

PART I
FINAL REPORT
ON THE
IACP DIVISION OF STATE AND PROVINCIAL POLICE
REGIONAL EXECUTIVE SEMINARS
GRANT #76DF-99-0008
FOR
STATE POLICE AND HIGHWAY PATROL AGENCIES
February 1977

39867
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Prepared by
The Police Management and Operations Divisions

- Police Management Division
- Professional Development Division
- Division of State and Provincial Police

INTERNATIONAL ASSOCIATION OF CHIEFS OF POLICE



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ON THE
IACF DIVISION OF STATE AND PROVINCIAL POLICE
REGIONAL EXECUTIVE SEMINARS
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February 1977

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ACQUISITIONS

INTERNATIONAL ASSOCIATION OF CHIEFS OF POLICE
DIVISION OF STATE AND PROVINCIAL POLICE
Eleven Firstfield Road, Gaithersburg, Maryland 20760



**International
Association of
Chiefs of
Police, Inc.**

Eleven Firstfield Road
Gaithersburg, Maryland 20760
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Executive Director

February 15, 1977

Ms. Katherine Landen
Project Monitor
Law Enforcement Assistance Administration
U. S. Department of Justice
633 Indiana Avenue, N. W.
Washington, D. C. 20530

Dear Ms. Landen:

In accordance with the terms of LEAA Grant Award Number 76DF-99-0008, the following narrative report is submitted, covering the four (4) regional planning meetings and the four (4) annual regional conferences of the Division of State and Provincial Police.

The final report contains lists of all agendas and programs, attendees and participants, and instructors and lecturers, in addition to a summarization of the meetings and conferences. A comprehensive evaluation of the program is submitted under separate cover (Part II).

Your interest and support of these regional training conferences is greatly appreciated.

Sincerely,

Norman Darwick
Director
Division of State and
Provincial Police

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PROGRAM SUMMARY

Introduction

In order to define the interest and the responsibility of the Division of State and Provincial Police to police and highway patrol agencies of state and provincial governments, it is necessary to make reference to the legal authority for the organization of the division and its primary functions.

Formed under Rule XIX of the Constitution of the International Association of Chiefs of Police, Inc. (IACP), the Division of State and Provincial Police is an integral part of the Association. The Division, however, maintains a separate administrative identity and structure, to plan, direct and control the activities of the Division in the light of the special needs and problems of state and provincial personnel. All officers and members of the Division of State and Provincial Police are guided by the provisions contained in the Constitution of the International Association of Chiefs of Police.

The objectives of the Division include those described for the Association, which are included in Article 1, Section 2, of the Constitution:

- "a. The objects of the Association shall be to advance the science and art of police services, to develop and disseminate improved administrative, technical, and operational practices, and promote their use in police work, to foster police cooperation and exchange of information and experience among police administrators throughout the world, to bring about recruitment and training in the police profession of qualified persons, and to encourage adherence of all police officers to high professional standards of performance and conduct.
- b. It is also hereby declared to be the policy of the Association to cooperate with existing police organizations of recognized professional and technical standing.
- c. The Executive Committee may arrange for joint research projects, publications, secretarial assistance, and participation in conferences to the end that these objects of the Association may be more fully realized."

In addition to its responsibility for the objects of the Association, the Division is required under Rule XIX, mentioned above, to give special application to the particular and distinctive needs and interests of state and provincial

police organizations. Within the meaning of the Rule, state and provincial police include general police and highway patrol forces in the service of state and provincial governments.

Primary functions of the Division of State and Provincial Police include the following:

1. Provide advice and assistance to the state and provincial police on highway safety and criminal justice matters and other aspects of police management and operations, which are particularly applicable.
2. Plan, coordinate, and participate in various regional, national and international seminars, conferences, and workshops sponsored by the Division and which are in their interest.
3. Provide research and information services for state and provincial police.
4. Provide limited staff studies under contract upon request of Division members.
5. Prepare or assist in the preparation of program proposals to various private organizations and public agencies.

6. Represent the Division before, and maintain liaison with, various private organizations and public agencies on matters affecting the Division members.
7. Serve as liaison for the Division with other associations and groups, particularly those interested in having a responsibility for highway safety and criminal justice programs.
8. Provide guidance and assistance to other IACP Divisions in matters regarding state and provincial police and local-state-federal relations.

Membership of the Division of State and Provincial Police consists of the chief executives of the nation's state police, public safety and highway patrol organizations and their principal staff officers. On a national basis, the Division is divided into the following four (4) geographic regions and the states within each:

North Atlantic: Connecticut, Delaware, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont, Virginia and West Virginia.

Southern: Alabama, Arkansas, Florida, Georgia,

Louisiana, Mississippi, North
Carolina, Oklahoma, South Carolina, Tennessee and
Texas.

North Central. Illinois, Indiana, Iowa, Kansas
Kentucky, Michigan, Minnesota, Missouri, Nebraska,
North Dakota, Ohio, South Dakota and Wisconsin.

Mountain Pacific: Alaska, Arizona, California,
Colorado, Idaho, Montana, Nevada, New Mexico,
Oregon, Utah, Washington and Wyoming.

Please note that Hawaii is excluded as it does not have a statewide police agency.

In order to fulfill the Division's responsibility to conduct regional meetings of Division members for the purpose of more effectively dealing with the problems and advancing the interests of state and provincial police organizations within each region, a framework of responsibility was initiated. A regional chairman is appointed by the Division's general chairman from among the regions state police chief executives to serve as the region's spokesman and to sponsor an annual regional conference with a concurrent workshop for the principal staff officers from each agency represented. Staff services for the regional chair-

man, coordination of each regional training program, the providing of conference continuity, etc., are provided by the full-time IACP professional staff members.

Grant Application

A Law Enforcement Assistance Administration (LEAA) Grant Application was prepared for funding of regional conferences of the Division of State and Provincial Police and submitted in January, 1975. (See Enclosure 1 for Grant Application and Enclosure 2 for Budget Narrative details.)

Grant Award Number 76DF-99-0008 was subsequently approved, effective July 23, 1975 by LEAA, assigning Mr. Robert O. Heck, as LEAA Project Monitor and designating a twelve month project period extending from July 23, 1975 through July 22, 1976. (See Enclosure 3 for details of Grant Award, Enclosure 4 for Special Conditions, and Enclosure 5 for LEAA Discretionary Grant Project Summary).

Following IACP letter request of July 31, 1975, pre agreement costs incurred on Grant #76DF-99-0008 were approved by LEAA from February 3, 1975 until July 23, 1975, the project approval date. (See Enclosure 6).

On June 8, 1976, a letter request was submitted to LEAA requesting extension of the completion date of the Regional Executive Seminars

(76DF-99-0008) to October 31, 1976. The initial letter and related correspondence are also contained in Enclosure 6 of this report.

Planning Meetings

In accordance with the provisions of the grant application proposal, four (4) regional planning meetings were scheduled and held to develop the agenda and to determine the nature and scope of the regional conferences. Each state within each respective region was invited to participate in the two day regional planning strategy meeting. The purpose of each of the meetings was to establish objectives and to identify topics of contemporary interest relative to the criminal justice system and the public need and interest which was of vital importance to the administrators on a regional as well as a national basis. Schedules of the regional planning meetings which were conducted are listed as follows:

North Atlantic Region (See Enclosure 7)

Location: Quebec City, Quebec, Canada
Date: February 11 - 12, 1975
Attendance: 12, plus IACP staff = 14 total
States Represented: 7

Southern Region (See Enclosure 8)

Location: Tallahassee, Florida

Date: February 19 - 20, 1975
Attendance: 18, plus IACP staff = 20 total
States Represented: 7

North Central Region (See Enclosure 9)

Location: St. Louis, Missouri
Date: February 27 - 28, 1975
Attendance: 10, plus IACP staff = 12 total
States Represented: 5

Mountain Pacific Region (See Enclosure 10)

Location: Sacramento, California
Date: March 5 - 6, 1975
Attendance: 9, plus IACP staff = 11 total
States Represented: 5

Although not all of the states were represented at each of the planning meetings, the majority of states achieved input through written communications.

It should be kept in mind that no compensation was provided to members participating in the planning meetings. In each case, financial support for travel and per diem came from each respective state. In the majority of those cases wherein a state agency could not send a member to the meeting, the administrator provided the group with written comments and

suggestions for program material to be incorporated into the regional meeting.

At each of the planning meetings, the program agenda for the regional executive seminar was developed and in most cases potential speakers or agencies were identified.

A record of each of the planning meetings with program suggestions and a list of attendees was developed and is included in this report under Enclosures 7 through 10, respectively.

Regional Conferences

Following the recommendations established at each of the planning meetings, the IACP staff completed all preparations for conduct of the regional executive conferences, including the development of four-day agendas of pertinent conference subjects, the reservation of conference sites, the reservation of dates for the regional conferences, and the assignment of lecturers.

The conferences were conducted as follows:

North Atlantic Region (See Enclosure 11)

Date:	June 2 - 5, 1975
Location:	Montreal, Quebec, Canada
Chairman:	Director General Jacques Beaudoin

Quebec Police Force

P. O. Box 1400

Montreal 133, Quebec, Canada

Attendance: 42, plus IACP staff = 45 total

Southern Region (See Enclosure 12)

Date: June 16 - 19, 1975

Location: Orlando, Florida

Co-Chairmen: Commissioner William A. Troelstrup
Florida Department of Criminal Law
Enforcement

Colonel J. Eldridge Beach

Florida Highway Patrol

Neil Kirkman Building

Tallahassee, Florida 32304

Attendance: 62, plus IACP staff = 65 total

North Central Region (See Enclosure 13)

Date: June 23 - 26, 1975

Location: Branson, Missouri

Chairman: Superintendent Samuel S. Smith
Missouri State Highway Patrol
1510 East Elm - Box 568
Jefferson City, Missouri 65101

Attendance: 44, plus IACP staff = 47 total

Mountain Pacific Region (See Enclosure 14)

Date: July 7 - 10, 1975

Location: San Diego, California

Chairman: Commissioner Glen R. Craig

California Highway Patrol

P. O. Box 898

Sacramento, California 95804

Attendance: 38, plus IACP staff = 42 total

Program agendas and rosters of attendees are included under Enclosures 11 through 14 of this report.

To insure that key people at the national level become involved, a suggested list was prepared and distributed to each host executive for his use in preparing guest invitations to the conferences. (See Enclosure 15 for Suggested Guest List which was utilized.)

All planning meetings and regional conferences were completed on schedule. The conferences were well attended, and, in some cases, the number of participants was in excess of that which was anticipated.

In compliance with contractual specifications, the evaluation of the Regional Executive Seminars was sub-contracted to Education/Research,

Inc. (See Enclosure 16 for evaluation correspondence). Their evaluation report of this project is submitted under separate cover. Evaluation data was received through a 14-item questionnaire, and each item has been analyzed by region in the evaluation report with evaluative notation. The general recommendations and conclusions identified on the evaluative report are as follows:

RECOMMENDATIONS

- A. The Regional Executive Conferences warrant continued funding. The conferences achieved stated goals and provide an important vehicle for an exchange of ideas and information among administrators.
- B. The current planning process should be continued. The involvement of state agency personnel helps to insure the success of the conferences.
- C. Attention should be given to scheduling and location in an effort to obtain the attendance of chief executives.
- D. There is some evidence that more workshop-type sessions would receive a positive reaction.
- E. More attention should be devoted to getting the best

speakers possible for executive conferences. This may entail the need for alternative subject areas selected at regional planning meetings. Conference organizations can then prioritize subjects based upon the best speakers available.

- F. It seems clear that the Division of State and Provincial Police should provide an intensive program on labor relations. This program should be made available to the levels of personnel who attend the executive conferences and the Management Career Development Seminars, as well.

CONCLUSION

Certainly the Regional Executive Conferences were a success as rated by participants. This, of course, should not be discounted in any way. However, with respect to the long-range implications for these and related agencies, more important is the apparent extent of implementation of practices and procedures.

The conferences were significant with respect to:

- A. Helping resolve issues and providing guidance on national problems of concern to state police

executives.

- B. Presentation of improved methods of crime prevention and reduction and the enforcement of criminal law.
- C. The advancement of police administration by developing and disseminating improved administrative and technical practices.
- D. The exchange of information and experience among state police administrators and related individuals.
- E. The development of understanding and support among state police administrators, other elements of the criminal justice system, academicians, and the public and private sectors in general.

Summarization of Program

The regional conferences as proposed by the Division of State and Provincial Police of the International Association of Chiefs of Police were designed to promote the following:

1. To resolve issues and provide guidance to police executives on national law enforcement issues which are of immediate and emergency concern.

2. Presentation of improved methods of crime prevention and reduction and enforcement of the criminal law.
3. The advancement of the science and art of police administration by developing and disseminating improved administrative and technical practices.
4. The cooperation and exchange of information and experience among police administrators and other interested individuals and organizations.
5. The development of understanding and support among administrators, at the state level, other elements of the criminal justice system, academicians, and the public and private sectors.

As a result of the regional planning meetings, separate agendas were prepared for each regional conference. Conference subjects were based upon management issues of national and regional concern. Agenda items were therefore duplicated to some degree in each of the regional conferences.

A composite list of the conference presentations is included below:

Future Programs - Law Enforcement Assistance Administration
Future Programs - National Highway Traffic Safety Administration

State/Transportation Board Coordination

Labor Relations

Police Chief Executive Project

Disciplinary Procedures

Privacy and Security of Police Information Systems

Job Analysis/Test Validation

Minority Recruiting

National Crime Information Center

Citizens Band Radios

Protective Security

Crime Prevention and Citizen Involvement

Management by Objectives

Federal Crime Insurance and Its Impact on Crime Prevention

The regional conferences included as participants chief executives and principal staff officers of state police, state public safety and highway patrol organizations. In total, approximately 49 active law enforcement administrators attended the four regional planning meetings and approximately 153 attended the four regional conferences. A composite breakdown of attendees by region is listed as follows:

North Atlantic

Planning Meeting	12	Regional Conference	35
	16		

Southern

Planning Meeting	18	Regional Conference	56
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North Central

Planning Meeting	10	Regional Conference	37
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Mountain Pacific

Planning Meeting	<u>9</u>	Regional Conference	<u>25</u>
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GRAND TOTAL	49		153
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The conferences provided an opportunity for a mutual interchange of ideas, techniques, and suggested solutions to complex police problems. Attendees were provided with current information relative to a broad range of timely topics relating to contemporary issues within the criminal justice system. They also exchanged information and received training in subjects both of regional and national importance. Input to the conferences was provided from four primary sources:

1. Speakers and participants representing other elements of the criminal justice system.
2. Outside consultants, academicians and guest lecturers with special skills and knowledge of conference topics.
3. State police executives and their staffs.

4. Staff consultants from the International Association of Chiefs of Police.

Conferences consisted primarily of lectures, panel presentations, extensive group discussions and the dissemination of supplementary written materials. Workshops were also scheduled for the directors of the state-level police agencies' planning and research units at each one of the regional conferences. Program content for the workshops was developed by the chief executives during the prior regional planning meetings. As established, the workshops were interdisciplinary in nature and employed a variety of training and problem-solving techniques. All participants assigned to the workshops were experienced command level officers, well equipped to deal with the problems confronting state police organizations. The workshops served as a focal point for communication of ideas, problems, positions and needs and were designed to bring forth the experience and knowledge of the participants and apply them to the real problems they face within their organizations. Scientific problem-solving techniques were employed to develop solutions for contemporary problems. At the conclusion of each conference, a presentation was provided to the administrators summarizing the results of the workshop and emphasizing specific recommendations resulting therefrom.

In addition to the presentations and the interchange of ideas among attendees,

both the chief executives and their staff officers were provided experience in the conduct of high level managerial training conferences which should be useful to them in similar circumstances within their own respective states.

Suggested Changes to Improve Program

As noted in the evaluation report, the participants view the conferences as a very necessary and positive program which has contributed to many improvements in the operations of their departments. Every recipient of the questionnaire replied that the program was beneficial to his department and every recipient declared that the program should be continued.

In general, we believe that the present system of planning for and conducting the four regional conferences of the Division of State and Provincial Police of the International Association of Chiefs of Police is sound and should be continued in its present form. The use of planning meetings where input is received from police executives as well as from IACP staff members is a valid way to develop a pertinent agenda. The use of workshops as a part of each regional conference should also be continued as a means to resolve current problems and formulate recommendations or proposals to resolve them.

Continued efforts should be made to obtain the attendance of the chief executives of the state police, public safety and highway patrol organizations

and their principal staff officers in these conferences.

Only the highest caliber of faculty members recruited from a national basis should be utilized. Attendees should be encouraged to accept innovations from other governmental or private agencies and apply them to their own organization wherever and whenever possible.

LEAA funding for annual regional conferences of the Division of State and Provincial Police should receive high priority consideration. The type of training received at these conferences by chief executives cannot be obtained from any other source on a national basis. When presented annually, it brings to the forefront those problems currently concerning law enforcement executives on a national basis and it assists in the unification of policies and procedures of state-level agencies, and promotes better interaction between state-level police agencies and other members of the criminal justice system. During the last few years, these conferences have afforded great input to the Law Enforcement Assistance Administration in the resolution of national law enforcement problems.

Local law enforcement agencies at the city and county level also benefit immeasurably from these programs. In many states, basic, immediate, and advanced law enforcement training as required by state standards training statutes is one of the responsibilities of the state law enforce-

ment agency. In every case, state law enforcement agencies supplement local law enforcement efforts by both enforcement and administrative support. They, in effect, set the example for law enforcement in every state.

GRANT PROGRAM REFERENCES

Pertinent documentation supporting the application and awarding of grant for this project are included in Enclosures 1 through 6 which follow.



ENCLOSURE 1
GRANT APPLICATION



U. S. DEPARTMENT OF JUSTICE
LAW ENFORCEMENT ASSISTANCE ADMINISTRATION

OMB NO 43-R-0523
EXPIRES 8/75

APPLICATION FOR FEDERAL ASSISTANCE (NONCONSTRUCTION PROGRAMS) PART I		1. State Clearinghouse Identifier	
		2. Applicant's Application No.	
3. Federal Grant Agency Law Enforcement Assistance Administration Organizational Unit 633 Indiana Avenue Administrative Office Washington, D. C. Street Address - P.O. Box Washington, D. C. 20530 City State Zip Code		4. Applicant Name International Association of Chiefs of Police, Inc. Department/Division Division of State and Provincial Police Street Address - P.O. Box Eleven Firstfield Road City County Gaithersburg, Montgomery Co. State Zip Code Maryland 20760	
5. Descriptive Name of the Project Division of State and Provincial Police Regional Executive Seminars			
6. Federal Catalog No. Technical Assistance 15-503		7. Federal Funding Requested \$ 62,583	
8. Grant Type State, County, City, <u>XXX</u> Other (Specify)			
9. Type of Application or Request <u>XXX</u> New Grant, Continuation, Supplement, Other Changes (Specify)			
10. Type of Assistance <u>X</u> Grant, Loan, Other (Specify)			
11. Population Directly Benefiting from the Project 300		13. Length of Project 12 months	
12. Congressional District a. Nationwide		14. Beginning Date February 1, 1975	
		15. Date of Application January 1975	
b. The applicant certifies that to the best of his knowledge and belief the data in this application are true and correct, and that he will comply with the attached assurances if he receives the grant.			
Name Norman Darwick		Title Director	Telephone Number
			AREA CODE NUMBER EXT.
			301 948-0922 205

PART II

PROJECT APPROVAL INFORMATION

Item 1.
 Does this assistance request require State, local, regional, or other priority rating? _____ Yes X No _____
 Name of Governing Body _____
 Priority Rating _____

Item 2.
 Does this assistance request require State, or local advisory, educational or health clearances? _____ Yes X No _____
 Name of Agency or Board _____
 (Attach Documentation)

Item 3.
 Does this assistance request require clearinghouse review in accordance with CMB Circular A-95? _____ Yes X No _____
 (Attach Comments)

Item 4.
 Does this assistance request require State, local, regional or other planning approval? _____ Yes X No _____
 Name of Approving Agency _____
 Date _____

Item 5.
 Is the proposed project covered by an approved comprehensive plan? _____ Yes X No _____
 Check one: State
 Local
 Regional
 Location of Plan _____

Item 6.
 Will the assistance requested serve a Federal installation? _____ Yes X No _____
 Name of Federal Installation _____
 Federal Population benefiting from Project _____

Item 7.
 Will the assistance requested be on Federal land or installation? _____ Yes X No _____
 Name of Federal Installation _____
 Location of Federal Land _____
 Percent of Project _____

Item 8.
 Will the assistance requested have an impact or effect on the environment? _____ Yes X No _____
 See instructions for additional information to be provided.

Item 9.
 Will the assistance requested cause the displacement of individuals, families, businesses, or farms? _____ Yes X No _____
 Number of:
 Individuals _____
 Families _____
 Businesses _____
 Farms _____

Item 10.
 Is there other related assistance on this project previous, concurrent or anticipated? X Yes _____ No _____
 See instructions for additional information to be provided.

PART III - BUDGET INFORMATION

SECTION A - BUDGET SUMMARY

Grant Program, Function or Activity (a)	Federal Catalog No. (b)	Estimated Unobligated Funds		New or Revised Budget		
		Federal (c)	Non-Federal (d)	Federal (e)	Non-Federal (f)	Total (g)
1. Technical Assistance	15-503	\$	\$	\$ 62,583	\$	\$ 62,583
2.						
3.						
4.						
5. TOTALS		\$	\$	\$ 62,583	\$	\$ 62,583

SECTION B - BUDGET CATEGORIES

6. Object Class Categories	Technical - Grant Program, Function or Activity				Total (5)
	(1) Assistance (2)	(3)	(4)		
a. Personnel	\$ 17,157	\$	\$	\$	\$ 17,157
b. Fringe Benefits	4,118				4,118
c. Travel	19,018				19,018
d. Equipment	--				--
e. Supplies	2,750				2,750
f. Contractual	3,240				3,240
g. Construction	--				--
h. Other	--				--
i. Total Direct Charges	46,283				46,283
j. Indirect Charges	16,300				16,300
k. TOTALS	\$ 62,583	\$	\$	\$	\$ 62,583
7. Program Income	\$	\$	\$	\$	\$

SECTION C - NON-FEDERAL RESOURCES					
(a) Grant Program	(b) APPLICANT	(c) STATE	(d) OTHER SOURCES	(e) TOTALS	
8.	\$	\$	\$	\$	
9.					
10.					
11.					
12. TOTALS	\$	\$	\$	\$	
SECTION D - FORECASTED CASH NEEDS					
	Total for 1st Year	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter
13. Federal	\$ 62,583	\$ 16,688	\$ 16,688	\$ 16,688	\$ 12,519
14. Non-Federal					
15. TOTAL	\$ 62,583	\$ 16,688	\$ 16,688	\$ 16,688	\$ 12,519
SECTION E - BUDGET ESTIMATES OF FEDERAL FUNDS NEEDED FOR BALANCE OF THE PROJECT					
(a) Grant Program	FUTURE FUNDING PERIODS (YEARS)				
	(b) FIRST	(c) SECOND	(d) THIRD	(e) FOURTH	
16.	\$	\$	\$	\$	
17.					
18.					
19.					
20. TOTALS	\$	\$	\$	\$	
SECTION F - OTHER BUDGET INFORMATION (Attach additional Sheets if Necessary)					
21. Direct Charges:					
22. Indirect Charges:					
23. Remarks:					

ENCLOSURE 2
BUDGET NARRATIVE

BUDGET NARRATIVE

The participants, except for IACP staff, will pay their own travel and living expenses at the four planning meetings.

At the Regional Conference, travel and living expenses for the participants, IACP staff, the General Chairman and Guest Lecturers, will be on a reimbursable basis. Reimbursement for participants will be allocated on the basis of two participants from each of the 49 states.

GENERAL CHAIRMAN OF THE
DIVISION OF STATE AND PROVINCIAL POLICE
TRAVEL AND PER DIEM

The General Chairman, Colonel C. Wayne Keith, Colorado State Patrol, pursuant to established Division policy, will attend all four (4) Regional Conferences.

Per Diem @ \$25.00

Four (4) Conferences at four (4) days each

\$400.00

Travel (Coach Fare)

Four (4) Round Trips

\$638.00

Sub-Total

\$1,038.00

INTERNATIONAL ASSOCIATION OF CHIEFS
OF POLICE AND DIVISION OF STATE AND
PROVINCIAL POLICE - PROFESSIONAL STAFF

Direct Labor

Division Director will expend approximately 43 man days in preparing for and participating at the four (4) Regional Planning Meetings and the four (4) Regional Conferences and concurrent workshops.

\$5,758

Assistant Director will expend approximately 52 man days in the formulation of plans, development of staff reports and participation at the four (4) Planning Meetings and the four (4) Regional Conferences and concurrent workshops.

\$6,461

One consultant will expend approximately 15 man days in providing staff and administrative assistance and logistical control for the four (4) Regional Conferences and concurrent workshops.

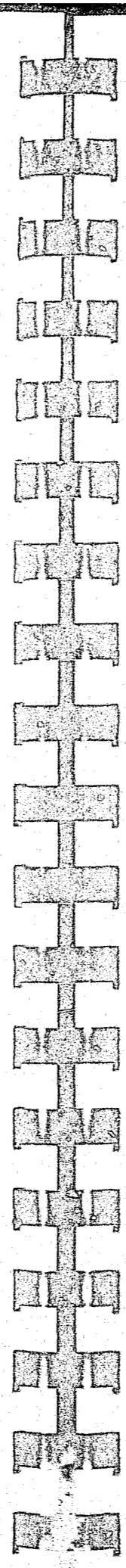
\$1,662

One secretary will expend approximately 72 man days in the preparation of reports and related secretarial functions as well as the transcription of tape recordings of conference proceedings and the mailing of regional reports to all state agency heads after each regional conference, etc.

\$3,276

Sub-Total

\$17,157.00



Associate Consultants

Three (3) outside consultants or guest lecturers with expertise in the concepts and techniques of management will expend two (2) days at each of the four (4) Regional Conferences @ \$135.00 per day.

\$ 3,240.00

Travel and Subsistence

Staff: Air Travel (Coach)

16 Round Trips (Actual) \$3,480

Living Expenses: 60 Days @ \$25.00
Per Day \$1,500Program Participants: Air Travel (Coach)

Two Participants Per State

(49 States) \$100.00 Per Person (Estimated) \$9,800

Associate ConsultantsAir Travel: 4 Round Trips Per Con-
sultant (Estimated at Coach Fare)
@ \$200.00 Average \$2,400Living Expenses: 8 Days Per Con-
sultant @ \$25.00
Per Day \$ 600Surface Transportation
(Includes transportation to airport -
limousine and taxi-cab fare at
originating site plus at on-site
location) \$ 200

Sub-Total \$17,980

Grand Total \$62,582

ENCLOSURE 3

GRANT AWARD



UNITED STATES DEPARTMENT OF JUSTICE
LAW ENFORCEMENT ASSISTANCE ADMINISTRATION
WASHINGTON, D. C. 20530

OFFICE OF THE ADMINISTRATOR

Mr. Norman Darwick, Director
International Association of Chiefs of Police
Division of State and Provincial Police
11 Firstfield Road
Gaithersburg, Maryland 20760

JUL 24 1975

SUBJECT: Grant Award ~~76A-99-0003~~ 76DF-99-0008

Dear Mr. Darwick:

We are pleased to inform you that the grant application entitled, "State and Provincial Police Regional Executive Seminars" has been approved in the amount of \$36,383.

Two copies of the Grant Award with Special Conditions are enclosed. The grant shall become effective, as of the date of award, upon return to the Grants and Contracts Management Division of the signed duplicate copy of the Grant Award.

Also included are the required LEAA guidelines and reporting forms (both progress and financial) with instructions on preparation of the reporting form.

An original and two copies of the progress report (LEAA Form 4587/1) should be sent to your program monitor.

The financial reports should be sent to the Grants and Contracts Management Division. This office will have the responsibility for distributing the forms to the Accounting Division, Office of the Comptroller, and the copy to your program monitor. The required number of copies of the financial reports are:

- H-1: Financial Status Report - original and one copy (quarterly).
- H-2: Report of Federal Cash Transactions - original and one copy (monthly)
- H-3: Request for Advance or Reimbursement - original and one copy as needed but not more frequent than monthly.

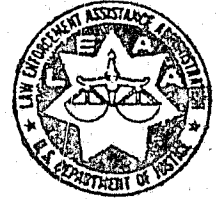
If you have any questions, please feel free to contact Robert O. Heck,
your program monitor, on 202/376-3669, and/or the Grants and Contracts
Management Division on 202/376-3927.

Sincerely,

Richard W. Velde
RICHARD W. VELDE
Administrator

Enclosures

UNITED STATES DEPARTMENT OF JUSTICE
LAW ENFORCEMENT ASSISTANCE ADMINISTRATION
WASHINGTON, D.C. 20530



GRANT AWARD

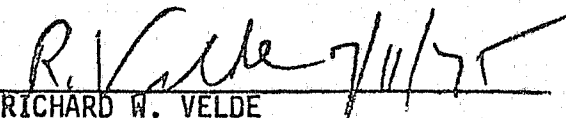
7/16/75
AWARD DATE

Grantee: International Association of Chiefs of Police, Inc.

Duration of Grant: July 23, 1975 through July 22, 1976

Grant Amount: \$36,383 Grant Number: ~~76TA-99-0003~~ 76DF-99-0008

Award is hereby made in the amount and for the period shown above of a grant under Title I of the Crime Control Act of 1973, P. L. 93-83, to the above-mentioned grantee for the purposes set forth in the grantee's application. This award is subject to the Administration's current conditions governing grants as well as the attached Special Condition(s).


RICHARD W. VELDE
Administrator

CHARLES R. WORK
Deputy Administrator
for Administration

IRS# 53-0227813

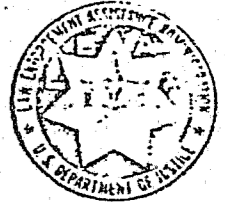
Signature of Duly Authorized Official





ENCLOSURE 4
SPECIAL CONDITIONS

UNITED STATES DEPARTMENT OF JUSTICE
LAW ENFORCEMENT ASSISTANCE ADMINISTRATION
WASHINGTON, D.C. 20530



SPECIAL CONDITIONS

Grantee: International Association of Chiefs of Police, Inc.

Grant Number: ~~76TA-99-0008~~ 76DF-99-0008

In addition to the General Conditions and Conditions applicable to Fiscal Administration to which this grant is subject, it is also conditioned upon and subject to compliance with the following special condition(s).

1. Grantee agrees to insure adherence by subgrantee to (i) such reporting requirements as may be established by LEAA including the requirements for quarterly financial and other progress reports prescribed for discretionary grant projects; (ii) financial administration requirements for discretionary grants as set forth in Appendix 7 of the LEAA Guide for Discretionary Grant Programs; and (iii) general specifications and, where applicable, any special requirements established by the Guide for Discretionary Grant Programs for the particular discretionary grant program under which this award has been made.
2. All published material and written reports submitted under this grant or in conjunction with contracts under the grant must be originally developed material unless otherwise specifically provided in the grant or contract document. When material, nor originally developed, is included in the report, it must have the source identified. This identification may be in the body of the report or by footnote. This provision is applicable when the material is in a verbatim or extensive paraphrase format.
3. This grant award, or portion thereof, is conditional upon subsequent congressional or executive action which may result from Federal budget deferral or rescission actions pursuant to the authority contained in Sections 1012(a) and 1013(a) of the Congressional Budget and Impoundment Control Act of 1974, 31 U. S. C. 1301, Pub. L. 93-344, 88 Stat. 297 (July 12, 1974).
4. Approval of grant award in no way commits LEAA to future funding.
5. The curriculum of the Regional Executive Seminar will address the National Advisory Commission on Criminal Justice Standards and Goals' report "The Police".

ENCLOSURE 5
PROJECT SUMMARY

U.S. DEPARTMENT OF JUSTICE
LAW ENFORCEMENT ASSISTANCE
ADMINISTRATION



DISCRETIONARY GRANT
PROJECT SUMMARY
GRANT # ~~76TA-99-8803~~ ^{76 DF-99-0008}

INSTRUCTIONS: This project is supported under Title I of the Omnibus Crime Control and Safe Streets Act of 1968, as amended. For further information, please contact the below named member of the LEAA Staff, or project director. Please identify by grant number.

1. STAFF CONTACT

Robert O. Heck

2. PROJECT DIRECTOR

Norman Darwick

3. TITLE OF PROJECT

Division of State & Provincial Police - Regional Executive Seminars

4. NAME & ADDRESS OF GRANTEE

International Association of Chiefs of
Police
Eleven Firstfield Road
Gaithersburg, Maryland 20760

5. NAME & ADDRESS OF SUBGRANTEE

International Association of Chiefs of
Police
Eleven Firstfield Road
Gaithersburg, Maryland 20760

6. AMOUNT OF AWARD

\$36,383

7. PERIOD OF AWARD

July 23, 1975 through July 22, 1976

8. TOTAL PROJECT AMT.

\$40,426

9. TOTAL PROJECT PERIOD

12 months

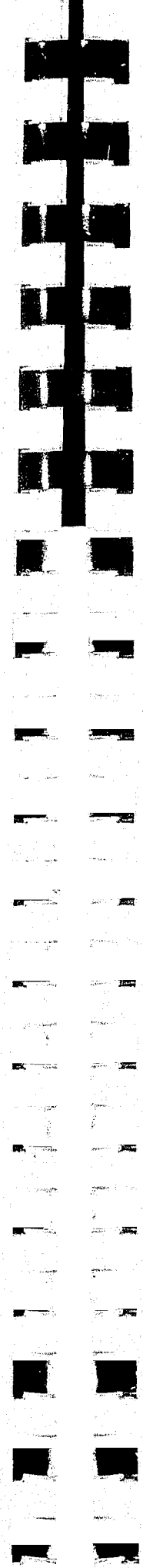
10. DATE OF AWARD

7/16/75

11. SUMMARY DESCRIPTION OF PROJECT

The Division of State and Provincial Police of the IACP, will conduct four Regional Conferences. The program agenda of these Conferences will be established by four 2-day Regional Planning meetings. The agenda will bring to the forefront those problems currently concerning law enforcement executives in State Agencies, and assist in the unification of policies and procedures of State level agencies to deal with these problems.

At each Conference, outside consultants, academicians and guest lecturers will provide instructional assistance toward resolution of the management issues before the Conference. Group discussions and workshops will be concurrently employed in order to utilize a variety of problem solving techniques.



ENCLOSURE 6

PRE AWARD COSTS AND GRANT EXTENSION

July 31, 1975

Mr. Richard W. Velde
Administrator
Law Enforcement Assistance
Administration
United States Department of Justice
833 Indiana Avenue, N. W.
Washington, D. C. 20530

Dear Mr. Velde:

On October 7, 1974, an application was submitted to LEAA for an 18 month grant (beginning date November 1, 1974) to conduct a series of two-week Management Career Development Seminars. The grant was subsequently awarded (75DF-99-0049) with duration of grant dates of February 15, 1975 through August 14, 1976.

On January 22, 1975, an application was submitted to LEAA (0237-99-TA75) for a grant to conduct Regional Executive Seminars for the Administrators of state and provincial police agencies.

On March 4, 1975, a letter was received from Mr. Joseph Nardoza requesting resubmission to LEAA for funding considerations with a provision that the application be resubmitted as a supplementary discretionary grant request to 75DF-99-0049, "Management Career Development Seminars for State and Provincial Police" awarded by LEAA to the IACP on February 15, 1975. The letter also required the inclusion of an evaluation component for both programs as required in the LEAA Guide for Discretionary Grant Programs (4500.1C, Chapter IV).

Mr. Richard W. Veide
Page 2
July 31, 1975.

Application 0237-99-TA75 was re-submitted on April 4, 1975 as a supplemental discretionary grant request to (75DF-99-0049) requesting a 12-month project period with a beginning date of January 1, 1975.

In the meantime, a Request for Evaluation Design and Bid Proposal for evaluation contract of the two programs was prepared, approved by LEAA on May 27, 1975, and, distributed to potential bidders on June 5, 1975. The IACP bid award to Education Research, Inc. was approved by LEAA on July 24, 1975. In accordance with the terms of the RFP this sub-grant evaluation project requires that the contract performance be finalized by July 9, 1976 and the final report be completed by August 9, 1976.

Application 0237-99-TA75 was finally approved by LEAA and awarded to IACP (75TA-99-0008) on July 18, 1975 with a period of award running from July 23, 1975 through July 22, 1976.

The amalgamation of the two projects and the addition of an evaluation sub-contract has caused considerable confusion and variances in the period of awards. In particular the period of award for the 75TA-99-0008 award requires revision due to the fact that all four planning meetings and all four regional conferences have already been held. See enclosure attached to this letter.

The dates of the 75DF-99-0049 project and the evaluation sub-contract are compatible, however, a revision of the award dates of 75DF-99-0008 "Regional Executive Conferences for State and Provincial Police" is needed. We request that the award dates of this supplemental project be revised to conform to those of 75DF-99-0049 February 15, 1975 through August 14, 1976. This will eliminate the need to write in special considerations for pre-award costs, and is in conformance with the date of our original application for this project. As you will note in the enclosure, the planning meetings and conferences have already been held, however, progress reports, final report, and evaluation reports remain to be completed.

Sincerely,

Norman Darwick
Director
Division of State and Provincial Police

cc: Mr. Robert O. Heck

bcc's: R. H. Sostkowski
Arnold Moses
Dean R. Phillips

DDP-2742

CONTINUED

1 OF 4

REGIONAL EXECUTIVE CONFERENCES
of the
DIVISION OF STATE AND PROVINCIAL POLICE

1975 REGIONAL PLANNING MEETINGS

North Atlantic Region

Chairman: Director General Jacques Beaudoin
Place: Quebec Police Force
Quebec City, Quebec, Canada
Dates: February 11-12, 1975

Southern Region

Co-Chairmen: Colonel Eldrige Beach
Florida Highway Patrol
Commissioner William A. Troelstrup
Florida Department of Criminal Law Enforcement
Place: Tallahassee, Florida
Dates: February 18-19, 1975

North Central Region

Chairman: Colonel Samuel S. Smith
Place: Missouri State Highway Patrol
Branson, Missouri
Dates: February 25-26, 1975

Mountain Pacific Region

Chairman: Commissioner Dan Lanza
Place: California Highway Patrol
Sacramento, California
Dates: March 4-5, 1975

1975 REGIONAL EXECUTIVE CONFERENCES

North Atlantic Region

Chairman: Director General Jacques Beaudoin
Place: Quebec Police Force
Quebec City, Quebec, Canada
Dates: June 2-5, 1975

Southern Region

Co-Chairmen Colonel Eldrige Beach
Florida Highway Patrol
Commissioner William A. Troelstrup
Place: Florida Department of Criminal Law Enforcement
Orlando, Florida
Dates: June 16-19, 1975

North Central Region

Chairman: Colonel Samuel S. Smith
Place: Missouri State Highway Patrol
Branson, Missouri
Dates: June 23-27, 1975

Mountain Pacific Region

Chairman: Commissioner Glen R. Craig
Place: California Highway Patrol
San Diego, California
Dates: July 7-11, 1975

UNITED STATES DEPARTMENT OF JUSTICE
LAW ENFORCEMENT ASSISTANCE ADMINISTRATION
WASHINGTON, D.C. 20530

Exec. Dir. R
Membership _____
Comptroller _____
Research _____
Public Affairs _____
Prof. Standards _____
P.M.O.D. _____

AUG 14 1975

Mr. Norman Darwick
Director
Division of State and Provincial
Police
International Association of Chiefs
of Police, Inc.
Eleven Firstfield Road
Gaithersburg, Maryland 20760

Dear Mr. Darwick:

Mr. Richard W. Velde has asked me to respond to your letter of July 31, 1975, in which you requested authorization for approval by the Law Enforcement Assistance Administration of pre-agreement costs incurred on Grant #76-DF-99-0008 "State and Provincial Police Regional Executive Seminars" from February 13, 1975 until July 23, 1975, the project approval date.

LEAA's Office of the Comptroller has approved the pre-agreement cost incurred on Grant #76-DF-99-0008 by the International Association of Chiefs of Police, Inc. during the above dates for an amount not to exceed \$39,246.

For additional information concerning this matter, please contact Mr. Robert Heck at 376-3658.

Sincerely,

J. A. Nardoza
Joseph A. Nardoza
Assistant Administrator
Office of Regional Operations

UNITED STATES DEPARTMENT
LAW ENFORCEMENT ASSISTANCE,
WASHINGTON, D. C. 20535

Exec. Dir. _____
Admn. Services _____
~~Membership~~ _____
P.M.O.D. _____
Technical Services _____
Public Relations _____
376 3658

April 13, 1976

Mr. Norman Darwick
Director
Division of State and Provincial Police
International Association of Chiefs of Police
Eleven Firstfield Road
Gaithersburg, Maryland 20760

Dear Mr. Darwick:

This letter is written for the purpose of introducing myself as the new Program Assistant for the Enforcement Division of the Office of Regional Operations.

My assignments include management of two Division of State and Provincial Police grants, Regional Executive Seminars (76DF-99-0008), and Management Career Development Seminars (75DF-99-0049). In addition, I will be handling your current application, Executive Regional Conferences (76DF-99-0317). In the future, please direct all questions and correspondence regarding these grants to me. I will try to give you all the assistance I can, and Mr. Robert O. Heck has kindly agreed to assist me with matters I am not yet able to handle adequately.

I spoke with Mr. John Veen from the Office of the Comptroller on Monday, April 12, and he advised me that he has not yet been contacted by your organization regarding clarification of the financial questions which arose as a result of the financial review of your grant application, 76DF-99-0317. He would prefer that he be contacted in person regarding these matters. It would be beneficial for you to see him as soon as possible so that processing of the application can be completed.

I am looking forward to working with your organization and hope to meet you soon.

Sincerely,

Katherine Landen

Katherine Landen
Program Assistant
Enforcement Division
Office of Regional Operations



June 8, 1976

Katherine Landen
Program Assistant
Enforcement Division
Office of Regional Operations
Law Enforcement Assistance
Administration
U. S. Department of Justice
633 Indiana Avenue, N. W.
Washington, D. C. 20036

Dear Ms. Landen:

An examination of the expenditures which have occurred to date on the Management Career Development Seminars of the Division of State and Provincial Police, funded under LEAA Grant No. 75DF-99-0049, reveals that some budget adjustments are required on four of the Object Class Budget Categories. While no change in the original budget amount is being petitioned, we do request that the original budget for the project be revised. We also request that the contract completion date of the Management Career Development Seminars (75DF-99-0049) and the Regional Executive Seminars (76DF-99-0008) be extended to October 31, 1976. As you are aware, the IACP holds its annual Conference in September; therefore, a considerable amount of staff time is involved during August and September in preparing for and conducting this conference. The extra time requested is needed to complete the evaluations and prepare the final reports for these projects.

As you will recall, the Management Career Development Seminars Project (Grant #75DF-99-0049) and the Regional Executive Conferences (Grant #76DF-99-0008) were initially submitted separately, but after

Katherine Landen - Page 2

review by LEAA, the Association was requested to re-submit the Regional Executive Conferences grant as a supplemental discretionary grant request to the Management Career Development Seminars grant. In addition, we were required to substantially lower the staff administrative or personnel time allowed on the Regional Executive Conferences grant on the supposition that some of the needed administrative time could be shared from the Management Career Development project.

The combining of personnel time needed to administer both projects as required has reflected a substantial underestimate of the amount of time required to develop each separate program, and subsequently implement and monitor the programs. In addition, the additional administrative time required to furnish materials, answer inquiries and coordinate with the evaluation agency (Education Research, Inc.) has utilized excessive time over and above our estimation. A transfer of funds to this category is therefore necessary to satisfactorily complete both projects and submit final reports as required.

In relation to travel costs which were estimated, three state law enforcement academies were used in the execution of the five seminar program. The per diem costs, costs of meetings rooms, rental of audio visual equipment, and other administrative support were therefore substantially less than would be required had the seminars all been held in commercial establishments. In addition, some faculty members and students traveled with agency vehicles or at agency expenses and made no claim for transportation expenses. A substantial number of participants also grouped together and drove in two's and three's in one vehicle to and from the seminars.

Approximately \$11,000 in personnel costs is needed to complete the evaluations and final report for the Management Career Development Seminar program in addition to the final report required for the Executive Regional Conference program which is being evaluated by the same sub-contractor evaluation agency - Education Research, Inc. The increase in personnel costs as requested also necessitates a proportionate increase in the Fringe Benefits and the Indirect Costs to the Association; therefore, these categories must also be increased accordingly.

The shifting of funds for the above requests should come from the Travel category which has a considerable surplus remaining therein.

Katherine Landen - Page 3

PERSONNEL:

Original Budget Estimate	\$ 38,780
Change Requested to	49,780
Increase Requested	<u>\$ 11,000</u>

FRINGE BENEFITS:

Original Budget Estimate	\$ 9,307
Change Requested to	13,441
Increase Requested	<u>\$ 4,134</u>

This increase is required due to the increase requested in the Personnel category, wherein 27% of salaries must be applied to compensate for fringe benefits. (Rate approved by LEAA).

INDIRECT CHARGES:

Original Budget Estimate	\$ 36,841
Change Requested to	47,291
Increase Requested	<u>\$ 10,450</u>

This increase is also required due to the increase requested in the Personnel category whereafter 95% of salaries must be applied to compensate for indirect charges for overhead. This rate has also been approved by LEAA.

TRAVEL:

Original Budget Estimate	\$ 114,235
Change Requested to	88,651
Reduction Requested	<u>\$ 25,584</u>

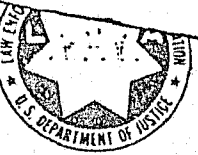
If further information is required, please contact me.

Very truly yours,

R. Dean Smith
Director
Administrative Services Division

vmw
2742

UNITED STATES DEPARTMENT OF JUSTICE
LAW ENFORCEMENT ASSISTANCE ADMINISTRATION
WASHINGTON, D. C. 20531



June 23, 1976

Mr. R. Dean Smith
Administrative Services Division
International Association of Chiefs
of Police
Division of State and Provincial Police
11 Firstfield Road
Gaithersburg, Maryland 20760

Dear Mr. Smith:

This letter is in response to your June 8, 1976, request for grant adjustments on Management Career Development Seminars (75DF-99-0049), and Regional Executive Seminars (76DF-99-0008).

Please provide this Office with a detailed statement that will provide budget justification of the manpower commitment used for each category of labor listed within the two grants. Include the names and titles of staff, nature of their involvement, and percent of time or hours that will be required for the preparation of the evaluations and final reports for these two grants.

Provision of this information will assist us in preparing a Grant Adjustment Notice pursuant to your request.

Sincerely,

Katherine Landen

Katherine Landen
Program Assistant
Enforcement Division
Office of Regional Operations



July 12, 1976

Katherine Landen
Program Assistant
Enforcement Division
Office of Regional Operations
Law Enforcement Assistance Administration
U. S. Department of Justice
633 Indiana Avenue, N. W.
Washington, D. C. 20036

Dear Ms. Landen:

In response to your June 23, 1976 letter to Mr. R. Dean Smith which asked for a detailed statement providing justification of the manpower commitment used for each category of labor listed within the two grants (Management Career Development Seminars - 75DF-99-0049, and Regional Executive Seminars - 76DF-99-0008), the following report is submitted:

The detailed statement of justification for making the budget adjustments on four of the Object Class Budget Categories of Grant No. 75DF-99-0049 is contained in our letter of petition dated June 8, 1976. It should be re-stated here; however, that no change in the original budget amount is being petitioned. We do request an adjustment of amounts in budget categories. We also request, for the reason stated previously, that the contract completion date of the Management Career Development Seminars (75DF-99-0049) and the Regional Executive Seminars (76DF-99-0008) both be extended to October 31, 1976.

The breakdown of staff, nature of their involvement and percentage of time or hours required for the preparation of the evaluations and final reports for these two grants are included below:

MANAGEMENT CAREER DEVELOPMENT SEMINARS

75DF-99-0049

July 1 through October 31, 1976

Norman Darwick, Director

Nature of Involvement	Provide overall direction and management over entire project, review and approve final report
Hourly Rate	\$ 20.66
Annual Salary	37,603.00
% of Time to be Devoted	04.82% (4 month or 83 day work period)
Personnel Budget Amount Needed	\$ 578.43

Ronald Sostkowski, Assistant Director

Nature of Involvement	Supervise, coordinate, and assist in evaluations and preparation of final report. Perform liaison with LEAA
Hourly Rate	\$ 17.75
Annual Salary	32,311.00
% of Time to be Devoted	16.87% (4 month or 83 day work period)
Personnel Budget Amount Needed	\$ 1,739.50

William T. Dean, Police Management Consultant

Nature of Involvement	Review all evaluations and project as a whole, and prepare final report for submission to LEAA
Hourly Rate	\$ 12.07
Annual Salary	21,961.00
% of Time to be Devoted	45.78% (4 month or 83 day work period)
Personnel Budget Amount Needed	\$ 3,210.62

Douglas C. Battram, Editor

Nature of Involvement	Perform editorial review of final report and supervise final typing and printing
Hourly Rate	\$ 11.68
Annual Salary	21,261.00
% of Time to be Devoted	02.41% (4 month or 83 day work period)
Personnel Budget Amount Needed	\$ 163.52

Patricia A. Rael, Clerk

Nature of Involvement	Typing final report and providing staff assistance to project assignees
Hourly Rate	\$ 8.06
Annual Salary	14,671.00
% of Time to be Devoted	12.05% (4 month or 83 day work period)
Personnel Budget Amount Needed	\$ 564.20

NOTE: "Percentage of time to be devoted" is based upon 83 IACP working days from July 1, 1976 through October 31, 1976. An IACP personnel year is computed at 1,820 hours or 260 working days.

REGIONAL EXECUTIVE SEMINARS

76DF-99-0008

July 1 through October 31, 1976

Norman Darwick, Director

Nature of Involvement	Provide overall direction and management over entire project, review and approve final report
Hourly Rate	\$ 20.66
Annual Salary	37,603.00
% of Time to be Devoted	03.61% (4 month or 83 day work period)
Personnel Budget Amount Needed	\$ 433.86

Ronald Sostkowski, Assistant Director

Nature of Involvement	Supervise, coordinate, and assist in review of evaluations, and preparation of final report. Perform liaison with LEAA
Hourly Rate	\$ 17.75
Annual Salary	32,311.00
% of Time to be Devoted	14.46% (4 month or 83 day work period)
Personnel Budget Amount Needed	\$ 1,491.00

William T. Dean, Police Management Consultant

Nature of Involvement	Review all evaluations and project as a whole and prepare final report for submission to LEAA
Hourly Rate	\$ 12.07
Annual Salary	21,961.00
% of Time to be Devoted	30.12% (4 months or 83 day work period)
Personnel Budget Amount Needed	\$ 2,112.25

Douglas C. Battram, Editor

Nature of Involvement	Perform editorial review of final report and supervise final typing and printing
Hourly Rate	\$ 11.68
Annual Salary	21,261.00
% of Time to be Devoted	02.41% (4 month or 83 day work period)
Personnel Budget Amount Needed	\$ 163.52

Patricia A. Rael, Clerk

Nature of Involvement	Typing final report and providing staff assistance to project assignees
Hourly Rate	\$ 8.06
Annual Salary	14,681.00
% of Time to be Devoted	10.84% (4 month or 83 day work period)
Personnel Budget Amount Needed	\$ 507.78

Katherine Landen - Page 6

NOTE: "Percentage of time to be devoted" is based upon 83 working days from July 1, 1976 through October 31, 1976. An IACP personnel year is computed at 1,820 hours or 260 working days.

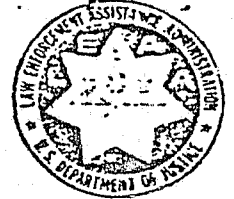
As you know, the Management Career Development Seminar Program, Grant No. 75DF-99-0049, for which Object Class Budget Category Adjustments are being requested, has a contract ending date of August 14, 1976. In view of the closeness of that date, I hope that your review and approval of this request will be expedited.

Sincerely,

Norman Darwick
Director
Police Management and
Operations Divisions

vmw
2742

UNITED STATES DEPARTMENT OF JUSTICE
LAW ENFORCEMENT ASSISTANCE ADMINISTRATION
WASHINGTON, D. C. 20531



July 20, 1976

Mr. Norman Darwick
Director
Division of State and
Provincial Police
Eleven Firstfield Road
Gaithersburg, Maryland 20760

Dear Mr. Darwick:

Your request for grant extensions on Management Career Development Seminars and Regional Executive Seminars, for the purpose of preparing the final report, has been reviewed by the Enforcement Division. Your letter of July 12, 1976, providing personnel time allocation for the proposed four month extension period, has raised concerns which should be addressed.

LEAA's Grants Management Information System reports that the IACP is the grantee for eight projects currently active, totaling \$1.5 million. This information, which does not include grants recently awarded, block monies, and those applications currently under review, has prompted the Enforcement Division to request substantiation from IACP that the staff members assigned to this Division's grants are devoting the designated percentage of time.

As you are aware, LEAA and the General Accounting Office conduct periodic audits of grantees' project management. Should an audit occur, documentation showing that no IACP staff person has pledged an excess of one-hundred percent of his/her time would be essential, not only in regard to those projects supported with LEAA funds, but also other activities of the IACP. The responsibility for good grant management applies not only to the grantee, but also to LEAA staff persons working in the program area. The IACP staff assigned to the preparation of the final report, as indicated in your letter of July 12, are also assigned time to other LEAA grants. We hesitate to approve this extension without a written breakdown of all IACP personnel currently working on LEAA grants, including percentage of time devoted to each project. This request is not unreasonable due to the large volume of LEAA-IACP projects.

The grant awards for the two above projects were accepted by IACP with the condition that the final reports would be submitted to LEAA within 90 days after termination of the project. We feel that an extension period of four months is excessive, and gives the appearance that the purpose of the



extension would be for expenditure of the remaining funds, rather than completion of the work originally contracted to perform. Your letter to Richard Velde, dated July 31, 1975, stated that all of the conferences pursuant to these grants had been completed as of that date, and only the progress reports, final report and evaluation remained uncompleted. It would seem that the 12 months that have elapsed since that time would be sufficient to complete these items.

As LEAA requested that these two projects be combined, causing additional work for your staff, we are willing to entertain an extension of 45 days on both grants, upon receipt of the above stated information. However, expenditure of any funds during that period would be disallowed.

Sincerely,

George H. Bohlinger, III
Deputy Assistant Administrator
Office of Regional Operations

G. H. Bohlinger, III
for G. B.

August 30, 1976

George H. Bohlinger, III
Deputy Assistant Administrator
Office of Regional Operations
Law Enforcement Assistance
Administration
633 Indiana Avenue, N.W.
Washington, D.C. 20534

Dear Mr. Bohlinger:

Your letter of July 20 contained very serious implications regarding the integrity of the International Association of Chiefs of Police.

Mr. King has instructed me to inform you that we resent the implications and in the event that you continue to question our integrity, we have no alternative but to call for a full and immediate audit of all LEAA grants and contracts currently in progress by the IACP.

Upon receipt of your letter, I attempted to contact you for clarification but was informed that you were on leave. Because you were not available, I contacted Mr. Golden and Mr. Grimes. Since I do not have the authority to require that the other Division Directors report their activities to me, Mr. Grimes appropriately directed your request for a "written breakdown of all IACP personnel currently working on LEAA grants" to Mr. King, the Executive Director of the IACP. That information has been provided.

We are aware that LEAA and the General Accounting Office conduct periodic audits of grantees. You should know that we have been routinely audited by Federal agencies for many years and have operated under federal grants long before LEAA was created. There has never been a question of integrity or an attack on our accounting procedures. Your auditors compliment us frequently on the manner in which we do business.

You indicated that "IACP staff assigned to the preparation of the final report, as indicated in your letter of July 12, are also assigned time to other LEAA grants." That's a true statement. Many staff persons work on several ongoing projects by dividing a portion of their time to each project. Seldom is there a 100 percent commitment to a project unless, of course, that project is budgeted to cover the costs of a specific individual for 100 percent of his time.

You were not specific in identifying staff persons but I was informed that you were concerned that our staff people were named in several proposals. This does not mean that any staff member would be devoting more than 100 percent of his time to the projects. We have no idea when projects in application form will be approved. Past experience indicates that the grant processing procedure at LEAA averages six months from submission to approval date. Delays in processing often require that staff be assigned to other projects. When that occurs, it has been our policy to inform LEAA personnel that it is necessary to assign another competent staff member to the project.

We have been informed by your contracts branch that this is a common and acceptable practice. This is necessary because of the uncertainty as to which applications will be approved and when they will be approved. There has never been a problem with this practice in the past and we hope that LEAA will get together on this matter.

I have also been informed that there was a question regarding the assignment of Mr. Dean Phillips to the Organized Crime Bulletin project, as was referred to in my letter of June 7, 1976 to Mr. Jim Golden. I was informed in a conference call on July 27 to Mr. Grimes' office that Mr. Phillips should be assigned to the Organized Crime Bulletin for 100% of his time and therefore there was a question as to his assignment to the IACP Organized Crime Committee to provide staff assistance and support. If you will review the program narrative of the original grant application on the "IACP Organized Crime Bulletin" you will note that the Organized Crime Committee of the IACP is an integral part of this project and will ... "guide and review the project to the extent of establishing general policy and direction." In addition, the project included a two day planning conference for the Organized Crime Committee at the outset of the program and a meeting in conjunction with IACP's Annual Conference. We sincerely believe that it is in the best interest of the project for staff to be continuously involved with the practitioners represented on the committee. There clearly is some confusion regarding Mr. Phillips role as it relates to the Organized Crime Committee. We would like clarification from you and your staff. In reference to the request for extension on the Management Career Development Seminars and the Regional Executive

Mr. Bohlinger, III

-3-

August 30, 1976

Seminars, your letter was replete with inaccuracies. For that reason, I believe it is important for me to review the history of the two projects for your edification.

On October 7, 1974 an application was submitted to LEAA for an 18 month grant to conduct a series of two week management career development seminars. The grant was awarded on February 15, 1975 with an expiration date of August 14, 1976.

On January 22, 1975 a second application was submitted to LEAA for a grant to conduct regional executive seminars for administrators of the state law enforcement agencies of the U. S. The original request was for \$62,583. On March 4, 1975, I received a letter from Mr. Joe Nardoza which rejected the application and suggested that it be re-submitted as a supplemental request to the management career development seminars and mandated the elimination of personnel costs amounting to \$37,575. Despite the fact that the reapplication did not reflect the true cost of the project, IACP re-submitted the project application requesting \$36,383. In addition to the reduction of approximately 42% of the total cost of the project, an evaluation component was added with the suggestion that it be coupled with the grant for the management career development seminars. The grant application was approved on July 23, 1975, six months after submission of the original application.

On July 31, 1975, a letter addressed to LEAA reviewed the above facts and indicated that the amalgamation of the two projects and the addition of an evaluation subcontract has caused considerable confusion and variances in the period of awards...

The letter further indicated that the period for the evaluation sub-contract was compatible with the grant for the management career development seminars but was not compatible with the grant period for the regional executive seminars. It was therefore requested that the grant period for the regional executive seminars be revised to conform to those of the management career development program. On August 20, 1975, a response to our letter and request was received at IACP. The letter approved pre-award costs for the regional executive seminars, but was not responsive to the request regarding a revision of the dates for the regional executive seminars. In fact, that request was totally ignored.

The primary reason for our request regarding the extension of the two grants in question is to provide LEAA with adequate reports reflecting the true nature of these projects and the evaluation component as required in the grant awards.

Mr. Bohlinger, III

-4-

August 30, 1976

The specific reasons for the request for extension are numerous. Mr. Dean Phillips, who was assigned to these projects, has been re-assigned to the Organized Crime Bulletin project with the approval of Mr. Jim Golden. This, therefore, required the assignment of Mr. Bill Dean to the completion of the final reports on the remaining Projects.

Mr. Phillips re-assignment was initiated by the resignation of Mr. Frank Zummo, who was originally assigned to the Organized Crime Bulletin project.

Mr. Phillips was selected for this project because of his background and experience in the area of organized crime. My feeling was that LEAA would want the most qualified person assigned to this project.

The assignment of Mr. Bill Dean to this project at this late date required additional staff time so he could become thoroughly familiar with both projects.

You further stated that the final report and evaluation for the regional executive seminars should have been completed in the 12 months that have elapsed since the project began. As I indicated in my letter of July 31, 1975, the period of the grant was incompatible with the evaluation requirements. The final evaluation report was due on August 9, 1976.

The reduced funding for the regional executive seminars, which I must again remind you did not reflect the true cost of the project, was completely expended shortly after the beginning of the project. The mandate by LEAA to reduce the amount of the grant for the Regional Executive Seminars has led to the present dilemma. Very simply stated, there was an insufficient amount of funds available in the personnel category of the Management Career Development Seminars to administer both programs and certainly was not done for the purpose of "causing additional work for your staff" as you indicated. However, despite our experience in this area and over our objections, LEAA insisted upon the reduction of funds.

Your assumption that "the purpose of the extension would be for expenditure of the remaining funds" is completely erroneous.

We anticipate returning a substantial amount of funds from this project to LEAA as a result of reduced costs resulting from the use of state law enforcement academies in conjunction with the management career

Mr. Bohlinger, III

-5-

August 30, 1976

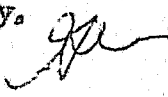
development program. Our request is simply to provide a change in the budget categories so as to fulfill our obligation relating to these grants.

The changes made as the grants were awarded; the reduction in funds for the regional executive seminars; the requirement that the two projects be combined; the addition of an evaluation component without regard to an appropriate time frame; and the requirement to cover administrative costs for both projects from one grant were all requirements of LEAA and not the IACP.

At this point I must agree with the statement in your letter of July 20, 1976, in which you point out that "responsibility for good grant management applies not only to the grantee, but also the LEAA staff persons working in the program area.

My letters of July 31, 1976 outline my staffs commitment under LEAA grants with the exception of one project - the Executive Regional Conferences. Mr. Ronald H. Sostkowski and I will complete that project. Mr. Dean Phillips discontinued participating in the project when he was assigned to the Organized Crime Bulletin Program.

Sincerely,


Norman Darwick
Director
Police Management and
Operations Divisions

III

REGIONAL PLANNING MEETINGS

The minutes of the four regional planning meetings are contained in Enclosures 7 through 10 which follow.

ENCLOSURE 7

NORTH ATLANTIC REGIONAL PLANNING MEETING
QUEBEC CITY, QUEBEC, CANADA
February 11 - 12, 1975

MINUTES OF PLANNING MEETING

NORTH ATLANTIC REGIONAL CONFERENCE

QUEBEC CITY, QUEBEC

FEBRUARY 11, 1975

INTERNATIONAL ASSOCIATION OF CHIEFS OF POLICE

DIVISION OF STATE AND PROVINCIAL POLICE

NORTH ATLANTIC REGION

MINUTES OF PLANNING MEETING
FOR REGIONAL CONFERENCE

QUEBEC CITY, QUEBEC

FEBRUARY 11, 1975

ATTENDEES:

AGENCY

Norman Darwick

International Association of
Chiefs of Police

Ronald H. Sostkowski

International Association of
Chiefs of Police

Charles Burris

Delaware State Police

Herbert Bean

New Hampshire State Police

Robert E. Sweeney, Jr.

New York State Police

William Grooms

Pennsylvania State Police

Gerald Kennedy

Gendarmerie Royale Du Canada

Denis M. Taber

Rhode Island State Police

Thomas E. Hefner

Rhode Island State Police

Andre Dugas

Surete Du Quebec

Jacques Marquis

Surete Du Quebec

Roger Boudreau

Surete Du Quebec

Gilles St-Antoine

Surete Du Quebec

Roger Chartrand

Surete Du Quebec

The meeting was called to order at 1:30 pm by the Chairman of the 1975 North Atlantic Regional Conference, Director General Jacques Beaudoin, Quebec Provincial Police Force. The Director General welcomed all of those in attendance and gave a brief overview of the planning which had been accomplished to date concerning the regional conference to be held in Montreal, Quebec, in June of 1975.

Lieutenant Roger Chartrand, Conference Site Coordinator, Quebec Provincial Police gave a review of the logistical arrangements for the conference in June. He indicated that the conference site would be the Holiday Inn in Longueuil, Quebec. He indicated that a block of rooms had been reserved and that special conference rates would apply to those attending the conference. The rates are; \$25.00 - Single or Twin-Bed and \$31.00 - Double Bed. Children over 12 years of age - \$4.00 each, children under 12 - Free. It is planned that attendees should arrive on Monday of the conference week and registration begins at approximately Noon of that day. A get-acquainted reception will be hosted by the Quebec Provincial Police Force on Monday evening.

Luncheons will be planned for Tuesday and Wednesday, with a dinner following the meeting Wednesday evening. Wives who attend the conference will be invited to attend the luncheons and dinners.

At this point, Lieutenant Chartrand turned the meeting over to Messrs. Darwick and Sostkowski of the IACP.

Mr. Darwick gave a brief synopsis of projects in which the IACP is currently involved. They are summarized below:

Management Career Development Seminars - A Grant of \$211,00 has been obtained to continue the Management Career Development Seminars. The Central Advisory Committee for the seminars will be meeting in April or May to develop final procedures. Travel and per diem will be increased to \$25.00 per day instead of the \$17.00 per day rate which was in effect during the previous seminars.

1975 Regional Conference - An application for a grant which would assist with travel expense and meeting costs for the 1975 Regional Conference has been submitted to LEAA. Both Norman Darwick and Ron Sostkowski have met with Mr. Larry Bennett of LEAA to discuss this grant. However, it is unknown at this time if funds will be available for the regional conferences. Mr. Bennett has been invited to attend the State and Provincial Police Executive Committee meeting scheduled for March 27 and 28 in Austin, Texas.

Labor Seminars - IACP is working with LEAA to provide funding for two-week training sessions at the state level for individuals responsible for labor negotiations. They are attempting to obtain \$175,000 for this project which will pay all expenses. It appears that funding for this budget year will not be possible; however, next budget year looks promising.

Radial Tire - Steel Belt Survey - IACP has received a number of responses regarding its questionnaire on steel belted radial tires, and they are working with the National Highway Traffic Safety Administration and LEAA concerning this issue.

Mr. Darwick indicated that two officers have been killed as a result of failure of steel-belted radials. He indicated that the questionnaire was designed to seek further data regarding incidents in conjunction with tire failure. He indicated that all of the responses would be forwarded to the National Bureau of Standards Law Enforcement Division for summarization and indicated that each agency would receive a final report when it is completed.

Central Index - The IACP central index for research studies now contains approximately 700 items. The index for the IACP State and Provincial Police has been combined with that of the State Police Planning Officers Association with IACP now handling the combined index. Agencies are encouraged to make good use of this wealth of information and also to contribute to the index on a regular basis.

Fair Labor Standards Act - The portion of the Fair Labor Standards Act which deals with law enforcement is presently under injunction. Based on information obtained from Supreme Court staff people and the staff of the IACP, it is believed that in the event the Court rules that the Fair Labor Standards Act does apply to law enforcement, its effective date will not be retro-active. Discussions indicate that the effective date will be thirty days after the decision is announced.

It must be kept in mind, however, that the thoughts expressed here are those of staff people and that the Court will make the final decision. As soon as the decision has been reached or additional information becomes available, IACP will use the NLETS to notify all its members.

Comparative Data Report, 1974 - Mr. Darwick indicated that a grant had been received by the Division of State and Provincial Police from LEAA to publish the 1974 Comparative Data Report. He indicated that the majority of responses from the state agencies had been received but several were still outstanding. He indicated that final publication should be in the hands of state administrators within the next few months.

Intelligence Mission of Law Enforcement - Mr. Darwick indicated that a questionnaire had been mailed to each state law enforcement agency, as well as to many municipal agencies relating to the intelligence mission of law enforcement. He requested each state administrator to be alert to the questionnaire and ask that each respond as quickly as possible. The purpose of the questionnaire is to develop an historical background of the intelligence mission of law enforcement beginning in the mid-1950's. He further indicated that while many police agencies were under severe criticism for present intelligence-gathering missions by the public media, and, in fact, most law enforcement administrators were complying with legislation that requires them to collect certain intelligence data. He indicated that the historical background of the 1950's into the more liberal attitudes of the 1960's may be valuable to many agencies in supporting their role.

Mr. Darwick explained to those in attendance that the objectives of this planning meeting would be to determine the subject matter for the North Atlantic Regional Conference, the length of the program, the scheduling of subjects and speakers for the program.

Mr. Darwick further indicated that this planning meeting is being conducted to allow each state to identify its needs and priorities in terms of contemporary issues so that the subject matter scheduled for the conference would be relevant to the needs of the participants. All conference attendees are required to travel to the regional planning meetings at their own expense. Therefore, some states were not represented at the planning meetings. However in those cases where the state could not send a delegate, they were requested to provide input for the meeting in writing. This was accomplished in all cases.

After the initial discussions, the planning process began. Each state represented was asked to indicate its desires relating to the conference subjects. Each attendee had an opportunity to provide input for the conference program. In addition, correspondence was reviewed from those states which could not attend to provide input regarding their problem areas. A list of subjects were identified and discussed at great length by all the members present at the planning meeting. Initial subjects brought up

for possible inclusion in the regional program are listed below:

1. Allocation of resources
2. Disciplinary procedures
3. Use of canines
4. Public awareness
5. Judicial systems
6. Firearms control
7. Privacy and security
8. Organized Crime
9. Pursuit driving
10. Private security guards
11. Management by objectives
12. Labor relations
13. Future programs - Law Enforcement Assistance Administration
14. Future programs - National Highway Traffic Safety Administration
15. Crime prevention and citizen involvement
16. Police Chief Executive Project

After considerable discussion by each member of the planning committee, the members unanimously selected the below listed subject matter as material for the final conference program:

1. Future programs - Law Enforcement Assistance Administration
1 hour
2. Future programs - National Highway Traffic Safety Administration
1 hour

3. Police Chief Executive Project
1 hour
4. Crime prevention and citizen involvement
2 hours
5. Management by objectives
2 hours
6. Disciplinary procedures
3 hours
7. Program scheduling

It was decided that the daily sessions, Tuesday and Wednesday would be scheduled to begin at 8:30 am and conclude at 1:30 pm without a lunch break. On Thursday, the program would begin at 8:30 am and conclude at 12 Noon.

At this time the planning committee members suggested that the IACP Staff be delegated the responsibility for arranging the topics in appropriate order and scheduling the programs dependent upon the availability of appropriate lecturers.

ENCLOSURE 8

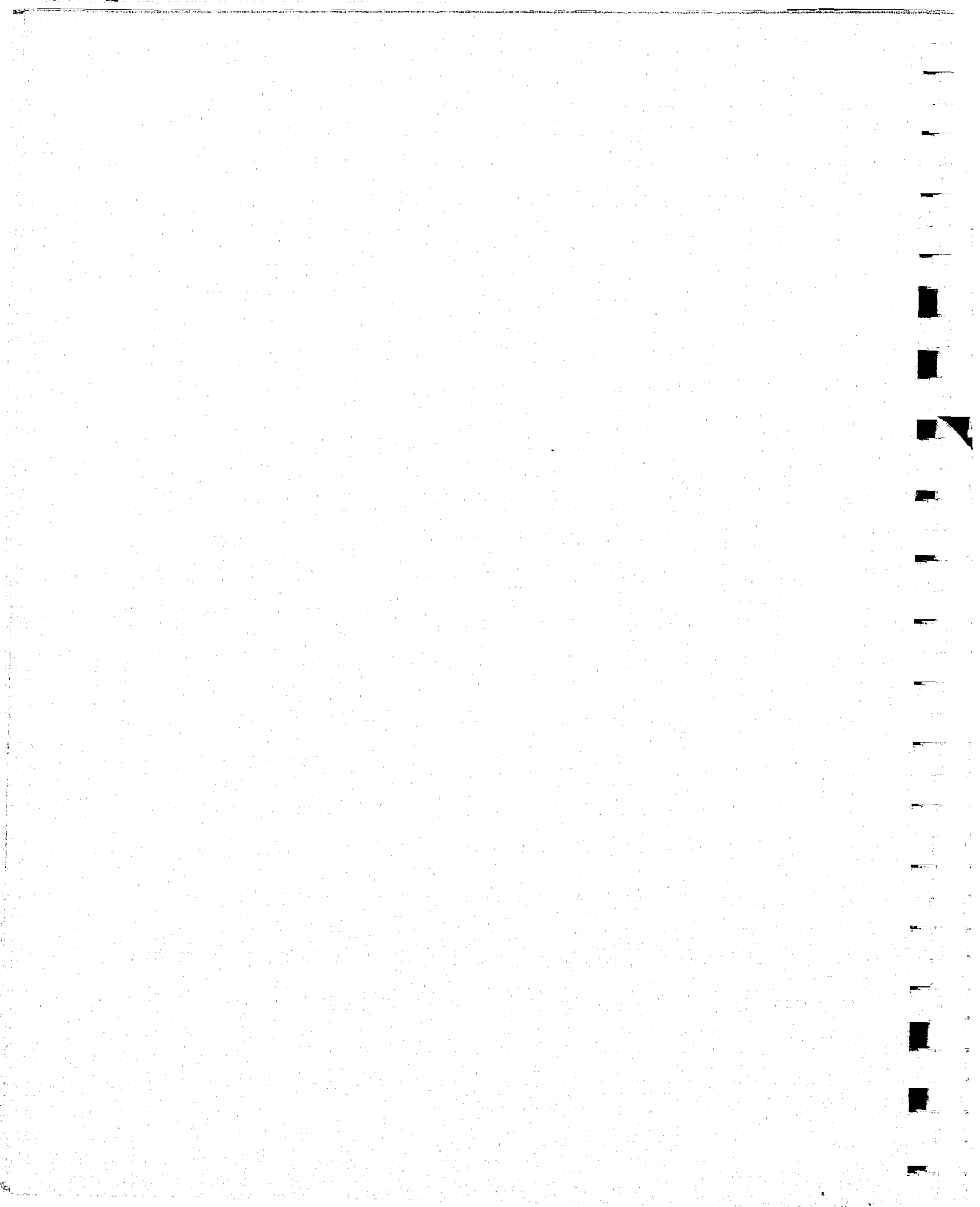
SOUTHERN REGIONAL PLANNING MEETING
TALLAHASSEE, FLORIDA
February 19 - 20, 1975

MINUTES OF PLANNING MEETING

SOUTHERN REGIONAL CONFERENCE

TALLAHASSEE, FLORIDA

FEBRUARY 19-20, 1975



INTERNATIONAL ASSOCIATION OF CHIEFS OF POLICE

DIVISION OF STATE AND PROVINCIAL POLICE

SOUTHERN REGION

MINUTES OF PLANNING MEETING
FOR REGIONAL CONFERENCE

TALLAHASSEE, FLORIDA

FEBRUARY 19-20, 1975

ATTENDEES:

Floyd Bunn

O. R. Roberts

E. W. Jones

H. L. Simmons

Roger C. Collar

G. M. Bailey

W. J. Smith

Lee Cartwright

Herschel Clark

AGENCY:

Alabama Department of
Public Safety

North Carolina State
Highway Patrol

North Carolina State Highway
Patrol

Florida Highway Patrol

Florida Highway Patrol

Florida Department of
Criminal Law Enforcement

Alabama State Troopers

Florida Department of Criminal
Law Enforcement

Georgia Department of Public
Safety

ATTENDEES:

Willis Booth

Leo Gossett

T. J. Newnam

Julius C. Willie

Robert E. Burton

J. E. Beach

William A. Troelstrup

W. R. Kaufman

Joe P. Cook

Ronald H. Sostkowski

Norman Darwick

AGENCY:

Florida Department of
Criminal Law Enforcement

Texas Department of Public
Safety

Louisiana State Police

Louisiana State Police

Mississippi Highway Patrol

Florida Highway Patrol

Florida Department of
Criminal Law Enforcement

Florida Highway Patrol

Florida Highway Patrol

International Association of
Chiefs of Police

International Association of
Chiefs of Police

The meeting was called to order at 10:00 am by the two co-chairmen, Colonel Eldrige Beach of the Florida Highway Patrol and Commissioner William A. Troelstrup of the Florida Department of Criminal Law Enforcement. Each co-chairmen made a brief welcoming statement to all those in attendance and gave a brief overview of the planning activity which has been accomplished to date concerning the regional conference to be held in Orlando, Florida, in June of 1975. The regional co-chairmen then turned the meeting over to Ronald Sostkowski and Norman Darwick from the IACP.

At this point the IACP staff members reviewed current issues which are of interest to the members of the Division of State and Provincial Police.

They are summarized below:

Management Career Development Seminars—A grant of \$211,000 has been obtained to continue the Management Career Development Seminars. The Central Advisory Planning Committee for the seminars will be meeting in April or May to develop final plans and procedures.

Travel for the conference attendees will be reimbursed and per diem will be increased to \$25.00 per day in contrast to the \$17.00 per day under the previous grant for these same programs.

It was further indicated that the funds received for conduct of the seminars from LEAA were discretionary funds. This meant that the Division of State and Provincial Police must provide a match of approximately 10 percent of the total grant. This amounted to approximately \$23,000, therefore, the total project costs would be approximately \$233,000.

It was further indicated that a series of five seminars, four of which would be 2 weeks in duration and one 5 - 1/2 day seminar intended primarily for chief administrators would begin sometime during the fall. Four 2-week sessions would be conducted in each of the four state and provincial regions. The fifth conference, that intended for the administrators, will be conducted in a central location somewhere within the United States.

Seat allocation for the various seminars will be established through the Central Advisory Planning Committee. In all probability, seat allocations will be dependent on the size of the total staff of any particular state law enforcement agency.

State and Provincial Executive Committee—Mr. Norman Darwick indicated that an Executive Committee meeting of the Division of State and Provincial Police had been scheduled for March 27-28, 1975 in Austin, Texas. He further indicated that Mr. Richard Velde of LEAA and Mr. Larry Bennett had been invited to attend the meeting. Mr. Darwick indicated that should the attendees have any items that they want reviewed by the Executive Committee should be forwarded to the General Chairman or directed to IACP Headquarters.

Labor Seminars—The Division of State and Provincial Police staff has been discussing with LEAA the feasibility of funding a program to provide intensive training for representatives from state law enforcement agencies in the area of labor relations. The basic concept is to provide a two-week intensive training session for individuals from state law enforcement agencies who are responsible for labor negotiations. It is anticipated that this program would cost between \$200,000 and \$300,000, if the project were to pay all the expenses for the attendees. Indications are that funding for this year would not be possible, however, it may be acceptable during the next fiscal year.

Radial Steel Belted Tire Survey—Division staff has received a number of responses regarding its questionnaire on steel belted radial tires, and they are working with the U. S. Bureau of Standards concerning this issue.

The staff reviewed some of the known problems with the steel belted radials and had made a brief review relating to those responses which have been received to date. Each state agency will receive a copy of the final report after all responses are received and tabulated.

Central Index—The Division of State and Provincial Police Central Index for Research Studies now contains approximately 700 items. The index has now been combined with that of the State Police Planning Officers Association, with the State and Provincial Division now handling the combined index. Agencies were encouraged to make good use of this wealth of information and also to provide input regarding any new research studies which are conducted within the state agencies throughout the United States.

Fair Labor Standards Act—The portion of the Fair Labor Standards Act which deals with law enforcement is presently under injunction in the U. S. Supreme Court. Based on information obtained from Supreme Court staff and the staff of the IACP, it is believed that in the event the court rules the Fair Labor Standards Act does apply to law enforcement, its effective date will not be retro-active. Discussions indicate that the effective date will be 30 days after the decision is announced. It must be kept in mind, however, that the thoughts expressed here are those of the staff people and that the court will make the final decision. As soon as the decision has been reached or additional information becomes available, IACP will use the NLETS to notify all its members.

Criminal Intelligence Systems—The IACP and the Division of State and Provincial Police have circulated a questionnaire to all its member agencies regarding criminal intelligence systems. The purpose of this project is to develop a background paper regarding the intelligence mission of law enforcement, how it began, and what laws are in effect regarding the maintenance of these systems. Copies of the completed paper will be provided to each state law enforcement agency, as well as other IACP members.

Other issues that were discussed were the privacy and security legislation currently being reviewed by the U. S. Congress, and also the Highway Safety Amendments of 1974 which relate to the 55 mile per hour speed limit and the certification required of each state to the Federal government.

The IACP staff reviewed the objectives of the Conference as were outlined in the grant application submitted to LEAA. Staff also identified the historical development through the years which lead to the conduct of the regional conferences for the state law enforcement agencies on an annual basis. Staff further indicated that this planning meeting is being conducted to determine the subject matter for the North Central Regional Conference, the length of the program, and the scheduling of subjects and speakers for the program. It was further indicated that the planning meetings were utilized to allow each state to identify its needs and priorities in terms of contemporary issues so that subject matters scheduled for the conference would be relevant to the needs of the participants. All conference attendees are required to travel to the regional planning meetings at their own expense. Therefore, some states were not represented at the planning meetings. However, in those cases where they could not send a delegate, they were requested to provide input for the meeting in writing.

Further discussions were held in general terms concerning the economic impact of the current recession on the operation of the state law enforcement agencies and its possible impact on the attendance at the regional conferences. Staff indicated that an application for a grant to assist in the funding of the regional conferences had been submitted to LEAA. Both Norman Darwick and Ronald Sostkowski had previously met with Larry Bennett of LEAA to discuss this grant. Mr. Bennett is the Administrative Aide to Mr. Richard Velde, Administrator of the Law Enforcement Assistance Administration. Mr. Bennett had been designated as the official liaison between LEAA and the Division of State and Provincial Police. Included within the grant application submitted to LEAA, was a provision to reimburse conference attendees for travel costs up to \$100.00 per person for two persons from each state involved in that particular region. While this was identified as being inadequate to cover actual expenses, it was thought that the subsidy of up to

\$100.00 may encourage greater participation by offsetting state funds used for travel to the conferences. It was further indicated that during negotiations with LEAA, that they would not approve more than \$100.00 per person on the basis of two attendees from each state.

After the initial discussions, the planning process began. Each state represented was asked to indicate its desires relating to the conference subjects. Each attendee had an opportunity to provide input for the conference program. In addition, correspondence was reviewed from those states which could not attend to provide input regarding their problem areas. A total list of subjects identified and discussed in detail are listed below:

1. LEAA - Future Programs
2. NHTSA - Future Programs
3. Recent Court Decisions Affecting May Day Trials, Indian Uprisings, and Privacy and Security
4. Privacy and Security
5. Role of Intelligence
6. Fair Labor Standards
7. 55 Mile Per Hour Speed Limit
8. Hazardous Cargo Movement
9. Labor Management and Relations
10. Disciplinary Systems
11. Women in Policing
12. Validation of Tests
13. Minority Recruitment
14. Crime Prevention and the Role of the State Police/Highway Patrols
15. Uniform Approach to Control the Interstate System
16. Emergency Medical Training
17. Noise Control
18. Citizen Band Radios
19. Employee Evaluations

After considerable discussion relating to each of these subject areas, the committee decided and voted upon a final program for presentation in June of 1975. The program is as follows:

SOUTHERN REGIONAL CONFERENCE

ORLANDO, FLORIDA

JUNE 16-19, 1975

MONDAY, JUNE 16, 1975

Registration

TUESDAY, JUNE 17, 1975

Welcome and Introductions

Future Programs - Law Enforcement Assistance Administration

Future Programs - National Highway Traffic Safety Administration

Disciplinary Issues

WEDNESDAY, JUNE 18, 1975

Privacy and Security of Information Systems

Uniform Enforcement of Traffic Laws

Role of State Law Enforcement in Crime Control

Minority Recruitment

THURSDAY, JUNE 19, 1975

Workshop Reports

Business Meeting

WORKSHOP I

Field Commanders Workshop

Subjects for Discussion:

1. Uniform Enforcement of Traffic Laws
2. 55 MPH Speed Limit
3. Hazardous Cargo
4. Environmental Protection Act
5. Citizens Band Radios

WORKSHOP II

Personnel and Planning Officers Workshop

Subjects for Discussion:

1. Fair Labor Standards
2. Labor-Management Problems (Disciplinary Procedures)
3. Physical Requirements (Male and Female)
4. Entrance Level Test Validation
5. Minority Recruitment
6. Employee Evaluations

ENCLOSURE 9

NORTH CENTRAL REGIONAL PLANNING MEETING
ST. LOUIS, MISSOURI
February 27 - 28, 1975

MINUTES OF PLANNING MEETING

NORTH CENTRAL REGIONAL CONFERENCE

ST. LOUIS, MISSOURI

FEBRUARY 27-28, 1975

INTERNATIONAL ASSOCIATION OF CHIEFS OF POLICE

DIVISION OF STATE AND PROVINCIAL POLICE

NORTH CENTRAL REGION

MINUTES OF PLANNING MEETING
FOR REGIONAL CONFERENCE

ST. LOUIS, MISSOURI

FEBRUARY 27-28, 1975

ATTENDEES:

AGENCY:

Colonel Lew V. Versnik	Wisconsin State Patrol
Major Paul Vogel	Indiana State Police
Supt. Robert L. DeBard	Indiana State Police
Major F. E. Piper	Illinois State Police
Major Albert S. Hinds	Illinois State Police
Colonel Samuel S. Smith	Missouri Highway Patrol
Captain John H. Little	Missouri Highway Patrol
Sergeant A. R. Lubker	Missouri Highway Patrol
Major William A. Dolan	Missouri Highway Patrol
Chief Supt. G. A. A. DuGuid	Ontario Provincial Police
Director Norman Darwick	IACP
Assistant Director R. H. Sostkowski	IACP

INTERNATIONAL ASSOCIATION OF CHIEFS OF POLICE
DIVISION OF STATE AND PROVINCIAL POLICE

NORTH CENTRAL REGION
MINUTES OF PLANNING MEETING
FOR REGIONAL CONFERENCE

ST. LOUIS, MISSOURI
FEBRUARY 27-28, 1975

The meeting was called to order at 1:30 pm by the Chairman of the North Central Region, Colonel Samuel S. Smith, Missouri Highway Patrol. Colonel Smith welcomed all those in attendance and gave a brief overview of the planning activity relating to the upcoming Regional Conference which is scheduled to be held in Branson, Missouri, in June of 1975.

Colonel Smith indicated to those in attendance that the original sponsorship of this year's Regional Conference was intended to be shared jointly between Missouri and the Kansas Highway Patrol. He indicated that joint sponsorship was no longer in effect and that Missouri will serve as the host state for the upcoming conference. He indicated that this was necessitated through financial difficulties being experienced in the State of Kansas. He did, however, indicate that Kansas in all likelihood would volunteer to serve as a host state for the 1976 North Central Regional Conference.

Colonel Sam Smith provided attendees with a brief review of the conference site and facilities. He indicated that the Conference was to be held at the Rockland Lodge, P. O. Box 112, Branson, Missouri. Room costs for conference attendees will range in the area of \$22.00 to \$35.00 per day. Meals and any receptions will be included in the hotel rate or would be hosted by the Missouri Highway Patrol. Colonel Smith went on to say that current plans indicate that the conference will begin at Noon on Monday of the week selected. Monday afternoon will be set aside for registration and arrival of the conference attendees. The conference proceedings will begin on Tuesday morning and run through the entire day of Tuesday and Wednesday and will end at Noon on Thursday. Colonel

Smith indicated that he had appointed a three-man committee from within his department to handle logistical problems at the conference site. He introduced the members of the committee. They are as follows:

- (1) Captain John Little
- (2) Sergeant Al Lubker, and
- (3) Major Dolan

Colonel Smith stated that the Missouri Highway Patrol will provide transportation for all conference attendees if necessary, and will also provide transportation for speakers and guests who will be participating in the conference. At this point, Colonel Smith asked Messrs. Darwick and Sostkowski to brief the attendees on the objectives and planning activities related to the conference and to assist by serving as discussion leaders in establishing recommendations for the selection of subjects and speakers.

The IACP Staff reviewed the objectives of the conference as were outlined in the grant application submitted to LEAA. Staff also identified the historical development through the years which lead to the conduct of the regional conferences for state law enforcement agencies on an annual basis. Staff further indicated that this planning meeting is being conducted to determine the subject matter for the North Central Regional Conference, the length of the program and the scheduling of subjects and speakers for the program. It was further indicated that the planning meetings were utilized to allow each state to identify its needs and priorities in terms of contemporary issues so that subject matter scheduled for the conference would be relevant to the needs of the participants. All conference attendees are required to travel to the regional planning meetings at their own expense. Therefore, some states were not represented at the planning meetings. However, in those cases where the state could not send a delegate, they were requested to provide input for the meeting in writing. This was accomplished in all cases.

Further discussion was held in general terms concerning the economic impact of the current recession on the operation of state law enforcement agencies, and its possible impact on the attendance at the regional conferences. The staff indicated that an application for a grant to assist in funding of the Regional Conferences had been submitted to LEAA. Both Norm Darwick and Ron Sostkowski had previously met with Larry Bennett of LEAA to discuss this grant. Mr. Bennett is the Administrative Aide to Mr. Pete Velde, Administrator of LEAA. Mr. Bennett has been designated as the

official liaison between LEAA and the Division of State and Provincial Police. Included within the grant application submitted to LEAA was a provision to reimburse conference attendees for travel costs up to \$100.00 per person for two (2) persons from each state involved in that particular region. While this was identified as being inadequate to cover actual expenses, it was thought that the subsidy of up to \$100.00 may encourage greater participation by offsetting state funds used for travel to the conferences. It was further indicated that during negotiations with LEAA that they would not approve more than \$100.00 per person on the basis of two attendees from each state.

At this point the IACP staff members digressed for a moment to review current issues which are of interest to the members of the Division of State and Provincial Police. They are summarized below:

Management Career Development Seminars -- A grant of \$211,000 has been obtained to continue the Management Career Development Seminars. The Central Advisory Planning Committee for the Seminars will be meeting in April or May to develop final plans and procedures.

Travel for conference attendees will be reimbursed and per diem will be increased to \$25.00 per day in contrast to the \$17.00 per day under the previous grant for these seminars.

It was further indicated that the funds received for conduct of the Seminars from LEAA were discretionary funds. This meant that the Division of State and Provincial Police must provide a match of approximately 10 percent of the total grant. This amounted to approximately \$23,000. Therefore, the total project costs were approximately \$233,000.

It was further indicated that a series of five seminars, four of which would be two weeks in duration and one 5 -1/2 day seminar intended primarily for chief administrators, would begin sometime during the fall. The four 2-week sessions would be conducted in each of the four State and Provincial Regions. The fifth conference, that intended for administrators, will be conducted in the central location somewhere within the United States.

Seat allocation for the various seminars will be established through the Central Advisory Planning Committee. In all probability seat allocations will be dependent on the size of the total staff of any particular state law enforcement agency.

State and Provincial Executive Committee--Mr. Darwick indicated that an Executive Committee meeting of the Division of State and Provincial Police has been scheduled for March 27-28, 1975, in Austin, Texas. He further indicated that Mr. Pete Velde of LEAA and Mr. Larry Bennett have been invited to attend the meeting. Mr. Darwick indicated to the attendees that should they have any items they want reviewed by the Executive Committee, they should be forwarded to the General Chairman or directly to IACP Headquarters.

Labor Seminars-- The Division of State and Provincial Police staff has been discussing with LEAA the feasibility of funding a program to provide intensive training for representatives from state law enforcement agencies in the area of labor relations. The basic concept is to provide a 2-week intensive training session for individuals from state law enforcement agencies who are responsible for labor negotiations. It is anticipated that this program would cost between \$200,000 to \$300,000 if the project were to pay all expenses for attendees. Indications are that funding for this year would not be possible, however, it may be acceptable during the next fiscal year.

Radial Tire Steel Belt Survey--Division staff has received a number of responses regarding its questionnaire on steel belted radial tires and they are working with the U. S. Bureau of Standards concerning this issue. The Staff reviewed some of the known problems with steel belted radial tires and made a brief review relating to those responses which have been received to date. Each state agency will receive a copy of the final report after all responses are received and tabulated.

Central Index--The Division of State and Provincial Police Central Index for Research Studies now contains approximately 700 items. The index has now been combined with that of the State Police Planning Officers Association, with the State and Provincial Division now handling the combined index. Agencies were encouraged to make good use of this wealth of information and also to provide input regarding any new research studies which are conducted within the state agencies throughout the United States.

Fair Labor Standards Act--The portion of the Fair Labor Standards Act which deals with law enforcement is presently under injunction in the U. S. Supreme Court. Based on information obtained from Supreme Court staff and the staff of the IACP, it is believed that in the event the court rules the Fair Labor Standards Act does apply to law enforcement, its effective date will not be retroactive. Discussions indicate that the effective date will be 30 days after the decision is announced. It must be kept in mind, however, that the thoughts expressed here are those of the staff people and that the court will make the final decision. As soon as the decision has been reached or additional information becomes available, IACP will use the NLETS to notify all its members.

Criminal Intelligence Systems--The IACP and the Division of State and Provincial Police have circulated a questionnaire to all its member agencies regarding criminal intelligence systems. The purpose of this project is to develop a background paper regarding the intelligence mission of law enforcement, how it began, and what laws are in effect regarding the maintenance of these systems. Copies of the completed paper will be provided to each state law enforcement agency as well as other IACP members.

Other issues that were discussed were the privacy and security legislation currently being reviewed by the U. S. Congress. And also the Highway Safety Amendments of 1974 which relate to the 55 mile per hour speed limit and the certification required of each state to the Federal government.

After the initial discussions, the planning process began. Each state represented was asked to indicate its desires relating to conference subjects. Each attendee had an opportunity to provide input for the conference program. In addition, correspondence was reviewed from those states which could not attend to provide input regarding their problem areas.

A total of 18 subjects were identified and discussed in detail. Eventual result of the discussions brought general agreement in terms of the final subject matter which is being scheduled for presentation at the 1975 conference.

Please find attached the program suggestions and time schedule for the Conference.

Program Suggestions

1. LEAA (Pete Velde)
2. NHTSA (Noel Bufe)
3. Executive Director, IACP (Include amenities)
4. Safety Maintenance Funding (Federal Highway Administration)
(Highway Users Federation Funds for Safety Maintenance --
particularly in light of near completion of Interstate System)
5. Privacy and Security (Congressional liaison persons)
 - Panel
Discussion
 1. IBM, Dick McDonnel
 2. Congressional Liaison Staff
 3. Byron Mills, Rockwell International
6. Validated Tests (Entry Level)
7. Disciplinary Procedures
Glen R. Murphy (Include information on Fair
Labor Standards)
8. Standards and Goals
 - Panel
 - Review of Activities by 2 or 3 states --
Include handout material)
9. Highway Safety Amendments of 1974 sent to each agency.

TIME SCHEDULE FOR CONFERENCE

SUNDAY, JUNE 22, 1975

Registration

MONDAY, JUNE 23, 1975

Open Day Registration

TUESDAY, JUNE 24, 1975

9:00 am to 9:30 am Amenities
Announcement of Resolutions Committee

10:00 am to 10:30 am Coffee Break

10:30 am to 12:30 pm Program

12:30 pm to 1:30 pm Lunch

1:30 pm to 3:30 pm Program

WEDNESDAY, JUNE 25, 1975

9:00 am to 12:00 Noon Program

1:00 pm to 1:30 pm Lunch

1:30 pm to 3:30 pm Program

THURSDAY, JUNE 26, 1975

9:30 am Business Meeting

ENCLOSURE 10

MOUNTAIN PACIFIC REGIONAL PLANNING MEETING
SACRAMENTO, CALIFORNIA
MARCH 5 - 6, 1975

INTERNATIONAL ASSOCIATION OF CHIEFS OF POLICE
DIVISION OF STATE AND PROVINCIAL POLICE

MOUNTAIN PACIFIC REGION

MINUTES OF
PLANNING MEETING FOR REGIONAL CONFERENCE
SACRAMENTO, CALIFORNIA
MARCH 5, 6, 1975

ATTENDEES: (Detailed List Attached)

Mr. Norman Darwick
Mr. Ron Sostkowski
Lieutenant Colonel Thomas Mildebrandt
Commissioner Dan Lanza
Assistant Commissioner Al Cooper
Supervising Inspector Bob Smith
Lieutenant Harold Beeler, Jr.
Chief C. Wayne Keith
Mr. William H. Jackson
Colonel Kenneth DeYoung
Captain Walter Hines

The meeting was called to order at 10:00 am by the Chairman of the 1975 Mountain Pacific Regional Conference--Commissioner Dan Lanza, California Highway Patrol. Commissioner Lanza welcomed all of those in attendance and gave a brief overview of the planning which has been accomplished to date concerning the Regional Conference to be held in San Diego, July 7-10, 1975. Commissioner Lanza then turned the meeting over to Messrs. Norman Darwick and Ronald Sostkowski, IACP.

Mr. Darwick gave a brief synopsis of projects in which IACP is currently involved. They are summarized below.

Career Development Seminars--A grant of \$211,000 has been obtained to continue the Career Development Seminars. The Central Advisory Committee for the seminars will be meeting in April or May to develop final procedures. Travel and per diem will be increased to \$25.00 per day instead of \$17.00.

1975 Regional Conference--An application for a grant which would assist with travel expense and meeting costs for the 1975 Regional Conference has been submitted to LEAA. Both Norman Darwick and Ronald Sostkowski have met with Mr. Larry Bennett of LEAA to discuss this grant. However, at this time it is unknown if funds will be available. Mr. Bennett has been invited to attend the State and Provincial Police Executive Committee meeting scheduled for March 27 and 28 in Austin, Texas.

Labor Seminars--IACP is working with LEAA to provide funding for two-week training sessions at state level for individuals responsible for labor negotiations. They are attempting to obtain \$175,000 for this project which will pay all expenses. It appears that funding for this year will not be possible; however, next year looks promising.

Radial Tire--Steel Belt Survey--IACP has received a number of responses regarding its questionnaire on steel belted radial tires, and they are working with the Highway Traffic Safety Administration concerning this issue.

Captain Hines, Nevada Highway Patrol, stated that from experiences they have had with steel belted tires, they learned that by changing to steel valve stems and steel valve cap covers, they were able to reduce air loss; thereby reducing heat created by low tire pressure and the resultant tire failure.

Supervising Inspector Smith, California Highway Patrol, presented comments to the effect that considerable damage can be done to valve stems when cars are run through automatic car wash facilities. This damage may cause slow air leaks which result in low tire pressure and failures resulting from heat.

Central Index--the IACP central index for research studies now contains approximately 700 items. The index for IACP State and Provincial Police has been combined with that of the State Police Planning Officers Association with IACP now handling the combined index. Agencies are encouraged to make good use of this wealth of information.

Fair Labor Standards Act--the portion of the Fair Labor Standards Act which deals with law enforcement is presently under injunction. Based on information obtained from Supreme Court staff people and the staff of the IACP, it is believed that in the event the Court rules that the Fair Labor Standards Act does apply to law enforcement, its effective date will not be retroactive. Discussions indicate that the effective date will be thirty days after the decision is announced.

It must be kept in mind, however, that the thoughts expressed here are those of staff people and that the Court will make the decisions. As soon as the decision has been reached or additional information becomes available, the IACP will use the NLETS to notify all its members.

Carbon Monoxide Poisoning--Chief Wayne Keith, Colorado State Patrol, stated that his department has recently had a problem with carbon monoxide poisoning. The poisoning has resulted in the death of one officer and two other officers suffering ill effects requiring medical attention. All of the poisoning instances involved 1973 and 1974 Plymouths.

The officer killed was investigating an accident. While parking his vehicle along the edge of the roadway, he had backed over a roadside post which made a hole in the trunk of his car. When discovered, he was unconscious, seated in his vehicle. The window was down and the heater blower on. It is believed the officer was seated in his car completing the accident report when overcome by the carbon monoxide.

The other two instances involved vehicles with leaking exhaust manifolds. One officer was found unconscious but did respond to medical treatment. Following this second incident of carbon monoxide poisoning, Colorado State Patrol put out a bulletin to its officers calling their attention to the possibility of carbon monoxide poisoning and identifying the effects they should be aware of. The third officer, being aware of the information in the bulletin, believed he was being poisoned by carbon monoxide in his vehicle and went to a medical facility for treatment. His blood tests established that he did have an excessive amount of carbon monoxide in his blood.

Mr. Darwick explained to those in attendance that our objectives during this planning meeting would be to determine the subject matter for the Mountain Pacific Regional Conference, the length of the program, and the scheduling of subjects and speakers for the program.

At this time, Lieutenant Harold Beeler, California Highway Patrol, gave a brief overview of the planning for the conference in San Diego scheduled for July 7-10, 1975. It is planned that registration will begin at Noon on Monday, July 7, with a reception to be held Monday evening between 6:30 pm and 8:30 pm. The reception will be hosted by the California Highway Patrol.

Luncheons will be planned for Tuesday and Wednesday with a dinner following the meeting Wednesday evening. Wives who come to the conference will be invited to attend the luncheons and dinner.

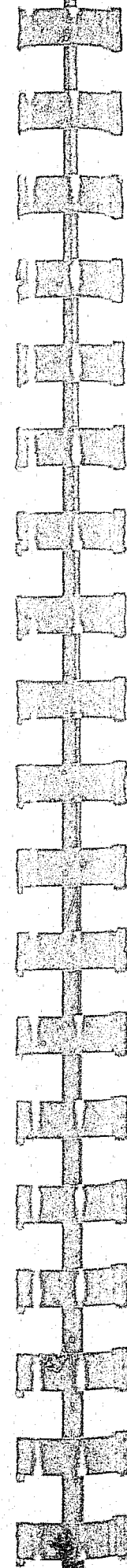
The conference will end at Noon on Thursday. A block of 50 rooms has been reserved and special conference rates will apply for both the weekend before and after the conference for those who desire to take advantage of them. The rates are: \$16.00 for a single, \$20.00 for a double, and \$25.00 for a two-room suite which accommodates four persons. Most of the rooms are furnished with a small kitchenette and utensils for the guests to use if they so desire.

Conference Subjects

A total of thirteen subjects were identified and discussed. Listed below are the nine subjects which were decided upon for presentation at the 1975 San Diego Conference. They are listed in their order of priority together with the length of time to be devoted to each item.

1. Women Patrol Officers (1 hour).

It was decided that the California Highway Patrol would be requested to have Inspector G. W. Clemons make a presentation concerning the Women Traffic Officer Project. If possible, it is desirable to have one of the women officers available to answer questions posed by the conference attendees.



The National Energy Transparency Fund has recently been established to help address the energy transparency and accountability issues that apply to the energy industry. The fund will be used to support the development of the energy industry's transparency and accountability standards and to provide technical assistance to the industry.

7. Citizens Band Radios (1 hour).

A representative from the Federal Communications Commission will be invited to make a presentation concerning the plans FCC have to control citizens band radio usage. Conference participants will be able to call to the attention of the FCC the problems which are being created by improper use of the citizens band radio--i. e., false reporting of incidents which require a considerable commitment of manpower and equipment, etc.

8. Protective Security (1 hour).

In light of the upcoming election year, a Secret Service representative will be invited to make a presentation concerning what their agency expects of law enforcement when they are escorting VIP's within the jurisdiction of another agency.

9. Report on the Workshop (1 hour).

The topic for the workshop will be "Stolen Motor Vehicle Problems."

It was felt that representatives from the National Auto Theft Bureau, Motor Vehicle Manufacturers Association, and the California Highway Patrol should be invited to make presentations concerning problems involving stolen motor vehicles-- including thefts of cargo and construction equipment.

Chief Wayne Keith recommended that Supervising Inspector Smith of the California Highway Patrol chair the workshop committee. Chief Keith's recommendation was agreeable to all present.

Representatives from the states invited to attend the conference will be polled to determine the amount of participation that could be expected for the workshop. In the event that anticipated workshop participation is minimal, the workshop will be eliminated from the conference. However, the three agencies previously named will be requested to make a brief presentation to the executive session concerning the issues identified.

Program Scheduling

It was decided that the daily sessions (Tuesday and Wednesday) would be scheduled to begin at 9:00 am and conclude at 5:00 pm (Thursday, 9:00 to Noon) with an hour and a half lunch break and a coffee break in the morning and afternoon. On Tuesday, thirty minutes will be allotted to the welcoming address by the Conference Chairman.

A representative from the Law Enforcement Assistance Administration (LEAA) will be invited to address future programs which LEAA is planning. The National Highway Traffic Administration will be invited to address enforcement of the 55 mile per hour speed limit as well as required certification for enforcement of the maximum speed limit and weight requirements, plus future programs anticipated by NHTSA.

At this time, Lieutenant Colonel Tom Mildebrandt, of the Arizona Department of Public Safety, made a motion that IACP staff be delegated the responsibility for arranging the topics in the appropriate order and scheduling the programs. This motion was agreeable to all present.

Other Business

The members present had considerable discussion concerning motorcycle helmet laws. As a result of this discussion, the members felt that the Division should take a position concerning the motorcycle helmet law contained in the Uniform Vehicle Code. Lieutenant Colonel Mildebrandt, Arizona Department of Public Safety, agreed to develop a draft resolution on this issue for consideration by all of the members attending the Mountain Pacific Regional Conference in San Diego.

IACP General Chairman, Chief Wayne Keith, will send a letter to all members calling their attention to the need for agencies to exchange information on issues concerning officer equipment safety.

INTERNATIONAL ASSOCIATION OF CHIEFS OF POLICE

MOUNTAIN PACIFIC REGIONAL
PLANNING MEETING
March 5-6, 1975
Sacramento, California

ATTENDEES

Mr. Norman Darwick IACP	Director, Police Management and Operations Divisions, IACP
Mr. Ron Sostkowski IACP	Assistant Director, Division of State & Provincial Police, IACP
✓ Mr. Bernard Caldwell California	Advisor, Mountain Pacific Region, IACP
Colonel Tom Milldebrandt Arizona Department of Public Safety	Acting Superintendent, Arizona Department of Public Safety, Highway Patrol Division
Commissioner Dan Lanza California Highway Patrol	Chairman, 1975 Mountain Pacific Regional Conference Committee
Assistant Commissioner Al Cooper California Highway Patrol	Conference Coordinator, 1975 Mountain Pacific Regional Conference Committee
Supervising Inspector Bob Smith California Highway Patrol	Commander, Planning and Analysis Division
Lieutenant Harold Beeler California Highway Patrol	Administrative Assistant to the Assistant Commissioner
Chief C. Wayne Keith Colorado State Patrol or ✓ Major Kenneth Powell Colorado State Patrol	General Chairman, Division of State & Provincial Police, IACP IACP Representative for Colorado State Patrol
William H. Jackson Colorado State Patrol	Administrative Assistant to the Chief of the Colorado State Patrol
Colonel Kenneth DeYoung Idaho Department of Law Enforcement	Superintendent, Idaho Department of Law Enforcement
Captain Walter Hines Nevada Highway Patrol	Administrative Assistant to the Chief of the Nevada Highway Patrol

IV

REGIONAL CONFERENCES
AGENDAS AND ATTENDEE ROSTERS

The agendas and attendee rosters of the four regional conferences are contained in Enclosures 11 through 14 which follow.

ENCLOSURE 11

NORTH ATLANTIC REGIONAL CONFERENCE
MONTREAL, QUEBEC, CANADA
June 2 - 5, 1975

**International
Association
of Chiefs
of Police**

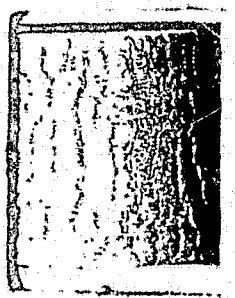
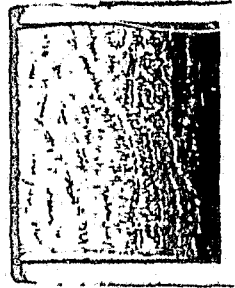


**Division of State
and Provincial Police**

**1975 North Atlantic Region
Executive Seminar**



U. S. Department of Justice



QUEBEC POLICE FORCE

NORTH ATLANTIC REGION EXECUTIVE SEMINAR

Division of
STATE AND PROVINCIAL POLICE
INTERNATIONAL ASSOCIATION
OF
CHIEFS OF POLICE

Chairman

DIRECTOR GENERAL JACQUES BEAUDOIN

QUEBEC POLICE FORCE

Division
of
State and Provincial
Police

North
Atlantic Regional
Conference

Montreal,
Quebec, Canada

1975 Agenda

MONDAY, June 2, 1975

12:00 Noon to 7:00 p.m.Registration

TUESDAY, June 3, 1975

8:30 a.m. to 9:15 a.m.

Welcome and Introductions

Director General Jacques Beaudoin
Chairman, North Atlantic Region

Justice Minister Me Jerome Choquette
Quebec, Canada

9:15 a.m. to 10:00 a.m.

Future Programs - Law Enforcement

Assistance Administration *NAROSA*
Richard W. Veider
Administrator
LEAA

10:00 a.m. to 10:15 a.m. Coffee Break

10:15 a.m. to 11:00 a.m.

Future Programs - National Highway

Traffic Safety Administration Fred W. Vetter, Jr.
Associate Administrator
Traffic Safety Programs
NHTSA

11:00 a.m. to 11:45 a.m.

State/Transportation Board

Coordination Anthony L. Schmieg
Chief, Highway Safety Division
National Transportation Safety Board

11:45 a.m. to 12:00 Noon. Coffee Break

12:00 Noon to 1:30 p.m.

Crime Prevention and Citizen

Involvement - Panel

Moderator Deputy Director Herve Patenaude
Security and Intelligence
Quebec Police Force

Panel Members- R.C.M.P. Representative

Robert Turpin
Deputy Director
General of Operations Services
Quebec Police Force

Colonel George L. Halverson, Director
Department of Michigan State Police

WEDNESDAY, June 4, 1975

8:30 a.m. to 10:30 a.m.

Management by Objectives Professor Donald F. Favreau
Executive Director
Center for Executive Development
and Public Safety Management
State University of New York

10:30 a.m. to 10:45 a.m. Coffee Break

10:45 a.m. to 11:45 a.m.

Police Chief Executive Project ... Deputy Chief Vernon L. Hoy
Los Angeles Police Department

11:45 a.m. to 1:45 p.m.

Disciplinary Procedures Glen R. Murphy
Director
Research Division
IACP

THURSDAY, June 5, 1975

9:30 a.m. to 11:00 a.m. Annual Business Meeting

NORTH ATLANTIC REGION

MEMBERS

- Connecticut Commissioner Edward P. Leonard
Connecticut State Police
- Delaware Superintendent James L. Ford, Jr.
Delaware State Police
- Maine Colonel Donald E. Nichols, Chief
Maine State Police
- Maryland Secretary Robert J. Lally
Maryland Department of Public
Safety and Correctional Services

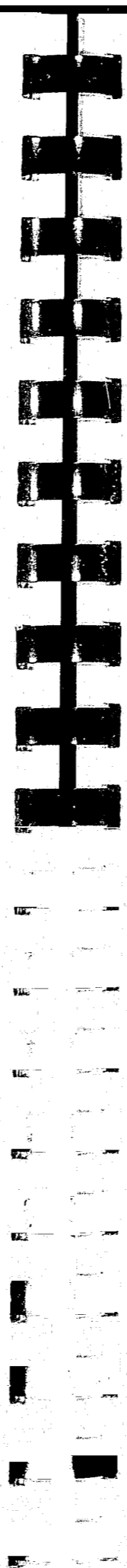
Superintendent Thomas S. Smith
Maryland State Police
- Massachusetts Commissioner John F. Kehoe, Jr.
Massachusetts Department of Public Safety
- New Hampshire Commissioner Richard M. Flynn
New Hampshire Department of Safety

Director Paul A. Doyon
New Hampshire Division of State Police
- New Jersey Superintendent Eugene Olaff
New Jersey State Police
- New York Superintendent William E. Kirwan
New York State Police
- Ottawa Commissioner M. J. Nadon
Royal Canadian Mounted Police
- Pennsylvania Commissioner James D. Barger
Pennsylvania State Police
- Quebec Director General Jacques Beaudoin
Quebec Police Force
- Rhode Island Superintendent Walter E. Stone
Rhode Island State Police
- Vermont Commissioner E. W. Corcoran
Vermont Department of Public Safety
- Virginia Superintendent Harold W. Burgess
Virginia State Police
- West Virginia Superintendent Robert L. Bonar
West Virginia Department of Public Safety

DIVISION OF STATE AND PROVINCIAL POLICE

1975 OFFICERS

- General Chairman Colonel C. Wayne Keith
Colorado State Patrol
- First Vice Chairman Colonel Walter E. Stone
Rhode Island State Police
- Second Vice Chairman (Acting) Commissioner Roger Webb
Oklahoma Department of Public Safety
- Secretary-Treasurer Colonel Eugene Olaff
New Jersey State Police
- Chairman -
North Atlantic Region Director General Jacques Beaudoin
Quebec Police Force
- Advisor Bernard R. Caldwell
San Diego, California
- Sergeant-At-Arms Major Adolph M. Pastore
Hollywood, Florida
- Director Mr. Norman Darwick
IACP Division of State and Provincial Police
- Assistant Director Mr. Ronald H. Sostkowski
IACP Division of State and Provincial Police



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Inspector
R.C.M.P.
4225, Dorchester W.
Montréal, Québec
(514-283-0631)

SCHMIEG, A.L.
Highway Safety Specialist
National Transportation Safety Board
800, Independence Avenue
Washington D.C. 20594
(202-426-8994)

SHOOK, H.C.
Vice President
I.A.C.P.
Middletown Township
Levittown, Penna. 19056
(215-949-1000)

SMITH, I.B. Jr.
Director of Training
Delaware State Police
P.O. Box 430
Dover, Delaware 19901
(302-734-5973)

SOSTKOWSKI, R.
Police Consultant
I.A.C.P.
11, Firstfield Road
Gaithersburg, Maryland 20760
(301-948-0922)

ST-ANTOINE, G.
Technical Training Officer
Québec Police Force
1701, Parthenais St.
Montréal, Québec
H2L 4K7
(514-395-5642)

TELLIER, J.
Deputy Director General
Administration Services
Québec Police Force
1701, Parthenais St.
Montréal, Québec
H2L 4K7
(514-395-4074)

THOMSON, R.M.
Chief of Fiscal Control
Delaware State Police
P.O. Box 430
Dover, Delaware 19901
(302-734-5973)

TURPIN, R.
Deputy Director General
Operations
Québec Police Force
1701, Parthenais St.
Montréal, Québec
H2L 4K7
(514-395-4164)

VETTER, F.W.
Associate Administrator
Traffic Safety Programs
U.S. Department of Transportation
Washington D.C. 20590
(202-426-0837)

THOMSON, R.M.
Chief of Fiscal Control
Delaware State Police
P.O. Box 430
Dover, Delaware 19901
(302-734-5973)

TURPIN, R.
Deputy Director General
Operations
Québec Police Force
1701, Parthenais St.
Montréal, Québec
H2L 4K7
(514-395-4164)

VETTER, F.W.
Associate Administrator
Traffic Safety Programs
U.S. Department of Transportation
Washington D.C. 20590
(202-426-0837)

ENCLOSURE 12

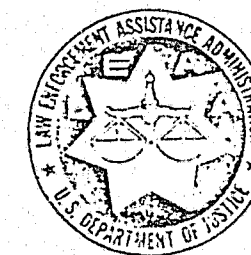
SOUTHERN REGIONAL CONFERENCE
ORLANDO, FLORIDA
June 16 - 18, 1975

International Association of Chiefs of Police



Division of State
and Provincial Police

1975 Southern Region
Executive Seminar



U. S. Department of Justice

FLORIDA HIGHWAY PATROL
FLORIDA DEPARTMENT OF
CRIMINAL LAW ENFORCEMENT



SOUTHERN REGION EXECUTIVE SEMINAR

Division of
STATE AND PROVINCIAL POLICE
INTERNATIONAL ASSOCIATION
OF
CHIEFS OF POLICE

Co-Chairmen
COLONEL J. ELDRIGE BEACH
FLORIDA HIGHWAY PATROL
COMMISSIONER WILLIAM A. TROELSTRUP
FLORIDA DEPARTMENT OF
CRIMINAL LAW ENFORCEMENT

**Division
of
State and Provincial
Police**

**Southern Regional
Conference**

Orlando, Florida

1975 Agenda

MONDAY, JUNE 16, 1975

2:00 p.m. to 6:00 p.m. Registration

TUESDAY, JUNE 17, 1975

9:00 a.m. to 10:00 a.m.
Welcome and Introductions Colonel J. Eldrige Beach
Co-Chairman, Southern Region
Florida Highway Patrol

Commissioner William A. Troelstrup
Co-Chairman, Southern Region
Florida Department of Criminal Law Enforcement

The Honorable Carl D. Langford
Mayor of Orlando, Florida

Chief James E. Goode
Orlando Police Department

10:00 a.m. to 10:45 a.m.
Future Programs - Law Enforcement
Assistance Administration Mr. Ben Jordan
Regional Director for Program Development
and Technical Assistance
Region IV - LEAA, Atlanta, Georgia

10:45 a.m. to 11:00 a.m. Coffee Break

11:00 a.m. to 11:45 a.m.
Future Programs - National Highway
Traffic Safety Administration Mr. J. William Bethea
Special Assistant to the Administrator
NHTSA, Washington, D.C.

11:45 a.m. to 12:45 p.m.
Federal Crime Insurance and
Its Impact on Crime Prevention James Rose, Jr.
Assistant Administrator, Federal Crime
Insurance Program
H.U.D., Washington, D.C.

Russell I. Brown
President, Safety Management Institute
Bethesda, Maryland

12:45 p.m. to 2:15 p.m.
Privacy and Security of Criminal
Information Systems Colonel Wilson E. Speir
Texas Department of Public Safety
Panelist and Moderator

Douglass Lea
Counsel, Senate Judiciary Subcommittee on
Constitutional Rights

Lawrence M. Baskir
General Counsel, Presidential Clemency Board
Washington, D.C.

WEDNESDAY, JUNE 18, 1975

9:00 a.m. to 10:45 a.m.
Disciplinary Procedures Glen R. Murphy
Director, Research Division
IACP

10:45 a.m. to 11:00 a.m. Coffee Break

11:00 a.m. to 12:00 Noon
Police Chief Executive Project Captain William D. Booth
Assistant Executive Director
Police Chief Executive Project

12:00 p.m. to 1:30 p.m. Lunch

1:30 p.m. to 2:30 p.m.
State Transportation Board
Coordination Anthony L. Schmiege
Chief, Highway Safety Division
National Transportation Safety Board

2:30 p.m. to 2:45 p.m. Coffee Break

2:45 p.m. to 4:00 p.m.
Minority Recruiting International Association of
Official Human Rights Agencies

THURSDAY, JUNE 19, 1975

9:00 a.m. to 11:00 a.m. Business Meeting

SOUTHERN REGION

MEMBERS

- Alabama Colonel E. C. Dothard
Alabama Department of Public Safety
- Arkansas Colonel Douglas W. Harp
Arkansas State Police
- Florida Brig. General Ralph Davis
Florida Department of Public Safety
and Motor Vehicles

Colonel J. Eldrige Beach
Florida Highway Patrol

Commissioner William A. Troelstrup
Florida Department of Criminal Law Enforcement
- Georgia Colonel J. Herman Cofer
Georgia Department of Public Safety
- Louisiana Director Hickley M. Waguespack
Louisiana Department of Public Safety

Colonel Donald J. Thibodeaux
Louisiana State Police
- Mississippi Commissioner W. O. Dillard
Mississippi Department of Public Safety

Wood Stringer, Jr., Assistant Commissioner
Chief of Patrol, Department of Public Safety
- North Carolina Commissioner Boyd Miller
North Carolina Department of Motor Vehicles

Colonel E. W. Jones
North Carolina State Highway Patrol
- Oklahoma Commissioner Roger Webb
Oklahoma Department of Public Safety

Colonel Jerry Matheson
Oklahoma Highway Patrol
- South Carolina Colonel P. F. Thompson
South Carolina State Highway Patrol
- Tennessee Commissioner Joel Plummer
Tennessee Department of Safety

Colonel Richard Dawson
Tennessee Department of Safety
- Texas Colonel Wilson E. Speir
Texas Department of Public Safety

DIVISION OF STATE AND PROVINCIAL POLICE

1975 OFFICERS

- General Chairman Colonel C. Wayne Keith
Colorado State Patrol
- First Vice-Chairman Colonel Walter E. Stone
Rhode Island State Police
- Second Vice-Chairman (Acting) Commissioner Roger Webb
Oklahoma Department of Public Safety
- Secretary-Treasurer Colonel Eugene E. Olaff
New Jersey State Police
- Sergeant-At-Arms Major Adolph M. Pastore (Ret.)
Hollywood, California
- Co-Chairmen Colonel J. Eldrige Beach
Florida Highway Patrol

Commissioner William A. Troelstrup
Florida Department of Criminal
Law Enforcement
- Advisor Mr. Bernard R. Caldwell
San Diego, California
- Director Mr. Norman Darwick
IACP Division of State and Provincial Police
- Assistant Director Mr. Ronald H. Sostkowski
IACP Division of State and Provincial Police

Colonel J. E. Beach
Director Florida Highway Patrol
Room 154

Special Agent Jerry Bailey
Florida Department of Criminal Law Enforcement
(904) 488-1497
Room 112

Major C. W. Bell
Texas Department of Public Safety
(806) 795-8054
Room 361

Special Agent W. D. Booth
Florida Department of Criminal Law Enforcement
(904) 488-8771
Room 207

Major E. K. Browning, Jr.
Texas Department of Public Safety
(817) 338-1923
Room 305

Major Robert E. Burton
Research and Planning
Room 309
Room 361

Major R. Caldwell
Florida Highway Patrol (retired)

Special Agent Frank H. Carter
Florida Department of Criminal Law Enforcement
(904) 488-1497
Room 110

Major Roger C. Collar
Florida Highway Patrol
(904) 488-7134
Room 439

Captain Joe Cook
Florida Highway Patrol
Room 132

Director Norman Darwick
IACP
(301) 948-0922
Room 381

Lt. John W. Davis
Alabama Department of Public Safety
(205) 825-9645
Room 405

Col. Richard M. Dawson
Tennessee Dept. of Safety
741-2925
Room 283

Captain Cecil Dilworth
South Carolina Highway Patrol
Room 141

Captain Dan R. Emory
North Carolina Highway Patrol
829-7952
Room 177

Major G. W. Carrison
Louisiana State Police
604-4025
Room 473

Major T. L. Goodwin
Arkansas State Police
225-8357
Room 138

Assistant Director Leo Gossett
Texas Dept. of Public Safety
512-452-0351
Room 357

Captain Earl T. Green
North Carolina Highway Patrol
704-328-3211
Room 319

Hudson R. Hamm
Traffic Institute - Northeastern
312-492-5380
Room 204

Major Glen C. Hann
Tennessee Highway Patrol
901-386-3831
Room 451

Captain Ralph L. Hays
Florida Highway Patrol
283-4267
Room 441

Major Hugh Harrison
Georgia State Patrol
404-656-6082
Room 402

Captain John E. Hicks
Florida Highway Patrol
642-5551
Room 307

Major Tommy Hollingsworth
Louisiana Division of State Police
318-445-2406
Room 481

Captain Ralph P. Hooks
Alabama Dept. of Public Safety
546-6425

Captain John Jenkins
North Carolina State Patrol
756-7573
Room 177

Major Bill Kaufman
Florida Highway Patrol
488-3195
Room 126

Executive Director Glen D. King
IACP
301-948-0922
Room 391

President Arthur N. Marshall
Traffic Safety Systems Inc, Virginia
804-282-5404
Room 174

Major M. R. Millet
Louisiana State Police
233-3746
Room 261-262

Captain Joe Mladenka
Texas Dept. of Public Safety
261-3151
Room 329

Chief Jim Morris
Texas Dept. of Public Safety
452-0331
Room 369

Supervisor T. J. Newnam
Louisiana State Police
504-389-7114
Room 113

Captain Kenneth D. Norris
Louisiana State Police
943-5571
Room 247

Captain Walker B. Oliver
Florida Highway Patrol
833-6723
Room 123

Mat Puncke
Traffic Safety System
Room 215

Captain Kenneth Rearden
Georgia State Patrol
656-6070
Room 402

W. G. Searcy
U. S. Dept. of Transportation
202-426-1495
Room 2204 Hyatt House

R. Sostkowski
IACP
301-940-0922
Room 134

Captain Wayland Speer
Arkansas State Police
935-7302
Room 305

Assistant Commissioner George Stratton
Oklahoma Dept. of Public Safety
424-4011
Room 206

Captain L. F. McSwain
South Carolina Highway Patrol
787-1628
Room 467

Col. Don Thibodeaux
Louisiana State Police
389-7406
Room 203

Col. P. F. Thompson
South Carolina Highway Patrol
Room 143

Legal Advisor Chet D. Traylor
Louisiana State Police
943-5571
Room 249

Commissioner Roger Webb
Oklahoma Department of Public Safety
424-1235
Room 128

Legal Officer Paul W. Wells
Mississippi Highway Safety Patrol
982-1212
Room 362

Captain Juluis C. Willie
Louisiana State Police
389-7305
Room 269

Captain Clanton H. Bentley
Georgia Dept. of Public Safety
912-876-2141
Room 1004 Hyatt House

SPONSORS

Joseph A. Benner, Jr.
Solid State Technology
Room 233

George H. Hilbert
Motorola
Rooms 255 and 256

Ralph J. Leffengwell
Motorola
576-7919
Room 396

Ed Lein
Raeford Uniform Fabrics Company
212-333-7710
Room 106

Art Luonto
Solid State Technology
Room 235

Frank Luonto
Solid State Technology
821-2698
Room 235

Pete Luonto
Solid State Technology
Room 233

Ron Norwood
Motorola
404-981-9800
Room 394

William N. Tolbert
Raeford Uniform Fabrics Company
404-261-0860
Room 108

Marty Watson
Motorola
Room 392

Ben Gamel, Captain
Alabama Dept. of Public Safety
832-3484
Room 449

Commissioner William A. Troelstrup
Florida Department of Criminal Law Enforcement
Room 164

J. William Bethea
U. S. Dept. of Transportation
Room 424

Special Agent Jack Gaffney
FBI
Room 260

Captain W. Booth
L.A.P.D.
Room 388

Col. E. W. Jones & Ruth
N. C. State Highway Patrol
Room 386

Colonel Wayne Keith
Colorado State Patrol
Room 475

Col. Jerry Matheson & Betty
Oklahoma Highway Patrol
Room 119 Hilton South

Commissioner Joel Plummer & Shirley
Tennessee Dept. of Safety
Room 453

Special Agent in Charge George T. Quinn
FBI
Room 259

Chief Anthony L. Schmieg
National Transportation Safety Board
Room 231
Lt. W. Joe Smith & Sandra
Alabama State Troopers
Room 446

Col. W. E. Speir
Texas Dept. of Public Safety
Room 359

Asst. Coordinator Charles Vann & Erma Jean
Oklahoma Highway Safety Program
Room 461

Lt. Col. Porter Weaver
Georgia Public Safety
Room 400



ENCLOSURE 13

NORTH CENTRAL REGIONAL CONFERENCE
BRANSON, MISSOURI
June 23 - 26, 1975

**International
Association
of Chiefs
of Police**



**Division of State
and Provincial Police**

**1975 North Central Region
Executive Seminar**



U. S. Department of Justice

MISSOURI STATE HIGHWAY PATROL



NORTH CENTRAL REGION
EXECUTIVE SEMINAR

Division of
STATE AND PROVINCIAL POLICE
INTERNATIONAL ASSOCIATION
OF
CHIEFS OF POLICE

Chairman
SUPERINTENDENT Samuel S. Smith

Chairman
SUPERINTENDENT SAMUEL S. SMITH
MISSOURI STATE HIGHWAY PATROL

NORTH CENTRAL REGION

DIVISION OF STATE AND PROVINCIAL POLICE

Division of State and Provincial Police

North Central Regional Conference

Branson, Missouri

1975 Agenda

MONDAY, JUNE 23, 1975

1:00 p.m. to 6:00 p.m. Registration

TUESDAY, JUNE 24, 1975

9:00 a.m. to 10:00 a.m.
Welcome and Introductions Colonel Samuel S. Smith
Chairman, North Central Region
Missouri Highway Patrol

The Honorable Christopher S. Bond
Governor
State of Missouri

10:00 a.m. to 10:45 a.m.
Future Programs - Law Enforcement
Assistance Administration Marvin Ruud
Regional Administrator
LEAA - Kansas City

10:45 a.m. to 11:00 a.m. Coffee Break

11:00 a.m. to 11:45 a.m.
Future Programs - National Highway
Traffic Safety Administration Everett L. McBride
Regional Administrator
NHTSA, Kansas City

11:45 a.m. to 12:30 p.m.
State/Transportation Board
Coordination Anthony L. Schmieg
Chief, Highway Safety Division
National Transportation Safety Board

12:30 p.m. to 1:30 p.m. Lunch

1:30 p.m. to 2:30 p.m.
Labor Relations Glen R. Murphy
Director, Research Division
IACP

2:30 p.m. to 3:15 p.m.
Police Chief Executive Project Deputy Chief Vernon L. Hoy
Los Angeles Police Department

3:15 p.m. to 4:15 p.m.
Disciplinary Procedures Glen R. Murphy
Director, Research Division
IACP

WEDNESDAY, JUNE 25, 1975

9:00 a.m. to 12:00 Noon
Privacy and Security of Police
Information Systems

Moderator Colonel George L. Halverson
Director
Michigan State Police

Panel Members Douglass Lea
Counsel, Senate Judiciary
Subcommittee of Constitutional Rights,
Washington, D.C.

Lawrence M. Baskir
General Counsel, Presidential Clemency Board,
Washington, D.C.

Richard E. McDonell
Manager, Law Enforcement Division,
IBM

10:15 a.m. to 10:30 a.m. Coffee Break

12:00 Noon to 1:30 p.m. Lunch

1:30 p.m. to 2:30 p.m.
Job Analysis/Test Validation Captain George Tordy
Project Director
Job Element Analysis
New York State Police

2:30 p.m. to 3:30 p.m.
Minority Recruiting International Association of
Official Human Rights Organizations

3:30 p.m. to 4:30 p.m.
National Crime Information Center Frank Buell
Chief, NCIC
FBI, Washington, D.C.

THURSDAY, JUNE 26, 1975

9:00 a.m. to 11:00 a.m. Annual Business Meeting

NORTH CENTRAL REGION

MEMBERS

Illinois Director Harvey N. Johnson, Jr.
Illinois Department of Law Enforcement
Superintendent Dwight E. Pitman
Illinois State Police

Indiana Superintendent Robert L. DeBard
Indiana State Police Department

Iowa Commissioner Charles W. Larson
Iowa Department of Public Safety
Colonel Edward J. Dickinson, Chief
Iowa State Highway Patrol

Kansas Superintendent Allen C. Rush
Kansas Highway Patrol

Kentucky Secretary Henri Mangeot
Kentucky Department of Justice
Commissioner Truett Ricks
Kentucky State Police

Manitoba Assistant Commissioner George Paquette
Royal Canadian Mounted Police

Michigan Colonel George Halverson, Director
Department of Michigan State Police

Minnesota Commissioner Edward Novak
Minnesota Department of Public Safety
Colonel James C. Crawford, Chief
Minnesota State Patrol

Missouri Superintendent Samuel S. Smith
Missouri State Highway Patrol

Nebraska Superintendent C. P. Karthaus
Nebraska State Patrol

North Dakota Superintendent Ralph M. Wood
North Dakota Highway Patrol

Ohio Superintendent Frank R. Blackstone
Ohio State Highway Patrol

Ontario Commissioner Harold H. Graham
Ontario Provincial Police

South Dakota Colonel Dennis Eisnach
South Dakota Highway Patrol

Wisconsin James O. Peterson, Administrator
Division of Motor Vehicles, Wisconsin
Department of Transportation
Chief Lewis V. Versnik
Director of Enforcement, Wisconsin
Department of Transportation

DIVISION OF STATE AND PROVINCIAL POLICE

1975 OFFICERS

General Chairman Colonel C. Wayne Keith
Colorado State Patrol

First Vice Chairman Colonel Walter E. Stone
Rhode Island State Police

Second Vice Chairman (Acting) Commissioner Roger Webb
Oklahoma Department of Public Safety

Secretary-Treasurer Colonel Eugene Olaff
New Jersey State Police

Chairman -
North Central Region Superintendent Samuel S. Smith
Missouri State Highway Patrol

Advisor Bernard R. Caldwell
San Diego, California

Sergeant-At-Arms Major Adolph M. Pastore
Hollywood, Florida

Director Mr. Norman Darwick
IACP Division of State and Provincial Police

Assistant Director Mr. Ronald H. Sostkowski
IACP Division of State and Provincial Police

*McBRIDE, Everett L., Reg. Admn.
National Highway Traffic Safety Admn.
Kansas City, Missouri

*MORTON, William C., Director
TMI, Central Mo. State University
Warrensburg, Missouri

MURPHY, Glen
IACP
Gaithersburg, Maryland

*PATTEE, Frank S.
National Highway Traffic Safety Admn.
Kansas City, Missouri

*RUSH, Allen, Colonel
Kansas Highway Patrol
Topeka, Kansas

SCHMITT, Harold M., Captain
Missouri Highway Patrol
Rolla, Missouri

*SMITH, Gordon E., Asst. Comm.
Ontario Provincial Police
Toronto, Ontario, Canada

*SMITH, Samuel S., Colonel
Missouri Highway Patrol
Jefferson City, Missouri

*SONDHI, Jay, Director
Missouri Council on Crim. Justice
Jefferson City, Missouri

SOSTKOWSKI, Ron
IACP
Gaithersburg, Maryland

*STEVENS, James W., Director
Kansas Highway Safety Coord. Office
Topeka, Kansas

*SWACKHAMER, Robert E., Captain
Missouri Highway Patrol
Springfield, Missouri

*SYSLO, Raymond J., Captain
Nebraska State Patrol
Lincoln, Nebraska

*SEARCY, W. J.
Department of Transportation
Washington, D. C.

*VERSNIK, Lew V., Colonel
Wisconsin State Patrol
Madison, Wisconsin

*VOGEL, Paul, Major
Indiana State Police
Indianapolis, Indiana

*VOLKMER, Paul V., Captain
Missouri Highway Patrol
Lee's Summit, Missouri

*WHALEY, Wesley T.
Federal Bureau of Investigation
Saint Louis, Missouri

*WOOD, Ralph M., Colonel
North Dakota Highway Patrol
Bismarck, North Dakota

The following persons attended the conference of the North Central Region, State and Provincial Police, IACP, which was held at the Rock Lane Lodge, Branson, Missouri, June 22 - 26, 1975. Only those names marked with an asterisk (*) attended full time.

*AREND, Russ
Director of Training
Traffic Institute, NW Univ.
Evanston, Illinois

*BLACKSTONE, Frank R., Col.
Ohio State Patrol
Columbus, Ohio

BURGESS, Robert E.
Missouri Division of Highway Safety
Jefferson City, Missouri

*CALDWELL, Bernard R., Comm., Ret.
California Highway Patrol
San Diego, California

CARROLL, Joe
Chief of Police
Lincoln, Nebraska

*CHRYSTAL, Al, Lt. Col.
Iowa State Patrol
Des Moines, Iowa

CLOSSON, Albert S., Captain
Missouri Highway Patrol
Kirkwood, Missouri

COLLINS, Paul W., Director
Missouri Division of Highway Safety
Jefferson City, Missouri

*CRAWFORD, James C., Col.
Minnesota State Patrol
St. Paul, Minnesota

*CURTRIGHT, Leland F.
Division of Highway Safety
Jefferson City, Missouri

DARWICK, Norm
IACP
Gaithersburg, Maryland

*DICKINSON, Edward J., Col.
Iowa State Patrol
Des Moines, Iowa

*DICKSON, James H., Captain
Missouri Highway Patrol
Jefferson City, Missouri

*DOLAN, William A., Major
Missouri Highway Patrol
Jefferson City, Missouri

*DuGUID, G. A. A., Chief Supt.
Ontario Provincial Police
Toronto, Ontario, Canada

*EISNACH, Dennis, Colonel
South Dakota Highway Patrol
Pierre, South Dakota

*GEHRIG, Dick S., Lt. Col.
Missouri Highway Patrol
Jefferson City, Missouri

HALVERSON, George L., Colonel
Michigan State Police
East Lansing, Michigan

HASSINGER, William, Major
Michigan State Police
East Lansing, Michigan

*HINDS, Albert S., Major
Illinois State Police
Springfield, Illinois

HOCKADAY, Edmund I., Colonel, Ret.
Missouri Highway Patrol
Jefferson City, Missouri

HUTCHINGS, Wilton L., Captain
Missouri Highway Patrol
Willow Springs, Missouri

JONES, Francis A., Captain
Missouri Highway Patrol
Jefferson City, Missouri

*KOHMETSCHER, E. J., Lt. Col.
Nebraska Highway Patrol
Lincoln, Nebraska

*LARSON, Duane M., Dist. Comm.
South Dakota Highway Patrol
Mitchell, South Dakota

LAURIE, Roscoe M., Captain
Missouri Highway Patrol
St. Joseph, Missouri

*LITTLE, John H., Captain
Missouri Highway Patrol
Jefferson City, Missouri

LUBKER, A. R., Sergeant
Missouri Highway Patrol
Jefferson City, Missouri



ENCLOSURE 14

MOUNTAIN PACIFIC REGIONAL CONFERENCE
SAN DIEGO, CALIFORNIA
July 7 - 10, 1975

**International
Association
of Chiefs
of Police**



**Division of State
and Provincial Police**

**1975 Mountain Pacific Region
Executive Seminar**



U. S. Department of Justice

CONTINUED

3 OF 4

CALIFORNIA HIGHWAY PATROL



MOUNTAIN PACIFIC REGION
EXECUTIVE SEMINAR

Division of

STATE AND PROVINCIAL POLICE

INTERNATIONAL ASSOCIATION

OF

CHIEFS OF POLICE

Chairman

COMMISSIONER GLEN R. CRAIG
CALIFORNIA HIGHWAY PATROL

**Division
of
State and Provincial
Police**

**Mountain Pacific
Regional Conference**

San Diego, California

1975 Agenda

MONDAY, JULY 7, 1975

12:00 p.m. to 6:00 p.m. Registration

TUESDAY, JULY 8, 1975

9:00 a.m. to 9:30 a.m.
Welcome and Introductions Commissioner Glen R. Craig
Chairman, Mountain Pacific Region
California Highway Patrol

9:30 a.m. to 10:15 a.m.
Future Programs - Law Enforcement
Assistance Administration Tom Clark
Regional Administrator
LEAA - San Francisco

10:15 a.m. to 10:30 a.m. Coffee Break

10:30 a.m. to 11:15 a.m.
Future Programs - National Highway
Traffic Safety Administration Bradford M. Crittenden
Regional Administrator
NHTSA - San Francisco

11:15 a.m. to 12:00 p.m.
State/Transportation Board
Coordination Anthony L. Schmieg
Chief, Highway Safety Division
National Transportation Safety Board

12:00 p.m. to 1:30 p.m. Lunch

1:30 p.m. to 2:30 p.m.
Women Traffic Officers Project G. W. Clemons
Inspector
California Highway Patrol

2:30 p.m. to 3:30 p.m.
Police Chief Executive Project ... Deputy Chief Vernon L. Hoy
Los Angeles Police Department

3:30 p.m. to 4:30 p.m.
Privacy and Security of Criminal
Information Systems Lawrence Baskir
General Counsel
Presidential Clemency Board

WEDNESDAY, JULY 9, 1975

9:00 a.m. to 10:15 a.m.
Labor Relations Glen R. Murphy
Director, Research Division
IACP

Mr. Stephen Solomon
Attorney
Los Angeles California

10:15 a.m. to 10:30 a.m. Coffee Break

10:30 a.m. to 12:00 p.m.
Disciplinary Procedures Glen R. Murphy
Director, Research Division
IACP

12:00 p.m. to 1:30 p.m. Lunch

1:30 p.m. to 2:30 p.m.
Citizen Band Radios Superintendent Samuel S. Smith
Missouri State Highway Patrol

2:30 p.m. to 3:30 p.m.
Protective Security Paul S. Rundle
Deputy Assistant Director of
Protective Forces

Earl L. Drescher
Chief of the Executive Protective Service

THURSDAY, JULY 10, 1975

9:00 a.m. to 11:00 a.m. Annual Business Meeting

MOUNTAIN PACIFIC REGION

MEMBERS

Alaska Commissioner Richard L. Burton
Alaska Department of Public Safety

Alberta Assistant Commissioner V. M. Seppala
Royal Canadian Mounted Police

Arizona Colonel L. H. Robertson, Acting Director
Arizona Department of Public Safety

Lt. Colonel Thomas Milldebrandt, Acting Supt.
Arizona Highway Patrol

British Columbia Commanding Officer "E" Division
Royal Canadian Mounted Police

California Commissioner Glen R. Craig
California Highway Patrol

Colorado Colonel C. Wayne Keith, Chief
Colorado State Patrol

Idaho Director John Bender
Idaho Department of Law Enforcement

Superintendent Kenneth E. DeYoung
Idaho State Police

Montana Colonel Joe R. Sol, Chief
Highway Patrol Bureau, Department of Justice

Nevada Colonel James L. Lambert, Chief
Nevada Highway Patrol

New Mexico Colonel Martin E. Vigil, Chief
New Mexico State Police

Oregon Superintendent Holly V. Holcomb
Oregon State Police

Saskatchewan Assistant Commissioner R. J. Ross
Royal Canadian Mounted Police

Utah Commissioner Raymond A. Jackson
Utah Department of Public Safety

Superintendent R. M. Helm
Utah Highway Patrol

Washington Chief Will Bachofner
Washington State Patrol

Wyoming Colonel Frederick J. Wickam, Director
Wyoming Highway Patrol

DIVISION OF STATE AND PROVINCIAL POLICE

1975 OFFICERS

General Chairman Colonel C. Wayne Keith
Colorado State Patrol

First Vice Chairman Colonel Walter E. Stone
Rhode Island State Police

Second Vice Chairman (Acting) Commissioner Roger Webb
Oklahoma Department of Public Safety

Secretary-Treasurer Colonel Eugene Olaff
New Jersey State Police

Chairman-
Mountain Pacific Region Commissioner Glen R. Craig
California Highway Patrol

Advisor Bernard R. Caldwell
San Diego, California

Sergeant-At-Arms Major Adolph M. Pastore
Hollywood, Florida

Director Mr. Norman Darwick
IACP Division of State and Provincial Police

Assistant Director Mr. Ronald H. Sostkowski
IACP Division of State and Provincial Police

INTERNATIONAL ASSOCIATION OF CHIEFS OF POLICE

1975 MOUNTAIN PACIFIC REGIONAL CONFERENCE

ROSTER

Chief Ed Davis (LAPD)
Second Vice President, IACP

Glen D. King
Director, IACP

Colonel C. Wayne Keith
Colorado State Patrol
General Chairman

Glen R. Murphy
Director, Research Division, IACP

Bernard Caldwell
Advisor, IACP

Norman Darwick
Director
IACP Division of State & Provincial Police

Ronald H. Sostkowski
Assistant Director
IACP Division of State and Provincial Police

Members - Division of State & Provincial Police
Mountain Pacific Region

Alaska Department of Public Safety

Commissioner Richard Burton
Colonel J. "Pat" Wellington

Arizona Highway Patrol

Colonel L. H. Robertson, Acting Director
Lt. Colonel Tom Mildebrandt, Acting Superintendent
Captain Greg Goodson

California Highway Patrol

Commissioner Glen B. Craig
Supervising Inspector G. W. Clemons
Inspector John Lowe
Captain Jack Vallas

Colorado State Patrol

Colonel C. Wayne Keith, Chief

Idaho State Police

Colonel Kenneth DeYoung, Superintendent

Nevada Highway Patrol

Colonel James L. Lambert, Chief

Oregon State Police

Byron Hazelton, Deputy Superintendent

Utah Highway Patrol

Colonel R. M. "Matt" Helm, Superintendent

Washington State Patrol

Chief Will Bachofner
Colonel Harvey Hallom

Wyoming Highway Patrol

Colonel Frederick J. Wickam, Director
Captain L. E. Curtis

Guests

Lawrence Baskir
General Counsel
Presidential Clemency Board

Mr. C. J. (Larry) Beddome
Executive Director, NLETS

Tom Clark
Regional Administrator, Region IX
LEAA--San Francisco

Bradford M. Crittenden
Regional Administrator, Region IX
NHTSA--San Francisco

Earl L. Drescher
Chief of the
Executive Protective Service

Edward Gill
Regional Administrator, Region IV
AAMVA

Commissioner H. H. Graham
Ontario Provincial Police

Mr. Clark Hand
Boise, Idaho

Deputy Chief Vernon L. Hoy
Los Angeles Police Department

Arthur Marshall
Transportation Systems

Paul S. Rundle
Deputy Assistant Director of
Protective Forces

Anthony L. Schmieg, Chief
Highway Safety Division
National Transportation Safety Board

William G. Searcy
U. S. Department of Transportation

Superintendent Samuel S. Smith
Missouri State Highway Patrol

Stephen Solomon, Attorney
Los Angeles, California

Louis P. Spitz
Executive Director, AAMVA

Charles Work
Deputy Administrator for Administration
LEAA

7/8/75

GUEST LIST

The suggested guest list submitted to each regional chairman is contained in Enclosure 15.



ENCLOSURE 15
SUGGESTED GUEST LIST
SUBMITTED TO
EACH REGIONAL CHAIRMAN

SUGGESTED GUEST LIST

Mr. Quinn Tamm
Executive Director
International Association of
Chiefs of Police
11 Firstfield Road
Gaithersburg, Maryland 20760

Deputy Commissioner Francis B.
Looney
New York City Police Department
One Police Plaza
New York, New York 10038

Mr. Louis P. Spitz
Executive Director
American Association of Motor
Vehicle Administrators
1828 L Street, N.W.
Suite 500
Washington, D. C. 20036

Mr. William H. Franey
Assistant Executive Director
American Association of Motor
Vehicle Administrators
1828 L Street, N.W.
Suite 500
Washington, D. C. 20036

Mr. James M. Slavin
Director
The Traffic Institute
Northwestern University
405 Church Street
Evanston, Illinois 60204

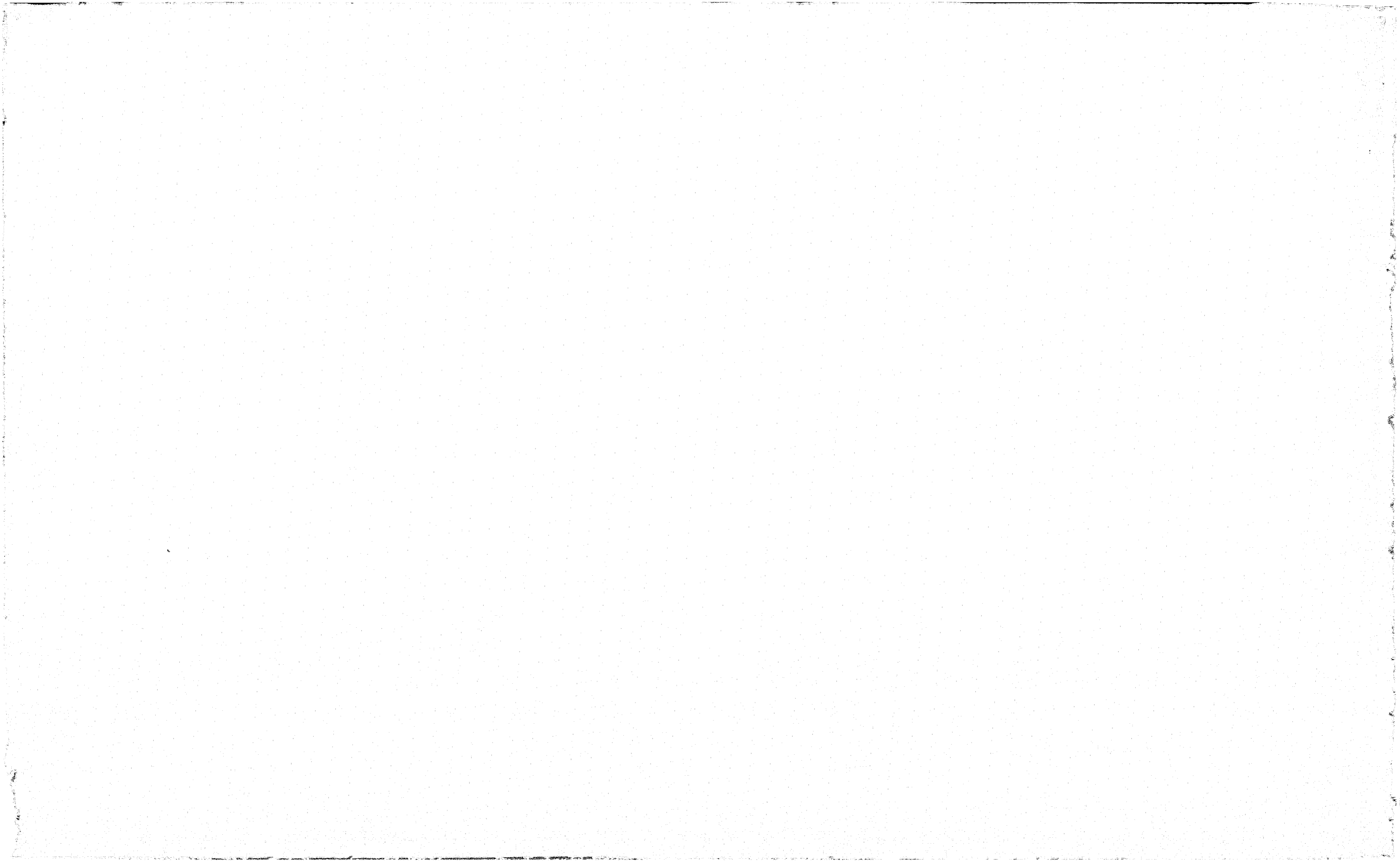
Mr. Charles Work
Associate Administrator
Law Enforcement Assistance
Administration
633 Indiana Avenue, N.W.
Washington, D. C. 20530

Mr. James H. Lake
Administrative Vice President
The Highway Users Federation
for Safety and Mobility
1776 Massachusetts Avenue, N.W.
Washington, D. C. 20036

Mr. Donald E. Santarelli
Administrator
Law Enforcement Assistance
Administration
633 Indiana Avenue, N.W.
Washington, D. C. 20530

Mr. James B. Gregory
Administrator
National Highway Traffic Safety
Administration
400 Seventh Street, S.W.
Washington, D. C. 20591

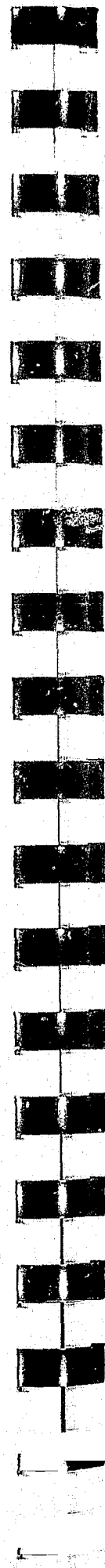
NOTE: In addition, the Officers of the Division of State and Provincial
Police are normally extended an invitation.



VI

EVALUATION

Correspondence pertaining to evaluation
of its program is contained in Enclosure
16.



ENCLOSURE 16
EVALUATION CORRESPONDENCE

UNITED STATES DEPARTMENT OF JUSTICE
LAW ENFORCEMENT ASSISTANCE ADMINISTRATION
WASHINGTON, D.C. 20530



March 4, 1975

Mr. Norman Darwick, Director
Division of State and Provincial Police
International Association of Chiefs of
Police, Inc.
Eleven Firstfield Road
Gaithersburg, Maryland 20760

Dear Mr. Darwick:

Thank you for your proposal submitted to the Law Enforcement Assistance Administration, on January 22, 1975, to conduct Regional Seminars for State and Provincial Police, #0237-99-TA75, in the amount of \$62,583.

The proposal has been placed in suspense and will require resubmission to LEAA for funding consideration with the following provisions:

1. Resubmission as a supplementary discretionary grant request to 75DF-99-0049, \$211,247, "Management Career Development Seminars for State and Provincial Police" awarded by LEAA to the International Association of Chiefs of Police, Inc., on February 15, 1975.
2. The inclusion of an evaluation component as required in the LEAA Guide for Discretionary Grant Programs (4500.1C, Chapter IV).
3. The International Association of Chiefs of Police personnel costs amounting to \$37,575 listed on page 8b and c of the application, cannot be approved.

Because of the similarity of the grants, the course content, and the attendees being from the same division of the IACP, LEAA believes it will be possible to conduct both grants from the same desk at the IACP.

LEAA has authorized \$81,862 in personnel costs to the IACP's Division of State and Provincial Police to conduct the "Management and Career Development Seminars", 75DF-99-0049, which funds should be sufficient to also include the management of the grant "Regional Seminars for State and Provincial Police".

If you have any questions regarding the application, please contact
Mr. John J. Lucey, telephone number 202/386-5958, 5959, or 5217.

376-3669
Thank you for your continued interest in having the Law Enforcement
Assistance Administration assist your organizations training effort.

Sincerely,

Joseph A. Nardoza

Joseph Nardoza
Acting Assistant Administrator
Office of Regional Operations

Drp

May 21, 1975

Mr. Robert O. Heck
Police Section
Office of Regional Operations
Law Enforcement Assistance Administration
633 Indiana Avenue, N. W.
Washington, D. C. 20530

Dear Mr. Heck:

In accordance with Mr. Nardoza's letter of March 4, 1975 and subsequent telephone conversations with members of your office, we have prepared a RFP to submit to bidders for the evaluation of approved Management Career Development Seminar program (75DF-99-0049) and the supplemental Executive Regional Conference program.

As discussed previously, the evaluation of the two programs will be different, one being composed of four three-day conferences, the other four two-week training seminars. In addition, we are endeavoring to have both projects evaluated under the \$10,500 funding previously approved for the Management Career Development Seminars, grant project number 75DF-99-0049.

Please advise if you approve of the RFP so that we may submit it for bids.

Sincerely,

Dean R. Phillips
Project Coordinator
Division of State and
Provincial Police

Enclosures
DRP/jmc - Project Number 2742



International
Association of
Chiefs of
Police, Inc.
Eleven Firstfield Road
Gaithersburg, Maryland 20760
Phone (301) 948-0922
Cable Address IACPOLICE

President
Rocky Pomerance
Miami Beach, Fla.

Immediate Past President
Francis B. Looney
New York, N. Y.

First Vice President
Richard C. Clement
Toms River, N. J.

Second Vice President
Edward M. Davis
Los Angeles, Cal.

Third Vice President
Howard C. Shook
Levittown, Pa.

Fourth Vice President
Wilson E. Speir
Austin, Texas

Fifth Vice President
Joseph S. Dominalli
Rotterdam, N. Y.

Sixth Vice President
William F. Quinn
Newton, Mass.

Treasurer
Ramon M. Nardini
Vandalia, Ohio

Division of State and
Provincial Police
General Chairman
C. Wayne Keith
Denver, Col.

Glenn D. King
Executive Director

June 5, 1975

Mr. John J. Guidici
Consultant
Police Services Management
1035 Via Bonita
Alameda, California 94501

Dear Mr. Guidici:

Attached you will find a "Request for Proposal" for the development and implementation of a monitoring and evaluation plan for two Law Enforcement Assistance Administration (LEAA) grant projects which have been awarded to the International Association of Chiefs of Police, Inc. (IACP) under discretionary grant for the Management Career Development Program and the Executive Regional Conference Program. Your organization has been suggested by various sources as eminently suitable to perform this task.

The maximum amount available for consultants on this contract is Ten Thousand Five Hundred Dollars (\$10,500.00).

If your organization can respond to this solicitation, please let us know as soon as possible.



**International
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Chiefs of
Police, Inc.**
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Gaithersburg, Maryland 20760
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Treasurer
Ramon M. Nardini
Vandalia, Ohio

Division of State and
Provincial Police
General Chairman
C. Wayne Keith
Denver, Col.

Glen D. King
Executive Director

June 5, 1975

Franklin G. Ashburn, Ph. D.
Box 343
East Sandy Mount Road
Finksburg, Maryland 21048

Dear Dr. Ashburn:

Attached you will find a "Request for Proposal" for the development and implementation of a monitoring and evaluation plan for two Law Enforcement Assistance Administration (LEAA) grant projects which have been awarded to the International Association of Chiefs of Police, Inc. (IACP) under discretionary grant for the Management Career Development Program and the Executive Regional Conference Program. Your organization has been suggested by various sources as eminently suitable to perform this task.

The maximum amount available for consultants on this contract is Ten Thousand Five Hundred Dollars (\$10,500.00).

If your organization can respond to this solicitation, please let us know as soon as possible.



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Gaithersburg, Maryland 20760
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Treasurer
Ramon M. Nardini
Vandalia, Ohio

Division of State and
Provincial Police
General Chairman
C. Wayne Keith
Denver, Col.

Glen D. King
Executive Director

June 5, 1975

Mr. Charles M. Girard
Koepsell—Girard and Associates, Inc.
Two Ten East Broad Street
Falls Church, Virginia 22046

Dear Mr. Girard:

Attached you will find a "Request for Proposal" for the development and implementation of a monitoring and evaluation plan for two Law Enforcement Assistance Administration (LEAA) grant projects which have been awarded to the International Association of Chiefs of Police, Inc. (IACP) under discretionary grant for the Management Career Development Program and the Executive Regional Conference Program. Your organization has been suggested by various sources as eminently suitable to perform this task.

The maximum amount available for consultants on this contract is Ten Thousand Five Hundred Dollars (\$10,500.00).

If your organization can respond to this solicitation, please let us know as soon as possible.

Page Two

If you have any questions regarding the RFP, please call Mr. Ronald Sostkowski,
Assistant Director, Division of State and Provincial Police at 301/948-0922.

Sincerely,



Norman Darwick, Director
Division of State and Provincial Police

cc: Law Enforcement Assistance Administration

July 21, 1975

Mr. Robert O. Heck
Police Section
Office of Regional Operations
Law Enforcement Assistance
Administration
U. S. Department of Justice
633 Indiana Avenue, N. W.
Washington, D. C. 20530

Dear Mr. Heck:

We have reviewed the two proposals submitted for evaluation contract of Management Career Development Seminars and Regional Executive Conferences of the Division of State and Provincial Police (75 DF-99-0049) and, pending your approval, we have selected Education/Research, Inc., Berkeley, California, as the firm best qualified to perform the evaluations. Justification for our selection is listed as follows:

1. The firm of Education Research, Inc., (ER) appears to have a better understanding of training evaluation. They have defined evaluation as a research process where the objective is to determine the degree to which a planned intervention caused the desired change in a given population. This seems to more closely fit the purpose of the evaluation of the two programs than the intent of the evaluations as described by Koepsell-Girard and Associates, Inc., (KGA) who stated that evaluations will focus on determining whether program outputs met user needs.
2. The technical approach outlined by ER is more appropriate as it utilizes questionnaires and site visits to all seminars of the Management Career Development Program. It also utilizes field tested questionnaires on a more extensive basis as well as

Mr. Robert O. Heck
Page Two
July 21, 1975

oral interviews. KGA proposes only 3 site visits, more limited questionnaires and emphasis and comparison with the 1974 program.

3. While not as elaborate as that of KGA, the work schedule as outlined by ER is simplified, yet contains more specific phasing steps referencing feasible completion dates for specific tasks.
4. ER appears to have had more experience in the pure assessment or evaluation of training. In connection with training KGA has been mainly involved in the development of training and other programs. In addition ER has listed specific staff assignments of their personnel on the project based upon individual expertise and experience. KGA indicates two special associate staff members would be used on two site visits and this would be their only contribution to the program. This does not lend itself to consistency in the total evaluation process. One individual in ER will conduct all site visits.
5. The cost schedule presented by ER is slightly lower and contains 4 more days of professional personnel services. Included within these services are site visits to all 5 of the Management Career Development Seminars in deference to only three by KGA.

Please advise us if you concur with our selection and the justifications so that we may formally notify the selected contractor.

Sincerely,

Norman Darwick
Director
Division of State and Provincial Police

cc: Dean R. Phillips

Gray - 2742

UNITED STATES DEPARTMENT OF JUSTICE
LAW ENFORCEMENT ASSISTANCE ADMINISTRATION
WASHINGTON, D.C. 20530



July 24, 1975

◦
Mr. Norman Darwick, Director
Division of State and Provincial Police
International Association of Chiefs of
Police, Inc.
Eleven Firstfield Road
Gaithersburg, Maryland 20760

Dear Mr. Darwick:

In reference to your letter dated, July 21, 1975, regarding the selection of contractor for evaluation of 75DF-99-0049, I concur with your selection, based on justifications stated.

Sincerely,

A handwritten signature in cursive script, appearing to read "Bob Heck", is written over a horizontal line.

Robert O. Heck
Law Enforcement Specialist
Police Desk
Office of Regional Operations



**International
Association of
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Police, Inc.**
Eleven Firstfield Road
Gaithersburg, Maryland 20760
Phone (301) 948-0922
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Treasurer
Ramon M. Nardini
Vandalia, Ohio

Division of State and
Provincial Police
General Chairman
C. Wayne Keith
Denver, Col.

Glen D. King
Executive Director

August 6, 1975

Mr. William E. Rogin
President
Education/Research, Inc.
2000 Center Street
Berkeley, California 94704

Dear Mr. Rogin:

The International Association of Chiefs of Police, Inc., is pleased to inform you that your proposal entitled "A Proposal to Perform Evaluation Services with Respect to Management Career Development Seminars and Regional Executive Conferences" has been selected.

Award is hereby made in the amount of \$10,447.73. The duration of the grant period is August 10, 1975 to August 9, 1976. The payment schedule is as follows:

Reimbursement to Education/Research, Inc., will be made by the Association on a quarterly basis with payments remitted within thirty days of receipt of invoices by the Association. The first payment of \$2,600.00 shall be due and payable on November 10, 1975; the second payment of \$2,600.00 shall be due and payable on February 10, 1976; the third payment of \$2,600.00 shall be due and payable on May 10, 1976; and the final payment of \$2,647.73 shall be due and payable on August 10, 1976.

This award is subject to and incorporates by reference all provisions contained in the IACP Request for Evaluation Design and Bid Proposal for Evaluation Contract of Management Career Development Seminars, Division of State and Provincial Police, and Regional Executive Conferences, Division of State and Provincial Police, distributed on June 5, 1975. Furthermore, this award is subject to and incorporates by

Mr. William E. Rogin

2

August 6, 1975

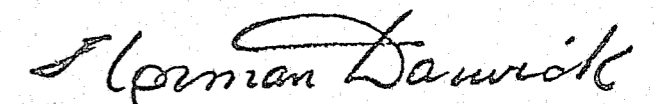
reference the Proposal of July 2, 1975, submitted by Education/Research, Inc., to perform the services of the IACP RFP.

By acceptance of this award, Education/Research, Inc., agrees to receive and hold confidential (except for official evaluation reports required by the grant) any and all reports, recommendations, and other materials, and the contents thereof, furnished to them by the Association in the performance of this agreement.

By acceptance of this award grant, Education/Research, Inc., further agrees not to disclose, distribute, or release to any person or organization except Education/Research, Inc., officials, employees, or agents, or upon order of any court of law, any and all reports, recommendations, and other materials, and the contents thereof, furnished by the Association to Education/Research, Inc., in the performance of this agreement.

This grant shall become effective as of the date of award, August 10, 1975, upon return to the IACP of the signed duplicate copy of this grant award letter.

Sincerely,



Norman Darwick
Director
Division of State and
Provincial Police



Acceptance signature of duly
authorized official of
Education/Research, Inc.