

**INTERNATIONAL
ASSOCIATION OF
LAW ENFORCEMENT
PLANNERS**



IDENTITY THEFT

States and Localities Try High-Tech Solutions to Curb the Latest Crime Wave-the Theft of Personal Information

By Heather Hayes

They could have been anybody’s grandparents: a sweet couple in their 70s happily enjoying their golden years. Instead, this retired Air Force officer and his wife spent at least part of 1999 sitting in front of the Maryland legislature, testifying about a crime so traumatic that they refused to provide their real names to the lawmakers before them trying to decide whether to limit the use of the Social Security number as an all-purpose identification number.

Their nightmare began when someone spotted a Social Security number and other personal information on the woman’s Air Force dependent card. The information was used to open credit card accounts, apply for car loans, access information about her husband and obtain a Texas driver’s license under his identity. By the time the couple realized that an imposter was using and abusing their good names, 33 fraudulent accounts had been opened to the tune of \$113,000.

Despite their stellar financial record in the years before this larceny began, the couple cannot get a home mortgage and have been turned down for credit at Kmart and Sam’s Club. “We have been through hell for the past three years,” the man stated, “and don’t see an end to it.”

Identity theft is to the Information Age what rum-running and gangland murders were to the Prohibition era. Few formal statistics are kept, but there is little doubt that this type of fraud-which in many states is not even recognized as a punishable offense-already is the country’s fastest-growing financial crime.

Trans Union LLC, one of the country’s three major credit reporting agencies, reported hearing about approximately 350,000 cases of identity theft through 1998, and Visa reported to the General Accounting Office that U.S. fraud losses among its member banks topped \$497 million in fiscal 1997.

Sgt. D.J. Nesel, a detective with the King County Sheriff’s Office in Washington, said the crime is overwhelming local police departments. “We could devote our entire sheriff’s department to investigating this one crime, and we still wouldn’t have enough resources,” he said. “I call it the crime that keeps on giving, because victims are victimized and revictimized over and over and over again.”

The causes are numerous: Although the federal government’s lax regulation of the Social Security number has jump-started opportunities for criminals, state and local policies have fueled the crime. Nineteen states use the Social Security number for driver’s licenses, and local birth record departments often supply birth certificates without any real identity verification, mailing the documents to a requester based on little more than a notarized letter.

“It used to be that when forgers were arrested, the police would find a stack of counterfeit driver’s licenses in their briefcases,” said Frank Abagnale, a former con man gone straight who advises states on

high-tech security measures and combating this crime. "Now they find 10 to 20 legitimate driver's licenses with their pictures and somebody else's names. It's way too easy to defraud the system."

Meanwhile, victim complaints are stacking up in police departments and legislative offices, and alarmed bystanders note that if something effective is not done soon to stop the free flow of personal information and easy credit, the country will be asking one simple question: How can you prove that you really are who you say you are?

Fighting Fire With Fire

Many people in the law enforcement community believe that the only way for states to curb this new brand of information swindling is through the use of information technology.

"The privacy people don't want to hear this, but the key to it is biometrics," Nesel said. "Take a thumbprint, a fingerprint, something to secure that document. I can create or forge anything I want, but I can't steal a piece of you. It's cost-effective, it's efficient, and if you cross-match those prints in the driver's license database, you will just about cut out all this identity theft."

However, many proposed solutions are themselves controversial, particularly when it comes to setting up databases.

Nesel's proposal and others like it have created a firestorm among privacy advocates, who worry that any collection of identity data housed in a database will be used as a national identity system to track and monitor people. "We regard it as a frightening proposal, and we're opposed to it," said Barry Steinhardt, associate director of the American Civil Liberties Union.

Beth Givens, executive director of the Privacy Rights Clearinghouse, has spoken with more than 4,000 victims of identity theft, and she understands law enforcement's frustration with the current system.

"On the one hand, I can agree that the use of some kind of biometrics would be pretty much a foolproof way of determining the authenticity of credit applicants, driver's license applicants and the like, but the cure could well be worse than the disease," she said. "Because in order to get a fully functioning biometrics system

in place, you're going to have to have a massive database of everyone's thumbprints, and when you've got that in place, I think we can count on that being used for other purposes, like social control."

The protests have had an impact. Washington state voters defeated a measure that would have required fingerprinting of licensed drivers, and the New York State Assembly didn't even consider the prospect when it put together a landmark identity theft legislative package of 14 bills this summer.

But despite the political danger, New York now takes fingerprints of welfare recipients to cut down on welfare fraud, and some states are implementing biometric measures at their driver's license bureaus. California, Texas, Colorado and Georgia all require drivers to give a thumbprint or fingerprint when they come in to request a new license or renew an old one.

Georgia, which began taking an index fingerprint on all its drivers three years ago, has seen a decline in the number of fraudulent licenses obtained. Texas, on the other hand, has been taking thumbprints for years, but with no database and no ability to cross-match the thumbprints, the system is not good at catching imposters.

Frank Elder, assistant chief of the Driver's License Division of the Texas Department of Public Safety, said the number of cases of identity theft has been rising,

but that fingerprinting is helping investigators locate perpetrators at least some of the time.

"Unfortunately, by the time we get involved, it's after the fact," he said. "We can backtrack the file, look at the photo of the suspect and cross-match [his] fingerprint with law enforcement files, but we're dealing with such a paper trail that it's very difficult to catch the perpetrator."

Biometrics

Literally, biometrics means "life measurement." It's always been controversial, but as technology continues to march forward, there seems to be no limit to the types of body parts that reveal a person's unique identity. Here are some of the current biometric technologies being considered for use in systems by government agencies, banks and security organizations.

Fingerprinting

Retina scanning

Iris scanning

Voice recognition

Facial recognition

Handwriting analysis

Hand print recognition

Hand vein geometry

Many imposters are able to flout the system with decidedly low-tech solutions, such as covering their fingers with airplane glue, which when dry covers the skin's ridges and makes fingerprints useless. Abagnale noted that driver's license attendants are not law enforcement agents. "It takes some know-how to get a good print," he said. "You've got to roll it from left to right and if you don't do it just right, you're going to end up with something unreadable."

Many states try to stop fraud by asking for additional pieces of identification, such as a Social Security number and an original birth certificate. Both measures, however, are easily stymied. The driver's license system is not integrated with the Social Security database, so there's no way to determine whether the number given is valid, and even if it is, the imposter likely got the number by stealing it along with other personal information.

In addition, most crooks can easily obtain birth certificates by applying for one and doing their own notarizing or by obtaining information from death records and using that information to obtain birth records. There's no computerized integration between the birth and death records departments.

Birth records departments are aware of the problem, but their solution focuses on the trees rather than the forest, said Abagnale, who has designed high-tech birth certificates for a number of states to guard against counterfeiting and alterations. The documents include high-tech mechanisms that void the document if someone tries to copy it or chemically alter it with bleach, acetone, hydrochlorides or some other substance. Nonetheless, "I tell them,

"This isn't going to stop an imposter from getting someone else's birth certificate," he said. "And their response is, 'Well, we know that, but that's another issue.' They don't seem to care about it."



In fact, many crooks—armed with high-tech computers, laser printers and scanners—avoid the whole fraud issue by moving directly to counterfeiting. In response, a large number of driver's license departments have designed high-tech digital documents bearing such security features as holograms, digital photos, magnetic stripes and encryption.

"Unfortunately, though, counterfeiting of driver's licenses is on the rise," said Sgt. Doug Richardson, who heads the Driver's License Fraud Unit at the Georgia State Patrol. He said the bureau has implemented secure digital licenses. "Unfortunately, technology has gotten so good that the crooks can create a pretty reasonable copy. They start out one step behind whatever we've implemented, but they catch up pretty quickly and move ahead of us."

Washington state, after watching its fingerprinting measure get defeated, compromised on the issue by funding a new digital license. The \$3 million system, though, will not be built and implemented until 2001.

Nesel and other law enforcement officials have publicly criticized the measure as a huge waste of money. "As soon as someone comes in with an out-of-state license that's been obtained fraudulently or they come in with an original birth certificate in someone else's name, you've automatically crippled the system," Nesel said. "All you're doing is giving a false sense of protection."

Opposing Views, Same Goal

Privacy advocates say that the solution to preventing identity theft is a simple, three-step process: Curb the use of the Social Security number as a unique identifier for business use, a measure that has been introduced in Congress and defeated several times over the past decade; force credit-granting agencies to require more identifiers and shore up their credit card policies; and restrict all selling of personal information by credit bureaus, state and federal agencies, and marketing firms.

But few state officials believe that the federal government is going to get involved. Ultimately, the solution that keeps coming to the fore is a full-scale database with cross-matching capability.

The system, which already has been developed by 3M Corp., would involve a central processing system and a fingerprinting system. When someone wants to renew a driver's license, for example, she would lay her finger on a scanner, and the data would go to the central processing system. If the fingerprint was in the database, it would pull the matching information and a digital photo. If the photo matched the person standing in front of the counter, then a driver's license would be issued. The driver's

license would look like a credit card, complete with a magnetic stripe or bar code that contained a digital encryption of the person's thumb print.

But if the person standing at the counter didn't match the digital photo, then that person would be detained on suspicion of fraud.

"Once the system was in place, there would be only one way to fool the system, which would be the first time you applied," Nesel said. "But after that, when you went back to renew under your name or someone else's name, you'd be caught and out of business."

Regardless of how effective such a system would be against fraud, privacy advocates argue fiercely that the information eventually would be misused. They point out that three states—Florida, South Carolina and Colorado—were recently caught selling their databases of digital driver's license photos to Image Data, a company in New Hampshire. The stated use of the photos was to give merchants a way to verify the identity of someone trying to write or cash a personal check. But the ACLU's Steinhardt said that the company's research was funded in part by the Secret Service.

"The real desire there is to create a nationwide photographic database for identification and tracking purposes," he said.

The privacy lobby's strong and united front has sent other states in search of legislative solutions. At least 15 states have introduced legislation that would make identity theft a unique crime with felony-level penalties. Massachusetts passed a sweeping package that provides protections for identity theft victims against having unpaid bills appear on their credit report when the victim has filed a police report and

prohibits retailers, credit agencies and the Registry of Motor Vehicles from selling personal information without affirmative consent.

New York also has a number of bills on the table, including ones that would make identity theft a felony, prohibit agencies from selling personal information or digital photos, establish more credit card activation procedures and safeguards, establish new penalties for the misuse of birth and death certificates, and regulate the selling of consumer credit information.

"We are trying to close the loop on certain things that are very obvious," said New York Assemblywoman Audrey Pheffer. "But we'll have to keep adding new laws. Technology is moving so quickly that it's hard for the law to keep up."

Ultimately, privacy advocates and state officials said that states may have to unite and turn up the pressure on the federal government to solve this crime. "It's going to take a federal solution, beginning with changes in the way the Social Security number is used and the free and easy access businesses have to people's credit reports," Abagnale said. "Even with totally secure licenses and biometrics, the best the states can hope for is to Band-Aid the situation. And so the federal government had better take this issue up and soon."

Otherwise, as more and more victims find themselves in the fight of their lives to hang onto and recover their good names, it could end up being too late.

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BIG BROTHER'S EYES

Video cameras in public places offer increased security in some Baltimore locations.

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The use of surveillance cameras is quickly becoming one of the nation's most popular and economical ways of using technology to fight crime. Baltimore, for example, focused 16 cameras on what once was considered a high-crime area. This grant-funded program cost less than \$60,000, and after three years, it is credited with a 34-percent decrease in crime in that particular area.

Cameras are popping up everywhere: toll plazas, bus stations, tunnels, traffic intersections, bridges, public parks, offices, apartment buildings and government offices. In some cases, they are installed by the local police department. In other cases, the cameras are a result of a partnership between community groups, the city and local law enforcement agencies.

But despite the proliferation of surveillance cameras, what has yet to be determined is how police agencies can make the best use of public-surveillance and video technologies.

Candid About Cameras

The National Institute of Justice (NIJ), in a project that partners the agency's Office of Science and Technology (OS&T) with its United Kingdom counterpart, the Police Scientific Development Branch (PSDB) of the Home Office, is studying how to most effectively access and analyze the information collected on the video surveillance tapes. According to Ray Downs, deputy director of OS&T's Research and Technology

Development Division, PSDB, like NIJ, sets standards, tests equipment and fosters technology development for police and corrections agencies. A memorandum of understanding, signed by NIJ and PSDB, is providing a mechanism for the offices to work together on projects of common interest.

“They use video surveillance a lot in England, probably more than anywhere else in the world,” Downs said. “Our goal is to get a better understanding of how police use videotapes. We’ll be doing a survey to find out how often police use them, in what manner and how effective they are as a source of evidence.”

An adjunct to the survey will be to ascertain the current state of the art of videotape analysis equipment. “We’re learning more about the whole field in general,” Downs said. “It’s an area that is booming. Equipment quality is going up and prices are going down, just like a lot of other technology. So it’s likely there will be an expanded use of this technology.”

NIJ and PSDB will survey their respective industries and research communities in their countries and elsewhere, compare notes and then determine what they can do to help their law enforcement constituencies get the most benefit from video surveillance, according to Downs.

Little Debate

Thus far, debate over surveillance cameras is rare, for several reasons. Downs said that most people are accustomed to being filmed at automatic teller machines, and therefore may not find surveillance surprising or intrusive. Many people also believe public surveillance is the price they must pay for a safer community. Educating the public about the cameras in the early stages

of a video-surveillance program has been another factor in encouraging public acceptance.

This is not to say that protests are nonexistent. While many critics concede that the cameras are useful crime-fighting tools, they say they fear unscrupulous camera owners could use them to intrude on citizens’ privacy.

Baltimore, in partnership with its business community, circumvented many problems by implementing safeguards against the misuse of the system and the information gleaned from it by mounting the cameras where everyone can see them. “Our cameras are not covert,” said Frank Russo, director of public safety of the Downtown Partnership of Baltimore Inc., and a retired Baltimore police officer. “They are obvious, which is part of the reason public support has been so overwhelming. We haven’t tried to hide anything.”

According to Russo, the black-and-white cameras used in Baltimore are fixed in place. They cannot pan, tilt or zoom. The tapes are held unreviewed for 96 hours and are reused unless a crime is reported. The cameras have captured shootings and help police control the weekly “car show,” a Friday- and Saturday-night gathering of 4,000 to 5,000 people. They also have cut down on shoplifting from the stores in the area. And merchants report increased sales. “Our objective was not necessarily to fight crime, but to make people feel safer. Our goal was to make the area a more inviting place to be. We feel like we’ve succeeded in that,” Russo said.

International Slant

Video surveillance cameras also are employed at the federal level. The U.S. Coast Guard’s Vessel Traffic Service uses them to monitor coastal waters. The video system can zoom in on specific vessels for identification. The service eventually hopes to create a central database that will catalog and track all ships traveling along the U.S. coast.

For more information about the National Institute of Justice’s video camera surveillance project or to provide input for the survey, contact Tom Coty, project manager, at 202/514-7683. For more information about the United Kingdom’s Police Scientific Development Branch of the Home Office, contact Jim Aldridge at 44-1727-816240.

TechBeat is the flagship publication of the National Law Enforcement and Corrections Technology Center system. Contact Rick Neimiller, managing editor, at 800/248-2742. Writer and contributing editor is Lois Pilant.

If you have any information or notices you would like to see in the next issue of the *Exchange*, or any comments on this issue, send them to Lisa Hopkins, c/o FDLE, IRM, PO Box 1489, Tallahassee, FL, 32302 Fax 850-410-8514 or E-Mail: lisahopkins@fdle.state.fl.us

1999 ANNUAL TRAINING CONFERENCE MINUTES

Executive Board Meeting - September 19, 1999

Meeting called to order at 8:45 a.m.

Members Present: Ms. Hopkins, President, Ms. Christian, Treasurer, Mr. Meyrahn, Executive Vice President, Mr. Combe, Chapter Representative, Mr. Wilson, Staff Vice President, Mr. Johnson, Repository Director, Mr. Stockard, Past President

Approval of Minutes: Mr. Meyrahn motioned for approval, Mr. Combe second, passed unanimously.

Officer's Reports:

President

Ms. Hopkins discussed the conference and the Association set up. She announced there would be further discussion later.

Executive Vice President

Mr. Meyrahn distributed a handout concerning the revised strategic plan. He requested clarity concerning clerical support for the Association. Mr. Meyrahn opened discussion about the Kansas City mid-year Board Meeting. He suggested that a meeting with Mr. Manzi be scheduled to discuss both. Mr. Meyrahn also brought up discussion about Police Planners Course progress.

Ms. Hopkins stated that the Advanced Certification Planners have been identified and are working on developing the course strategy. She offered that Mark Calhoon and Peter Bellmio are planning the courses but have not communicated their progress.

Mr. Stockard suggested the Association explore a long-term planner or director to plan the course year after year. Ms. Hopkins suggested that, if this is the direction we want to pursue, the Board put together a committee and to request that Mr. Manzi do the conference and planning. Mr. Stockard asked if we want a chief instructor to work with Mr. Manzi or perhaps equivalently qualified instructors to do them each year (2 courses per year). Mr. Wilson asked if we knew who had been contacted. Ms. Hopkins suggested that about 10 people have been selected for contact but no final request has been made.

Mr. Meyrahn suggested that a budget of \$7,000 be established for just this purpose so we can pay for instructors and planners. Ms. Christian said that an RFP would be preferred. Mr. Stockard supported the RFP suggestion.

Ms. Hopkins suggested a meeting later on in the week to discuss the matter further. She will try to contact Mr. Manzi to get information. Mr. Stockard wants to meet earlier than Friday to get training progress implemented. Ms. Hopkins stated that there would be a meeting for further discussion of details.

Staff Vice President

Mr. Wilson reviewed the new web site. He brought up issues for discussion with Mr. Manzi regarding the conference. Mr. Wilson stated that only 100 people were in attendance and that \$5,000 profit is not realistic anymore.

Mr. Stockard suggested charging more to be competitive with other conferences. One hundred people are not enough profit but 150 people would be good money. He also suggested a plan to draw in the additional 50 people, tracking the participants through the years demonstrated a pattern of strong/

weak attendance every other year. He pointed out that new conference members are not permanent.

Mr. Combe stated that rates of 5 star hotels could be a factor in participation. Mr. Stockard reflected on Chattanooga and Everett and the hotel/service facilities. He made a suggestion for alternative GuestRoom options for price sensitive members/agencies.

Ms. Hopkins would like to hold a brief meeting with the board inviting members (general members) to obtain input on conferences, associations and courses. Ms. Christian asked if it is too late to change registration fees for 2000 conference. Ms. Hopkins stated that her philosophy in the 1999 conference was to present the best conference possible without thought to making a profit. As a result, this year would be close – the Association could possibly lose money on the conference.

Mr. Stockard stated that International Association made \$5,000 in 1998 because of the Pacific Northwest Chapter. Ms. Christian stated that the year 2000 budget assumes a \$5,000 profit.

Treasurer

Ms. Christian gave year to dates:

Inflow – \$29,000
Outflow - \$24,000
Total Net – \$83,000
Totals: 699 Members
Last Year: 802 members

Ms. Christian stated that the former answering service will be in service until the end of September. She furthered that the Association was looking forward to a new treasurer but stated that she would be coordinating reports and taxes. Ms. Christian suggested a meeting with Tammie Barfield to coordinate membership

database and packets.

Mr. Stockard questioned who's responsible for updating the website and suggested that we needed coordination clarification. Ms. Hopkins suggested that internal processes needed to be clarified. Ms. Hopkins gave status on upcoming meetings:

Planners Course - Tuesday morning

Mr. Combe - Chapter Representatives
- Wednesday morning

Association processes and website
coordination - Tuesday afternoon

2000 Conference issues - Thursday
morning - Orlando Representatives

Secretary

Secretary is not attending meetings at this time due to illness but would like to remain Secretary. Discussion was held about voting for a new Secretary in Orlando.

Chapter Representative

Mr. Combe stated that the Chapter Reps meeting is set for Wednesday morning. He furthered that they had achieved goals in identifying Chapter Representatives and Chapter Participants. Mr. Combe stated that Michigan is back and needs to be invoiced and that the amount should be determined. He noted that they now have a viable website. Ms. Christian requested a meeting to go over the invoices.

Mr. Combe announced a new Chapter Representative for 2000, Tom Smith from Collier County Sheriff's Office, Florida.

Ms. Christian inquired about the planners and projects of the year. Ms. Hopkins replied that there are no projects but the Association does have a Planner of the Year.

Mr. Stockard suggested that advertising for the conferences should be more aggressive, making the conference more effective. Ms. Hopkins reported that she received one call from the 2 paid ads placed and 12 registrations from the mass mailing to Texas agencies.

Mr. Wilson requested that reminders be sent regarding Project of the Year.

Depository Director Mr. Johnson questioned Mr. Stockard for clarification on PALS responsibility. Mr. Stockard suggested that the Depository should have the primary responsibility. He added that the last two or three years were never added to the database. 1996 was entered but not 1997-1999, if any were submitted. Mr. Johnson confirmed that there was some disorganization in the office with electronic operations.

Mr. Stockard suggested that the PALS contests at the conference should be extended throughout the year and then at the next conference each year prizes be awarded; he also suggested setting a minimum receipt of 25.

Past President

Mr. Stockard has nothing to report.

New Business

Conference Report

It was pointed out that there are only three vendors at the conference this year at \$350 each. Mr. Stockard questioned who was responsible for the vendors. Ms. Hopkins stated that she and Merle had mailed out 20(+/-) and there were 3 responses.

Ms. Hopkins further stated that there were a couple of speakers that dropped out but all had been replaced.

Mr. Meyrahn stated that he had gotten a call from the National Institute of Justice (NIJ) and discussed calls and inquiries. Mr. Stockard suggested that the Florida members assist in getting participation and relationship going with NIJ.

Ms. Hopkins offered comments on this conference:

Schedule
Reception Monday night
Training Tuesday
San Antonio Chief to Open General Session
Riverwalk dinner Monday night
Bus coordination discussion
Dinner at the Alamo

New Member luncheon Monday on the 20th floor - all Board Members should attend

Tuesday night
Texas Chapter doing Hospitality Room until 10pm
Board dinner - Ms. Christian and Ms. Hopkins will coordinate

Wednesday will be on your own after lunch

Thursday Evening Banquet -
Speaker from NASA

Friday – Board Meeting if needed

Budget: Budget is uncertain. Ms. Hopkins stated that the Association is trying to save money by bringing the A/V equipment for the conference.

Presentations: It was noted that there are a variety of good presentations for this conference.

Ms. Hopkins suggested the boardmembers continue requesting input and opinions as the conference continues.

Mr. Stockard suggested a conference evaluation form, opened for any suggestions on format, and also suggested that copies of presenter handouts be available in the office.

Website:

Mr. Stockard opened for discussion on the website. He suggested that security perhaps could be improved; it does not work with every browser. Mr. Stockard pointed out that there are General Public/Members/Officer sections on the website. He further stated that changes to the membership list should be online, with no offline updates.

Ms. Christian requested adding some financial information into the date file on the web, and multiple Chapter registrations. There was some discussion of presentation and function of website. Mr. Stockard stated that he had improved operation and presentation from list server and that emails are sent directly from website.

Mr. Stockard noted the following comments with regard to database maintenance; i.e., mailing lists and labels procedures, and the website in general:

Query to Mr. Stockard so formal changes can be made



Coordinate any reports and list changes with Mr. Stockard

We are getting a good amount of traffic and hits on the website

Suggestion to create more email addresses on the website – no changes, just a redirection of an inquiry or information

An Online job bank was requested; i.e. putting them on the list server

Request to put job announcements on public portion - Mr. Stockard suggested creating a new database just for that purpose. - Do we want to do that in the public portion so anyone can see it? Or in the private membership only? Public portion preferred by all present.

Mr. Stockard requested methods of searching old queries in list server. He stated that they can be searched by subjects and list server threads.

Old Business:

Nominations for Election:

Jim Moore – Treasurer
Steve Taratula – Staff Vice President

Mr. Stockard suggested that Ms. Hopkins appear on the ballot for past President.

Planners Course

Meeting on Tuesday, 7:30am for Planners Course in the Board Room

Association Management:

Meeting with Mr. Manzi and Tammie Barfield on Tuesday afternoon in the Board Room to clarify internal processes.

Good of the Order:

Mr. Stockard inquired whether the Association Management was working. Ms. Hopkins stated that the internal process needed work but that overall it appears to be working well.

Meeting adjourned 10:20am

Executive Board Meeting - September 21, 1999

Meeting called to order at 12:45pm.

Discussion of Association Management Processes

New Member Applications & Packages

Procedural discussion regarding mailing envelopes

Request to date stamp, copy, record, and mail checks to Ms. Christian

Introductory letter:
 Blurb about the upcoming events
 Police Planners Course information
 Check on website for calendar print
 and include in packet
 Customize renewal forms
 Send a list of contents

Reports

Quarterly - Chapter Members current
 and new for quarter.

Mr. Meyrahn discussed IACP Issue.
 Mr. Stockard stated that the board
 should be involved in managing that
 relationship.

Speaker/Vendor database
 maintenance discussion. Suggestion
 to create electronic forms for planning
 conference which can be updated.

Discussion: Orlando Conference

1,400 invitations for the IALEP mailing
 list. Several responses from
 foreigners-several to speak. Vendor
 contracts into draft. We are shooting
 for 15-20 vendors. Steve Smith is
 coordinator. Catering menu and
 plans, break, meals are already in
 draft. The website is updated with
 schedule and links. The cost is
 prohibitive for Kennedy Tour and
 dinner, alternate activity plan under
 investigation. Kaye Ersch stated that
 the budget including speakers needs
 325-340 registered. The Board is okay
 with a higher rate.

Motion – Rates for 2000 conference at
 \$325 early, \$350 regular, \$375 late plus
 \$30 membership fee on top of
 registration for non-members. Second
 – Mr. Combe. Motion passed.

Meeting adjourned 2:00 pm.

Minutes of the General Membership Meeting

September 22, 1999

President Lisa Hopkins convened the meeting at 10:40 am. Ms. Hopkins asked for a motion to approve the minutes of the previous meeting. Barry Horrobin moved that the minutes of the previous meeting be approved. Dave McCann seconded the motion. There was no discussion or opposition. The minutes were approved.

Officer's Reports:

President's report: Lisa Hopkins stated she hoped everyone was enjoying the conference. Ms. Hopkins had no other information at that time.

Executive Vice President's report: Bill Meyrahn reported they are up and running on the basic course for next year.

Staff Vice President's report: Mike Wilson reported we would be discussing Executive Board nominations later in the meeting.

Immediate Past President's report: Chris Stockard reported he has been working on web site changes and will be discussing those tomorrow.

Secretary's report: Illness prevented the secretary from attending the meeting but he had nothing to report. Cards were available for members to sign for sending to the secretary.

Treasurer's report: Holly Christian reported revenues of \$29,000, outflow of \$24,000, and a net worth of \$83,000 which is invested in CD's, money markets and bond index funds. Accounting reports of 1998 are available. Membership so far in 1999 is 720. Membership for 1998 was 802. It is expected to keep the same pace as membership for 1998. Ms. Christian reported this was her last conference as treasurer and enjoyed it and thanked everyone for their support.

Chapter Representative's report: Clarke Combe reported there is a web page on the web site to check on chapter activity. Chapter representatives recently elected Tom Smith as chapter representative for next year.

Repository Director's report: Phil Johnson reported his major responsibility is maintaining the PALs. They are on-line now.

Old Business

President Hopkins reported Planners' course overview will be presented tomorrow. Certification program has been updated and she thanked the Southwest Chapter for their work.

Ms. Hopkins reported there is a professional company managing the association now, S M & C Sciences, who is working with her now. They have an office and answer the phones for IALEP. They will also perform day-to-day administrative tasks. Chris Stockard sent out RFPs to about 20 companies and 9 responded. He was looking for a company that handled mostly law enforcement type issues. Ms. Hopkins advised if anyone is experiencing any problems to notify her.

2000 Budget

Bill Meyrahn advised a copy of the budget was provided to membership and asked for any questions. None were forthcoming.

Officers

Mike Wilson discussed nominations for Staff Vice President and Treasurer. The progression is Staff VP to Executive VP then President. Wilson asked Steve Taratula, who had been nominated for Staff VP, to come forward and tell a little about himself. Taratula advised he has been involved with IALEP for several years and looks forward to working with the board to advance the strategic plan.

Mr. Wilson asked Jim Moore, who volunteered to take the Treasurer position, to tell something about himself. Mr. Moore advised he was very impressed with IALEP and looks forward to serving.

Mr. Wilson opened nominations for Staff Vice President. No other nominations were received. Mark Calhoun moved that the nominations be closed. Bob Marconi seconded. Mark Calhoun moved that Steve Taratula be accepted by acclamation as Staff Vice President. Bob Marconi seconded. Motion passed unopposed.

Mr. Wilson opened nominations for Treasurer. No other nominations were received. John McBrien moved that the nominations for Treasurer be closed. Bob Marconi seconded. Bob Marconi moved that Jim Moore be accepted as Treasurer by acclamation. Kay Ersch seconded. Motion passed unopposed.

2000 Conference

President Hopkins called Tom Smith forward to discuss the Orlando conference. Smith advised there was

information regarding the Orlando conference available on one of the tables. He asked for input if anyone had information on potential speakers. Smith advised he has possibilities on speakers from several different countries. Registration information: early registration \$325. Registration after the cutoff for early - \$350. Late registration - \$375. Hotel is \$125. Plus 12% tax.

Awards

As he was leaving before the Banquet, President Hopkins presented Tom Smith the Planner of the Year award. Mr. Smith received a standing ovation.

President Hopkins advised she would not be able to provide updated conference attendee lists at the conference but will post them on the web site and mail out copies as necessary.

Diana Shek moved the meeting be adjourned. Steve Taratula seconded. Meeting was adjourned at 11:15 am.

The following members received their IALEP Planner Certification:

Susan Wind
North Miami Beach Police Department

Mary Ann Gallegos
El Paso Police Department

The following members received their Basic and Advanced IALEP Planner Certification:

Duane Huddleston
Shreveport Police Department

Blaine E. Webb
Bristol Police Department

Sylvia Church
Edmonton Police Service

Joseph Paul Grebmeier
Monterey County Sheriff's Department

Police Chiefs Propose DNA Database

NEW YORK — The International Association of Chiefs of Police (IACP) executive committee voted in August to put before its membership a resolution calling for states and the federal government to begin DNA sampling of all criminal suspects at arrest.

Similar to the fingerprinting process today, the IACP proposal would mean that even those who are later found innocent would be sampled in the booking process. Unlike fingerprinting though, the IACP proposal would call for destruction of the sample on acquittal.

Civil libertarians of all stripes are reluctant to view this "fox guarding the hen house" approach as reassuring, and point out that DNA provides personal data two-dimensional fingerprints never could. The IACP maintains that the protests are much ado about nothing.

"The IACP maintained the first fingerprint database in the nation, and this is not any different," said Gene Voegtlin, legislative counsel to the 106-year-old organization. "We understand the concerns they are raising, but we only want to use the DNA to identify perpetrators of crime. We would, of course, be a part of making sure there was adequate safeguards to privacy."

The resolution, if approved by its 16,000 members at their conference Oct. 31 to Nov. 3, would allow staff members of the powerful organization to begin lobbying the president and Congress on the issue. — Raymond Dussault

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Analyzing This

A police department in Kansas is mixing crime-analysis skills with common sense.

By Raymond Dussault |
Justice & Technology
Editor

Of all the new technologies being applied in the justice arena, perhaps only crime analysis and mapping draws from and reaches into so many areas of municipal government. Surprisingly, such a system, which provides many rewards to all parts of municipal government, is relatively easy and inexpensive to build.

When a police department decides to set up a crime-analysis unit, their base maps are drawn from planning and utilities departments. Inevitably, the data gathered cycles back to city council chambers and the mayor's office.

One example is Overland Park, Kan., a rapidly growing suburb of Kansas City, Mo. The city's crime-analysis unit, only about 6 years old, has been key to cracking jewelry-theft cases several hundred miles away and explaining the impact of new business projects within the city.

The foundation was laid in 1993, when Chief John Douglas, then the department's deputy police chief, became convinced that a major overhaul was needed in the way the department approached crime and community issues.

The city was under pressure, with a large influx of new residents fleeing Kansas City and a burgeoning workday population drawn by new job opportunities in the upscale

community. The city now boasts a resident population of 138,000 — with a daytime population of over 200,000 — and is home to many large businesses, including Sprint's new international headquarters.

To meet the challenges of growth with a department consisting of 200 sworn officers and a civilian staff of 75, Douglas set out to build a crime-analysis and mapping unit that would help guide department decisions.

Solution Summary

Problem/situation | High-community growth was putting pressure on a department to re-evaluate how it managed crime and supported other areas of the city government and community.

Solution | Develop a cutting-edge crime-analysis unit within the department.

Vendors | Microsoft, Institute for Police Technology and Management, Hewlett-Packard.

Jurisdictions | Overland Park, Kan., Police Dept.

Contact | Gerald G. Tallman, manager, Crime Analysis Unit, Overland Park Police Dept., 913/327-6904.

What he didn't realize was that he was taking the first step toward building a unit that would draw law enforcement from all over the country, hoping to pattern their success after Overland's.

Humble Beginnings

As a first step, Gerald Tallman was hired to build the unit. He started off with a lot of moral support and little more.

"When it started out, it was just Gerry and a 286. Now this team just keeps making me look better and better," said Captain Glenn Ladd, crime-analysis supervisor. "Either they're putting out great data or there's just so much of it no one can tell."

The team now consists of Tallman, assistant crime analysts Susan Wernicke and Jamie May, and five committed civilian volunteers. Tallman's old 286 is nowhere to be seen.

The team now runs maps, bulletins and statistical reports using seven 450 MHz Pentium III PCs. Those reports are accessible in-house, and crime bulletins are faxed regularly to federal, state and local law enforcement agencies in Kansas and Missouri.

Much of the team's work is produced with off-the-shelf software like Microsoft Excel, Word, Outlook, Power Point and FoxPro — helping to keep costs

down — while their raw data is drawn from the department's server. But it's not hard for Tallman to look back.

"I was given a broad mission statement and a free reign; not much else," he said. "For the first six months, I don't even remember having a computer. I just researched and networked. I called cities all over the country to talk about what they were doing.

"Then I went to Colorado Springs, and spent three days with their unit. Next, it was a vendor fair — I had them flying in from all over to pitch their wares, but nothing I saw did everything we wanted. Finally, after looking at FoxPro, Lotus and Access, I settled on FoxPro as our software base."

Helping to cement the decision was the fact that the crime-analysis program that Tallman found — from the Institute for Police Technology and Management

(IPTM)—was written in FoxPro. Still, even IPTM’s program was not as user-friendly or versatile as needed.

Tallman negotiated to purchase the source code from IPTM, a \$2,000 investment, and then hired a local consultant to revamp the program. That cost about another \$5,000. But, in the end, the department’s crime-analysis unit had a user-friendly program they named Target Crime Analysis.

Reversal of Fortunes

In the five-and-a-half years since Tallman was searching the country for technology and application ideas, the tables have turned. In addition to local publicity, the department’s use of crime mapping was included in a recently published book and highlighted at a national crime-mapping conference.

From this and word of mouth, the unit now receives calls and visits from departments as far away as Jamaica. The information and opportunities the crime-analysis unit provides are now being accessed by detectives, who went through a one-hour training class to learn how to utilize the software to create their own maps and reports.

Patrol officers can access, on a view-only basis, all crimes committed in their area during the 48 hours prior to their shift. In addition, the crime-

analysis unit has provided information to the chief, City Council and community members to support informed decision-making.

Officers and civilians at all levels of the department enthusiastically endorse the crime-analysis unit and the information it produces. Regular crime bulletins help information sharing across the department’s two police districts, and at least one sergeant said he likes to turn to the

unit when he thinks he sees a crime pattern developing. In several situations, the ability to spot a pattern has paid dividends.

When the unit noticed a string of construction-site burglaries involving heavy machinery — another problem associated with the city’s high growth rate — the unit’s information led to erecting roadblocks on major thoroughfares. In addition to apprehending the thieves and recovering the stolen property, the roadblocks also led to tickets issued for safety and motor-vehicle violations.

In another situation, the unit picked up on a scam an elderly, well-dressed gentleman was running on shopping-mall jewelry stores. He would come in, ask to see several high-dollar items and then, when the clerk was distracted, take off with everything he could grab.

The unit issued a bulletin through its network, a copy of which ended up in Columbia, Mo., a two-and-a-half hour drive away. Columbia police officers saw the bulletin and caught the elderly suspect, who had decided to run his scam a little farther from home.

Civil Benefits

Perhaps as telling as the numerous criminal trends the unit has helped stop is the role the unit has played in delivering information to the community. When an entertainment complex — including a bowling alley, night club and family restaurant — was proposed, neighborhood activists

Busy Department

The Crime-Analysis Unit of the Overland Park Police Department is usually very busy. Some of its regular products include:

- **Target Crime Analysis:** This FoxPro-based program is used to maintain target crime databases and perform computer-aided analysis. It is networked via a LAN to the investigations division to track assigned caseloads.
- **Daily Patrol Maps:** Available on all department computers for patrol officers to view and perform simple queries. Data limited to most recent 48 hours.
- **Weekly Persons and Property-Crime Maps:** Provide crime type and location data for up to the last 90 days. The Persons map, which contains sex-crimes data, is for in-house use only, while the property-crimes map is posted in public areas.
- **Persons and Property-Crime Bulletins:** Word documents produced weekly which detail the last seven days’ worth of persons and property crimes. Distributed in-house via e-mail and by fax to other law enforcement agencies in two states.
- **Weekly Arrest Report:** A Word document that contains pertinent information on arrested individuals and recently issued warrants. Distributed in-house via e-mail and by fax to other law enforcement agencies in two states.
- **Crime Prevention Reports:** Produced for neighborhood groups, homeowners’ associations and individuals.
- **Monthly Mall Report:** Produced by the 10th of each month for investigations and patrol divisions.

protested, believing the establishment would inevitably lead to crime.

The City Council turned to the unit for data. After some research, the unit presented information showing that the planned use of the land, based on other examples in the community, created fewer crime problems than almost any other use possible. In another instance, the unit's analysis led to increased support from the police chief.

"We had a group of people going to City Council meetings complaining that the department was not writing enough tickets to slow down speeders and stop-sign runners in their neighborhood. They felt that outsiders were using their community as a race track," explained Tallman. "The department stepped up patrols in the area and plotted the tickets for several weeks — locations, speed, who the speeders were — and at the next council meeting the chief was able to throw up this flip chart and say, 'Talk to your neighbors. They're the one's that we catch speeding there.'"

As with technology in police departments nationwide, the system is not always used to its full potential. Some officers still complain that the system is too complex. A few keep a tight grip on their pencil and paper, eschewing all things technological. Most, though, either utilize the system themselves or at least lean on the unit to provide needed data.

"This is about officer safety and serving the community, and we are doing that," said assistant analyst Wernicke. "Other agencies, we've noticed, won't even have their own data handy, but they use ours — and Kansas City patterned their unit after what we are doing. It's a good feeling."

Justice and Technology Editor **Ray Dussault** is also a research director for the Law Enforcement Technology Acquisition Project.

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E-Sleuths to the Rescue

Web-based system helps in the search for missing children

By Tom Byerly | Internet Editor

The Internet's ability to transmit information to millions of users with a few mouse clicks has always offered promise as a tool for law enforcement agencies in the search for missing children. Today, a first-of-its-kind, privately developed, Web-based alert system is helping those agencies deal with perhaps one of the most frustrating jobs of law enforcement, where clues are few and time is of the essence.

The Emergency Internet Alert System (EIAS), developed and operated by Spring Lake, N.J.-based Safe Kids International, is making the job a little easier. When a child is reported missing to local authorities, the EIAS is activated. After a police report has been filed, the missing child's photo and other pertinent information are sent to Safe Kids by either the law enforcement agency overseeing the case or the child's parents. The company uses the data to prepare and send e-mail alerts, which include a photo and biographical data, to thousands of online law enforcement agencies, schools, hospitals, transportation terminals and a growing base of private citizens within the geographic region from which the child disappeared. The alert messages include a link to the Safe Kids International Web page - <http://www.skig.org> - where users can print copies of preformatted flyer notices containing the photo and descriptive data for posting in neighborhoods.

The system is the brainchild of Joe Florentine, a former real estate agent and entrepreneur who grew tired of reading about the rising number of juvenile abductions as cash-strapped law enforcement agencies struggled to keep up.

"Realistically, the Internet has provided us with the ability to track missing children anywhere in the world," Florentine said. "The ultimate goal is to see this system fully implemented for law enforcement."

Needle in the Haystack

Two years in development, the Safe Kids EIAS went into operation in January [1999], when it issued its first alert for a 17-year-old reported missing from Sayreville, N.J. The system successfully transmitted over 10,000 messages in the first days of the case. Sadly, the missing girl's body was found a few days later, but Florentine was encouraged by the overwhelming response to the system by the public and private sectors that he pressed on, mortgaging his home to finance the operation.

In May, Safe Kids International celebrated its first victory in its war on juvenile abductions when it helped recover 16-year-old Candice Sharp. Reported missing in Alabama in March, she was found in Arkansas nearly two months later after a Safe

Continued on Page 16

IALEP ANNUAL PLANNER OF THE YEAR & PROJECT OF THE YEAR AWARDS

IALEP is now reviewing nominations for the annual awards, Planner of the Year and Project of the Year.

The nomination deadline for these awards is June 30, 2000.

Winners of these awards will be recognized at the 2000 Annual Membership Conference in Orlando, Florida. Limited funds are available to assist any winner who is unable to attend the conference because of fiscal restraints.

To receive a copy of the Nomination Form or for more information about the Awards Program, contact:

Judi Martin or Phil Keith
at 865-215-7339

BULLETIN BOARD

PLANNER CERTIFICATION

The International Association of Law Enforcement Planners provides certification as Certified Law Enforcement Planner or Advanced Law Enforcement Planner. The Planner Certification Program recognizes professionals dedicated to and experienced in law enforcement planning through a process attesting to the professional achievement of these individuals.

Criteria for Certified Law Enforcement Planners includes:

- verification of achievement (college education, CEU's, training certificates, work experience, etc.) in 12 of the 24 topic areas set forth in the Certification Application.
- verification of six semester hours or equivalent of one year of English composition and literature.
- verification of three semester hours or equivalent of general statistical course work.
- verification of three semester hours or equivalent in research methods.
- verification of college degree and one year of planning experience - work experience may substitute for college degree.

Criteria for Advanced Law Enforcement Planner includes:

- meet all requirements for Certified Law Enforcement Planner.
- 5 years of law enforcement experience with a minimum of three years assigned to a planning or comparable position.
- minimum of a four-year college degree.
- verification of achievement (college education, CEU's, training certificates, work experience, etc.) in 18 of the 24 topic areas set forth in the Certification Application.

If you meet the qualifications for both levels of certification, you may apply for both at the same time. The cost for each level of certification is \$50.

To receive a copy of the Certification Application, call Judie Martin at 423-521-7339 or fax 423-971-7412.

The application is also available on the IALEP website www.ialep.org

IALEP has changed its mailing address!

Please send board correspondence, membership applications, etc., to:

**IALEP
1300 Executive Center
Drive # 450
Tallahassee, FL
32301-5025**

Please send any historical or PALS related correspondence to:

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E-Sleuths to the Rescue

(continued from 13)

Kids International volunteer recipient recognized her face from one of the thousands EIAS alerts sent during a 30-day period.

Once a missing-person report is filed, law enforcement officials say, the chances of locating the child depend on the ability to create immediate awareness within the geographical region involved. The faster a child's photo, description and other pertinent data can be distributed, the better the chances of recovery. The ability of EIAS to blanket specific geographic areas with alerts means the eyes and ears of the public can be put on the case before the trail grows cold.

"The most important part of a missing-person case is the first few hours, when we really need to get the word out to as many people as possible," said Sgt. Joe Mantegna of the Manchester, N.J., Police Department, who provided guidance to Safe Kids during early development of the system. "As soon as a child is missing, this system allows information and pictures to be passed through neighborhoods very quickly. It's fantastic."

Partners Against Crime

The success of the system, Florentine said, is attributed to the enthusiastic response it's received from overburdened law enforcement agencies, which handle more than 30,000 missing children cases each year, according to FBI statistics. Many law enforcement agencies, particularly those with fewer personnel, have linked their own Web sites to the Safe Kids International site, making it easier for parents to obtain critical information, such as specific steps to take if a child is missing. Of the

approximately 20,000 law enforcement agencies nationwide, Florentine estimates that about 4,000 are in the Safe Kids International database as alert recipients. The roster of volunteer agencies includes the Texas Missing Persons Unit, the Royal Canadian Mounted Police and police departments in West Palm Beach, Fla., and Stephenville, Texas.

Bracing for the Future

If Joe Florentine gets his way, a union of space-borne technology and simple fashion will one day make happy endings the rule, not the exception, in missing children cases. The 38-year-old CEO of Safe Kids International hopes to ultimately outfit kids with a bracelet containing a microchip capable of detection by orbiting GPS satellites or cellular telephone receivers.

Similar to emergency-locator beacons used by mariners worldwide, the gadget would allow authorities to pinpoint the location of a missing child and track the child's movement. While the technology to make a transmitter and power supply small enough to fit the bracelet may not be available until well into the 21st century, Florentine believes the system has potential. He plans to move ahead with its development and ultimately hopes to market the devices and an accompanying monitoring service, which he likens to the service homeowners pay for monitored home security systems.

Although the device may sound far-fetched, Florentine is quick to note that the very concept of e-mail and the Internet were viewed in the same light 20 years ago.

As agencies continue to come on-line with Web sites, Safe Kids will invite them to become volunteer recipients.

The company employs a private detective to interface with participating agencies and follow-up on leads.

The quick and accurate exchange of information between Safe Kids and local schools, libraries and law enforcement agencies is critical to the success of the EIAS. Once information is received, it is immediately verified with the overseeing agency. Staff quickly scans photos and prepares an alert message within 10 minutes of receiving the information. The alert flyer is uploaded to the Safe Kids Web site and alert e-mails are sent within 30 minutes using six standard dial-up modem connections. The company plans a switch to ISDN when it relocates to new offices this fall.

As its name suggests, Safe Kids International's service has extended beyond U.S. borders. The company recently helped law enforcement agencies track a 4-year-old abducted in a domestic dispute into Mexico. Relatives from another side of the child's family picked up Safe Kids e-mail alerts that had been translated into Spanish and contacted the FBI. Japan's Web police unit has linked its site to the Safe Kids home page.

Searching for Dollars

One of the biggest hurdles facing Safe Kids International is securing funding to keep the system operational. With the volume of missing-child alerts it processes growing daily, the company's staff of four is experiencing some growing pains. Florentine says he hopes to fund future growth with federal grant money set aside in next year's federal budget for the National Center for Missing and Exploited Children. In the meantime, the company is relying on corporate sponsorship through its Companies Who Care program, and recently inked Fleet Bank as its first major corporate supporter.

Florentine hopes that future revenue will also come from the sale of child security systems he plans to market. These kits will help parents electronically gather photos, biographical data and other information on their children for storage on a disk so it can be quickly transmitted to Safe Kids International in the event a child becomes lost.

Long-term plans include developing software to allow personnel from individual law enforcement agencies and other organizations to quickly assemble alerts when and where a child is reported missing.

"We would like to see this, ultimately, as a uniform recovery system for missing kids," Florentine said. "My vision of what this system could do is similar to what 'America's Most Wanted' and 'Unsolved Mysteries' have done for TV."

Agencies and individuals wishing to be added to the database of alert recipients may contact Safe Kids International at 888/820-5437.

Tom Byerly is an Elk Grove, Calif.-based writer.

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The NEW! IMPROVED!
IALEP Web site is
www.ialep.org

Letter from our New President

January 2000

First I want to thank Lisa Hopkins for her tireless work in putting together the San Antonio Conference. She and her committee did an outstanding job and I know those of you who attended will second my motion. I would also like to commend her for using her editorial skills in developing our newsletter, "The Exchange," for yet another year. Thanks again, Lisa.

Our association has many challenges ahead for the upcoming year. A few of them are our Basic Police Planner's Course; updating our Strategic Plan; and negotiating a new contract with our present association manager, Mr. Merle Manzi. Your board is committed to providing you timely information to make your job a little easier and more fruitful. Our website is www.ialep.org so please use it to access the membership and PALS databases.

We plan to offer an extensive five-day Basic Planner's Course in Kansas City this May. It is designed for the newly assigned planner (sworn or non-sworn) and will be facilitated by a pool of IALEP Advanced Certified Planners. Some of the topics that will be covered include Strategic Planning, Budget Preparation, Crime Prevention Through Environmental Design, and the Role of Police Planner. I want to thank Peter Bellmio, Mark Calhoon, and members of the Executive Board for their assistance in developing the curriculum. What better way to get a "jumpstart" toward your IALEP Certified Planner's Certificate.

Our Florida Chapter is proud to host our Annual Training Conference. It will be held at the Clarion Plaza Hotel, Orlando, Florida on October 8-13, 2000. This conference will be packed with information on new technologies, innovative planning, and methodologies for dealing with the trends of the future. Check out the conference website at <http://colliersheriff.org/ialep> for further updates.

I look forward to your input and ideas so please feel free to contact me at bmeyrahn@OntarioPolice.org or call me at 909-988-6481, ext. 7572.

Best wishes for a great new year.

Bill Meyrahn, President
IALEP

CHAPTER NEWS

September 23, 1999
San Antonio, Texas

Never ones to miss an opportunity, the Florida Chapter met during lunch at the steak house next to the hotel. Chapter Members Present:

Cindy Durrett - Christy Perry - Susan Wind - Navin Puri - Robin Eckenroth Louise Grimm - Jerry Samies - Lisa Hopkins - Steve Smith - Diana Shek Steve Shields - Joy Cocuzzi

The meeting was called to order at 12:20pm.

President's Report: Jerry Samies announced his resignation as President of the Florida Chapter of IALEP effective October 1, 1999. He has a new job assignment and is no longer a planner but he intends to maintain his associate membership with IALEP. Diana Shek, the Chapter Vice President, will assume the President's duties officially on October 1. Jerry expressed his mixed emotions about leaving the group and his appreciation to friends and co-workers in the Chapter. Diana presented Jerry with a plaque to recognize his work with IALEP.

Vice President's Report: Diana distributed the preliminary agenda for the Florida Annual Chapter Conference scheduled for January in Daytona Beach Shores. She is looking for additional speakers and may have located a speaker on school violence. Will discuss a fee arrangement with that speaker since she is Florida based. Suggestions and additions to the agenda were welcomed. Conference fees have not yet been set. Sandy Shields and Harley Cowles are handling the accommodations. Diana will set up a conference call with the board members by December to settle the details. Trying to schedule a cruise

outing for the conference. Will try to contact a representative from Volusia County to assist. Our contact from the hotel has since left their employ.

Florida Chapter will not hold an annual conference in 2001 because of its close proximity to the 2000 National Conference.

Appointment of New Vice President: Steve Smith has been appointed as acting-interim Vice President. He will be affirmed by election. Steve was welcomed by the Board members.

Treasurer's Report: Chapter Treasurer position opening up next year. Lisa's term as treasurer will expire. We are looking for an interested person to step in as treasurer. She needs to get two people involved in the publication of The Planner and wants to transition them in as soon as possible.

Central Region Chair: Since Steve is taking over as Vice President, we have an opening for Central Region Chair. Will try to find an interested person to take over.

Other Business: Florida Chapter Cool List- Any new members wishing to get on the Cool List, contact Cindy Durrett to sign up.

The meeting was adjourned at 12:40 pm. (There was no chili at the restaurant but Diana was OKAY about that and not mad.)

Additional note from the Editor: The Florida Board held the first (as far as we know) internet meeting of an IALEP Board on December 22. We used the Delphi website and created our own "chat room." This allowed us to discuss things in "real time" and also create a record of the discussion. All

Florida Chapter members were invited to "attend" and offer input. This system worked very well if, as North Region Chair Roger Doherty put it, you ignored the typos.

During its November 19, 1999 Annual Meeting in Phoenix, AZ, the IALEP Southwest Chapter elected new officers for the year 2000:

President - Mr. Randall Greeley, Chandler Police Department

Vice President - Mr. Gary Vredeveld, Prescott Police Department

Secretary - Gerald Kos, Mesa Police Department

Treasurer - Sgt. Mark Bach, Fort McDowell Tribal Police Department

Past President - Donald S. Ijams, Tucson Police Department

For more information, visit the SouthWest Chapter at:

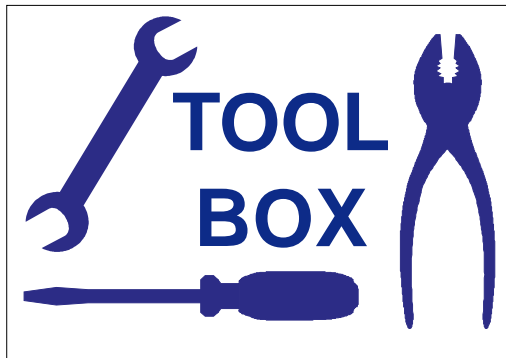
<http://ialepsw.cihost.com>

and the Florida Chapter at:

<http://www.colliersheriff.org/ialep>

Got any news about IALEP Chapter activities? Send to:

Exchange c/o Lisa Hopkins
FDLE / PO Box 1489
Tallahassee, FL 32302
or e-mail to
lisahopkins@fdle.state.fl.us



PERF RELEASES NEW PUBLICATIONS

Command Performance: Career Guide for Police Executives is the culmination of a three-year project to bring together the most comprehensive and practical information on successfully competing for police executive positions and understanding the selection process. Written by a city manager, employment specialist and police researcher, the book provides useful resources, helpful advice and substantive briefing on issues related to career development as a police executive.

The book's 11 chapters include getting a job in a competitive market; managing a career; dealing with political influences; working with executive search consultants; sharpening a resume; image and interview skills; negotiating effectively; understanding employment agreements, contracts, and compensation issues; and advice from the pros - tips taken from an extensive 1997 survey of police executives. Sample resumes, cover letters, contracts, suggested reading lists and other resources are also provided. *Command Performance* is available for

\$29.95 (\$24.95 for PERF members) plus shipping and handling.

Crime Mapping Case Studies: Successes in the Field (Volume 2) is hot off the press. This second PERF-CMRC volume of crime mapping case studies meets increasing demand for practical information on how crime mapping technologies can be applied to community and police agency problems. It highlights such issues as gun violence, drug crackdowns, neighborhood watch efficacy, identifying serial suspects, sex offender registrant compliance, gang suppression, police agency redistricting/staffing, and many more. Written by practitioners, this volume is a must-read for students, police professionals, policymakers and others interested in accurate information that supports crime control and community policing; aids in suspect apprehension and prosecution; and involves law enforcement operations.

Crime Mapping Case Studies (Volume 2) is available for \$20 (\$18 for PERF members) plus shipping and handling.

Problem-Oriented Policing: Crime-Specific Problems, Critical Issues and Making POP Work (Volume 2) is the second of an annual publication series and reflects the latest knowledge about problem-oriented policing. It highlights information shared by practitioners and academicians at the ninth annual International Problem-Oriented Policing Conference. Authors include such national experts as John Eck, Sam Walker, Lawrence Sherman and Ron Clarke.

Problem-Oriented Policing (Volume 2) is available for \$29 (\$26 for PERF members) plus shipping and handling.

To order any of PERF's publications, visit the PERF website at www.PoliceForum.org or call toll-free 888-202-4563.



Gone, but not forgotten ...

Wilke Bermudez, our IALEP Secretary, passed away on December 24, 1999 after a long bout with lung and colon cancer. He was 50 years old. He is survived by his wife, Dayana and a son.

Cards or letters can be forwarded to his family at 918 Cricket Lane, Woodbridge, New Jersey 07095.

School Safety Update: Crime Continues to Fall, but Fear Pervades

Recent statistics point toward declines in violence, weapons, and other crimes at schools. However, high profile school shootings and copycat threats over the last two academic years have left many communities shaken, alarmed, and uneasy.

“The vast majority of America’s schools are safe places,” according to the first Annual Report on School Safety by the U.S. Departments of Education and Justice. “Reports of gun-, gang-, and drug-induced violence sometimes create the impressions that such violence is pervasive in our nation’s schools and instill fear in the minds of parents, students, and teachers. While this fear is understandable, it is not based on fact.”

The overall school crime rate between 1993 and 1996 fell slightly from 174 school-related crimes for every 1,000 students ages 12 to 18 in 1993 to 128 crimes in 1996. Theft accounts for three of five crimes (62%) against students at school.

The Report on School Safety indicates that youth are more likely to fall victim to violent crime at home or in the community rather than at school. In the 1992-93 and 1993-94 school years combined, 63 students ages 5 through 19 were murdered at school. Nationwide, during roughly the same time period, more than 7,300 children ages 5 to 19 were murdered in and out of school. Preliminary data indicate that school-associated violent deaths have decreased in the past two years. However, the number of multiple-

victim homicides at schools had increased from two in the 1992-93 school year to six in 1997-98.

Despite declining crime rates, students feel less safe at school.

In 1989, six percent of students ages 12 to 19 feared being attacked or harmed while at school. In 1995, the number had risen to nine percent.

In 1989, four percent of students feared being attacked while traveling to and from school. In 1995, seven percent feared attack.

In 1989, five percent of students said they avoided one or more places at school for fear of their safety. By 1995, nine percent avoided certain areas.



The report suggests that school communities can use this heightened public awareness about school safety to examine closely what is happening in schools and to use the findings to fashion rational policies and strategies for preventing crime and increasing school safety.

The Report on School Safety profiles several schools and the successful or promising programs they are using, such as school physical security, school-wide education in violence prevention, counseling, and specialized student services.

The book examined various approaches to school safety in public schools and found that:

94 percent have a zero-tolerance policy for firearms possession

91 percent have a zero-tolerance policy for weapons other than firearms

87 percent have a zero-tolerance policy for alcohol

88 percent have a zero-tolerance policy for drugs

1 percent used metal detectors daily

6 percent had police or other law enforcement stationed at school for 30 or more hours a week during the 1996-97 school year

78 percent did not have any law enforcement stationed at school

78 percent of schools had some type of formal violence prevention or reduction program

In addition to a host of other statistics, including state- and city-specific data, the publication describes steps communities can take to develop a comprehensive plan to reduce school crime and violence. It highlights what schools, students, parents, police, juvenile justice agencies, other government agencies, elected officials, and businesses can do to create safer schools. The report also features a synopsis of safety and crime and violence prevention programs that schools use and lists resources for more information on school safety.

A separate report by the U.S. Department of Education, Report on State Implementation of the Gun-Free Schools Act - School Year 1997-98, reveals that the number of students expelled for bringing guns and other weapons to school dropped nearly a third overall and by more than half in many states.

During the 1997-98 academic year, 3,930 students were expelled for bringing weapons to their public schools in the 50 states, the District of Columbia, and five U.S. territories. In the previous year, there were 5,724 expulsions reported.

Most of the weapons-related expulsions—62 percent in the 1997-98 year—were for bringing handguns to school. Seven percent of the expulsions involved rifles or shotguns, and 31 percent were for carrying some other type of weapon, such as a bomb, hand grenade, or starter pistol.

Most expulsions, 57 percent, were for high school students. Junior high schools accounted for 33 percent of expulsions and the remaining 10 percent occurred in elementary schools.

The Annual Report on School Safety, 1998, is available on the Internet at www.ed.gov/pubs/AnnSchoolRept98/. For a printed version call 877-4-ED-PUBS. Or place an online order at www.ed.gov/pub/edpubs.html.

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New Web Site for Kids! McGruff the Crime Dog has a brand new Web Site, www.mcgruff.org, filled with safety information, fun and games - just for kids. Get the word out to children you work with to visit www.mcgruff.org.

VALUES-BASED POLICING

By J. Stephen Cox

As policing completes a full circle from its earliest neighborhood origins, through the detached professional model, and now back to neighborhoods in the form of community policing, it is reasonable to ask how we might do it better this time around.

What have we learned that we can use to improve the delivery of services? What will distinguish neighborhood policing in the 21st century from that of the early 20th century? How do we reclaim the strengths associated with beat policing 100 years ago without also returning to its many pitfalls? Neither communities nor employees are the same as they were in the "old days." If we do not find ways to improve on what we did in the past, today's efforts will be nothing more than regression to behavior that seems much grander in our memories than in reality, particularly given the watchful eye and critical scrutiny of our constituents and the media.

The attraction of "old style policing" is the police officers' symbolic role as the glue that held a neighborhood together. If we are to fully reassert the best of the old days while meeting the expanded roles and missions created by the advent of true professionalism in law enforcement, we must consciously and deliberately practice policing based on values.

Values are nothing more than worthwhile, desirable qualities and standards—our core beliefs and philosophies. They guide us through life, determining our view of reality and shaping our behavior. We simply need to find and promote common values within our agencies that solidly reflect our communities.

Simply? How do you "simply" implement values-based policing when Generation X employees seem so different in their outlook that they might as well be from the far side of the moon? How do you reconcile their values with your own? Fortunately, your employees must have at least some core beliefs and values in common with you, or they would not have competed long and hard to join the same occupation.

It is a critical leadership role to tie together the diverse individual values found in today's organizations. You must capture the common values of all your employees and mold them into a coherent and healthy organizational culture that will both support and transcend individuals and eras.

Leaders have three powerful tools to help capture and shape organizational values: the mission statement, the statement of principles and the vision statement.

The Mission Statement

A mission statement is a short but comprehensive statement of purpose—"why we exist." It is rare to find a police agency without a mission statement. Unfortunately, many are severely outdated. "To Protect and Serve" may be the simplest expression of what police organizations do, but it is so trite and vague as

to be void of any meaning.

To be effective, a mission statement must meet the following criteria:

Is the ultimate rationale for the agency's existence clear? Does it articulate desired outcomes?

Will the mission remain constant over time? Will it survive changes in administration?

Will it make sense to the average citizen? Is it obvious why we spend public money on such an effort?

Does it answer the questions of who we are, what we do, for whom we do it, and why it's important? Can everyone in the agency see how he or she contributes?

Would you be proud to see it on the front page of the newspaper?

The Statement of Principles

Principles are core values and philosophies describing how an organization conducts itself in carrying out its mission—"what we believe in." Whether you call this document "Core Values," "Guiding Principles" or some other name, the values an organization adopts must serve as a foundation for the mission and vision, include values that every employee can embrace, describe how "customers" should be treated, and promote employee excellence and define quality performance.

Vision Statement

A vision statement is a compelling image of the desired future—"how we want to be." The vision statement must be inspiring and challenging, paint a clear portrait of the organization's preferred future state and be memorable.

Implementation of Values Statements

It does not necessarily require a huge effort to create these statements, but employee participation (and, in most cases, community participation) is a necessity. A "vertical slice" task force representing all agency units and functions can review examples or be charged with finding examples in the public and private sectors. Entire books of mission statements have been published, and the Internet is a rich source of organizational values and vision statements. Once the group is formed and given initial direction about the nature and importance of the task, their work can begin.

Core values or guiding principles should be written first, as your mission and vision need to flow from these common values. Each participant should find or write five proposed value statements and bring them to the meeting. Once the statements are written on chart paper or a chalkboard for all to see, duplicates can be eliminated. The task force must then discuss each statement, comparing it with the standards for value statements, and eventually agree on the top choices to match the desired number of core values. Five or six statements should be sufficient to express your guiding principles.

Mission and vision statements are prepared in the same manner, although their length and narrative nature means they must be constructed one sentence at a time. Again, they must be compared with the criteria outlined previously for meaning and relevance. Why involve employees? We should all know by now that this kind of participation leads to commitment rather than mere compliance.

Large departments may want to carry the idea a step further and require smaller divisions and units to adopt their own mission, vision and values

that flow from the agencywide statements. A periodic review is a must for all agencies.

Once your organization has adopted these vital documents, they cannot simply be placed in your manual and forgotten. They must be used and kept in front of employees and the public. The statements should be printed, framed and posted in work areas, displayed in public areas of your facilities, incorporated into stationery and car graphics, and used in employment, discipline and promotion. Keeping these values in front of employees—and yourself—will serve as a constant reminder of who you are, what you do and how you do it. In the long run, a strong and consistent value system will change an organization for the better in both attitude and behavior.

Conclusion

Employees find the greatest satisfaction in a job that inspires them, that makes them feel larger than themselves. Having effective mission, vision and value statements in your department will contribute greatly to that feeling. Ask yourself what you give your employees to believe in. If the answer is nothing, do not be surprised if they display less than desirable values and behaviors. Adoption of value-centered policing will ensure that returning to neighborhoods does not mean a return to old, failed ways of doing business. Rather than being circular, our progress will be forward.

J. Stephen Cox is a retired police chief from Leawood, Kansas, and a PERF member.

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LAW: LITERALLY ARRESTING WIRELESS

By Raymond Dussault |
Justice & Technology Editor

In 1995, Will Davis, police planning manager for the Scottsdale Police Department in Arizona, hunched over his computer and wrote a paper titled “Mobile Technology 101.” While typing, Davis imagined how the application of burgeoning mobile technologies would change law enforcement before the rollover into the new millennium.

Surely it did not take much imagination to see that police officers would soon see their jobs transformed through the advent of mobile technology. However, in the five years that have passed, the use of mobile technology — coupled with the power of wireless communications — in law enforcement has failed to live up to its promise. True, hundreds of agencies nationwide have rolled out a startling array of laptop computers into their patrol cars. But, in many cases, the computer’s power is barely tapped.

“Ideally, the patrol officer should be able to access crime maps, street maps and incident reports. They should be able to make queries from their laptops for license-plate, drivers’-license and criminal-history data, and they should have car-to-car messaging and vehicle locators that show them where fellow officers are at any given moment,” said Davis. “This is where I thought we were heading five years ago, and it is still where we are heading today. But it has taken longer to get there than I

expected.”

That sentiment is echoed throughout departments nationwide. Few law enforcement professionals dispute the validity of the mobile-technology vision, yet the vision has remained elusive. The reasons are myriad — everything from money, or lack thereof, to legacy systems has played a part in slowing progress toward the ideal mobile-patrol office.

Dumb Terminal

The first mobile radios were installed in black-and-whites in 1936, and by the 1980s many patrol cars were utilizing mobile-data terminals. These mobile-data terminals (MDTs), often referred to as “dumb terminals,” were green-screen technology with limited capabilities. Used by other public safety agencies — like paramedics, ambulance companies and fire departments — they primarily allowed for visual dispatching over radio networks. In most cases, the actual dispatch came both by voice and data because of the normally unreliable nature of the early MDTs.

Still, a working MDT allowed the user to refer to the dispatch address and to see where other units were going. For law enforcement, it was also the first effort at running tag and other basic data checks on suspects though, again, most officers continued to rely on the dispatcher for information.

While some in law enforcement have embraced mobile technology and wireless applications, others are feeling handcuffed by history and an unwillingness to change.

“We have no ‘dumb terminals’ anymore,” said a jubilant Davis, conveying the news that all of Scottsdale’s MDTs had been replaced with fully functional Panasonic laptop computers. With 130 laptops in the field, it is a goal to be proud of, but this technology advocate is quick to note that the road has been long and difficult. “It has taken us years to get rid of the MDTs, and we are still not using the laptops the way we would like to.”

In fact, some agencies point to the years of MDT history as being one factor in limiting law enforcement’s full use of mobile computers.

“Those MDTs were around for a long, long time, and it has affected the veteran officer’s perception of what technology can do,” said Terry Armstrong, director of information management of the Monroe County, Fla., Sheriff’s Department. Armstrong, who has been testing mobile computers in the Sheriff’s Department since 1996, said he felt fortunate to have started with a clean slate. “We never had mobile computers until 1996, so the officers are open to playing with them and seeing what they can do.”

Dollars for Tech Geeks

There is a certain sense of irony in realizing that in a decade when the Department of Justice has thrown billions of dollars at state and local law enforcement — much of it earmarked specifically for mobile and wireless technologies — a lack of funds may be the primary roadblock to law enforcement being completely wired.

The COPS MORE grant program — the primary funding vehicle for technological advancements in law enforcement for many years — was structured so that

generous grants were easy to land, and has certainly furthered the high-tech transformation in law enforcement. The problem, though, is that the grants program funds hardware and software, not “people-ware.”

Most police and sheriff’s departments struggle daily with putting enough officers on the street to combat crime directly and ensure a highly visible presence to the public. Back-office personnel, the records clerks, civilian management and information technology personnel necessary to keep a modern agency humming along, are situated far down the financial food chain when elected officials vote on annual department budgets.

Simply put, a police chief has a much better chance of getting money for two more sworn officers than he does for a single programmer. The grant money keeps coming in and departments keep launching new tech projects, but the same small team of IT professionals is expected to shoulder the load of increasingly complex implementations. It should come as little surprise that the projects often stutter and stall.

Scottsdale has a records management system (RMS), a wireless system, computer-aided dispatch and a laptop project all under way. “Every time a grant opportunity came up, someone applied and we got all of them. Ideally, we should have a separate project manager over each one. Instead, I run them all,” Davis said.

What Davis didn’t mention is that while running four or more major implementation projects, he also continues to act as the department’s troubleshooter and help desk for all technologies, and the coordinator for the department’s Y2K preparations and response team.

“We get by with temporary-duty (TDY) personnel mainly,” said Karl Maracotta, a police officer and temporary-duty assignee in the Fort Lauderdale, Fla., Police Department’s MIS department. Fort Lauderdale is shouldering a tech-implementation load similar to Scottsdale’s. “It would help if we could at least get long-term TDYs but, mostly, they come and go.”

A Living Legacy

Given the staffing load, it is a wonder many of these projects have made it to implementation. In fact, while it is more the rule than the exception to find officers with a laptop in their cars, the level of use varies widely.

In many departments, the computers act as little more than an MDT — allowing for simple license-plate and name search engines through National Crime Information Center and state databases.

In a few departments, the computer has the added capability of offering a redundant dispatch system, in which an officer receives a radio dispatch and a digital dispatch on the computer, and officers can also send car-to-car messages. In a handful of departments, the officer can also write his reports in the field, saving numerous trips to the department headquarters.

In a very few departments, if any at all, that report goes directly into the department’s RMS. And in none are officers regularly able to remotely access digital images, such as maps or mug shots. The main obstacle to this next generation of law enforcement technology is the legacy systems currently in place.

“The officers can do their reports in the field and they can wirelessly transmit those reports to the office,” explained Sgt. Michael Gregory, who is

in charge of Fort Lauderdale’s technology projects. “But then they are printed out on the laser printer and records clerks enter the reports into the RMS.”

Fort Lauderdale is striving toward having those reports move through a paperless approval process and straight into the RMS, but like many departments — Scottsdale included — there is no adequate translation technology to interface new report-writing systems with an old, closed architecture RMS. That next step of seamless data translation will have to wait until departments manage to replace their old RMS with modern, open-architecture systems compatible with their laptops and report-writing software.

“Right now, our officers print reports out in the office, using an infrared port. Eventually, the goal is to send it electronically,” added Davis. “We just haven’t been able to manage the data mapping necessary to get our report-writing system to communicate with the RMS.”

As for the transmission of highly complex data over the wireless networks, the challenge is even more daunting.

“About 13 years ago, Scottsdale invested in a new, multimillion-dollar wireless infrastructure for dispatching and radio communications. That system is now also the backbone for our wireless laptop communications,” explained Davis. “The transmission rate on the system is 4,800 baud and if we tried to send huge amounts of data — like maps or photographs — it would just clog and stop. But covering the expense to replace the system is something that is quite a ways off yet.”

CDPD Solution

For some departments, the solution to overloaded radio networks has been to turn to cellular digital packet data (CDPD) technology. CDPD offers several distinct solutions for law enforcement and a low entry cost, but it also can be a tough political sell.

“You just pay for your modems and pay a monthly fee,” said Sgt. Jeff Pauley of the Maryland-National Capital Park Police and a strong CDPD advocate. “On top of that, there are zero maintenance costs; the transmission rate is consistently fast — easily able to support graphical data; and it provides a redundant back-up to your traditional radio dispatch system.”

Still, for a lot of departments, especially in lightly populated states, there is just not sufficient private tower coverage to support CDPD. In those that have the coverage but still shy away from CDPD, it is often because the department is reluctant to develop a reliance on a privately-owned network over which they exercise no control and where the cost is ongoing. For CDPD advocates, however, these objections hold little water.

“Wireless radio networks cost millions. If you build it and find out you have a blank spot in your coverage, you pony up another bucket of money to build an extra tower,” said Pauley. “If I have a blank spot, I just complain to the provider and they put up the tower out of their pocket. When technology advances, who pays to upgrade the network? They do. No more getting trapped by a legacy system that becomes outdated.

“For 10 years or less use, a private CDPD network subscription is more cost-effective than a publicly owned

wireless radio network,” Pauley said. “What we have seen is that the effective life of any network, given the pace of technological change, is certainly 10 years or less, so we chose CDPD.”

We Shall Overcome

Despite the obstacles, local law enforcement continues to move forward into a wireless world. Florida, with its statewide criminal justice intranet (CJ-Net), built and maintained by the state’s Department of Law Enforcement, is surfing on the crest of the wave. Over this backbone, local agencies have access to each other’s criminal-history and graphical databases through Web-browser technology. Other states, like Kansas, have built or are in the process of building similar networks.

“The state pays for it, maintains it and provides the backbone free to us — that is the key,” said Monroe County’s Armstrong. “We use the backbone to get into Miami-Dade’s criminal history [database], because a lot of our criminal traffic comes from there — and Key West uses our mug-shot and criminal-history data. In addition, we wrote a line-up program in-house that resides on our server and is available to any agency in the state over CJ-Net.”

Perhaps Jonathan Zittrain, executive director of Harvard Law School’s Berkman Center for Internet and Society, summed up the sometimes glacier-like process best when he observed: “Government has not moved into the digital age as quickly as private industry. Sometimes, it is a question of money; sometimes, the lack of the profit motive to spur faster change. But it is always moving. I wouldn’t take the fact that the justice community’s early steps have been particularly fitful to mean government will always be in the technological swamp. Remember, the Internet is only 4 to 5 years old and it has already changed the world; and we haven’t seen anything yet.”

Justice and Technology Editor Ray Dussault is also a research director for the Law Enforcement Technology Acquisition Project.

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IALEP 2000 CONFERENCE INFO

HOTEL INFORMATION

Clarion Plaza HOTEL • ORLANDO

9700 International Drive
Orlando, Florida 32819
(407)996-9700

Our host hotel is the Clarion Plaza, which is within a short driving distance of every major Central Florida attraction - Walt Disney World, Sea World, Universal Studios, Wet-n-Wild, and Church Street Station, among many others. The hotel is also across the street from Pointe Orlando, an impressive shopping and dining complex which is home to both the IMAX Theater and F.A.O. Schwartz.

The daily room rate will be \$125 plus 12% tax. When you make your reservation, please be sure to mention that you are with the International Association of Law Enforcement Planners conference. To reserve your room, contact the Clarion at (407) 996-1703 or 800-627-8258 (toll free).

CONFERENCE TOPICS

The IALEP 2000 Conference Committee is currently in the process of setting up the speaking session schedule. At this time, we have tentative speakers from the Philippines, Australia, Estonia, Singapore, Canada and the U.S.A. Proposed topics include Organizational Changes: The Human Factor, Tourist Oriented Policing, Facilities Planning, Police Ethics, Florida's Vision for Juvenile Justice, Criminology Education, Civilianization, Policing in the 21st Century and Interactive Regulations and Procedural Manuals, Organized Crime in Eastern Europe, Crime Analysis, and "Creative" Funding, just to name a few.

PLANNED ACTIVITIES

Excursions being planned include a First Night dinner at a nearby restaurant, a tour of the Kennedy Space Center, and a golf outing in addition to the conference banquet and patch/pin trade. Partners and family members are more than welcome to these events.

FOR MORE INFORMATION...

Check out our web site at: <http://www.colliersheriff.org/ialep>

You may also contact one of the following Conference Committee Members:

Lt. Tom Smith, Collier County Sheriff's Office, (941) 793-9184 or e-mail: planner@colliersheriff.org

Kaye Ersch, Orange County Sheriff's Office, (407) 251-2412 or e-mail: kaye.ersch@ocfl.net

Linda White, Orange County Sheriff's Office, (407) 858-4796 or e-mail: linda.white@ocfl.net

This information will be updated as plans are confirmed.

A confirmation letter and attraction discount ticket order form will be sent to you once this registration form is received.

CONFERENCE REGISTRATION FORM

IALEP 2000

Launching into the 21st Century

Orlando, Florida

October 8-13, 2000



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Early Registration (Registration postmarked before August 1, 2000) \$325 \$355 + \$ _____ = \$ _____

Regular Registration (Registration postmarked August 1 to September 1, 2000) \$350 \$380 + \$ _____ = \$ _____

Late Registration (Registration postmarked after September 1, 2000 or at the door) \$375 \$405 + \$ _____ = \$ _____

Partner and Children's Registration

Partner Name(s):

Children's Name(s):

NOTE: Excursion and meal tickets for partners and children will be sold at the door during the first day of the IALEP 2000 Conference.

- Yes! This is my first IALEP Annual Conference.
First time attendees are invited to the New Member Luncheon on the first day of the conference.

TOTAL FEES DUE

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In This Issue:

1999 Annual Training Conference Minutes.....	Page 6
Analyzing This:Mixing crime analysis skills with common sense.....	Page 11
E-Sleuths to the Rescue	Page 13
Letter from our new President.....	Page 17
Chapter News	Page 18
School Safety Update	Page 20
Values -Based Policing	Page 21
Law: Literally Arresting Wireless.....	Page 23
2000 Conference Information	Page 26