

SUBJECT TO DEBATE

A NEWSLETTER OF THE POLICE EXECUTIVE RESEARCH FORUM

SAVE THE DATE!

**WHAT:
PERF/COPS Office
Executive Session**

**TOPIC:
DNA: Challenges and
Opportunities**

When: Wednesday, September 23, 2009
Where: Washington, D.C.

VOL. 23, NO. 7 | JULY 2009



Local Police and Federal Officials Meet in Phoenix to Set Immigration Policy Goals

LOCAL POLICE EXECUTIVES RECENTLY MET WITH federal officials from the Department of Homeland Security (DHS) to hammer out a set of consensus points regarding the issue of immigration reform legislation.

The meeting, held on July 22 in Phoenix, was arranged by PERF with support from the Carnegie Corporation of New York. More than 100 police chiefs and other local officials from across the nation spent the day with officials from DHS headquarters, U.S. Customs and Border Protection, Immigration and Customs Enforcement, the U.S. Border Patrol, as well as the U.S. Department of Justice.

In coming weeks PERF will be producing a full report detailing the findings and recommendations produced at this National Summit on Local Immigration Policies. In the meantime, *Subject to Debate* is able to provide this outline of what the Summit accomplished. (Additional information can be found in a *USA Today* article about the Summit, "Police Chiefs Press for Immigration Reform," which can be found here: http://www.usatoday.com/news/nation/2009-07-23-police-chiefs-immigration_N.htm.)

The Summit produced a number of recommendations for Congress and the Obama Administration to consider as they begin work on a national immigration reform bill, including the following:

- The United States' borders should be made more secure, not only in terms of preventing illegal immigration, but also in preventing the illegal trafficking of drugs and firearms across U.S. borders.

- Federal agencies and Congress should consult with local and state police agencies as they craft immigration legislation and policies. The inclusion of local law enforcement will result in more realistic, practical, and informed policies that have the support of local communities.

- The motivation for involving local police agencies with the federal agencies that are charged with immigration enforcement should be to improve public safety and information-sharing among all law enforcement agencies.

- National comprehensive immigration reform legislation should not be delayed any longer. This should include provisions regarding guest workers, provision of permanent legal status, and an employer and family-based visa system.

- Improvements should be made to ensure tamper-proof identification and work authorization documents for persons allowed into the country. (See related article, page 4.)

- Recognizing recent shifts in emphasis regarding hiring of illegal immigrants, there should be comprehensive plans and setting of priorities for enforcement in this area. Local police should be consulted prior to major enforcement actions.

- Immigrations and Customs Enforcement (ICE) should increase its coordination with and responsiveness to local police agencies. ICE officials should be more visible in >> continued on page 3

Chiefs Timoney and Lansdowne Reelected; Sir Hugh Orde Joins PERF Board, see page 7

Gates Incident Demonstrates Dangers of Instant Analysis

THE ARREST OF PROFESSOR HENRY LOUIS GATES two weeks ago has aroused deep feelings in many Americans, including President Obama, resulting in charges and counter-charges that served little useful purpose and have increased racial tensions. My take on the story is that it is a shame that everyone feels the need to react so quickly to an incident like this.

The arrest occurred on July 16, and lay dormant for four days. Then, once the news finally broke the following week, within 24 hours people had already lined up on either side, basically along racial lines. This is problematic.

White people seemed more likely to say, “If Professor Gates had just been polite and complied with the sergeant’s orders, there would have been no problem.” Meanwhile, many African-American commentators pointed out that it is easy for white people to say that, because whites have not been subjected to a lifetime of indignities at the hands of police and everyone else on account of their race—for example, being stopped on the street because you match the vague description (“African-American male”) of a suspect in a robbery that was committed three blocks away, or being given sharp looks when you walk into a store as if you’re a shoplifter.

There was a rush to judgment. One thing I tell my mayor, Manny Diaz, all the time is that in these highly charged, emotional situations, the first information you get is always wrong. So why do people always jump to conclusions based on the first information?

In the Gates case, many people assumed that the sergeant was a racist cop responding aggressively to a 911 call about African-American suspects breaking into a house in a largely white neighborhood.

But 911 tapes usually provide a great deal of enlightenment, and they did in this case. It turned out that the 911 caller didn’t say anything about race. The 911 operator of course is trained to ask certain specific questions in order to get a good description of the suspects, so the operator asked whether the suspects were “white, black or Hispanic.” And even then, the caller said, “One looks kind of Hispanic; I’m not really sure. And the other one entered and I didn’t see what he looked like at all.” When she was specifically asked about race, the caller did *not* say anything about African-American suspects.

What’s more, the 911 caller made it clear that she was not even sure a crime had been committed. “I don’t know if they live there and they just had a hard time with their key,” she said.

So the scenario of police arriving at the scene in a racist, hard-charging, aggressive frame of mind doesn’t seem to fit with the facts. To some extent, the case may have been triggered by misperceptions. For an officer responding to a call about two possible burglars, who arrives and sees only one person inside the house, it was not a bad strategy to ask that person to step outside, rather than enter the house where the other burglar might be hiding. But to Professor Gates, not knowing anything about what Sergeant

Crowley had been told or was thinking, it may have seemed disrespectful to be told to step outside of his own home.

These kinds of things happen thousands of times a day, where cops respond, sometimes with guns drawn, to situations that turn out to be nothing more than a false alarm by a security system.

I think Chuck Wexler was correct when he told a reporter that in addition to the racial aspect of the Gates incident, it is just as likely to be about “class, deference and mutual respect.” The more we learned about the incident, the clearer it became that there were a lot of different ways of looking at it. It was not simply a question of race.

It is lamentable that this incident escalated in the manner that it did, and I think the Cambridge Police acknowledged as much when they decided to drop the case and put out a statement that the incident was “regrettable and unfortunate.” But that doesn’t mean that the sergeant’s actions were racially motivated.

In my 40 years in policing, race relations have changed dramatically, as they have in the country in general. We have made big strides, but race is still a big issue. When these kinds of situations with sensitive racial implications happen, people need to take a deep breath, take a time-out, and wait for the facts.

Of course, it’s hard to wait and avoid jumping to conclusions in these days of media frenzies driven by 24-hour cable, talk radio, and the blogosphere. It used to be that even when there was a rush to judgment on radio and TV, we could always depend on the local newspaper to take some time and eventually come up with a dispassionate analysis of what had occurred. But as this Gates case unfolded, Chuck Wexler and I met with a reporter from the *New York Times*, and he told us that today, when a big story breaks, even newspaper reporters are under pressure to get something on the newspaper’s Website right away. So now that mechanism for clarity and accuracy is going by the wayside.

Watching these events unfold and watching the Gates story break along racial lines, it reminded me of when I was a young man, a history major in college, reading Alexis de Tocqueville’s *Democracy in America*. He spoke about America’s greatness, its open, democratic society and the boundless potential of the land. But I remember reading one part where he said there was an Achilles’ heel, and that was the “almost insurmountable barriers” between the races. He predicted that the race issue would haunt and stilt America, because whites, blacks, and Native Americans, “although they are mixed, do not amalgamate, and each race fulfills its destiny apart.”

We need to keep working together on these tough issues. Hopefully, in the not-too-distant future we can prove de Tocqueville wrong.



Chief John F. Timoney, PERF President

Immigration Survey Shows Local Police “Are at Early Stage” in Developing Policies

THE PERF IMMIGRATION SUMMIT INCLUDED A PRESENTATION by Dr. Paul G. Lewis of Arizona State University on a survey of 237 law enforcement executives regarding their local enforcement of immigration laws.

The survey, which Dr. Lewis conducted with his colleagues Scott Decker, Doris Marie Provine, and Monica Varsanyi, revealed that police chiefs see significant differences in how they perceive certain aspects of the immigration issue, compared to how they believe their communities perceive the issue.

For example, many police chiefs believe that unauthorized immigration is a more controversial issue in their communities than it is within the police department (figure 1).

Second, the survey found that many police agencies lack guidelines for their officers regarding immigration enforcement (figure 2). Nearly half said their local government has no official city policy on the issue. Nearly 20 percent said their city government has a “don’t ask/don’t tell” or “sanctuary” policy, while 29 percent said their city has an enforcement-oriented official policy,

in which the police work with federal agencies or take a proactive role to deter illegal immigration.

Third, most departments reported having some relationship with Immigration and Customs Enforcement (ICE), but a large majority have no formal agreement such as a 287(g) program. “ICE is viewed as an important resource by local law enforcement, and levels of satisfaction with ICE are reasonably high,” Dr. Lewis said. More than 40 percent reported that “useful information flows about equally both ways,” from the local police to ICE, and vice-versa. “It is noteworthy, however, that a significant minority report no relationship with ICE, and 20 percent report that the information flow works mainly to the advantage of ICE, rather than the department,” Lewis added.

Respondents expressed concern about a number of issues, Dr. Lewis noted, including a disproportionate victimization of immigrants, a reluctance among immigrants to contact police as victims or witnesses, possible tensions between community policing efforts and close relationships with federal law enforcement, and a “hot-house” political atmosphere in some jurisdictions that may limit the discretion of police professionals to deal with immigration enforcement in ways they consider best.

“Taken together, these results suggest that the leaders of local law enforcement are at an early stage in the development of policies and training to respond to unauthorized individuals,” Dr. Lewis concluded. “It is imperative that more information be gathered about the nature of challenges facing local police in immigration issues so that the police and community can work together more effectively.”



Figure 1. Unauthorized immigration is a controversial topic...

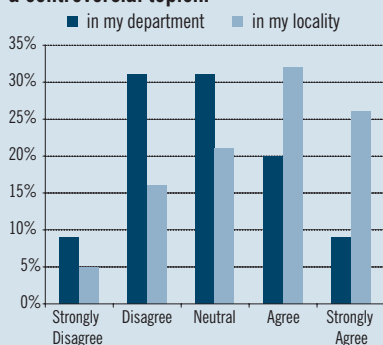
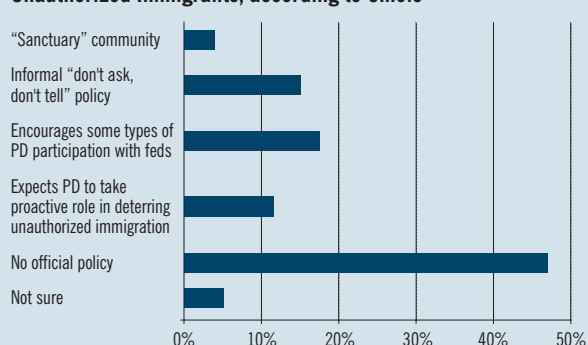


Figure 2. Local Government's Policy vis-à-vis Unauthorized Immigrants, according to Chiefs



>> from **National Summit on Local Immigration Policies** on page 1

local communities to explain their policies and actions. ICE should inform local police about arrests in their communities, and should be available when local police request assistance.

- The authority and limitations of local police agencies and their officers to become involved in the enforcement of federal immigration laws should be clearly defined. Federal agencies should clarify their expectations of local police. And local police should receive liability protections in this regard.

In addition, the Summit produced a number of recommendations for local law enforcement agencies, including the following:

- Local police agencies should make arrests of persons who violate the criminal laws of their jurisdictions without regard to the

immigration status of the alleged perpetrator or the victim.

- Local police should prohibit officers from arresting or detaining persons for the sole purpose of investigating their immigration status.
- Local police must uphold the Constitutional and civil rights of persons regardless of their immigration status.
- Local police must protect crime victims regardless of their immigration status, and should encourage all victims and witnesses to report crimes, regardless of their immigration status.
- Police should educate their entire communities about immigration issues, especially the roles of local and federal law enforcement.
- Local police should develop comprehensive written policies and procedures regarding handling of undocumented immigrants.
- Local police agencies should monitor and enforce racial profiling violations by employees.



Congress and Obama Administration Move to Fix REAL ID Driver's License Law

On July 15, Secretary of Homeland Security Janet Napolitano and Los Angeles County Sheriff (and PERF member) Lee Baca testified before a Senate panel in support of legislation to replace the REAL ID Act of 2005.

The REAL ID Act was intended to implement a key recommendation of the 9/11 Commission: that the federal government should set standards for the security of state-issued driver's licenses and other identification documents. The Commission noted that 18 of the 19 hijackers on September 11, 2001 had acquired some form of U.S. ID, in some cases by fraud. Hani Hanjour, who flew an airliner into the Pentagon, had four driver's licenses and ID cards from three states.

The integrity of state-issued driver's license systems has become a critical aspect of a number of policing issues, including the roles of local police in fighting terrorism and in enforcing immigration laws.

The REAL ID act established requirements for security features of state-issued ID documents and for verification of the information that is provided by applicants.

However, the REAL ID Act provoked a revolt among many state government officials, who said it would be too burdensome, impractical,

and costly to implement. A dozen state legislatures have passed laws rejecting REAL ID and prohibiting state officials from complying with it. Approximately a dozen more have approved legislative resolutions or other measures expressing general opposition to the federal law.

So last month, Sen. Daniel Akaka introduced a new bill to modify the REAL ID Act. One major criticism of the REAL ID Act was that it was written without the advice of governors and state lawmakers. The new bill, called the Providing Additional Security in States' Identification Act of 2009 (PASS ID Act), was written with assistance from the National Governors Association, and quickly was endorsed by that group as well as the National Council of State Legislatures, the American Association of Motor Vehicle Administrators, and other organizations.

According to its sponsors, the PASS ID Act repeals the excesses of the REAL ID Act, providing comparable improvements in security but in a more practical and less costly way.

Following are excerpts from the testimony of Secretary Napolitano and Sheriff Baca:

Homeland Security Secretary Janet Napolitano: "Simply Put, REAL ID Is Unrealistic"

Thank you for holding this important hearing today on how the passage of the PASS ID Act will enhance our nation's security. The Department of Homeland Security (DHS) provided technical assistance to PASS ID's Senate sponsors in drafting this bill, and we look forward to working with Congress on the bill as it moves through the legislative process.

PASS ID is a critical piece of national security legislation that will fix the REAL ID Act of 2005 and institute strong security standards for government-issued identification. This bill will do so in a way that states will implement, rather than disregard.

Improving government-issued IDs alone will not thwart every planned terrorist attack, but it presents an important obstacle to any potential terrorist operating in the United States.

PROBLEMS WITH THE REAL ID ACT

The major problem with REAL ID is that it is producing very little progress in terms of securing driver's licenses, and it is not getting us to where we need to be. Simply put, REAL ID is unrealistic. It presents major concerns to the states on a number of fronts, and when 12 states have so far outlawed themselves from implementing REAL ID, there will never be effective national standards for identification until REAL ID is fixed.

Inflexible electronic verification requirements

A necessary part of increasing ID security is setting strong standards that states would need to meet in verifying the underlying documents a person presents when applying for a driver's license (for example, a birth certificate or driver's license from another state). REAL ID would require states to adopt new technologies in order to verify all those "identity source" documents *electronically*, including documents issued by other states.

This mandate is too rigid. Many of the required [electronic] databases are simply not ready—and this requirement provides states little leeway to try to adopt more efficient and effective methods for data verification.

Inflexible re-enrollment system

Similarly, the process by which current driver's license holders renew their driver's licenses, presenting their source documents to enroll secure ID, is a critical part of any ID security initiative. But REAL ID issues inflexible mandates to the states on this score.

Current regulations impose a specific schedule for the states to re-enroll their 245 million driver's license holders. Under REAL ID, re-enrollment would need to be completed in a six-year window, from May 11, 2011 until December 1, 2017. The rule requires that those under the age of 50—about 60 percent of all license holders—reenroll in the first three years of that window, by December 1, 2014.

So long as the nation reaches the same goal, states should be allowed to find the most efficient and effective ways of expeditiously



Homeland Security Secretary Janet Napolitano

bringing their residents into a secure ID program based on their own renewal cycles and operations, rather than being forced to follow a rigid age-based plan.

Higher costs than necessary

REAL ID would require an estimated \$3.96 billion for states to implement, yet minimal funds have been appropriated to the states for this purpose. When REAL ID passed in 2005, the states balked at accepting a mandate they had played no part in creating. Today, this hefty burden is made even more onerous by the economic conditions that are constricting state budgets.

No incentive to innovate

The rigid mandates in the REAL ID Act provide states with little leeway to devise new or better systems to achieve the same security standards. Ideally, states would not merely meet security standards, but also exceed them, and accomplish this in new and better ways. States are laboratories for innovation in government and are best positioned to implement policies according to their operational considerations. Provided the states are on the path to meeting the same strong ID security standards, the federal government should allow flexibility in the means they choose to get there.

Inadequate privacy protections

Several provisions of REAL ID have raised substantial privacy concerns among citizens and state lawmakers. Specifically, REAL ID calls for states to provide electronic access to information contained in their motor vehicle databases to all other states. It is completely unclear how the law envisions this access to be used, much less monitored and managed to ensure privacy protections.

SIMILARITIES BETWEEN REAL ID AND PASS ID: BOTH WOULD CREATE STRONG SECURITY STANDARDS CALLED FOR BY THE 9/11 COMMISSION

Document verification—PASS ID would maintain strong standards for ensuring the authenticity of identity source documents that applicants show to obtain a driver's license. States would be required to have sufficient processes in place to determine the authenticity of documents, including birth certificates or IDs issued by other states. PASS ID would require *electronic* verification [only] through two federal databases that are used today—SSOLV for Social Security numbers and SAVE for immigration status.

Physical security of ID production—PASS ID would require states to ensure the physical security of the means of driver's license production, and to conduct background checks on employees who deal with driver's license issuance, in order to reduce the chance of malfeasance and fraud. PASS ID would also require all such employees to be trained in fraudulent document detection. These standards remain unchanged from REAL ID.

Photographs of ID applicants—PASS ID would necessitate that states capture photographs of individuals who apply for a PASS ID-compliant driver's license, including those who are denied.

Requirements to show PASS IDs—As under REAL ID, non-secure driver's licenses would no longer be accepted at the end of the PASS ID implementation period in order to enter nuclear power plants or federal facilities dealing with national security, homeland security, or defense; and to board airplanes. PASS ID would *not* extend to federal locations where REAL ID could

potentially have been applied but which are openly accessible to the public, such as national parks.

DIFFERENCES BETWEEN REAL ID AND PASS ID: PASS ID FIXES PROBLEMS IN IMPLEMENTATION, COST, AND PRIVACY

In addition to providing for security standards matching those of REAL ID, PASS ID provides a framework that is more workable from the state perspective.

Document verification—While REAL ID mandates electronic verification for all source document information, PASS ID would maintain a focus on ensuring the authenticity of identity-source documents that applicants present, allowing states to adopt cost-effective ways to achieve or exceed that threshold. This provision eliminates the need for every state to adopt expensive and unnecessary technologies.

Privacy protections—PASS ID would not require states to provide direct access to each other's driver's license databases; in fact, the bill contains protections against creating any national identity database containing all driver's license information, and requires states to adopt adequate procedures to prevent unauthorized access to or sharing of personally identifiable information. PASS ID would also require public notice of privacy policies enacted under the law. The bill would establish a redress process for individuals who believe their personal information should be amended in records systems.

I want to emphasize that PASS ID accommodates any states that have already taken steps toward secure IDs under REAL ID. Despite the many problems of REAL ID, some states have made significant progress in the past four years on a number of fronts, including digitizing their records. PASS ID would not penalize these states and would allow states to keep either electronic or paper copies of their records. The states that have begun the process of digitization are already ahead of the game—digital records will certainly prove their worth in the long run.

All in all, PASS ID is the fix for REAL ID that the nation needs. The REAL ID Act, though well-intentioned, has caused a stalemate on an issue where we cannot afford to wait any longer. It's time to break this impasse—and the approach taken under the PASS ID Act does just that.

Los Angeles County Sheriff Lee Baca: PASS ID Will Help Local Law Enforcement Protect Against Terrorism in the United States

I am pleased to have this opportunity to appear before you today to express support for S. 1261, *The Providing for Additional Security in States' Identification Act of 2009 (PASS ID)*. As the witnesses before me have addressed the problems and challenges associated with the implementation of REAL ID, my testimony will focus on the critical need for a national standard for identification security from a local law enforcement perspective.

We recognize that the proposal to issue a national standard for identification security has been a contentious issue. However, we believe that PASS ID adequately addresses the cost, policy and privacy concerns so as to protect the citizens that we serve. From a law enforcement perspective, it gives us that much more confidence that the identification we are looking

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at is authentic—that you are in fact who you say you are. It is designed to make it much more difficult for terrorists, criminals, and illegal aliens to tamper with official identification.

Since the events of 9/11, the significance of how local law enforcement protects national security has increased substantially. Local law enforcement personnel are almost always the first to experience firsthand suspicious activities and the first to respond to any terrorist event.

We must make communication and integration of federal homeland security efforts with local law enforcement a priority at the policy and operational levels. Information-sharing is the mission-critical requirement to achieve homeland security, to protect the American public, and to defend against terrorism. Whether it's an officer at a traffic stop, an investigator at a crime scene, a first responder at a toxic spill, or an officer at the border, it is vital that we move forward in providing efficient, secure, and accurate identification across jurisdictional and technological boundaries.

PASS ID is a logical solution and currently the only pragmatic approach to implement a national standard for identification security. The core of the PASS ID concept is premised on a practical approach to avoid the systematic malady of REAL ID, including cost and privacy concerns.

In light of the 9/11 terrorist attacks and the discovery that hijackers boarded flights with fraudulent identification, and in light of the need for increased border security, it is readily apparent that we need to develop a national standard for identification security on state identification cards and driver's licenses.

During the course of our law enforcement duties, on a daily basis we encounter individuals with counterfeit identification. While some fraudulent documents are easy for law enforcement

to recognize as counterfeit, there are documents that are expertly crafted and almost impossible to detect as counterfeit.

Such documents pose a risk not only to the law enforcement community, as we become unsure of the identities of individuals we have in our custody, but to the public, as we may unknowingly release potentially dangerous individuals.

Under PASS ID, the requirements for obtaining driver's licenses remain as strong as they were with REAL ID. States will be required to validate the identity of an individual by checking several federal government databases, including the Social Security database, and confirming his or her legal status with federal immigration services.

PASS ID would mandate that identification cards still contain the requirements from REAL ID, meaning that the cards would display a photo of the individual, the individual's valid signature, and a machine-readable barcode on the back of the license or identification. PASS ID would, however, prohibit the social security number of an individual from being included within the barcode or on the card itself, to ensure that the individual is protected against identity theft.

We are not declaring PASS ID as the end-all perfect solution, and we anticipate that further technological systems, laws and regulations

will likely have to be developed and enforced to improve provisions under PASS ID. However, we believe that PASS ID is a significant step forward in establishing a much needed national standard for identification security to strengthen homeland security. We must accept that REAL ID has not and will not be fully realized, and that there is an urgent need to implement an alternative security measure as a starting point.

Simply, the implementation of PASS ID would enhance law enforcement's ability to identify and translate critical information to the officer on the street in an effort to ensure America's public safety.



Los Angeles County Sheriff Lee Baca

UK's National Policing Improvement Agency To Offer Strategic Command Course

THE NATIONAL POLICING IMPROVEMENT Agency in the UK offers a Strategic Command Course, a major program for high-ranking police executives. A limited number of slots are available for police officials from outside the UK.



The course will be conducted in several modules between November 2009 and March 2010 at the NPIA's facility at Bramshill, Hampshire, outside of London and the Scottish Police College in Tulliallan, Scotland.

The course is designed around 3 fields:

- Professional Policing Skills (such as managing critical issues that affect a police agency's reputation; handling high-level responsibilities; and managing the complex needs of stakeholders),
- Executive Skills (understanding the police agency's Constitutional position and

accountability; articulating a vision of future; being fully conversant with governance; serving as a transformational leader; and demonstrating resilience), and

- Business Skills (knowing reform drivers; understanding the need to embed respect for equality, diversity and human rights in strategic and policy development; creating an organizational climate that encourages employees; demonstrating an understanding of the principles of finance, human resources, and information technology at a strategic level; and being able to negotiate on all aspects of organizational capabilities).

For additional information, contact Linda Mellors, Business and Project Manager, Strategic Command Course, NPIA, at +44 (0)1256 602639 or linda.mellors@npia.pnn.police.uk.




Chiefs Timoney and Lansdowne Are Reelected, and Sir Hugh Orde Joins PERF Board

PERF IS PLEASED TO ANNOUNCE SEVERAL DEVELOPMENTS regarding its Board of Directors.

PERF's general members have reelected President John F. Timoney and Treasurer William M. Lansdowne for their second two-year terms.

And the Board has named Sir Hugh Orde an *ex officio* member of the Board. Since 2002 Sir Hugh has served as Chief Constable of the Police Service of Northern Ireland (PSNI). He recently announced that he would step down as head of PSNI in order to take a new position as President of the Association of Chief Police Officers (ACPO), a London-based organization that leads and coordinates the direction and development of the police services in England, Wales, and Northern Ireland.

Last year, Sir Hugh was the recipient of PERF's highest honor, the Leadership Award. At that time, Chief Timoney credited Sir Hugh with implementing some of the most comprehensive changes ever made in a police department. "Before the PSNI was created, policing in Northern Ireland was about policing a divided society where tensions existed between the police and some sections of the community," Timoney said. "Under Sir Hugh's leadership, the PSNI has turned that all around. Today, the police in Northern Ireland have strong community support and are a model of the progressive policing ideals advanced by PERF." 

ABOVE: Sir Hugh Orde, center, receiving PERF Leadership Award in 2008. From left: Colonel Dean Esserman, Chief Charlie Deane, Sir Ian Blair, Chuck Wexler, Sir Hugh Orde, Chief John Timoney, then-Chief Ella Bully-Cummings, Chief Rick Myers, and Chief William Bratton



Plan to Attend PERF's Town Hall Meeting

PERF'S TOWN HALL MEETING WILL BE HELD ON SUNDAY, October 4 in Denver in conjunction with the annual conference of the International Association of Chiefs of Police.

We would like to thank Verizon Wireless for generously supporting this event, which is one of PERF's most popular meetings.

In planning the Town Hall Meeting, PERF would like to solicit your input in advance about matters you would like to discuss. In this way, we can help ensure that each topic receives a full airing, and we can do background research where that might be helpful.

Please contact PERF Executive Director Chuck Wexler with your ideas and comments, at cwexler@policeforum.org.

Following are examples of topics that are already on the agenda for the Town Hall Meeting:

- *The New Haven firefighters case*—On June 29, the U.S. Supreme Court ruled that white firefighters in New Haven were subjected to racial discrimination when the city discarded a promotions exam in which they had done well. Some experts on employment law said the decision will have a large impact, in part because it will affect many other types of employers, including police departments.

- *Policies on disciplining officers for lying*—Police departments have different policies regarding the extent to which officers can be disciplined for lying. Chiefs agree that lying in court or to internal affairs investigators is a very serious infraction. But what about lying about less consequential matters? Should police departments have a code of conduct providing that officers who are untruthful about any matter will be subject to termination for a first offense?

Please mark your calendar and plan to join us at the PERF Town Hall Meeting.

Time: Sunday, October 4, 2009

1:00 to 5:00 p.m., followed by a reception

Place: Sheraton Denver Downtown Hotel
Denver, Colorado



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