



**Closed Meeting Review**

The Open Meeting Statute reads:

5 ILCS 120/2.06(d)

Each public body shall periodically, but no less than semi-annually, meet to review minutes of all closed meetings. At such meetings a determination shall be made, and reported in an open session that

(1) the need for confidentiality still exists as to all or part of those minutes or

(2) that the minutes or portions thereof no longer require confidential treatment and are available for public inspection.

ILEAS has had two closed minute meetings that need reviewed by the Board pursuant to the statute:

- |                 |  |
|-----------------|--|
| April 26, 2013  | Internal personnel discussion regarding an employee's participation in a fundraiser in Southern Illinois |
| August 23, 2012 | Continuation of the discussion of the same incident  |

ILEAS maintains digital recordings of the discussion of the Governing Board.

**Requested Board Action**

Executive Director Page requests that the Board discuss the potential of leaving the closed minutes closed since it involves a personnel issue.

**FY2013 Budget**

On July 25, 2013, the ITTF adopted a budget for Federal FY2013. In the May 2013 ILEAS Governing Board meeting, each member was provided a copy of the supporting documents for the budget process. The Governing Board adopted the ILEAS-proposed budget for local law enforcement mutual aid. The funding requests approved by the Governing Board were scaled back during ITTF deliberations. A final determination was made by Director Monken and adopted by the entire ITTF. **The effective dates of these grants will be October 1, 2013 through March 31, 2015;** however, actual spending will not commence until July 2014. Based on what was adopted by ITTF, the following is the prospective FFY13 ILEAS grant budget (highlighted rows identify cuts made by ITTF):

**Car Plan – Mutual Aid**

This program organizes and coordinates the statewide law enforcement mutual aid response system (Car Plan), which provides responses by regional police officers to assist other agencies during short and long term emergencies. The Program supports operations at Northwest Central Dispatch and Peoria Emergency Communications, which serve as primary and backup dispatchers for statewide law enforcement and related resources.

Project	Proposed	Adopted
NWCD	\$24,000	\$24,000
Peoria	\$16,000	\$16,000
Planning Support – Technology	\$140,000	\$130,500.50
M&A*	\$9,473.68	\$8,973.18
<b>Total</b>	<b>\$189,473.68</b>	<b>\$179,473.68</b>

\*M&A = Management and Administration

### **Training – Statewide Mutual Aid Training**

Continuation of this program will support the ILEAS Training Center facility and Homeland Security-related training programs provided both at the ITC and various field locations, mainly geared toward law enforcement needs. Various emergency management exercises will be conducted as a training tool for law enforcement officers and agencies.

<b>Project</b>	<b>Proposed</b>	<b>Adopted</b>
ITC Lease	\$312,000	\$312,000
Courses and Exercises	\$15,000	\$15,000
Staff Salaries	\$241,000	241,000
M&A	\$29,894.74	\$29,894.74
Total	\$597,894.74	\$597,894.74

### **Special Teams – Deployable Team Assets**

The Interoperable, Deployable Teams program maintains the training and equipment of existing Special Response Teams (SRT), Mobile Field Forces (MFF), and the Bomb Teams (EOD), providing the capabilities to effectively respond to weapons of mass destruction incidents, regional emergencies, civil disturbances, and other events requiring specially trained and equipped law enforcement personnel and resources.

Overtime costs resulting from training and high-level exercises are reimbursed to the law enforcement agencies who contribute officers to the interoperable teams.

<b>Project</b>	<b>Proposed</b>	<b>Adopted</b>
OT/BF	\$1,260,000	\$1,200,000
Equipment	\$350,000	\$350,000
Validation Exercises – Wages	\$99,000	\$99,000
Validation Exercises – Other Costs	\$11,000	\$0
Team Training Courses – Wages	\$107,500	\$107,500
Team Training Courses – Other Costs	\$199,500	\$176,198.50
Staff Salaries	\$110,000	\$110,000
M&A	\$112,473.68	\$110,668.34
Total	\$2,249,473.68	\$2,213,366.84

### **Planning – RPCs, Workshops and Conferences**

The Planning Program includes staff to provide field services to over 900 law enforcement agencies in Illinois, including coordination and facilitation of obtaining emergency resources, mutual aid personnel, preparation for emergency situations, assistance at emergency operations centers, development of emergency management exercises, compliance with NIMS practices, assistance with ILEAS membership services, public speaking, and liaison to various law enforcement professional associations. The Planning Program includes an annual conference and regional workshops such as “Who Is Coming To My Disaster?” This workshop brings law enforcement executives and commanders in a region together and introduces them to the various components of emergency disaster response such as IMERT, IPWMAN, IEMA, MABAS, etc. This planning also maintains the ILEAS Agency Preparedness Program (IAPP) which encourages law enforcement agencies to work through a process to become better prepared for disasters.

<b>Project</b>	<b>Proposed</b>	<b>Adopted</b>
RPC Travel	\$120,000	\$100,000
Conference	\$75,000	\$75,000
Regional Workshops	\$20,000	\$20,000
Staff Salaries	\$827,000	\$827,000
M&A	\$54,842.11	53,789.47
Total	\$1,096,842.11	\$1,075,789.47

## **Fiduciary Grants**

ILEAS routinely receives grants for other ITTF committees wherein ILEAS acts as the fiduciary agent. The number and size of those grants have started to diminish over the last two fiscal years. It should be noted that these grants have NOT been finalized. These figures are ILEAS' last, best estimate of budget allocations. ILEAS is waiting on the responsible ITTF committee to submit final versions. The following are the ILEAS fiduciary grants given what we know now:

### ***School Security***

<b>Project</b>	<b>Proposed</b>	<b>Adopted</b>
Project Management - Staff	\$14,000	\$14,000
Project Management – Commodities	\$2,488	\$2,488
Project Administration Staff	\$4,800	\$4,800
Course instructors & Expenses	\$158,200	\$112,517.45
School Safety Instructional Staff	\$51,300	\$51,300
School Safety Instructional Travel	\$12,260	\$12,260
M&A	\$12,260	\$10,005.55
Total	\$248,048	\$200,111

### ***Incident Management Team***

<b>Project</b>	<b>Proposed</b>	<b>Adopted</b>
Quarterly Team Meeting Expenses	\$9,000	\$9,000
Position-specific/Team Training	\$11,000	\$12,000
AHIMT Conference	\$4,000	\$0
Internet Subscriptions	\$12,000	\$0
IAP Development – Fire Colleges	\$3,000	\$0
M&A	\$0	\$1,105.26
Total	\$39,000	\$22,105.26

### ***Illinois Medical Emergency Response Team (IMERT)***

<b>Project</b>	<b>Proposed</b>	<b>Adopted</b>
Staff Salary	\$65,000	\$61,750
M&A	\$0	\$3,250
Total	\$65,000	\$65,000

### ***Private Sector Alliance Project (PSAP)***

<b>Project</b>	<b>Proposed</b>	<b>Adopted</b>
Management Staff	76,000	\$38,000
Support Staff	\$30,400	\$15,200
Statewide Interoperability Coordinator (SWIC)	\$16,340	\$8,170
Travel	\$27,000	\$9,637.50
Commodities	\$2,000	\$2,000
M&A	\$0	\$3,482.50
Total	\$151,740	\$76,850

## Management and Administration (M&A)

The 5% M&A budget is listed in each project . the following is a breakdown of anticipated M&A expenditures.

Item	Expense
Office Supplies	\$16,000
Furniture	\$5,000
Telecommunications	\$13,000
Travel	\$3,000
Other Expenses	\$19,259.04
Audit Fees	\$25,000
Workers Compensation Insurance	\$15,000
Staff Salaries	\$165,000
<b>Total</b>	<b>\$221,529.04</b>

### Totals

Law Enforcement Projects Requested	\$4,133,684.21
Law Enforcement Projects Adopted	\$4,066,524.73
Fiduciary Projects Adopted	\$364,066.26
<b>Grand Total</b>	<b>\$4,430,590.99</b>

Total cuts to local law enforcement programs equals 1.6% from what was originally submitted. Staff believes that this is a result of two factors – 1)ILEAS following the budgeting protocols as established by ITTF, and 2) the value that ITTF places on ILEAS & law enforcement programs. ILEAS received the largest allocation of any ITTF Committee.

### Previous Federal Fiscal Years

As always, ILEAS is managing multiple fiscal years simultaneously. As of August 20, 2013, there are two previous fiscal years still active – FFY11 and FFY12. Here is a high level breakdown of the status of each year (for specific details, please see the Active Grant Analysis that has been included in the packet):

#### **FFY11**

Project	Budgeted	Remaining	Termination Date
Mutual Aid and Statewide Deployable Teams	\$3,948,745	\$1,632,148.62	12/31/13
Technology (Information Sharing & Credentialing)	\$323,078	\$100,128.81	3/31/14
K-12 & Campus Security	\$179,488	\$5,693.99	12/31/13
K-12 & Campus Security (UASI)	\$47,500	\$478.53	6/30/14
IMERT	\$90,009	\$0	12/31/13
Private Sector Alliance Project (PSAP)	\$179,488	\$91,977.59	3/31/14
Radiation Detection Training	\$134,616	\$128,279.97	12/31/13
EMNET Licensing	\$143,591	\$35,566.67	12/31/13
Emergency Management	\$359,756	\$247,035	12/31/13
M&A	\$326,983.72	\$105,731.16	12/31/13
<b>Totals</b>	<b>\$5,733,254.72</b>	<b>\$2,347,040.59</b>	<b>N/A</b>

Project	Budgeted	Remaining	Termination Date
Mutual Aid and Car Plan	\$310,897	310,897	3/31/14
ILEAS Deployable Teams	\$1,599,035.25	\$1,577,179.89	3/31/14
RPCs & ILEAS Planning/Conference	\$511,100	\$511,100	3/31/14
ILEAS Training	\$453,150	\$452,790	3/31/14
K-12 & Campus Security	\$179,488.25	\$154,929.12	6/30/14
K-12 & Campus Security (UASI)	\$100,000	\$87,603.54	6/30/14
IMERT	\$61,750	\$61,750	3/31/14
Citizen Corps	\$50,000	\$47,500	3/31/14
EMNET Licensing	\$104,025	\$104,025	3/13/14
Incident Management Team	\$36,795.40	\$36,795.40	3/31/14
UCP Communications	\$73,798.85	\$0	3/31/14
StarCom Licensing	\$513,000	\$513,000	3/31/14
ITECS Communications	\$42,750	\$16.83	6/30/14
M&A	204,515.25	178,700.55	3/31/14
<b>Totals</b>	<b>\$4,240,305</b>	<b>\$4,031,148.28</b>	<b>N/A</b>

### Staff Reductions

There are some significant staff changes and reclassifications in this budget. Three full time positions are removed from the grants in FFY13.

- One of those positions, Credentialing Coordinator, has been eliminated. Credentialing is now an unfunded program for ILEAS. The current Credentialing Coordinator, Ron Studebaker, has been notified that pending a budget vote by the Governing Board, he will be laid off.
- Two other employees, Jim Young, Facilities Coordinator and Nancy Crossman, Administrative Support, will move from grant funding to the "programmed income" accounts. They will be paid from income received from sub-lessees, subscriptions and facility rental fees from the Training Center.

### Staff Compensation

Built into the FFY12 budget was a 2% increase in salaries and professional service vendor contracts. Built into the FFY13 grants is a 3% increase. At this point, the Governing Board adopted the FFY12 budget but has not discussed in detail salary increases as they were built into the grant as a contingency given the fiscal outlook at the time. Salary adjustments for specific individuals whose job descriptions have significantly changed or have a new position have been made with Executive committee oversight or discussion at a Board level (i.e., Pat Carey and Jim Luecking to Chief of Staff). However, the base salary overall has not changed. Attached to this packet is a discussion of salaries and a specific proposal for increases. Discussion by the Executive Committee resulted in this being brought before the Board at this time. ***Please review this addendum prior to the Board meeting.***

***IT SHOULD BE NOTED THAT NO FUNDS RECEIVED FROM THE DUES INCREASE ARE DIRECTED TO STAFF COSTS WHATSOEVER.***

For discussion sake, see the following:

### Current Issues

- No base salary raises since late 2009 and one bonus paid in 2010.
- A 7.65% pay cut in January of 2012 and no benefit package for any employee
- The erosive effects of the ILETSB controversy coupled with the recent federal budget cuts
- high quality ILEAS staff members are being recruited by other organizations and in some cases, generating interest by some staff. There have been some losses to retirement and recruitment already
- the first layoff
- the lack of a formal salary structure

All of these factors have combined to create apprehension among many of the staff as to their future with ILEAS. Please note that overall the morale is still high and the staff still believes in the ILEAS mission. Additionally, it was made clear to everyone when they were hired that ILEAS is grant funded and when the grants are gone, so is the staff.

Proposal

- Governing Board considers implementation of FFY12 implement 2% bonuses as budgeted
  - For all ILEAS staff to be paid out of currently budgeted FFY12 funds at the end of the 2013 calendar year.
    - Does not apply to the:
      - Executive Director/Trainers/non-law enforcement staff (i.e., IMERT)
      - those who have received recent salary adjustments for position changes
      - pro-rated for those who have been with ILEAS less than a year
    - **Cost = approximately \$30,000 one-time cost. This cost is already reflected in the budget numbers as previously described in this report.**
- Governing Board considers FFY13 a 3% salary increase
  - for all ILEAS staff paid from proposed FY13 funds at the beginning of the ILEAS Fiscal Year on 7/1/14
    - Does not apply to:
      - Executive Director/ Trainers/non-law enforcement staff (i.e., IMERT)
      - pro-rated for those who have been with ILEAS less than a year
    - **Cost = approximately \$44,000 annual cost. This cost is already reflected in the budget numbers as previously described in this report.**
- Authorization to develop a formal salary structure for ILEAS
- Development and implementation of:
  - An interagency agreement with IEMA regarding the management of non-law enforcement staff for whom ILEAS is processing payroll.
  - The establishment of a formal Personnel Review Committee to oversee salary/benefit issues/staff issues

Vendor Contracts

Similar to salaries, vendor contracts have not increased for at least the last three years. As a result of reduced budget, one vendor's contract, Flushing Pheasant Video, was reduced from a "monthly retainer" basis to an "as-needed piece work" basis – reducing the cost and availability. There are three other professional services vendor contracts:

<b>Artificer Software, Inc.</b>	Technology Programs such as LMS, web programming, etc.
<b>Indilus Technology</b>	Custom database programming such as purchasing and grant management, membership database, rebanding, training tracking, etc.
<b>Audio Visual Technology</b>	Service provision for the Training Center with regard to A/V support, conference support, etc.
<b>Flushing Pheasant Video</b>	High-end videography and editing services for training, exercises and activations

With the exception of Flushing Pheasant, the same percentage increase has been built into these contracts as has the employees. The cost of these increases is:

FFY12	\$7,997
FFY13	\$9,747
<b>Total</b>	<b>\$17,744</b>

See below – staff will request the flexibility to negotiate the appropriate increases to the above-listed professional services contracts not to exceed \$20,000 for both years combined.

## Requested Board Action

Staff requests that the Governing Board consider and adopt the following:

- Re-authorize the remaining funds in the Federal Fiscal Year 2011 grants as presented.
- Re-authorize the remaining funds in the Federal Fiscal year 2012 grants as presented to include the proposed salary bonuses and adjustments as described herein
- Authorize the Federal Fiscal Year 2013 grants as adopted by the Illinois Terrorism Task Force to include the proposed salary increase as described
- Authorization to negotiate current professional service contracts not to increase over \$20,000 total not to extend past March of 2015 to be paid from FFY2012 and FFY2013 grants.
- Re-authorize staff to adjust line items and priorities within the general guidelines of the grants pursuant to ITTF policies and oversight by the Executive Committee. This does NOT relieve the requirement to obtain Board approval for purchases in excess of \$100,000.
- Discuss the establishment of a formalized personnel review committee.
- Authorize the development of a formal pay scale structure to be presented to the Board for consideration in future meetings

## ILEAS Training Center and Lease Extension

### Lease Agreement

In 2007, ILEAS signed a lease agreement with Champaign County for the use of the ILEAS Training Center facility and grounds. At that time, ILEAS paid three years in advance. ILEAS paid to add a year to the end of that lease each year. However, the ITTF grants moved from three year to two year grants and with the first major funding cut in FFY11, ILEAS skipped payments to extend the budget. The current lease expires in December of 2013.

There was funding budgeted in the FFY11 grant to extend the lease and a smaller amount of funds to extend it for four months only in FFY12. As described in the previous budget power point presentation, FFY11 and FFY12 terminate at the same time. There are sufficient funds to extend the grant out to October of 2014 if authorized by ITTF. The lease agreement has changes that include:

	Current Lease	Proposed Lease
Square footage cost improved areas	\$5.00	\$5.25
Square footage costs unimproved areas	\$2.08	\$2.10

The new rates total \$420,945 annually. These new rates bring ILEAS into conformation with other Champaign County lessees.

is \$5.25 per square foot for improved space and \$2.10 a square foot for unimproved space – totaling \$420,945 annually. That figure is turn-key and includes maintenance, utilities, landscaping and repairs. This year, there will be an additional \$16,000 for fiber loop access to the ITC and both warehouses. The lease extension total will be \$436,945. The new lease is for three years - 2014 thru 2016. Champaign County is requesting a 2% increase for each of the subsequent years.

### ILEAS Training Center Update

There is one wing of the 1940's portion of the facility that has serious roof issues which have caused water leakage and has resulted in wall and tile damage. That wing is currently blocked off and unavailable. This section has **not** been included in the calculations for the lease extension. Champaign County is currently taking bids for demolition. The loss of that square footage will not significantly impact our operation.

UPDATE: In the May 2013 Board report, staff reported that Champaign County had hired a consultant from Berkeley, California to inspect its current facilities and make recommendations. As you may recall, the

consultant's preliminary report suggested using a portion of the ILEAS Training Center as a "sobriety center" extended facility for the Champaign County Sheriff. ILEAS filed a protest letter with Champaign County to pass along to the consultant. Champaign County has not acted on the consultant's recommendation and instead negotiated a new lease with ILEAS. However, the Champaign County Sheriff may need some office space in the unimproved portion of the building. If that occurs, it will not significantly impact our operation and ILEAS' lease will be reduced to compensate for the loss of square footage.

Champaign County will continue to provide utilities for the ILEAS Training Center during the time period covered by this extension. However, there are no guarantees after these three years are over.

**Requested Board Action**

Staff requests that the Board authorize staff to enter into a lease extension with Champaign County for the ILEAS Training Center for the years 2014 through 2016 for the following amounts:

- 2014 \$420,945.00 (plus \$16,000 for fiber access)
- 2015 \$428,363.90
- 2016 \$436,951.18

Contingent on that being adopted, staff also requests permission to pay the first year's lease payment of \$420,945 + \$16,000 for fiber loop access.

**Dues Increase**

In the May 2013 meeting, the Governing Board authorized an increase in annual dues. Since then, ILEAS has communicated to the membership the need and reasons supporting the dues increase AND sent out dues invoices. Since then, and as of August 21<sup>st</sup>,

607 agencies have paid \$71,100

328 agencies have yet to pay \$34,980

If everyone pays, ILEAS will collect \$106,080

There have been very few comments from the members to include:

- Criticism that ILEAS did not give sufficient notice that there was an increase pending and the agency's budget did not reflect the increase
- ILEAS is a "bargain at any price!"
- A Freedom of Information Act request from one chief regarding all employee pay and benefit costs
- One general telephone complaint about the increase being too high

No waiver requests have been submitted. The Coles County Sheriff dropped ILEAS membership. President Evans will discuss this issue with the Board.

**Requested Board Action**

No Board action is requested at this time.

**Check Signing Resolution**

ILEAS' bank requires a current check signing authorization resolution adopted by the Board. Staff has prepared a resolution adding Janet Plotner and dropping Dick Huston.

**Requested Board Action**

Staff requests that the Governing Board adopt the check signing resolution.



## **New Mutual Aid Agreement**

A new mutual aid agreement has been discussed at numerous recent Governing Board meetings in the past year. After receiving advice from the Attorney General, private counsel and the Governor's General Counsel, a complete rewrite of the ILEAS mutual aid agreement has been completed. While ILEAS received a positive decision from the Governor's Office investigation, the need to upgrade some parts of the ILEAS mutual aid agreement became obvious. As a result, ILEAS developed a new mutual aid agreement that has been reviewed by IEMA, Governor's staff and the Attorney General which has been previously distributed to the Board.

All organizational details have been settled in the new agreement, however, two outstanding issues remain:

1. Stafford Act Reimbursements
2. Private but "Quasi-Governmental" law enforcement agencies – i.e., railroad police/private universities

On-going discussions with FEMA have taken place regarding Stafford Act language. ILEAS staff and legal assistance are examining the private college/university issue. Once those two issues have been satisfactorily resolved, then the final version of the new mutual aid agreement will be ready for Board consideration.

### **Requested Board Action**

There is no Board action required at this time.

## **Illinois Public Works Mutual Aid Network (IPWMAN) Proposal**

In the last four years, ILEAS has:

- managed IPWMAN's grants (last grant in FY10 – expired 12/31/12)
- currently serve as the mailing address for IPWMAN's correspondence
- hosted IPWMAN's website ([www.ipwman.org](http://www.ipwman.org)) on ILEAS servers
- provided web programming/maintenance on IPWMAN's website

On August 20, 2013, Urbana Public Works employee Barb Stiehl, Secretary/Treasurer of IPWMAN, met with Jim Page and Jim Luecking and requested that ILEAS enter into discussions with IPWMAN to provide administrative support for them. On August 21<sup>st</sup>, Luecking attended the IPWMAN Board meeting in Effingham to discuss the issue. At that meeting the IPWMAN Board voted to create a small work group to meet with ILEAS and work out the details for such an arrangement.

IPWMAN is requesting that ILEAS provide the following service:

- Update and maintain emergency contact lists
- Coordinate Board meetings – mail notices, file minutes, etc.
- Process membership applications
- Mail out information as requested
- Maintain web hosting and programming
- No travel or management decision making required
- No financial management whatsoever (IPWMAN has no grant at this point)

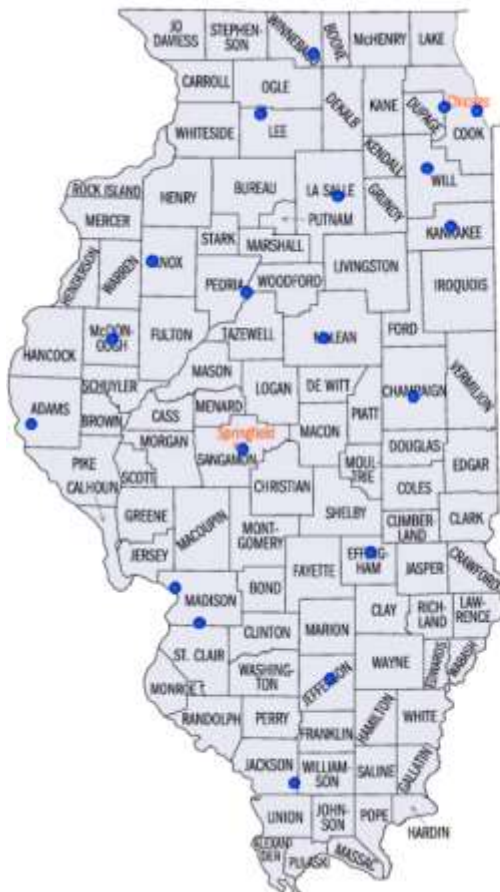
They are willing to pay ILEAS \$10,000 to \$13,000 annually for the service. ILEAS could use the funds to offset web hosting/programming (Artificer) and administrative support (Crossman) costs. Staff feels that we can provide this service without harming the work of ILEAS. While it may occasionally be necessary to work additional hours over and above the normal work week, any additional costs for that would be borne by the fee paid by IPWMAN.

**Requested Board Action**

Staff requests that the Governing Board authorize staff to negotiate an acceptable contract with IPWMAN within the above parameters and bring the contract back to the Board for approval.

**Rebanding Update**

ILEAS currently has an Interagency Agreement with Central Management Services to coordinate the rebanding effort for approximately 3,000+ ITTF-issued StarCom radios in Illinois. The agreement provides that ILEAS can invoice SPRINT for up to \$40,000 for costs involved. ILEAS staff have been actively involved in rebanding logistics over the last six to eight weeks. The rebanding online self-scheduling process has begun. The dates for the rebanding process run from September 9<sup>th</sup> through October 25<sup>th</sup>. Make-up dates are November 12-15<sup>th</sup>. Each week there will be three sites open – one each north, central and south. Each site will have two Motorola Technicians and two ILEAS RPCs. **(Please note that this means that 6 RPC's will be tied up every week for eight weeks.)**



September 9 - 13		
Bourbonnais Barbeck 761 Main St NW Bourbonnais, IL 60944	Galesburg Supreme Radio 290 N. Prairie Galesburg, IL 61401	Mt. Vernon Roy Walker 1322 George Mt. Vernon, IL 62864
September 16 - 20		
Elmhurst Chicago Communications 200 Spangler Ave Elmhurst, IL 60126	Effingham Barbeck 1703 W Wernsing Effingham, IL 62401	Peoria Heights Supreme Radio 4017 N. Prospect Peoria Heights, IL 61616
September 23 - 27		
Collinsville Wireless USA 5415 Horseshoe Lake Road Collinsville, IL 62234	Urbana Barbeck @ ITC 1701 E. Main Urbana, IL 61802	Ottawa Barbeck 1420 Canal St Ottawa, IL 61350
September 30 - October 4		
Alton Wireless USA LOCATION TBD Alton, IL 62002	Dixon Barbeck 1139 Franklin Grove Rd Dixon, IL 61021	Bloomington Supreme 1628 Commerce Parkway Bloomington, IL 61704
October 7 - 10		
Chicago Chicago Communications 2100 Peoria Chicago, IL 60607	Quincy Wireless USA 2517 E Schneiderman Dr Quincy, IL 62395	
October 14 - 18		
Springfield Wireless USA 3115 Dobnar Dr Springfield, IL 62703	Joliet Chicago Communications @ Will County EMA Garage 16841 West Laraway Road Joliet, IL 60434	
October 21 - 25		
Makanda Roy Walker 441 Camp Church Road Makanda, IL 62955	Macomb Supreme Radio 1200B W. Jackson Macomb, IL 61455	Rockford Rock River 2222 Charles Street Rockford, IL 61104

ILEAS has established a website ([www.ileas.org/rebanding](http://www.ileas.org/rebanding)) where all the tools, FAQs, scheduling information, etc. can be found. ILEAS will be billing SPRINT for costs of travel, hotels, printing, etc. for this project. Staff projects that there are 3,200 radios that are owned by over 1,800 public safety agencies in Illinois. ILEAS needs to keep accurate records sufficient for billing SPRINT for reimbursement to the agencies that bring the radios on at a rate of \$88.18 for portables and \$98.69 for mobiles.

**Requested Board Action**

No formal board action needs to be taken at this time. However, staff requests that every Board member reach out to neighboring public safety agencies and spread the word.

## LMS Development

ILEAS has opened up the temporary Adayana LMS system for the radiation detector training, the Radio interoperability training and the school safety video. Every Board member should have gotten instructions on how to access the LMS system to take the courses. During the rebanding process, every agency bringing a StarCom radio in to be rebanded will be handed the LMS instructions.

### Requested Board Action

No Board action is requested at this time.

## Operational Issues

### New Mobile Field Force Operating Guidelines

The Mobile Field Force SOG's were drafted by Jim Luecking in 2005 and adopted by the team commanders in 2006. It is unclear whether the ILEAS Board ever adopted them but we have been operating with them for the last 7 years. Jim Luecking with the help of a committee of team commanders recently updated the SOG's. Most of the changes were to language and to address how we actually do things, rather than how we thought we would do things before the teams were even fully formed.

### Governance

The major change is the addition of the Governance section. This was in response to Board direction after the Region 4 South team presented their SOG's which formally included the South Suburban Chiefs Association in their governance. This section as drafted provides for an ILEAS Regional MFF Committee made up of the ILEAS Regional Co-Chairs and 3 Chiefs or Sheriffs who agencies participate in the Regional MFF. Their duties are:

- Recommend a team commander for the ILEAS Regional Mobile Field Force to the ILEAS Board President for approval.
- Approve the team commander's assistant and executive officer.
- Recommend approval of dues to be paid by agencies who participate in the Regional Mobile Field Force.
- May authorize emergency and non-emergency activations of the ILEAS Regional Mobile Field Force.

There was also a concerted effort to spell out the *non-operational* role of ILEAS and the ILEAS staff.

### Activations:

The regional team commander will be responsible for notifying a Regional Co-Chair of a request for activation. If neither Co-Chair is available any member of the Mobile Field Force committee may be contacted. If there is any concern about the criteria for the activation, the person notified will consult with the Mobile Field Force Committee for approval for the activation.

- The Mobile Field Force Committee can disapprove a request for activation.
- An activation request for an ILEAS Regional Mobile Field Force response cannot be denied on the basis that a requesting ILEAS member does not participate in the team.
- The ILEAS Regional Mobile Field Force cannot respond to non-ILEAS members. A Sheriff may request a response to a non-member municipality in his/her jurisdiction.
- The regional team commander or his/her designee will be responsible for notifying the team members of an activation.
- The team members then need to obtain approval to respond from their organization per their individual policy.

- The chief or his/her designee of any ILEAS Regional Mobile Field Force participating agency has the right to not participate in a callout due to manpower or other reasons.

### **Hell's Angels Rally in Rockford**

ILEAS provided assistance to several northwestern Illinois communities before and during the Hells Angels annual USA Run 2013 in Rockford. The Hells Angels hold an annual national motorcycle run to a specific community. In addition to "partying", they hold their national annual meeting in conjunction with this event. This event requires mandatory attendance by representatives from all Hells Angels chapters. In the past, some of these events resulted in violence and property damage requiring deployment of law enforcement personnel and other resources. The primary agencies involved in the pre event planning were:

- Rockford PD
- Winnebago County Sheriff
- Illinois State Police.

In addition, the Ogle County Sheriff planned with local jurisdictions in and outside of their county for events and trips that the Hells Angels were believed to be holding in their jurisdictions. Information was exchanged between the various agencies and ILEAS Regional Planning Coordinators (RPCs) attended most of these meetings. Executive Director Page met with the Rockford area group to work out details of providing ILEAS assistance during the event.

The Rockford Police Department requested six Mobile Field Force team members for the period of July 27 through August 3. Rockford paid for the lodging and provided meals for the ILEAS Mobile Field Force Team members. They were stationed at a fixed site in Rockford, in case an emergency mutual aid request was generated from any ILEAS member agency experiencing an emergency need. Coverage consisted of two eight hour shifts. In addition, ILEAS RPCs were assigned to the Winnebago County EOC from 1200-2000 and 2000-0400 during the entire eight day period. StarCom radios were obtained from IEMA and provided by ILEAS to law enforcement agencies in both Illinois and to bordering Wisconsin communities as well so they could monitor the progress of the event.

From a law enforcement perspective, the event did not generate many problems. About a week prior to the Hells Angels arrival, 14 members of the Rockford Chapter were arrested for the severe beating of the chapter's president. At the time of the Run, all were still in jail since they were unable to post bond. That factor along with rainy weather for a large part of the week, and active police work by the local agencies resulted in an absence of significant problems.

### **Lessons Learned**

**ILEAS' Role** – ILEAS responds usually to two types of events – emergencies and pre-planned events that have the potential to become emergencies. This was a pre-planned event; but one that no government planned or was in control of. Being that it was driven by the Hells Angels, information about the planned activities had to come from intelligence gathering, rather than from a published agenda. As a result, local law enforcement had to make plans as best they could without complete information as to the numbers expected, destinations and activities. Agencies had certain expectations as to what support to expect from ILEAS and how to go about getting that support. ILEAS RPCs attended regular Chiefs meetings as well as special meetings regarding the event and kept local agencies informed about planning going on in other areas and addressing questions and concerns about obtaining mutual aid through ILEAS. Information bulletins regionally and statewide, were put out to member agencies giving details about the event so that appropriate steps could be put in place by any agency which might be affected. Keeping the lines of communication open and dispelling rumors and misunderstandings is essential to the planning process.

It should be noted that during this event, ILEAS management ensured that the requested ILEAS resources were for emergency mutual aid as per the interagency agreement. Some initial misunderstanding occurred where some agency(ies) thought they could request ILEAS resources to supplement regular patrol. The final

agreement, however, was that ILEAS Mobile Field Force team members were “pre-positioned” standing by in the case of an emergency for which the local agencies could not handle given their enhanced staffing. It was agreed that the pre-positioned team member resources could move to near where problems were anticipated and yet maintain their standby status.

**Local Law Enforcement** – The primary Rockford agencies developed intelligence from law enforcement at previous national run sites. They learned that agencies who took a hands off approach experienced more violence and damage than those which were highly visible in their efforts to maintain order. During the Rockford Run, Law Enforcement was highly visible and in large numbers where needed, but were not overly confrontational. This resulted in virtually no violence or damage.

**Requested Board Action**

Staff requests that the board adopt the new Mobile Field Force Operating Guidelines.

No action needs taken on the hell’s Angels report.

**Annual Conference**

The next ILEAS Annual Conference will be at the Crowne in Springfield on March 2-4, 2014. Last year’s conference left the impression with many staff that we needed to “shake it up” and try something different. It has become formulaic as we have been doing the same protocols for several years. This year we have:

Sunday opening session instead of Monday – We have scheduled a Sunday speaker. Captain Tim Connolly from the Boston Police Department will be the main speaker on Sunday in a general session. He will address the Boston Bombing incident. He was (is) the special units commander – SWAT, EOD, etc. all fall under his command.

Closing session on Tuesday – Gordon Graham will be our closing session speaker. He is the most requested speaker based on suggestions from the feedback forms over the years. This year we were able to get him to come. The ILEAS Foundation will support the costs for Graham and Connolly.

Changes to encourage increases traffic in the vendor room – The vendors expressed concern last year that there was decreased traffic in the vendor area. Staff is considering changes to the vendor area to encourage more participation.

New attendees – A review of the last three years of conference attendees shows that, generally speaking, the same people attend year after year. While ILEAS sincerely appreciates the loyalty, staff is working to get police chiefs, sheriffs and senior commanders from agencies that have never been to attend the conference. To that end, I have directed that each Regional Planning Coordinator recruit ten new people from their regions to attend the conference who have never been before.

**Requested Board Action**

Staff does not request any action be taken by the Governing Board other than recruiting local chiefs and sheriffs to attend the conference.

**TO: ILEAS Executive Committee**  
**From: Executive Director Jim Page**  
**RE: ILEAS Employee Issues**

### **Executive Summary**

Now that the Federal Fiscal Year (FFY) 2013 budget has been determined by ITTF AND two years have passed since the conversion of staff from contractors to employees, I suggest that it is an appropriate time for the Governing Board to consider some overall employee issues. This Executive Summary will identify the issues and suggested courses of action for the Committee and the Board.

### **History**

- From August 2004 through December 2011 ILEAS staff were exclusively contractors with no benefits.
- January 1, 2012 all staff became employees resulting in a 7.65% reduction in salary to compensate for mandatory payments required by ILEAS.
  - In January of 2013 every employee lost an additional 2% when the payroll tax cut expired.
- The most recent raises were in 2010 paid out of FFY2009 grants. They were in the form of bonuses – 1% signing bonus at the beginning of the fiscal year and 2% bonus if they were still contractors at the end of the year.
- The most recent base pay raise was in 2009.
- ILEAS employees are offered NO BENEFITS. This includes no Section 125, retirement, health care, etc.
- With very few exceptions (like hauling equipment with one of the trucks/trailers) ILEAS employees use their own vehicles (with mileage reimbursements) and their own cell phones (with no reimbursements).
- Salary adjustments have been made for specific employees when moving from one position to another (i.e., Jim Luecking to Chief of Staff)
- Contractor compensation was based on negotiations and not on a salary structure or “pay scale.” When the transfer from contractor to employee was made, everyone brought their contractor compensation with them (minus the 7.65%)

### **Current Situation**

- ILEAS has 27 full-time employees and one part-time supporting law enforcement programs; 13 of them RPC’s.
  - ILEAS is laying off one of those full time employees who was managing the credentialing program which has been defunded.
- ILEAS also processes payroll for six additional staff that work for other ITTF programs such as IMERT, School Safety Intelligence, Communications, etc.
  - The salary levels for those employees is set by ITTF.
  - ITTF provides the supervision of those employees as well.
- ILEAS currently has 12 “as needed” trainers available for the K12/Campus Safety Program
- ILEAS has 34 “as needed” trainers available for Special Teams training and validation exercises.
- Budget - When submitting the:
  - FY12 budget, ILEAS factored in additional funds to provide for a 2% salary increase
  - FY13 budget, ILEAS factored in additional funds to provide for a 3% salary increases

### **Current Issues**

- No base salary raises since late 2009 and one bonus paid in 2010.
- A 7.65% pay cut in January of 2012 and no benefit package
- The erosive effects of the ILETSB controversy coupled with the recent draconian federal budget cuts in the last three years

- high quality ILEAS staff members are being recruited by other organizations and in some cases, generating interest by some staff. There have been some losses to retirement and recruitment already
- the first layoff
- the lack of a salary structure

All of these factors have combined to create significant apprehension among many of the staff as to their future with ILEAS. Please note that overall the morale is still high and the staff still believes in the ILEAS mission. Additionally, it was made clear to everyone when they were hired that ILEAS is grant funded and when the grants are gone, so is the staff.

## Proposal

- Salary Adjustments (to be reviewed and approved by the Executive Committee)
  - Three employees have either had significant changes in their job descriptions with an increase in responsibility OR they have moved to other jobs with different responsibilities. (see attachments)
  - Russ Gentry from \$45,930 to \$60,857
  - Danielle Moore from \$44,782 to \$51,670
  - Nancy Crossman from \$28,706 to \$31,106
  - Cost = \$24,212 annual
- FY12 implement 2% bonuses (to be reviewed and approved by the Governing Board)
  - I am proposing a 2% bonus for all ILEAS staff to be paid out of FFY12 funds at the end of the 2012 calendar year.
    - Does not apply to the:
      - Executive Director/Trainers/non-law enforcement staff (i.e., IMERT)
      - those who received the salary adjustments described above
      - pro-rated for those who have been with ILEAS less than a year
    - Cost = approximately \$30,000 one time
- FY13 3% Salary increase (reviewed and approved by the Governing Board)
  - I am proposing a 3% salary increase for all ILEAS staff to be paid out of FY13 funds at the beginning of the ILEAS Fiscal Year in July 2014.
    - Does not apply to:
      - Executive Director/Trainers/non-law enforcement staff (i.e., IMERT)
      - pro-rated for those who have been with ILEAS less than a year
    - Cost = approximately \$44,000 annual
- Development of a formal salary structure for ILEAS
  - See our initial draft proposal attached
- Development and implementation of:
  - An interagency agreement with IEMA regarding the management of non-law enforcement staff for whom ILEAS is processing payroll.
  - A formal Personnel Review Committee to oversee salary/benefit issues

**PLEASE NOTE – Absolutely none of the funds from dues is used for any of these salary issues. Salaries are paid exclusively from grants and from grant programmed income (i.e., sub-leases at the Training Center). Note also that none of the proposals include an increase for the Executive Director.** My proposal is to execute the review/approval of the three salary adjustments by the Executive Committee prior to the August 29<sup>th</sup> Board meeting and the bonus, base salary raise, personnel committee/formal salary structure and the

remaining issues at the Governing Board meeting on the 29<sup>th</sup>. Hopefully this will result in certainty for staff, forestall recruiting efforts by others and reduce our exposure on salary equity issues.

Therefore, I request that the Executive Committee:

- review and consider for approval the three salary adjustments which will be reflected in the budget as submitted to the Governing Board on August 29<sup>th</sup>.
- Consider recommending to the Governing Board the remaining proposals of a 2% bonus in December 2013, a 3% raise in July of 2014, the establishment of a formal salary structure and seeking of an MOU between IEMA and ILEAS governing the non-law enforcement staff salaries and supervision.

## **Job Classification Matrix**

<b>Classification</b>	<b>Description</b>	<b>Job Title</b>	<b>Salary Range</b>
ED	Executive Director	Executive Director	107,475-112,890
AD-7	Administrative	Chief of Staff	83,610-88,770
MA-6	Manager Administrative	Finance Manager, Special Teams Manager	
MT-5	Manager Technical	IT Coordinator, Assistant Special Teams Manager, Special Projects Manager, Facility Manager, communications Liaison	57,412-68,565
ST-4	Supervisory Technical	Regional Planning Manager, Training Coordinator	52,806-64,803
GC-3	Grant Coordinators	Grant Finance Coordinator, Grant & Travel Coordinator, Inventory Coordinator, Training Support Coordinator, IMERT Medical Grant Coordinator	46,822-55,235
RPC-2	Regional Planning Coordinator	Regional Planning Coordinator	45,930-49,545
Admin 1	Administration	Administrative Assistant, ITTF Administrative Support Technician	31,106-39,800
H-1A	Part-time Hourly	Special Teams Trainer, Agency Outreach Coordinator, ITTF School Safety Information Coordinator, ITTF Planning and Logistics Coordinator, ITTF Private Sector Alliance Project Manager	TBD depending on circumstances



# ILEAS Training Center Activity Report

(as of August 26, 2013)

## Completed Training and Workshop Events – 2013

(156 events so far in 2013)

January 8	MFF Team Commander Meeting
January 10-11	Grant Writing Training for Public Safety Agencies
January 10	Champaign County RECG Meeting
January 10	Champaign County Chiefs' Meeting
January 14	Coles County CRT Training
January 14	Champaign SWAT Training
January 15	Highway Incident Management Training (HIMT)
January 15	SRT Team Commander meeting
January 15	METRO SWAT Training
January 16	Illinois Crisis Negotiators Association Board Meeting
January 17	EOD Commanders' Meeting
January 22	National Guard Exercise Planning Meeting
January 31	ILEAS Governing Board Meeting
January 31	IMERT Meeting
February 4-8	Crisis Intervention Team (CIT) Course
February 4-6	DUI Detection & Standardized Field Sobriety Testing
February 7-8	IESMA Meetings
February 11-13	ICS 300
February 12	METRO SWAT Training
February 12-13	Champaign PD Active Shooter Training
February 13	National Guard Prairie North Planning Meeting
February 13	TRIAD/SALT Meeting
February 14	Champaign County Chiefs' Meeting
February 14	K-9 Training
February 14-15	ICS 400
February 19	RECG Meeting
February 19-20	Champaign PD Active Shooter Training
February 20-22	DUI Detection & Standardized Field Sobriety
February 21	Champaign County Officials Luncheon
February 21	K-9 Training
February 25	99 Signs of Danger
February 25-March 1	IDPH/CDC Meetings
February 26-28	Tactical Planning for WMD Incidents
February 26-28	WMD Radiological/Nuclear Responder Operations
February 26-27	Champaign PD Active Shooter Training
February 26	Champaign County LEPC Meeting
February 27	IMERT Meeting
February 27	IDPH/CDC Meeting
February 27	METRO SWAT Training
March 1	IDPH/CDC Meeting
March 1	U.S. Probation Training
March 2	Mock Anhydrous Tanker Training
March 5	Coles County CRT Training
March 6	Prairie North Exercise Planning Meeting
March 8	Urbana PD Family Training
March 11-13	Criminal Interview and Interrogation Course
March 12	METRO SWAT Training
March 14	Champaign County Chiefs' Meeting
March 14	EOD Team Commanders' Meeting
March 14	K-9 Training
March 15	Leadership for Reducing Organizational Stress
March 19	Resource Inventory Management for Rural Communities
March 20	Strengthening Cooperative Efforts Among Public Safety/Private Sector Entities

March 21	Storm Spotter Training
March 21	METRO SWAT Training
March 21	K-9 Training
March 26-27	Sports and Special Events Incident Management
March 26	Univ. of Illinois College of Medicine Exercise
March 26	Urbana PD Firearms Simulation Exercise
March 27	Champaign PD Police 101
March 28	Prairie North Exercise Planning Meeting
April 3	Risk Leadership for Police Supervisors
April 3	Champaign PD Police 101
April 4	Pistol 1 Course
April 8-12	WMD Tactical Operations Course
April 9	Illinois Association of Problem-Solving Courts (ILAPSC) Meeting
April 10	Highway Incident Management Training
April 10	Champaign PD Police 101
April 11	K-9 Training
April 11	Champaign County Chiefs' Meeting
April 16	Prairie North After-Action Meeting
April 17	Champaign PD Police 101
April 17-18	Mobile Field Force Basic
April 18	K-9 Training
April 23-24	Report Writing for Police Officers
April 23-25	Report Writing for Report Review Officers
April 26	Mobile Field Force Equipment Basic Course
April 29 - May 5	Highway Incident Management Training (7 sessions)
April 30	Champaign County LEPC Meeting
May 2	NENA Meeting
May 7	MFF Team Commander Meeting
May 9	Champaign County Chiefs' Meeting
May 10	Legal Issues for Chiefs, Sheriffs, Command Staff
May 10	Police Applicant Background Investigations
May 13-16	Urbana Fire Dept. Apparatus Engineer Training
May 13-16	Highway Incident Management Training (4 sessions)
May 14	SRT Team Commander meeting
May 15	Communicating w/Aggressive, Mentally Ill, and Emotionally Disturbed
May 16	EOD Team Commanders' Meeting
May 16	K-9 Training
May 20-23	Urbana Fire Dept. Apparatus Engineer Training
May 21-23	Law Enforcement Active Shooter Emergency Response (LASER)
May 21	METRO SWAT Training
May 21	RECG Meeting
May 21-23	LASER Training
May 23	Highway Incident Management Training
May 23	ILEAS Governing Board Meeting
May 23	Citizen Police Academy
May 28-30	Carle Cardiac Monitoring Course
May 28-30	Senior Information Program
May 30	IMERT Meeting
May 31	ITECS/UPC Training
June 3	Senior Information Program
June 3-4	Highway Incident Management Training (2 sessions)
June 4	MFF Legal Training
June 5	Champaign County Negotiators Training
June 5-7	Seniors Information Program (2 sessions)
June 5	Government Officials Essential Seminar
June 7 & 10-12	Urbana Fire Dept Captains' Testing
June 10-14	ISP Active Shooter Training
June 10-11	Culture and character in Quantum Leadership: Unleashing the Power of Respect
June 13	Champaign County Chiefs' Meeting
June 13	K-9 Training
June 13-14	IMT Training
June 14-15	IMERT Meeting & Training

June 17-18	ISP Active Shooter Training
June 18	METRO SWAT Training
June 19	Crisis Intervention Team (CIT) Chiefs' Presentation
June 19	Children's Advocacy Centers of Illinois Training
June 20	School Safety and the SRO Mindset
June 20	Champaign PD SWAT Training
June 20	K-9 Training
June 21	Urbana Fire Dept Captains' Testing
June 24-28	WMD Advanced Tactical Operations
July 24-27	Champaign PD Youth Academy
July 2	MFF Team Commander Meeting
July 8-11	Champaign PD Youth Academy
July 9-11	EOC Operations and Planning
July 9	SRT Team Commander meeting
July 10	AVON ST-53 Instructor Course
July 11	Champaign County Chiefs' Meeting
July 11	K-9 Training
July 16-17	IMERT Meeting
July 16	METRO SWAT Training
July 16	IDOT HAZMAT Training
July 18	K-9 Training
July 22-25	Urbana PD Active Shooter
July 25	IMERT Meeting
July 30	Champaign County LEPC Meeting
July 30	K-9 Training
July 30	Dept. of Energy Meeting
August 7-8	Urbana Fire Dept. Ladder Training
August 7-9	Mobile Field Force Basic Course
August 8	Champaign County Chiefs' Meeting
August 8	K-9 Training
August 13	METRO SWAT Training
August 13	Principles of Emergency Management
August 14-15	Cultivating and Managing
August 14	Region 3 Regional Planning Committee Meeting
August 15	Champaign PD SWAT
August 15	K-9 Training
August 19-20	Less Lethal Recertification
August 19	Univ. of Illinois PD Training
August 20	Champaign PD Active Shooter Training
August 27-28	Medical Preparedness to Bombing Incidents
August 29	ILEAS Governing Board

## Upcoming Training and Workshop Events - 2013

(56 events scheduled as of August 26, 2013)

August 30	Head Start Training
September 3	MFF Team Commander Meeting
September 3	Homemade Explosives: Awareness,, Recognition and Response
September 5	Sikh Temple Shooting Debriefing
September 10-11	METRO SWAT Training
September 10	SRT Team Commander meeting
September 12	Champaign County Chiefs' Meeting
September 12	K-9 Training
September 16-20	Fingerprint Comparison and Identification Training
September 19	EOD Team Commanders' Meeting
September 19	Heyl Ryoster Governmental Seminar
September 20	K-9 Training
September 23-27	Radio Rebanding
September 25-26	U.S. Probation Training
September 26	Damage Assessment Team Training
September 26	ILEAS Governing Board Training

September 30	Narcotic Detection K9 Training
October 7-11	WMD IED Electronics Course
October 8-10	WMD SRT Basic Equipment Course
October 10	Champaign County Chiefs' Meeting
October 10	K-9 Training
October 17	K-9 Training
October 21-22	WZ Advanced Interview and Interrogation Training
October 21-22	Media Relations
October 22-23	Criminal Investigations for New Detectives and Investigators
October 28	Urbana Public Works Annual Meeting
October 28-Nov. 1	Crime Scene Technician
November 1	Sexting – A proactive Law Enforcement Response
November 5	MFF Team Commander Meeting
November 5	METRO SWAT Training
November 5	MFF Team Commanders' Meeting
November 5-8	Remotec Robot Maintenance Course (2 sessions)
November 6-7	Report Writing for Police Officers
November 7	K-9 Training
November 12	Why Teens Kill: juvenile Homicide Resistance Training
November 12	Coles County CRT Training
November 12	SRT Team Commander meeting
November 13	Rapid Medical Response
November 14	Manual Breaching
November 14	Champaign County Chiefs' Meeting
November 14	K-9 Training
November 15	incident Response to Terrorist Bombings/Prevention of and Responding to Suicide Bombing Incidents
November 18-19	Tactical Narcotics Debriefing
November 21	EOD Team Commanders' Meeting
December 2-6	Advanced Forensic Investigations For Hazardous Environments
December 3-5	LASER Training
December 3	Coles County CRT Training
December 9-13	Advanced Forensic Investigations For Hazardous Environments
December 12-13	Grant Writing for Public Safety Agencies
December 12	Champaign County Chiefs' Meeting
December 12	ILEAS Governing Board Meeting
December 12	K-9 Training
December 16-18	Aquatic Deaths and Homicidal Drownings
December 19	K-9 Training
December 20	the BulletProof Mind

## Upcoming Training and Workshop Events – 2014

(13 events scheduled as of August 26, 2013)

January 6-10	Crisis Intervention Team Training
January 13-17	Advanced Forensic Investigations For Hazardous Environments
January 23-24	WMD SRT Team Leader Training
January 27-31	Ballistic Shield Course
March 11-13	LASER Training
March 17-21	Ballistic Shield Course
April 28 – May 2	WMD Tactical Operations Course
May 6-9	DEF TEC Instructor Course
May 20-21	Calibre Press Street Survival Seminar
August 18-22	Advanced Tactical Operations Course
October 20-22	Criminal Interview and Interrogation Techniques
October 27-28	Remington 870 Armorer
October 29	Remington 700 Armorer

**K-12 and Campus Safety Training (ILEAS started publishing school training in March):**

March 20	K-12 Student Behavioral Threat Assessment	Vandalia – Kaskaskia College
April 4	K-12 Student Behavioral Threat Assessment	Normal – Heartland College
April 10	K-12 Student Behavioral Threat Assessment	Jacksonville – Reg. Ofc. Educ.
April 11	K-12 Student Behavioral Threat Assessment	Charleston – Reg. Ofc. Educ.
April 15	Introduction to Inc. Command IS100SCa & IS700a	Wauconda – Messiah Lutheran
April 30	Creating an Action Plan: Forming Critical Incident Teams	Vandalia – Kaskaskia College
May 1	K-12 Student Behavioral Threat Assessment	Kankakee – Reg. Ofc. Educ.
May 8	Exercising a Campus Emergency Plan/Tabletop Active Shooter	Chicago - Moody Bible institute
May 9	Creating an Action Plan: Forming Critical Incident Teams	Oak Park – Oak Park Elementary
May 13	Introduction to Inc. Command IS100SCa & IS700a	Berwyn – Berwyn Park Distr.
May 21	K-12 Student Behavioral Threat Assessment	Rockford – Rockford SD #205
May30	K-12 Student Behavioral Threat Assessment	Murphsboro – Reg Ofc. Educ.
June 5	Forming a Campus Behavioral Threat Assessment Team	Elgin- Elgin Community College
June 6	Advanced Campus Behavioral Threat Assessment	Elgin- Elgin Community College
June 7	Forming a Campus Behavioral Threat Assessment Team	Rockford – UIC Health Sciences
June 11	School Active Shooter Exercise	Sterling – Whiteside Reg. Ofc. Educ.
June 12	K-12 Student Behavioral Threat Assessment	Aurora – West Aurora SD #31
June 13	Advanced Student Threat Assessment	Aurora – West Aurora SD #31
June 14	K-12 Student Behavioral Threat Assessment	Northfield – New Trier Township
June 17	Incident Response to Terrorist Bombings and Live Demo	Peoria – MTU 7
June 25	K-12 Student Behavioral Threat Assessment	Orland Park – St. Xavier
June 26	K-12 Student Behavioral Threat Assessment	Deerfield – Deerfield SD #113
June 27	Advanced Student Threat Assessment	Deerfield – Deerfield SD #113
June 28	K-12 Student Behavioral Threat Assessment	Glenview – New Trier Glenbrook South
July 9	Incident Response to Terrorist Bombings and Live Demo	Springfield – MTU 10
July 10	Forming a Campus Behavioral Threat Assessment Team	Chicago – City Colleges
July 11	Advanced Student Threat Assessment	Chicago – City Colleges
July 16-17	G364 Multi-Hazard Emergency Planning For Schools	Berwyn – Fire Station 2
July 19	Incident Response to Terrorist Bombings and Live Demo	Bloomington – Bloomington Airport
July 23	Incident Response to Terrorist Bombings and Live Demo	Rock Island – MTU 4
July 24-25	G364 Multi-Hazard Emergency Planning For Schools	Burlington – Central SD 301
July 30-Aug 1	Campus-Community Emergency Response Team	Lisle – Benedictine University
August 15	School Safety Drill Procedures and Active Shooter Response	Tuscola, IL
August 20	K-12 Student Behavioral Threat Assessment	Casey-Westfield, IL
August 22	Incident Response to Terrorist Bombings and Live Demo	Springfield, IL
August 26	Introduction to Inc. Command IS100SCa & IS700a	Lyons, IL
Sept 5	Creating an Action Plan: Forming Critical Incident Teams	LaSalle, IL

**Sanitation Certification Courses ( ITC)**

January 21	May 28	September 23
January 23	June 18	October 14
January 28	June 20	October 16
February 11	June 24	October 21
February 13	July 15	November 18
March 18	July 17	November 20
March 20	July 22	November 25
March 27	August 12	December 16
April 17	August 14	December 18
April 22	August 19	December 23
May 21	September 12	
May 23	September 18	