



**Executive Officers Election – Nominating Committee Report**

President Snyders appointed a three Board member Nominations Committee to provide nominations to be ILEAS Board Executive Officers. The LEMAA and the bylaws establish that the current Officers remain until a new election takes place. The Nominating Committee is scheduled to meet just prior to the Governing Board meeting. Only Board members that have had at least one year on the Board are eligible to be Executive Officers. Currently, that list is:

- Sheriff Dave Snyders – region 2 co-Chair - Current President
- Sheriff Tom Schneider – IL. Sheriffs’ Assoc. Representative – Current Vice-President
- Chief Steve Neubauer – Region 4 Co-Chair - Current Sgt. at Arms
- Chief Wayne Gulliford – Chicago PD Representative - Current Secretary
- Sheriff Derek Hagen – Region 7 Co-chair - Current Treasurer
- Chief Eric Smith – IL. Chiefs’ Assoc. Representative
- Lt. Colonel Tad Williams – Illinois State Police
- Sheriff Keith Brown – Region 11 Co-Chair

**Requested Board Action**

The Nominating Committee reports the nominations for Executive Officer to the Board. President Snyders will conduct a vote. If there is only one person running for each position, President Snyders is authorized to cast one vote for the Board.

**Federal 2015 Budget**

By the time the Board meeting will occur, the ITTF budget prioritization will have taken place. Any adjustments to the proposed budget as attached to this document will be provided at the meeting. The budget document provided to the Board on the 10<sup>th</sup> has already been changed and increased by ITTF. The current summary is as follows:

Grant Name	Total Grant Amount Requested Including M&A	+ 5% M&A	Grant Amount Requested Without M&A
15ILEACOMM – Communications Support Team	\$ 523,611.05	\$ 26,180.55	\$ 497,430.50
15ILEACOOB – Continuity of Operation	\$ 31,578.95	\$ 1,578.95	\$ 30,000.00
15ILEACYBER – Cybersecurity	\$ 394,736.85	\$ 19,736.85	\$ 375,000.00
15ILEASCAR – Car Plan Mutual Aid	\$ 422,368.43	\$ 21,118.43	\$ 401,250.00
15ILEASPLN – Planning	\$ 1,386,315.79	\$ 69,315.79	\$ 1,317,000.00
15ILEASSRT – Special Teams	\$ 3,568,947.37	\$ 178,447.37	\$ 3,390,500.00
15ILEASTRN – Training	\$ 767,511.58	\$ 38,375.58	\$ 729,136.00
<b>TOTALS</b>	<b>\$ 7,095,070.02</b>	<b>\$ 354,753.52</b>	<b>\$ 6,740,316.50</b>
Management and Administration			\$ 354,087.73
<b>New Total for ILEAS</b>			<b>\$ 7,094,404.23</b>

Staff will provide an updated budget at the Conference Board meeting. The entire ITTF project list will be available for anyone who wants to examine it. ITTF is meeting on May 6, 2015 to finalize the recommendation that goes to the Governor's Office for a final determination. The Governing Board will see the final approved grant budget at the June 25, 2015 meeting. The Business Account for the ILEAS Fiscal Year will also be provided at that time as well. At that time, staff will request authority to begin the process of Business Account expenditures AND authority for the eventual expenditures of the Grant Budget starting in April, 2016.

### **Requested Board Action**

Staff requests that the Governing Board endorse the proposed budget for Grant Year FY15.

## **Special Teams Overtime/Backfill Shortage**

At the December 2014 Governing Board meeting staff presented the causes and effects of the shortage in the overtime/backfill budget. Since many of the current board members were not present at that time, a copy of the Power Point Program and the Issues Document section on OT/BF will be provided ahead of time.

Since then, additional funds have been allocated by ITTF to pay all of the shortage. ILEAS does have \$1.5 million in the FY14 budget which is available on April 1, 2015 and for the period of 4/1/15 through 3/31/16. Several strategies were discussed but no decision as to policy change was made. The plan agreed upon was that:

- Staff would continue studying the causes and potential solutions
- Survey the special teams commanders and agencies' leadership to get their perspective and suggestions on how to proceed
- Obtain feedback and a discussion of priorities from the Governing Board

On January 5, 2015, ILEAS emailed all the 309 chiefs and sheriffs who participate in special teams through ILEAS. See the attached sheet for a detailed analysis of the responses and comments.

### **Proposal to Control Overtime/Backfill**

The challenge has been to develop a strategy which:

- Supports the teams in the most effective, efficient and economical manner
- Recognizes that ILEAS previously did not have control or authority over those who incurred the costs and that said control must be in a structured reimbursement system
- Begins to move at least a portion of the cost onto the participating agencies so that is a more defined "partnership" between ILEAS and the agencies
- Fulfills ILEAS' legal obligation to the state of Illinois and to the Federal Government to be good stewards of the money and our obligations with regard to sub-recipient monitoring and control.
- Ensure that controls are in place to ensure that funds last the entire fiscal year.

***My interpretation of the Governing Board's discussion in December was that there was no desire on the part of the Board to cut or scale back teams. As a result, strategies involving team cuts were not considered.***

After reviewing the data, statistics, the survey results and deliberating internally for some time, staff recommends the following strategy:

1. Continue to provide training overtime/reimbursement to ILEAS special teams that meet the standards as established by the Board to include statewide deployability, satisfactorily completing a standardized validation process, comply with the Standard Operating Guidelines as adopted by the Board, and fully cooperate with ILEAS with regard to deployments, equipment standards and training levels.
2. Increase overtime/backfill usage rate monitoring to include monthly reviews by the Executive Director, Finance Manager and Chief of Staff as well as OT/BF reports to the Governing Board at each meeting.
3. Place tighter controls on the use of overtime:
  - a. Full compliance with the ITTF guidelines on travel overtime reimbursement

- b. Rework reimbursement policy to limit requests for backfill to meet minimum staffing only and not just replace the officer who is training
  - c. Identify agencies that submit substantially more overtime/backfill requests than their peers to ascertain why and to develop voluntary methods for reducing that usage. It should be noted that ILEAS has already started this process and is working with the top 5 users of the overtime/backfill reimbursement privilege.
  - d. Restricting overtime/backfill for related but non-essential training
  - e. Reduce the validation exercises to every three years instead of every two as is required by ITTF.
  - f. Cordon off Mobile Field Force overtime/backfill from the WMD Special Response Teams so that one type of team does not empty funds designated for another type.
  - g. Review and enforce team staffing numbers caps
  - h. Institute random audits of OT/BF submissions
4. Institute a "Monthly Floating Cap" in the Overtime/Backfill budget.
- a. ILEAS has \$1,500,000 budgeted for the period of April 1, 2015 through March 31, 2016.
  - b. That is \$125,000 per month
  - c. Each month agencies submit their reimbursement requests which will be reviewed by the Director, Finance Manager and the chief of Staff.
  - d. If the total request is less than \$125,000, then every agency will get 100% of their authorized requests fulfilled. Any money between the amount requested and \$125,000 will be forwarded to the remaining months in the year.
    - i. For example, if in April 2015 there is \$100,000 in reimbursement requests made, everyone gets 100% of their requests AND the remaining \$25,000 gets added to the maximum monthly amount for the remainder of the year. That is \$2,272 added to \$125,000 for a maximum monthly cap of \$127,272 for the rest of the year.
  - e. If the total exceeds \$125,000, then each agency will receive whatever percentage is remaining after equally dividing the \$125,000 to everyone eligible.
    - i. For example, if there is \$150,000 in reimbursement requests, then the agencies shall receive 83% of their requests.
  - f. Regardless of the amount requested, ILEAS will not exceed the budgeted monthly amount in any month by utilizing the "Monthly Floating Cap",
5. Communicate these new rules and procedures to all the participating agencies to ensure that they are all familiar with the rules and policies.

It should be noted that since there was no quorum at the last Board meeting, with permission of President Snyders and the verbal encouragement of the Board members who were at the meeting, staff went ahead and implemented strategies 1 through 3 above. Strategy #4 is available in case the budget starts to get stressed.

### Requested Board Action

Staff requests that the Board discuss the issue and authorize ILEAS staff to implement the strategy as described above.

<b>Dues Report and Waiver Request</b>
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The dues invoices for 2015 will be out early summer. The following is a summary of those agencies that have NOT paid their dues for 2013 or 2014:

Agency	Amount		
Chicago State University Police	120	Lebanon Police Dept	60
Crainville Police Dept <b>(\$60)</b>	60	Markham Police Dept	120
Dixmoor Police Dept	60	Marshall Police Dept	60
Ellsworth Police Department	60	McCullom Lake Police Dept	60
Governors State Univ Police Dept	120	Robbins Police Dept	60
Henning Police Dept <b>(\$60)</b>	60	Stewardson Police Dept <b>(\$60)</b>	60
Irving (\$60)	60		

Total Amount Due in 2014 = \$960 + Total Amount Due in 2013 = \$180 **EQUALS \$1,140 Total Due**

The village of Irving has requested a dues waiver. RPC Fellows has been working with them to get the new LEMAA signed. They want to stay an ILEAS member but cannot afford the dues.

Sir,  
This Department is requesting a "Dues Waiver" due to financial hardship of this Department and community. ILEAS is a great tool and I am proud to be a member. Thank you for your consideration in this matter. If you have any questions please contact me at cell number (217) 556-5768. Again , thank you.

Shawn Winans  
Chief of Police  
Irving, Illinois

### **Requested Board Action**

Staff requests that the Board vote to waive the dues for Irving PD.

### **ITC Lease Renewal**

ILEAS has signed a lease agreement for the ILEAS Training Center that will last until December 31, 2016. We are paid up through March 31, 2015. However, we are in a stalemate with a new interpretation of State law about our lease payment. The terms of the Federal grant is that we cannot obligate ourselves to any contract (in this case the lease) that extends past the end performance date of the grant. The grant we will pay for the lease from starts April 1, 2015 and ends March 31, 2016. Normally we would be submitting a drawdown request to pay through at least March 31, 2016. However, the Comptroller will not allow us to extend any payments past the STATE FISCAL YEAR – which, of course, ends June 30th.

Since there was no quorum at the February meeting and our lease payment was due, Executive Director Page sought and received permission from President Snyders to make the partial lease payment for the period of April 1, 2015 through June 30, 2015. Permission was necessary because it is normally ILEAS policy that the Governing Board must approve all expenditures exceeding \$100,000. This partial payment was for \$109,237.80. ILEAS cannot submit a request for the rest until after July 1<sup>st</sup>. The problem with that is that the Comptroller's office shuts down from July 1 through mid-August so they can close out the books from the previous year.

### **Requested Board Action**

The Governing Board is required to authorize any payment over \$100,000. However, the first partial payment has already been made in the amount of \$109,237.80 with permission from president Snyders. Staff requests that the Board:

1. Endorse the initial lease payment to Champaign County for \$109,237.80.
2. Authorize staff to work with the State to facilitate and make the payment of \$327,714 for the remainder of the year.

### **IPWMAN Contract**

At the November 07, 2013 Governing Board meeting, the Board authorized staff to enter into an agreement with the Illinois Public Works Mutual Aid Network to provide administrative support to

IPWMAN in exchange for non-federal funding for a period of six months. The board renewed the agreement with IPWMAN it for an additional 6 months at the July 2014 meeting. This agreement has been implemented without being detrimental to ILEAS. It has not been necessary for anyone on staff to work additional hours over and above the normal work week. IPWMAN and ILEAS have conferred and made no substantive changes to the substance of the current agreement. The only changes are that the contract is for 12 months and there is no longer a reporting requirement for ILEAS staff. IPWMAN has already agreed and signed the agreement.

**Requested Board Action**

Staff requests that the Governing Board authorize staff to enter into the IPWMAN agreement.

**Banking**

**Requested Board Action**

ILEAS currently has three accounts with PNC Bank, listed as follows:

- Checking account for the Grant funds
- Checking account for the Business Account
- Money Market account for the Business Account

In looking at the total of these three accounts for the fiscal year of 2014, the average daily balance was \$1.1 million. The current federal depository insurance (FDIC) limit is \$250,000. So in the event of a bank failure, there is an existing risk that some of ILEAS' deposits would not be returned to it. We have been meeting with PNC management in order to rectify this situation. PNC has a policy of not providing collateral to their depositors with exposure to risk of losing deposits. We also looked at a creative way of moving funds around daily in order to provide the protection we needed for our accounts, but that proved too costly.

An alternative approach is to set up money market account at various local (Champaign-Urbana) banks and move funds over \$250,000 from PNC accounts to other local banks. That still gives ILEAS management the liquidity and flexibility to move funds from account to account but also gives all of our deposits protection.

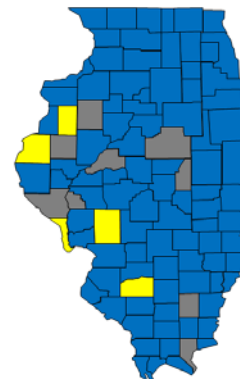
**Requested Board Action**

Staff is requesting authorization to work with the ILEAS Treasurer to move funds from current PNC accounts to money market accounts at local area banks in order to protect the funds from bank failure.

**New LEMAA Status**

The adoption of the new Law Enforcement Mutual Aid Agreement (LEMAA) continues its implementation. As of December 1, 2014, ILEAS has received either resolutions or signed LEMAAs from:

924	Current Members
584	Municipalities
88	Counties
26	Public Universities/Colleges
4	State Agencies
8	Private Police
<u>16</u>	<u>Special District Police</u>
726	Total (78% conversion completion)



April 15, 2015 status of county sheriffs' adoption of the new ILEAS Law Enforcement Mutual Aid Agreement (LEMAA)

ILEAS is currently averaging around 4 new LEMAAs arriving per week. As the Board is aware, the original mutual aid agreement is still in effect for each agency that signed it until the agency signed the new one. In

the new LEMAA process, ILEAS did pick up three agencies that were NOT members under the old agreement.

The Regional Planning Coordinators are working with their agencies to get the LEMAA's signed. A priority list has been established as:

1. County Sheriffs..... 14 remaining
2. Special Regional Team Membership..... 17 special team agencies remaining
3. Agencies with over 50 sworn (not on special teams or sheriffs).....5 remaining

That list is currently down from 379 to 32 agencies – 92% of our priority agencies are completed.

Agencies that No Longer Exist

ILEAS is auditing the database for agencies that either no longer exist, or do not exist in a form that can be members of ILEAS. Recently, letters have been sent to the mayors, directors or commissioners of the following agencies to determine their status. We requested that each agency respond by May 18, 2015 as to whether or not they exist or, if they do, they want to continue their membership in ILEAS:

Augusta PD	Markham Park District PD	Royal Lakes PD
Chapin PD	Maywood Park District PD	Sorento PD
Clayton PD	Medinah Park District PD	Taylor Springs PD
Hawthorne Park District PD	Memorial Park District PD	White City PD
Harvel PD		

For details on each, see the list attached to this issues document.

**Requested Board Action**

Staff suggests that the Board adopt a policy that no agency can join the special teams without having their LEMAA updated and all other current special teams' agencies be notified that they have a specific time frame to complete the new LEMAA or they will receive no further overtime/backfill payments.

**NIPAS Mobile Field Force**

The Board has briefly discussed in the recent past the issues regarding the NIPAS Mobile Field Force. The former co-chairs of Region 4, Sheriff Zaruba and Steve Neubauer along with Director Page and President Snyders have worked with NIPAS President, Clint Herdegen (Libertyville PD Chief) and NIPAS Board member Chief Patrick Kreis (Winnetka PD). President Snyders sent a letter to NIPAS (attached) for their review. The NIPAS Board met and discussed the issue. Page and Neubauer met with Herdegen and Kreis on February 25<sup>th</sup> to discuss the details of the meeting. At that meeting, Chiefs Herdegen and Kreis indicated that the NIPAS Board was not interested in the NIPAS Mobile Field Force making the transition to the more full service Law Enforcement Patrol Strike Team duties. They also did not want their team leaving the State or responding outside of the NIPAS agencies unless it is a serious state/federally declared disaster or – the original intent of the teams – Strategic National Stockpile Distribution Site Security. They also do not want to submit to the ILEAS Mobile Field Force validation process. They want the NIPAS Mobile Field Force to be solely focused on one thing – civil disorder for NIAPS agencies.

Given their position on the issue **AND** the requirement that all ILEAS assets be statewide deployable **AND** the change of mission to include Law Enforcement Patrol Strike Team capabilities adopted by the ILEAS Governing Board in 2009, the agreement was reached that the NIPAS Mobile Field Force was not to be considered an ILEAS deployable team. There was an agreement, however, for NIPAS

and ILEAS to sign a memorandum of understanding that their team and ILEAS's teams would work together if a situation required it and there was a request from either party. A good example of this is the upcoming McDonald protests in Oak Brook on May 20<sup>th</sup> and 21<sup>st</sup>. NIPAS and ISP did not have sufficient Mobile Field Force assets to secure the site so Oak Brook requested the ILEAS Region # Central to assist.

The impact of this decision leaves the area of much of DuPage, Central/Northern Cook and Lake counties (other than the current NIPAS agencies) without an ILEAS Mobile Field Force team. ILEAS staff have fielded many requests for ILEAS to create a team in that area for those agencies not affiliated with NIPAS. ILEAS has never had the funds to do that. However, with NIPAS pulling out, funds may become available to create such a team if formally requested.

### **TWO IMPORTANT NOTES:**

- This does NOT impact ILEAS' relationship with the NIPAS WMD Special Response Team. There are no issues with that team.
- The only discussion with NIPAS about the Mobile Field Force is the amount of equipment that ILEAS leaves them with. The only real issue is the equipment truck which has a value of \$130,000. ILEAS retaining that truck would make the creation of a replacement team more doable. However, NIPAS wants to retain the truck as they have no replacement. Discussions continue to be underway.

### **Requested Board Action**

Staff requests that the Governing Board:

1. decertify the NIPAS Mobile Field Force as an ILEAS statewide deployable Mobile Field Force
2. Authorize staff to come to an agreement with NIPAS regarding what equipment they maintain
3. authorize staff to develop and enter into an MOU with NIPAS regarding the development of a future mutually beneficial working agreement.
4. Authorize staff to develop the funding and a strategy to replace the NIPAS team and present it and the budget to the Board at the next regularly scheduled meeting

## **Long Term Management Plan**

Executive Director Page has been discussing with the Executive Board a long term management plan for ILEAS. Page has been the Director since August of 2004. While there are immediate plans for him to step down or retire, the Executive Officers believe that in order to have an orderly transition when that happens planning should start well in advance. ILEAS is different than most public agencies in that the budgeting is a complex grant-related process and keeping the credibility and reliability of an organization like ILEAS requires experience.

The current Chief of Staff, Jim Luecking, has expressed a desire to start cutting back responsibilities and hours. He took the job on a temporary basis to help when Pat Carey retired and a new Chief of Staff was selected. Pat Carey (former Chief of Libertyville) was the original Chief of Staff. His primary task was managing the transition from contractors to employees and he did an excellent job. However, he retired in spring of 2013 and was temporarily replaced by Jim Luecking, who was the Special Teams' Manager. Now Luecking is now both the Special Teams Manager and the Chief of Staff. Luecking has been with ILEAS since 2005 and has a wealth of knowledge and credibility in the

SWAT, Mobile Field Force and EOD communities. Jim Luecking has reached the point where he is considering dropping back responsibilities in order to prepare for retirement.

This anticipated absence in both the Special Teams Manager, Chief of Staff and the eventual Executive Director will necessitate an entire new senior management team in the next few years. Instead of the traditional 2 to 4 weeks' notice, we believe now is the time to start the transition so that the candidates for those positions can be selected **now** so that when the time comes, appropriate people are in place.

Another consideration is Continuity of Operation. It would benefit ILEAS to have a long term capable Chief of Staff that could step into the Executive Director role in case something happened to Jim Page that would prevent him from fulfilling the responsibilities of Executive Director.

### Proposal

The proposal for the Board to consider is as follows:

- Luecking moves back to Special Teams' Manager
- Select a new Chief of Staff who:
  - is capable and competent
  - can champion ILEAS and take it to the next level
  - Is a good supervisor
  - Apprentices with the Jim Page with the potential intent of moving to that position when Page leaves
- Within a year or two of his retirement, Page moves to the Chief of Staff position and the Chief of Staff moves to be the Executive Director for a period of time. That will provide the new Executive Director a "backstop" for a short period of time while he assembles his team for the next iteration of ILEAS.

With regard to the Special Teams' Manager, when Luecking is ready to leave, there are several special teams' commanders and other ILEAS staff that could step into that position in short notice.

### Funding

Luecking wants this transition to take place as soon as possible so that he can step down from the Chief of Staff position. In order to do that, staff has developed a plan that would not result in the increase of the overall budget. Here are some examples of what could be done:

Luecking's reduction in salary by moving back to Special Teams' Manager	\$12,000
Jan Plotner Reduction of 5 hours/week	\$11,588
Decrease in salary for Danielle Moore moving her replacement from full to part time	\$21,288
Senior Staff (Plotner/Luecking receiving no COLA)	\$8,340
Reallocation of smaller current budget projects	\$11,000
Reduction in overall staff COLA by 1%	\$15,857
<hr/> Total	<hr/> \$80,073

While this is not a definitive list, it includes strategies that can provide sufficient funds to hire a replacement Chief of Staff with very minimal impact on the budget with a large potential upside.

### **Requested Board Action**

Staff requests that the Governing Board authorize the Executive Director to execute the aforementioned plan under the supervision of the President. This includes identifying funding that will



not impact that overall budget. Further, staff requests that the motion include the requirement that at least two Governing Board members and one Executive Officer participate in the selection process.

## ILEAS Training Center Activity Report 2014

(165 total event scheduled as of December 2, 2014)

The ILEAS Training Center marked its sixth year of operation. From June 2008 to December 2014 the Training Center has hosted **1,676 events** involving over **33,000 attendees**. In 2014 alone, **5,800 people attended 322 training and planning workshops** at the Training Center. The Training Center has made a significant impact on public safety training in Illinois and the Midwest.

### Upcoming Training and Workshop Events – 2015

126 events scheduled so far

April 29	Walking the Narrow Road of Leadership
April 30	Managing Risk in Law Enforcement
May 2	Champaign County Search and Rescue Training – Lost Person Behavior
May 5	National Fire Incident Reporting Software Training – Fire Marshall
May 7-8	Pediatric Disaster Preparedness and Planning Program
May 7	Pistol One Program
May 11-12	Less Lethal Recertification
May 12	Traffic Management Training Program
May 13	Contemporary Issues in Police Liability
May 19-20	The Complete Armed Suspect and Gun Apprehension Course
May 20	U.S. Probation Training
May 20	RECG Meeting
May 20-21	Mobile Field Force Validation Exercise
May 21	EOD Team Commanders' Meeting
May 26	METRO SWAT Training
May 28-29	Prisoner control, Search and Transportation
June 2-4	WMD Radiological/Nuclear Operations
June 8-9	Calibre Press Street Survival Seminar
June 9	METRO SWAT Training
June 11	Children's Advocacy Centers of Illinois Training
June 15-19	Crime Scene Technician
June 15-19	ISP Rapid Deployment Training
June 22-26	ISP Rapid Deployment Training
June 24-26	Mobile Field Force Basic Course
June 25-26	Essentials of Cybersecurity and the EOC's Role in Community Cybersecurity
June 26	ILEAS Governing Board Meeting
June 26-27	IMERT Training
June 29-July 2	CPD Youth Police Academy
July 6-9	IL. Dept. of Transportation Training
July 7	Mobile Field Force Team Commanders' Meeting
July 13-15	Criminal Drug Interdiction
July 15	ILEAS Mobile Field Force; An Overview
July 13-16	CPD Youth Police Academy
July 14	WMD SRT Team Commanders' Meeting
July 20-22	Urbana Fire Dept. Lieutenant Testing
July 29	U.S. Probation Training
July 31	Mobile Field Force Table Top Exercise
July 31-Aug 1	IMERT Training
August 3-6	CPD Youth Police Academy
August 4-6	Public Safety WMD Response: Sampling Techniques and Guidelines
August 10	Urbana Fire Dept. Lieutenant Testing
August 17-21	L.O.C.K.U.P. Arrest and Control Instructor Course

August 18	RECG Meeting
August 19	IPWMAN Board Meeting
August 20	ILEAS Mobile Field Force: An Overview
August 25	Head Start Training
August 26	Mexican Drug Cartels Investigations
August 27	U.S. Probation Training
August 28	ILEAS Governing Board Meeting
August 28-29	IMERT Training
August 31-Sept. 4	Fingerprint Comparison and Identification
September 1	Mobile Field Force Team Commanders' Meeting
September 8	WMD SRT Team Commanders' Meeting
September 8-10	Criminal Interview and Interrogation Techniques
September 8-17	ILEAS Basic SWAT Course ( Chicago area)
September 15	U.S. Probation Training
September 17	EOD Team Commanders' Meeting
September 23-25	Mobile Field Force Basic Course
September 29-30	Tazewell County Probation Training
September 29-Oct 1	Homicide Crime Scene Management
October 5-7	IS300
October 8-9	IS400
October 13-14	Media Relations and On-Camera Training
October 22	ILEAS Governing Board Meeting
October 22-23	Exercise Design Class
October 28	The Heroes' Path to Excellence in Law Enforcement
October 29	Amtrak and Railroad Safety
November 2	Crisis Intervention Team Training
November 3	Traffic Incident Management Training
November 3	Mobile Field Force Team Commanders' Meeting
November 9	WMD SRT Basic Equipment Course
November 17	RECG Meeting
November 10	WMD SRT Team Commanders' Meeting
November 19	EOD Team Commanders' Meeting
November 23	The Bulletproof Mind
December 8-9	IEMA Emergency Planning Course
December 10	ILEAS Governing Board Meeting
March 26, 2016	W-Z Lead Homicides Investigator Training

**K-12 and Campus Safety Training – 2015**

May 9	Campus CERT	Oak Park
May 13	School and Campus Security Training Program	Bedford Park
May 16	Campus CERT	Oak Park
May 17	Campus CERT	Oak Park
June 1	IS-100SCa Intro to Incident command for Schools	Springfield
June 8	IS-200b ICS for Single resource & Initial Action Incidents	Springfield
June 25	K-12 Student Behavioral Threat Assessment	Normal

**Miscellaneous Meetings & Training**

Champaign County Chiefs' Meetings	May 14, June 11, July 9, August 13, September 10, October 8, November 12, December 10
K9 Training	May 6, June 3, July 8, August 5, September 2, Sept 28 and 29 – Narcotics K9 Certification, October 7, November 4, December 2
ILEAS "All Staff" Meeting	May 7, June 4, July 2, August 6, September 3, October 1, November 5, December 3
Sanitation Certification Courses	May 18, 26; June 15, 22; July 13, 20; August 17, 24; September 14, 21; October 13, 19; November 16, 23; December 14, 21
Make A Wish Meetings	June 9

# **NIPAS/ILEAS Mobile Field Force**

November 21, 2014

**To: Libertyville Chief Clint Herdegen, NIPAS President**

**From: Stephenson County Sheriff David Snyders, ILEAS President  
DuPage County Sheriff John Zaruba, ILEAS Region 4 Co-Chair  
Tinley Park Police Chief Steve Neubauer, ILEAS County Region 4 Co-Chair  
ILEAS Executive Director James Page**

## **Introduction**

This document summarizes issues with which ILEAS and the NIPAS Mobile Field Force have struggled and the outside factors that are now requiring a re-examination of those issues. ILEAS and NIPAS have had a very productive and mutually beneficial relationship since ILEAS came into being in 2002. Indeed, by “standing on the shoulders of (NIPAS) giants,” ILEAS was very successfully able to take the NIPAS concept statewide so that all of Illinois law enforcement could benefit from the strategies pioneered by NIPAS. Regardless of how these issues are resolved, it is the intent of ILEAS as an organization to do nothing to damage or degrade that relationship. We recognize that NIPAS actively supports ILEAS programs so we want to continue to partner with and support NIPAS to both our advantages.

To that end, we would like to point out the leading role that the NIPAS Emergency Response Team has played in raising the level of regional tactical response throughout the State of Illinois. The other regional WMD SRT teams in Illinois follow NIPAS’ lead. As has been ILEAS policy from the beginning, receiving funds from ILEAS to build a team, buying equipment or training must be done uniformly throughout the State. This provides local, state and federal officials the ability to benefit from a statewide standard, expectation of capabilities and reliance on a modular system whenever events occur that are outside the capability of any one agency to manage. SWAT teams in Jo Daviess County on the upper Mississippi train the same as those in Gallatin County on the Ohio and the same as those in the Northern Cook County suburbs. This provides Illinois a huge strategic advantage over most every other State because we can leverage hundreds of officers without depleting any one agency or region. An in terms of SWAT, again, NIPAS leads the way and ILEAS facilitates the implementation.

## **Mobile Field Force**

However, with regard to the Mobile Field Force teams, this has not recently been the case. As you are aware, the NIPAS Mobile Field Force team’s most recent leadership does not subscribe with many of the specific uniformed statewide mobile field force tactics, training techniques, use of certain equipment and the validation process. The use of the mobile field force teams as Law Enforcement Patrol Strike Teams is not a focus of the NIPAS Mobile Field Force Team. This is due to several factors – some of which are outside of the current command’s control – of which you are aware and have discussed with ILEAS repeatedly in the past and does not need repeating or rehashing here.

Over the years, the other nine regional mobile field forces have pursued a path that is similar, but not identical to NIPAS Mobile Field Force. As you know, this has caused the concern among the other teams that the NIPAS Mobile Field Force, or any of its components or squads would have difficulty merging with the rest of the States’ teams. Various discussions have taken place over the last three years to address the issues that have come up, but, not the fault of one side or the other, have not come to fruition. ILEAS takes full responsibility for not solving this issue for some time now as we have had other priorities. However, outside factors as described below have come into play and now the issue must be resolved.

One major hurdle to solving these issues is that NIPAS is the only “subscription” mobile field force team in the State. ILEAS fully understands NIPAS’ concerns regarding responding to non-NIPAS agencies since they do not pay. ILEAS is similar in that we won’t allow an agency on a special team unless they are a member (although we request but do not require them to pay dues) – so we understand that perspective. However, ILEAS has, in essence, been paying the NIPAS Mobile Field Force in the name of non-NIPAS agencies through hundreds of thousands of dollars of equipment and overtime reimbursements for eight years.

### **Outside Factors**

The conditions that ILEAS receives the Homeland Security funding grants for mobile field forces have changed over the years. Initially the funding was only for terrorism related responses. The teams were originally created as Regional Distribution Site Security Teams. NIPAS originally received federal funding from ILEAS pursuant to that mission. However, those conditions no longer are in effect. As of 2009, the mobile field forces are not only civil disorder response teams but also Law Enforcement Patrol Strike Teams, support teams for WMD SRT teams and the primary source for EMAC deployments. As a result, their tactics over the years have been modified. The nearly 80% decrease in federal funding means that ILEAS can no longer afford the luxury of funding teams that serve solely the role of Regional Distribution Site Security Teams. In fact, there currently is no money budgeted for a team with that sole mission.

### **Statewide Deployability**

The ILEAS Governing Board is required to follow, at a minimum, the State policy on the statewide deployability of any team receiving homeland security funds. Like all other mobile field forces, the NIPAS Mobile Field Force is considered by IEMA to be a Mobile Support Team (MST). In exchange for grant funds, all MSTs must be willing, if at all possible, to deploy statewide when activated by the State as a State asset. The system that has been established is that ILEAS, representing local law enforcement in the State Emergency Operations Center, is tasked with organizing that response. ILEAS’s Governing Board and staff strategy has always been to modularize mobile field force teams so that a team can be created ad hoc. This requires uniformity of training and response tactics and benefits so that entire teams are not stripped from the Regions. This became an issue during the Hurricane Sandy EMAC deployment when the NIPAS Mobile Field Force conditioned its participation based on the requirement that it NOT be merged into squads of other mobile field forces that were deploying nor would it submit to command by the appointed Mobile Field Force Commander from Region 6. The NIPAS Mobile Field Force has deployed one time in response to a statewide activation (floods in Southern Illinois).

### **Bi-annual Standard Validation Exercises**

ILEAS staff has proposed and the Governing Board agreed to bi-annual validation exercises. All mobile field forces must meet the same standards and submit to the uniform validation process as developed by the grantee, ILEAS. The NIPAS Mobile Field Force’s last validation exercise was conducted in 2011 and did not go well from anyone’s perspective.

### **Proposal**

Both the ILEAS Executive Officers and the Region 4 Co-chairs have discussed this issue and have decided to approach the NIPAS leadership in a positive and constructive manner. We would like to move forward on this issue and not “re-hash” what has happened in the past to avoid falling into the “he said, she said” discussion. What ILEAS would like to do is to move forward and focus on what is the most beneficial for everyone. A strategy has been developed and the lack of funding has forced ILEAS to restrict financial support only to teams that are compliant with that strategy.

**The bottom line question is, “Does NIPAS want its Mobile Field Force team to comply with the standards and fully participate in the operational understandings and strategies as established by the State and by**

## **ILEAS that fund and coordinate the other nine local law enforcement ILEAS Mobile Field Force Teams in Illinois?”**

If that answer to that question is “Yes,” then ILEAS would request the NIPAS Mobile Field Force:

- submit to and fully pass an validation exercise that meets the same standards to which all other ILEAS-funded teams meet at a time and place amenable to both ILEAS and to NIPAS. This will require full compliance with operation of issued equipment, tactics, hand signals, etc.
- continue to attend regular statewide training and commanders’ meetings where policies, strategies, equipment needs and other important issues are freely discussed and agreed upon. ILEAS does not dictate standards or practices as those decisions are made by the team commanders themselves. ILEAS merely coordinates, supports and enforces those decisions.
- agree to the modularization strategy as established by the ILEAS Governing Board where squads from various teams can be detached and attached when necessary to respond to a variety of needs. This includes the potential of placing non-NIPAS mobile field force team members/squads under NIPAS command and vice versa.

If NIPAS agrees, ILEAS will continue to provide funding and equipment as it is available from grants and other sources. ILEAS would also continue to be the liaison with the State of Illinois for declared disaster event reimbursement management if funds are available to ensure that NIPAS agencies receive the appropriate reimbursements.

If the answer is “No,” then:

- ILEAS recognizes and respects that the NIPAS Mobile Field Force Team has a different approach, style and independent funding and wishes to be a separate but equal group. This is the same as the ISP Civil Disorder Team or the Chicago Police response strategy.
- NIPAS would no longer be considered a deployable ILEAS team and as such will not receive federally-funded financial support for the NIPAS Mobile Field Force team to include overtime and backfill reimbursements. ***This does not mean that if ILEAS had State or funding from another source such as the ILEAS Foundation, that NIPAS would not be eligible to receive such funding.***
- Both NIPAS and ILEAS agree to cooperatively coexist instead of continuing to enter into an MOU outlining how the NIPAS Mobile Field Force team would work with any ILEAS Mobile Field Force team as separate but equal partners if necessary in the field.
- NIPAS would be free to sign a Mobile Support Team MOU with IEMA to be a State asset when necessary and appropriate.
- ILEAS would request the Equipment Truck and any equipment ILEAS purchased that the NIPAS Mobile Field Force does not want to keep. NIPAS can keep all of the other equipment with NIPAS such as the 100 VHF and StarCom21 radios. ILEAS would legally transfer ownership of all other ILEAS-purchased equipment to NIPAS and report the transfer to IEMA.
- Nothing herein would affect any ILEAS/NIPAS transactions for the NIPAS WMD SRT/EST team. That relationship would continue status quo.

NIPAS has often vigorously supported ILEAS and ILEAS would continue to support NIPAS itself at every possible opportunity. We would hope that the relationship stays strong. In fact, it is our belief that amicably solving this long-standing problem will remove the only contentious issue between us so that we can both move onto more productive mutual endeavors.

## **ILEAS Agency Review Status Report of Potentially Inactive Agencies**

**April 17, 2015**

<b>Agency</b>	<b>ILETSB Status</b>	<b>ILEAS Status</b>	<b>RPC Comment</b>	<b>Most Recent</b>
Memorial Park District PD	Inactive	Active Agency - Never signed any Agreement	A part time police department only operated by officers from another agency. No contact with anyone at the "department" The contact number provided is an operator for the recreation building. This agency would be unable to provide mutual aid and law enforcement is actually provided by Bellwood Police.	Letter sent to Executive Director to confirm one way or the other the existence of the agency*
Hawthorn Park District PD	Active	Active Agency - Signed original Agreement	I've attempted to contact them several times. Each time I leave a message, I do not receive a return call, when I go to the Park District Office the "police are never there". I was informed the Chief only works one day per/week, and he will be out of town for a while now. The clerk I spoke too is not sure if he is a sworn law enforcement officer? Today I left another message and when he returns maybe he will get back to me.	Letter sent to Executive Director to confirm one way or the other the existence of the agency*
Medinah Park District PD	Active	Active Agency - Never signed any Agreement	They are unarmed security. I have attempted to get the "Chief" to call me back, dropped off our information and still no return contact. They are only working part-time when convenient and seems like the only responsibility is to lock the train station gate and call the DuPage Sheriff is the happen to see anything.	Letter sent to Executive Director to confirm one way or the other the existence of the agency*
Markham Park District PD	Active	Active agency – Supposedly signed original Agreement but unable to locate agreement	Markham Park District Police is non-existent. If you call the number (which is the park district administrative office) and ask for the police, they tell you that you have to call the Markham Police Department. The clerk told me that they do not have a department. The listed contact and chief to the best of my information is an off-duty police officer from Markham.	Letter sent to Executive Director to confirm one way or the other the existence of the agency*
Maywood Park District PD	Active	Active agency - Signed original Agreement	They no-longer have a department. They are serviced by Maywood Police Department only.	Letter sent to Executive Director to confirm one way or the other the existence of the agency*
Chapin PD	Active	Active agency - Signed Original Agreement	Reportedly the Village Board voted to withdraw. Still active agency.	Page sent email to chief 7 months ago – no answer. Letter sent to Village President for an official answer by May 18.
Clayton PD	Active	Active agency - Signed original Agreement	Spoke by phone to Loretta. I explained to her that we were more concerned with their membership than we were about their dues at this point. I sent the a copy of the five MAA documents. I told her to present them to the village council next Tuesday. If they would approve and get them signed and sent in I would help her submit a request for	Letter sent to Mayor for clarification by May 18 <sup>th</sup> one way or the other.

			dues waiver to the ILEAS board. They are still debating hiring someone for part time coverage or to contract with the county. April 14 – no longer an agency	
White City	Active	Marked defunct - Signed original Agreement	Village clerk left message conforming no LE presence in White City. Macoupin CO SO Dispatch advised there is no LE presence in White City at present. Call to village hall remained unanswered and not returned and the PD email for the village has been disabled. Left a message with Chief Deputy Quin Reiher asking the status of the PD on this date and time.	Letter sent to Village President for clarification of status by May 18 <sup>th</sup>
Taylor Springs PD	Active	Marked defunct - Signed original Agreement	Per an email from Nancy Crossman, "Chief Warren Hall of Taylor Springs PD called after receiving their past and present dues notice and stated that in 2013 the city voted to drop out of ILEAS and they were supposed to have sent us notification of that".	Letter sent to mayor for clarification of status by May 18 <sup>th</sup>
Harvel PD	Inactive	Marked defunct - Signed Original Agreement	Per Tiffany, the Harvel treasurer called to say they no longer have a police department. Could possibly have one in July but they are not paying their dues. Looks like they have not had a chief for nearly two years. No LE officers working in Harvel per Montgomery CO & Christian Co Dispatch	Letter sent to mayor to confirm by May 18 <sup>th</sup> that they are no longer want to participate.
Royal Lakes PD	Inactive	Marked defunct - Signed original Agreement	Per Macoupin CO SO Chief Deputy Quinn Reiher, London Simmons is no longer mayor/acting chief and the Royal Lakes PD has been disbanded. The SO is providing LE services to the community.	Letter sent to mayor to confirm by May 18 <sup>th</sup> no longer a member.
Sorento PD	Inactive	Marked defunct - Signed original Agreement	Dissolved	Letter sent to mayor to confirm by May 18 <sup>th</sup> no longer a member.
Augusta PD	Inactive	Active agency - Signed original Agreement	7/7/2014 I called Hancock County SO and was told that Augusta has no PD now. They are patrolled by the SO.	Letter sent to mayor to confirm by May 18 <sup>th</sup> no longer a member.

All letters sent gave a deadline of May 18, 2015 for an answer. If ILEAS does not receive anything by then, the agency will be removed from any active status and marked as defunct. Since some of the agencies signed the original Agreement, we want to get documentation, or at least documentation of how we tried to get documentation, from them saying they are withdrawing officially from the intergovernmental agreement.