

Minutes
AELE Board of Directors Meeting
January 12, 2020

The annual meeting of the Board of Directors of Americans for Effective Law Enforcement, Inc. (hereinafter "Board") was held on January 12, 2020, beginning at 9:00 a.m., PT. The meeting was held at the New Orleans Hotel, Las Vegas, before the Jail Workshop, which began on Monday, January 13, 2020.

The following Directors were present and participated in the meeting: President Chet Epperson, Vice President/Secretary Al Youngs, Treasurer Charles Reynolds, Executive Director Donald Leach and Directors Emory Plitt, and telephonically Charles Gruber.

Director Donald Leach will take his position as Executive Director on February 1, 2020. A discussion by the Board indicated that \$30,000 was a reasonable salary for the Executive Director, since he would be expected to attend and conduct all three seminars during 2020.

An agenda had been submitted to the Board by President Epperson. Additional agenda items were discussed during the meeting. President Epperson chaired the meeting.

Ethics. The first topic discussed by members in attendance was a request by President Epperson for all Directors to sign an annual Ethics and Personal Conduct document, which is included on the AELE website.

Board Membership. President Epperson and the Board felt that participation was an important factor in determining who continues to serve on the Board. The Board will monitor quarterly meetings and future annual meetings to ensure interest by those elected to the Board of Directors. It is expected by the Board that members make an effort to attend an annual meeting of the AELE Directors. Several locations were discussed, including Chicago and/or the home office of AELE, located in Lincolnshire, Illinois. It was agreed by the Board that lodging and expenses would be paid for Board members in attendance. Board members would be responsible for their travel expenses.

Seminars. Executive Director Leach felt that online registration for seminars should be implemented as soon as possible. This would allow members of the staff to concentrate on their other tasks. The Scholarship program, which had been voted and passed by prior Board members, will be continued. A single Scholarship will be determined by a drawing which will allow the winner to attend another seminar or donate the Scholarship to another member of his/her department.

Executive Director Goals and Objectives. President Epperson and members of the Board prepared a list of goals and objectives for the Executive Director. Executive Director Leach agreed with the goals and objectives as presented by the Board and indicated that he would refresh, refine and reinvigorate AELE. The AELE building and investments continue to be discussed by the Board. Further information will be forthcoming.

Curriculum Committee. Director Plitt has agreed to be course director for the remaining two seminars in 2020. President Epperson has appointed a Curriculum Committee which will assist Director Plitt and Gruber. Executive Director Leach, and Directors Youngs and Peters have agreed to participate. Any other AELE Board members who wish to participate should indicate their desire to Directors Plitt and Gruber.

Financial. Treasurer Reynolds, working in conjunction with Business Manager, Helen Finkel, has prepared the 2020 budget which will be reviewed by the Board. Director Plitt made a motion to increase the pay rate up to \$500 an hour for instructors. Treasurer Reynolds seconded the motion and the motion was unanimously approved.

Vice President/Secretary Youngs made a motion that Executive Director Leach be given a credit card and that Helen Finkel would no longer place charges on her personal credit card for AELE. Director Plitt seconded the motion and the motion was unanimously approved.

Website. President Epperson requested an audit of all technology/hardware be done showing a baseline of what AELE currently has at its facility. Treasurer Reynolds made a motion that \$10,000 be allocated for the assessment of the current AELE system to authorize Shawn, who works with Director Daigle, to do an audit of the current AELE system and Executive Director Leach will provide monthly updates on the status. President Epperson voted "No" on the motion, it was his belief there should be at least three vendors involved in the bid process. The remaining Directors disagreed.

Expert Witness Page. The Expert Witness page is not current. It was determined by the Board that it should be updated as soon as possible.

Certified Litigation Program. John Peters will work with Executive Director Leach on a competency module for the Certified Litigation Program. It was determined that an annual \$100 fee, which will begin January 1, 2021. Director Gruber was insistent that there should be a disclaimer by AELE regarding the information contained in the resumes of the Certified Litigation Program participants.

Amicus Curiae Committee. Director Plitt has agreed to Chair the Amicus Curiae Committee and review the By-Laws of AELE, which he has accomplished and they are being reviewed by the Board.

Future Annual Meetings. Future annual meetings will be determined by the Board. It is anticipated there will be a February or early March Board meeting. The teleconference meeting will provide the minutes, 2020 budget, the By-Laws and Jail Outcome Assessment. Executive Director Leach has been requested to explore a jail module on the East Coast.

Adjournment. The meeting was adjourned at 5:00 p.m. It should be noted that this meeting was very valuable for AELE and Board members agreed that it should occur annually.