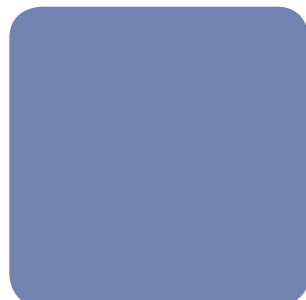
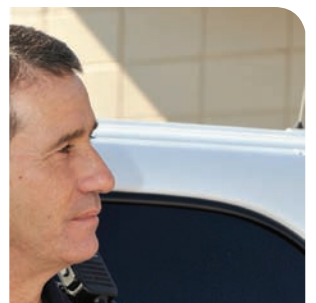
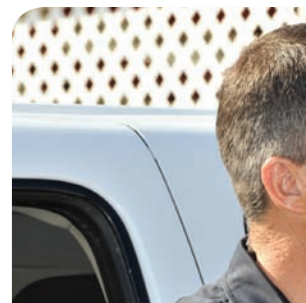
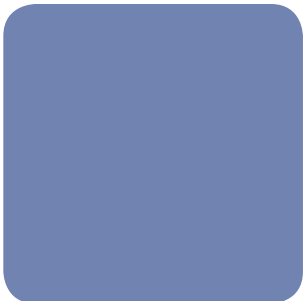


NATIONAL
SHERIFFS'
ASSOCIATION



2009 ANNUAL REPORT

Code of Ethics

of The Office of Sheriff

As a constitutionally/statutorily elected sheriff, I recognize and accept that I am given a special trust and confidence by the citizens and employees whom I have been elected to serve, represent, and manage. This trust and confidence is my bond to ensure that I shall behave and act according to the highest personal and professional standards. In furtherance of this pledge, I will abide by the following Code of Ethics.

I shall ensure that I and my employees, in the performance of our duties, will enforce and administer the law according to the standards of the U.S. Constitution and applicable state constitutions and statutes so that equal protection of the law is guaranteed to everyone. To that end I shall not permit personal opinion, party affiliations, or consideration of the status of others to alter or lessen this standard of treatment of others.

I shall establish, promulgate, and enforce a set of standards of behavior of my employees which will govern the overall management and operation of the law enforcement functions, court related activities, and corrections operations of my agency.

I shall not tolerate nor condone brutal or inhumane treatment of others by my employees nor shall I permit or condone inhumane or brutal treatment of inmates in my care and custody.

I strictly adhere to standards of fairness and integrity in the conduct of campaigns for election and I shall conform to all applicable statutory standards of election financing and reporting so that the Office of Sheriff is not harmed by the actions of myself or others.

I shall routinely conduct or have conducted an internal and external audit of the public funds entrusted to my care and publish this information so that citizens can be informed about my stewardship of these funds.

I shall follow the accepted principles of efficient and effective administration and management as the principle criteria for my judgments and decisions in the allocation of resources and services in law enforcement, court related, and corrections functions of my office.

I shall hire and promote only those employees or others who are the very best candidates for a position according to accepted standards of objectivity and merit. I shall not permit other factors to influence hiring or promotion practice.

I shall ensure that all employees are granted and receive relevant training supervision in the performance of their duties so that competent and excellent service is provided by the Office of Sheriff.

I shall ensure that during my tenure as sheriff, I shall not use the Office of Sheriff for private gain.

I accept and adhere to this code of ethics. In so doing, I also accept responsibility for encouraging others in my profession to abide by this Code.



NSA has launched our new publication, Deputy and Court Officer to reach out to the hundreds of thousands of deputies nationwide in the hopes of increasing our membership.

Our 2009 Annual Report reflects the fiscal year, October 1, 2008 to September 30, 2009.

As I anticipated in last year's report, 2009 was a difficult year financially for the association. With the economy in the shape it's in and with a downturn in dollars available to sheriff's offices nationwide, we anticipated that our attendance at our annual conference would be low. We were also worried about the future of federal grants.

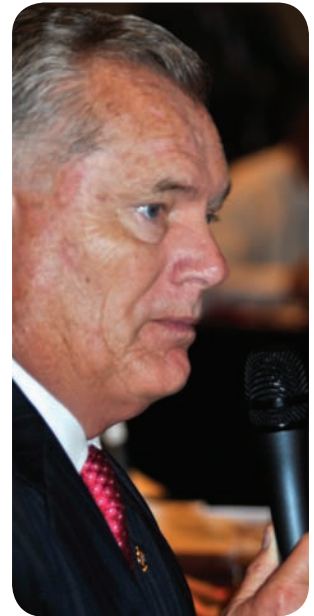
I am happy to report that 2009 finished up without a loss. Because of our sound financial practices over the last several years, NSA continues to thrive during these tough economic times.

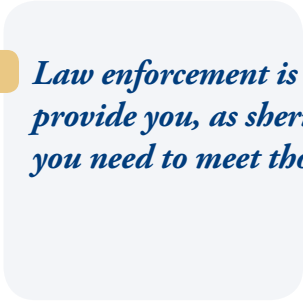
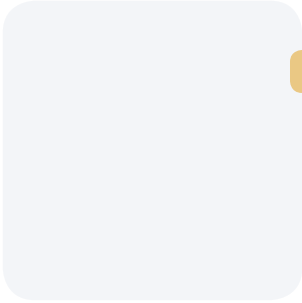
But we, as an organization, don't want to use up our investments. NSA depends on federal grant revenue to bring you many of the programs, trainings, and services that you have come to expect. In 2009, we continued to see a drop in the grant programs. The federal government has many pockets to fill and decisions to make. NSA is not the only association with excellent programs.

Knowing that the future of grant revenue is uncertain, NSA has and will continue to embark on a mission to become financially independent of federal grant revenue. We have launched our new publication, *Deputy and Court Officer* to reach out to the hundreds of thousands of deputies nationwide in the hopes of increasing our membership; we have new programs in membership to bring in non-dues revenue; and our corporate partner program continues to reach a greater number of potential partners. Our advertising numbers are up in our print and online publications. Our training division is hard at work to bring new online training, an online jail and court security resource center, and new standards programs. I have asked the staff to continue to look for ways to increase the bottom line, and they have responded with enthusiasm.

Though 2010 will be another difficult year financially, I am anticipating good, new programs and services for our members.

Aaron D. Kennard
Executive Director





As I look back on 2009, it is hard to believe that half of my year as president of this fine association is complete.

Financially, the year ended on a more positive note than we anticipated. Our federal grant funding, especially in the area of homeland security, continued as a strong presence. The training classes continue to be heavily attended and well received.

2009 was a difficult year for our nation with the poor economy, the disastrous real estate market, the never-ending foreclosures, and the depressed job market. NSA is not exempt from this economic stress. Our membership numbers and our conference attendance have taken a hit as sheriff's offices are cutting their budgets, especially their travel budgets. Exhibitors and advertisers have canceled their contracts and advertising insertions due to their budget constraints. I am hopeful that 2010 will see an upswing and a return to some increases in budgets and flexibility.

NSA continues to provide you, our members, with the goods and services you need. Those services are evident in the training programs offered by the National Sheriffs'

Law enforcement is more important than ever. NSA is here to provide you, as sheriff, the resources and professional expertise you need to meet those demands.

Association. Whether the topic is jail operations or court security, training first responders or executive level training aimed at helping our Sheriffs run a better shop, NSA has developed programs that are widely respected in our industry. I urge you to review and implement them within your agencies. NSA's Training Division stands ready to do what it takes to help you, your deputies, command staff, and others achieve maximum success. With your continued support of these programs and other services, NSA can and will remain strong.

The government affairs staff is working diligently to keep on top of the latest spending bills and legislation that affect the Office of Sheriff. There will be times when you are called upon to contact your congressional representatives to ask for their help. Please respond, this is critical to our maintaining our stand on law enforcement matters.

NSA relies on federal grant revenue for many of the excellent programs and resources they provide. Many of these grants are in jeopardy. With that in mind, NSA is striving to increase its revenue from non-grant sources.

Promote our new publication, *Deputy and Court Officer* to your deputies and let them know that NSA can provide them resources to help them in their day-to-day lives as law enforcement and corrections officials.

As a member of NSA, we hope your sense of duty will keep you involved with the association. Come to our meetings and support our exhibitors and sponsors. These people provide NSA with much needed funding. The seminars and workshops provide you with continuing education. Continuing education is the way to maintain your grasp on the new technologies, new training methods, and new products.

I look forward to seeing you in Anaheim in June.

Sheriff John E. Zaruba
NSA President

Executive Committee

Sheriff John E. Zaruba
President

Sheriff B.J. Roberts
1st Vice President

Sheriff Paul Fitzgerald
2nd Vice President

Sheriff Larry Amerson
3rd Vice President

Sheriff Michael Leidholt
Secretary

Sheriff John Aubrey
Treasurer

Sheriff Danny Glick
Sergeant-at-Arms

Sheriff Craig Webre
Immediate Past President

Sheriff David A. Goad
Immediate Past President

Board of Directors

Sheriff Leroy D. Baca
Los Angeles County, CA

Sheriff Michael J. Brown*
Bedford County, VA

Sheriff Keith R. Cain
Daviss County, KY

Sheriff Gregory C.
Champagne
St. Charles Parish, LA

Sheriff Larry A. Dever
Cochise County, AZ

Sheriff Harold W. Eavenson
Rockwall County, TX

Sheriff Douglas C. Gillespie
Clark County, NV

Sheriff Stanley Glanz*
Tulsa County, OK

Sheriff Mike Hale
Jefferson County, AL

Sheriff Daron Hall
Davidson County, TN

Sheriff David Huffman*
Catawba County, NC

Sheriff Mearl J. Justus*
St. Clair County, IL

Sheriff James A. Karnes
Franklin County, OH

Sheriff Al Lamberti
Broward County, Florida

Sheriff Susan L. Rahr
King County, WA

Sheriff Dennis C. Rickard*
Butler County, PA

Sheriff Brad Riley
Cabarrus County, NC

Sheriff Brad W. Slater
Weber County, UT

Sheriff Ronald G. Spike
Yates County, NY

Sheriff Richard Stanek
Hennepin County, MN

Sheriff Vernon P. Stanforth
Fayette County, OH

Ex-Officio
Aaron D. Kennard
Executive Director

Richard M. Weintraub
NSA General Counsel

Sheriff Dwight E. Radcliff
NSA Corporate
Representative

* Board member serving on
NSA Executive Committee



Past Presidents

1940-41*
Walter O'Neil
Akron, OH

1941-42*
William Souter
Sandusky, OH

1942-43*
Rex Sweat
Jacksonville, FL

1944-46*
Ferris E. Lucas
Port Huron, MI

1946-47*
Gus Caple
Little Rock, AR

1947-48*
Newman deBretton
Baton Rouge, LA

1948-49*
Allan Falby
El Paso, TX

1949-50*
A.B. Foster
Atlanta, GA

1950-51*
Walter Monaghan
Pittsburgh, PA

1951-52*
Grover Combs
Logan, WV

1952-53*
Frank Biaggne
Galveston, TX

1953-54*
Richard H. Busch
Hillsboro, OR

1954-55*
Bryan Glemmons
Baton Rouge, Louisiana

1955-56*
Glenn Hendrix
Springfield, MO

1956-57*
H.P. Gleason
Oakland, CA

1957-58*
Dave Starr
Orlando, FL

1958-59*

Lawrence E. Brown
Asheville, NC

1959-60*
Hugh Anderson
Borger, TX

1960-61*
Robert S. Moore
Arkansas City, AR

1961-62*
Charles A. Griffon
Plaquemine, LA

1962-63*
Arthur Shuman
Springfield, OH

1963-64*
William M. Lennox
Philadelphia, PA

1964-65*
Malcom G. McLeod
Lumberton, NC

1965-66*
Martin J. Ferber
Hackensack, NJ

1966-67*
T. Ralph Grimes
Atlanta, GA

1967-68*
Bill D. Hemphill
Cassville, MO

1968-69*
William J. Spurrier
Marrengo, IA

1969-70*
Ross Boyer
Sarasota, FL

1970-71*
Michael N. Canlis
Stockton, CA

1971-72*
James H. Young
Richmond, VA

1972-73*

Paul Zillgitt
Red Wing, MN

1973-74*
I. Byrd Parnell
Sumter, SC

1974-75*
Bernard Keiter
Dayton, OH

1975-76*
Harold Bray
Golden, CO

1976-77*
Carl Axsom
Wentworth, NC

1977-78*
Patrick J. Hogan
Hartford, CT

1978-79*
Merle Karnopp
Lincoln, NE

1979-80*
Gerard Wattigny
New Iberia, LA

1980-81*
George Papadopoulos
Canton, OH

1981-82
L. Cary Bittick
Monroe County, GA

1982-83*
E.W. Pellicer
Palatka, FL

1983-84
Richard J. Elrod
Chicago, IL

1984-85*
Louis F. Gianoli
Wausau, WI

1985-86
Richard Germond
Adrian, MI

1986-87

Don Omodt
Minneapolis, MN

1987-88
Dwight E. Radcliff
Circleville, OH

1988-89*
Henry F. Healey, Jr.
New Haven, CT

1989-90
Lyle W. Swenson
Mitchell, SD

1990-91
Bob E. Rice
Des Moines, IA

1991-92*
Marshall E. Honaker
Bristol, VA

1992-93
Frank Policaro, Jr.
Beaver County, PA

1993-94
Johnny Mack Brown
Greenville, SC

1994-95
James G. Murphy
Newport, VT

1995-96
John T. Pierpont
Springfield, MO

1996-97
Donald E. Hathaway
Shreveport, LA

1997-98
Fred W. Scoralick
Poughkeepsie, NY

1998-99
Dan Smith
Bell County, TX

1999-00
Philip McKelvey
Cambridge, MD

2000-01
Jerry "Peanuts" Gaines
Bowling Green, KY

2001-02
John Cary Bittick
Monroe County, GA

2002-03
Tommy Ferrell
Adams County, MS

2003-04
Wayne V. Gay
Wilson County, NC

2004-05
Aaron D. Kennard
Salt Lake County, UT

2005-06
Edmund M. "Ted" Sexton, Sr.
Tuscaloosa County, AL

2006-07
Ted Kamatchus
Marshall County, IA

2007-08
Craig Webre
LaFourche Parish, LA

2008-09
David Goad
Allegany County, MD

*Deceased

Operating Revenues for year, September 30, 2009

Research & Development (grants)	\$4,701,007
Annual Conference	1,261,695
Membership Operations	880,046
Publications	226,371
Miscellaneous Sales and Other	435,288
Career Development	67,098
Jail Training	47,916
Crime Prevention	95,233
Total Operating Revenues	7,714,654

Operating Expenses for year, September 30, 2009

Research and Development (grants)	\$4,701,007
Annual Conference	1,079,145
Membership Operations	220,081
Association Headquarters	326,976
Supporting Operations	736,027
Career Development	40,021
Jail Training	83,542
Crime Prevention	97,656
Total Operating Expenses	7,703,953

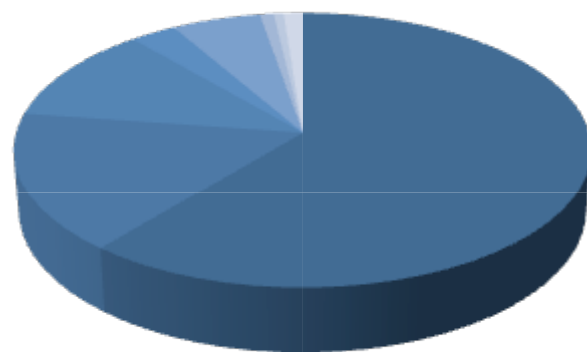
Assets as of September 30, 2009

Headquarters	\$2,946,514
Investments	3,579,329
Accounts Receivable & Accrued Income	868,363
Notes Receivable	251,250
Cash and Cash Equivalents	410,867
Prepaid Expenses	770,773
Inventory of Saleable Items	50,052
Other Assets	355
Accumulated Depreciation	(1,611,449)
Total Assets	7,266,054

Liabilities & Fund Balances as of September 30, 2009

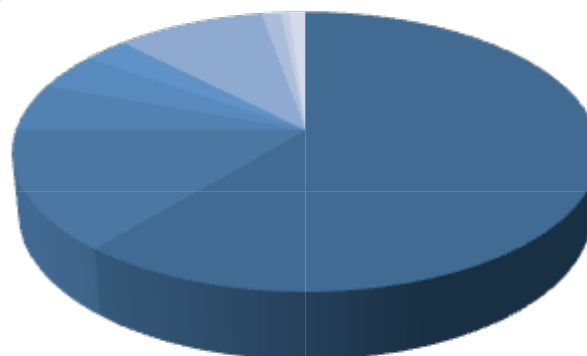
Accounts Payable & Accrued Expenses	\$462,384
Deferred Income	437,925
Total Liabilities	900,309
Net Assets	\$6,365,745
Total Liabilities & Net Assets	7,266,054

Note: this statement represents audited figures for the year ended September 30, 2009



REVENUES

- Research & Development (grants)
- Annual Conference
- Membership Operations
- Publications
- Miscellaneous Sales and Other
- Career Development
- Jail Training
- Crime Prevention



EXPENSES

- Research and Development (grants)
- Annual Conference
- Publications
- Association Headquarters
- Membership Operations
- Supporting Operations
- Crime Prevention
- Career Development
- Jail Training

Introduction

Since its founding in 1940, the National Sheriffs' Association (NSA) has been the one voice of the nation's sheriffs in the nation's capital. As one of the largest law enforcement organizations in the country, NSA is the leading advocate on law enforcement, criminal justice, and public safety issues. The NSA Government Affairs Division is the "lobbying" arm of the National Sheriffs' Association. In conjunction with the Congressional Affairs Committee, it develops the Association's legislative agenda and serves as a liaison for sheriffs to the United States Congress and the Executive branch.

President Obama and the New 111th Congress Hit the Ground Running

The Obama Administration and the 111th Congress have hit the ground running; quickly filling cabinet positions and taking significant steps aimed at stimulating the economy and providing critical funding essential to sheriffs. NSA was actively engaged in the presidential nomination and confirmation process for positions within the Departments of Justice and Homeland Security.

NSA's 2009 Winter Conference in Washington, D.C. in January came at an ideal time with hundreds of sheriffs from across the country walking the halls of Congress and advocating for critical law enforcement funding and national policies. As a result of our persistent aggressive grassroots efforts in the past year and reinforcement from sheriffs on Capitol Hill, critical local law enforcement funding of nearly \$4 billion including \$2 billion for Byrne JAG and \$1 billion for COPS hiring, was included in the economic stimulus package.

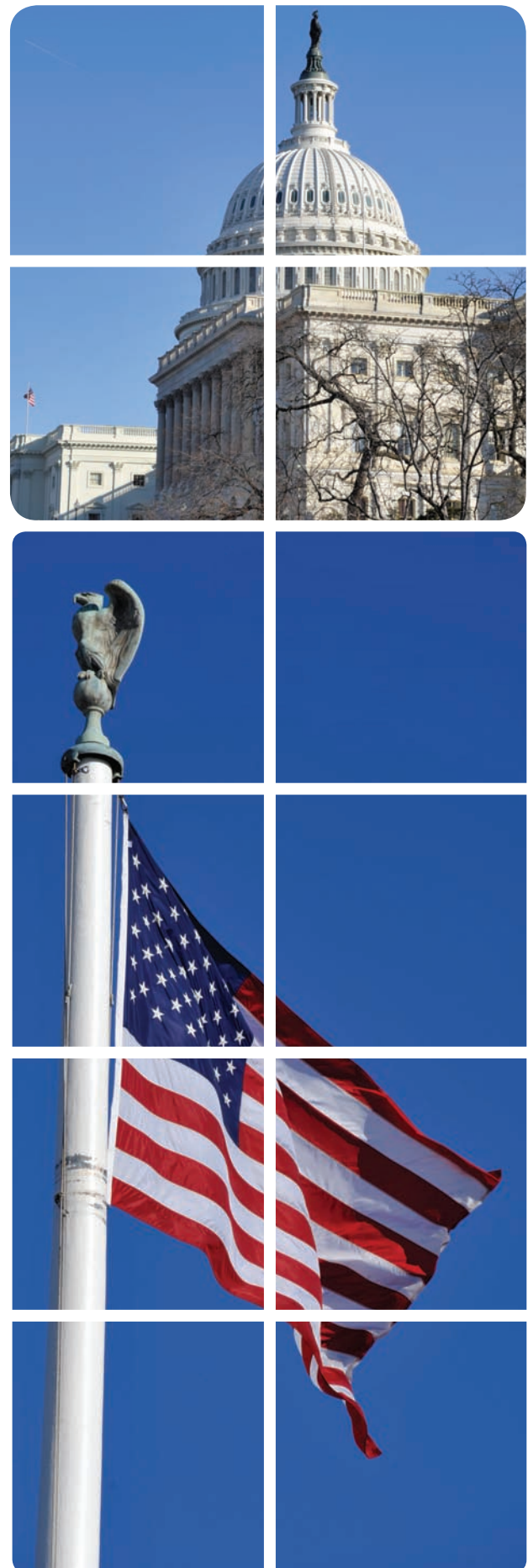
When the COPS Hiring grant results were announced, and showed a glaring disparity between funds allocated among counties and cities, NSA quickly acted to address this issue with the Department of Justice and Members of Congress. NSA met with the Director of the COPS Office, Attorney General Holder, and Vice President Biden to urge them to revise the methodology used in the COPS Hiring grant awards process to ensure that funds are fairly distributed among counties and cities. We are confident that the issue will be resolved for the next fiscal year.

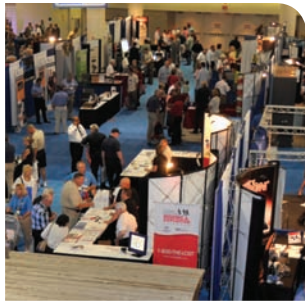
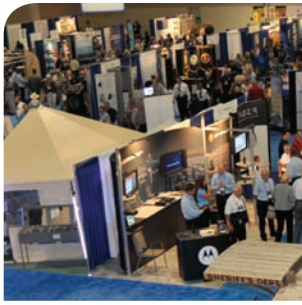
Despite our early victory, NSA is staying vigilant as we expect to face several challenges in the 111th Congress, particularly preventing the passage of the collective bargaining legislation and amending the Hatch Act, an obscure and outdated federal law that significantly restricts sheriffs and their deputies from engaging in political activities. We have been working with Rep. Bob Latta's office (R-OH) to introduce legislation aimed at effectively addressing the issues related to the Hatch Act. NSA has already garnered strong support for the proposed legislation from national law enforcement organizations and members of Congress from both sides of the aisle.

NSA has been working closely with the new Administration on a number of priority issues for the Obama Administration. This year's highlights included attending the White House meeting on Comprehensive Immigration Reform and Gang Prevention and testifying in Congress on homeland security intelligence, border violence, inmate telephone system, REAL ID, and metal theft.

Furthermore, NSA's leadership had a number of opportunities to meet directly with Secretary Napolitano, Attorney General Holder, and Vice President Biden to advocate for key issues that impact the nation's sheriffs, including our concerns of the burden associated with implementing Prison Rape Elimination Act, national jail standards, collective bargaining, amending the Hatch Act, drug enforcement policies, and border security.

NSA will continue to work tirelessly in a proactive manner with Congress and the Administration to address the needs and concerns of the nation's sheriffs.





2009 Annual Conference

The NSA 2009 Annual Conference & Exhibition was held in Ft. Lauderdale, Florida, at The Broward County/Ft. Lauderdale Convention Center, on June 20-24. Host Sheriff Al Lamberti, the Broward County Sheriff's Office, the sheriffs of Florida and the National Sheriffs' Association welcomed more than 3,500 attendees and exhibitors to this event.

Attendees were treated to an exhibit hall filled to capacity with almost 550 exhibit spaces; more than 40 workshops, seminars, training sessions; and numerous networking opportunities. Some of the cutting-edge seminar and workshop topics included:



- Helping Sheriffs with Their Homeland Security Mission
- Importance of County-Wide School Crisis Plans
- Detention Facilities Designed for Prisoner Movement Security
- Asset Forfeiture and Equitable Sharing
- The Anatomy of a Tactical Operations Search Warrant Shooting
- Meeting the Goals of the National Emergency Communications Plan
- Investigating Physical Abuse Toward Older Adults
- Crime Scene to Command Post-Digital Images In Real Time
- Education Based Discipline (EBD)
- Promoting Safety for People with Alzheimer's or Dementia
- Improve the Morale of Your Officers and Inmates
- Polygamist Cults: Your County Could Be Next
- Meth and Meth Labs: Update for Sheriffs'
- Hate Crimes: Elements, Impacts and Offenders
- Railroad Public Safety and Security: Keeping Your Community Safe
- Jail Bonds, Pass/Fail: It's in Your Hands
- Identity Crisis: Do You Know Who You Are Letting Into Your Disaster Scene?
- Financial Surveillance and Tracking
- Terrorist Screening Center Partnership With Law Enforcement
- Informed Jurors are Happy Jurors
- DHS 101
- The Rx Drug Epidemic
- Specialized Investigation Techniques in Infant Homicides
- Cultural Competency for Law Enforcement Understanding
- It's Not What You Say, It's How You Say It!
- Just the Facts: Recruitment and Retention
- Pit-Bulls, Drugs and Gangs: The Underground World of Animal Fighting
- Recruiting, Hiring and Retaining Qualified Candidates In A Difficult Economic Climate
- The Traumas of Law Enforcement Death
- The Opiate Epidemic: What Works and What Doesn't
- Managing the Radius of Risk: Truly Addressing an All-Hazards Approach
- Claims Management in a Law Enforcement Environment
- New Technologies in Forensic Science
- Traffic Stops and Hidden Compartments
- Identifying the Predominant Aggressors in Domestic Violence Cases

Nationally recognized General Session speakers included the Secretary of Homeland Security, Janet Napolitano and noted author, Retired Navy Commander Mike Abrashoff. The NSA 2010 Annual Conference & Exhibition will be held June 26-30 at the Anaheim Convention Center, in Anaheim, California. The Orange County Sheriff's Office, and the sheriffs of California will host this convention. Seminar and workshop topics will include issues in law enforcement, court services, corrections, and other important criminal justice issues.

Future Annual Conferences

Anaheim, CA
June 26 - June 30, 2010

St. Louis, MO
June 18 - June 22, 2011

Nashville, TN (Opryland)
June 16 - June 20, 2012

Charlotte, NC
June 22 - June 26, 2013

Fort Worth, TX
June 21 - June 25, 2014

Baltimore, MD
June 27 - July 1, 2015

Minneapolis, MN
June 25 - 29, 2016

Winter Conferences

The annual NSA Winter Conference offers members the opportunity to attend committee meetings and network with colleagues, attend our Congressional Reception and meet congressional leaders on Capitol Hill (when the conference is held in the Nation's Capital). In addition, a number of training seminars are also on the schedule.

The 2009 Winter Conference was held January 28-31, at the J.W. Marriott Hotel, in Washington, DC. Plenary Session speakers for this conference were Robert Mueller, Director FBI and John Clark, Director, US Marshal Service.

The 2010 Winter Conference will be held January 20-23, 2010 at the J.W. Marriott Hotel in Washington, DC.

The 2011 Winter Conference is planned for January 5-9, at J.W. Marriott Desert Springs Hotel in Palm Desert, CA.



The Sales, Exhibits and Corporate Relations division is responsible for developing and maintaining the interest and participation in NSA of companies and organizations that supply and support our nation's law enforcement, corrections, and criminal justice community.

This division is responsible for selling and promoting exhibitor participation at both our Annual and Winter Conferences as well as identifying, cultivating, selling, and maintaining relationships as it relates to Corporate Partners and Sponsors.



Annual Conference and Exhibitions

This year's conference was held in Fort Lauderdale, Florida and attracted approximately 400 exhibiting companies. The hall featured a broad range of products and services to increase the safety and efficiency of law enforcement personnel, offices and jails.

Corporate Partners

Companies who provide products and services to our nation's sheriffs are invited to become an NSA Corporate Partner. This opportunity offers an elite group of organizations the ability to support law enforcement at an exclusive level.



The Publications and Marketing Section is responsible for marketing the National Sheriffs' Association to its members and potential new members. This includes handling all printed materials and the association website, www.sheriffs.org.

This year saw the launch of our new publication, *Deputy and Court Officer* magazine. With the Board of Directors' approval, we moved forward to produce the quarterly publication devoted entirely to deputies and court officers. This group represents a huge segment of law enforcement officers but is largely neglected. We hope to change that with this publication and an increased focus of attention on the deputies' needs and wants.

The publications include our bimonthly magazine, *Sheriff*, our quarterly publication, *Deputy and Court Officer*, the *Annual Sheriffs' Directory*, the *NSA Annual Report*, and a number of recurring publications, brochures, and other printed materials.

Sheriff Magazine

Sheriff magazine continues to strive to be the most professional law enforcement publication. It continues to demonstrate that it is timely and relevant and on top of the best practices in criminal justice. We have articles that involve more of our sheriff's offices and how they intend to handle or are handling certain situations.

January-February 2009 Issue

January-February 2009 issue of *Sheriff* focused on Homeland Security concerns.

March-April 2009 Issue

March-April 2009 issue focused on the New Administration and how it would affect sheriffs.

The Buyer's Guide/Conference Issue

The Buyer's Guide/Conference Issue (May-June) included pre-conference coverage of the Fort Lauderdale Conference and what it would provide to attendees. The Buyer's Guide section included logos, a company description, and contact information on corporate members of NSA.

July-August 2009 Issue

July-August 2009 issue focused on Best Practices That Work.

Conference Recap/President's Issue 2009

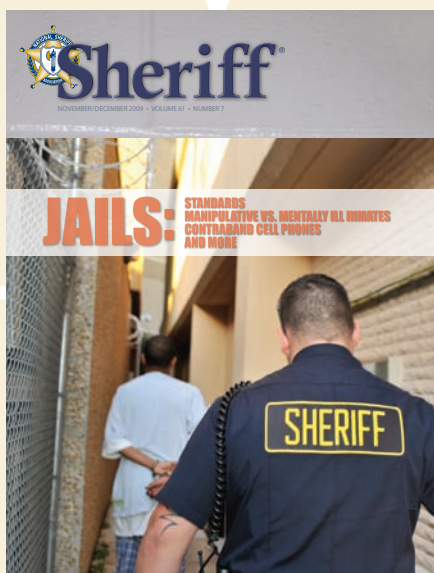
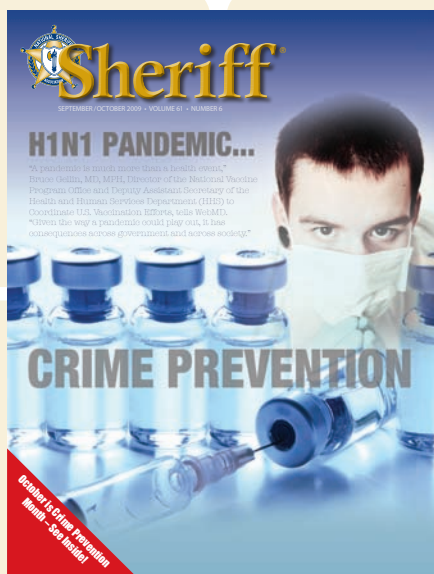
Sheriff John E. Zaruba, NSA's new president graced the cover of our annual president's issue. The issue recapped the annual conference in Fort Lauderdale, giving highlights of the keynote speakers, awards, events, and new board members.

September-October 2009 Issue

September-October 2009 focused on Crime Prevention.

November-December 2009 Issue

November-December 2009 focused on Jails.



Deputy and Court Officer Magazine

The inaugural issue of *Deputy and Court Officer* magazine came out during the Annual Conference. It included features on deputies in their many roles, features specifically aimed at the patrol deputies and those on the streets every day. It also provided educational opportunities, employment opportunities, and scholarship possibilities.

The 2009 Annual Sheriffs' Directory

The *2009 Annual Sheriffs' Directory* was available on CD-rom and as a hard copy book. All sheriff members receive their copies in the spring of each year. Along with the basic version of the directory, we have produced an enhanced version of the directory that is provided to NSA Corporate Members as a benefit in exchange for their financial support of NSA. The CDs are available for purchase as well, to bring in additional revenue for NSA.

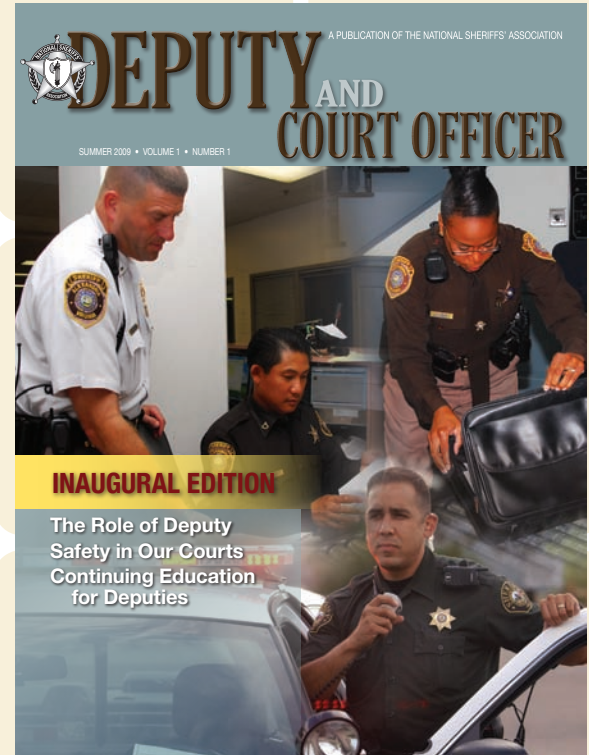
Other Projects

The Publications and Marketing Section provides editorial/graphics support for other projects in the office, most recently:

- Fort Lauderdale Annual Conference materials including program, floor guide, banquet program, etc.
- Neighborhood Watch Manual, Business Watch Manual, and other materials as needed
- Membership Benefits online at www.sheriffs.org
- Anaheim 2010 Annual Conference Promotions

www.sheriffs.org

The Publications and Marketing Section is responsible for the NSA website, www.sheriffs.org. This includes keeping it updated with new information, changing content as needed and providing our readers with the most current trends in law enforcement.



National Sheriffs' Association 69th Annual Conference & Exhibition



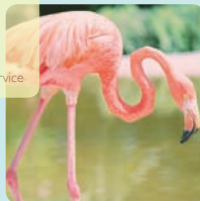
National Sheriffs' Association 2009 Annual Conference

June 20-24, 2009
Fort Lauderdale, Florida

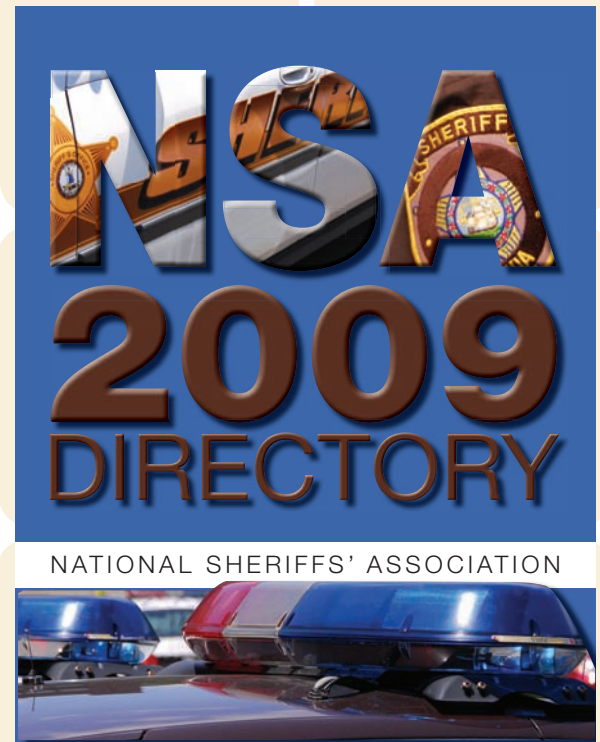
National Court and Judicial Security Conference

June 24-25, 2009
Fort Lauderdale, Florida

Partnering with the United States Marshals Service



PRELIMINARY PROGRAM



Insurance

The National Sheriffs' Association has endorsed a Law Enforcement Liability Insurance Program for well over forty years.

The Insurance Division operates under National Service Associates, Inc., - a for-profit, wholly owned affiliate of the National Sheriffs' Association. Its primary responsibility is to provide administrative services to the NSA endorsed law enforcement liability insurance program – The CNA Public Entity Program.

CNA is one of the nation's largest and oldest insurers in the US. The CNA Public Entity Program is available to public entities, such as counties, parishes, towns, townships, cities, boroughs, and correctional facilities. The program underwriting and claims are handled by the JWF Specialty Company, of Indianapolis, Indiana, which serves as the CNA program manager. JWF has over twenty years of experience writing public entity business.

Specialized coverage, such as public officials' liability and employment practices liability, are available, with general and automobile liability, property, inland marine and crime available in limited areas.

Program benefits include:

NSA Membership – Employees of agencies insured under the Law Enforcement Liability Coverage plan are automatically enrolled as members of the National Sheriffs' Association and receive free Accidental Death & Dismemberment insurance, a subscription to Sheriff magazine, discounts on conference registrations and publications, and all other benefits enjoyed by dues paying members. A large portion of NSA's membership is generated through the endorsed program.

Accidental Death & Dismemberment Insurance – Sheriffs and police chiefs are provided with a \$25,000 Accidental Death benefit. A \$3,000 benefit is provided to all other department/agency officers and employees.

Membership Insurance Programs

Various insurance products are available to our members through our website .

Special group discounts on auto, home and renters insurance are available to members through Liberty Mutual.

Through our partnership with Voluntary Benefits, members can receive quotes on supplemental insurance such as life, health, cancer and disability insurance.

Other responsibilities of the insurance section include surplus lines tax filings, license maintenance, entering payments and maintaining insurance records. All AD&D claims are handled by the insurance division as well as the maintenance of membership and beneficiary records of the members generated through the CNA insurance program. In addition, employee benefits and NSA corporate insurance are handled by the insurance division as well.

Jail Operations

Jail Officers' Training Program and First/Second-Line Supervisors' Correspondence Training Program

The primary responsibilities of the NSA Jail Operations Section include management of correspondence and on-line courses for first/second-line supervisors and jail officers; response to technical assistance requests by correctional facilities; and distribution and invoicing for publications and training aids offered by the section.

NSA has been providing these courses since 1978. They continue to grow in popularity as public safety and law enforcement agencies seek to provide on-going training opportunities to their staffs. NSA's affordable correspondence programs are ideal for agencies with budget and travel restrictions. The First/Second Line Supervisors' Program can also be used as a promotional tool. Several states use this program for administering its Sergeant's examinations. Both programs have undergone substantial rewrites and updating and are also available on-line.

NSA has been providing courses to Jail Officers and First/Second-Line Supervisors since 1978.



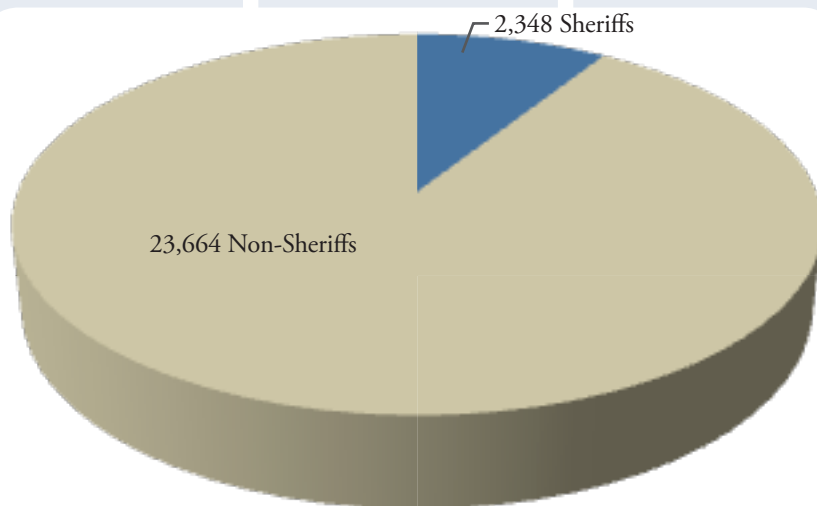
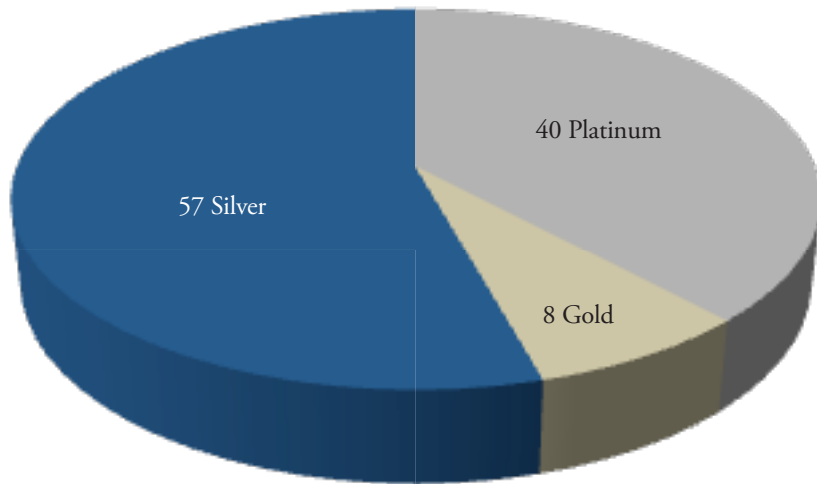
Membership

NSA continues to strengthen and expand its role of promoting, protecting, and informing the Office of Sheriff and support staff, as it builds bridges to law enforcement organizations and educates like-minded citizens about the Office of Sheriff. NSA has played visible roles in crime prevention and terrorism awareness at the community level and in protecting the elderly from crime.

The Membership Section has worked extensively this year to provide new benefits and to develop a more structured computer system to offer a better quality of service to the members. Membership continues to offer a wide range of insurance programs – including free Accidental Death & Dismemberment Insurance, as well as discounts on home and automobile insurance for its members. NSA provides its membership with first-rate professional development opportunities and publications, such as *Sheriff* and *Deputy and Court Officer* magazine, and our weekly and monthly eNewsletters.

Additional benefits are offered to members such as: discounts on vacation packages, car rentals, computer products, college tuition, and registration for the NSA Annual Conference & Exhibition.

Our goal as the leading association for law enforcement professionals is to continue working to provide outstanding benefits and immeasurable service to our members.



Future Projects and Training

During 2010, we plan to offer education and training in the following areas:

- Court Security Audits
- Court Security Training On-Site and On-Line
- Dealing With The Mentally Ill and their Families
- Risk Management
- Strategic Planning And Organizational Change
- Information Technology
- Management Audits
- Investigations
- Leadership
- Jail Issues
- Public Safety Training Series (Monthly “subscription” series on CD)

Corrections Law

Operational Jail Guidelines

We have created a cooperative program with the Southern Policing Institute for command staff. This program had its first completion last April. The course focuses on management and leadership education. Credit for this course is POST approved. Columbia Southern University now offers an accredited court security program certificate and criminal justice and other on-line degree programs.

In 2009, the Operations Division conducted six successful workshops at the NSA Winter Conference and 70 seminars/workshops at the 2009 NSA Annual Conference, two sessions of the National Sheriffs’ Institute (55 graduates), and continued to offer the Jail Operations curricula through on-line offerings and hard copy curricula. Additionally, we conducted three court security audits, and conducted five court security courses.

Grants Update

Pegasus Project

There was still no substantial movement in the program on the part of NSA. Progress is still underway to connect 3000+ Sheriffs’ Offices using secure internet-based protocols. Pegasus has been funded for two years beginning in 2010. They have pledged to include NSA as a strategic partner.

Law Enforcement Information Technology Standards Council (LEITSC)

Bureau of Justice Assistance. September, 2001 – September, 2009 (The original grant was for approximately \$50,000 (for NSA) in 2004 and approximately \$40,000 for 2005. In partnership with the International Association of Chiefs of Police (IACP), Police Executive Research Forum (PERF), and National Organization of Black Law Enforcement Executives (NOBLE), the project involved the nation’s law enforcement executives in developing, implementing, and maintaining information technology standards.

Jail-Based Information Gathering

COPS Office, originally awarded September 2004 for \$170,000. NSA was awarded this grant as a COPS Director’s initiative. Its purpose was to develop a process that jails can use to gather and disseminate information from inmates, staff, and other sources to promote public safety. Upon development, the project was field tested in three locations. The grant was originally scheduled to end September 30, 2005, however, NSA was granted a no cost extension until December 31, 2005. This was re-funded at the same level from September 1, 2005 through December 31, 2006 and focused on delivering programs to state associations. Preliminary results have been extraordinary with murders, etc., being solved. NSA was granted \$40,000 in reprogrammed COPS funds to continue this until August 31, 2009.

National Sheriffs' Institute (NSI)

NSA, in conjunction with the National Institute of Corrections (NIC), boasts one of the nation's most respected training opportunities available for new sheriffs. The NSI was established to meet the rapidly changing demands of the Office of Sheriff. Twice annually, 30 first-term sheriffs are selected and offered the opportunity to attend the NSI training in Longmont, Colorado. With only 60 sheriffs attending, the availability for the training is in high demand. The one-week period away from the office is more than compensated by the knowledge and resources gained and the relationships forged.

The May 2009 class had 30 graduates and the September class had 30 graduates. The new curriculum has been converted into a standard NIC format. NIC has relocated its Jails Division to Washington, DC and its Training Division to Aurora, CO. NSA has negotiated with NIC to keep the Institute in Longmont, Colorado through an NSA/NIC cooperative agreement. Classes are now being scheduled thru 2012.

Court Security

NSA, along with the National Center for State Courts and other groups, participates in sponsored forums assessing many court security issues. NSA continues to offer court security training and assessments. At the NSA 2009 Conference, NSA and the United States Marshals Service offered a two day Court and Judicial Security mini conference. We plan to do a one day session in 2010. Some projects that NSA has developed include:

- Enhanced professionalism of court security personnel
- National security standards for state and local courts
- Standards in training and education



The National Sheriffs' Association seeks grants from the federal government for trainings, publications, videos, and other professional development and technical assistance programs for sheriffs, deputies, and others in the criminal justice and public safety fields.

Victim Services

Serving Survivors of Homicide Victims During Cold Case Investigations

Advancements in DNA technology and other investigative tools have enabled law enforcement agencies to reopen cases left dormant for years, if not decades. Reopening cases, however, can lead to re-traumatizing survivors if investigators are unaware of the issues affecting survivors during cold case investigations. When law enforcement agencies and victim service programs work hand-in-hand, survivors can get the supportive services they need, and investigators the instructive knowledge they need, during a cold case investigation. Funded by the Office for Victims of Crime, the goal of this project is to create a protocol for law enforcement agencies on how they can best serve survivors of homicide victims during cold case investigations.

Victim Services in Rural Law Enforcement

This project facilitated the integration of a victim assistance component into the services of select rural law enforcement agencies. Funded by the Office for Victims of Crime (OVC), the aim of the project was to ensure that victims of crime in rural areas receive needed services and interventions. To creatively and economically meet the challenges of serving these victims, law enforcement agencies require help in identifying resources and promising practices. Through this grant, NSA provided funding and – working with Justice Solutions – technical assistance to 10 demonstration sites around the country. In April 2009, OVC published a report on the demonstration sites, explaining their efforts to improve the delivery of rural victim services and highlighting the promising practices that came to light during the project.

Community Policing

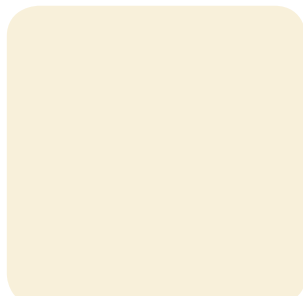
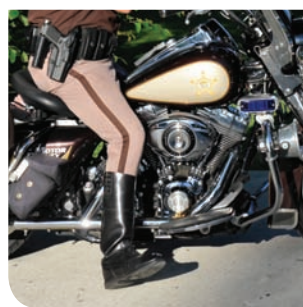
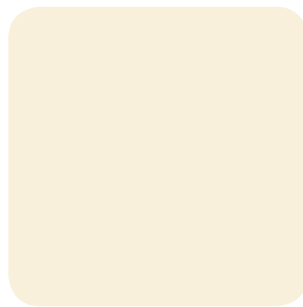
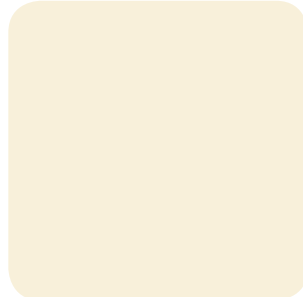
Enhancing Community Policing with Immigrant Populations

A *divide* sometimes exists in communities between law enforcement and the immigrant populations. This divide hampers law enforcement in preventing crimes against immigrants; in investigating crimes by or against immigrants; and in assisting immigrant crime victims. Funded by the Office of Community Oriented Policing Services, this project convened a national Roundtable of immigrant advocates and leaders in law enforcement to develop recommendations for enhancing community policing and ensuring equity in the delivery of law enforcement services to immigrant populations. A *Whitepaper* discussing these recommendations is scheduled for release by NSA in early 2010.

Contract Law Enforcement Services

NSA Resource Center on Intergovernmental Contract Law Enforcement Services

All across America, government officials in small incorporated towns are being forced to reassess the ability of their traditional, in-house police departments to adequately protect the local citizenry within the framework of the department's financial limitations and structural constraints. Due to the increasing complexity of law enforcement and the continuously rising costs of personnel, equipment, vehicles, trainings, buildings, insurance, etc., these local government officials are looking to intergovernmental contract law enforcement services for the police protection they otherwise would be unable to provide in their small towns. With funding from the Bureau of Justice Assistance, this project is developing an online *Resource Center* so that anywhere in the United States law enforcement executives and small town municipal officials can access a database of: (1) information they need to dialogue and negotiate in an informed manner, including academic and practitioner analyses on the advantages and challenges for law enforcement agencies and municipalities in these contracts; (2) how-to materials, checklists, and model forms to minimize their having to re-invent the wheel in drafting contracts and memoranda of understanding, and; (3) a national directory of expert consultants and experienced peers, whom the law enforcement executives and municipal officials can contact for policy guidance, needs assessment, and contract review.



School Safety

Schools and Universities Safety Resource Center

This Bureau of Justice Assistance funded project brought together an Advisory Group of law enforcement and education stakeholders to identify key issues and oversee development of an online *Schools and Universities Safety Resource Center*. This *Center* will serve as a repository of information and provide impetus for the establishment and enhancement of law enforcement and education partnerships that improve school safety planning, preparation, and response. Building upon the successful safe school practices and innovative law enforcement initiatives currently being implemented throughout the country, the *Center* will highlight these promising practices as well as offer a user-friendly, safe school model that contains innovative educational and informational materials for law enforcement agencies and school districts to use in improving their local school safety efforts. The *Center* is scheduled for completion in early 2010.

Domestic Violence

Domestic Violence Trainings for Rural Law Enforcement

This project offers onsite training to rural law enforcement and criminal justice personnel. The primary topics of the training are: officer and victim safety; offender accountability; increased effectiveness of investigation; intervention and reporting of domestic violence crimes; evidence-based prosecution; and increased communication and partnership between law enforcement, community members, advocacy agencies, and prosecutors. The project is funded by the Office on Violence Against Women.

Train the Trainer Curricula to Stop Violence Against Older Individuals

Funded by the Office on Violence Against Women, this project developed an elder abuse training for law enforcement to be incorporated into a broader train-the-trainer curricula. The goal of this Office on Violence Against Women funded training is to provide law enforcement with information and strategies they need to more effectively recognize and investigate elder abuse cases.

RESEARCH, DEVELOPMENT, AND GRANTS DIVISION



Grant funding originates through FEMA from the U.S. Department of Homeland Security (DHS)/Office of Training and Exercise Integration (previously Grants & Training). The current grant has been approved for the period (inclusive) June 1, 2009 through September 30, 2010. The current grant amount is \$2.5 million.

1. Managing the Incident – a Leadership Guide to WMD Events

Managing the Incident is certified by the Department of Homeland Security, and is identified by the designation AWR 184. The course prepares Sheriffs and their executive staffs to plan, equip, and train their agencies to respond more effectively to a terrorist incident or all-hazard event. Presentations include:

- Updates on the latest WMD information, terrorism, and threats.
- Roles and responsibilities, local, state, federal.
- Dealing with media, and the role of the public information officer.
- Intelligence gathering and information sharing.
- National Incident Management System (NIMS).

The revised program features a scenario that requires participants to respond at different points throughout the course. This exercise involves terrorism/WMD, an attack on a school, and a pandemic influenza element. It can be adapted for audiences who are in the initial stages of preparing a response plan, or for audiences who wish to put their existing plan to the test.

Law enforcement participants are encouraged to invite their response partners (e.g. fire, medical, emergency management) to ensure a more comprehensive and meaningful dialogue and experience.

2. Jail Evacuation Planning and Implementation

This program is certified by the Department of Homeland Security, and is identified by the designation AWR 183. Jail Evacuation and Implementation addresses the needs of small, medium, and large jails in rural and urban jurisdictions, preparing them to evacuate their facility in the event of an emergency. The course includes:

- Updates on the latest WMD information, terrorism, and all-hazard threats
- Facility assessment and prioritization of tasks for a successful jail evacuation
- Developing a jail evacuation plan
- How to use exercises to test and improve the plan
- Contingencies and post-event actions

A second, more comprehensive jail evacuation program is being developed for future training.

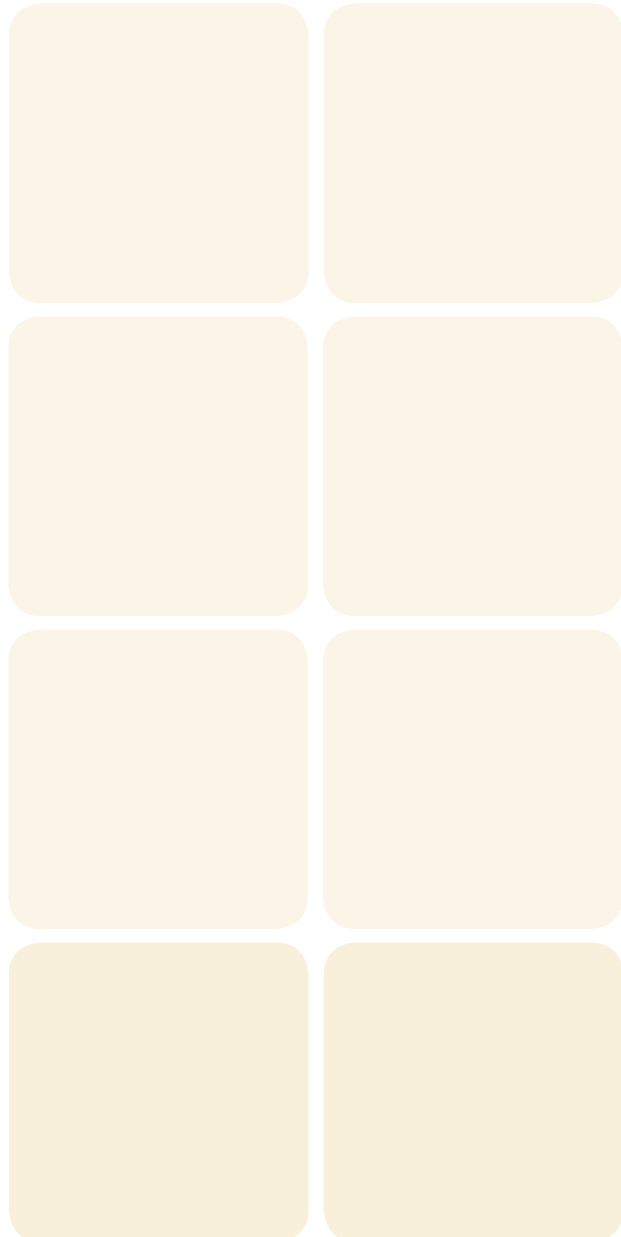
3. First Responder Training

The First Responder Training is certified by the Department of Homeland Security, and is identified by the designation AWR-198. The course is structured to provide training for first responders, focusing on the actions and decisions that need to be taken in the first fifteen to thirty minutes of an event. Course content includes:

- Site assessment and vulnerability
- CBRNE (Chemical, Biological, Radiological, Nuclear & Explosive weapons/agents)
- Command and control
- Bomb threats and detonations
- Crowd control and evacuation

4. Community Partnerships

Training and Exercise Integration recently advised that preparation of the Community Partnerships program is certified by the Department of Homeland Security and is identified by the designation of AWR-146.



This program targets the community as a whole, bringing together responders, the business community, and citizens from all walks of life. Course material and activities encourage the forging of partnerships between all sectors of the community. Resources are provided to individuals and communities wishing to enhance their ability to prevent, plan a response to, and recover from, a terrorist event (e.g. Citizen Corps, Community Emergency Response Teams [CERT] training). Community Partnerships is founded upon the premise that when a major event occurs, citizens may be required to fend for themselves for a period of time before help arrives. Topics include awareness, preparation, prevention, response, recovery, desktop exercise, and continuing the partnership building process.

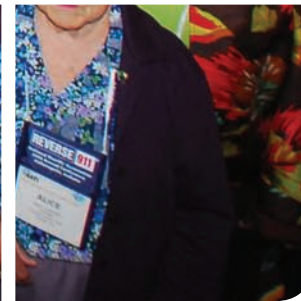
All four programs are available for delivery to jurisdictions in the United States.



National Association of Triads, Incorporated (NATI) is an exclusive product of the National Sheriffs' Association.

Triad is in its' twenty-second year of assisting law enforcement to keep seniors safe in their communities by utilizing senior volunteers and those within the private sector who have a vested interest in seniors. The National Association of Triads, Inc., offers a manual on starting and maintaining a Triad, a website that includes current senior safety related articles, a vast number of resources and contacts for every aspect of senior safety, as well as a number of programs to implement at the local level. This year NATI held its 21st National Conference in Orlando, Florida, where twenty-six workshops and three luncheon presentations by nearly fifty presenters delivered much-needed training on Triad topics to more than 200 attendees. NATI staff also supported several state Triad conferences by providing both training and technical assistance.

NATI has an ongoing partnership with the 911 Cell Phone Bank to provide emergency telephones to senior citizens and victims of crime. This partnership provides an income stream for local Triad programs as well as financial support for NATI. NATI also has a partnership with Cyalume Technologies to provide much-needed emergency lighting products to NSA members and Triads, while generatining revenue to support the National Triad Program. Through a prior grant with the Department of Justice, Community Oriented Policing Services, NATI continues to make available a Resource Disc, called STAR (Safety Training And Resources) for communities, teaching them how to utilize senior volunteers before, during, and after disasters.



**TRIAD PROGRAM:
RESEARCH, DEVELOPMENT, AND GRANTS DIVISION**

NSA's traffic safety department has the duty to perpetuate traffic safety issues, facilitate program implementation, provide technical assistance, and offer general support to the Office of Sheriff and the National Highway Traffic Safety Administration (NHTSA) staff in developing traffic safety plans that target NHTSA's national highway safety priority issues. These include: 1) initiate special studies under the plan and produce draft resolutions; and 2) develop guidelines and programs for law enforcement agencies. The purpose of this is to gain appropriate feedback from NSA membership and to improve the effectiveness and efficiency of the traffic safety program. NSA distributes and promotes materials and provides recommended procedures for implementation among its membership. This is supported by a monthly e-newsletter on traffic safety issues, articles, updates, and website information provided at www.sheriffs.org.

NSA also promotes NHTSA traffic safety campaigns. NSA and NHTSA sponsor technology and training seminars to familiarize state, county, tribal, and local highway safety and law enforcement officials with current countermeasures related to alcohol and other drugs; occupant protection; speed and aggressive driving; motor vehicle and driver control issues; dangerous driving behaviors; policies and procedures; and other traffic safety issues.

Additionally, NSA has begun a Phase II of the High Visibility Traffic Enforcement Support grant in relationship to motorcycle issues. NSA's purpose on this grant is to work closely with NHTSA staff, NHTSA regional staff, Governor's Highway Safety Representatives and individual state sheriffs' associations to identify the level of motorcycle law enforcement support in the United States. NHTSA promotes the need for local sheriff's agencies and deputies to participate in matters relating to motorcycle safety and has solicited NSA's assistance in promoting an identified level of support from sheriffs' associations in the United States.

Finally, NSA and NHTSA are working to create a model program on older driver safety training free to sheriff's offices and community programs through the traffic safety web page on www.sheriffs.org. The NSA also works with NHTSA staff to disseminate information about High Visibility Motorcycle Safety Enforcement. This year, the partnership piloted four projects on the importance of motorcycle safety in four states.



The foundation of the national program continues to be focused on assisting local law enforcement agencies and citizens. Promotion of USAonWatch (UOW) as the face of the National Neighborhood Watch Program has increased over the last year. UOW is regularly identified by government agencies, law enforcement, and citizens as a primary source of information, training, technical support and resources about Neighborhood Watch (NW). Over the last year the program has been featured on CNN, Houghington Post, Bussiness Week, Associated Press, and in many other media outlets.

NSA has been pleased with the continued growth and outreach of the NW training program. Providing training to local law enforcement through a grant with the Bureau of Justice Assistance, NSA has worked to strengthen law enforcement's capacity to manage and maintain active, productive and supportive watch groups. This past year NSA held 15 trainings, which were attended by over 450 people representing 230 agencies. Training was held in Florida, North Carolina, New Mexico, Washington, Iowa, Montana, and Wisconsin. The association in partnership with the Bureau of Justice Assistance plans to conduct 8 trainings in 2010.

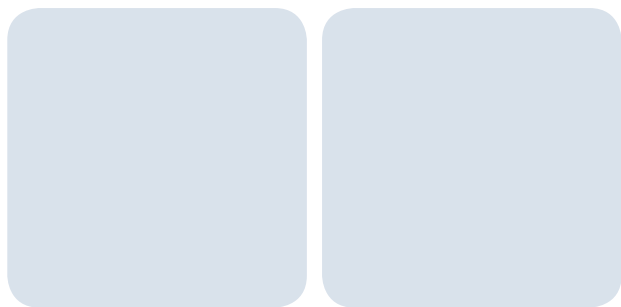
In July, a redeveloped website for UOW was launched. Key components of the Neighborhood Watch training have been reformatted for web dissemination. Along with additional content for officers, modules on pandemic flu and terrorism awareness have been provided through the new website. Further, a Facebook page was created for neighborhood watch members to learn more and ask questions of each other.

Registrations of watch groups continue to grow on the USAonWatch website. The database grew to over 20,200 watch groups representing over 3,800 law enforcement agencies. The project distributed over 10,000 brochures and Action Packs. An electronic newsletter continues to be used as an outreach component of the program. NSA has developed two additional resources for the field which will be released in 2010, a revised and enhanced Neighborhood Watch Manual along with a Business Watch Manual.

At the NSA Annual Conference in June, the association in partnership with the Bureau of Justice Assistance awarded the sixth Excellence in Neighborhood Watch Awards. Those groups honored were the Menomonee Falls Neighborhood Watch, WI; Forsyth County Sheriff's Office, GA; and the Bath Police Department, ME. The recipients' efforts were extraordinary and highlight the success a Neighborhood Watch Program can have at both the law enforcement and community level. Information about the award categories, their criteria and the qualifications for nomination are available at USAonWatch.org.

Neighborhood Watch staff continued to promote the resources NSA has developed for Neighborhood Watch by exhibiting and conducting workshops, and seminars throughout the country. In 2009, project staff went to over 15 conferences and visited more than 10 law enforcement agencies. Overall, Neighborhood Watch continues to be recognized and valued by citizens throughout the country.

The second year of the NSA, National Crime Prevention Council, and BJA initiative called Celebrate Safe Communities was held in October. This year's event included 100 local events in over 30 states. Also, fourteen states issued proclamations for the month of October as Crime Prevention Month. NSA assisted in two outreach events that brought more attention to the initiative. The first event was with the Washington, D.C. Metro where former NSA President Sheriff Goad spoke along with several Chiefs of Police. The second event was a meet and greet for Congress members with McGruff and two local sheriffs'. All the events for CSC assisted in bringing more awareness to public safety partnerships.



NSA Staff – Executive Office



Aaron D. Kennard
Executive Director
703.836.7827 • exec@sheriffs.org

Aaron D. Kennard joined the NSA as Executive Director in January of 2007. Voters first elected him Sheriff of Salt Lake City, Utah in 1990, after he had served 20 years with the Salt Lake City Police Department. In 2004, he was elected President of the NSA. He also has held key leadership positions with the Utah Sheriffs' Association, Utah State Peace Officer Standards and Training Council, the Salt Lake Area Gang Project, and the National Association of Counties (NACo). Sheriff Kennard holds a Master's degree in Public Administration, and graduated from the FBI National Executive Institute.



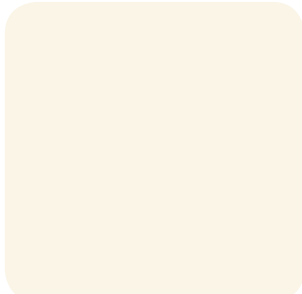
John Thompson
Deputy Executive Director
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John Thompson joined NSA in 2002. He assists the executive director and is responsible for all facets of NSA operations. He has 33 years of law enforcement experience, serving as a municipal police chief for 13 years and retiring as the chief assistant sheriff of Prince George's County, MD. He has a degree in criminal justice and is a graduate of the School of Police Staff and Command at Northwestern University and a graduate of the FBI Law Enforcement Executive Development School.



Dianna Dix
Executive Assistant to the Executive Director
703.838.5312 • DiannaDix@sheriffs.org

Dianna Dix assists the executive director and serves as liaison between NSA's executive office and the Executive Committee/Board of Directors, other agencies and associations, and NSA staff. She joined NSA in 2002 after retiring from the Arlington County, VA, Sheriff's Office with more than 17 years of service.



Miriam Kendall
Executive Secretary
703.838.5314 • mkendall@sheriffs.org

Miriam Kendall provides administrative support services to the executive director and deputy executive director. She assists in all duties of NSA's executive office. Miriam joined NSA in 1994.



Richard Weintraub, Esq.
General Counsel
703.838.5338 • rmwein@sheriffs.org

Richard Weintraub specializes in nonprofit organizations and employee benefit law. He holds a juris doctorate from the University of Maryland School of Law and a Master's in taxation from the Georgetown University Law Center. Before entering private practice, he worked in the Internal Revenue Service's employee benefits and exempt organizations division. He has written and lectured locally and nationally. He became NSA's general counsel in 1991.



Linda S. Foldvik, CPA
Auditor

Linda Foldvik has been a practicing certified public accountant since October, 1982. She performs the annual audit and prepares the income tax returns for NSA. Linda also provides accounting advice during the year.

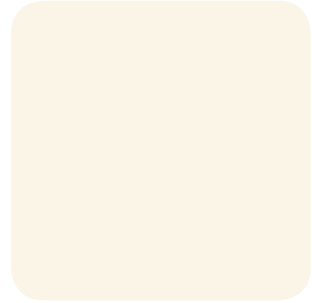


Finance



Darlene Hicks
Manager of Finance
703.838.5328 • dhicks@sheriffs.org

Darlene Hicks oversees all aspects of NSA's finances, including the compilation of the section budgets, procurement, expenditure and inventory control, and fiscal accounting. She is responsible for all accounts payable and receivable. She joined NSA in 1980.



Jenny Williamson
Accounting Assistant
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Jenny Williamson provides clerical and administrative support to the finance manager. She maintains section files and records, reviews and processes invoices and payroll, prepares deposits and provides notary services. She joined NSA in 1997.



Government Affairs



Ann Yom
Director of Government Affairs
703.838.5323 • ayom@sheriffs.org

Prior to joining the NSA in 2006, Ann served as the Government Affairs Counsel at the National Criminal Justice Association and as a senior aide to U.S. Senator Chris Dodd (D-CT). She also has experience working on a number of statewide political campaigns and has worked as Legislative Counsel for a number of national civil rights organizations. Ann holds a JD from Washburn University School of Law and a BA from the University of Iowa.



Stephanie Garlock, Government Affairs Liaison
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Stephanie Garlock is a 2004 graduate of Bowling Green State University, with a B.S. in Criminal Justice, Cum Laude. In 2008, she graduated from George Washington University with an M.A. in Criminology. From February 2006 until August 2007, she worked for Republican Congressman Ted Poe (R-TX), as a legislative assistant handling crime victims' and judiciary issues, as well as speechwriting. Stephanie joined NSA in September of 2007.

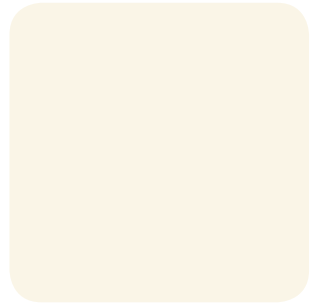


Publications and Marketing



Susan H. Crow
Director of Publications and Marketing
703.838.5335 • scrow@sheriffs.org

Susan joined NSA in April of 2006. Prior to joining the NSA, Susan worked as a publications consultant for other associations and non-profits in the Washington DC Metro Area. She has worked in all aspects of the publications field for 25 years. She holds a BA in Journalism with a French minor from San Diego State University.



Meghan Reed
Publications Specialist
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Meghan Reed is a 2009 graduate of George Washington University, with an MPS in Publishing. She also holds a BA in communications from the University at Buffalo. Meghan joined NSA in October 2007.



Operations Division – Membership, Training and Jail Operations



Fred G. Wilson, Director of Operations
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Fred Wilson is responsible for the planning and delivery of all NSA training on a national basis. He supervises management studies and completes grant projects in court security and transportation of prisoners. He also serves as the director of the Executive Development Program, National Sheriffs' Institute and manages NSA's relationship with the Pegasus Initiative. He has a BA and MA in Criminal Justice and two years of Ph.D. coursework, as well as diverse law enforcement and university-based training experience in court security, criminal law, investigations, special operations, and development of policy and procedures. He is a certified criminal justice trainer and staff liaison to several NSA standing committees.

Hilary Burgess
Manager of Membership and Training
703.838.5320 • hburgess@sheriffs.org

Hilary Burgess joined NSA in January 2005 as the Marketing & Training Coordinator. A California native, Hilary graduated from Westmont College with a BA in Communication Studies. Hilary is now responsible for membership at NSA and also oversees the NSA Scholarship Program and is responsible for Court Security Services, including coordinating Court Security Trainings and Assessments. She also assists with the National Sheriffs' Institute and with organizing NSA Annual and Winter Conference seminars.



Melissa Thompson
Membership Specialist
melissa@sheriffs.org

Melissa Thompson helps maintain NSA's extensive database and assists with the daily member services needs. Melissa joined the association in 1991.

Part-time Membership Assistants: Jamie Hicks, Daria Thompson



Mark Logan
Jail Operations Specialist
703.838.5332 • mlogan@sheriffs.org

Mark Logan started his career for NSA as an intern in the summer of 2008. After his internship, he started working in the Membership and Training departments and is now responsible for the Jail Officers and 1st/2nd Line Supervisor Correspondence Training Programs. He graduated from East Carolina University with a bachelor's degree in Criminal Justice and will begin on his master's program in the upcoming year.



Donna Conner
Receptionist / NW Orders
703.838.5400 • dconner@sheriffs.org

Donna Conner serves as front desk receptionist and operator at NSA headquarters. She also is responsible for merchandise sales of the NW program. She joined NSA in March of 1997. Donna worked in the Triad and training departments.



Operations Division – Insurance

Barbara S. Dossey
Manager of Insurance
703.838.5339 • bdossey@sheriffs.org

Barbara S. Dossey, Manager of Insurance, a licensed agent, is responsible for the management and maintenance of the National Sheriffs' Association's Liability Insurance Program and the membership it generates. In addition, she coordinates the renewal of the association's corporate insurance and serves as the employee benefits administrator. She joined the association in 1973.



Conference and Meetings



Ross Mirmelstein, MA, CMP
Meetings Director
703.838.5321 • rossmir@sheriffs.org

Ross Mirmelstein, MA, CMP, is responsible for planning and coordinating all activities related to the Annual Conference & Exhibition, the Winter Conference, and the Management Subcommittee Meeting. He joined NSA in 1989. A graduate of East Tennessee State University (B.S.) and John Jay College of Criminal Justice (M.A.), he was re-certified as a Meetings Professional by the Convention Industry Council in 2007.

Exhibits



Aimee Welch
Conference/Exhibits Specialist
703.838.5341 • awelch@sheriffs.org

Aimee joined NSA in January of 2006 as the Jail Operations Specialist in the Training Department. In September of 2008 she began working in the Conference and Meetings Department as the Conference and Exhibit Specialist. Aimee is a graduate of St. Johns University and holds a B.A. in Government and Politics.

Karen Killpack

Director of Sales, Exhibits and Corporate Relations
703.838.5331 • kkillpack@sheriffs.org

Karen joined NSA in September of 2008 with an extensive national and international sales, sales management, and sales training background. Her responsibilities include selling and managing the exhibit halls, increasing and maintaining participation of the Corporate Partnership Program, sponsorship, as well as cultivating long-term relationships with the corporate community. She has a B.S. in Sociology with a minor in Criminology.



Research, Development and Grants Division



Timothy O. Woods
Director of Research, Development and Grants Division
703.838.5317 • twoods@sheriffs.org

Tim joined NSA in 1997. He oversees all federal grants to the association. He is also the Project Manager on a number of grants. Tim has a B.A. degree with majors in sociology, history, political science, and Germanic Languages and Literature from Washington University; a J.D. degree from St. Louis University School of Law; an M.A. degree in sociology from the University of Virginia; and an LL.M. degree in international law from the Georgetown University Law Center.

Domestic Violence Programs

S'Neta Benefield
Program Specialist Domestic Violence Programs
703.838.5336 • sbenefield@sheriffs.org

S'Neta Benefield is the grant's program specialist for NSA's violence against women and school safety grants. S'Neta has been with NSA since 2005. Previously she worked as a volunteer for the AmeriCorps VISTA program in California and Washington DC. She also interned with the Virginia Housing Development Authority for several years prior to the VISTA program. She holds a B.S. degree in Asian Studies, Communication, and Japanese from Ball State University, where she was and remains an active member of the National Association of Black Journalists and Zeta Phi Beta Sorority, Inc. S'Neta is also a federally-certified Small Town and Rural (STAR) instructor.



■ *Traffic Safety Programs*



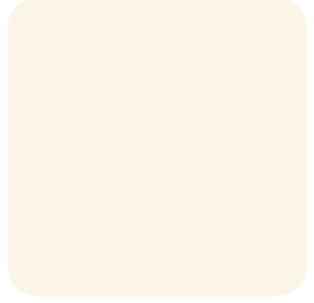
Ed Hutchison
Director of Traffic Safety Programs
703.838.5326 • ehutchison@sheriffs.org

Ed Hutchison is the Program Director for the National Association of Triads, Inc., (NATI) as well as Traffic Safety, working with the National Highway Traffic Safety Administration (NHTSA) and the NSA in that capacity. Prior to joining NATI, Ed served as Membership Director for the NSA. He completed his teaching degree at Murray State University and served in the US military with the 8077th MASH Unit. He also worked in the private sector of the Pentagon and serves as liaison to the National Law Enforcement Officers Memorial, representing NSA on the Board of Directors, and Museum and Names Committees. Ed is the staff liaison to the Drug Enforcement Committee and the Traffic Safety Committee for NSA.



Yuliya Foard
Project Coordinator
703.838.5318 • yfoard@sheriffs.org

Yuliya Foard has a background in finance and marketing. She attended Fayetteville College in Fayetteville, NC, and the Far-Eastern Institute of Management, Business & Law in Khabarovsk, Russia. Her major was Finance and Economics with a minor in Information Science and Computer Technology. She is fluent in Russian. She also has a familiarity with Korean.



■ *Triad Programs*



Terri Hicks
Program Coordinator
703.838.5301 • terrih@sheriffs.org

Terri Hicks has been with the National Sheriffs' Association for over 36 years. Her current duties include handling NSA's technology issues as IT Specialist, coordinating the National Triad Program, and assisting the Training and Conferences divisions with registration for conferences. She also provides technical support for NSA's Membership Division, database management and phone systems, and serves as the NATI liaison to the 911 Cell Phone Bank Program. Terri was instrumental in forming a partnership with Cyalume Technologies to provide much-needed emergency lighting products to NSA members while raising revenue to support the Triad Program.

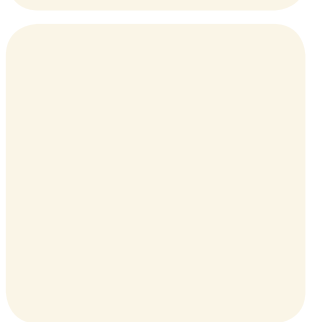
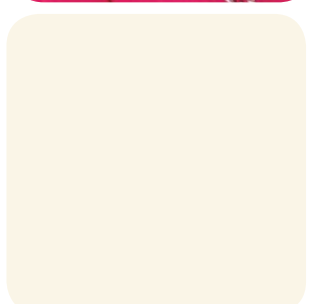


■ *Homeland Security Initiatives*



Greg J. MacDonald
Project Manager, Homeland Security Online Initiatives
703.838.5306 • gmacdonald@sheriffs.org

Greg J. MacDonald formerly served as a consultant to the National Sheriffs' Association, with major contributions in development of the four programs he now oversees. He has a Master's in education from Loyola College, Maryland.



■ *Homeland Security Initiatives (cont.)*



Tom Rhatigan
Program Manager, Executive and Jail Evacuation
703.838.5308 • trhatigan@sheriffs.org

Tom Rhatigan has been with NSA since 1999. Tom coordinates both the Jail Evacuation and Managing the Incident training courses and is the point of contact for NSA with the Emergency Services Sector Coordinating Council at the Department of Homeland Security. He holds a Master's in management from Johns Hopkins University. He serves as the staff liaison to the Ethics, Standards and Accreditation committee and the Emerging Technologies Sub Committee.



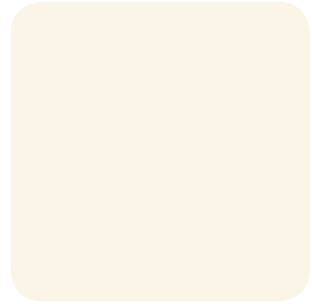
Lynn Topp
Program Manager, First Responders
703.838.5333 • ltopp@sheriffs.org

Lynn Topp is the Program Manager for the First Responder Program under the Homeland Security Initiatives for NSA. She has worked for NSA since June of 2003. Lynn has spent 13 years in law enforcement as a 911 dispatcher, communications supervisor, and administrative supervisor. Lynn continues to work closely with the Nation's First Responders and the many issues that follow them.



Mike Brown
Program Manager, Community Programs
703.838.5307 • mbrown@sheriffs.org

Mike Brown served as a security specialist with the Air Force, last stationed at Andrews AFB (presidential support). He has an Associate's degree in criminal justice from the community college of the Air Force and is studying for a Bachelor's in public administration. Mike retired in 2003 from the Cheverly Police Department in Maryland as lead investigator. Before that, he was the department's training and community relations officer.

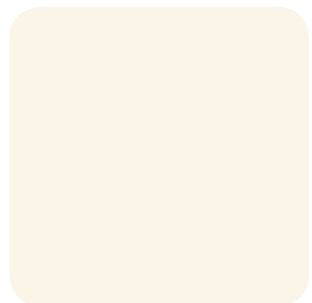


■ *USAonWatch/Neighborhood Watch*



Chris Tutko
Director, USAonWatch/Neighborhood Watch
703.838.5303 • ctutko@sheriffs.org

Chris Tutko is a retired Chief of Police from Manassas, VA. Since retiring Chris has worked for the Police Foundation, the International Association of Chiefs of Police, National Organization of Black Law Enforcement Executives and NSA. He is responsible for the development and implementation of USAonWatch and additional resources for the National Neighborhood Watch Program. Chris graduated from American University with a degree in Criminal Justice and received an MBA from Strayer University.



Robbi Woodson
Program Manager

703.838.5330 • rwoodson@sheriffs.org

Robbi Woodson joined NSA in March 2004. She currently works on establishing and maintaining resources to assist law enforcement in the development of community outreach programs. She graduated from George Mason University, with a major in Government and International Politics. Before working for NSA, she worked for the National Wildlife Federation and the Center for Food Safety and Applied Nutrition under the Food and Drug Administration. Robbi also serves as staff liaison to NSA's Crime Prevention & Private Security Committee.



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