



**ILEAS Issue Document**  
**Governing Board Meeting**  
 September 25, 2014

**Capital Replacement & Other Additional Grant Funds**

Recently, the Board has adopted capital replacement proposals for ITTF in case there were additional funds available that were not spent for other projects. With governing Board approval, ILEAS submitted requests for bomb suits, replacement special team radio batteries, new LION hazmat suits and replacement PAPRS. The estimated cost for those items was \$614,500.

Since that list was submitted, ILEAS has received \$1,173,137.34 in additional funds from ITTF in the last 60 days. These funds were from remaining FY11 and FY12 grants that other ITTF committees did not use. Virtually all of these grants expired on July 31, 2014 so they had to be spent quickly. After consultation with the Executive Officers, ILEAS spent this additional money on some of the proposed equipment and projects already approved by the Governing Board. Some of the proposed capital replacement equipment has been purchase with FY13 money that was freed up by the addition of the surplus FY11 & FY 12 funds. This is a summary of the additional funds:

Additional Funds Given to ILEAS for 11 and 12 Grant Cycle	FY11 Grants	FY12 Grants
	\$ 860,850.62	\$ 312,286.72
ITEM	#	Total
Staff Salaries		\$ 45,764.72
Bomb Suits (1 for each EOD team)	9	\$ 228,336.00
Lion MT94 protective ensembles	50	\$ 90,000.00
LION ERS PPE Ensembles	300	\$ 138,000.00
Avon EZ Air Respirators	300	\$ 127,500.00
SRT Ford F350 Upfit*	2	\$ 58,596.00
MFF Truck Retrofits+ Repairs*	8	\$ 399,660.05
OTB		\$ 85,280.57
<b>Totals</b>	<b>\$860,850.62</b>	<b>\$312,286.72</b>
<b>Total Additional Funds Given to ILEAS for 11 and 12 Grant Cycle</b>		<b>\$ 1,173,137.34</b>

\*There were a total of 11 SRT Trucks done and 8 MFF Truck Retrofits split between 11SRT, 12SRT, 13SRT additional funding as well as original grant funding. The overlap of 11SRT and 12SRT grant funds allowed for the majority of the work on the SRT Ford 350 upfits.

**Requested Board Action**

Staff requests that the Governing Board endorse the investment of the additional \$1,173,137.34 as described above.

**ILEAS FY15 Budget and Federal FY14 Preparedness Grants – Final Version**

**Grants**

ILEMA has adopted a final version of the FY14 grants for ILEAS totaling \$5,967,905.10. They have been presented to ILEAS and signed by ILEAS. We are awaiting IEMA’s signature to finalize the grants. Please note that these are the Preparedness Grants. This list does not include the FirstNet grants that have already been approved by IEMA and the Governing Board. This is a summary of those grants:

<b>Grant Name</b>	<b>Purpose</b>	<b>New Grant Amount</b>
<b>14ILEASCAR</b>	Mutual Aid Plan	<b>\$ 368,177.00</b>
<b>14ILEASIMT</b>	Incident Management Team	<b>\$ 33,250.00</b>
<b>14ILEASPLN</b>	Planning/RPCs	<b>\$ 1,359,025.00</b>
<b>14ILEASSEC</b>	School Safety	<b>\$ 142,116.00</b>
<b>14ILEASSRT</b>	ILEAS Teams and Operations	<b>\$ 2,693,172.00</b>
<b>14ILEASTRN</b>	Training/ITC	<b>\$ 722,170.00</b>
<b>14ILEIMERT</b>	IMERT	<b>\$ 60,838.00</b>
<b>14ILIPWMAN</b>	IPWMAN Radios	<b>\$ 32,490.00</b>
<b>14ILEASPRG</b>	ITTF Account Technicians	<b>\$ 156,750.00</b>
<b>14UASISEC</b>	School Safety in Cook Co.	<b>\$ 47,372.00</b>
<b>14UASIPRG</b>	ITTF Account Technicians	<b>\$ 54,150.00</b>
<b>14ILEASADM</b>	Management & Administration	<b>\$ 293,051.84</b>
<b>14UASIADM</b>	Management & Administration	<b>\$ 5,343.26</b>

Please see the line item description of the expected expenditures for each of these grants in the attached financial packet.

**Business Account**

ILEAS also has funds from various sources such as dues, disaster reimbursements and Training Center rentals which make up the Non-Grant Business Account. The proposed budget is a deficit budget for FY15. ILEAS has built up a business account budget of approximately \$500,000. A significant amount of that fund was “programmed income.” Programmed income is created when we spend Federal funds and as a result make money. For instance, we use Federal money to pay the lease for the ITC. When we have lessees that pay us for space at the ITC, that is considered “programmed income.” ILEAS is obligated to spend that programmed income to support the original purpose of the grant and not just save it up for long term contingency funding. As a result, this year’s business account budget is a deficit budget so that we can spend some of our programmed income down. See the attached Business Account budget for FY15.

**Requested Board Action**

Staff requests that the Governing Board approve the:

- FY14 IEMA grants and proposed budget
- FY 15 ILEAS Non-Grant Business Account proposed budget

**Dues Waiver Request – Chebanse PD**

The Village of Chebanse has requested a waiver of dues. They are currently contracting with the Kankakee County Sheriff’s Office for police protection on a month to month basis. They are going through the process of

whether or not to have a police department. Until they make that decision, they would like for ILEAS to waive the FY14 dues requirement. See their letter in the packet.

**Requested Board Action**

Staff requests that the Governing Board approve the waiver request.

**Transparency Web Site**

As members of the Governing Board are aware, there is a movement by good government organizations like the Illinois Media Association, the Illinois Policy Institute, Openthebooks.org and other such organizations to improve the openness of public agencies and enhancing transparency. Some organizations are going to public agency websites and rating them against a scale of transparency, “grading” the agency and then issuing press releases on their “grades.” One of those organizations is the Illinois Policy Institute (IPI). IPI has published a transparency checklist for public agencies. The IPI also goes around public agencies in Illinois and rates their website transparency. In ILEAS’ effort to comply with established standards, a new tab on our website entitled “Transparency” has been developed pursuant to the IPI standards of:

- |                        |                 |
|------------------------|-----------------|
| 1. Contact Information | 6. Expenditures |
| 2. Public Meetings     | 7. Compensation |
| 3. Public Information  | 8. Contracts    |
| 4. Audits              | 9. Lobbying     |
| 5. Budgets             | 10. Taxes       |

The website is almost completed with the exception of contracts and a few other minor details. The website will be reviewed directly at the meeting.

**Requested Board Action**

No action is being requested by the Board.

**Mobile Field Force Validation Report & Region 8 & 9/11 Merger**

Mobile Field Force Validation Exercises

ILEAS recently conducted a multi-team Mobile Field Force validation exercise at the ILEAS Training Center and surrounding Champaign/Urbana area. The exercise started on August 26th and ended on August 29th. Four teams, one per day, participated in what was actually a series of exercise sessions that were designed to test the knowledge of each and every participating Mobile Field Force Team member. Over 200 team members representing dozens of agencies from across Northern Illinois participated. Voice communications were also tested and exercised by utilizing a different Unified Command Post each day combined with the ITECS vehicles from the Champaign Fire Department and the Will County Emergency Management Agency.

Each team was divided into squads that were tested at different locations in Urbana at the ILEAS Training Center, the Urbana Police Department Firearms Range and the Champaign County Fairgrounds. They were tested on the use and operation of PPE, all the issued equipment, high profile rescues, the use of specialty vehicles, squad movements, specialized arrest teams, emergency medical skills, etc. Commanders from the Illinois State Police civil disorder team and the Chicago Police Department crowd control team were also present during portions of the exercise. They observed each of the validation exercises and conferred with the various team commanders and instructors/evaluators. Plans were established for future joint ISP, ILEAS and Chicago PD training.

The Mobile Field Force Teams that participated were:

1. Region 2
2. Region 3 North
3. Region 3 Central
4. Region 3 South

The Unified Command Posts came from:

1. Bureau County Sheriff
2. Jo Daviess County Sheriff
3. Wauconda Fire Protection District
4. DuPage County Sheriff

The agencies providing the Illinois Transportable Emergency Communications System (ITECS) were:

1. Champaign Fire Department
2. Will County Emergency Management Agency

### Region 8 & 9/11 Merger

The Region 8 and Region 9-11 MFF's both currently have approximately 38 members on the team roster. However usually less than 20 attend team training. It is not unusual for multiple members to not be able to attend for many reasons. However, when you are starting with only 38 losing 18 of those makes a serious impact and hampers useful training. ILEAS feels the minimum size of a MFF is 45 and the authorized strength of most teams is 70.

Lt. Matt Dunning of Carbondale PD, the Region 9-11 team commander recognized this and discussed it with Jim Luecking. Staff had already noticed the declining numbers and had discussed it internally, including a possible merger of the two teams. After some discussion between Jim Luecking and Lt. Dunning, the idea of merging the Region 9-11 team with the Region 8 team was brought up. Lt. Dunning then ran this by Chief O'Guinn who asked that staff poll the other Regional Co-Chairs. This was done and all four agreed that while it was not what they preferred, it was probably necessary.

I then sent the information to the Region 8 Co-Chairs and Lt. Kerry Andrews of O'Fallon PD, the Region 8 team commander for their consideration. Lt. Andrews thinks it could be a viable option but he also thinks that the Region 8 team may be adding members due to the events in Missouri. The Steve Evans from Collinsville also agrees with the proposal. We have not yet heard from Sheriff Vazzi. We would propose the merger include the following.

- Combine Region 8 and 9-11 into one team.
- Leave current equipment and supplies located as they are now.
- Allow a team roster of up to 90 members.
- Command element would be some from both teams.
  - Team leader from one, assistant from the other, etc.
  - Given his many years of experience with the team and that he is one of our MFF trainers; Chief of Staff Luecking recommends that Lt. Kerry Andrews be appointed the team commander with Lt. Dunning his assistant.
  - The two of them would make the other internal team appointments.
- Training would be a combination of one session in Region 8, one in Region 9 and one in Region 11 on a rotating basis.
- All six Regional Co-Chairs would be involved in team decision making, such as when it is appropriate to respond to a call-out or the recommendation of an appointment of a team commander etc.

### **Requested Board Action**

Staff requests that the Governing Board authorize the merger of Regions 8 and 9-11 Mobile Field Forces into one team referred to as the Southern Illinois Mobile Field Force Team.

**New LEMAA Status**

The adoption of the new Law Enforcement Mutual Aid Agreement (LEMAA) continues its implementation. As of September 16, 2014, ILEAS has received either resolutions or signed LEMAs from:

405	Municipalities
65	Counties
15	Public Universities/Colleges
3	State Agencies
7	Private Police
2	Special District Police
<u>497</u>	<u>Total (53%)</u>



September 20, 2014  
status of county  
sheriffs' adoption of  
the new ILEAS  
LEMAA

ILEAS is currently averaging around 5 new LEMAs arriving per week. The rate has declined significantly in the last month. 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. That can continue except that in March, of next year, there is an election. Only chiefs and sheriffs from agencies that have signed the new Agreement can run for the Board in the next election. All current Governing Board members have submitted their new LEMAs.

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

1. Current Governing Board Member Agencies..... completed
2. County Sheriffs..... 37 remaining
3. Special Regional Team Membership..... 76 special team agencies remaining
4. Agencies with over 50 sworn..... 8 not on special teams remaining

That list is currently down from 379 to 119 agencies – 69% of our priority agencies are completed.

There have been some issues with agencies submitting the resolutions, but NOT the actual agreement. Staff is working through those now. There have also been a few instances of the notaries signing in the wrong place. However, overall, the adoption rate and process has gone very well.

**Proposed Requirement To Join to Receive Benefits**

It has been suggested and discussed by staff for the Board to adopt a requirement that agencies must adopt the new LEMAA and be paid up on dues prior to receiving any funds or equipment from ILEAS. While this has not been a big problem yet, the issue has come up twice recently. ILEAS distributed new Bomb Suits to all the local Bomb teams in the State. All of the bomb team agencies have signed the new LEMAA with the exception of the University of Illinois and Peoria. ILEAS recently provided several gas masks to an agency that had not, and still has not, paid last year's dues.

Additionally, with regard to Special Teams, there is a potential issue. The new LEMAA allows for deployments when a disaster “or the reasonable threat or possibility of an occurrence of” a disaster occur. That means the LEMAA agencies can pre-deploy assets prior to a disaster. The original LEMAA is not as clear on that point. Having some agencies represented on special teams responding under the new LEMAA and some under the old one, may be problematic. Also, teams’ agencies are eligible for OT/BF reimbursements.

**Requested Board Action**

Staff requests that the Board discuss the potential of a policy providing that no agency shall receive funds or equipment from ILEAS until after having signed the new LEMAA. Staff suggests that this policy be enforced starting in March of 2015 when the LEMAA has been adopted for one year and the new Governing Board is elected from participating new LEMAA members.

## New Bylaws

### By-Laws & Powers of Officers

ILEAS has a set of by-laws and amendments that have been in place since ILEAS' inception. The bylaws must be rewritten to reflect the new Law Enforcement Mutual Aid Agreement. Executive Director Page and General Counsel McAvoy have been working on the new bylaws for the last few months. During this process, the bylaws of MABAS, IPWMAN, ILTERT and IMERT were reviewed along with the original ILEAS bylaws and the LEMAA. ILEAS' contract attorney Dick Stites participated in the construction of the insurance and indemnification article of the bylaws. The Executive Officers have reviewed the proposed bylaws as well. The result of that review is the proposed set of bylaws included in the Board packet. We have also attached the original bylaws for comparison.

Staff suggests that the Governing Board members carefully read the bylaws prior to the meeting on September 25, 2014 where each section will be reviewed and discussed. There are outstanding issues which need resolved by the governing Board before the bylaws can be completed. The primary issue is the existence and purpose of the Regional Boards.

### Regional Boards

The new LEMAA does not establish regional governing boards. It calls the elected board members "co-chairs" of each region, but does not create regional boards. It states that there **may** (emphasis added) be boards; to be precise, it states that each region may elect a secretary, treasurer and sergeant at arms. It also mentions ex-officio members (earlier described as non-voting, advisory positions.) But, it nowhere establishes the regional boards or requires them to be established. Here is the language from the LEMAA regarding regional governing boards. It's contained in paragraph 3. a. 4.

"Regional Governing Boards. In each of the Regions, in addition to the co-chairs for that region, there may be elected a secretary, treasurer and sergeant at arms for that Region as well as any number of ex-officio members as that Region desires."

Regional Board are not included in the new bylaws that have been submitted to the Governing Board only because Director Page believed that their purpose and existence should be discussed at length and considered by the Board in detail.

- Regional Boards were originally conceived as participating more in the administration of the ILEAS programs in the days prior to a staff. For instance, each Regional Board was responsible for the distribution of tens of thousands of gas masks – physically delivering them, tracking signatures, numbers, inventory, etc. Since then, staff manages the programs and the Regional Boards are no longer involved.
- Some Regional Boards are more active than others. Most meet irregularly if at all. Some never meet. They all meet once annually at the annual conference where elections are held. One Regional Board exists primarily to authorize special team activation. Most Regional Boards do not.
- Since the creation of Regional Boards, the Open Meetings Act and the Freedom of Information Act have been enhanced and strengthened requiring a greater burden on public agencies to maintain records and access. If Regional Boards are created as subsidiary parts of ILEAS, or as committees or sub-committees of the elected Governing Board, then their meetings and communications are subject to the provisions of the OMA and the FOIA. Every Regional Board member by law must completed the

Open Meetings training. When ILEAS receives FOIA requests, we are obligated to provide pertinent emails of Regional Board members who may have discussed whatever the issue is – even agency emails and not just ILEAS emails. If the Regional Board has 5 members, three of them cannot meet and discuss ILEAS business – even at a Chiefs’ or Sheriffs’ conference, MTU meeting, etc.

After review of the entire issue, Executive Director Page is recommending that the Governing Board consider NOT creating Regional Boards as official subsidiaries of ILEAS at this time. They can always be re-established at a later date if the need arises. The Regional Co-chair representatives can always assemble a group of trusted advisors or an informal group to oversee team activations, etc. There can even be different groups for different purposes. But, if the Board creates them in the bylaws, staff will be required to oversee meetings, minutes, communications when there are FOIA requests, Open meeting compliance, etc.

### **Requested Board Action**

Staff requests that the Board:

1. Discuss/review the bylaws with recommendations for staff for adoption at the December 2014 meeting
2. Discuss the Regional Board issue and provide guidance to staff on the inclusion/exclusion of Regional Board in the final version of the bylaws

## **Ex-Officio Consultants**

At the April 24, 2014 ILEAS Board meeting, the Board discussed several actions that the Governing Board needs to take based on the new LEMAA. Staff and volunteer Board members have been working on those issues since then. Staff is requesting the Board consider the following proposals for adoption.

### **Ex Officio Consultants**

The new LEMAA leaves some decisions and policies to be determined by the Board. One of those issues is the appointment of ex-officio consultants. No Governing Board member volunteered to assist working with staff to examine this issue. The original mutual aid agreement and the original by-laws do not address the issue of ex-officio consultants. The new LEMAA does address the issue as follows:

The President of ILEAS, with the advice and consent of the Governing Board of ILEAS, may appoint any number of *Ex-Officio* Governing Board consultants for the benefit of obtaining their counsel and advice but such individuals, if any, as are appointed to *Ex-Officio* Governing Board consultant positions shall not have any voting rights on matters to be decided by the Governing Board and, relative to the Board, are not agents or servants of the Governing Board, ILEAS or any Signatory Public Agency.

Past ILEAS Presidents have traditionally appointed a variety of ex-officio consultants. Early in ILEAS’ history, the ex-officio members attended the Governing Board meetings routinely. In recent years, with a couple of exceptions, it is a rarity.

These are the current official ex-officio Board members:

ITTF	Don Kauerauf	IEMA
Transportation	Doug Knott	METRA
Fire	Mike Dilley	MABAS (recently appointed)
Training	Jeff Fritz	ILETSB
Feds	Steffan Nass	FBI
Corrections	Brian Adams	IDOC
Universities	Von Young	IACLEA (he retired recently)
Communications	Brian Tegtmeyer	IL-TERT (DU-Com)

## Options

As one can see in the LEMAA section above, there is no *requirement* to have ex-officio consultants. Therefore, the first question to be answered is, “Does the Board see the value in having ex-officio consultants appointed to the Board?” Is there a value in other related organizations attending our Board meetings to provide the ILEAS Board with their perspective and to take back to their sponsoring organizations information about what ILEAS is doing?

1. If the answer is no, then the issue is closed.
2. If the answer is yes, then there are several options. The Board may choose to:
  - a. decide it wants to have related organizations to send representatives to routine regular Board meetings. The Board determines what agencies it wants.
    - i. ILEAS reaches out to those agencies, makes the request and gets (or doesn't bet) a commitment.
    - ii. The President appoints the agency/representative to the Board.
    - iii. The Board then approves or “consents” to each appointment.
  - b. only bring in ex officio consultants ad hoc for special issues – on an as needed basis only.
    - i. For example, it would be valuable during a crisis like the anthrax attacks to have public health as an ad hoc Board consultant. When the crisis passes, they would drop off.
    - ii. The President then appoints or invites them to attend Board meetings when appropriate.
  - c. Develop a list of agencies to receive the Board packet so as to keep them informed of various issues over and above normal channels.
  - d. implement a priority or hybrid system involving the use of both permanent ex-officio consultants, ad hoc and written notification systems.
    - i. The President appoints those agencies that the Board has prioritized to attend regular routine Board meetings
    - ii. The President invites agencies on an ad hoc basis for specific purposes to one or a series of Board meetings
    - iii. A list of other agencies is selected by the Board, President or Executive Director to receive regular Board packets so they stay informed of ILEAS activities but does not have to attend regular meetings.
- The more communication there is between the various statewide response organizations the better. The power of personal relationships, networking and routinely working together is critical to a successful crisis management response.
- There are some organizations that need to routinely work with ILEAS and should be at the Board meetings such as MABAS and ITTF and IACLEA. There are others that do not but would benefit from a more intimate relationship than once a month at ITTF meetings.

## Recommendations

Staff recommends that the Board adopt option D above. That option being for the President to invite some Consultants to attend all Board meetings, invite some Consultants to attend only when a current issue requires their advice, and develop a list of agencies and people that should routinely receive Board packets so they are routinely informed of ILEAS activity without having to attend the meetings.

## Non-Member Affiliates

### Approval of Non-Member Affiliates

The Governing Board has already approved a Non-Member Affiliate Agreement. Staff has developed a process for their approval:

1. Provision of the Non-Member Affiliate Agreement (NMAA) to the appropriate agencies
2. Agency reviews the NMAA and decides to sign the Agreement and sends it back to ILEAS
3. The ILEAS Executive Director and the ILEAS General Counsel reviews the Agreement to determine if:
  - a. The Agreement is completed and signed appropriately by the agency
  - b. The agency is recognized by the Illinois Law Enforcement Training And Standards Board (ILETSB) as legally employing certified law enforcement officers



- c. Checking with the assigned Regional Planning Coordinator to ensure that there are no outstanding issues with the agency
4. If the NMAA and the agency meets standards as established, the Executive Director signs the Agreement and returns a copy to the agency
5. The Governing Board is notified at the next regularly scheduled Board meeting of the new Agreement(s)

The Non-Member Affiliate Agreement have already been signed by the following agencies which have been recognized by ILETSB as legally employing sworn officers:

1. Alton and Southern Railroad Police
2. Benedictine Colleges – Lisle
3. Benedictine college – Springfield
4. Carl Sandburg College
5. Northwestern University Police
6. St. Xavier College Public Safety
7. Terminal Railroad Police

### **Requested Board Action**

Staff requests that the Board:

- approve the above-described process for entering into agreements with the Non-Member Agencies
- endorse and adopt the current six agencies listed above

## **Statewide Law Enforcement Agency Agreements**

### Approval of Statewide Agency MOUs

The Governing Board has previously approved a standard MOU format for statewide law enforcement agencies. The agencies that this affects are:

1. Illinois State Police\*
2. Illinois Commerce Commission Police\*
3. Illinois Department of Natural Resources Police
4. Illinois Secretary of State Police\*
5. Illinois Attorney General

**\*-signed MOUs on file**

Staff has developed a process for their approval:

- Provision of the Statewide Law Enforcement Agency Memorandum of Understanding to the five statewide law enforcement agencies (completed)
- Agency reviews the MOU for consideration. The agency may:
  1. Accept the proposed MOU “as is” and signs it
  2. Proposes changes and enters into discussions with the ILEAS Executive Director about those changes
- Once the MOU language is established, the agency signs the MOU and sends a copy to ILEAS
- The ILEAS Executive Director signs the Agreement and returns a copy to the agency
- The Governing Board is notified at the next regularly scheduled Board meeting of the new MOU

### Illinois Department of Corrections (IDOC)

ILEAS staff and a representative of Sheriff Schneider met with IDOC management at their request about joining ILEAS. Now that the LEMAA allows for the exchange of correctional officers AND after the Robinson escape situation last year, IDOC wants to join ILEAS. They are particularly interested in participating in planning for disasters such as earthquakes which may destroy or close jails and correctional facilities. The Executive Director has signed agreements with the three statewide law enforcement agencies listed above as they are traditional law enforcement agencies and were already current ILEAS members. However, he has NOT signed the IDOC MOU until the Governing Board could weigh in. The proposed MOU is attached.

### **Requested Board Action**

Staff requests the following:

- the Board approve the above-described process for entering into MOU's with the Statewide Law Enforcement Agencies.
- the Board endorse and adopt the current three statewide law enforcement agencies listed above.
- The Board to approve the MOU with the IL. Department of Corrections.

## **STIC and IFSI MOUs**

As the Governing Board is aware, all the Homeland Security Preparedness grants must be spent 80% by locals and 20% by the State. However, there are instances when the locals can, by written agreement, "sign over" funds to the State to implement them for the benefit of the locals. When ITTF puts together and approves a spending plan, they have to take the 80/20 split into account. Both MABAS and ILEAS participate in supporting IFSI and STIC in that we sign agreements with those agencies to administer "local" ITTF funds for the benefit of the locals. ILEAS has routinely and historically signed those agreements. Due to grant rules, the State only has so many days after receiving their grant to execute the terms of the grants. As a result these agreements have to be in place relatively quickly. These agreements do NOT negatively affect the ILEAS budget and serve to provide services to local law enforcement agencies across Illinois.

Federal FY2014 was no exception. ILEAS signed agreements with both the Illinois State Police to provide STIC services to all local law enforcement agencies and the IFSI agreement provides that IFSI can provide instructional training (primarily NIMS) for local law enforcement across Illinois. The STIC budget amount is \$1,125,000. The IFSI budget in Federal FY2014 is \$1,820,493. MABAS signs similar agreements with IFSI as well.

Copies of the agreements are available upon request.

### **Requested Board Action**

Staff requests that the Governing Board officially authorize the Executive Director to execute said pro forma MOUs where ILEAS' budget is unaffected, with concurrence from the President and upon report to the Governing Board at the next regular meeting.

## **Foundation Issues**

The ILEAS Foundation and ILEAS have had discussions about the relationship between the two. When the Foundation was first formed, Executive Director Page was its registered agent. Angela Page is the day-to-day Foundation representative that gets the work done – ie., gift shop, conference, etc. In order to ensure that there is a complete separation between ILEAS and the Foundation AND that no federal funds go towards supporting the Foundation, two separate agreements between the Foundation and ILEAS are in development.

### Gift Shop Lease

The ILEAS Foundation gift shop is in the ILEAS Training Center whose lease is paid with federal funds. A standard sub-lease agreement wherein the Foundation will pay the standard rate for the lease of the gift shop has been developed.

### Administrative Services

An additional agreement is being proposed to account for Angela page's time and office space and support for the times when she is working on Foundation activities.

### Registered Agent

Ralph Caldwell, a Foundation Board of Director member and Treasurer, will be the Foundation registered agent instead of Jim Page.

#### Trademark

ILEAS is in the process of trademarking its logo. The long term plan is to exclusively license the trademarked logo to the Foundation for gift shop and conference purposes.

#### Illinois New Sheriffs Conference

ILEAS has discussed the possibility that the Foundation assist the Illinois Sheriffs' Association to offset the cost of the ISA New sheriffs Conference so that ILEAS staff could attend and discuss with new sheriffs the new LEMAA and law enforcement mutual aid in Illinois. By the time the Governing Board meets, the Foundation will have made a decision.

#### **Requested Board Action**

Staff requests that the Governing Board authorize staff to:

1. Complete negotiations with the Foundation on the implementation of a sub-lease for the gift shop and an administrative services agreement for support activities.
2. Complete the trademark process for the ILEAS logo and enter into an exclusive license agreement with the Foundation for use of the logo in marketing, fundraising and promotional activities.

### **Millner Contract & Legislative Update**

The current contract with Millner and Associates for legislative liaison services expired in May. However, ILEAS has continued to extend that contract for review by the Governing Board. Given that ILEAS has a bill currently still in the hopper in the House of Representatives and that Millner has provided valuable services with regard to identifying bills that do or could affect ILEAS and provides liaison with other associated organizations lobbyists, staff recommends extending the contract one more year. The cost of the contract is \$2,000/month paid from dues funds. No grant funds are used for that purpose.

Mick McAvoy maintains ILEAS' compliance reports to the Illinois Secretary of State with regard to lobbying activities.

#### **Requested Board Action**

Staff requests that the Governing Board extend the legislative liaison contract with Millner and Associates until June 30, 2015.

### **Personnel Policies**

Chief of Staff is proposing one additional personnel policy – the Criminal Background Check Employment Policy based on the Job Opportunities for Qualified Applicants Act, AND a modification of a current personnel policy – the Conflict of Interest Policy.

#### Criminal Background Check

Governor Quinn recently signed the Job Opportunities for Qualified Applicants statute which governs how employers may consider a job applicant's criminal history during the hiring process. The bill does not apply to ILEAS given our status as a public agency. However, Chief of Staff Jim Luecking believed it best for ILEAS to have a written policy/procedure regarding this issue that is compliant. Staff looked at the IEMA criminal background check policy to ensure that whatever ILEAS adopted met grant and State standards. The following is the new policy being proposed for addition to the ILEAS Personnel Policy Guidelines:

**PURPOSE:** ILEAS maintains or has access to confidential, personal and sensitive information. Persons selected for employment must have the highest degree of trust and confidence by member agencies and the public.

**POLICY:** Offers of employment of any type are dependent on passing a criminal history check. This is done by sending a Release of Information signed by the prospective employee to the STIC.

The existence of a conviction is not an automatic exclusion from employment. Arrests (other than pending) or detention orders that do not result in convictions or pleas and expunged convictions will not be considered.

ILEAS will review the results of criminal histories on a case-by-case basis and consider the following factors in order to determine whether there is a substantial relationship between the pending charge or conviction and the position and whether the applicant should be further considered for the position:

**The Offense** - The nature and severity of the offense(s) including but not limited to:

- The statutory elements of the offense;
- The individual's age at the time of the offense
- Number and type of offenses
- Time elapsed since the last offense
- Probation or parole status
- Whether the circumstances arose out of an employment situation; and
- Whether there is a pattern of offenses

**The Position** – The duties, responsibilities and circumstances of the position applied for, including but not limited to:

- The nature and scope of the position, including types of clearances required, secured facilities accessed;
- The nature and scope of the position's autonomy and discretionary authority;
- The nature and scope of supervision and types of positions supervised;
- The sensitive nature of the data or records maintained or to which the position has access;
- The opportunity presented for the commission of additional offenses; and
- The extent to which acceptable job performance requires the trust and confidence of member agencies, State and Federal partners, or the public.

Upon completion of the criminal history, the results shall be reviewed by the Chief of Staff and General Counsel and acted upon as follows:

- No criminal records – the offer of employment may be extended.
  - If the check discloses a pending charge or conviction – the Chief of Staff and General Counsel should make an initial determination, in consultation with the Executive Director, whether the criminal activity would be substantially related to the functions of the position.
1. If the conclusion is that there is no substantial relationship between the offenses and the position, then the offer of employment may be made.
  2. If the conclusion is that there is a substantial relationship between the offenses and the position, then the applicant shall be notified of the results of the criminal history and have three working days to challenge the findings. If the findings are upheld, the applicant will be notified of the non-selection.

**Confidentiality** – ILEAS will maintain the criminal history records as confidential to the extent allowed by law. Information obtained will only be shared on a strict need-to-know basis.

### Conflict of Interest Policy

One of the ILEAS Regional Planning coordinators was offered a job as a part-time Police chief in the small town he lives in. Executive Director Page looked into the matter and determined that he did not seek out the job, but was offered the job because of his personal relationships with those on the Village Council and his reputation in law enforcement. However, it brought up an issue for the Governing Board to consider. There are two questions to consider:

- Is it a conflict of interest for a full-time ILEAS employee to be a sworn Chief of Police, Assistant Chief or a command officer for a police agency?
- Is it a conflict of interest for a full-time ILEAS employee to be a sworn officer for a law enforcement agency?

When ILEAS staff were all contractors, there was no prohibition on secondary employment. When the conversion was done in 2012 to employees, the Governing Board adopted a set of personnel policies that governed conflicts and secondary employment. Currently those policies are:

- Personnel Policy prohibits:
  - **Conflict of Interest – ILEAS Employees will avoid all conflicts of interest related to ILEAS business, and other than established salary and benefits, will not personally benefit from transactions, contracts, refunds, commissions, gifts or other rewards connected to or based on the performance of work for ILEAS.**
- Personnel Policy Governs Outside Employment:
  - **Employment with ILEAS is considered primary for full time employees. Secondary employment is not prohibited, conditioned on no conflicts occurring with primary employment by ILEAS. Recording of hours worked during ILEAS employment, with any portion coinciding with hours worked during secondary employment, is strictly prohibited.**
- Employee Conduct:
  - **ILEAS employees shall conduct business and coordinate law enforcement mutual aid process in an ethical, legal, professional and courteous manner. ILEAS will conduct themselves at all times so as to avoid harming the reputation of ILEAS.**

Being an ILEAS employee AND a police chief is not currently *specified* in the Personnel Policy as being a conflict of interest. However, Executive Director Page believes that it could be interpreted as a prohibited conflict of interest. For instance:

1. When an RPC responds to the scene of a disaster, is he completely divorced from being a sitting police chief as well in the minds of the requesting and responding agencies? Will he be unarmed, armed as a retired officer, or armed as a sworn officer?
2. If something occurs in their presence at the scene which requires police action and the RPC takes it, is he an ILEAS employee or a sworn officer of a police department?
3. Could the employee stand for election to the Governing Board?
4. If ILEAS offered grants or reimbursements for which the agency could qualify, would it appear to be a conflict of interest if such an award was made?
5. In his role as a police commander, if he were requested by Northwest Central Dispatch to respond to a disaster or a mutual aid event, would there be a conflict of interest because the law enforcement managers at the scene saw him there and assumed he was an ILEAS employee acting as a sworn officer?
6. What are the insurance implications with regard to liability and workers' compensation?
7. What is your availability when the RPC or employee is working the street as an officer and gets called to respond to a disaster?
8. Could the employee deploy himself and end up working a lot of hours where he benefits from increased pay for which ILEAS will end up reimbursing the agency?
9. If the employee is a working officer, the likelihood of mandatory court appearances increases as well. Could those court appearances interfere with their duties for ILEAS?
10. As a police commander attending regional MTU or chiefs' meetings, who would they represent? the agency or ILEAS?

These are the kinds of questions that could and most likely would be asked and that tend to indicate a conflict of interest. ILEAS has assiduously worked to develop an identity as a "coordinative" agency and NOT a law enforcement agency. Blurring that line will by allowing field employees to be police commanders is simply not in ILEAS' interest and works against that effort to delineate our role.

Staff recommends that the following sentence be added to the Personnel Policy on Outside Employment:

"Employment as a sworn law enforcement officer is considered to be a conflict of interest and prohibited."

## Requested Board Action

Staff requests that the Governing Board:

1. Adopt the Criminal Background Check Policy as proposed
2. Add to the Personnel Policy a prohibition and define conflict of interest as being:
  - a sworn police commander, OR
  - a sworn officer for a law enforcement agency

## FirstNet Update

Strategic work to date includes having already established a multi-discipline, multi-jurisdictional State of Illinois FirstNet stakeholder community of 115 members, which meets once a month. This group is preparing for the Initial Consultation with the Federal FirstNet folks (early 2015). Materials that we have prepared to date include our:

- project goals and objectives included in a project plan
- project website
- a marketing communications plan
- a Illinois FirstNet presentation
- distributable marketing materials

Support from the FirstNet project office as well as ILEAS staff is the only reason we are making these positive strides. We have had countless meetings/conference calls with leadership from Governor's Office, City of Chicago, CMS, MABAS, ILEAS, IEMA, and ISP (as well as many key individuals) to continue defining our overall strategy. We continue to develop and refine our FirstNet message with the critical input from law enforcement, fire, EMS, EMA, etc. We are still in a dynamic state-constantly adjusting to various inputs received. If summarized in a couple words, the Illinois FirstNet Team's overall purpose is to be Illinois Public Safety Advocates regarding the role out and implementation of FirstNet.

Tactical work to-date centers around outreach with Illinois Stakeholders and preparing for the Initial Consultation with Federal FirstNet. We have a draft of our Initial Consultation package (50+ Page Doc) we will be sharing with the Feds after it is reviewed by the Illinois FirstNet community as mentioned above. The most exciting activity to report is our Outreach Plan. We have addressed FirstNet with over 1,500 Illinois public Safety stakeholders reached since January 2014. We are now beginning to schedule our county-by-county outreach sessions. These sessions begin in October 2014 and end in February 2015. They will be about two hours long and will cover what FirstNet is to what it can do for our public safety community, but most importantly we will be gathering needs of our public safety community. We have 25 counties already scheduled and the schedule will soon be posted on the ILEAS web page.

Team Note: Phil Arnold our Outreach Coordinator has taken a new assignment as Chief of Police for Wilmington Police Department in Will County. We appreciate his efforts on our project and wish him well. Bill Springer and Joe Galvin will be tackling the outreach effort together in light of bringing on another person. A contingent plan is currently being developed in case our outreach plans need to re-vamped.

# ILEAS Training Center Activity Report 2014

(179 total event scheduled as of September 20, 2014)

## Completed Training and Workshop Events – 2014

(127 events so far in 2014)

January 6-10	Crisis Intervention Team Training
January 7	American Red Cross
January 8	Champaign SWAT Training
January 9	Illinois Association of Problem Solving Courts
January 10-11	IMERT Deployment Operations Course
January 13-17	Advanced Forensic Investigations for Hazardous Environments
January 14	SRT Team Commanders' Meeting
January 16	EOD Team Commanders' Meeting
January 22	American Red Cross
January 22	IDOT Training
January 23-24	WMD SRT Team Leader Training
January 24	IDOT Training
January 27	Urbana Fire Dept. Division Chief Testing
January 27-30	Urbana PD Promotional Testing
January 27-30	SRT Basic Equipment Course
January 27-31	Ballistic Shield Course
January 30	ILEAS Governing Board Meeting
February 4	U.S. Probation Training
February 4	Make a Wish Meeting
February 4-6	DUI Detection and Standardized Field Sobriety Testing
February 11	METRO SWAT Training
February 11	IMERT Deployment Operations Course
February 12	METRO SWAT Team Commanders' Meeting
February 12	The Best Backup
February 13	Breach Point: Personal & Professional Breakthroughs for Police Officers
February 13	The Best Backup
February 18	RECG Meeting
February 19	IDOT Concrete Structure Class
February 20	Champaign County EMA Training
February 24-28	Crisis Intervention Team Training
February 25	IDOT Training
February 25-26	Digital Photography for law Enforcement Level 1
March 2-4	ILEAS Annual Conference (Springfield)
March 5	NCSC/Probation Meeting – Administrative Office of the Illinois Courts
March 11	METRO SWAT Training & Champaign County Negotiators Training
March 11-13	LASER Training
March 12	METRO SWAT Team Commander Training
March 13	EOD Team Commanders' Meeting
March 17-21	Ballistic Shield Course
March 18-20	Intermediate electronics Course
March 19	U.S. Probation Training
March 24	IDOT Training
March 25	Homemade Explosives (HME): Awareness, Recognition and Response
March 26-27	Threat and Risk Assessment (MGT 310)
March 28	Head Start Training
April 1	Carle Hospital Difficult Patient Encounters Training
April 1-3	Standardized field Sobriety Testing
April 7-8	Investigation of Apparent Suicide
April 8	Core Skills for the Investigation of Cellular Devices
April 8	METRO SWAT Training
April 9	METRO SWAT Team Commanders' Meeting
April 10	METRO SWAT Negotiators Training
April 16	Pistol One Course

April 24	METRO and CPD SWAT Training
April 28 – May 2	WMD Tactical Operations Course
April 29	Champaign County EMA Meeting
May 5`	Heyl Royster Governmental Seminar
May 5-8	IPMBA Police Cyclist
May 6	Mobile Field Force Commanders' Training Meeting
May 6-7	Enhanced Threat and Risk Assessment
May 6-9	DEFTEC instructor Course (Bolingbrook)
May 8	Tactical Trauma Training
May 8	Illinois NENA Meeting
May 9	Manual Breaching and Ballistic Shield Use
May 12-15	EFIT Training
May 13	METRO SWAT Training
May 13	WMD SRT Team Commanders' Meeting
May 14	U.S. Probation Training
May 14	METRO SWAT Team Commanders' Meeting
May 15	EOD Team Commanders' Meeting
May 16-17	IMERT Deployment Operations Course
May 19-20	Sexual Exploitation of Children in Cyberspace
May 19-20	Calibre Press Street Survival Seminar
May 21	U.S. Probation Training
May 21-23	Outlaw Motorcycle Gang Conference
May 22	EOD Team Commander Meeting
May 23	Use of Force Training
May 28	Incident Response To Terrorist bombings/Prevention of & Response to Suicide Bombing Incidents
June 10	METRO SWAT Training
June 10-13	Champaign PD Youth Police Academy
June 11	U.S. Probation Training
June 16-19	IDOT Training
June 18 -19	Internet Tools for Criminal Investigators
June 19-20	Illinois State Police Training
June 23-25	Mobile Field Force Basic
June 23-27	Illinois State Police Training
June 26	ILEAS Governing Board Meeting
June 26-27	IDOT Training
July 1	Mobile Field Force Team Commanders' Meeting
July 1-2	Champaign PD Active Shooter Training
July 7-10	Illinois State Police Training
July 8	WMD SRT Team Commanders' Meeting
July 8	Urbana Fire Union Meeting
July 8-9	Champaign PD Active Shooter Training
July 8-11	Champaign PD Youth Police Academy
July 9	Make-A-Wish Meeting
July 9	Urbana Fire Training
July 15-18	IDOT HazMat Training
July 15-16	Champaign PD Active Shooter Training
July 16-17	METRO SWAT Training
July 22-23	Champaign PD Active Shooter Training
July 29	Champaign County EMA Meeting
July 29-30	Champaign PD Active Shooter Training
July 29-Aug 1	Champaign PD Youth Police Academy
August 4	Knock and Talk Investigative Techniques
August 5	METRO SWAT Training
August 7	Univ. of Illinois Faculty & Staff Training
August 12	Make-A-Wish Meeting
August 14	Homemade Explosives: Awareness, Recognition and Response
August 18-22	WMD Advanced Tactical Operations Course
August 19	Region 13 Regional Planning Committee Meeting
August 19	Champaign County RECG Meeting
August 20	METRO SWAT Training
August 26-29	Mobile Field Force Validations



August 27-28	Urbana Fire Promotional Testing
August 27	Champaign Co. Sheriff Taser Cameras Demo
September 2	Mobile Field Force Team Commanders' Meeting
September 2	Make-A-Wish Meeting
September 9	Quota-Free Police Productivity System
September 9	WMD SRT Team Commanders' Meeting
September 9-18	ILEAS Basic SWAT Course (Buffalo Grove)
September 10	Breach Point: Personal & Professional Breakthroughs for Police Officers
September 10	the Best Backup
September 11	EOD Team Commanders' Meeting
September 12	Urbana Fire Promotional Testing
September 15-17	ICS 300 Training
September 16-17	METRO SWAT Training
September 18-19	ICS 400 Training
September 22-23	The Complete Armed Suspect and Gun apprehension Training Course
September 22-26	NTOA/Office of Bombing Prevention Computer Training
September 23	IDOT Support Service Workshop
September 24	Police/Fire Applicant Background Investigations
September 25	ILEAS Governing Board Meeting
September 25	Initial Law Enforcement Response To Suicide Bombing Incidents
September 25-26	Incident Management Team Meetings
September 25-26	Grant Writing for Public Safety Agencies

## **Upcoming Training and Workshop Events – 2014**

(52 events scheduled as of September 20, 2014)

September 29-30	Narcotics Detection K9 Certification
September 30	IDOT Support Services Workshop
September 30	MTU 12 CIT
September 30-Oct 1	Enhanced Threat & Risk Assessment
September 29-Oct 3	Crisis Intervention Team (CIT) Training
September 29-30	Narcotics Detection K9 Certification
October 1	Champaign County EMA Pipeline Training
October 2-3	News Media Relations & On-Camera Training
October 6-9	WMD SRT Basic Equipment Course
October 6-7	Champaign PD SWAT Training
October 7	Urbana Fire Union Meeting
October 9	Cyberbullying
October 9	Champaign PD SWAT Training
October 13-14	METRO SWAT Training
October 14	IDOT Support Services Workshop
October 14-16	Bomb Tech Rescue
October 16	Risk Management for Law Enforcement 1 <sup>st</sup> Line Supervisors
October 20-22	Criminal Interview and Interrogation Techniques
October 20-24	All-Hazards Situation Unit Leader Training
October 24	Urbana Public Works Annual Meeting/Training
October 27-28	Remington 870 Armorer
October 27-31	All Hazards Incident Management Team Training
October 28	Champaign Co. Local Emergency Planning Committee Meeting
October 29	Remington 700 Armorer
October 29	Champaign PD SWAT Training
October 30	IDOT Meeting
November 3	Chemical Enhancement of Bloodstain Patterns
November 4	Mobile Field Force Team Commanders' Meeting
November 4	Nighttime Flash Photography for Criminal Investigators
November 4-6	Law Enforcement Active Shooter Emergency Response (LASER)
November 4-6	Internal Affairs Training
November 5	Daytime Digital Photography Techniques for Criminal Investigators
November 11	Advanced Forensic & Investigative Techniques
November 11-12	Financial Crimes Investigations
November 12	IDOT Support Services Workshop

November 14	Reopening & Solving Cold Cases
November 17-21	Use of Force Instructors
November 18	WMD SRT Team Commanders' Meeting
November 18	RECG Meeting
November 18-19	U.S. Probation Training
November 18-21	Remotec Robot Maintenance Course
November 20	EOD Team Commanders' Meeting
November 20	METRO SWAT Training
December 9	Cyberbullying & Sexting Investigations
December 9	METRO SWAT Training
December 10-11	Criminal Investigation for New Detectives and Investigators
December 11	ILEAS Governing Board Meeting
December 15-17	Street Crimes Seminar
December 16-17	Major Event Planning
December 18	Surviving Hidden Weapons for Corrections

## Upcoming Training and Workshop Events – 2015

(14 events scheduled as of September 20, 2014)

January 6-7	Surviving Verbal Conflict
January 12	Surviving Hidden Weapons for Police
January 13	FirstNet Training Sessions
January 21-22	Media/Public Information Officer Training for Police and Fire services
February 3-5	IDOT training
February 9-11	DUI Standardized Testing and Field Sobriety
February 12-13	Supervision, Leadership and Officer Discipline
February 19-20	WMD SRT Team Commanders' Training
March 11	Supervisor Liability
March 16-18	Criminal Intelligence Analysis Essentials
March 19	New High Tech Investigation Techniques
April 13-17	WMD Tactical Operations Course
May 7-8	Pediatric Disaster Preparedness and Planning Program
May 7	Pistol One Program

### **K-12 and Campus Safety Training – 42 events scheduled so far in 2014 & 2015:**

Jan 9	Advanced Campus Behavioral Threat Assessment	Loyola – Chicago
Jan 18	Campus Community Emergency Response Team	Oak Park Fire Department
Jan 21	Advanced Student K-12 Threat Assessment	West Aurora School District
Jan 25-26	Campus Community Emergency Response Team	Oak Park Fire Department
February 5	Incident Command for Single Resources & National Resources Framework	Loyola – Chicago
February 7	K-12 Student Behavioral Threat Assessment	Mundelein High School
February 11	K-12 Student Behavioral Threat Assessment	Vandalia
February 13	Creating an Action Plan	Oak Lawn
February 25	Advanced Student Behavioral Threat Assessment	Monmouth
February 27	Multi-Hazard Emergency Planning for Higher Education	St. Charles
February 28	Introduction to Incident Command for Schools and NIMS	St. Charles
March 7	K-12 Student Behavioral Threat Assessment	Glenview
March 11	Advanced Student Behavioral Threat Assessment	Lemont
April 17	Testing the School EOP – Tabletop	London Mills
April 22	Understanding & Planning for School Bomb Incidents	Murphysboro
April 24	Guidelines for Updating School Emergency Operations Plans	Kaskaskia College - Centralia
May 5	Guidelines for Updating School EOPs – School Safety Updates	Centralia
May 7	Advanced Student Behavioral Threat Assessment	Monmouth
May 9	K-12 Student Behavioral Threat Assessment	Aurora
June 6	Introduction to Incident Command for Schools and NIMS	Libertyville
June 10-12	L363 Multi-Hazard Emergency Planning for Higher Education	Evanston
June 17	Advanced Student Behavioral Threat Assessment	Geneva
June 25	Testing the Campus Emergency Plan	Malta

June 26	Creating an Action Plan: Forming Critical Incident Teams	Chicago
July 15	Multi-Hazard Emergency Planning for Higher Education	Univ. of Chicago
August 12	K-12 Student Behavioral Threat Assessment	Aurora
September 4	Intro to the National Incident Management System (IS700a)	Libertyville
September 5	Updating and Exercising the School Emergency Operations Plan	Libertyville
September 11	K-12 Student Behavioral Threat Assessment	Jerseyville
September 25	Understanding Bomb Threats in a School Environment & School Safety Panel	Arlington Heights
September 26	K-12 Student Behavioral Threat Assessment	Jerseyville
October 2	Advanced Campus Threat Assessment	Chicago
October 9	Programs for School & Campus Safety and Preparedness	Springfield
October 16	K-12 Student Behavioral Threat Assessment	MTU 4
October 20	Programs for School & campus Safety and Preparedness	Peoria
November 6	Behavioral Threat Assessment	Cook County (TBA)
November 12	K-12 Student Behavioral Threat Assessment	Monmouth
November 18-19	K-12 Student Behavioral Threat Assessment	Hillsboro
November 21	K-12 Advanced Student Behavioral Threat Assessment	Grayslake
November 22	Programs for Improving School & Campus Safety and Preparedness	Chicago
November 25	Understanding and Planning for School Bomb Incidents	Grayslake
February 7	Introduction to Incident Command for Schools	Aurora

**Miscellaneous Meetings & Training**

Champaign County Chiefs' Meetings: - 12 meetings

January 9	July 29
February 13	August 14
March 13	September 11
April 10	October 9
May 8	November 13
June 12	December 11

K-9 Training – 25 training events

January 9, 22, 24	July 9, 23
February 5, 19	August 6, 20
March 5, 19	September 3, 17
April 2, 16	October 1, 22
May 7, 21	November 5, 19
June 11, 25	December 3, 17

ILEAS "All Staff" Meeting – 10 meetings scheduled

January 2	August 7
February 6	October 2
April 3	November 6
May 1	December 4
June 19	

Sanitation Certification Courses– 29 events scheduled so far in 2014

January 21, 23, 27	July 14, 21
February 27, 28	August 12, 19
March 3, 17, 19, 24	September 15, 22
April 7, 14	October 14, 20
May 5, 7, 12	November 10, 17
June 18, 19, 23	December 8, 15