

NAWLEE NEWS

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C. Suzanne Mencer
Director, Office of Domestic Preparedness
Department of Homeland Security
Conference Featured Speaker

Suzanne Mencer began her career as an FBI Special Agent in Mobile, Alabama, and then New York City, where she participated in operations utilizing the English and Spanish languages from 1978-1985. She served as a Supervisory Special Agent at FBI Headquarters in Washington, D.C. where she was in charge of investigations in country specific areas of national security from 1985-1990. During that time she also had responsibilities for preparing the congressional budget for the National Security Division of the FBI.

Mencer moved to the Denver Office of the FBI in 1990, where she supervised a squad of Special Agents, analysts, local law enforcement officers and other federal agency investigators in the Joint Terrorism Task Force. During her time in Denver, she also supervised investigations dealing with civil rights, foreign counterintelligence, economic espionage, and international and domestic terrorism. MS. Mencer chaired the Interagency Threat Analysis Group for the Summit of the Eight in 1997; she chaired the Intelligence and Threat Analysis Committee of the Denver Consortium of the White House Commission on Aviation Safety and Security and served on the security committee for the trials of McVeigh and Nichols.

She retired from the FBI in 1998, after twenty years of service, and worked as a consultant providing anti-terrorism training to local law enforcement throughout the United States in cooperation with the Institute for Intergovernmental Research.

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MESSAGE FROM THE PRESIDENT

CHIEF VICKY (PELTZER) STORMO



As you may have noticed, I changed my name. Since our last newsletter, I ran off and got married to a wonderful man. During our three week honeymoon, two weeks was spent floating down the Colorado River through the Grand Canyon. No phones, no cell phones, no pagers, no email, no TV, no radio, just beautiful scenery amongst

wild animals and majestic landscape. It brings you back to reality. It took millions of years to create the Grand Canyon. Each layer contains a story of what was happening during different times, tumultuous years, eruptions of lava, shifting of the earth, eroding from massive water flows. You realize quickly that our short period of time on this earth is just a
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NAWLEE BOARD OF DIRECTORS 2003-2004

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

vpeltzer@u.washington.edu

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@uvm.edu

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

mperalta@co.arlington.va.us

Treasurer Susan Kyzer, Exec. Dir.,
Florida Dept. of Law Enforcement
407-275-4171

susankyzer@fdle.state.fl.us

Immediate Past President
Theresa Chambers, Chief, United
States Park Police

chambers@mindspring.com

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

Dmskoog@juno.com

MOTOROLA HOST FIRST MIDWEST REGIONAL NAWLEE TRAINING CONFERENCE!

On April 30, 2004, Motorola hosted the first Midwest Regional NAWLEE conference. Approximately 60 women from Illinois, Michigan, Indiana, Missouri, and Wisconsin gathered to together for "Networking Around the Lake" at the Motorola Museum in Schaumburg, Illinois. It was a great day networking a chance to introduce some of the participants to the magic of NAWLEE.

The networking started on Thursday night at the Hyatt Regency Hotel with a reception for those spending the night in Schaumburg. The reception was also sponsored by Motorola. We enjoyed wonderful ordure's and beverages while trading stories and getting to know one another. We spent several hours laughing and having a great time.

Friday morning started with breakfast being served at the museum overlooking the various displays of communication history. The Schaumburg Police Honor

Guard posted the colors to start the day. Chief Susan Riseling of the University of Wisconsin Madison Police Department then talked to the group about leadership, the beginnings of NAWLEE and what it has meant to her.

Kathleen DeBoer spent the remainder of the morning discussing gender and competition. She is a dynamic speaker who has spent the majority of her career working in athletics where she realized that men and women are motivated differently when it comes to competition and understanding the differences are important when working to motivate both men and women. She provided many examples of how men and women are motivated in general and in turn how to use that knowledge to bring out the best in the people you lead.

Before we knew it, it was time for lunch and more networking. It was hard to pull us away from our conversations and back into the auditorium for

the afternoon. The afternoon was an executive panel session with Detroit Police Chief Ella Bully-Cummings, Chief Riseling, Assistant Postal Inspector Diane Schwarz, and Motorola Vice President Ellen O'Hara. They spent the afternoon fielding questions from the group about the challenges they have faced to reach their position and advice to those aspiring to executive positions.

The day ended with a raffle of various prizes donated by several police departments, Motorola, and a NAWLEE membership. Everyone went away having met new people and developing new contacts and friends.

The first Midwest Regional NAWLEE conference was success. We appreciate Motorola sponsoring the conference and allowing us to use their facilities. A special thanks goes out to Jackie Wasni who did the bulk of the work in making this a success. She was assisted by Penny Fischer, Susan Rockett, and Karen Soley.

MESSAGE FROM THE PRESIDENT

(continued from page 1)

speck, well, maybe not even that. It is easy to get lost in our busy hustle and bustle of our jobs and life and not take the time to look at everything around us.

My adventure meant of couple of things I would like to share with you. First of all, take a two to three week vacation from your job. Not just a vacation, where you are not going into work, but totally away. No cell phones, no pagers, no email. Get away! It is healthy for you not only

emotionally, but physically. It is extremely hard to do, to let go for a period of time. Just do it! It is an incredible experience. I have never taken a three week vacation and definitely not one where I wasn't connected to the office in some way. So, schedule some time during this next year to get some good mental health and break from your busy schedules.

Secondly, stop and look around you. That old

saying of "stop and smell the roses" comes to mind.

NAWLEE is full of high achievers who didn't get where they are at today without hard work, many sacrifices, long hours, and extra curricular activities outside of the workplace. Many are trying to balance the home life, raising children, and also spending time on a hectic and stressful occupation. We get so engrossed in that lifestyle, that we fail to take time for ourselves. You have to find time for yourself, to do something for you. If you have already mastered this, good for you (I envy you). If you read this and realize that you are not doing it, it is time for you to

make a change and make the time.

On another note, I am completing my second year as the NAWLEE president. It is time for another leader to take over the helm. I have thoroughly enjoyed my time as president and have been honored to serve the NAWLEE members with some great folks. You should be proud of the Board of Directors and Executive Director and what they have accomplished over the last two years. As the organization has grown, the Board has been working hard for the organization and to plan for future growth. Continued on page 4

EXECUTIVE DIRECTOR'S MEMO

CHIEF DIANE SKOOG (RET.)

As we get closer to our conference and annual business meeting, the current Board is trying to wrap up projects to finish out this year's assignments.

One of the bigger challenges the Board faced this year was to try and restructure the terms of office so that there is always some continuity and experience on board. The Board felt this could be accomplished by having staggered and multi-year terms. Their changes to the bylaws would insure that there are always a few experienced Board members serving with newly elected Board members.

A copy of the proposed changes is on the web site [Members Only](#) section. Please take the time to review them as this will be an important issue at our annual business meeting.

If you need your password, please contact me at dmskoog@juno.com.

In May I had the pleasure of attending one of our regional training sessions put on by our treasurer Susan Kyzer. Susan always does everything first class! Dr. Becky Molnar, Ph.D, was a terrific speaker and her training topics were spot on for women executives in law



enforcement.

Earlier this month I was invited to speak about NAWLEE during a training session conducted by NAWLEE member Donna Milgram. Donna is the Executive Director at the National Institute For Women

In Trades in California. Her area of expertise is the recruitment and retention of women employees. Donna is a renowned speaker on this subject

and has conducted training all across the country.

And last week NAWLEE was invited by the Massachusetts Minority State Police Officers Association to talk about our Mentoring Program. I filled in here as both our Mentor experts were unable to attend this conference.

It's just a few short weeks until we are all together in Arlington. I am looking forward to seeing everyone again.

BOOK REVIEW: BY CAPT. KATHY STEFANI

ANYTHING YOU SAY CAN AND WILL BE USED AGAINST YOU

Author: Laurie Lynn Drummond

Publisher: Harper Collins

ISBN#: 0-06-056162-9

This is a stunning collection of 10 stories that fictionalize the daily life – both on and off the job – of 5 female police officers in Baton Rouge, Louisiana. Laurie Lynn Drummond, herself a Baton Rouge officer for 8 years, has used her own experiences to illuminate police work from a women's point of view – how we interact with fellow officers (both male and female), how one can react to violence, how the work can affect our personal lives, and why some people are cut out to be cops and other aren't.

Every women officer will find some part of one of the stories to relate to – whether its the perpetual dark bruise where the barrel of your gun constantly bangs off your hip, or whether you come home from a crime scene and strip your clothes off in the garage so you won't bring the smell into your home.

Some stories reflect the boredom of everyday work – same call, different complainant. Other stories reflect how each call can evolve into the totally unexpected and life-changing experiences that make police work what it is – what can attract as well as repel us from those we work with and for.

The women are real – a piece of each one of us wound into their stories. The language is real, the verbiage familiar and you can picture yourself in the cruiser next to her and being part of the conversation.

Not every story hits close to home – probably because each of us have had different experiences to relate to. But if it doesn't hit home for you, it will at least remind you of someone else you know. I think you'll enjoy reading the stories of Katherine, Liz, Mona, Cathy and Sarah

PROMOTIONS, CHANGES AND NEW MEMBERS

Promotions:

From Lieutenant to Captain, Troop Commander:

Annemarie DeAngelo-Grant - New Jersey State Police, Hamilton NJ

From Captain to Deputy Chief:

Dolores Ford-Murphy - Massachusetts Bay Transit Authority Police Department, Boston, Ma

From Captain to Major :

Julie Harris - Tulsa Police Department, Tulsa, OK

From Lieutenant to Chief:

Pamela Hodermann - University of Milwaukee Police Department, Milwaukee, WI

From Trooper to Detective :

Katherine Klemp - New Jersey State Police, Howell, NJ

From Captain to Major :

Genny May - Louisiana State Police, Baton Rouge, LA

From Chief of Police to Associate Vice Chancellor:

Susan Riseling - University of Wisconsin Police Department, Madison, WI

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PRESIDENT'S MESSAGE

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This year at the annual conference, which also includes our business meeting, we will be voting on some by-law changes which will have quite an impact on NAWLEE. Please read the enclosed article on the by-law changes for the specific details and check the website. It will be very important for the organization to officially recognize some new committees and to change the terms of some of the board positions. At the business meeting, we will also be voting in the vacant board positions. We will be looking for members to join the committees and help during the year to make some progress in each. We are also looking for people to chair or co-chair those committees. The format for the business meeting will change so that we can cut through the chase and get things done quickly.

The annual conference should be an absolute success in our nation's capitol. Captain Michelle Peralta and her committee have put together a wonderful agenda. Don't forget to bring your uniform for Friday. We will also be conducting our Glass Ceiling Awards (if you have been promoted in the last year make sure you let Susan Kyzer, Treasurer, or Diane Skoog, Executive Director, know prior to the conference so that you can be recognized, even if you cannot attend the conference). We are also recognizing the second Motorola Law Enforcement Woman Executive of the Year award recipient on Friday.

I look forward to seeing eve-

C. SUZANNE MENCER

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After the tragedy at Columbine High School, she served on the Jefferson County School District Task Force for School Safety and the Governor's Columbine Review Commission.

Prior to her service in the FBI, Mencer taught Spanish in public schools in Florida, Ohio and Missouri, from 1968 to 1978. She is a graduate of the Ohio State University and completed graduate courses at the University of South Florida.

On July 26, 2000, Mencer was appointed by Governor Bill Owens as the Executive Director of Public Safety for the State of Colorado. In this capacity, she also served on the Peace Officer's Standard and Training Board and the Rocky Mountain High Intensity Drug Trafficking Board. She also serves on the Judicial Discipline Commission, is the Governor's Homeland Security Point of Contact, the Council of State Governments district representative for Homeland Security, she is also a member of the National Task Force on Interoperability, the Governor's Clemency Board, ex-officio member of the Governor's Expert Emergency Epidemic Response Committee, member of the U.S. Attorney's Anti-Terrorism Task Force, an adjunct professor at the University of Colorado at Denver, Graduate School of Public Affairs and is a member of the Society of Former Special Agents of the Federal Bureau of Investigation. On May 13, 2003, she was nominated by President George W. Bush to be Director of the Office of Domestic Preparedness. She was confirmed by the Senate and assumed her position on October 27, 2003.



The Color guard posts colors at the Midwest Regional NAWLEE Training Conference hosted by Motorola in April, 2004.
More photos page 5

MIDWEST REGIONAL NAWLEE TRAINING CONFERENCE, APRIL, 2004



Gordon J. Graham

Graham Research Consultants

Conference Featured Workshop

The Value of Risk Management

Teaching employees, supervisors, and managers why things generally go wrong and how to prevent these unfortunate situations from happening

Gordon Graham is a 30 year veteran of California Law Enforcement. During his tenure as a law enforcement professional, he was awarded his Teaching Credential from California State University, Long Beach. He was later graduated from University of Southern California with a Master's Degree in Safety and Systems Management. Subsequent to this he graduated from Western State University with a Juris Doctorate. His education as a Risk Manager and experience as a practicing Attorney, coupled with his extensive background in law enforcement, have allowed him to rapidly become recognized as a leading professional speaker in both private and public sector organizations with multiple areas of expertise.

Mr. Graham has centered his efforts in providing knowledge to both public and private sector organizations in the area of Organizational and Operational Risk Management, Civil Liability, Professionalism, Ethical Decision Making and related topics. Instead of focusing solely in after incident damage control, he focuses his efforts in the prevention of mistakes through his risk management based training program SROVT (Solid Realistic Ongoing Verifiable Training). He teaches employees, supervisors, and managers why things generally go wrong, and how to prevent these unfortunate situations from happening. He follows up his prevention efforts with a dynamic presentation on how to recognize the incidents that have a likelihood of ending up in litigation. He concludes his program with a detailed examination on how to prove proper conduct. Additionally, Mr. Graham has developed the CATSINRO approach to the elimination of Harassment in the workplace. This is the only program that combines legal aspects of this topic with a risk management approach to elimination of such incidents prior to occurrence. Each of his presentations includes the appropriate written "rules" for the topic covered. These risk management rules allow the informed listener to make immediate, progressive changes in operations to better protect themselves and their organization.

Over the last decade, Mr. Graham has made over 3,000 presentations to various groups including law enforcement, corrections personnel, fraud investigators, fire professionals, EMS, other first responders, legal professionals, educators, city, county and district employees, law firms, hospitals, financial institutions, and real estate companies along with many other private sector organizations. Since 1990, he consistently received the highest evaluations on P.O.S.T critiques. In 1995 he received the Governor's Award (sole recipient) for Excellence in Law Enforcement Training from Governor Wilson. His penetrating wit coupled with his vast knowledge in multiple disciplines provides the enlightened listener with an information packed seminar.



Sue Kyzer (left) and her staff pose with Dr. Becky Molnar (center) after a very successful NAWLEE training conference in Orlando.

(more photos page 10)

LANDMARK DECISION TO STOP AND IDENTIFY STATUTE GIVES POLICE POWER TO ARREST

By: Lt Margaret A. Fischer, J.D.

The United States Supreme Court has taken on some challenging cases dealing with personal civil rights and the rights of police to stop and identify potential law violators. There has been much controversy over a recent decision from the Court involving a rancher that was arrested in Nevada for failing to identify. Many see this as a victory for the ability of police to question suspects and obtain information. The opinion seems to lend itself to that interpretation, yet the Justices focused on the Nevada statute known as a "stop and identify" statute. That was the core of their opinion on the validity of the arrest.

In a 5-4 decision, the Court allowed police to obtain identity from persons while investigating their reasonable suspicions of criminal activity (also known as a Terry stop) and gave them the power to arrest for failure to identify based on the statute in place in Nevada. This statute allowed a police officer to detain a person under circumstances that reasonably indicated they had committed or are about to commit a crime. It further stated that the police may detain them only to get their identity, determine their suspicious activity and the person detained shall identify himself. The Court explained that this statute was not like others that were challenged in that it was narrow enough to let persons know what activity was being questioned and not so broad as to allow police the ability to stop and identify everyone. It did allow the police the power to arrest for failure to comply. That is what distinguishes it from a general Terry stop inquiry. About 20 states have similar statutes that allow the police to stop and identify law violators. It would be good practice to deter-

mine whether your state has a statute similar to Nevada before using this opinion to make arrests.

On June 21, 2004 in Hiibel v Sixth Judicial District Court of Nevada, Humboldt County, et al, No. 03-5554 (June 21, 2004) the Court decided that the police may arrest a person for violating a stop and identify statute narrowly tailored to identify criminal suspects. It may not be used as a tool for police who need identity to use as a link in a chain of evidence to convict a person. The facts of this case may have led to this decision so one should look clearly to the actions of the police in using this decision to make an arrest.

The deputy involved received a radio call of an assault occurring that involved a male striking a female as they sat in a red and silver GMC truck. The deputy drove to the scene and observed the truck in question at the side of the road and it appeared that it had made an abrupt stop due to skid marks behind it. The deputy observed Mr. Hiibel standing outside of the truck and a young woman sitting inside of it.

As the deputy approached Mr. Hiibel and explained he was investigating the report of a fight. Mr. Hiibel appeared intoxicated to the deputy as he spoke to him. The deputy asked him if he had "any identification [him]." Mr. Hiibel refused to identify himself or provide any identification. He said he had done nothing wrong and would not produce it for the deputy. He then became agitated at the deputy's re-

peated requests for some form of identification. The deputy explained he needed to know who the man was and what he was doing there for his investigation. Mr. Hiibel began to taunt the officer and place his hands behind his back challenging the deputy to arrest him and take him to jail. This continued for several minutes as the deputy asked him eleven times for his identification.

After warning Mr. Hiibel he would be arrested if he failed to comply, he refused and was arrested. He was arrested for obstructing an officer in legal discharge of his duty. The obstruction of duty occurred when Hiibel refused to identify under the Nevada stop and identify statute. The Justices did comment that Mr. Hiibel did not refuse to identify for any other reason than he did not believe he needed to identify.

The assertion in this case is that the police violated Mr. Hiibel's Fourth and Fifth Amendment rights when they arrested him. The Court disagreed with the Fourth Amendment assertion because they said that asking questions is an essential part of police investigations. They said that in the ordinary course of doing police work you can ask for identification without implicating the Fourth Amendment. The core of this case revolved around the issue of whether or not you could arrest if they failed to comply. That is when they analyzed the statute in question and asserted in previous cases the Court had alluded to the fact that a statute narrowly tailored to assert a substantial governmental interest would be allowed. In this case the police officer's request was a common sense inquiry, not one that

was searching for a way to arrest them or trying to compel him to do something that would incriminate himself.

On the Fifth Amendment claim the Court said that in order to allow the statements to be held under a constitutional claim the statements had to be testimonial, incriminating and compelled. There is no question that if the police can arrest for failure to identify it is compelled statements. The Court said by its nature it was in fact testimonial. What they did not agree with is that it was incriminating. The Court distinguished that the fact he was asked who he was in a common sense inquiry would somehow lead to incrimination for him. They said he refused to answer simply because he thought he could, not because his statements would incriminate him in some way. That is the critical point of the decision.

You should first analyze if you have a similar statute in place before you make any sweeping pronouncements based on this decision. You should also consult with your local prosecuting officials for their interpretation of this decision. There is some indication that the Court left open some discretion for police to be able to arrest for failing to identify on a Terry based stop, but this decision clearly looked to the statute in question throughout most of the opinion.

This article is an analysis of a decision to help you keep up with trends in the law. Discuss your particular practices that relate to this case with your police legal advisors and the prosecuting officials in your jurisdiction or state before changing your practices in reliance on this article.

Proposed Bylaws Changes

The Organizational Committee has been working hard to provide you proposed language to amend the Bylaws as directed by the Board of Directors at the last annual conference. The proposed bylaw changes have been posted to our website and will be voted on at our August meeting. If you have any questions, please call any of our Board members or our committee chairpersons: Susan Kyzer and Electra Bustle.

The following are highlights of the proposed changes to our Bylaws:

Create staggered terms for Officers to allow for more continuity and stability for the Board and the organization. See the below matrix for a detailed description of the staggered terms specifically by office.

Create a formalized search, nomination and election process.

Create new standing committees: Mentoring, Marketing/Public Relations, Nominating/Search, Audit and Awards committees.

Create a designated officer that each standing committee reports to in order to create an equitable delegation of responsibilities.

Create a quorum requirement to conduct business of the organization which is a majority of active members present at an annual business meeting.

Create eligibility requirements for the Board of Directors.

NEW NAWLEE EXECUTIVE BOARD TERMS IF BYLAW REVISIONS PASS

Office	Term Frequency	Term Length	Years
President	Every Year	3 consecutive, 1-year	2004, 2005, 2006
1 st Vice President	Every other Year	2 consecutive, 2-year	2003, 2005
2 nd Vice President	Every other Year	2 consecutive, 2-year	2004, 2006
Treasurer	Every other Year	3 consecutive, 2-year	2004, 2006, 2008
Secretary	Every other Year	3 consecutive, 2-year	2003, 2005, 2007

A NEW LOOK FOR THE NAWLEE NEWSLETTER!!!

CONTEST ANNOUNCEMENT

The Publishing Committee of the NAWLEE Newsletter wants to upgrade both the content and presentation of our quarterly newsletter—But we need your help!

We are looking to change to a more “magazine” type format with a glossy cover—meaning we need a cover design! If you (or a friend, family member or co-worker, on your behalf) has the talent to design a cover for us—You could win one year’s free dues to NAWLEE!

Winner will be chosen from all entries by the Executive Board at the NAWLEE Conference in Arlington, August 19-22, 2004. Please email your design to kstefani@adelphia.net by August 1, 2004, or bring your ideas to the conference.

The winner will be announced at the conference.

GOOD LUCK!

NAWLEE SOUTHEAST REGIONAL TRAINING CONFERENCE HELD IN MAY

The Florida Department of Law Enforcement (FDLE) and several members of the Florida NAWLEE contingency sponsored the first NAWLEE Southeast Regional Training Conference held May 27-28th in Orlando, Florida. The purpose of this regional conference was to provide an opportunity for members and potential members to receive training, have some camaraderie, and promote NAWLEE. These goals were accomplished through the outstanding training Dr. Becky Molnar, Ph.D. provided on “Mastering the Change Curve” and “Developing the Leader Within”. At our luncheon, graciously sponsored by DynCorp, Lynn Holland, a Recruiting Specialist from Dyncorp enlightened us on some of the challenges facing female officers in Iraq, Kosovo, and Bosnia and how NAWLEE can help in supporting these women. Captain Lianne Tuomey, NAWLEE’s 2nd VP, shared with us successes of NAWLEE’s mentoring program and encouraged everyone present to participate.

The “Magic of NAWLEE” was certainly present during this mini-conference and should result in several new members. I would like to thank Major Jane Castor, Tampa PD, FDLE Chief of Staff, Electra Theodorides-Bustle, Captain Lianne Tuomey, UVPD, Executive Director Diane Skoog, Debbie Moody, Jana Paulk, Kerri Plaza, and Morgan Cyphers, CFA staff, for all their support in sponsoring this successful regional conference. I encourage everyone to think about providing a similar experience in your region!!

NAWLEE SOUTHEAST REGIONAL TRAINING CONFERENCE, MAY 2004



Sue Kyzer, NAWLEE Treasurer welcomes attendees to the first NAWLEE Southeast Regional Training Conference in Orlando.



A well attended conference and attentive audience enjoyed Dr. Becky Molnar's presentations.



Major Jane Castor and Capt. Lianne Tuomey spread the Magic of NAWLEE over lunch.



Captain Lianne Tuomey presents the NAWLEE Mentoring Program to an interested audience.

9TH ANNUAL NAWLEE CONFERENCE

ARLINGTON, VIRGINIA AUGUST 19-22

Thursday (August 19, 2004)

Registration All Day 0800-1800 hours
 Mentoring Workshop 0900-1200 hours
Concourse 1
 (Board Meeting – *President's suite*)
 Golf Outing 1300-1700 hours
Depart from Lobby
 Welcome Reception 1800-2100 hours
Stars Room – 16th Floor
 Hospitality Suite Open 2000-2200 hours
Mezzanine 2

Friday (August 20, 2004)

Continental Breakfast 0700-0830 hours
Outside Galaxy Ballroom
 Registration /Information 0700-1700 hours
 Exhibit Hall 0800-1700 hours
Main Foyer
 Opening Ceremony 0830-0915 hours
Galaxy Ballroom (In Uniform)
 Photo Op 0930-1000 hours
 Motorola Awards 1000-1030 hours
 Break 1030-1045 hours
 Feature Speaker 1045-1200 hours
 Suzanne Mencer
 Director, Office of Domestic Preparedness
 Department of Homeland Security

Lunch North Ballroom 1200-1300 hours

Break Out Sessions (3 options) 1315-1430 hrs
Cavalier Rooms – A, B & C

Chief's Pursuit – Emily Cross (Room A)

Financial Planning- Ed Livingston (Room B)

Nurturing Habits- Stephanie Mitchell (Room C)

Break 1430-1445 hours

Break Out Sessions (3 options) 1445-1600 hrs

Chief's Pursuit – Emily Cross (Room A)

Female Emotional Quotient- Dodie Gill (Room B)

NIA -Stephanie Mitchell (Room C)

Bus Boards - Main Lobby 1630 hours

Motorola Reception 1700 –1930 hours
Whitlow's on Wilson

Hospitality Suite Open 2000-2200 hours

Saturday (August 21, 2004)

Continental Breakfast 0730-0830 hours
 Registration / Information 0800-1700 hours
 Exhibit Hall 0800-1700 hours
Main Foyer
 Break Out Session (2 options) 0830-1000 hours
Cavalier Rooms A & B
 Mission Critical Technology – Jackie Wasni (Room A)
 Navigating Legislature- Jim Lay (Room B)
 Loss Prevention / Law Enforcement-Lora Setter (Room C)

Break 1000-1015 hours

Feature Workshop
North Ballroom

Gordan Graham 1015-1145 hours

"Law Enforcement Operations 5 Themes for Success"
 Risk Management/Value of Systems/Customer Service/Accountability/Integrity

Lunch Galaxy Ballroom 1145-1330 hours Election/Board Report

Gordan Graham 1330-1500 hours

"Why things go right, Why things go wrong"

Break 1500-1515 hours

Gordan Graham 1515-1645 hours
 The Value of Training the Risk Management Approach

Bus Boards Main Lobby 1745 hours

Spirit Cruise Event 1800-2200 hours

Hospitality Suite Open 2200-0000 hours

Sunday (August 22, 2004)

Continental Breakfast 0730-0830 hours

Bus Boards Main Lobby 0845 hours

Pentagon Tour 0900 hours



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

Retirements:

Karen Bune - Victim Specialist with the Arlington County Attorney's Office, Arlington, VA after 25 years of service and has taken a position with the States Attorney's Office for Prince Georges County, Maryland in the Domestic Violence Unit.

Lieutenant Kerry Holsten - Warwick Police Department, Warwick, RI after 20 years of Service

Sergeant Linda Riseling-Lawless - Takoma Park Police Department, Takoma, MD after 15 years of service.

Lieutenant Lora Setter - Minnetonka Police Department, Minnetonka, MN after 20 1/2 years of service

Agency Change:

Deputy Chief Peggy York - Los Angeles Police Department to **Chief** of the Los Angeles County Office of Public Safety, Los Angeles, CA

CONGRATULATIONS!

New Members:

Captain Barbara A. Chovan - Broward Sheriff's Office, Ft. Lauderdale, FL

Officer Melissa Congleton - Michigan State University Police Department, Mason, MI

Account Manager Sandra Eaton - Motorola Corp., Watertown, WI

Captain Antoinette M. Filla - St. Louis Metropolitan Police Department, St. Louis, MO
Chief Patty Jaye Garrett Paterson - Sumter Police Department, Sumter, SC

Lieutenant Christine A. Kelley - Warwick Police Department, Warwick, RI

Lieutenant Jill Kwiatkowski - Tampa Police Department, Tampa, FL

Chief Regina G. Lawson - Wake Forest University Police Department, Winston-Salem, NC

Sergeant/Investigator Renee Strasser - LaGrange Police Department, LaGrange, IL

Chief Beth Toomey - West Tisbury Police Department, West Tisbury, MA

Elizabeth Truesdell, Accreditation Manager GSA - Federal Law Enforcement Training Center, Glynco, GA

WELCOME!

HELP US KEEP IN TOUCH WITH YOU

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

**Executive Director,
Diane Skoog at
dmskoog@juno.com**