



The IALEP **EXCHANGE**

Charlotte-Mecklenburg Prepares to Host 2012 Annual Conference

It is true that The “Queen City” of Charlotte, North Carolina is preparing for a major gathering of hundreds of delegates this September. Although we are referring to the Democratic Party Convention, and not the IALEP Annual Training Conference, the confusion is certainly understandable. The IALEP training conference will be held from September 24-28 this year at the Blake Hotel in North Carolina’s largest city. That is three weeks after a visit by President Obama and the members of the Democratic Party.

John Couchell of the Charlotte-Mecklenburg Police Department is the Chair of the host committee, and is planning an extensive and exciting training schedule, along with a selection of interesting excursions that feature the best that North Carolina has to offer. Some of the scheduled training topics at the current time are as follows (subject to change, of course):

- Impact of False Alarms
- License Plate Readers
- Officer Safety and Wellness (COPS Office panel discussion)
- Major Event Planning



“Uptown” is actually the downtown in Charlotte, and is a center of activity in the evenings

- Changes in Arrest Statistics
- Staffing Models
- Encounters with Military Veterans
- Electronic Monitoring
- Process Improvement
- Predictive Analytics
- Applied Research

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IALEP CONFERENCE

CHARLOTTE 2012

North Carolina

September 24-28, 2012

Nothing Could Be Finer...



Top Left: A view of the Charlotte skyline

Top Right: The NASCAR Hall of Fame is a popular attraction in Uptown.

Left: The Blake Hotel is the host venue for the IALEP Conference

Below: Excursion destinations at the conference include the Lowes Motor Speedway and the Biltmore Estate in Asheville.



Board Members hold Mid-Year Conference in Columbus, Ohio

The members of the IALEP Executive Board held their annual mid-year meeting from June 7-9 in Columbus Ohio. The purpose of this meeting is to discuss Association Business matters, prepare items for discussion and vote at the business meeting held during the Annual Conference, and to make site visits of potential venues for the following year's conference. The 2013 IALEP Conference will be hosted by the Columbus Police Department.



Board members in a lighter moment during discussions (L-R: Barry Horrobin, Beth Nielsen, Dillon Kraft, Joe Bui, and Jon Markus)

Among the items of business taken up by the Board this year were the following:

- Approval of Prior Board minutes and consent resolutions
- A review of current plans for this year's Annual Conference in Charlotte
- A review of the recently-upgraded website
- The Planner's Course and current Certification Requirements

The Board was briefed on initial planning for the 2013 Conference by Lieutenant Amy Hailey and Officer Theresa Bowling of the Columbus Police Department. Board members provided some guidance and suggestions for conference planning.



Theresa Bowling discusses 2013 Conference plans with Dillon Kraft

On the second day of the mid-year, the Board conducted site visits to four hotels. Two were selected as finalists to be considered for the 2013 conference venue. In addition, the Board accepted a bid from Albuquerque, New Mexico to host the 2014 Annual Conference.

From various discussions, only one significant proposal was accepted – that being to recoup credit card processing fees by adding a moderate, graduated surcharge to fees paid by credit card (dues and conference fees). No bylaws changes were proposed for consideration by the membership at the conference business meeting.

(Photos courtesy of Sue Wills)

New Repository Director is a Legacy Member

Sergeant Justin Kobolt of the Kansas City Police Department Research and Development Division was recently appointed as the new IALEP Repository Director, replacing **Sergeant Mike Hicks**, who was also recently promoted to Captain and transferred to a new assignment.



Sergeant Justin Kobolt

The Kansas City Police Department serves as the host for the IALEP Repository, with a member of the Research and Development Division being appointed by the agency to serve as the Repository Director.

Justin has served with KCPD since 2002. After graduating the Police Academy, he was assigned to Central Patrol Division as a patrol officer. He also worked as an officer in the Downtown Foot beat and Bike Patrol, and has had assignments as a detective in the Sex Crimes Section and then the Homicide Unit. Justin was promoted to Sergeant in 2010 and assigned to Metro Patrol Division before transferred to the Research and Development Division in April of 2012.

Justin advises that he has been working on organizing the repository files, and determining what information was duplicated and could be purged to conserve space. He has long term plans of

possibly electronically scanning the historical information in a manner that would make it fully text searchable. Justin has also identified IALEP and NAPP files within the KCPD historical files that would be beneficial to the IALEP repository and added them for historical purposes. Additionally, he has electronically scanned old IALEP/NAPP photos for historical purposes, as well as to be shared on the IALEP Facebook page.

This brings up an interesting fact about Sergeant Kobolt: he is a second-generation member of IALEP. His father, **James Kobolt**, was also Repository Director when he worked for KCPD and it was NAPP back in the mid-1980's. Justin says "I actually just got him to join as an IALEP member, as he is now a Criminal Justice Analyst in Lancaster, CA. Probably the only father/son combo currently in IALEP! I guess you could say that I followed in his footsteps!"

Justin's immediate predecessor, Captain Hicks, has served IALEP in the Repository Director role for the past four years. He now is assigned as a watch commander in the North Patrol Division. The IALEP Board congratulates Mike on his promotion, and thanks him for his four years of service to the Association.



Captain Mike Hicks

2012 Spring Planner's Course held in Richmond, Virginia

*By Barry Horrobin – IALEP Training &
Certification Coordinator*

The 22nd edition of the Law Enforcement Planner's course wrapped up recently, with 22 newly crowned graduates, each now possessing "enhanced police planning knowledge". The course was hosted by the VALEP chapter of IALEP (Virginia Association of Law Enforcement Planners), thanks to the tireless and diligent help of Brian Cummings and Shanique Scott (Richmond, VA Police), Sue Wills (Newport News, VA Police & IALEP Executive V.P.), Sgt. Jeff Riley (University of Richmond Police), and Joe Bui (Fairfax County Police).

The course had considerable logistical challenges to navigate in order to be pulled off but this was successfully accomplished thanks to the efforts of the aforementioned individuals. The result was a wonderfully unique venue that was highly cost effective for all who attended.

The class of 22 attendees featured many from Virginia, plus representation from Missouri, Maryland, Georgia, Texas, Missouri, California, Ontario, and Alberta. As usual, the broad cross section of agencies and geographical regions represented created a richly diverse class that benefitted everyone (including the instructors!). It is this class diversity which makes the course so unique since much of the curriculum involves syndicate/group work where each person's unique perspective contributes to the learning process. Even those from the same state or region (such as Virginia in this case) bring often vastly different ideas and approaches to the issues we all face in the law enforcement planning realm. This is highly beneficial for everyone who attends.

A new format for the course this time around was presenting it on a university campus. In this case, it was the absolutely gorgeous grounds of the University of Richmond. Many of the attendees and two of the instructors (Horrobin and Lege) lived on campus in a student's residence as part of the overall experience.



Course Instructor Barry Horrobin engages the class in a session on Program Evaluation
(Photo courtesy of Sue Wills)

Furthermore, as part of the course's CPTED exercise, the class fanned out onto the campus in their groups to tackle a field CPTED exercise, allowing everyone (even the daily commuters) to get a hands on taste of the beautiful campus. One concluding remark was that nobody "starved to death"...in other words, the food served on campus was first class all the way, something I certainly do not recall in my university days way back when!!



Chapter Activities

Ontario Planners hold successful Spring Symposium in Brantford

The Ontario Association of Law Enforcement Planners (OALEP) held the first of two semi-annual symposia on May 1 and 2 in Brantford Ontario. The conference theme was “Building Efficiencies”, with a number of presentations on adapting and developing quality business processes that are appropriate to difficult economic times.

IALEP President **Jon Markus** was also a guest at the symposium, and discussed current IALEP activities and future directions. The attendees were also treated to a private tour of the Canadian Military Heritage Museum in Brantford. OALEP extends thanks to **Inspector Scott Easto** of the Brantford Police Service, who served as conference host.



IALEP President Jon Markus (standing) with members of the OALEP Board (L-R: Scott Easto; Marg Gloade; Julie Grimaldi; Barry Horrobin; Brian Wintermute (Photo courtesy of OALEP)

Virginia Chapter Hosts Spring Conference in Charlottesville

The Virginia Association of Law Enforcement Planners (VALEP) held their second annual Spring Conference and Business Meeting on May 16 in Charlottesville, Virginia. The event was hosted by the Albemarle County Police Department, and was well attended. The theme was “Managing Agency Resources with an Eye Towards Risk Management”; and featured several excellent presentations.

In the business meeting, the membership voted to impose a minimal annual dues payment of \$10. The meeting was chaired by VALEP President **Bill Anzenberger** (Prince William County PD).

Southwest Chapter holds Quarterly Meeting in Prescott

The IALEP Southwest Chapter held their summer meeting in Prescott, Arizona on August 14, hosted by the Arizona Department of Public Safety. Presentations were made on the Arizona Address Confidentiality Program for domestic violence victims, and on the Arizona Criminal Justice Commission, and their various activities.

Chapter President **Bruce Kline** (Glendale PD) presented a proposal to initiate a chapter Service Award program, to recognize members for their activity within the chapter. Members then enjoyed a lengthy roundtable discussion and lunch.

Member News

Linda Phelps of the Eugene, Oregon Police Department retired on June 1. Linda is quoted as saying; *"I have really enjoyed my involvement with IALEP and think that the organization and the people are outstanding and dedicated people who care about their communities and law enforcement."*

Longtime member **Julie Grimaldi** retired from the Ontario Provincial Police on July 6. Julie forwarded a last message to the List Serve as follows:

Dear colleagues and friends,

Some of you already know that I'm retiring after a good 22+ year run in LE planning. My last day in the office will be tomorrow, Friday, July 6th. I'm pleased to let you know that my fellow planner here, Paula Brown, will be joining in on the list serve discussions/queries in my stead. Many of you already know Paula, so I'm sure you'll welcome her with the usual IALEP warmth!!



With so many people retiring this past year, I know it's been said before that this group is the best, bar none. That is the truth of it! You have all been

fabulous to correspond and 'chat' with, and always so ready and willing to help at the drop of a dime. I owe you all a great debt of gratitude. Thank you.

(I can't believe it's been 17 years that I've enjoyed your collective company! Where does the time go?!)

Anyway.... All my very best wishes to you all, sincerely, Julie.

Bill English (Suffolk County, NY Police) announced his retirement on July 27. Bill also forwarded a message to the membership (in his typically wry style) as follows:

Hello fellow IALEPians: I regret I will not be able to attend the conference in Charlotte this year. It seems my retirement scheduled for July 27, 2012 has influenced my agency's willingness to send me this year. I wish to thank all of you for your assistance and guidance over the years. I have many great memories of all the conferences I have attended and the people I have met.

I would also like to take this opportunity to say something profound and inspiring but alas, nothing comes to mind. If anyone out there can think of something profound and inspiring, just insert it in this message.

We will be relocating to Spring Hill Florida the end of August so everything at home is in turmoil. We have accumulated a lot of stuff in 34 years, every piece of which must be assessed and either thrown away, donated, sold, or packed.

I suppose that is enough rambling.

I wish all of you the very best for the future and remember, no matter where you go, there you are. (Yes, I know I stole that from a movie)

Bill English

More Member News

A former IALEP member, **Chuck Lifford**, retired from the Gastonia, North Carolina Police Department on August 10. Chuck joined the police department in 1983, and became the assistant chief in January.



Chuck is currently seeking a law degree from the Charlotte School of Law. He's expected to graduate next May.

(Photo courtesy of the Gastonia Police Department)

Beth Erickson recently changed jobs, leaving the Boise, Idaho Police Department after 15 years, and taking a new position as a Senior Analyst with the Meridian Police Department nearby.

Beth says that she is excited about the opportunity to wear multiple hats in a smaller agency, and will be staying active in IALEP. She is continuing to work towards achieving Advanced Planner status.

John Kapinos (Fairfax County, Virginia Police) was inducted into the Evidence-Based Policing Hall-of-Fame at George Mason University on August 14 in Fairfax. The Hall of Fame is maintained by the Center For Evidence-Based Crime Policy, and recognizes those Law Enforcement practitioners who have contributed to the advancement of research and evidence-based policing.



John Kapinos is honored at George Mason University by Deputy Assistant U.S. Attorney General Jim Burch, and Dr. Cynthia Lum.
(Photo courtesy of George Mason University)

IALEP extends deepest condolences to longtime member **Debra Allemang** (Scottsdale, Arizona PD) on the loss of her husband Jeff on August 23, following a short illness. Many will remember Jeff taking photos at the awards banquet at the 2010 Conference in Scottsdale.

Chick-fil-A-Leadercast

*By Maria C. Marino-Bollan, Accreditation Manager,
Delray Beach Police Department*

“Make a choice. Make an impact. Each day we have an opportunity to change the culture of our workplaces, communities and families. It starts with each one of us.”

On May 4, 2012, I had the opportunity to attend the annual Chick-fil-A Leadercast event. It was broadcast live from Atlanta to hundreds of locations around the world – the Office Depot Headquarters in Boca Raton being one of them. For those who may not know, Chick-fil-A Leadercast (yes – the same Chick-fil-A company which encourages us to “Eat Mor Chickin”!) offers a unique opportunity to hear from some of the top leadership and business thinkers in the world. These creative, leadership experts come from diverse backgrounds, industries, and experiences. This year’s event included presentations from CNN Anchor Soledad O’Brien, NFL Quarterback Tim Tebow, former University of Florida Head Coach Urban Meyer, team-building professionals and motivational speakers Patrick Lencioni, John Maxwell, and Marcus Buckingham, and Burberry CEO Angela Ahrendts, to name a few.

While leadership can mean different things to different people, it is generally defined as “organizing a group of people to achieve a common goal.” To me, it is more than that. Leaders do not have to be in a position of formal authority in order to affect change or achieve a common goal. What is exciting about leadership is that in any organization, anyone can be a leader simply based on what it is they desire to change, and how they influence others to be just as excited about making change happen.

We can each be selfless, committed, and an example no matter what position we hold. When we’re empowered with the realization that we can make a difference by understanding and pursuing what it is that we want to change, then we empower our co-workers, subordinates, and fellow managers by encouraging their creativity and expertise in getting there.



Maria networking with a new friend

The day offered remarkably candid teachings and highly practical ways to grow professionally and personally. And while I do “Eat Mor Chickin”, I am still inclined to have a great burger every now and then! But seriously, take the step, and make a choice because greatness is within you!

(For information on next year’s event, click <http://www.chick-fil-a-leadercast.com/>)

(Conference Preview from Page 1)

Several different excursions are planned for member networking activities:

- Monday evening (September 24) will feature an evening at the Epicenter – the shopping and entertainment area in Uptown.
- On Tuesday afternoon/evening, members will have the opportunity to hop on busses and ride to Asheville for a tour of the Biltmore House – the largest private residence ever built in the United States.
- On Wednesday evening, members may attend a traditional North Carolina Cook Out at Charlotte Motor Speedway
- Thursday evening is the annual Awards Banquet

Members should note that the welcoming reception that is normally held on Sunday evenings will be discontinued in a cost cutting effort.



Conference Chairman John Couchell

The Annual Conference Committee, chaired by John Couchell of the CMPD, has done an excellent job of developing a well-rounded and informative training agenda. The IALEP Board hopes that attendees find the training and networking rewarding, and that hopefully, even more members will be able to attend the conference in future years.

The IALEP EXCHANGE is a newsletter published three times annually by the Executive Board of the International Association of Law Enforcement Planners. IALEP welcomes newsletter submissions by its members on events, training or personal accomplishments. Submissions should be sent directly to the editor, or to any Board member. IALEP does not endorse or condemn any particular political or personal views or opinions, but does reserve editorial discretion for content. All materials submitted for publication are subject to editorial approval from the Board, and may also be edited to meet formatting or space requirements. Contact the editor for additional information on submission of articles or photos.



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