



**Federal Law Enforcement Training Accreditation Board
Board Meeting Report
April 12-14, 2016
Glynco, GA**

115-501 (CFO/OAC)

I. Welcoming Remarks and General Announcements

FLETA Board Chair Brian Peters called the meeting to order at 8:00 a.m. He welcomed all attendees and expressed his appreciation for the assistance of all the Board members during the meeting. He then asked the audience to stand for the presentation of the colors by the CBP Field Operations Academy.

FLETA Board Member Colonel Shan Nuckols led the meeting attendees in reciting the Pledge of Allegiance.

Mr. Peters thanked the CBP Field Operations Academy for posting the colors and Colonel Nuckols for leading the Pledge of Allegiance.

Mr. Peters noted it is always nice to be able to bring a group of diverse people together to recognize the hard work that the agencies put in to get to this point. He commended the accreditation managers and assessors that look at and put together the accreditation packages presented to the Board. Mr. Peters also noted the important influence that the FLETA accreditation process has had on Federal law enforcement, raising standards and improving consistency.

Roll was taken as the Board members introduced themselves; Dr. Gary Mitchell reported a quorum was present (attendance sheet attached).

Mr. Peters recognized the following new Board members:

Francis E. McGuire – Acting Assistant Director, Federal Law Enforcement Training Centers

Jose (Joe) Jeronimo – Assistant Director, Office of Training and Development, Immigration and Customs Enforcement

L. Matthew Butler – Deputy Assistant Director, NCIS Training Academy

Mr. Peters announced that since the last meeting Mr. Brad Smith (FLETC), Mr. Brett Gunter (TSA) and Mr. Donato Coyer (ICE) left the Board.

Mr. Peters also announced this will be his last meeting as Board Chairman and it will also be the last meeting for Colonel Shan Nuckols (AFOSI), Mr. Ricardo Colon (DoS) and Dr. Sheldon Greenberg (Academia).

Mr. Peters announced this will also be Dr. Mitchell's last meeting. On April 30th he will retire from Federal service. Dr. Mitchell was recognized by Mr. Donald Lewis, FLETC's Chief Financial Officer on behalf of FLETC Director Connie Patrick. Mr. Peters also recognized Dr. Mitchell and presented him with a plaque for his service as the Executive Director.

II. Approval of Minutes from Previous Board Meeting

Mr. Peters asked for a motion to approve the report from the January 20-21, 2016, FLETA Board meeting at the FLETC Charleston Campus in North Charleston, SC. Dr. James Ward made the motion and Mr. Dominic McClinton seconded the motion. The motion carried unanimously.

III. Committee Reports

Mr. Peters stated that on Tuesday the full Board met in Executive Session to conduct business. The reports from those committees were made by their chairpersons.

Membership /Composition Committee and Bylaws and Procedures Committee

Mr. Peters called on Dr. James Ward for the report. Dr. Ward reported the committee discussed Board membership/composition and Board meetings. It was noted that during the Board's discussion of membership that:

1. Board members are important advocates for the value of accreditation.
2. Rotation affects the eligibility of officers on the Executive Committee, therefore, leadership and succession.
3. Conflicting rotations are resolved on a person-to-person basis
4. The Board seeks seat allocation that is equitable

The committee proposed change to the Bylaws of the Board's membership/composition. Dr. Ward went on to say as with all Federal law enforcement agencies, FLETA is dynamic and must change to meet the community that it serves. Effective April 14, 2016, the composition of the Board membership will change as follow:

All Departments with an accredited academy with FLETA will be offered one seat on the Board with the exception of DHS, DOJ, DOD, and the Department of Treasury, which will have multiple seats on the Board;

*Seven seats for Department of Homeland Security agencies;
Four seats for Department of Justice;
Three seats for Department of Defense agencies;
Two seats for Department of Treasury agencies;*

*One seat each for the Department of the Interior, the Postal Inspections Service, the Department of State, Federal Probation and Pre-trial Academy, and Inspectors General;
Three seats for other federal agencies; and
Three seats for non-federal members.*

Mr. Peters asked for a motion to accept the Bylaws and Procedures Committee report. Ms. Nichole Cooper made the motion and Dr. Sheldon Greenberg seconded the motion. The motion carried unanimously.

Standard Steering Committee

Mr. Peters called upon Mr. Domenic McClinton for the Standard Steering Committee report. Mr. McClinton reported the committee recommended to change the language in Standard 3.56 to read as follow:

“The applicant gathers and reviews feedback (level 3 of the Kirkpatrick model or an equivalent) from graduates and their immediate supervisor but may also include subordinates, peers, and/or others who often observe the graduates” behavior to evaluate the effectiveness of the program.”

Mr. Peters asked for a motion to accept the Standard Steering Committee report. Colonel Shan Nuckols made the motion and Dr. James Ward seconded the motion. The motion carried unanimously.

Awareness & Recognition Committee

Mr. Peters called on Mr. Nicholas Trotta for the Awareness & Recognition Committee report. Mr. Trotta reported the committee met and discussed the proposed outreach plan. It was agreed to hold the outreach plan until the committee could meet with the incoming officers in November for further guidance.

Mr. Peters asked for a motion to accept the Awareness & Recognition Committee report. Mr. Jeffrey Fuller made the motion and Dr. Sheldon Greenberg seconded the motion. The motion carried unanimously.

Law Enforcement Skills Committee

Mr. Peters called on Mr. Zachary Lowe for the Law Enforcement Skills Committee report. Mr. Lowe reported the information presented in the committee’s report was based on existing validated curriculums from the contributing agencies, which included: DEA, FBI, FLETC (CITP/UPTP), FRB, ICE (HSI/BIETP) IRS, USAF, USPIS, USMS, USSS, VA/AF BPO. Using the current curriculums as background information the committee considered establishing minimum training standards that should be acceptable for basic law enforcement skills training in the areas of Defensive Tactics, Driving/Vehicle Operations, Firearms, Less Lethal Weapons, and Use of Force/Legal. These findings take

new technology into consideration and proposed training hours should be viewed as the minimum amount of accepted training hours per skill area. The committee also wanted to determine if the entire Board wanted the committee to continue studying the topic.

Mr. Peters asked for a motion to accept the Law Enforcement Skills Committee report and for the committee to continue studying the topic. Mr. Manfred Harpole made the motion and Mr. Domenic McClinton seconded the motion. The motion carried unanimously.

IV. General Reports

Mr. Peters stated that during the Executive Session on Tuesday the Board discussed the FLETA budget, reviewed operational requirements, discussed future business, and selected new officers for the Board.

Mr. Peters announced that beginning October 1, 2016 the following Board members will serve as the new officers for the Board:

The Chairperson of the Board will be Mr. Domenic McClinton - IRS

The First Vice-Chair will be Dr. James Ward – VA

The Second Vice-Chair will be Mr. Zachary Lowe - FBI

The appointed Parliamentarian will be Ms. Nichole Cooper - USPIS

Their term of their office will be from October 1, 2016 until September 30, 2018.

Mr. Peters administered the Oath of Office to these members.

Office of Accreditation Update

Mr. Peters called on Dr. Gary Mitchell to provide the Office of Accreditation updates. Dr. Mitchell noted that after this meeting we will have:

Accredited Academies - 18

Accredited Programs – 101

Dr. Mitchell noted a summary of annual reports received was included in the Board materials and complete copy of each report was available for review in the electronic Board materials.

Dr. Mitchell also noted that we expect our next meeting will be in November 2016, beginning Tuesday, November 1 and concluding on Thursday, November 3, 2016. The location is still to be determined.

FLEAC Update

Mr. Peters called on Ms. Jennifer Kasper for the FLEAC update. FLEAC Chairman Jennifer Kasper gave the following report: The FLEAC conducted its regularly scheduled business meeting on Wednesday, April 13, 2016. FLEAC Chair Jennifer R. Kasper chaired the meeting.

FLETA Board Chairman Mr. Brian Peters, along with incoming Chairman Domenic McClinton and FLETA Executive Director Dr. Gary Mitchell provided an update from the Board and answered questions from the FLEAC members in attendance.

Ms. Christiana Halsey provided an update regarding Assessor Refresher Online Training Program for the FLEAC.

Ms. Kasper concluded with a presentation of a plant from the FLEAC to Dr. Mitchell in recognition of his retirement.

V. Regular Business

Dr. Mitchell reported the following in reference to the Office of Accreditation budget:

2016 Budget

- ACC fund is now in LET account, but it is fenced from other FLETC accounts.
- The existing XSE funds will remain in an XSE account until expended.
- Dollar amounts equal to the previous XSE account funds will be allocated to the LET account in future fiscal years.
- XSE funds could not be used for the ILEETA training conference. In a DHS legal opinion it was felt the use for individual training for employees of other Departments, other than specifically for accreditation training, was outside the scope of the funds.

2017 Budget

- All of the FLETA funds will be in FLETC Law Enforcement PPA

VI. New Business

FLETA Staffing

Mr. Peters met with the CFO on January 25, 2016 and March 15, 2016. The CFO is willing to involve the Board in the selection process for the Executive Director. Mr. Peters suggested the Executive Committee be on the panel to make the selection.

Mr. Peters also stated there were two other vacancies in the Office of Accreditation. He will allow the new Executive Director to fill those positions. These vacancies are:

- Program Manager – Mr. Robert Bruton resigning on April 22, 2016.
- Staff Assistant - vacant

Assessor Refresher Online Training Program

Dr. Mitchell reported the FLETA Office of Accreditation just completed its pilot of the Assessor Refresher Online Training Program; the pilot began on February 22, 2016 and concluded on March 25, 2016. The pilot was tested on the Federal Law Enforcement Training Centers' Online Campus, a Blackboard-based system within the DHS Homeland Security Information Network and mimicked an online college course. The program has four modules with discussion boards, reading assignments, knowledge checks, and a final writing assignment that simulated the review of assessment files with the assessors documenting their findings in written comments.

Mr. Peters called upon Dr. James Ward to introduce each student. Dr. Ward introduced each student and called them up for a photograph with Mr. Peters and Dr. Mitchell.

Julie Altman	Jennifer Kasper
Kay Arthur	Wai Man Leung
Kimberly Canitz	Kathleen Miller
Jason Daniel	Colonel Shan Nuckols
Natasha Fulmore	Jaxon Sheriff-Parker
Tameelah Garrett	Don Smith
Rick Giovengo	Benjamin Werner
Doris Hasler	

VII. FLETA Awards

Mr. Peters stated the FLETA process would not work without the teams that volunteer their time to go out on behalf of this Board and assess the programs and academies for compliance with our Standards. Mr. Peters then called up each Assessment team member individually to be recognized for their work.

Mr. Peters called upon Dr. James Ward to recognize each assessment team member. Dr. Ward introduced each member and called them up for a photograph with Mr. Peters and Dr. Mitchell.

Cherri Allen from the VA has completed one FLETA assessment and was an assessor for the reaccreditation assessment of the USPIIS Basic Inspector Training program.

Julie Altman from CBP has completed nine FLETA assessments and was the Team Leader for the reaccreditation assessment of the FLETC Marine Law Enforcement Training Program and the USPIIS Postal Police Officer Basic Training program.

Kay Arthur from TIGTA has completed 10 FLETA assessments and was an assessor for the reaccreditation assessment of the FLETC Instructional System Design Training Program.

Ivan Biss from the FRB has completed 13 FLETA assessments and was the Team Leader for the reaccreditation assessment of the USMS Basic Deputy US Marshals Program.

David Bynum from the AFOSI has completed one FLETA assessment and was an Assessor for the accreditation assessment of the DEA Basic Diversion Investigator Program.

Joe Collins from FLETC Glynco has completed five FLETA assessments and was the Team Leader for the reaccreditation assessment of the USPIS Basic Inspector Training Program.

William Copeland from BEP has completed four FLETA assessments and was an assessor for the accreditation assessment of the DEA Basic Diversion Investigator Program.

Lisa Crowder from ATF has completed two FLETA assessments and was an assessor for the reaccreditation assessment of the FLETC Marine Law Enforcement Training Program.

Paul DeLameter from FLETC has completed three FLETA assessments and was an assessor for the accreditation assessment of the DOS Basic Special Agent Course.

Elizabeth Dodson from the NPS has completed 14 FLETA assessments and was an assessor for the reaccreditation assessment of the TSA/FAMS Federal Air Marshal Training Program I.

Stacie Embrey from the FBI has completed one FLETA assessment and was an assessor for the reaccreditation assessment of the USPIS Postal Police Officer Basic Training Program.

Esequiel Felix from ICE has completed four FLETA assessments and was an assessor for the reaccreditation assessment of the USMS Basic Deputy US Marshals Program.

James Ferry from FLETC Charleston has completed 13 FLETA assessments and was the Team Leader for the accreditation assessment of the DEA Basic Diversion Investigator Program and the reaccreditation assessment of the USSS Uniformed Division Training Course.

Tom Flanagan from FLETC Glynco has completed 11 FLETA assessments and was the Team Leader for the reaccreditation assessment of the DOS Instructor Development Course.

Natasha Fulmore from the DEA has completed 11 FLETA assessments and was the Team Leader for the reaccreditation assessment of the FLETC Instructional System Design Training Program.

Amber George from the FBI has completed one FLETA assessment and was an assessor for the reaccreditation assessment of the DOS Instructor Development Course.

Tanya Gregory from the TSA has completed eight FLETA assessments and was the Team Leader for the reaccreditation assessment of the DOS Basic Special Agent Course.

Trina Harrison from the U.S. Postal Inspection Service has completed four FLETA assessments and was an assessor for the reaccreditation assessment of the DOS Instructor Development Course.

Jennifer Kasper from FLETC Glynco has completed nine FLETA assessments and was the Team Leader for the reaccreditation assessment of the NPS Seasonal Law Enforcement Training Program.

Sally Livingston from the IRS has completed 20 FLETA assessments and was the Team Leader for the reaccreditation assessment of the DOS Training and Performance Standards Academy.

Lindy Lynn from the FBI has completed one FLETA assessment and was an assessor for the reaccreditation assessment of the USSS Uniformed Division Training Course.

Cynthia McGauley from CBP has completed one FLETA assessment and was an assessor for the reaccreditation assessment of the FLETC Instructional System Design Training Program.

Wendy McKean from ICE has completed three FLETA assessments and was an assessor for the reaccreditation assessment of the DOS Basic Special Agent Course.

Rhonda Meehan from OPM has completed four FLETA assessments and was an assessor for the reaccreditation assessment of the TSA/FAMS Federal Air Marshal Training Program I and an assessor for the reaccreditation assessment of the NPS Seasonal Law Enforcement Training Program.

Lori Morell from the FBI has completed one FLETA assessment and was an assessor for the reaccreditation assessment of the FLETC Marine Law Enforcement Training Program.

Elizabeth O'Brien from ATF has completed four FLETA assessments and was an assessor for the reaccreditation assessment of the USPIS Basic Inspector Training Program.

Mike Pitts from FLETC has completed one FLETA assessment and was an assessor for the reaccreditation assessment of the DOS Training and Performance Standards Academy.

Judy Smith from CBP has completed two FLETA assessments and was an assessor for the reaccreditation assessment of the USMS Basic Deputy US Marshals Program.

Teresa Taylor from DHS has completed two FLETA assessments and was an assessor for the reaccreditation assessment of the DOS Training and Performance Standards Academy.

Dr. Mary Jane Wankel from ICE has completed six FLETA assessments and was the Team Leader for the reaccreditation assessment of the TSA/FAMS Federal Air Marshal Training Program I.

Al Wheaton from the U.S. Coast Guard has completed 13 FLETA assessments and was an assessor for the reaccreditation assessment of the USPIS Postal Police Officer Basic Training Program.

Tabetha Wilsher from the DOJ has completed one FLETA assessment and was an assessor for the reaccreditation assessment of the NPS Seasonal Law Enforcement Training Program.

Jorge Zamora from the USDA has completed one FLETA assessment and was an assessor for the reaccreditation assessment of the USSS Uniformed Division Training Course.

Academy/Program Accreditation Awards

Mr. Peters called upon Second Vice-chair Mr. Domenic McClinton to introduce the presenters and agencies receiving accreditation.

Mr. McClinton noted First Vice-chair Mr. William Fallon led the Board Review Committee with all present Board members to review one program for initial accreditation. The committee was supported by Program Manager C. J. Ross.

Mr. McClinton recognized the DEA - Basic Diversion Investigator Training Program for their initial accreditation; the dates of the assessment were October 6-8, 2015, in Quantico, VA. The Team Leader was Jim Ferry of FLETC Charleston and the Accreditation Manager is Natasha Fulmore. This is a 12-week school conducted at the DEA Academy in Quantico, VA. This program familiarizes trainees with the pharmaceutical and chemical industry, and emphasizes the goal of preparing students to conduct effective diversion investigations.

Mr. McClinton recognized the Board Review Committee - A led by Mr. Edward Lowery, and included: Zachary Lowe, Ronald Ward, Nichole Cooper, Dr. Michael Hillyard,

James Gregorius, Dr. James Ward, Jeffrey Fuller, and Dr. Curtis Smith. This committee reviewed six programs for reaccreditation and was assisted by Program Manager C. J. Ross.

FLETC Instructional System Design Training

Mr. McClinton called upon Mr. Zachary Lowe to recognize the FLETC Instructional System Design Training for their third reaccreditation; the dates of the assessment were October 20-22, 2015, in Glynco, GA. The Team Leader was Natasha Fulmore of the DEA and the Accreditation Manager is Malcolm Adams. This program is designed to provide training for Senior Instructors Program Specialists, and other law enforcement personnel that require knowledge of the Instructional System Design (ISD) process. A best practice identified with this program was the SharePoint record keeping.

FLETC Marine Law Enforcement Training Program

Mr. McClinton called upon Mr. Jeffrey Fuller to recognize the Marine Law Enforcement Training Program for their third reaccreditation; the dates of the assessment were January 26-28, 2016, in Glynco, GA. The Team Leader was Julie Altman of CBP and the Accreditation Manager is Malcolm Adams. This is an in-depth four-week course designed to bring operational officers/agents to a proficient level in pertinent marine law enforcement skills. This program is skills oriented, therefore, a large portion of the training involves hands-on laboratory exercises with only minimal hours devoted to lecture with discussion.

Department of State Basic Special Agent Course

Mr. McClinton called upon Ms. Nichole Cooper to recognize the Department of State Basic Special Agent Course for their third reaccreditation; the dates of the assessment were February 2-4, 2016, in Summit Point, WV. The Team Leader was Tanya Gregory of the TSA and the Accreditation Manager is Dr. Mark Haucke. This is an intense 29-week program that provides orientation and training to newly appointed Diplomatic Security Agent candidates for domestic duty with the Department of State.

Department of State Instructor Development Course

Mr. McClinton called upon Ms. Nichole Cooper to recognize the Department of State Instructor Development Course for their third reaccreditation; the dates of the assessment were February 2-4, 2016, in Summit Point, WV. The Team Leader was Tom Flanagan of FLETC Glynco and the Accreditation Manager is Dr. Mark Haucke. This is a two-week program that provides basic training in instructional techniques and selected instructional design/development topics. Participants learn presentation techniques and the policies and procedures that govern instructing for the office of Training and Performance Support (TPS). The course combines interactive lecture, small group exercises, and multiple participant presentations.

Department of State Training and Performance Standards (Academy)

Mr. McClinton called upon Mr. James Gregorius to recognize the Department of State Training and Performance Standards (Academy) for their third reaccreditation; the dates of the assessment were February 2-4, 2016, in Summit Point, WV. The Team Leader was Sally Livingston of the IRS and the Accreditation Manager is Dr. Mark Haucke. This academy has eight different venues with over 300 employees, 200 of them are contractors. The Office provides basic and in-service law enforcement, technical security, counter-terrorism, technical security, information assurance, diplomatic courier, and other professional training to Diplomatic Security agents and security engineering personnel being assigned throughout the world.

TSA/FAMS Federal Air Marshal Service Training Program 1

Mr. McClinton called upon Dr. James Ward to recognize the TSA/FAMS Federal Air Marshal Service Training Program 1 for their first reaccreditation; the dates of the assessment were February 9-11, 2016, in Artesia, NM. The Team Leader was Dr. Mary Jane (Molly) Wankel of ICE and the interim Accreditation Manager is Matt Coyle. This program is a 7.5 weeks long, general law enforcement program for FAMS new-hires. The FAMSTP-I is conducted at the FLETC-Artesia, NM. Successful completion of FAMSTP-I is mandatory for potential Air Marshals to move to FAMSTP-II where they receive more rigorous agency-specific training.

Mr. McClinton recognized the Board Review Committee - B led by Colonel Shan Nuckols, and included: myself, Nicholas Trotta, Robert Ray, Ricardo Colon, Dr. Sheldon Greenberg, Ed McGuire, and Joe Jeronimo. This committee reviewed five programs for reaccreditation and was assisted by Program Manager Christiana Halsey.

USMS Basic Deputy US Marshal Program

Mr. McClinton recognized the USMS Basic Deputy US Marshal Program for their first reaccreditation; the dates of the assessment were January 5-7, 2015, in Glynco, GA. The Team Leader was Ivan Biss from the FRB and the Accreditation Manager is Don Hines. This training is a three phased program that requires candidates to attend a four-training day Pre-Basic course, the 56-training day Federal Law Enforcement Training Centers' Criminal Investigator Training Program, and the BDUSM. The BDUSM is 39 instructional days in length (323 course hours).

NPS Seasonal Law Enforcement Training Program

Mr. McClinton called upon Mr. - Nicholas Trotta to recognize the NPS Seasonal Law Enforcement Training Program for their first reaccreditation; the dates of the assessment were March 1-3, 2016, in Windsor, CA. The Team Leader was Jennifer Kasper of FLETC Glynco and the Accreditation Manager is Liz Dodson. This is a program that provides training to individuals who wish to qualify for a Type II commission as a law

enforcement seasonal park ranger, in partnership with qualified educational institutions across the country.

USSS Uniformed Division Training Course

Mr. McClinton called upon Mr. Robert Ray to recognize the USSS Uniformed Division Training Course for their second reaccreditation; the dates of the assessment were February 23-25, 2016, in Beltsville, MD. The Team Leader was Jim Ferry of FLETC Charleston and the Accreditation Manager is Kim Canitz. This training focuses on protection of facilities and venues, access control to protected facilities, emergency medicine, legal, control tactics, and basic policing skills.

USPIS Basic Inspector Training


Mr. McClinton called upon Mr. Ricardo Colon to recognize the USPIS Basic Inspector Training for their third reaccreditation; the dates of the assessment were February 9-11, 2016, in Potomac, MD. The Team Leader was Joe Collins of FLETC Glynco and the Accreditation Manager is Wai Man Leung. This is a twelve week program consisting of approximately 80 individual blocks of instruction. The blocks introduce the student inspector to the U.S. Postal Service and the Postal Inspection Service policies and procedures. In addition, student inspectors receive extensive training in writing, interviews and integrations, legal issues, firearms and threat management.

USPIS Postal Police Officer Basic Training

Mr. McClinton called upon Dr. Sheldon Greenberg to recognize the USPIS Postal Police Officer Basic Training for their third reaccreditation; the dates of the assessment were March 1-3, 2016, in Potomac, MD. The Team Leader was Julie Altman of CBP and the Accreditation Manager is Wai Man Leung. This is an eight week program consisting of 17 blocks or modules of instruction. The program provides instruction in areas of basic security concepts, agency policies and procedures, firearms and defensive tactics. Mr. McClinton congratulated all the awardees.

VII. Closing Remarks and Adjournment of the Open Session

Mr. Peters asked for a motion to adjourn the meeting. Colonel Shan Nuckols made the motion, and Dr. James Ward seconded the motion. The motion carried unanimously, and the meeting adjourned at 9:21 a.m.

Report prepared by: 

Gary B. Mitchell, Ph.D., Executive Secretary

April 27, 2016
Date

Interim Approval: 

Brian Peters, FLETA Chairperson

April 27, 2016
Date

Full Board Approval:



Federal Law Enforcement Training Accreditation Board Board Members Attendance

Name	Title	Agency	04/12	04/13	04/14
L. Matthew Butler	Deputy Assistant Director	NCIS Training Academy	Personal Medical		
Ricardo Colón	Director	Department of State Diplomatic Security	P	P	P
Nichole Cooper	Postal Inspector in Charge	U.S. Postal Inspection Service	P	P	P
William T. Fallon	Assistant Director	U.S. Marshals Service	P	P	A
Jeffrey M. Fuller	Executive Director	Customs and Border Protection	P	P	P
Dr. Sheldon F. Greenberg	Associate Dean	Johns Hopkins University	P	P	P
James R. Gregorius	Special Agent in Charge	Drug Enforcement Administration	P	P	P
Manfred Harpole	Director	Transportation Security Administration	P	P	P
Captain Timothy L. Haws	Commanding Officer	USCG, Maritime Law Enforcement Academy	P	P	P
Dr. Michael Hillyard	Independent Consultant		P	P	P
Jose (Joe) Jeronimo	Assistant Director	Immigrations and Customs Enforcement	P	P	P
Zachary T. Lowe	Section Chief	FBI Training Academy	P	P	P
Edward W. Lowery	Assistant Director	U.S. Secret Service	P	P	A
David L. McCain	Assistant Director	Bureau of Alcohol, Tobacco, Firearms and Explosives	Personal/Family		
Domenic McClinton	Director	Internal Revenue Service	P	P	P
Francis E. McGuire	Acting Assistant Director	Federal Law Enforcement Training Centers	A	P	P
Colonel Shan B. Nuckols	Commander	USAF Office of Special Investigations Academy	P	P	P
Brian S. Peters	Chief	Department of the Interior	P	P	P
Robert Ray	Director	Council of Inspectors General on Integrity and Efficiency	P	P	P
Dr. Curtis J. Smith	Professor		P	P	P
Nicholas Trotta	Manager	Federal Reserve Board	P	P	P
James L. Ward, Esq.	Director	Department of Veterans Affairs	P	P	P
Ronald L. Ward	Director	U.S. Courts National Training Academy	Personal/Family		
Dr. Gary B. Mitchell	Executive Director		P	P	P