and local law enforcement officers around the country. He explained that they are partnering with the Office of State and Local Training, who provides quality training and puts training together quickly. Unfortunately, the RCPI funding has declined. Their funding primarily deals with methamphetamine (meth) and Tribal law enforcement.

Mr. Peed also briefed on several other DOJ initiatives. The President is announcing a conference on school security as a result of the Amish school shooting. School safety will be the topic for the next few months in Washington. The Justice Department just created a new position and named their first Assistant Attorney General, Ken Wainstein, to head the National Security Division. This division will be responsible for National Security, Counterterrorism, Counter Espionage, Foreign Intelligence, and Foreign Surveillance Litigation under the Attorney General. A new office, the Office of Information Sharing Environment, was created as a result of law enforcement needs to obtain information on intelligence. Ted McNamara was appointed as the Program Manager. His job is to create information sharing/environment sharing across the country where law enforcement officers can share information up and down the chain. This information will be relevant in Cheltenham and the OSL.

Mr. Eric Fagerholm, Department of Homeland Security (DHS), Acting Co-chair

Mr. Fagerholm reported that the Office of Strategic Plans is looking forward with strategic planning and, particularly, the issue of emerging threats of home grown terrorism. This particular issue was brought up during the G-8 summit event by Secretary Chertoff. The word radicalization was used when working with Justice and other departments on this issue. The DHS does not have a common Federal definition of what the word radicalization means yet, but typically it involves some sort of political aim, extremism, polarization, and dealing with violence. They have engaged with universities to create an organization called START which stands for the "Study of Terrorism and Response to Terrorism." The DHS is partnering with about half a dozen universities that are helping them work on terrorism, as well as working with the Justice Department on domestic strategy.

Mr. Fagerholm also noted that the current DHS Strategic Plan is posted on the web; however, DHS is developing a new plan which will be quite different from the first one. It will define the

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overall road map of the goals and objectives of the Department. This plan is more detailed, more departmentally focused, and more evolutionary than the first plan.

Ms. Connie Patrick, Director, FLETC

Ms. Patrick confirmed that this is going to be a banner year for FLETC because by December 2006 over 53,000 students will have graduated this year from FLETC, which is an all time high from last year's number of 47,000. Also, the FLETC might be doing more in the campus arena this upcoming year. She explained that her hope is that one day FLETC will do more integrated training, so it will be state, local, and Federal training together at the same place.

Ms. Patrick reported that the FLETC was accredited this year under the Federal Accreditation Commission. The academies are accredited at all training sites and FLETC is now working to get all 400 programs accredited. The FLETC is currently working on three major programs -- Criminal Investigator Program, Uniform Police Program, and Land Management Program.

Ms. Patrick acknowledged that securing the border will be a big initiative in the upcoming years and FLETC has a major training role. The Border Patrol intends to hire and net 6,000 new agents over the next two years. FLETC has been busy building Artesia to capacity to do all the training there. The FLETC's goal, in partnership with other agencies, is to have all the new agents hired in and trained by December 2007. Immigration and Customs Enforcement (ICE) and deportation training will be conducted here at Glynco.

Ms. Patrick also spoke about the Counterterrorism facility. The practical application facility is going to be a combined training facility that was built based on the needs of each agency that FLETC serves to combat terrorism. There will be at least four permanent staff added to support intelligence training provided to state, local and Federal agencies. A Program Manager will be hired to evaluate intelligence from the training prospective, plus positions to coordinate the training. The OSL has already been doing intelligence training for two years now in export fashion, FLETC has added introductory intelligence training to Federal programs, and Cheltenham is working on the Intelligence Analyst Training Program. Intelligence training will continue to grow based on the needs of the agencies. Due to the number of agencies that FLETC serves, there is a focus on the programs that most benefit agencies at a reduced cost. FLETC will continue to move forward and focus on programs that give the most benefit.

Ms. Patrick also confirmed that there is a recent emphasis on simulation training at the FLETC, which started about two years ago.

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Ms. Cynthia Atwood, Assistant Director, Field Training Directorate, FLETC

Ms. Atwood confirmed that her transition to the position of Assistant Director of FTD actually occurred in July 2006 and this was the first Advisory Committee meeting to be held under her direction.

Ms. Atwood acknowledged the success of the OSL's first ever training symposium which was recently held in Rapid City, South Dakota, and expressed her desire to make it an annual event. The OSL received great feedback from the training. The top issues that are occurring, as noted by Mr. Peed, are meth labs and domestic violence, which are hitting the Tribal police departments really hard. The OSL is on the forefront of addressing those training issues. The FLETC wants to work closer with DHS and DOJ in reaching out to state, local, campus, and tribal communities and actually getting the training out to where it needs to be directed.

Ms. Atwood said if there was one issue that was on everyone's mind, it is the issue of school violence. She said that she hopes the Committee can collectively place emphasis on this particular topic.

She pointed out that there would be a discussion later on the Rural Policing Institute bill that Senator Salazar placed in an amendment. There is the possibility of getting the bill passed next year.

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Briefings and Discussions

OSL Activities Update

Mr. Jones gave an update of OSL activities since the May 2006 meeting, as well as action taken on recommendations from the last Advisory Committee meeting.

The first item that he discussed was the New Orleans training initiative. He commended Malcolm Adams and his staff for the excellent job in gathering information necessary to determine how the OSL/FLETC could help in the Gulf States Region. This work resulted in OSL delivering several programs in New Orleans. In March 2006, Malcolm Adams and other FLETC staff members went to the New Orleans area to meet and interview staff from several law enforcement agencies. They determined agencies had little or no money for training; thus, OSL coordinated and delivered three training programs - First Responder Training Program, Domestic Violence Training Program, and Leadership Through Understanding Human Behavior. With the authorization of the FLETC's Executive Team, OSL will assess how to expand these efforts into other areas of the Gulf States Region.

The Antiterrorism Intelligence Awareness Training Program (AIATP) curriculum was reviewed by Grants and Training on May 24, 2006. It was a rigorous test to determine if it was ready for certification by that office. Out of the review came new teaching points including the incorporation of a pretest and a final examination. The final certification by the Office of Grants and Training should be obtained by the end of this year.

Mr. Peed asked if this rigorous review held up training in any respect and if we are authorized to deliver training once it has been approved. He also inquired as to who actually approved it. Mr. Pruitt from the Office of Grants and Training responded that the curriculum is approved by Sandra Webb, the Director of Training in the Office of Grants and Training, and confirmed that it does not hold up training. He explained that it is the Program Manager's responsibility to give authorization to the FLETC. Then, if no major flaws are found in the course, the Office of Grants and Training will allow training to continue while corrections are being made to the curriculum.

Mr. Peed asked if it was a train-the-trainer or train the individual program. Mr. Pruitt responded that it was not a train-the-trainer, but a mobile delivery program by the staff at the FLETC.

Mr. Jones asked Malcolm Adams to explain the timing of this review and how it fit during the delivery of the course. Mr. Adams responded that the program has been underway for about a year. The curriculum has been through three pilot programs and training has been delivered in about 15 locations. The AIATP provides intelligence awareness for first-line officers and first-line supervisors. It consists of briefs, indicators, an overview of terrorism, and discussion by a joint terrorism task force from the geographic area where it is delivered. The Office of Grants and Training provides a list of metropolitan areas where training is to be delivered.

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Domestic Violence Training Update

Mr. Jones explained that the Domestic Violence Instructor Training Program Memorandum of Agreement (MOA) is presently being coordinated, which will enable the program to continue. This new agreement expands the scope of training to include webcam training and continues the five-day program as it is delivered now. The Elder Abuse Domestic Violence train-the-trainer is a newly developed program also to be delivered via the new MOA.

Mr. Jones noted that domestic violence training is very popular. Due to its popularity, the OSL has had to turn away approximately 130 students in this last fiscal year due to over capacity/over registration in the program. The OSL is now trying to figure out creative ways to accommodate those who register for this program to reach a larger audience and fulfill the demand.

Undersheriff Baragiola asked why the program is so popular and what is driving the demand for this class. Mr. Jones responded that this has been a problem nationally in the United States for years. He thinks professional groups have lobbied to change the practice of how police enforce domestic laws, and that savvy police chiefs are now ensuring officers enforce these laws legally.

Chief Ness stated that from what she has seen, especially with the training, some of it is coming from the top down, but a lot of it is coming from the bottom up. There is a real drive with the patrol officers that are being hired now to get the necessary training. She said that 50% of the homicides in her state are from domestic violence, and the officers are looking to see if they can be more preventive and actually do something to follow up and make sure that the classic misdemeanor does not turn into a felony/homicide case. The officers should be a part of a group effort, with the advocates, prosecutors, and judges all working together.

Lieutenant Herriott confirmed that the order of protection is a challenge for law enforcement. The legal process doesn't deter and, if anything, it enrages the violator and makes the police officer's job more difficult. If one speaks in terms of protecting the victim, it presents a challenge to law enforcement because now there needs to be new arrest type tactics due to the victims being sent to family court to get a protection order. In some cases this makes the situation worse and it becomes a bigger challenge for law enforcement to find space in a victims' shelter. Officers are challenged to come up with new ways to protect the victim.

Chief Rittreiser noted that the curriculum for the domestic violence train-the-trainer program was reviewed about a year ago and there were some major changes made. A lot of the material was significantly updated which he thinks has driven much of the popularity for this program as well. He suggested that some of the domestic violence material had become dated and the updated material that the OSL is now providing is cutting edge material that a lot of people want. He just experienced a program in his own area in August, and said the class was dynamic, one of the best programs in the United States, and reflective of what goes on at the FLETC. The word seems to be spreading.

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Dr. Lord commented on the source of the demand in North Carolina. They mandated in-service training this last year and part of that mandated training was domestic violence. She suggested that the OSL look at states that mandate certain areas of training each year.

Chief Ness said that it plays into how well community policing is working. For years there was talk about being more proactive and less reactive, and there are officers trying to make sure those avenues are available. The domestic violence problem is not going to go away unless law enforcement becomes a part of that solution.

Mr. Adams gave an example of how the OSL is trying to meet the demand. A couple of weeks ago, in New Orleans, approximately 70 people registered for the Domestic Violence Training Program. The maximum number of students per class is normally 24 because of the hands-on exercises. To accommodate all registrants, the OSL scheduled two programs to run concurrently - one started at 8:00 a.m. and the other one started at 12:00 noon. The same instructors taught in both programs and classrooms were across the hall from each other; thus, the two programs ran concurrently and trained approximately 70 people. Additionally, the OSL partnered with National Park Rangers last year and produced a telecast about domestic violence. The number one reason that Rangers are injured is from responding to domestic violence calls in parks.

Ms. Atwood highly praised Scott Santoro who delivers the Domestic Violence Program for the OSL. She congratulated him on his awesome performance when working with these programs. She acknowledged that Mr. Santoro is very knowledgeable because he was a former prosecutor and that the FLETC is fortunate to have him on staff at OSL. He sets the standard of delivery for this program.

Commissioner Straub suggested that the OSL take a look at the Regional Community Policing Institutes (RCPI) as a vehicle to deliver domestic violence training throughout the country. Attention needs to be placed on baseline things that affect our families such as school, youth, and domestic violence, and their relationships. These types of phenomena, if ignored, will cause problems to emerge in our country. Therefore, he recommends continuing to build relationships with the RCPI's and getting some of these training programs out through the RCPI network.

Mr. Jones said that domestic violence training is funded through the Office on Violence Against Women (OVW), DOJ. He advised that the OVW has changed the process to obtain funding for the program. The OVW now requires all funding recipients (including those under MOA's) to apply for funding through a concept paper process. The OSL submitted a concept paper for the Domestic Violence in Indian Country Training Program back in August 2006, since the current MOA (and subsequent funding) ended September 30, 2006. The OSL was told that a decision would not be made until around November and reallocation of funds would not likely occur until around February 2007. This new process caused a halt in funding which resulted in the termination of two staff persons dedicated to supporting this training program. Every intention is focused on pursuing the program for the future. Just like the Domestic Violence Instructor Training Program, this is a very popular program and there is a registered need for it in Indian Country.

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Feedback from Committee Recommendations

Mr. Jones provided feedback to the members as a result of three recommendations from the May 2006 Advisory Committee meeting. Each recommendation was addressed by OSL staff through research and roundtable discussions. Mr. Jones addressed each point.

The first point concerned how OSL validates its training. Specifically, what measures are used to ensure that training being offered through OSL is reliable and meets the expectations of those in the law enforcement community who are at the expert level and who can recognize what is necessary for carrying out law enforcement functions. A longitudinal study was conducted by Minot State University regarding OSL training delivered in the Northern Plains States (North Dakota, South Dakota, Montana, and Wyoming). The study ended in 2005 and feedback confirmed that the training was relevant and useful. OSL staff and FLETC's Evaluation and Analysis Division (EAD) are working together to develop a plan so that the assessments started by Minot State University will continue. Third level evaluations are conducted by FLETC 6-18 months after training. This is the process where the OSL tracks the effectiveness of the training. In addition to FLETC's validations, the OSL will always seek outside validation sources. Pilot programs are a critical part of the process for developing and improving curriculum.

The Advisory Committee recommended that the OSL incorporate ethics training into OSL training programs. However, ethics training is generally taught in basic and advanced law enforcement programs. Mr. Jones complimented Mr. Peed and the Community Oriented Policing Services (COPS) Office for offering an excellent ethics curriculum in their programs.

Lieutenant Herriott asked if the ethics training targeted the officer's level, the command level, or both, and how is it presented. The answer to this would determine if it was worth implementing and/or adding to training programs.

Mr. Peed asked Pamela Cammarata, who was in the audience, and previously worked in the COPS office, to answer this question. She responded that they had two levels of ethics training - one for the line level and one for the executive level - two completely different trainings.

Mr. Jones confirmed that the OSL's mission is to provide training that is not readily available to state, local, campus, and tribal law enforcement officers. Since the ethics curriculum is clearly available through the COPS office, the OSL does not plan to incorporate it into its training program curricula.

There was ensuing discussion about the funding of the ethics program within the RCPI's. Mr. Peed addressed this issue by stating that when he first started in the COPS office they had 31 Regional Community Police Institutes; today there are 27 active RCPI's since some have been consolidated. It was never meant for the Federal government to be a steady stream of revenue to support the RCPI's. It was intended that they seek some alternative revenue to support their efforts. In the last four years this has been his message to all the RCPI Directors; he has urged them to seek alternative sources of

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revenue. Some have been very successful and some have not been as successful. The RCPI's are a valuable resource that can partner with the Federal government to deliver the Justice message or the Federal message out to state and local law enforcement. Some RCPI's just submitted Federal grant applications. Three of them were successful (to deliver DHS-type training throughout the country), but they still have very limited amounts of money.

Ms. Patrick wanted to know if this training included practical exercises or was it something that could be conducive to an electronic training format. Ms. Cammarata confirmed that it does include practical exercises. The COPS Office is working with the Federal Bureau of Investigation (FBI) to make the line level training available through their virtual academy, so it could all be available electronically. It consists of role playing and it is very interactive. She assumes that they have plans to do the same at the executive level as well.

The Committee recommended that the OSL consider expanding its mission to incorporate a clearinghouse of information on training programs. The staff researched what presently would constitute a clearinghouse and they found a great deal of information; however, the OSL cannot take on the responsibility of this for the entire law enforcement community or the law enforcement training community without additional staffing and funding resources. The OSL does act as a conduit, when needed, to identify sources of training when requested by OSL customers. One example is the OSL website that leads officers to various organizations that provide training, not only Federal, but state and local organizations also.

Drug Enforcement Training Brief

Mr. Jones introduced Rick Atwood, who is detailed to the OSL from the Drug Enforcement Administration (DEA). Mr. Atwood oversees OSL's drug training programs. He explained that the OSL exports three drug programs -- Drug Law Enforcement School for Patrol Officers (DLESP), Drug Enforcement Training Program (DETP), and Drug Task Force Supervisor School (DTFSS).

The most popular and most requested school is the DLESP, which is a 16-hour, POST (Peace Officer Standards and Training) certified school. This class is for both the rookie police officer and the seasoned veteran. The target audience is police officers, patrol officers and drug task force officers/drug enforcement officers. Everyone has to be a sworn law enforcement officer, and credentials are checked as they come through the door.

The next class is DETP, which is a train-the-trainer program. This class is POST certified, 32-hours in length, and targets law enforcement trainers - current and future.

The Drug Task Force Supervisor School is a POST certified 32-hour program containing a lot of management theories. The target audience is first-line drug enforcement supervisors and first-line

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drug task force supervisors. This school is designed as a component of DEA's Drug Unit Commander's Academy (DUCA). The DUCA is for second and third-line supervisors, lieutenants and captains.

The OSL has world-class instructors to teach these classes. 91% of the students are from law enforcement offices of 50 or less sworn officers, but training is so important to that Commanding Officer that he/she will send over half the officers for training. Displaying results was brought up at the last Committee meeting. One thing FLETC and the OSL looks for as an investment is how the training affects a student's professional life. He listed examples of successful students who trained in OSL programs and how they successfully moved up in the ranks because of this training. There were 747 students trained in these programs during Fiscal Year 2006.

The OSL delivered a unique training program this year - the Domestic Violence and Methamphetamine School - which came about as an outcome of an Advisory Committee recommendation. This school was designed to combat domestic violence in a methamphetamine setting, to break the lateral cycle of other crimes associated with methamphetamine, and to destroy the generational aspect of meth. In this school, students are taught how it is made, how it is supplied/distributed, and about the dynamics of domestic violence and drug endangered children. In Washington State, over 90% of children in a meth setting test positive for meth. This training brings in advocates and police officers, putting them in the same room, in order to try and combat meth as a team. Over 40% of the states in the United States designated meth as its greatest drug threat in their communities last year.

Chief Ness said it would be beneficial if students would take information back to the Mayors or Commissioners of their towns and discuss the seriousness of meth.

Ms. Patrick stated it would be interesting to see if the methamphetamine topic could be placed on the agenda at the annual National Conference of Mayors because of the serious problem in our communities from the drug.

Introductory Intelligence Analyst Training Brief

Mr. Jones introduced Dick Flippo, who briefed the Committee on the Introductory Intelligence Analyst Training Program (IIATP). Mr. Flippo has a background in Federal, state and local law enforcement. He is detailed to the OSL from FLETC's Computer and Financial Investigations Division to deliver the Introductory Intelligence Analyst Training.

The IIATP is funded by the Office of Grants and Training, DHS, through a Memorandum of Agreement (MOA). The first part of this funding is to support the Antiterrorism Intelligence Awareness Training Program (AIATP). The Introductory Intelligence Analyst Training Program (IIATP) is the second part, and the last part is Intelligence Training for Executives (which is in the planning stages).

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The program focus is a five-day Intelligence Analyst Training Program for state and local law enforcement officers. Program highlights evolve around the Intelligence Cycle. There is a practical problem included in the program with a continuing thread and the students are assigned different tasks based on what they learn previously. At the end of the program, the students present an oral briefing, a written report, and some type of visual presentation. The training is conducted in a computer lab environment. Students are provided software as part of this training.

The OSL has 11 programs scheduled for Fiscal Year 2007. The OSL is looking for law enforcement agencies willing to host the training. Maximum number of students is 24 per class with a minimum of 18 students.

FLETC staff is working toward obtaining Office of Grants and Training certification for the IIATP. The first pilot program was held in Eaton Prairie, MN. Overall, the training was well received. The second and third pilot programs will be in Charleston, SC, at the end of October and in Tallahassee, FL, at the beginning of December 2006.

Mr. Peed commented that this program will reach a very small portion of law enforcement since only 11 are scheduled annually with 24 students each. Mr. Flipppo indicated that Intelligence Analysts are a very small population. Mr. Peed stated that he would like to see this program pushed through just as quickly as possible.

State and Local Law Enforcement Training Symposium Update (SLEETS)

Mr. Adams updated the Committee on the State and Local Law Enforcement Training Symposium. In January 2006, the OSL developed the concept of a training symposium. The first one was held on August 29-31, 2006, in Rapid City, South Dakota, since FLETC receives funds specifically for training delivery in the Northern Plains States (North Dakota, South Dakota, Montana and Wyoming). The symposium instructors consisted of OSL, FLETC, and several partner organization staffs. They offered a variety of topics to include Computer Forensics, Criminal Investigations, Drug Program Training, FEMA's National Incident Management System, Legal Issues, and Lessons Learned in Terrorism. Approximately 200 officers attended the training. Post student training critiques highly praised the training. Mr. Adams played video depicting two of the attendees and their praises for the training format and content. The OSL plans to host another symposium in the Northern Plains States in 2007.

Chief Ness volunteered to host the symposium in Bismarck, North Dakota, next year.

Mr. Edwards asked about the number of Tribal participants at this particular symposium. Mr. Adams stated that the conference did have some tribal participation, but he was not sure of the percentage. He confirmed that the registration is open on a first-come, first-serve basis with officers from the Northern Plains States having first priority.

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Rural Policing Institute Bill Update

Ms. Atwood briefed the Committee on the Rural Policing Institute (RPI) bill. The Committee was provided a copy of the bill. The three-page amendment was introduced by Senator Salazar's office in Colorado, but was not passed. The bill asks FLETC to start up a Rural Policing Institute under the OSL to develop, deliver, and evaluate training, which is the OSL's mission. Georgia Senators, Senator Chambliss and Senator Isakson, along with Senator Pryor from Arkansas, ended up co-signing this bill that passed in the Senate, but did not make it through the House this session. Mr. Goldstein, a member of Senator Salazar's staff, has confirmed they intend to try again next year.

In the interim, the FLETC was asked to assess whether the training funded through this bill would be duplicative of training that is already being offered here at FLETC or through other law enforcement venues. From FLETC's standpoint, nothing is being duplicated. The FLETC has the Small Town and Rural (STAR) program, which is representative of only a small portion of the overall Rural Policing Institute, should it come to fruition.

Ms. Atwood stated that there were three topics that Senator Salazar's office was particularly interested in - meth training, which FLETC already has on the shelf; Domestic Violence (also already being offered by the FLETC); and law enforcement's response to school shootings. Mr. Goldstein said that Senator Salazar required these three topics be included in any training developed out of this funding. Anything beyond that is at FLETC's discretion based on their expertise in conducting needs assessments, in addition to soliciting advice from the Advisory Committee as to training topics, delivery methods, and locations.

FLETC wants to be prepared to move forward if the bill should pass.

**Advisory Committee to the Office of State and Local Training
Federal Law Enforcement Training Center (FLETC)
Department of Homeland Security
October 4, 2006 – Summary of Meeting
Brunswick, Georgia**

Working Groups

The Committee divided into two groups during the afternoon session. One group discussed the SLLETS and the other discussed the RPI. Each group then briefed the full Committee on their discussions.

Rural Policing Institute Working Group Discussion

The first objective discussed was determining whether or not the RPI bill was duplicative of existing Federally funded training programs. After discussion, the group decided that it was not duplicative, so that point was kept in focus during the remaining discussion.

The next topic of discussion was identifying potential training topics for delivery through the RPI. Topics discussed were methamphetamine labs, which can go undetected for a while before being discovered; drugs in general, and the problems that the country is experiencing and the behaviors behind them; domestic violence, which is still a critical issue; and school violence, which is two-fold – students seeking revenge (as in Columbine) and adults who come to schools to act out their violence because they have a vulnerable target. The topic of a Community Crisis Response Team was also discussed. Other workgroup participants offered the following comments:

Undersheriff Baragiola was instrumental in bringing up the concept of the Community Crisis Response Team, so he was asked to comment on the topic. He talked about how the RPI could address school violence. The RPI definition will be different in each community based on each area's needs and training. The area might need Critical Incident Training, Supervisory Training, or School Resource Officer (SRO) Training. It was suggested that before a training team goes into a rural area, the team should conduct an asset inventory of what is available in that community to solve problems specific to that community. Once that is accomplished, then the Community Crisis Response Team can do prevention and enforcement just by integrating what that community has to offer into the training environment, but the community should take the leadership role.

Mr. Peed stated that the FBI Academy or any other Academy would not duplicate the RPI bill.

Lieutenant Herriott pointed out that the RPI could structure some of its training in a particular format. Other departments, the larger and smaller offices, have formats that they follow when responding to emergencies to keep them from clashing into each other.

Another topic discussed was the issue of Juvenile Violence that was brought up by Ms. Atwood.

Item #1 of the RPI bill requires the FLETC to evaluate the needs of law enforcement agencies, units of mobile government, and tribal government located in rural areas. Item #2 advises the FLETC to develop expert training programs in meth labs, domestic violence, law enforcement's response to school shootings, and other topics identified in evaluation under item #1.

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Mr. Pruitt said that in Fiscal Year 2004 the Office of Grants and Training funded the Rural Domestic Preparedness Consortium which is run by Eastern Kentucky University (EKU). He said the training at the FLETC under the RPI bill would not be duplicative of training at EKU, or members that work along with EKU, because the training supported by the DHS Grants and Training has a weapons of mass destruction training program, which is not delivered to the rural communities. Thus, the RPI can step in and ruralize this training in rural areas because the larger and major cities already have the training.

Mr. Jones said the big issue is not just for Capitol Hill, but for the FLETC to ensure that it is not duplicating training.

State and Local Law Enforcement Training Symposium Working Group Discussion

The group recommended that two symposiums be conducted in FY07; one in the Northern Plains States and another east of the Mississippi. The topics discussed were Immigration Training, which includes Survival Spanish; Ethics; Interviewing and Interrogation; Commercial Vehicle Antiterrorism Training; Internet Training; School Safety; Gangs and Bikers; and a Health Awareness Track which includes some psychological preparation for officers.

Other recommendations discussed included adding more time to topics, on-line training offered by the Federal Emergency Management Agency (FEMA), and training for officers on how to respond to critical incidents that happen in their department or jurisdiction. Officers experience psychological issues that need to be addressed when dealing with catastrophes. During Hurricane Katrina in New Orleans, the officers were affected by loss of loved ones and property just as the citizens; however, they were expected to overlook their own losses to help others. Suicide among officers increased following the 9/11 attacks, because some officers couldn't deal with the tragedies psychologically.

Mr. Peed asked what was discussed about immigration. Mr. Adams replied that discussion focused on what training could be provided to state and local law enforcement officers who may receive fraudulent documents, especially around the border, including training tribal officers how to recognize fraudulent documents.

Mr. Assur mentioned gang activity and other groups in that line of criminal activity. Immigration and Customs Enforcement (ICE) is in the process of working with the University in Oklahoma to develop an Immigration 101 training course online for state and local law enforcement officers. The training focus is on Federal immigration policies, what is going on, and how state and local jurisdictions can work with them. They have a 287(g) Immigration and Nationality Act Program where they go to state and local correctional facilities to train and deputize the officers. The program is being expanded and this is something that can be brought into this type of training forum.

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New Business and Open Discussion

Commissioner Straub asked a question about leadership and how we train leaders in small departments to deal with the budget, city council, the Mayor, press, and disciplinary issues. These areas in smaller departments seem to have a tremendous void and something that could be merited by the FLETC.

Mr. Jones added to Commissioner Straub's statement by suggesting that law enforcement should consider the broader framework when mentoring those expected to take leadership roles in the future. Organizations should be led at the same rate of efficiency or better in the future. This should be considered when introducing leadership training.

Dr. Parsons mentioned a new program that the International Association of Chiefs of Police (IACP) just released after several years of research. It is being evaluated in Washington State. The program is an excellent leadership module and the manuals cost around \$35.00. The program is very well researched, documented and comprehensive. They are changing their whole leadership concept in Washington State because of this program.

Mr. Peed said the program was funded by the IACP, and the pilot was written, developed, and field tested at two sites. It trains leadership at all levels and can train a whole organization.

Lieutenant Herriott said that she would like to see more diversity in training people, particularly leadership training. Women in law enforcement are still challenged because of their gender.

Ms. Patrick said that the National Association of Women Law Enforcement Executives (NAWLEE) is a subset of IACP; they meet twice a year. Their goal is to mentor younger women and inspire leadership. Ms. Patrick attended a conference this year and was told that they are having a hard time getting women to apply for leadership positions and that the number of women applying for law enforcement is really low.

Ms. Atwood suggested that if a person is in a position to identify who the leaders are, then that person also has an obligation to take the opportunity to prepare them. She acknowledged that a huge responsibility is identifying leaders.

Colonel Flaherty said that they have a very low percentage of women in leadership positions in Virginia law enforcement. It is an area they are addressing, but they need guidance and advice on hiring women.

Chief Ness stated that women should be targeted at high school and college levels for recruitment in leadership and police work. There is a college in Wisconsin that offers an on-line leadership course that is strictly for officers. She will get the information and send it to Reba Fischer in the OSL for distribution.

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Brunswick, Georgia**

Chief Rittreiser talked about school safety and college campus crimes. He recommended that we be just as sensitive about college campus crimes as well as high school. In general, all violence -- whether in daycare, high school or college -- is the same.

Mr. Edwards recognized the excellent job that the COPS Office does to support tribal training, but recommended that tribal participation be considered when training is planned because there are 562 tribes across 34 states. Mr. Jones confirmed that the OSL is committed to this because Tribal officers are a part of its training mission.

Closing Remarks

The Co-chairs thanked everyone for their participation. Ms. Patrick and Ms. Atwood thanked everyone for being so engaged in responses and conversation. Ms. Atwood asked members to complete the post meeting evaluation that was provided to them.

Mr. Jones announced that the next meeting is tentatively scheduled April 25, 2007. He thanked everyone for their undivided attention and assured them they would see results at the next meeting.

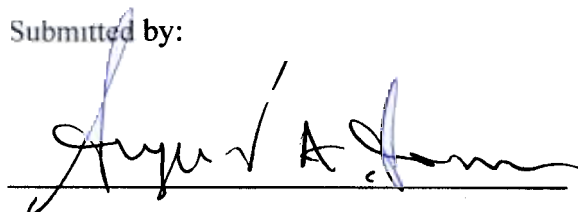
The meeting was adjourned at 3:00 p.m. on October 4, 2006.

Attachments

1. Agenda
 2. RPI Bill
 3. Workgroup Breakouts
- (Other handouts available upon request)

**Advisory Committee to the Office of State and Local Training
Federal Law Enforcement Training Center (FLETC)
Department of Homeland Security
October 4, 2006 – Summary of Meeting
Brunswick, Georgia**

Submitted by:



Seymour A. Jones
Deputy Assistant Director
Office of State and Local Training
Federal Law Enforcement Training Center

Approved by:



Eric Fagerholm, Co-chair
Acting Assistant Secretary
Office of Strategic Plans
Department of Homeland Security



Carl Peed, Acting DOJ Co-chair
Director
Community Oriented Policing Services (COPS)
Department of Justice

Advisory Committee to the
Office of State and Local Training (OSL)
Federal Law Enforcement Training Center (FLETC)
Glynco, Georgia
October 4, 2006

Agenda

Wednesday, October 4

Continental Breakfast

Holiday Inn Jekyll/St. Simons Room

7:30 a.m.

Welcome / Introductions

Seymour Jones, Deputy Assistant Director, OSL

8:00 a.m.

Opening Comments

Eric Fagerholm, Acting Assistant Secretary, Office of Strategic Plans, DHS Co-chair

Carl Peed, Director, Community Oriented Policing (COPS) Office, representing DOJ Co-chair

Connie Patrick, Director, FLETC

Cynthia Atwood, Assistant Director, Field Training Directorate, FLETC

OSL Update/Feedback

Seymour Jones, Deputy Assistant Director, OSL

Drug Enforcement Training Programs

Rick Atwood (Special Agent, DEA, detailed to OSL)

Introductory Intelligence Analyst Training Program

Dick Flippo (Senior Program Specialist, Computer and Financial Investigations Division, detailed to OSL)

State and Local Law Enforcement Training Symposium

Malcolm Adams (Division Chief, OSL)

Rural Training Institute

Cynthia Atwood (Assistant Director, Field Training Directorate)

Breakout Sessions

State and Local Law Enforcement Training Symposium

Rural Training Institute

Lunch

Millhouse Steakhouse

Group Photo

Agenda - Wednesday, October 4 (Continued)

Breakout Session Briefs

*State and Local Law Enforcement Training Symposium
Rural Training Institute*

New Business / Open Discussion

Seymour Jones, Deputy Assistant Director, OSL

Closing Remarks

*Carl Peed, Director, Community Oriented Policing (COPS) Office, representing DOJ Co-chair
Eric Fagerholm, Acting Assistant Secretary, Office of Strategic Plans, DHS Co-chair
Connie Patrick, Director, FLETC
Cynthia Atwood, Assistant Director, Field Training Directorate, FLETC
Seymour Jones, Deputy Assistant Director, OSL*

Depart

Note: The next Advisory Committee meeting is tentatively scheduled for April 25, 2007.

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S.L.C.

AMENDMENT NO. Calendar No.

Purpose: To create a Rural Policing Institute as part of the Federal Law Enforcement Training Center.

IN THE SENATE OF THE UNITED STATES—109th Cong., 2d Sess.

H. R. 4954

To improve maritime and cargo security through enhanced layered defenses, and for other purposes.

Referred to the Committee on _____ and ordered to be printed

Ordered to lie on the table and to be printed

AMENDMENT intended to be proposed by Mr. SALAZAR (for himself, Mr. CHAMBLISS, Mr. ISAKSON, and Mr. PRYOR)

Viz:

At the appropriate place, insert the following:

2 **SEC. . RURAL POLICING INSTITUTE.**

3 (a) IN GENERAL.—There is established a Rural Po-
4 licing Institute, which shall be administered by the Office
5 of State and Local Training of the Federal Law Enforce-
6 ment Training Center (based in Glynco, Georgia), to—

- 7 (1) evaluate the needs of law enforcement agen-
- 8 cies of units of local government and tribal govern-
- 9 ments located in rural areas;

(2) develop expert training programs designed to address the needs of rural law enforcement agencies regarding combating methamphetamine addiction and distribution, domestic violence, law enforcement response related to school shootings, and other topics identified in the evaluation conducted under paragraph (1);

(3) provide the training programs described in paragraph (2) to law enforcement agencies of units of local government and tribal governments located in rural areas; and

4) conduct outreach efforts to ensure that training programs under the Rural Policing Institute reach law enforcement officers of units of local government and tribal governments located in rural areas.

(b) CURRICULA.—The training at the Rural Policing Institute established under subsection (a) shall be configured in a manner so as to not duplicate or displace any law enforcement program of the Federal Law Enforcement Training Center in existence on the date of enactment of this Act.

(c) DEFINITION.—In this section, the term “rural” means area that is not located in a metropolitan statistical area, as defined by the Office of Management and Budget.

1 (d) AUTHORIZATION OF APPROPRIATIONS.—There
2 are authorized to be appropriated to carry out this section
3 (including for contracts, staff, and equipment)-

4 (1) \$10,000,000 for fiscal year 2007; and

5 (2) \$5,000,000 for each of fiscal years 2008

6 through 2012.

Advisory Committee Breakout Sessions
October 4, 2006
11:00 a.m. – 12:00 p.m.

State and Local Law Enforcement Symposium (SLLETS)

Member Assignments: Mark Assur, Rick Atwood, , Gary Edwards, Steve Flaherty, Ray Leyva, Deborah Ness, Michael Parsons, Steve Rittereiser

Objectives:

- Identify training topics to be delivered to state, local, campus, and tribal law enforcement officers
2. Discuss possible host locations, in priority order, and identify how these locations would maximize the training environment and how they may impact program attendance

Facilitator: Malcolm Adams

Recorder: Adam Harper

Rural Policing Institute (RPI)

Member Assignments: John Bittick, Terry Pruitt, Cynthia Harriott, Sue Leeds, Vivian Lord, Terry Milam, Sal Baragiola, Carl Peed, Frank Straub

Objectives:

- Evaluate whether the intent of this bill is duplicative of existing programs already funded by the U.S. Government
2. Identify training topics for program development and delivery to rural law enforcement agencies, considering regional crime trends and training needs (consider methamphetamine addiction/distribution and response to school shootings, as mentioned in the authorizing bill for the RPI)

OSL current program topics include: first responder (3 days), domestic violence (5 days), drug enforcement (2 days), domestic terrorism and hate crimes (3.5 days), intelligence awareness (1 day), and intelligence analyst (5 days)
3. Identify any current organizational models and/or critical elements (staffing, operational, and administrative requirements, etc.) that should be considered in the establishment of the RPI

Facilitator: Ron Dionne

Recorder: Yolanda Higginbotham