



## POST COUNCIL

Chief Dan Weaver, Chairman  
Sheriff Blair Olsen, Vice Chairman

Chief James Bensley, City of Garden City  
Chief David Moore, City of Blackfoot  
Sheriff Gary Raney, Ada County  
Sheriff Greg Sprungl, Boundary County  
SSA Donald Robinson, FBI, Coeur d'Alene  
Colonel Jerry Russell, Idaho State Police  
Mr. Stephen Bywater, Idaho AG's Office  
Mr. Dan Chadwick, Idaho Assoc. of Counties  
Ms. Sharon Harrigfeld, Juvenile Corrections  
Mr. Jon Heggen, Idaho Fish & Game  
Mr. Ken Harward, Assoc. of Idaho Cities  
Mr. Brent Reinke, Idaho Dept. of Correction  
Mr. Dane Watkins, Bonneville Co. Prosecutor

## POST ADMINISTRATION

William Flink, Division Administrator  
Vacant, Dep. Division Administrator  
Mary "Jil" Nichols, Acting Training Mgr.  
Vacant, Operational Supt. Mgr.  
John Parmann, Regional Training Mgr.  
Mike Dillon, Office of Professional Stands.  
Patricia Christy, Council Mgmnt. Asst.

## Highlights In This Issue

Staff Review of POST	1
POST Chairman Retires	2
Lessons In Leadership	2
New Exec. Certificate	3
Administrator's Message	4
Council Vacancies	4
Curriculum Committees	5
Firearms Range	5
Facility Use	5
Council Notes—October	6
In-Service Training	7
Juengling Retires	7

Idaho POST  
700 South Stratford Drive  
Meridian, Idaho 83642  
Phone: (208) 884-7250  
Fax: (208) 884 7295

Volume 1, Issue 2

December 2010

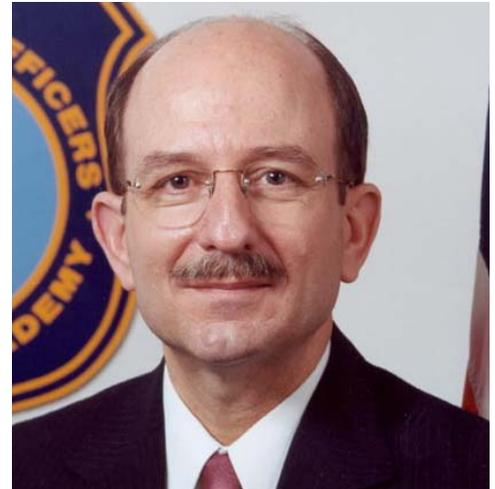
## Staff Review Of POST Operational Mission

During the past year, a series of audits have been conducted on the operations of the Idaho Division of Peace Officer Standards and Training (POST), with the intent to review management, staff, operational conditions, and responsibilities to our constituents. Some audit findings resulted in the hiring of our new POST Division Administrator, and led to desk audits conducted on staff positions to insure staffing is adequate under existing conditions in managing POST's responsibilities. Other audit findings resulted in initiating changes in the methods that we are carrying out our mission, beginning in Summer 2010. Among those changes, are the manner in which POST will work it's fiscal responsibilities; POST's attempt to bring to conclusion paperwork reduction projects in the training and certification application processes; development and revision of policies to manage the day-to-day activities of programs and staff; and a review of curriculum for the various certifications and training programs.

Most recently, POST has taken actions to put into place a series of organizational checks and balances within its operational structure, to enhance POST's ability to forecast existing and future needs, and to identify and respond to training management responsibilities. With POST's increasing mission to provide basic training to additional criminal justice agencies, our emphasis is to insure minimum standards and competencies are attained by trainees, and that POST will be able to sufficiently defend its training programs — a paramount responsibility to our constituents.

A major part of the checks and balances recently enacted, is our effort to separate our operational training responsibilities from our competency testing responsibilities. To put it simply, the curriculum and testing portion of Training Bureau is being separated from the Training Bureau and moved into a new Standards and

## POST Council Chairman To Retire From Police Service



Moscow Police Chief and POST Council Chairman Dan Weaver announced his retirement from police service on November 6, 2010. Chief Weaver has been involved in police work in Idaho for the past 39 years. Starting as a Moscow Reserve Officer in January 1971, he has served in every major division of the Moscow Police Department and was named Chief in 1995. He earned a bachelor's degree in Criminal Justice and a master's degree in Educational Administration both from the University of Idaho. Chief Weaver is a graduate of the FBI National Academy and was appointed by Idaho Governors Dirk Kempthorne and C.L. "Butch" Otter as Chair of the Idaho Peace Officer Standards and Training (POST) Council.

Chief Weaver has earned the respect of the entire law enforcement community for his clear and decisive leadership of the POST Council. His guidance lead the Council through several difficult issues, and his keen sense of the political responsibilities facing law enforcement administrators has strengthened cooperation and alliance between Idaho's criminal justice agencies.

Continued on Page 2

## Review POST Operational Mission - Continued

### Continued from Page 1

Certification Section. This change will allow for stronger oversight in our curriculum development and review efforts for the various training programs, and keep the testing management requirements separate from trainers' responsibilities in providing training. This change will also provide Training Bureau staff greater opportunities to focus on quality assurance with trainees, enhancing confidence that trainees have received the necessary skills required to successfully complete POST's certification testing process at the conclusion of the basic training program.

POST's costs for providing basic training have increased in the past few years, due to changing curricula and instructional methodology. The program changes and their increased costs must be analyzed to insure we are meeting our operational and fiscal responsibilities to the public, and to verify the changing curricula is truly representative of the minimum basic training standards needed for our constituency. This separation of training and curriculum/testing responsibilities will support a cost analysis review of "*program changes versus costs of training*" within the basic minimum training standards, as mentioned above.

Another change coming from the audits, is the elimination of the Regional Training Manager's position and re-establishing the position of a Deputy Division Administrator (DDA) to assist in managing the total operational functions of POST. The Regional Training Manager position has limited management oversight responsibilities, and the DDA position will assist the Division Administrator by directly managing the newly established Standards and Certification Bureau, as well as providing oversight to other POST functions. The Regional Training Manager's responsibilities will be managed, in-part, by the Regional

Coordinators, the Basic Training Bureau, and by the newly established Standards and Certification Section.

Another effort POST is considering, is standardizing the basic training curricula for all law enforcement training programs. In the past, POST has relied upon each training program to develop their own lesson plans based upon the established training performance objectives. This policy resulted in several different lesson plans being taught to officers throughout the state, for the same topic. The effort to standardize lesson plans should insure basic peace officer training programs have a common instructional methodology and materials, via the state lesson plans. This effort should also provide assurance to trainees, that they have received adequate training required to successfully complete POST's certification testing process at the conclusion of their basic training program. The process of standardizing lesson plans would become a significant part of POST's review of "*program changes versus costs of training*", as mentioned above.

Finally, POST will engage in reviewing its academy certification process. The focus of this effort is to provide better documentation that Vo-Tech and other training programs are meeting existing training requirements for providing certified training, and insure that the programs have adequate training resources to conduct mandated training in accordance with standardized lesson plans.

The systems auditing of POST will become a continual process in managing POST. Quality Assurance efforts and our responsibilities to public safety, demands strict evaluation of our programs. These POST efforts, will define our determination to be a symbol of "good government" and to meet the ever-expanding training demands upon the law enforcement profession.



## Lessons In Leadership

Adapted from: "*CharacterCounts*"

Commentary by Michael Josephson, Josephson Institute

Take a look around. Business, education, politics. If there's one thing we don't have enough of, it's good leaders – men and women who have the vision and the ability to change things for the better.

Former Air Force General William Cohen wrote a fine book called *The Stuff of Heroes*, in which he identified eight laws of leadership. Here are his rules:

1. Maintain absolute integrity.
2. Know your stuff.

3. Declare your expectations.
4. Show uncommon commitment.
5. Expect positive results
6. Take care of your people.
7. Put duty before self.
8. Get out in front.

His laws embrace important competencies like knowledge, communication skills, commitment, optimism, caring, and a powerful sense of duty. But General Cohen also recognized that the foundation of a successful leader is character, including trustworthiness, honor, and courage.

**Excellence is not an act, but a habit.**

Aristotle

The best leaders draw on these moral qualities to influence others through inspiration, persuasion, trust, and loyalty. They do the right thing despite the costs and risks, and do it not because it will yield approval or advantage, but because it's the right thing. In these cynical times, it's easy to think such leadership is unattainable; yet, in every walk of life there are hundreds of men and women – parents, teachers, coaches, civic leaders and activists – who fit this mold. What's more important, every one of us could be among them.

# NEW RECIEPIANTS OF THE POST EXECUTIVE CERTIFICATE

POST Council Chairman Dan Weaver and POST Division Administrator William Flink represented the Idaho Peace Officer Standards and Training Council in awarding the Executive Certificate to six Idaho Agency Administrators during the past three months. The Executive Certificate is the POST Council's highest certification, and is awarded to Chief agency administrators who have achieved a minimum of three years of executive experience and a minimum of 100 hours of executive-level training. Among the recent awardees of the Executive Certificate are: Chief William Augsburger, Nampa City Police Department; Chief Kevin Fuhr, Rathdrum Police Department; Chief Wayne Longo, Coeur d'Alene Police Department; Chief Christopher Allgood, Caldwell Police Department; Chief Jeff Gunter, Haley Police Department and Chief Jeffrey Lavey, Meridian Police Department. We honor the recent recipients of the Executive Certificate for their commitment to training and achievement, and encourage all Idaho law enforcement administrators to seek POST Executive Certification.



POST Administrator Flink, POST Council Chairman Dan Weaver, Chief Kevin Fuhr, and Rathdrum Mayor Vic Holmes



POST Administrator Flink, Caldwell Police Chief Christopher Allgood, and POST Council Chairman Dan Weaver



Coeur d'Alene Police Chief Wayne Longo, POST Administrator William Flink, and POST Council Chairman Dan Weaver



Chief William Augsburger, POST Council Chairman Dan Weaver and POST Administrator William Flink



Chief Jeffrey Lavey



POST Council Chairman Dan Weaver and Chief Jeff Gunter

The new POST Executive Certificate was developed by POST Certification Specialist Rhonda Brasher. At the October 2010 POST Council meeting, the POST Council recognized Ms. Brasher for her work on the project to enhance the Executive Certificate and Council's appreciation for chief executives of law enforcement agencies who seek to achieve Executive Certification. These are positive changes that POST Council is making in Idaho.

## POST Administrator's Message

As presented in the first article of this Newsletter, POST is undergoing organizational change designed to improve management's abilities to meet Idaho's growing external needs, and to place checks and balances into POST's internal operations. This change should reinforce stronger communication links between Idaho's sheriffs, chiefs of police, and other law enforcement leaders with POST management.

As of August 6, 2010, POST began restructuring itself from its current POST Administrator and four POST bureaus, to the POST Administrator, a deputy division administrator, two bureaus and one separate section to be under the direction of a new deputy division administrator.

The new structure of the bureaus will be an Academy Training Bureau and an Administrative Support Bureau, the Office of Professional Responsibility, and a Standards and Certifications Section. The most significant aspect of the new POST structure is between the Academy Training Bureau and the Standards and Certification Section. Until now, the Training Bureau has been responsible for all basic training and testing of the POST academy sessions. Under the new organizational structure, the Academy Training Bureau will be responsible for conducting the POST basic academy training sessions, and assist in managing external basic Patrol and Corrections Training Academies. The Basic Training Bureau will become focused and responsible to ensure basic training is accomplished and student affairs are well-managed.

The Standards and Certification Section will be responsible for implementing and documenting all academy lesson plan development and revisions, and managing basic academy testing and analysis. The Standards and Certification Section will focus on enhancing the academy testing criteria, developing additional methods of demonstrating competency, and correlating the various POST academy job task analyses (JTAs) against the established academy lesson plans. Additionally, the Standards and Certification Section will include all staff responsible for managing certification documentation under one umbrella, separating them from the training and administration bureaus, and directly integrating them with POST's minimum standards functions.

Finally, the new organizational structure will have the three Regional Coordinators reporting directly to the Division Administrator. Their administrative tasks will be streamlined, moving many documentation tasks to the Standards and Certification Section. The ultimate goal is to free up the Regional Coordinators' time, allowing them more time: (1) to manage their in-service training responsibilities, and (2) to provide more time to have access to the Idaho agency administrators they are responsible to support. This provision of POST's organization change is to empha-

size the Division Administrator's objective to improve communications between agency administrators and the POST Division Administrator.

If any Idaho sheriff, chief of police or agency administrator has questions regarding the new reorganization of POST, please contact Mr. Flink at (208) 884-7251.



## Dane Watkins and James Bensley Vacate POST Council Positions

Two POST Council Member positions will be vacated beginning December 31, 2010. POST Council Members Dane Watkins, Prosecutor from Bonneville County, and Garden City Police Chief James Bensley will step down from their Council positions guiding Idaho's criminal justice professional training and employment standards. Dane Watkins will assume new duties as a Judge for Idaho's 5th District Court, and Chief Bensley has completed his term of service and will pass the duties onto another police chief to be determined by Governor Otter. All members of the POST Council are appointed by, and serve at the pleasure of, the Governor of Idaho.

All of us associated with POST and the POST Council are all appreciative of Chief Bensley's and Mr. Watkins' service to the peace officers of Idaho, and we wish them well in their many future endeavors.



Chief James Bensley



Attorney Dane Watkins

**Most people do not listen to understand, rather they listen with the intent to reply.**

**They are busy filtering everything through their own perspectives rather than trying to understand another's frame of reference.**

Stephen Covey

## POST Curriculum Committees To Be Identified For Statewide Lesson Plan Development and Review

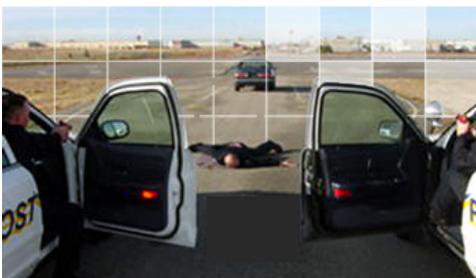
The POST Curriculum Office is developing lists of subject matter experts to be nominated to lesson plan committees in support of POST’s efforts to strengthen lesson plan development and conduct yearly reviews of lesson plans for statewide use. Through this effort, POST will be standardizing basic training lesson plans, for all peace officer disciplines, taught in POST academy training programs. Additionally, POST will create standardized in-service programs for high-liability topics in an effort to support various agency training initiatives. Also, POST will be conducting a critical review of instructor courses that are aligned with POST Instructor Certifications and the development of advanced instructor training initiatives. Each lesson plan committee will be chaired by an Idaho agency representative, with POST curriculum staff supporting the committee. Committee chairs will report their findings to the POST Administrator for approval. After approval, the POST Administrator will be forwarded the findings to the POST Council for adoption.

The effort to enhance POST training throughout Idaho will insure that many voices will be heard and sources of expertise utilized in the continuing effort to provide Idaho peace officers with the best training available. We will strive to develop instructional capabilities that continue to meet our ever-changing operational and legal responsibilities.

POST desires to include as many subject matter experts in this effort as possible. If you have instructional expertise or a interest in supporting this POST initiative, please contact Dr. Eric Werth, POST Curriculum Specialist, at [eric.werth@post.idaho.gov](mailto:eric.werth@post.idaho.gov). Make sure you include your name; contact information; subject area of interest or expertise; instructor certification(s), if applicable; and/or any publications you have written articles for, or been published. POST will forward nominations to the POST Council, and the committees will be established as soon as possible .

### Board Making Improvements at Firearms Range

The Board of Governors for the IDOC, ISP and POST Firearms range have begun to refurbish the range and its targeting systems. Nearly \$10,000 has been dedicated towards repairing the range. Among the projects are: (Range 1) replace the existing railroad ties ; provide lane numbering; remove the permanent barricade system and replace it with a portable barricade system; (Range 2) install targeting system similar to Range 1, remove targeting systems that have fallen into disrepair and replace them with updated targeting system, improve the yardage marker system, replace the aging air compressor; (Range 3) repair the wooden staircase on the tower, restripe the firing lanes and add lane numbering system, and install a PVC target holding system. The Board of Governors is looking forward to expanding the abilities of the firearms range over the coming years, and to make it one of the foremost ranges in the state.



### POST Revises Facility Use Policy

Due to strict spending that POST has initiated to stay within allotted funding, the POST Council has restricted the use of POST facilities for non-training functions. Access to POST facilities will be curtailed for officers not attending approved training and for several non-law enforcement entities that have been allowed to use POST facilities during the past several years. This effort by the POST Council to reduce the cost of maintaining POST resources is needed because of the expense that POST incurs to clean, refurbish and replace its assets. POST has discontinued the sale of access cards to peace officers that wish to have access for our physical fitness facilities. Our physical fitness facilities will remain available for officers and instructors while participating in basic or in-service training at POST. If you have questions regarding this policy change, contact Trish Christy, POST Council Assistant, at (208) 884-7253.

### INTEGRITY BULLETIN

The POST “*Integrity Bulletin*” is being published again, to provide information for Idaho’s criminal justice community about the POST Council’s decertification process, the decisions affecting peace officers in both civil and administrative law, to compare Idaho’s efforts with other states, and to raise the level on ethical perspectives that guide our public safety profession. POST encourages agency leaders and others, with interest in providing insight on integrity and professional standards, to submit articles for publication within the “*Integrity Bulletin*”. If you wish to share your knowledge with others in Idaho, with the intent to strengthen public perception of law enforcement within the state, please submit your article to: [trish.christy@post.idaho.gov](mailto:trish.christy@post.idaho.gov) .

Publication Guidelines for the “*Integrity Bulletin*” can be found on the POST web site within the “*Publications*” page.

# NOTES FROM THE POST COUNCIL'S OCTOBER 2010 MEETING

On October 7, 2010 the Idaho Council on Peace Officer Standards and Training met in Meridian to address several agenda items. The following is a summary of agenda item highlights:

*Agenda Items 1-25: Decertification Actions:* The Council accepted stipulations on 12 officers to voluntarily decertify their peace officer certifications; two decertification actions by felony conviction, and 5 decertification actions by default action.

*Agenda Items 26: Certification Waiver Appeal:* The Council heard an appeal from a Corrections Corporation of America officer, requesting corrections officer certification. The Council rendered a decision upholding the POST Council Waiver Hearing Board's recommendation to deny the certification.

The application denial was based on a character violation for failure to disclose criminal conduct during the training and certification application process.

*Agenda Item 32: Instructor Certifications:* The Council approved 75 new requests for instructor certifications.

*Agenda Items 37: IDAPA Amendments to the Decertification Process:* The Council reviewed the Decertification Rules Review Committee's work to amend the decertification process. The committee recommended revisions to assist in streamlining the process and clarifying cause of action by the Council. Recommendations were received from the Idaho Sheriff's Association, Idaho Chiefs of Police Association, and separate recommendations from individual parties. The Council considered all recommendations in its deliberations. There were several amendments wherein the Council discussed the merits and concerns of the proposed language. The following are some of the amendments approved to the proposed IDAPA rules:

- (1) Causes for POST action, ;
  - (a) felony conviction;
  - (b) misdemeanor conviction, or falsifies or omits information to acquire certification;
  - (c) engage in criminal conduct charged or not;
  - (d) consumption of alcoholic beverages

- ages on duty except as necessary for lawful performance of duties;
  - (e) illegal or unlawful harassment or intimidation of another;
  - (f) lying or falsifying official written or verbal communication;
  - (g) excessive use of force;
  - (h) acts of corruption or bribery;
  - (i) refusal to respond or failure to respond truthfully to questions asked in relation to an investigation;
  - (j) plus others
- (2) Elimination of insubordination as a cause of POST action;
  - (3) Division Administrator to be able to decertify under certain circumstances;
  - (4) Specific language regarding administrative warnings relative to interviews with accused officers;
  - (5) Requirement of peace officer to notify employing agency within five days of arrest for felony or misdemeanor.

*Agenda Item 38: Reserve Officer Certification:* In many cases, POST does not have records on Level 2 and Level 3 reserve officers. POST staff asked the Council to review whether these reserve officers should come under the authority of the Council. Sheriff Sprungl will chair a committee to review Level 2 and Level 3 reserve officer status in Idaho.

*Agenda Item 39: Misdemeanor Probation Officer (MPO) Certification:* The Council approved the academy training program as reviewed by POST staff, and the field training manual. The Council did not approve inclusion of County Private MPO Contractors for POST MPO certification; further study of this issue is to be conducted by the Council.

*Agenda Item 41: POST Facility Use Policy—User Agreements and Fee Schedule:* This issue was informational only as to the fee schedule for facility usage. Council decided to close the facility to non-governmental entities due to fiscal and maintenance issues (covered herein by another newsletter story).

*Agenda Item 42: MOU with the Department of Juvenile Corrections:* The

Council voted to renew the MOU with the Idaho Department of Juvenile Corrections. The new MOU will adjust the funding to POST providing meals and lodging for juvenile trainees, and specific funding for POST administrative costs. POST will not be responsible for funding staff for the juvenile training programs.

*Agenda Item 43: Detention Officer Hearing and Vision Waivers for Juvenile Detention Officer Certification:* The POST Council recognizes the standards for Juvenile Detention Officers may not meet the intended affect upon Sheriff's agencies who decide to assist the Department of Juvenile Corrections by housing juvenile offenders in sheriff's facilities. Direction was provided to the POST Council Hearing Board to carefully consider the circumstances where hearing or vision standards may adversely affect deputies involved in such circumstances.

*Agenda Item 44: POST Testing Policy and Lesson Plan Review Policy:* The Council approved two policies; one on academy testing procedures, and the other on lesson plan approval and review. Both policies will better professionalize academy and student expectations in the learning environment.

*Agenda Item 45: Career Camp:* The Council has decided not to pursue Career Camp as a POST program for the foreseeable future.

*Agenda Item 46: Instructor Certification for Intoxilyzer and Expandable Baton:* Some training programs are not suited for POST instructor training programs, as instructor status is determined by federal or manufacturer requirements. These courses shall be determined on a case-by-case basis and challenge provisions shall be determined by POST.

*Agenda Item 48: Executive Certification for Contractual Chiefs:* This issue was removed from the POST Council agenda.

*Agenda Item 49: POST Retirement Cards:* POST Council voted to reinstate POST Retirement Cards for officers who achieve a minimum of 10 years service.

**IDAHO  
PEACE OFFICER  
STANDARDS  
AND TRAINING**

700 South Stratford Drive  
Meridian, Idaho 83642

Phone: (208) 884-7250  
Phone: (866) 670-7678  
Fax: (208) 884-7295  
E-mail: [newsltr@post.idaho.gov](mailto:newsltr@post.idaho.gov)

**We're On The Web**  
[www.idaho-post.org](http://www.idaho-post.org)



Idaho POST has been a member of the International Association of Directors of Law Enforcement Standards and Training (IADLEST) since 1988. [www.iadlest.org](http://www.iadlest.org)

**POST VISION:**

*to ensure that Idaho law enforcement professionals model the highest level of integrity and service through excellence in standards and training.*

**POST MISSION:**

*to develop skilled law enforcement professionals who are committed to serving and protecting the people of Idaho.*



**In-Service Training**

POST's Regional Coordinators are currently working on an *Annual Training Calendar* for CY2011, in an effort to advance notification of POST training opportunities in Idaho. We hope the Annual Training Calendar will assist agency training staff with training planning needs. POST Regional Coordinators will contact your training representatives to ensure agency training needs and suggestions are targeted effectively.

**In-Service Training for CY2009-2010 must be reported to POST by December 31, 2010.**

**UPCOMING TRAINING IN IDAHO**

	Basic PTO Course	Boise	Dec. 6-10	<b>40</b>
<b>Region 2</b>	Introduction to Homeland Security	Boise	Jan. 20, Apr. 28	<b>45</b>
	Advanced Dispatch	POST	Dec. 6-10	<b>40</b>
	Instructor Development	Twin Falls	Dec. 6-10	<b>40</b>
<b>Region 3</b>	Interview Techniques	Idaho Falls	Dec. 7	<b>8</b>
	Emergency Medical Dispatch	Pocatello	Dec. 6-8	<b>24</b>

**IADLEST and what it means to IDAHO Law Enforcement:**

IADLEST has been a driving force in the training that law enforcement officers receive throughout the United States. This little known organization has carried a lot of water in the areas of EVOC training, the alcohol safety programs, and initiating state standards for training and employment criteria. IADLEST represents the 49 state POST agencies and many training academies. Idaho POST has been a leader in the arena of national law enforcement training, and has held the Presidency of IADLEST twice in the past 30 years; a compliment to Idaho's reputation among law enforcement training leaders. Idaho POST encourages criminal justice training administrators to become associated with IADLEST, to better prepare your staff for the future and to become a driving force for better law enforcement training in Idaho.

**Existing POST Facility Use Cards shall expire on their year anniversary date or on June 30, 2010, whichever is sooner.**



**Richard Juengling Retired**

On August 20, 2010, POST Standards, Certification and Support Bureau Manager Richard Juengling retired from POST. Mr. Juengling began his assignment at POST in November 2007. He was the watchful eye over POST's financial affairs for most of the past three years. He also supervised certification records and responsibilities, as well as IT, grants, and the POST facilities. Mr. Juengling was a loyal member of the staff, and always someone who tried to look out for the best interests of the

POST Council and division. On October 7, 2010, the POST Council recognized Dick Juengling for his service and presented him with a letter from Governor Otter for his service to POST and the State of Idaho. Dick intends on spending more time on some of his hobbies, such as fly fishing and woodworking. POST is grateful for Mr. Juengling's service to the peace officers of the State of Idaho, and we wish him well in the coming years.

*"Your ideas, comments and suggestions shall always be considered in making POST a better organization."*



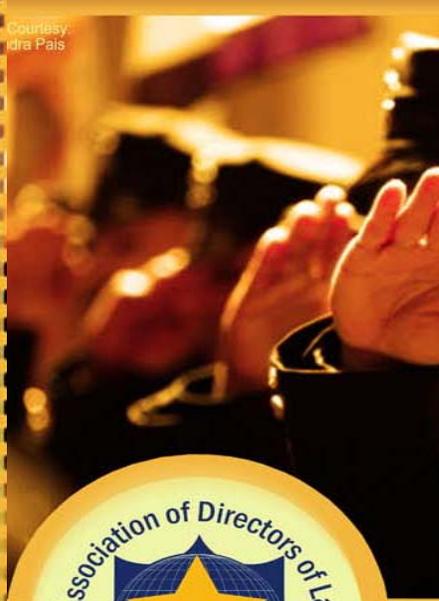
## The International Association of Directors of Law Enforcement Standards and Training (IADLEST)

is an international organization of training managers and executives dedicated to the improvement of public safety personnel. IADLEST serves as the national forum of Peace Officer Standards and Training (POST) agencies, boards and commissions as well as statewide training academies throughout the United States.

The mission of IADLEST is to research, develop, and share ideas and innovations that assist states in establishing effective and defensible standards for employment and training of peace officers.

**IADLEST.org**  
3287 Tasa Drive  
Meridian, ID 83642-6444  
(208) 559-4751

Courtesy  
Idra Pais



# IADLEST

## IADLEST MEMBERSHIP APPLICATION

Name: .....

Title: .....

Organization: .....

Address (office): .....

City: .....

State: ..... Zip: .....

Phone: ..... Fax: .....

Email: .....

Address (home): .....

City: .....

State: ..... Zip: .....

Sponsoring State Director Member:

Please send mail to my (check one):

office  home address

Membership Category (check one):

Director - \$400

General - \$100

Sustaining - \$200

Please detach this form and mail with dues (and checks payable) to:

**IADLEST.org**  
3287 Tasa Drive  
Meridian, ID 83642-6444

### What Does IADLEST Provide You?

**Network of Peers:** Exchange ideas and experiences regarding standards, certifications, and course development with fellow IADLEST members who face the same challenges you face.

**Professional Development:** Participate in our national training conference, access our professional development library, and find the information you need to succeed.

**Voice in Legislation** Find strength in numbers by providing input on national policies affecting law enforcement standards and training.

**News:** Receive the Quarterly Member Newsletter that shares ideas and innovations with you from national law enforcement standards and training leaders, saving you time from "reinventing the wheel".

**NLEARN:** Access our national network linking all U.S. law enforcement training entities including training news and features, assessment and testing strategies, and a forum for inter-Academy query and discussion.

**Job Postings:** Utilize IADLEST's online ads to reach the best employees and employers in your profession.

**National Decertification Database:** Access this clearinghouse for persons decertified as law enforcement officers for cause.

**Online Resources:** Access the knowledge you need, when you need it, at IADLEST.org, your number one resource for staying current on national training issues through our national training calendar, discussion boards, and national curriculum library.

### Who Qualifies?

#### Director

This is an agency membership available to the director or chief executive officer of any board, council, commission, or other policy-making body that is established and empowered by state law and possesses sole statewide authority and responsibility for the development and implementation of minimum standards and/or training for law enforcement, and where appropriate, correctional personnel.

Annual dues in this category are \$400.

#### General Member

General membership is available to any professional employee or member of an agency headed by a director, criminal justice academy, board, council, or other policy-making body, or foreign equivalent, who is actively engaged in the training/education of law enforcement, and where appropriate, correctional personnel.

Annual dues in this category are \$100.

#### Sustaining Member

Sustaining membership is available to any individual, partnership, foundation, corporation, or other entity involved directly or indirectly with the development or training of law enforcement or other criminal justice personnel.

Annual dues in this category are \$200.