

NAWLEE NEWS

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SPOTLIGHT: **IACP FIRST VP MARY ANN VIVERETTE ASSEMBLES WOMEN POLICE EXECUTIVES IN ALEXANDRIA**

By Chief (Ret.) Alana Ennis

On March 3rd, Chief Mary Ann Viverette, who will ascend to the IACP presidency in September invited fifteen women law enforcement executives to IACP Headquarters to discuss women's issues in policing. It was the second such meeting to take place in recent history. The first one was an Ad Hoc Committee on Women in Policing in 1997 instigated by then IACP President Darrel Sanders. Several of the participants attended both meetings: Mary Ann Viverette (Chief, Gaithersburg, MD), Sue Riseling (Chief, Univ of Wisconsin), Alana Ennis (then Chief Duke University), and Dorothy Schultz. Dan Rosenblatt, Executive Director of the IACP was the facilitator.

The meeting began with a recap of the issues discussed at the first meeting:

1. Educate local agencies in the value of diversity
2. Design a comprehensive approach/action plan (develop handout)
3. Advertise and Recruit to attract qualified women
4. Screen and hire the best
5. Train on sexual harassment
6. Train on gender discrimination, identification and reduction
7. Avoid actionable behavior
8. Establish policies to improve the role of women in policing
9. Mentor women officers – collaborate and see promising practices
10. Improve promotional strategies – move women into leadership roles
11. Evaluate agencies' recruitment, hiring, training and promotion

MESSAGE FROM THE PRESIDENT

SUSAN KYZER, EXECUTIVE DIRECTOR, COMMISSION FOR FLORIDA LAW ENFORCEMENT ACCREDITATION



NAWLEE's State of the Association Report

The Executive Board met in Houston February 26-27th to review NAWLEE's strategic plan and develop an action plan to achieve our goals for 2005/2006. I am excited to report that NAWLEE has achieved or exceeded many of our objectives for 2004 and have an aggressive action plan

developed for 2005/2006.

In the area of Communications:

- ◆ Newsletters were made available online and improved by including additional timely and relevant information for members.
- ◆ A survey was completed with results influencing executive board and committee deci-

NAWLEE BOARD OF DIRECTORS 2004-2005

President Susan Kyzer, Exec. Director, Commission for Florida Law Enforcement Accreditation, Orlando, FL
407-275-4171

susankyzer@fdle.state.fl.us

1st Vice President Laura Forbes, Assistant Chief, Tempe Police Dept.
480-350-8311

Laura_Forbes@tempe.gov

2nd Vice President Lianne Tuomey, Captain, Univ. of Vermont Dept. of Police Services 802-656-2027

Lianne.tuomey@dps.state.vt.us

Secretary Michelle Nuneville, Captain, Arlington County Police Dept., 703-228-4080

mnuneville@co.arlington.va.us

Treasurer Penny Fischer, Lieutenant, Michigan State Univ. Police Dept., 517-789-9500

FISCHER@dpps.msu.edu

Immediate Past President

Vicky Stormo, Chief, Univ. of Washington Police Dept. 206-543-0521

vpeltzer@u.washington.edu

Executive Director Diane Skoog, Chief (Ret.) Carver PD 781-789-9500

Dmskoog@juno.com

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IACP FIRST VP MARY ANN VIVERETTE ASSEMBLES WOMEN POLICE EXECUTIVES IN ALEXANDRIA

12. Expand research

Those in attendance agreed that most of these issues were still very viable in the profession. We also began a long discussion about departmental maternity policies after it was suggested that this be added to the list of issues.

It became evident after a couple of hours of discussion that the issues that still needed to be addressed would not only benefit women in policing but would benefit the entire profession. Examples of these were "family friendly" policies like child care, job sharing, etc).

With the realization that our time was limited and the issues were plentiful, we discussed how we could "institutionalize" this group in some way to provide leader-

ship within the framework of IACP.

It was the group consensus not to pursue a separate "women's committee" or a separate section but develop a hybrid that would overlap into many existing IACP Committees and Sections. We would seek to develop something like the current Technology Advisory Panel, already in existence. We would have key individuals on a panel with Committee chairs and IACP staff that would impact the issues we discussed and those that will develop in the future.

Dan Rosenblatt and Mary Ann will continue to work on this project and will make a presentation and recommendations to the Board of Officers and Executive Committee of IACP in Nashville, Tenn. in April.

The group unanimously agreed

that we need to keep these issues in front of all police executives so that women in this profession won't be facing these same problems twenty years from now. We will keep our NAWLEE members informed as this project develops.

NOTE: I retired after 29 years in the policing profession (12 of them as a chief). I participated in the first Ad Hoc Committee on Women Executives in Policing. It's evident to me that we're still talking about some of the same issues we were so many years ago. As one of the founders of NAWLEE, I think it's paramount that we continue to raise these issues and push solutions forward. We also need continue to educate both the men and women in our agencies (from top to bottom) and provide leadership in developing viable solutions. It will be a happy day when the "need" for NAWLEE no longer exists...

MESSAGE FROM THE PRESIDENT

(continued from page 1)

- ◆ sions relating to membership participation and dues.
- ◆ A feature was added to the website highlighting members in the news.

Recognizing that the newsletter and the website are currently our best vehicles of communication with our membership and affiliates, the Executive Board's action plan continues to focus on improving the aesthetics and

content of the newsletter. We have a new Publications Committee Chairperson, Karen Soley, U of Wisconsin-Madison PD, who volunteered to take over for our newly retired Kathy Stefani. Karen Soley will be expanding the newsletter recipient list and reaching out to our members for additional articles.

Electronic mail also seems to be an area we are not taking full advantage of and the Board has developed a plan

to regionalize our membership with specific members assigned to forward all official NAWLEE e-mails and help attract additional members. Our ideas for this concept will be discussed at our 2005 Houston conference.

In the area of Marketing/ Public Relations:

- ◆ Increased visibility of NAWLEE was accomplished at the 2004 IACP Conference through participation in the opening ceremonies and IACP's leadership attending

the NAWLEE meeting offering support and endorsement of the association.

- ◆ Increased partnering efforts with NOBLE, WIFLE, IAWP, and the National Center for Women in Policing through Executive Board participation is still being pursued and remains a focus for the Board.
- ◆ A scholarship was given to Carol Paukner, NYPD, to attend the 2004 Arlington conference and addi-

EXECUTIVE DIRECTOR'S MEMO

CHIEF DIANE SKOOG (RET.)

This is the time of year when we encourage our members to consider running for one of our open offices. This year, the offices up for election are the President, the 1st Vice President and the Secretary.

I have had the pleasure of working with 7 different Boards in my tenure as Secretary and now Executive Director and I have been impressed with each group's dedication.



briefing from conference host Lt. Dianna Marshall and her chief Bill Taylor. It appears that Lt. Marshall has everything under control and we are all looking forward to an exciting time in Houston.

The requirements for running for an office are: you have been an Executive member for 2 years; and your membership is current, active and your dues are paid; and you have attended a minimum of 2 prior NAWLEE conferences; and have demonstrated knowledge of the duties and responsibilities of the Executive Board. The position of President is not open to active Executive members who have retired.

Each Board has worked hard to improve, enhance and develop NAWLEE to the nationally respected organization it is today.

A few years ago, the Board appointed a Nominating/Search Committee to seek out those who might be interested in running for a Board office. This year, the chair of that committee is Chief Anne Glavin of the California State University at Northridge Police Department. She is one of NAWLEE's founders and a past President.

open seats this year, please contact Chief Glavin. She will be happy to give some guidance and answer any questions you might have about the duties and responsibilities of being a Board member. Chief Glavin can be contacted at anne.glavin@csun.edu.

And please keep us up to date with your e-mail addresses. We are finding more of our communication is being done through e-mail and some of you are not receiving our messages due to incorrect addresses. You can e-mail any changes to my address above.

A description of the Board officers' duties, as well as the duties of the committees, can be found on our web page in the [Members Only section – By Laws](#). If you need your password please contact me at dmskoog@juno.com.

If you are interested, or think you might be interested in running for one of the

The Board and I just returned from our annual mid-year strategy meeting in Houston, Texas. This year it was held at the same hotel where we are having our next conference. The hotel is absolutely beautiful and is in the process of being remodeled. We got a

**~ Leadership
in
Action**

**BOOK
REVIEW:
BY CAPT. KATHY
STEFANI (RET.)**

**THE REGULATORY CRAFT:
Controlling Risks, Solving Problems and Managing Compliance
Author: Malcolm K. Sparrow
ISBN# 0-8157-8065-6**

The Regulatory Craft is an interesting look at regulatory and enforcement practices, particularly as enacted by regulators who are "nitpicky, unreasonable, unnecessarily adversarial, rigidly bureaucratic, and incapable of applying discretion sensibly." Sparrow refers to the dream (AKA nightmare) that many of us have had: it starts with too much work and not enough resources, then, as you try new, community-friendly tools, enforcement numbers drop (the bean dip phenomenon) and senior management and legislative allies demand an explanation for your apparent inactivity. You try to explain that you're using newer methods that reach further and get results at lower cost (prevention, collaborative partnerships, customer service, problem-solving). They tell you to prove it – and you can't.

How do you measure the broader deterrent effects of specific enforcement actions? Participative management seems the key – until middle management realizes how it undermines their authority. You work in a cynical agency and efforts to change are met with the "it won't work here" refrain. You try to figure out how to demonstrate that these new, implemented changes can demonstrably make the world a better place – eliminating/mitigating hazards, reduce death rates, reduce crime rates, or increase compliance. As you ponder this, in your dream your thoughts wander to those strategic planning meetings – excruciatingly dull reassertions of your mission and values in terms "sufficiently general and vague to justify all existing activity." At this point – you wake up in a cold sweat. The Regulatory Craft is Sparrow's interpretation of that dream.

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PRESIDENT'S MESSAGE

(CONTINUED FROM PAGE 2)

tional scholarships will be awarded for 2005 attendance.

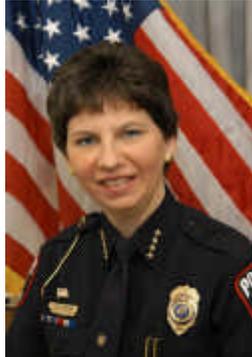
- ◆ Established additional corporate partnerships with Target Stores and DynCorp.

Increasing NAWLEE's visibility through advertisements in law enforcement periodicals and increased attendance at other law enforcement conferences will be part of the Marketing Committee's focus for 2005 along with promoting the mentoring program.

In the area of Leadership:

- ◆ Executive Board positions were reviewed and adjusted for continuity by implementing staggered terms through bylaw revisions.
- ◆ The nominating process was also reviewed and altered by changing the focus of the Nominating Committee to seeking talented and interested individuals in serving on the board., therefore renaming the committee to the Search Committee.
- ◆ Attracting and retaining members that have retired from their criminal justice careers has been an objective for this year. The Membership Committee has proposed a \$25.00 annual fee for retirees to be considered by our membership at our conference in Houston.
- ◆ The Awards Committee selected our 2nd Woman Law Enforcement Executive of the Year through our partnership with Motorola and awarded Glass

Chief Susan Riseling Bids for the IACP Vice President-At-Large



Sue Riseling has never shied away from a professional challenge and this year is no different. She has now smoothly moved up her campaign one full year for the International Association of Chiefs of Police (IACP) Vice-President-at-large position. Chief Riseling had already decided to seek a three-year term for Vice President-at-large in 2006, however, with the early resignation of the current VP-at-large, Toronto Police Chief Julian Fantino, Sue decided to step up and run a vigorous campaign for the remaining year in the current term, setting herself up for a run at the full three-year term next year. The election will be held during the IACP Conference in Miami in September.

Sue is no stranger to NAWLEE, serving on the Board of Directors and as President in 1999. As Police Chief of the University of Wisconsin's flagship Madison campus for the past 14 years, Sue has turned many heads in the academic community as well as the general police community with her knowledge of police administration, but also with her global vision for recognizing the importance of the interconnection and cooperation of all policing agencies in the free world.

Already active in many facets of the IACP such as the University/College Police Section, the Civil Rights Committee, Patrol and Tactical Operations Committee, and now on the Executive Board, the IACP organization in particular and the policing community in general will be well represented with Chief Sue Riseling serving all of us as a Vice-President.

Chief Riseling asks for your support not only with your attendance and vote at the IACP conference, but also by using the powerful tool of "word-of-mouth" to spread your support across the country to those who you know might attend the conference and help get out the vote. Please contact your colleagues around the country to urge their support as well.

Finally, no campaign can be successful without the funds to make the personal trips to many states, print the campaign message, and prepare for a lively campaign, so your much appreciated contribution can be sent through NAWLEE to help get one of our own elected to the IACP.

To donate to Sue Riseling's campaign, make your check payable to NAWLEE (note that it is for Sue in the memo area) and send it to: Susan Kyzer, 3504 Lake Lynda Drive, Suite #380, Orlando, Florida 32817. Individuals are limited to a total donation of \$200. Thank you.

Book Review - continued from Page 3

His main point is to pick important problems and fix them, using 3 core elements – focus on effects/impacts/results; adopt a problem-solving (or risk-control or compliance-management) approach and invest in collaborative partnerships. Easier said than done – but the book will hold your interest as you read the examples given.

Malcolm Sparrow is a professor at Harvard University's JFK School of Government. He was formerly a Detective Chief Inspector with the British police service and specializes in issues of enforcement strategy, regulatory policy, risk control and intelligence analysis.

10th Annual NAWLEE Conference

August 4 – 7, 2005

Doubletree Hotel – Allen Center

Houston, Texas

Hosted by Lt. Dianna Marshall

Rice University Police Department

Please mark your calendars for our upcoming conference. This will be a jammed packed event full of training, networking, mentoring and socializing!

Our main speaker will be Dr. Gene Griessman – a member of the Association of Lincoln Presenters. He is “an internationally known author and media personality whose specialty is understanding what makes people successful in their careers.

Dr. Griessman uses his Lincoln portrayal to illustrate the basic principles of leadership and high achievement”.

Our 3rd Annual Woman Law Enforcement Executive of the Year award, co- sponsored by Motorola, and our Glass Ceiling Awards are held during our opening day ceremonies. Remember to bring your uniform!

Some of the training topics include subjects on new technology, crisis intervention, managing the problem employee, police recruitment, federal and local partnerships in Homeland Security, promotion and breaking through the glass ceiling and proficiency topics for the female officer.

A full and complete list of training topics will be printed in the conference registration form due out in April and will be listed on our web site as soon as available.

The rate at the Doubletree Hotel is \$99.00 per night and the conference fee will be \$350.00 for NAWLEE members and the non-member conference rate is \$400.00 which will include a one year membership to NAWLEE.



*Attendees at the 2004 NAWLEE Conference
in Arlington, VA*



*Immediate Past President Chief Vicky
Stormo and her husband Chief Emmet
Stormo at the 2004 Conference*



WOMAN LAW ENFORCEMENT

EXECUTIVE OF THE YEAR



ABOUT THE AWARD

Jointly sponsored by NAWLEE and Motorola, the Woman Law Enforcement Executive of the Year Award recognizes an executive who has distinguished herself in the NAWLEE organization, her profession and her community.

The award shape of a lioness is representative of the grace, courage, determination and leadership of a female charged with protection of her pride.

RECIPIENT BENEFITS INCLUDE:

- Recipient and a guest will receive a trip to NAWLEE's annual conference. This includes airfare for the recipient and guest and one hotel room.
- Complimentary conference registration for the recipient and one guest.
- Special award presentation at NAWLEE's annual conference.
- Crystal Lioness Award with inscribed name and department.
- Recognition signage displayed prominently at annual conference.
- Evening reception honoring recipient and NAWLEE conference attendees.
- Exposure in NAWLEE and Motorola publications.
- National and local media coverage through press releases.
- Local representation ceremony, if desired.



**NAWLEE National Association of Women
Law Enforcement Executives**

NAWLEE/ MOTOROLA

Woman Law Enforcement Executive of the Year Award

The National Association of Women Law Enforcement Executives and the Professional Development Committee invite nominations for the NAWLEE Woman Law Enforcement Executive of the Year Award co-sponsored by the Motorola Company. The Award will be presented at the 2005 NAWLEE Conference in Houston, TX August 4th-7, 2005. The award is to honor a NAWLEE Woman Law Enforcement Executive who has made sustained and significant contributions to the field of law enforcement. Such contributions are to be interpreted in the broadest sense to encompass improvement in the advancement for women in law enforcement, innovation and creativity in problem solving, and the support of NAWLEE goals through leadership, mentoring, advocating and advising.

Nominations must follow the form provided and be submitted on or before the deadline of April 29, 2005.

ELIGIBILITY/NOMINATING CRITERIA:

1. Active executive member NAWLEE for at least one year from the date of submission
2. Complete application
3. Post marked by application deadline – April 29,2005
4. Nominated by an active NAWLEE member

MEASURABLE/OBSERVABLE SPECIAL ACHIEVEMENTS AND/OR CONTRIBUTIONS TO IMPROVING THE QUALITY OF LAW ENFORCEMENT

SELECTION CRITERIA:

The Law Enforcement Executive of the Year should be awarded to someone who has exhibited sustained extraordinary accomplishment. Nominee's performance will be measured against the following criteria, using measures that balance results-oriented performance with community satisfaction and employee perspectives to guide the selection:

1. Impact on improving women's advancement in law enforcement
2. Personal leadership and involvement achievements
3. Innovation and creativity in accomplishing and achieving
4. Measurable, observable, special achievements and or contributions to improving the quality of law enforcement.
5. Demonstrate support of NAWLEE goals through leadership, mentoring and advocating advising.

Please, return nominations to:

Capt. Roseann Richard, Ed.D.
Police Services
Sonoma State University
Rohnert Park, CA 94928
Email: Richard@sonoma.edu

Effective Leadership Practices

By Assistant Chief Laura Forbes

Most all NAWLEE members aspire to be considered a great leader. We respect those around us who are obviously exceptional leaders. As we analyze the skills, abilities, traits, and behaviors of these leaders we sometimes wonder if they are just natural born leaders or did they learn how to lead in such an exemplary way? We are not alone in our wondering. This question has been the topic of much research and debate.

It is difficult for women leaders to embrace the "Great Man Theory" (that leadership skills are in-born), so we should instead look for opportunities to use whatever traits we naturally possess in conjunction with learning opportunities to enhance our own leadership ability. This article will review some general research findings and outline individual skills and behaviors which are considered to be the foundation of effective leadership.

First, it is important that we adopt a simple, but thought provoking definition of leadership. Kouzes and Posner (1997), a research team who have studied leadership extensively, have one that should work nicely. In their Leadership Practices Inventory they define leadership as, "the art of mobilizing others to want to struggle for shared aspirations." The most important words in this definition are "art" and "want to." Artfully getting people to **want to** do anything is very different than leadership styles that use power or authority to demand compliance. There are actually five bases of social power used to influence the performance of others. These bases of social power were outlined by French and Raven (1959) and include:

Reward – Power based on the ability to provide a desired reward. Those influenced react based on the value they place on the reward and the leader's ability to provide it.

Coercive – Power based on the influenced party's expectation that he/she will be punished by the leader if he/she fails to conform to the influence attempt.

Legitimate – Power acquired through a given role, position, or title. Examples: Lieutenant, Father, Mother, Priest, and Teacher. For this to influence positively, the party to be influenced must perceive that the person in the position has the right to hold the position.

Expert – The strength of expert power varies with the extent of knowledge or perception of knowledge which the party to be influence attributes to the leader in a given area (this could be judged in comparison with the party's own knowledge or that of an absolute standard). Here information may be power – and perception of knowledge is important for people to be influenced by it.

Referent – This power has its basis in the identification of the person to be influenced with the leader. This means a feeling of oneness, or a desire for such an identity. In essence, the follower's identification can be established or maintained if the follower perceives, believes, and behaves, in ways that are similar to the leader. This power may manifest itself by verbalizations like: I want to be like X, and I will be more like X if I behave or believe as he/she does.

So, in reviewing these bases of social power it seems you can threaten people with discipline or punishments, or you can offer incentives like bonuses or rewards to get things done. Unfortunately in government agencies, bonuses are fairly non-existent so incentives are often likely to be the avoidance of punishment. You can also be perceived as an expert in something – but that usually has technical connotations, or you can wave your rank or title around. Do you think that will be all it takes to get things accomplished and have people wanting to do more? Not likely. Lastly, you can try using Referent power to get people to identify positively with you, so they will want both of you and the organization to succeed. Getting the best out of people in government settings is often difficult, but those who are successful are those who are able to get people to **want to** give their time, energy, and resources.

Hopefully, it is not too far-fetched to believe that most NAWLEE members do indeed possess some important leadership traits that will help followers respect them and want to help them succeed. These traits might include intelligence, self-confidence, sensitivity, charisma, willingness to accept reasonable risk, and having a good sense of humor. Having any combination of these will certainly help, but will not be enough to insure leadership success. These traits must be coupled with specific behaviors which have been found to separate exceptional leaders from your run-of-the-mill bosses.

When Kouzes and Posner researched the best practices of leadership, they didn't focus on famous leaders or the CEO's that made headlines. Instead, they wanted to know how ordinary people accomplished extraordinary things in organizations. They decided to

concentrate on people whose daily lives consisted of leading projects, managing departments, running agencies, or starting small businesses. They developed a questionnaire called the Personal-Best Experience. They used it on more than 2,000 managers, mostly in middle to senior-level positions, in a wide variety of organizations and industries, and in both the private and public sectors.

After analyzing the results of their leadership studies, Kouzes & Posner identified five distinct practices – or sets of behavior- that good leaders engage in:

Challenging the Process

Inspiring a Shared Vision

Enabling others to Act

Modeling the Way

Encouraging the Heart

Challenging the Process involves these strategies:

Searching out challenging opportunities to change, grow, innovate, and improve.
Experimenting, taking risks, and learning from the accompanying mistakes.

Inspiring a Shared Vision consists of these strategies:

Envisioning an uplifting and noble future.
Enlisting others in a common vision by appealing to their values, interests, hopes, and dreams.

Enabling others to Act involves these strategies:

Fostering collaboration by promoting cooperative goals and building trust.
Strengthening people by giving power away, providing choice, developing competence, assigning critical tasks, and offering visible support.

Modeling the Way consists of these strategies:

Setting the example by behaving in ways that are consistent with shared values.
Achieving small “wins” that promote consistent progress and build commitment.

Encouraging the Heart involves these strategies:

Recognizing individual contributions to the success of every project.
Celebrating team accomplishments regularly.

Conclusion

The bulk of leadership studies over the past 50 years have revealed that aside from personal traits and characteristics, the situation, follower readiness, follower perceptions, and **certain leader behaviors**, are instrumental in effective leadership. Hopefully understanding the bases of social power and implementing the listed best practice leadership behaviors will help you create an environment which will increase the potential for you, your associates, your organization and your community to be successful.

Kouzes, J. & Posner, B. (1997). *The Leadership Challenge*. Jossey Bass, CA.

French, J.R. & Ravens, B. (1959). The Bases of Social Power in *Studies in Social Power* (ed.D.P. Cartwright). University of Michigan: Ann Arbor, MI. pp. 150-167.



The 2004 Glass Ceiling Award Winners

Legitimate Traffic Stops and Conducting a Canine Search for Narcotics Without Reasonable Suspicion

By Margaret A. Fischer, J.D.



The United States Supreme Court decided on January 25, 2005 in Illinois v Caballes that the police could conduct a sniff of the exterior of a car stopped during a concededly lawful traffic stop, even without an articulable suspicion of criminal activity. The Court in a 6-2 decision (that included two very compelling dissents written by Justices Souter and Ginsburg) upheld the validity of canine searches for narcotics with a properly trained dog and handler. The written opinion was very brief and clearly looked at the reasonableness of the time involved to have the trained narcotics dog walk around the exterior of the car. They also based this decision on the facts that it all occurred during the time it took for the initial officer to complete his paperwork.

Trooper Gillette stopped a car driven by Mr. Caballes for going 71 miles per hour in a posted 65 miles per hour zone on Interstate 80. As Trooper Gillette was radioing in his location on the stop, another Trooper overheard and proceeded to the stop with his narcotics detection canine. As Trooper Gillette was completing the traffic warning ticket with Mr. Caballes seated in his patrol vehicle, Trooper Graham walked his dog around the exterior of the stopped car. The dog alerted and a search was then conducted in which they located marijuana in the trunk. This entire initial incident took ten minutes to complete. Mr. Caballes was arrested and the trial court convicted him.

The Illinois Supreme Court reversed his conviction because they objected to the lack of reasonable suspicion on the part of the officers at the scene. The dissenting opinion did state that Mr. Caballes refused a search of his car at the point of the initial stop. The officers did note he made statements about moving to Chicago but only minimal clothing was visible in the car, the car smelled of air freshener, he was dressed in business attire but was unemployed and he seemed nervous on the stop. The Illinois Supreme Court did not feel this rose to the level of reasonable suspicion that would justify his detention and canine search. They were very focused on the standards decided in Terry v Ohio (1968) regarding the police actions that would be considered reasonable.

The United States Supreme Court looked at their previous decision on canine searches in United States v Place (1983). In that case the officers developed reasonable suspicions due to statements made by the defendant who was traveling from Miami to New York, inconsistencies in the luggage tags, and actions by the defendant. The Court did not uphold the search in Place because the police held his luggage for 90 minutes waiting for a narcotics detection dog to complete the sniff when he arrived in New York. They did not feel that was reasonable. This Court discussed Place in light of the reliability of police canine searches for narcotics and that the search is proper if the dog and handler are properly trained. The dissent in the Caballes case did not like the reliability of the dogs and discussed their failures knows as "false positives." The dissent would like to see the decision rendered in Place revisited in light of more accurate data on when canines are wrong as they search for contraband.

The dissenting opinions may leave open some avenues where the Court may decide future issues of canine searches for narcotics. This case decided that lacking in reasonable suspicion could still allow a search to stand as long as the overall facts were reasonable. Much emphasis was placed on the time it took to complete the task and how Mr. Caballes was not inconvenienced by this minor intrusion into his encounter with the troopers that day.

PRESIDENT'S MESSAGE
(CONTINUED FROM PAGE 4)

Ceiling Pins to all of our members that received a promotion in 2004.

NAWLEE's recognition and support of members pursuing leadership roles continues through our backing of Chief Mary Ann Viverette with IACP and Chief Sue Riseling's campaign for the Vice President at-large position at the 2005 IACP conference. The mentoring program remains a priority and the application process has been added to our website for ease in participation.

So as you can see, NAWLEE's Board and Committees have worked hard and accomplished many important things this past year and we continue to review and adjust priorities to serve our membership. This newsletter edition is packed with additional information on some of the topics I've discussed. Please enjoy it and let us hear from you on any suggestions to improve our services to you and your updated email information.



Board members hard at work on making NAWLEE's strategic plan reality.

Kathy Stefani Passes the Torch of the Publication Chair Position

NAWLEE thanks outgoing Publication Chair Captain (Ret.) Kathy Stefani for her dedication and hard work on publishing the NAWLEE Newsletter for the past two years. NAWLEE wishes her well in her retirement.

Kathy is being replaced by Lieutenant Karen Soley of the University of Wisconsin-Madison Police Department. She is in the process of learning how to put together the newsletter with the assistance Kathy and Diane Skoog, NAWLEE's Executive Director.

Members are welcomed to submit articles for the NAWLEE News. Articles should be e-mailed to Karen Soley at kssoley@wisc.edu for consideration. The article should be typed in a word processing program. Pictures with captions are also welcomed. The deadline for the next newsletter is June 7, 2005.



Outgoing Publication Chair Capt. (Ret.) Kathy Stefani and her husband Capt. (Ret.) Mike Stefani both of the Massachusetts State Police.

New Publication Chair Lt. Karen Soley of the University of Wisconsin-Madison Police Dept. and her husband Chief James Soley of the Blanchardville, WI Police Department



~ *Mentoring for the Future*



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We're on the Web:
www.nawlee.com

PROMOTIONS, CHANGES AND NEW MEMBERS

Promotions:

Karen LaForte - from Division Chief to **Chief Deputy** of the Orange County Sheriff's Office, Orlando, FL

Linda Loizzo - from Deputy Chief to **Chief** of the North Miami Beach Police Department, North Miami Beach, FL

Lauren E. Signer - from Deputy Chief to **Chief** of the City of Ithaca Police Department, Ithaca, NY

New Agency:

Sonya Proctor - from Chief of Police at Bladensburg Police Department, Owings, MD to **Chief** of the Amtrak Police and Security Department, Washington, DC

Congratulations!

New Members:

Sergeant Gina Anderson - City of Davis Police Department, Davis, CA

Sheriff Susan Benton - Highland County Sheriff's Office, Sebring, FL

Lieutenant Debra Howard - Arizona Department of Public Safety, Phoenix, AZ

Major Susan M. Jeter - Brevard County Sheriff's Office – Corrections, Cocoa, FL

Captain Joan T. McNamara - Los Angeles Police Department, Los Angeles, CA

Lieutenant/Watch Commander Carolin Shepard - Santa Monica Police Department, Santa Monica, CA

Lieutenant D'ette Weaver - Arlington County Sheriff's Department, Arlington, VA

Officer Randa White - Boca Raton Police Department, Boca Raton, FL

Sergeant Kristen Ziman - Aurora Police Department, Aurora, IL

WELCOME!

HELP US KEEP IN TOUCH WITH YOU

Please forward any name, address, rank and agency changes to :

**Executive Director,
Diane Skoog at
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