

**NORTH EAST MULTI-REGIONAL TRAINING, INC.
FISCAL YEAR 2013 ANNUAL REPORT**



“I certify under penalty of law that I have personally examined and am familiar with the information submitted in this document and all the attachments and that, based upon my inquiry of those individuals immediately responsible for obtaining information, I believe that the information is true, accurate, and complete. I am aware that there are significant penalties for submitting false information, including the possibility of fine and imprisonment.”

Signature of Advisory Board Chairman

Date

Signature of Financial Officer

Date

Signature of Project Director

Date

Introduction

MISSION STATEMENT

North East Multi-Regional Training, Inc. exists to provide its members high quality, cost effective training programs, and criminal justice related information and services with a strong emphasis on customer satisfaction.

VALUES: At North East Multi-Regional

- *We will answer for our conduct and obligations. **Accountability***
- *We recognize that what we do, or fail to do, affect the lives of others. **Accuracy***
- *We will be committed to the creative process, to quality improvement and to the problem solving process. **Committed***
- *We will be polite and gracious to all we have contact with, whether in person, on the telephone or through e-mails. **Courteous***
- *We will be truthful in what we say, think and do. **Honesty***
- *We will live up to NEMRT's values. **Honor***
- *We will do what is right, legally and morally. **Integrity***
- *We will bear true faith and allegiance to the United States Constitution, the laws of Illinois, and our by-laws; we will be loyal to those with whom we work and to those for whom we work. **Loyalty***
- *We will treat people as they should be treated. **Respect***
- *We will put the welfare of the law enforcement profession, of our member departments, and of NEMRT before our own. **Service***
- *We will make the best use of the local and state funds provided to us. **Thrifty***

VISION STATEMENT

*The Vision of **North East Multi-Regional Training** is to positively impact our community by training criminal justice practitioners.*

GOAL STATEMENT

***North East Multi-Regional Training's** goal is to provide emphasis on the importance of the criminal justice profession and its dedication to the safety, freedom, and the quality of life citizens rely on by training full and part time professionals. Individuals are encouraged to enhance personal and professional skills while learning to cope with societies' diverse behaviors and cultures. Through North East Multi-Regional Training course work, students are able to build upon their current job knowledge, skills, and techniques through quality instructors, relevant course content, and modern methodology.*

North East Multi-Regional Training, Inc. is the preeminent provider of in-service and basic law enforcement training for full and part-time officers in the state of Illinois. As an innovative not-for-profit institution, we are known for providing thoughtful, cost efficient training and consulting services to local, county, state, and federal law enforcement agencies.

NEMRT strives to be a leader in every aspect of the law enforcement training business by providing our members with the best instructors and the most up-to-date, relevant course content available. Additionally, we are determined to provide a level of service and customer satisfaction that is matched only by the professionalism and dedication of our member departments. Our strength lies in our organization's core mission of designing and delivering a superior selection of professional, in-service training to the law enforcement, coroner, and correctional agencies that comprise our membership.

Highlights from 2013...

Back on January 30, 2002, our Board of Directors adopted a Comprehensive Plan which allows NEMRT to...

1. Keep pace with changing member department needs, funding issues, and program priorities;
2. Understand our market and our place within that market;
3. Reduce internal and external uncertainties, increase stability within our membership, and;
4. Enhance the ability of our directors and staff to control resources critical to NEMRT's survival.

The main goal of our Board of Directors and Staff is to ensure that this agency remains as responsive as possible through the varied initiatives spelled out in the plan. While the results of the planning survey utilized in this report reflect a high level of satisfaction with existing services, NEMRT is loath to lose the momentum built of past successes.

During fiscal year 2013 the Juvenile Specialist Skills program which was a CD program continued its success as an on-line version. It is no longer necessary for staff to mail a CD to a department that enrolls in the program. An agency is simply able to contact NEMRT and register for the course. NEMRT then assigns a password for each of their officers enrolled and they go to our website, log in and complete the course at their own pace. Once the officer completes the course they register for a review and test session usually held at NEMRT headquarters. This allowed officers time with an instructor for review and any questions before the required exam.

Towards the end of Fiscal Year 2010 it became apparent that the current equipment that was being used in our simulated firearms training was on its last legs. The two FATS systems that we had started out with in the beginning of the year had been reduced to one system which was in constant need of maintenance. It was determined that funds would be available from the Training Standards Board to replace the equipment with new state of the art systems.

An issue paper was developed at the end of the FY 10 fiscal year and two Meggitt systems were purchased and placed into service beginning in FY 11. Both systems have performed flawlessly during this fiscal year and have been in the field non-stop for both the instructor course and the regular catalog course.

Using our current software package, Chiefs, Sheriffs and Training Officers are able to interact directly with NEMRT's computer system rather than through the Registrar or other NEMRT personnel. This results in a significant savings of staff time and effort for both the provider and end user of NEMRT's training services. They were allowed continued access to our training needs analysis which was placed on-line in FY 04 and our Training Effectiveness Assessment Program which was placed on line during FY 05 and has remained on line through FY 13.

- NEMRT provided certificate hours of training
- NEMRT provided 250,790 contact hours of training

As the statistics above reflect, NEMRT continues to be a leader in law enforcement training with training levels that are consistently the highest among the Mobile Team Units in the State of Illinois.

Upcoming Objectives...

- In FY 14 as well, NEMRT staff will continue development of various distance learning training programs utilizing both CD/DVD and Web-based technology. Most notably the law update program that NEMRT has been in a testing phase with West Publishing Company.
- In FY 14 NEMRT will continue to work with our software consultant to better utilize the upgraded ImpAK and APAK system to help streamline use for staff and our member departments.
- In FY 14 staff will continue to evaluate new facilities to conduct training so as to move as many training classes to strategic sites throughout NEMRT's geographic area to better serve our membership.
- At the end of FY 14 NEMRT underwent an organizational change in combining the Operations and R&D divisions in an effort to combine resources and to eliminate the need for a dues increase to membership.

The ambitious projects mentioned above are the cornerstones of NEMRT's strategy to maintain a strong presence in the world of in-service police training.

Philip A. Brankin, Director
North East Multi-Regional Training, Inc.

James Kruger, Board President
North East Multi-Regional Training, Inc.

THE A.S.S.I.S.T. PROGRAM

The Illinois Law Enforcement Training Standards Board is mandated to monitor and coordinate law enforcement and corrections training within the state. As part of their mission, the ILETSB is responsible for the administration of the Illinois Intergovernmental Law Enforcement Officers In-Service Training Act (Public Act 82-674).

To meet the obligation of PA 82-674, the ILETSB created “A Statewide System for In-Service Training,” the Illinois ASSIST Program.

The ASSIST Program established sixteen Mobile Training Units throughout the state. Each training unit is designed to deliver decentralized in-service training to law enforcement and sheriff’s agencies within a specific geographic area. Since 1983, the ILETSB has allocated a portion of the money collected through the Criminal Conviction and Traffic Surcharge to provide partial funding of the ASSIST program. Since that time, the ASSIST Program has become the most productive source of law enforcement training within Illinois.

NORTH EAST MULTI-REGIONAL TRAINING, INC. MOBILE TEAM UNIT #3

North East Multi-Regional Training, an Illinois not-for-profit corporation governed by an Advisory Board of Directors, has been designated as Mobile Team Unit #3. The Advisory Board meets quarterly in open public meetings. Members of the Board receive no compensation for their time and effort. The Board is guided by a President who is elected from, and by, the Directors.

ADVISORY BOARD OFFICERS

President,
Chief James Kruger
Oak Brook Police Department

1ST Vice President,
Chief Dwight Baird
Oswego Police Department

2nd Vice President,
Chief Doug Larsson
Wauconda Police Department

Secretary,
Chief Clint Herdegen
Libertyville Police Department

Treasurer,
Mr. David Rickert, CPA
Kane County Treasurer

Immediate Past President,
Chief Pamela Church
Western Springs Police Department

ADVISORY BOARD OF DIRECTORS

Chief Joel Brumlik
Winthrop Harbor Police Department

Mr. Chris Lauzen - Chairman
Chairman Kane County Board

Sheriff Thomas Dart
Cook County Sheriff's Department

Director Kevin T. McClain
ILESTB

Chief Frank Kaminski
Park Ridge Police Department

Mayor George Pradel,
City of Naperville, Illinois

Chief James Lamkin
St. Charles Police Department

Chief Ray Robertson
East Hazel Crest Police Department

Chief Robert LaMantia
Lincolnwood Police Department

Director James Wales
Lake in the Hills Police Department

Ex Officio Members:

Mr. Chuck Hervas, Legal Counsel
Hervas, Sotos, Condon & Bersani, P.C.

Mr. Philip A. Brankin
Director

NEMRT COMMITTEES

The Board of Directors maintains one Executive Committee and four Standing Committees, each responsible for overseeing different facets of the corporation's management. The Standing Committee Chairmen report directly to the Board President and fellow Directors offering their committees recommendations on specific issues. The full Board then decides the issues. These committees include:

The Executive Committee is composed of the Advisory Board Officers and Chairmen of the Standing Committees. Created by Advisory Board resolution and acting with the full authority of the Board, the committee considers matters that require immediate Board action or are of an emergency nature. The Committee Chairman is the same as the Board President.

The Training and Curriculum Committee is responsible for the development of NEMRT's strategic training plan, development of new courses to support that plan, the revision of older courses, and the equitable delivery of training programs to member departments. The Committee Chairman is Chief Ray Robertson.

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The Finance and Audit Committee is directly responsible for the corporation's Annual Budget and Grant Application, as well as the annual audit of the corporation's financial internal controls, risk and accounting issues, and efficiency and compliance issues. The Committee Chairman is Director James Wales.

The Personnel Committee reviews all significant personnel actions. It also provides invaluable advice to the Director on issues of staff additions, terminations, discipline, the administration of pay and fringe benefits, as well as the professional development of staff personnel. The Committee Chairman is Chief Joel Brumlik

The Policy and By-Laws Committee is specifically responsible for the maintenance of the corporation's by-laws. Additionally, this committee recommends broad policies to the Board for the more efficient and effective delivery of NEMRT programs and overall administration of the corporation. The Committee Chairman is Chief Robert LaMantia of the Lincolnwood Police Department.

STAFF AND ORGANIZATION

Serving the Board and Committees is a staff of sixteen dedicated employees with expertise in non-profit management, law enforcement administration, operations management, and training and support services. The staff is divided into the Office of the Director and three divisions.

OFFICE OF THE DIRECTOR

The program responsibilities of this Office include:

- Advisory Board and Committee Liaison Program
- Executive Administration Program
- EEOC and Recruitment
- Financial Support Program
- Non-member Department Liaison Program
- Mobile Team Council and Information Exchange Program
- Police Subcommittee Liaison Program
- Police Chief/Sheriff Association Liaison Program
- Public Information and Education Program
- Public and Private Sector and Federal Law Enforcement Agencies Program
- Quality Improvement Program
- Strategic and Business Planning Program
- University and Academic Institution Liaison Program

Philip A. Brankin, Director: Phil joined NEMRT in July of 1986, as the Administrative Operations Coordinator. He was promoted to Deputy Director in November of 1989 and to Director in May of 1992. He has a B.A. in History from DePaul University and an M.S. in Management from National College of Education. A veteran of four years in the U.S. Army where he attained the rank of Captain, Phil also spent fourteen years in law enforcement, reaching the rank of Lieutenant. He serves on the Board of Directors of three non-profit corporations.

ADMINISTRATIVE DIVISION

The program responsibilities of this Division include:

- Accounting Bookkeeping Program
- Administrative and Financial Records Management Program
- CALEA Accreditation Project Program
- Computerized Course Registration Program
- Local Area Network Maintenance Program
- Member Department Registration and Membership Fees Program
- Membership Services Program
- Personnel Management and Benefits Administration
- Risk Management Program
- Student Intern and Volunteer Coordinator Program
- Supplemental Grant Program
- Technical Advancements Program
- Vehicle Maintenance Program



Tom Reasoner: Deputy Director: Tom provided 23 years of dedicated service to the Clarendon Hills Police Department, before joining NEMRT in September of 2003 as Deputy Director of Administration. His experience with Clarendon Hills included 7 years serving in various capacities including patrol officer, detective, juvenile officer and crime prevention before taking over and serving 16 years as Chief of Police. Tom has a Bachelor of Arts degree in education and is a graduate of the FBI National Academy.

Joseph Schweih, Information Technology Manager: Joe began his career at NEMRT as coordinator of all student handout materials. In April of 1997, Joe obtained his certification as a Novell Network Administrator and was promoted to the newly created position of Network Administrator in July of 1998. Joe now has numerous certifications and deftly manages NEMRT's extensive computer network, and web site. He received his Bachelor of Science Degree in Business Communications from DeVry University in February of 2004. For a six month period during FY 11 and part of FY 12 Joe served on active military duty with the 85th Support Command located in Arlington Heights Illinois. **Joe was fittingly named NEMRT employee of the year for 2003.**

Mary Rose Pocus – Accounting Specialist. Mary joined the NEMRT staff as the receptionist in August of 2004. Mary had previously served for 14 years with the Glen Ellyn Police Department as a community service officer and was a graduate of the first NEMRT PEP program. Prior to that Mary had also worked with the Wood Dale Police Department as an assistant to the Chief of Police. Mary came to NEMRT as the receptionist was promoted the Training Coordinator in 2005 and then to Accounting Specialist in September of 2006. Mary continues to take an active role in the Law Enforcement Torch Run benefiting Special Olympics Illinois, serving as a leg leader for Du Page County Law Enforcement and also as a State

Committee member. **Mary was named as the NEMRT employee of the year for 2006 and 2012.**

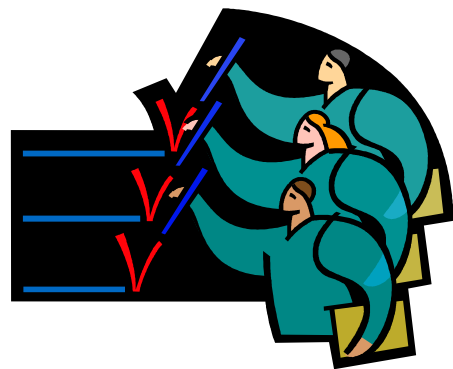
Melinda Ray, Registrar: Melinda joined the NEMRT staff in March of 2007 as the new receptionist. Melinda came to NEMRT from School District 99 where she served as a clerk for administrators of Wilson Elementary School. Melinda described herself as a quick learner which proved to be very true as she took over the duties of the receptionist position. Melinda was then promoted to the vacant registrar position in June of 2007 replacing the registrar who had resigned to pursue a new career. **Melinda was named NEMRT employee of the year for 2009.**

Marty Schaefer, Training Coordinator: Marty joined our staff in April of 2002 as the Basic Training Program Manager with responsibility for the conduct of the P.E.P. and S.T.T.A.R programs for part-time police officers. Marty moved to the position of receptionist in December of 2009. Marty has 19 years of Military Service with both active and reserve duty time. He served two tours of duty with Coalition Forces in Iraq and received notice in June in 2009 of a third deployment to active duty in Afghanistan. Marty was again deployed for his 4th tour overseas to Afghanistan returning to work in January of 2013.

OPERATIONS DIVISION

The program responsibilities of this division include:

- Basic Training for Part-Time Police Officers Program
- Course Evaluation and Curriculum Assessment Processes Program
- Distance Learning Curriculum and Course Development Program
- Firearms Training Simulator System Program
- ILETSB Course Re-Certification Program
- In-Service Course Delivery Program
- Instructor Evaluation and Standards Program
- Operational Records Maintenance Program
- Quarterly Training Schedule Program
- Quarterly Training Catalog Development
- Reproduction Services Program
- Training Aids Distribution Program
- Training Needs Analysis: Design, Distribution, and Analysis Program



Chuck Montgomery, Deputy Director: Chuck came to NEMRT in January of 2000 after 29 years of service to the Tinley Park Police Department. He started as the Program Manager for In-Service Training and was promoted to Deputy Director of Administration in June of 2001. He is a graduate of the F.B.I. National Academy, as well as Northwestern University Traffic Institute's School of Police Staff and Command. Chuck is the past president of the F.B.I.

National Academy Associates of Illinois State Chapter and the Northern Illinois Division. Chuck has a M.P.A. from Governor State University and teaches criminal justice courses at Moraine Valley Community College.

Kay Bartley, In-Service Training Program Manager: Kay has been with NEMRT since its incorporation in 1983. She has been promoted several times and currently serves as one of three Program Managers in the Operations Division. Kay coordinates the development and printing of our quarterly Catalog and Schedule of Courses. ***Kay, nicknamed the Mayor of NEMRT for her extensive knowledge of our operations and procedures, was named NEMRT Employee of the year for 1998.***

Shelley Johnson, Training Program Manager New Courses: Shelley first joined NEMRT as a student intern in June of 1991. Following her graduation from Northern Illinois University with a B.A. in English, she has served as Materials Services Clerk and Secretary to the Director. Shelley served as the In-Service Training Coordinator for a period before she was promoted to In-Service Training Program Manager in April of 2007. She also completed the Northwestern School of Staff and Command in January of 2009. ***Shelley was selected as the NEMRT Employee of the Year for 2005***

Andy Nelson, Publications Manager: Andy joined NEMRT staff on a part-time basis in July of 1992 after graduation from NIU with a B.A. in English. Moving to full-time in October of 1992, Andy became responsible for the layout of the Training Course Catalog and the Video Catalog. He also works very closely with our adjunct faculty to maintain course outlines and master handout files. Andy received a M.A. from NIU in 1999 and has completed course work toward a PH.D., in English. A long distance runner, Andy has competed in the Chicago Marathon, the Boston Marathon, and the Hops/Tampa Marathon.

April Morris, Basic Training Program Manager: April joined the NEMRT staff in December of 2005 as an Administrative Assistant. April came to NEMRT after graduating with a BS degree in December of 2005 from Northern Illinois University. April was promoted to the Training Coordinator position in September of 2006. April was promoted to Training Coordinator in September of 2006. ***April was selected as the NEMRT Employee of the Year for 2008.***

Michael Schoenfeld, Training Coordinator: Michael joined the NEMRT staff in October of 2007. Michael came from a previous employer where he used and developed his skills in general office operations. Previous to that time he has served as an Assistant Manager in a small hardware business. In December of 2009 Michael was promoted to fill the vacant position of In-Service Training Coordinator. During the majority of the FY 11 fiscal year Michael served a dual role with NEMRT, not only filling his commitments as the Training Coordinator but also serving as the Receptionist during Marty Schaefer's absence while serving on active military duty. ***Michael was selected as the NEMRT Employee of the Year for 2011***

RESEARCH AND DEVELOPMENT DIVISION

The responsibilities of this Division include:

- Audio/Video Training Aids Distribution Program
- Global Scanning, Benchmarking, and Networking Program
- ILETSB New Course Certification Program
- Instructor Library/ Information Services Program
- In-House Course Delivery Program
- In-Service Curriculum and Course Development Program
- Marketing Services Program
- New Instructor Recruitment and Training Program



John Haley, Deputy Director: John began his career with NEMRT in January of 1990 as the Field Operations Coordinator. In September of 1995, he accepted the challenge of heading the newly created Research and Development division. John served for 14 years as a railroad police officer and is a graduate of the 83rd Class of the School of Police Staff and Command, Northwestern University Traffic Institute. John holds a B.S. in Law Enforcement Administration from Western Illinois University. ***John was named NEMRT employee of the year in 2002. John left the employment at NEMRT in March of 2013.***

Joseph Santercier, Program Manager for Special Projects: Joe joined our staff in March of 2001 as Program Manager for Special Projects. Joe holds primary staff responsibility for the management of our In-House programs. Prior to joining NEMRT, Joe spent 23 years with the Illinois Bureau of Investigation and the Illinois State Police, retiring as a Sergeant. He returned to the Illinois State Police as a Criminal Intelligence Analyst from 1997-2000. Joe was a founding member of the Midwest Gang Investigators Association, the International Outlaw Motorcycle Gang Investigators Association, and the Midwest Cycle Intelligence Organization. He is also a member of the High Technology Crime Investigators Association and has been a Certified Fraud Examiner since 1996. ***Joseph was named the NEMRT Employee of the Year for 2007.***

Michele Bou-Sliman, Administrative Assistant: Michele joined the staff of NEMRT in September of 2001 as an Administrative Assistant to the Research and Development Division. Michele brings with her 13 years of experience in the records divisions of the Glen Ellyn and Warrenville Police Departments. Additionally, Michele has worked as an Administrative Assistant for a private security company which specialized in undercover operations, executive protection, and contract guard forces. ***Michele was named the NEMRT Employee of the Year for 2004.***

Sarah Cole, Librarian (Special Services): Sarah has been with NEMRT since January of 1988 and holds the distinction of being the first Librarian ever hired by the ASSIST program. She is

responsible for the maintenance and distribution of the materials and holdings of our Instructor’s Library, as well as our primary liaison with the national library community. Sarah assists John Haley in the development of courses and researches other issues in the furtherance of our training mission. She is a member of the Illinois Library and Special Library Associations and holds a Master’s Degree in Library Science from N.I.U. ***Sarah was named the NEMRT Employee of the Year for 2001.***

TRAINING HIGHLIGHTS:

ACCOMPLISHED PROGRAMS AND GOALS FROM FY 13

Introduction:

North East Multi-Regional Training, as the Illinois leader in law enforcement in-service training, has been long aware that our continued existence and success are based not upon the quantity of training services we deliver; rather, they are based upon the quality of services we deliver. In recognition of this fact, from FY 04 through 09, rather than seek continued growth, and the setting of new training records, we continued to concentrate on various quality issues during FY 13.

Though challenging NEMRT was able to continue to improve our programs and services through the refinement of or delivery of services. In 2013 NEMRT moved to providing the Juvenile Specialist Skills program from a CD based program to an on-line program. This was accomplished at the time of the legal update for the program. Agencies no longer have to wait to receive a CD to begin training. They simply contact NEMRT staff and receive a password giving them the ability to log onto our website and begin training



All Accreditation Standards from CALEA were maintained:

On February 27, 2012 NEMRT began the assessment process to gain reaccreditation from The Commission on Accreditation for Law Enforcement Agencies (CALEA) for the third time. Two assessors spent 3 days at NEMRT headquarters as part of the reaccreditation assessment process. This was NEMRT’s 1st onsite for reaccreditation under the 2nd edition standards. The prior two reaccreditation processes were completed under the first edition standards

The second edition standards are broken down into nine chapters consisting of a total of 158 standards. In Summary for this on-site NEMRT was in compliance with 126 Mandatory Standards, 23 Other –Than-Mandatory with 3 elected 20%, and 6 Standards were deemed non-applicable by function. There were no file maintenance issues and no files returned for non-compliance. The lead assessor commented that after having been on more than 25 on sites this on-site was his first perfect on-site.

Besides reviewing the files the assessors also conducted interviews with all staff members and selected members of the Board of Directors in regards to the CALEA process. A Public information session was also conducted where NEMRT agencies had the opportunity either through a phone call or visit to NEMRT headquarters, to comment on their experience with NEMRT.

The final part of the process saw the assessors going out some NEMRT training sites to view the facilities that are used. This also gave the assessors the opportunity to talk with instructors and students and get their general feedback on NEMRT. A hearing in front of the commission took place in Arizona in July 2013, where full reaccreditation was granted to NEMRT. A copy of the final report of the assessors along with a letter from the commission is attached to this report in Appendix A.

NEMRT's Electronic and Web Based Initiatives Continued to Grow:

During FY 13, North East Multi-Regional Training continued to focus on Distance Learning, Electronic and Web based Training Initiatives available to our membership through our web site: www.NEMRT.com.

Distance Learning Programs:

North East Multi-Regional Training, Inc. uses distance learning methods to provide flexible, accessible quality in-service and basic training programs to member agencies that desire or require an alternative delivery method for training.



Distance Learning refers to teaching and learning situations in which the instructor and the learner or learners are geographically separated and therefore rely on electronic devices and or print materials for instructional delivery. Distance learning includes both distance teaching - the instructor's role in the process and distance learning - the student's role in the process.

Historically, Distance Education meant correspondence study. Today, audio, video and computer technologies are more common delivery modes.

Several key features help define distance learning. They are:

- The separation of teacher and learner during a majority of each instructional block or process;
- The use of educational media to unite teacher and learner and carry course content;
- The provision of two-way communication between teacher, tutor, or educational agency and learner;
- A powerful combination of interactive, self-paced training and expert on-line instructor led learning.
- Active control of learning by student rather than the distant instructor.

North East Multi-Regional Training, Inc., staff work to insure that the design of instruction of Distance Learning programs for local law enforcement officers, corrections officers and coroner's staffs promote and protect the health, safety and welfare of the citizens of our

member department communities and all citizens of the state of Illinois. In the development of distance learning programs, the Advisory Board of North East Multi-Regional Training, Inc., considers the need for the program content and materials and the financial practicality of the program.

Distance learning as implemented by NEMRT occurs in four variant forms: Video Based Programs, Computer Based Training Programs utilizing CD ROM Programs, Online courses, and Interactive Television courses:

The Web Based Academy, formally known as the STARR program designed by the ILETSB and implemented by NEMRT for basic training of part-time officers was an example of a video based program. Upgraded in 2007 to a web based format, this method allows for some flexibility in time and/or place constraints normally encountered in traditional, on-campus classes but require a work station to be set up for student use. The blocks of instruction are now easily updated.

CBT (Computer Based Training) courses and programs are written for and distributed through CD-ROMs. This method allows for more flexibility than the work station dependent video system and is easily updated.

Online courses and programs are distributed through the Internet, allowing for maximum flexibility in time and/or place constraints normally encountered in traditional, on-campus classes. Updates are easily handled.

Interactive television courses allow for the distribution of live lectures through video conferencing equipment. These ITV classrooms allow course instruction to occur through two-way audio and video interaction at connected sites within the college's service area. The instructor provides live instruction in the origination classroom and appears via video and audio links to the remote instruction sites.

During FY 13, North East Multi-Regional Training, Inc., continued to measure the effectiveness of each distance learning program's content and instruction through a formal evaluation process. The information gathered during this evaluation of courses are incorporated into and made a part of our annual training needs analysis, the design and revision of distance learning instruction, methodology and support materials.

There are both benefits and drawbacks of distance learning: The vast movement towards distance learning is clearly motivated by the many benefits it offers. However much distance learning is praised and innovated, computers will never completely eliminate human instructors and other forms of educational delivery. What is important is to know exactly what distance learning advantages exist and when these outweigh the limitations of the medium.

There are features unique to distance learning. Like no other training form, distance learning promises to provide a single experience that accommodates the three distinct learning styles of auditory learners, visual learners, and kinesthetic learners. Other unique opportunities created by the advent and development of distance learning are more efficient training of a

globally dispersed audience; and reduced publishing and distribution costs as Web-based training becomes a standard.

Distance learning also offers individualized instruction, which print media cannot provide, and instructor-led courses allow clumsily and at great cost. In conjunction with assessing needs, distance learning can target specific needs. And by using learning style tests, distance learning can locate and target individual learning preferences.

Additionally, synchronous distance learning is self-paced. Advanced learners are allowed to speed through or bypass instruction that is redundant while novices slow their own progress through content, eliminating frustration with themselves, their fellow learners, and the course.

In these ways, distance learning is inclusive of a maximum number of participants with a maximum range of learning styles, preferences, and needs.

Some of the most outstanding advantages to NEMRT are:

- Reduced overall cost is the single most influential factor in adopting distance learning. The elimination of costs associated with instructor's salaries, meeting room rentals, and student travel, lodging, and meals are directly quantifiable.
- The reduction of time spent away from the job by employees may be the most positive offshoot.
- Learning times reduced, an average of 40 to 60 percent, as found by Brandon Hall (*Web-based Training Cookbook*, 1997, p. 108).
- Increased retention and application to the job averages an increase of 25 percent over traditional methods, according to an independent study by J.D. Fletcher (*Multimedia Review*, Spring 1991, pp.33-42).
- Consistent delivery of content is possible with asynchronous, self-paced distance learning.
- Expert knowledge is communicated, but more importantly captured, with good distance learning and knowledge management systems.
- Proof of completion and certification, essential elements of training initiatives, can be automated.

During FY 13 we found that there are advantages in Distance Learning that accrue to the student officer, as well. Along with the increased retention, reduced learning time, and other aforementioned benefits to students, particular advantages of distance learning include:

- *On-demand availability* enables students to complete training conveniently at off-hours or from home.
- *Self-pacing* for slow or quick learners reduces stress and increases satisfaction.
- Interactivity engages users, pushing them rather than pulling them through training.
- Confidence that refresher or quick reference materials are available reduces burden of responsibility of mastery.

Web Based Initiatives:

During FY 13, North East Multi-Regional Training greatly improved the number and availability of electronic services available to our membership through our web site:

www.NEMRT.com.

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We are particularly proud of our web site. Since its introduction, this web site has been a significant tool for extending information, about NEMRT, to our members. In FY 11 NEMRT upgraded from a T-1 line to an internet based provider allowing our member and non-member departments are able to access information with increased speed. We have also reduced the annual expenses associated with printing and distributing our Course and Video Catalogs. In late FY 07 NEMRT discontinued printing our catalog going to strictly on-line access as it remains through FY 13 and fiscal years to come.

The web site insures that any information our member department chiefs and training officers need to know about NEMRT or our programming is available at the click of a mouse. Within our web page, they can find everything traditionally available in our course catalogs, and more, including:

- ✓ course descriptions for each program
- ✓ course dates & locations
- ✓ host site directions
- ✓ pre-registration and cancellation forms
- ✓ topical and alphabetical course listings
- ✓ an internal search engine for training topics
- ✓ videotape descriptions & listings
- ✓ membership information
- ✓ consulting services
- ✓ links to other law enforcement sites.
- ✓ e-mail access to each staff member

On-Line Registration Remained Strong!

During FY 13, we continued to see the positive results of our transfer to on-line registration. It has been an overwhelming success! When our new catalogs are posted on the Internet, more than 294 agencies make use of the on-line registration system. More than 13,500 or 80% of our students have been registered for classes on-line! With the continuing support of the ILETSB and our Board, we will begin to develop a program that will permit our departments to update their departmental rosters and also view current billing information.

On-Line Training Needs Survey and Analysis:

During FY 06, staff at North East Multi-Regional Training worked with e-learning experts to make our Training Needs Survey and Analysis available to our member departments on line. The FY 07 Training Needs Analysis, conducted in the Autumn of FY 06, was the first to be conducted on line and remained on line throughout FY 13.

By putting the Training Needs on-line, we have realized these distinct advantages:

- Reduced overall cost. By putting the survey on-line despite its high front end cost, will eliminate many of the annual costs associated with purchasing of special SCANTRON forms, printing, mailing, processing and reviewing the forms. We will save considerable amount in staff salaries, too. The statistical analysis and review of the survey results will be automated and will no longer require extensive staff time and effort.

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- Processing time was reduced. By putting the survey on line we significantly reduced the total processing time per department. .
- *On-demand availability* enabled our chiefs, commanders and training officers to complete the training survey conveniently at off-hours or from home.
- This will make departments more willing to complete the survey, increasing the accuracy of the survey results.
- Proof of completion and certification, essential elements of training initiatives, was automated.

Annual Report of the NEMRT Instructor's Library

NEMRT's Instructor Library continued to provide high levels of service to our Members:

Events and Highlights: of Fiscal Year 2013

- Added 173 new titles to the book collection.
- Linked 70 titles to the Online Computer Library Center (OCLC), available to worldwide users through its WorldCat.org web interface: 3 of them new to OCLC.
- Reached 600 followers on Twitter, as @NEMRTLlibrary.
- Support over 275 police officers and managers through the library e-mail lists and the Local Police News e-mail list.

- Fiscal Year 2013 Statistics:
- 139 video viewer rosters returned.
- 2566 total reported viewers of NEMRT's video collection.
- 630 videos circulated.
- 42 video titles added to the video collection.
- 92 Book titles circulated, to NEMRT instructors, local police officers, criminal justice students, and academic institutions
- 916 book titles now listed in OCLC WorldCat.

Services the NEMRT Library provides to North East Multi-Regional Training's member departments:

- Print publications: Over 7900 book titles, including new releases and classic resources, all pertaining to law enforcement, searchable through the Online Computer Library Center's (OCLC) public access database WorldCat.org (at www.worldcat.org), or through a simple call to the NEMRT Library.
- Videos: 1300 videos in VHS and DVD format for in-house, roll call, classroom, or citizen academy training. PDF files of the catalog and indexes are available on the NEMRT homepage: www.NEMRT.com.
- Journals: the NEMRT Library subscribes to over 35 law enforcement-related periodicals, and has numerous issues of other publications available for use.
- Access to the NCJRS Abstracts Database, available for personal searching at

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www.ncjrs.gov (select [Library Abstracts](#) from the page's toolbar); and the Criminal Justice Periodical Index as an online subscription.

- Custom research assistance.
- Informational E-Mail Lists and Twitter feed. Contact the library to be added to the e-mail list for learning about new materials and services available through the NEMRT Instructors Library, such as the Local Police News e-mail list, consisting of URLs of news articles about, or of interest to, local police departments.
- Custom Reading Lists: visit <http://www.worldcat.org/profiles/nemrtmtu3/lists>, which include ones for Promotions Exams, readings recommended by instructors (such as Gordon Graham, Dave Grossman, and Alexis Artwohl), as well as other important collections.
- The NEMRT Instructors Library is a current member of the RAILS System, one of Illinois' remaining regional library cooperatives.

Plans for the coming fiscal year include:

- Continued replacement of popular VHS videos with DVD versions.
- A page of the NEMRT website for the library and its services, including a link to the NCJRS Abstracts database, the ProQuest Database (Criminal Justice Periodical Index Online) and Worldcat.Org.
- Continued updating of the online list of books appearing on promotions exam reading lists, and of titles that local police managers consider important for their successors.
- Adding reading lists to the WorldCat.org page, submitted by NEMRT instructors, and including their favored titles in the NEMRT Library collection.

Some progressive thinkers have opined that the days of the library are numbered. All manner of text and video information can be found on the internet, and everyone has personal access to online resources. Admittedly, a lot of useful information is on the internet, and digital access to that material is unarguably convenient. Except

At this writing, the federal government is in partial shutdown. Several days ago, an instructor asked for a Department of Justice report I had linked in a recent Local Police News emailing. The request surprised me after all, he had the URL and could download it himself but when I attempted to retrieve a copy for him, I was confronted with an announcement where the report should have been, informing all comers that, due to the government shutdown, the website was unavailable. The numerous, and informative, reports of the National Criminal Justice Reference Service, plus its streaming video, its abstracts index, and its update services were, at that point, as useless as if they never existed.

As it turns out, I had downloaded a copy of the report that instructor wanted, and was able to email it to him; but you see the point. The internet and what resides there, is a convenience but is at the mercy of web hosting whims, computing power, access manipulation, and unexpected removals. The hard copy does not change, and you'll find those durable resources at the North East Multi-Regional Training Instructors Library.

The root word of a Library is the Latin word for a Book, and the NEMRT Library's collection

has grown to almost 8000 titles. Using a selection strategy that is both reactive (based on user requests) and proactive (based on coming trends), the NEMRT Library added almost two hundred new titles in FY 13, many of which were immediately loaned to interested users. Many were the donation of generous users. Similarly, most of the forty-two DVDs added to the NEMRT collection during FY 13 were purchased at agencies' requests, and now benefit their fellow law enforcement agencies. The Instructors Library continues to show itself responsive to the informational needs and wants of the region's police departments.

The NEMRT Library has had personal experience living with reduced funding, and sympathizes with its member departments that have had to *make do*. The library, therefore, works hard to create opportunities to satisfy the curiosity of law enforcement self-educators by making its unique collection available through the OCLC library database, and its public access website WorldCat.Org (www.worldcat.org). Both officers and students can use this database at any hour to look for books, videos, and journal articles. The database shows which libraries own those items, which makes borrowing easy. The NEMRT library is ready to loan its items to requesting officers, or provide them through interlibrary loan, of course, but WorldCat enables users to find specific materials, regardless of which libraries own them. The Instructors Library expects to continue expanding its presence in WorldCat. The library currently uses the WorldCat's *Lists* feature to help promotion exam candidates find copies of the books on their departments' reading lists. The library has expanded the service to promote instructors' own reading recommendations.

Interest in the Library's e-mail lists is expanding. The Local Police News daily e-mail the NEMRT Library produces, in compliance with the Illinois Law Enforcement Training and Standards Board's grant conditions, has over 250 recipients. The library news, training news, and grant news lists approach 300 members.

The NEMRT Library's most frequently-used service remains its video and DVD collection. A catalog of descriptions of the available programs, and subject, title, and length indexes, are available as PDF downloads on the NEMRT homepage. Trainers and training officers have appreciated the variety of ways to access the visual training material available through NEMRT. Those videos allow departments to train to their own local needs, without having to depend only on what can be found on the internet.

As for future library development, plans have been discussed to have a separate page on the NEMRT website for library services. This site, when it becomes available, would include the downloadable PDF files for the video catalog, links to WorldCat.org, and the library's online lists, several helpful research databases, and explanations of the NEMRT Library's invaluable services. This resource will make the NEMRT Library's materials more accessible to more law enforcement officers in the Chicago area.

The North East Multi-Regional Training Instructors Library staff appreciates each opportunity to serve our member agencies and instructors. We are also open to suggestions for improved services, material holdings, and other resources. Please contact the library with your recommendations, by telephone or e-mail (sarah@nemrt.com) or in person, visitors as always welcome. We will look forward to hearing from you.

The Goals of the FY 13 Training Plan Were All Accomplished:

The staff at North East Multi-Regional Training, working hand in hand with the members of our Training and Curriculum Committee, continued to develop training plans that will incorporate all we have ourselves learned about effective training. For FY 11, this training plan structure was a foundation for the future of our training efforts. It was the basis for our business plan and overall strategic plan. The FY 11 Training Plan included an in-depth analysis and understanding of the geographic structure and population of officers to be served and potential new member partnerships.

During FY 13 North East Multi-Regional Training provided a wide array of training activities for both member and non-member departments within the Metropolitan Chicago area. Our emphasis, however, remained strongly on serving our member departments. Our 320 member departments employ 12,968 full time officers of all ranks, and an additional 1,700 in part-time, auxiliary and civilian personnel. Our goal is always to serve our students as professionals who wish to further their education by learning more about their fields. We take into consideration the department's size, number of full and part-time sworn and civilian personnel, and the responses from our *Training Needs Analysis*. Training classes were then scheduled and placed accordingly.

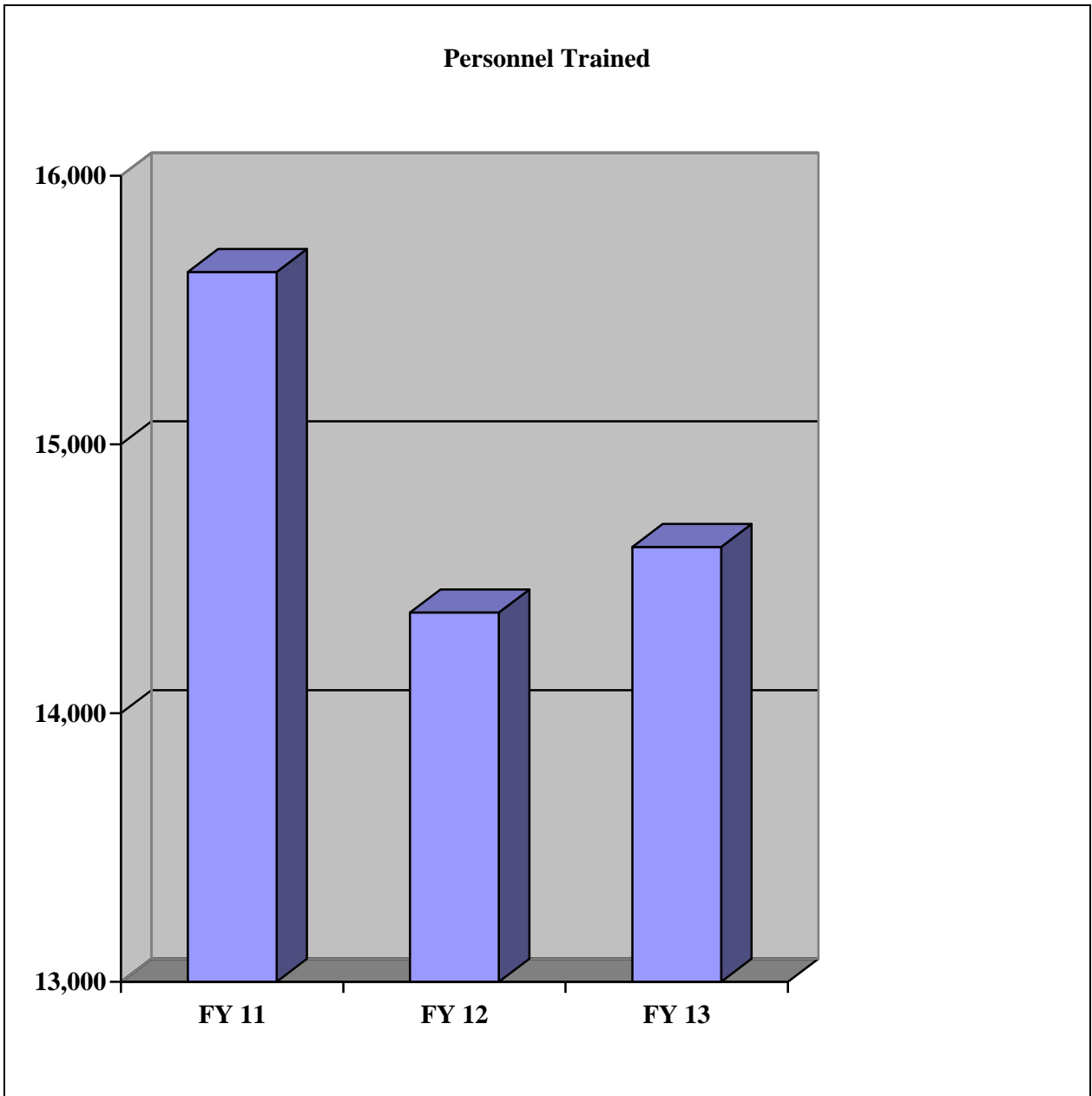
North East Multi-Regional Training membership has continued to grow throughout the year. The growth resulted from an increase in the numbers of officers employed by our member departments and a continuing increase in the number of member departments. As it stands, North East Multi-Regional Training has valid membership agreements with more than 320 units of local government from the Chicago Metropolitan area. Included in this total are: seven sheriff's departments, eight park districts or zoological district departments, nine community college and university departments, eight railroad or transit authority departments, five multi-jurisdictional task forces, four coroner's offices, two hospitals, and one sanitary district department. A complete listing of all member departments is found later in this Annual Report.

NEMRT's Training Levels in FY 13:

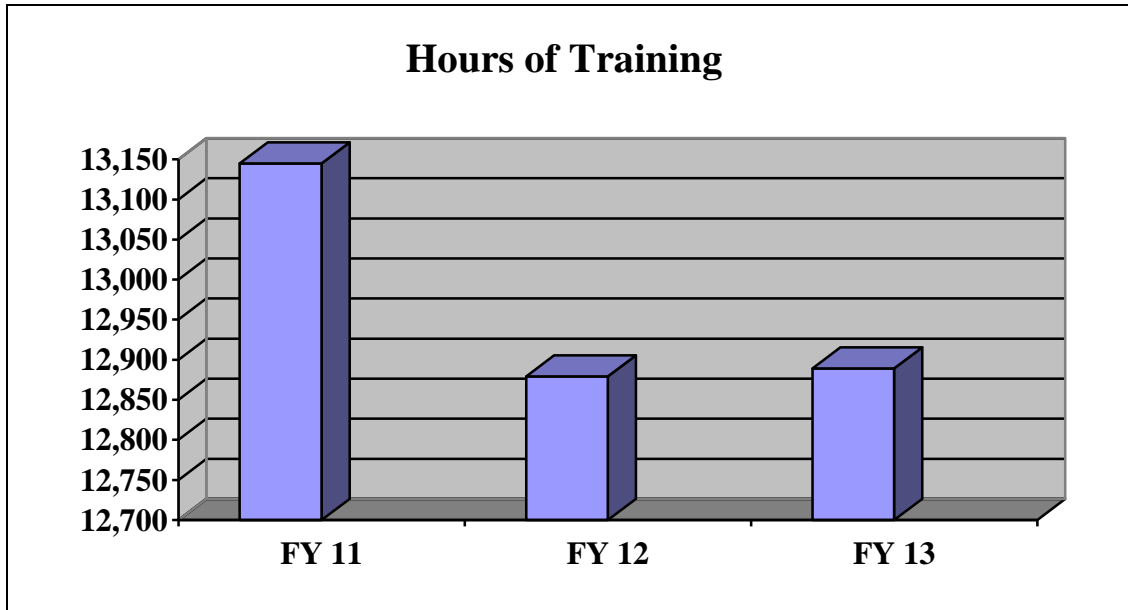
NEMRT provided 12,889 hours of training for our member and non-member agencies. Further, we trained 14,618 police personnel totaling 241,927 man hours of training. These figures are slightly higher when compared with the training levels of FY 12. The training was conducted in 7 counties in the Chicago land area. In addition to the classroom training, 176 video viewing rosters were submitted for a total of 1184 officers viewing tapes from the NEMRT library.

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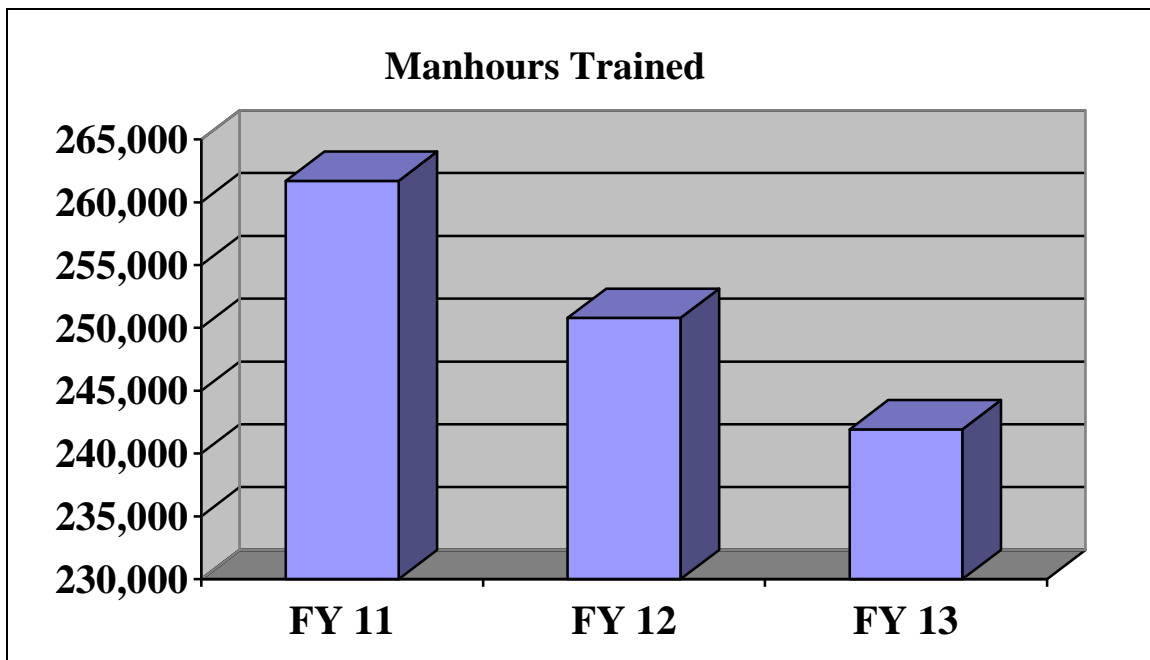
The following graph depicts the comparisons in personnel trained between FY 11, FY 12 and FY 13.



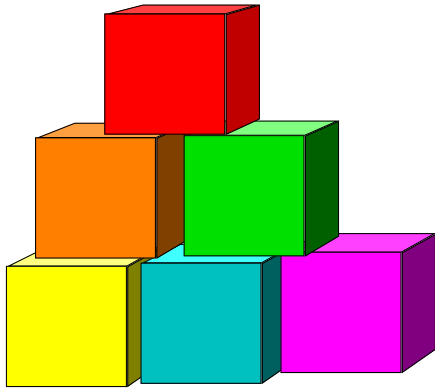
The following graph depicts the comparisons in Hours of Training provided between FY 11, FY 12 and FY 13.



The following graph depicts the comparisons in Man-hours between FY 11, FY 12 and FY 13.



NEMRT's Staff have accomplished the bulk of the Goals from our Comprehensive Plan for 2002-2006:



Another important program goal during FY 05 has been the progress made in accomplishing the goals and objectives of our Comprehensive Plan written to cover the period FY 2001-2005.

The aim of our comprehensive strategic plan has been to infuse into Board members, Committee members and Staff members a highly evolved, commonly shared intuition. This intuition will motivate cooperative and team behaviors in support of the achievement of our organizational goals and generate efficient and effective individual actions.

Issue # 1: “ NEMRT’s Mission, Role and Operating Philosophy”:

North East Multi-Regional Training must continue to prepare local law enforcement for the challenges of the future by remaining faithful to its clearly defined and well understood mission. Staff must continue to improve and update program administration and enhance the operation and management of all training and information related services by functioning within well outlined role parameters.

The recognition of the need for resource sharing, for expanded research capabilities, and a more effective utilization of police and social services time and talent, with a definite focus on future community oriented needs, will assist NEMRT to develop a better, more successful response to future training needs of the integrated community policing and community servicing agencies who work together to solve their community’s problems.

Specific Objectives accomplished by FY 05 include:

- Objective 1.1 North East Multi-Regional Training staff has reviewed and reported back to the Executive Committee of the Advisory Board by January of 2003 the accuracy of the Mission Statement, along with their recommendation for any revisions to that statement. The process was repeated again in January of 2005.
- Objective 1.2 North East Multi-Regional Training staff adopted in July of 2003 an integrated community oriented service viewpoint by supporting the training of all community service staffs, i.e. law enforcement, fire service and social service staff. Law enforcement training will remain the focus of our efforts but when and where possible, we will permit the attendance of non-sworn community service personnel into NEMRT classes. This includes civilian social workers employed by law enforcement agencies, arson investigators employed by police and fire task forces, or by fire departments, and mental health workers working for various social service or state agencies.
- Objective 1.5 During October of 2001, staff reported back to the Advisory Board the results of their negotiation for a new office space lease.

Issue # 2: “ NEMRT’s Organizational Effectiveness”:

North East Multi-Regional Training cannot continue to prepare local law enforcement for the challenges of the future unless it is an effective and efficient organization. Staff must continue to improve and update program administration and enhance the operation and management of all training and information related services.

Specific Objectives accomplished by FY 05 include:

- Objective 2.1 By January of 2002, North East Multi-Regional Training staff researched and presented to the Training and Curriculum Committee for review and approval, a plan for the annual determination of member agency satisfaction with our effectiveness in responding to their changing training needs.
- Objective 2.2 Staff modified the existing staff performance evaluation procedure, indicators for the Coordination and Control rating category. This was completed by April of 2002 Director's Procedure # 005 entitled: "Staff performance Evaluation", to include new rating.
- Objective 2.3 By June of 2002, all Deputy Directors received training on the changes made to the evaluation procedure and forms.
- Objective 2.4 By August of 2002, all Deputy Directors received a rating on how effectively their staff members have been in coordinating their individual activities with those of personnel from other divisions.
- Objective 2.5 Staff modified the existing career development procedure, Director's Procedure # 010, entitled: "Director's Procedure # 005 Career Development", to adjust the goals of the Career Development process. The modification was completed by October of 2001 required at least 25% of each staff member's annual career development time to include cross training on other staff specialties.
- Objective 2.6 By November of 2001, all Deputy Directors, managers and staff members received training on the changes made to the career development program.
- Objective 2.7 By October of 2001 staff at North East Multi-Regional Training prepared the Renewal Contract for CALEA Certification for review and approval of the Policy Committee and Advisory Board.
- Objective 2.8 By November of 2001 staff at North East Multi-Regional Training submitted the renewal contract to the Commission.
- Objective 2.9 By January of 2002 staff at North East Multi-Regional Training completed their evaluation of the PSTTA program and prepared a final recommendation for the Policy Committee and Advisory Board.
- Objective 2.11 Based on a decision of the Advisory Board to seek accreditation, by July of 2002 staff at North East Multi-Regional Training coordinated with Commission staff for an on-site assessment, being in all respects ready for a successful on-site assessment.

Issue # 3: " NEMRT's Fiscal Resources":

North East Multi-Regional Training must prepare law enforcement for the tasks and challenges of the future by improving and updating its program management, and by enhancing the operation and management of all NEMRT programs and services. Improved

levels of efficiency and effectiveness will ensure better utilization of scarce fiscal resources and provide some measure of cost savings to both the ILETSB and our member departments.

North East Multi-Regional Training must be proactive in its fiscal management, insuring that an adequate supply of membership fees and tuition revenue are matched with ILETSB funds to insure sufficient levels of funding are on hand for the next five year period.

Specific Objectives accomplished by FY 05 include:

- Objective 3.1 North East Multi-Regional Training staff prepared reference materials to present to the Policy and By-laws Committee regarding the 100 officer cap not later than January 15, 2002.
- Objective 3.2 North East Multi-Regional Training staff prepared reference materials to present to the Finance and Audit Committee regarding the 100 officer cap, by January 15, 2002. The Committee will prepare their recommendation prior to the April meeting of the Advisory Board.
- Objective 3.3 Based on the decision of the Board of Directors to modify the membership cap, staff prepared appropriate notifications to members at least 6 months prior to the effective date set by the Board. This gave those affected departments sufficient time to budget for the change.
- Objective 3.4 North East Multi-Regional Training staff prepared reference materials to present to the Policy and By-laws Committee for their decision regarding a change in the membership fee structure, by January 15, 2002. The Committee will prepare their recommendation prior to April meeting of the Advisory Board.
- Objective 3.5 North East Multi-Regional Training staff prepared reference materials to present to the Finance and Audit Committee for their decision regarding a change in the membership fee structure by January 15, 2002.
- Objective 3.6 Based on a decision of the Board of Directors to modify the membership fee structure, staff prepared appropriate notifications to members at least 6 months prior to the effective date set by the Board. This gave those affected departments sufficient time to budget for the change.
- Objective 3.7 Staff researched and prepared for the Finance and Audit Committee a recommendation for a fiscally responsible level for the Prior Year's Fund Balance. They presented this recommendation at the April 2002 meeting of the Finance Committee.

Issue # 4: " NEMRT's Administrative Resources":

North East Multi-Regional Training must prepare law enforcement for the tasks and challenges of the future by improving and updating its human resources management, and by enhancing the compensation and fringe benefit programs offered to employees. Improved compensation and fringe benefits will ensure more successful recruitment efforts and longer retention of valuable employees.

North East Multi-Regional Training must be proactive in its management of corporate office space, insuring that space is adequate for staff requirements, convenient to our members and staff and fiscally prudent.

Specific Objectives accomplished by FY 05 include:

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- Objective 4.3 North East Multi-Regional Training staff wrote revisions to the Career Development Program to address the need for the cross training of staff. This revision was submitted to the Personnel Committee by July of 2003.
- Objective 4.4 With the assistance of staff, the Advisory Board of Directors established a joint Personnel and Finance committee by October 2003 to rewrite the NEMRT Compensation Plan to insure that staff members are being paid at or above the median salary levels for similar positions in similar sized and structured non-profits.
- Objective 4.5 That joint committee, with the assistance of staff, completed its review and revision of the Compensation Plan by the April 2004 meeting of the Advisory Board.
- Objective 4.6 North East Multi-Regional Training staff research, wrote, and submitted to the Personnel Committee a Classification Plan by January 2002. The Plan was approved by the Advisory Board in April 2003.
- Objective 4.7 Staff prepared a Fringe Benefit Report and provided it to the Personnel Committee. The Committee reviewed the report to insure that staff members are receiving fringe benefits at or above the median levels given to their counterparts in similarly sized and structured non-profits. Their review was completed by January 2003. The Plan was then approved by the Advisory Board in April 2004.

Issue # 5: NEMRT's Training Administrative Effectiveness:

North East Multi-Regional Training cannot continue to prepare local law enforcement for the challenges of the future unless it insures the validity and accuracy of both conventional and electronic lesson plans. Staff must continue to improve and update program delivery methodology to make use of modern as well as traditional means.

Specific Objectives accomplished by FY 05 include:

- Objective 5.1 By October 15, 2002, Staff redesigned, printed and distributed a new "Course Evaluation" form to facilitate improved grading and interpretation.
- Objective 5.2 By July of 2001, for FY 02, staff designed and implemented a Training Effectiveness Assessment Program. This program incorporates Instructor Performance Evaluations, course survey questionnaires, field interviews, and other processes to accurately determine the long range effectiveness of NEMRT programming.
- Objective 5.3 Staff began using this Training Effectiveness Assessment Program to audit, assess, review, and recommend revisions as needed to at least 10% of our 40 hour certified courses, 20% of our less than 40 hour certified courses, and 20% of our non-certified courses annually, comparing actual classroom training delivery and methods to the formal lesson plans maintained at North East Multi-Regional Training.
- Objective 5.4 Staff increased their efforts to identify, recruit, and train a cadre of instructors who can teach the BAAT curriculum.
- Objective 5.5 Staff applied for certification of these instructors, scheduling the necessary examination not later than 15 December 2003.
- Objective 5.6 Staff continued to pursue and obtained outside grant funds to purchase/lease the necessary machines and equipment.

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- Objective 5.7 By the start of FY 04, staff was be able to deliver a minimum of 6 BAT or BAAT training programs to augment those delivered by outside vendors.
- Objective 5.8 Not later than 31 January 2002, Staff wrote a suitable definition for Distance Learning and presented this definition to our Policy and By-laws Committee and Board of Directors for incorporation within the appropriate policy document of NEMRT.
- Objective 5.9 By 31 January 2002, Staff wrote a suitable vision statement applicable to Distance Learning and presents this statement to our Policy and By-laws Committee and Board of Directors for incorporation within the appropriate policy document of NEMRT.
- Objective 5.10 By 31 January 2002, Staff wrote a set of guiding principles applicable to the development and delivery of Distance Learning and present this set to our Policy and By-laws Committee and Board of Directors for incorporation within the appropriate policy document of NEMRT.
- Objective 5.11 Using the definition, vision and principles, staff began to develop various distance learning training programs utilizing both CD ROM and Web based technology.

PLANS AND PROPOSALS FOR FY 14:

On-Line Registration will continue to grow and improve!

As we move into FY 14, we are very pleased with the response to our on-line registration. It is an overwhelming success! During FY 11 we had more than 240 agencies make use of the on-line registration system. There were 19,336 students registered for classes during FY 11 of which 15, 880 or 82% registered online. That number includes students who registered for classes and were placed on wait lists, or for class that due to some circumstance had to be canceled. With the continuing support of the ILETSB and our Board, we will continue to improve a program that permits our departments to update their departmental rosters and also view current billing information.

Instructor Development:

During FY 14, staff at North East Multi-Regional Training will become much more involved in Instructor Development. Instructors have always managed their own development with little or no input from NEMRT. Beginning in FY 14, however, we will put on the web training programs on various instructor related topics such as classroom management skills, pedagogical techniques, lesson plan development, etc. Instructors will be required to take these on-line courses and the quality and quantity of their on-line work will be a determinate in their honorarium levels.

Web Based initiative:

In addition to our upgraded on line registration system, FY 13 will bring instant on line confirmation notices to training officers as they register students for classes. At the time the student information is input into the computer the training officer will know that the student is either enrolled in the class or is on a waiting



list. If indeed an opening would occur in the class and when a student is moved from the waiting list an e-mail confirmation will be sent to the training officer about the enrollment.

In an effort to also eliminate the need to send fax alerts to all member administrators, e-mail notifications are now sent using the web. All committee and board of director meeting notifications are sent via this process along with any updated news of things that concern NEMRT members. Chief's, Sheriff's and training officers also receive notification on students who fail to show up for classes for which they have been registered.

During the latter part of FY 11 NEMRT began to have discussions with West Law Publishing in regards to a possible partnership, featuring the use of their publications. This partnership is in the preliminary phases of discussion and will be further researched and possibly developed during FY 13.

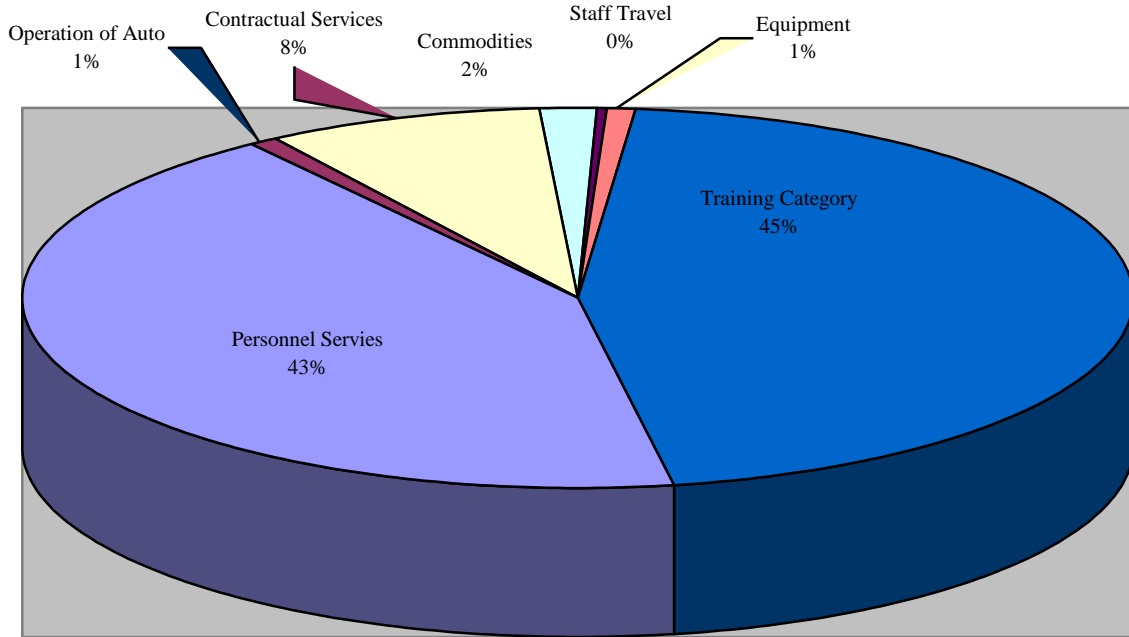
E-Books:

During FY 13, staff at North East Multi-Regional Training will continue to make many of our publications available on-line. Many of these publications are analytical reports, of interest to our member department chiefs and sheriffs. Reports such as the Annual Audit, the Risk Management Report, or the Training Needs Analysis Survey are especially suited to on demand, on-line publishing. Other documents, such as class handout materials, are more suited to instructor and students, but none the less are still documents that can be effectively managed through an e-book system.

Operating Budget Changes including an Estimate of Cost for Training:

The staff at North East Multi Regional Training has spent a considerable amount of time in preparing our modified program budget structure so that the results of our individual efforts are all linked harmoniously with the requirements of our mission as a Mobile Team Unit. We have written specific goals to accurately describe the long term, continuing importance of our projects and the strategic results we are striving for; and, we have jointly written attainable, specific, and measurable training year objectives consistent with our organizational goals and programs. Our program structure reflects our commitment to excellence and to a progressive 4-5 year agenda of Mobile Team Unit activity.

Operational Budget Summary FY 13



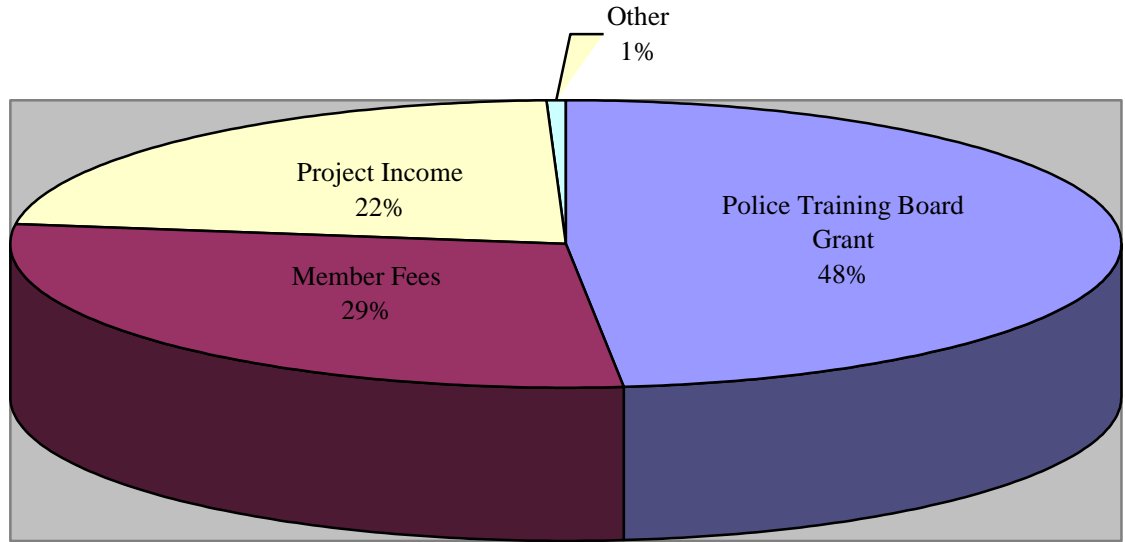
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Personnel Services	\$1,386,906
Operation of Auto	\$22,915
Contractual Services	\$256,004
Commodities	\$55,309
Staff Travel	\$12,239
Equipment	\$25,845
Training Category	<u>\$1,472,541</u>
Total	\$3,231,759

Operating Budget Changes including an Estimate of Revenue:

Our Grant Application and Budget include the following Operational Revenue Sources for the 2010 - 2013 Training Year:

Operational Revenue Sources



<i>FY 13</i>	
Police Training Board Grant:	\$ 1,582,814
Member Fees:	\$ 950,760
Project Income:	\$ 732,498
Other (Interest, sale of assets, other grants)	\$ <u>17,088</u>
TOTAL:	\$ 3,283,160

***INTERGOVERNMENTAL COOPERATION AGREEMENTS: Member
Departments:***

NAME OF PARTICIPATING ENTITY	TYPE OR LEVEL OF ENTITY	DATE ENTERING AGREEMENT
Addison	Village	May 8, 1984
Algonquin	Village	June 19, 1984
Alsip	Village	June 25, 1984
Amtrak Railroad Police	Railroad	July 8, 1984
Antioch	Village	March 9, 1995
Arlington Heights	Village	June 4, 1984
Aurora	City	June 19, 1984
Aurora University	University	Pending
Bannockburn	Village	June 11, 1984
Barrington	Village	June 11, 1984
Barrington Hills	Village	September 26, 1988
Bartlett	Village	July 17, 1984
Batavia	City	July 5, 1983
Beecher	City	March 30, 1998
Bedford Park	Village	January 17, 1985
Beecher	Village	January 17, 1995
Bellwood	Village	May, 1984
Belt RR Police	Railroad	October 2009
Benedictine University	University	February 19, 2007
Bensenville	Village	September 6, 1984
Berkeley	City	June 5, 1984
Berwyn	City	January 29, 1990
Bloomington	Village	December 10, 1984
Blue Island	Village	June 27, 1984
BNSF Railroad	Railroad	August 21, 1995
Bolingbrook	Village	December 1, 1992
Braidwood	Village	March 31, 1998
Bridgeview	Village	September 6, 1984
Broadview	Village	May 21, 1984
Brookfield	Village	June 11, 1984
Brookfield Zoo	Zoo	October 30, 1984
Buffalo Grove	Village	June 5, 1984
Bull Valley	Village	August. 29, 1983
Burbank	Village	November 8, 1983
Burlington Northern/Santa Fe	Railroad	September, 2003
Burnham	Village	November 8, 1988
Burr Ridge	Village	May 29, 1984

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NAME OF PARTICIPATING ENTITY	TYPE OR LEVEL OF ENTITY	DATE ENTERING AGREEMENT
Calumet City	City	November 21, 1988
Calumet Park	Village	June 12, 1989
Campton Hills	Village	October 2009
Canadian National RR Police	Railroad	October 1994
Canadian Pacific Railway	Railroad	October 2009
Candlewick Lakes	Community	December, 2011
Carol Stream	Village	November 9, 1989
Carpentersville	Village	May 20, 1986
Cary	Village	March 19, 1991
Channahon	Village	June 5, 1995
Chicago Dept. of Aviation	City	December, 2011
Chicago Fire Dept./Investigations	Fire Service	October 2009
Chicago Heights Police Department	Village	July 28, 2008
Chicago Housing Authority	City	October, 2002
Chicago Ridge	Village	August 19, 1986
Chicago State University	College	December, 2003
Cicero	City	July 17, 1997
Clarendon Hills	Village	March 4, 1985
Coal City	Village	July 24, 1995
College of DuPage	Cmty. College	October 16, 1985
College of Lake County	County	August 7, 1990
Cook County Forest Preserve	County	August 15, 2005
Cook County Juvenile Detention	County	
Cook County Sheriff Department	County	March, 1985
Cortland	Town	June 26, 1995
Country Club Hills	City	Pending
Countryside	City	May 21, 1984
Crest Hill	Village	October 2008
Crestwood	Village	January 11, 2006
Crystal Lake	City	October 2, 1984
Crystal Lake Park District	Park District	February 21, 1995
CSX Railroad	Railroad	July, 1991
Darien	Village	April 11, 1994
Deerfield	Village	September 16, 1985
Des Plaines	City	September 16, 1985
Dolton	Village	January 28, 1984
Downers Grove	Village	June 25, 1984
DuMeg	State	October 2009
Du Page County Forest Preserve	County	November 1, 1988
Du Page County Homeland Security	County	

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NAME OF PARTICIPATING ENTITY	TYPE OR LEVEL OF ENTITY	DATE ENTERING AGREEMENT
Du Page County Sheriff	County	July 31, 1984
DuPage County State's Attorney	County	June 25, 1992
East Dundee	Village	June 18, 1984
East Hazel Crest	Village	June 13, 1984
Elburn	Village	July 15, 1983
Elgin	City	July 11, 1984
Elgin Community College	Cnty College	July, 26, 1999
Elk Grove Village	Village	June 12, 1984
Elmhurst	City	July 19, 1983
Elmwood Park	Village	June 8, 1992
Evanston	City	September 18, 1995
Evergreen Park	Village	April 6, 1998
Federal Protective Services	Federal	July, 1990
Flossmoor	Village	August 20, 1984
Forest Park	Village	November 5, 1984
Forest View	Village	July 19, 1992
Fox Lake	Village	June 1, 1994
Fox River Grove	Village	May 16, 1984
Fox Valley Park District	Park District	February 11, 1993
Franklin Park	Village	September 15, 1986
Geneva	City	May 21, 1984
Gilberts	Village	August 20, 1990
Glendale Heights	Village	June 21, 1984
Glencoe	Village	June 14, 1984
Glen Ellyn	Village	May 29, 1984
Glenview	Village	June 4, 1984
Glenwood	Village	August, 2004
Golf	City	June 19, 1989
Governor State University	College	January 11, 1990
Grayslake	Village	June 24, 1994
Gurnee	Village	May 15, 1995
Hampshire	Village	February 2, 1984
Harper College	College	July 28, 1992
Harvard	City	May 21, 1984
Hanover Park	Village	July 7, 1983
Harvey	Village	August 7, 1995
Harwood Heights Police Department	Village	December 5, 1998
Hazel Crest	Village	May 13, 1997
Hebron	Village	June 1992
Hickory Hills	Village	March 26, 1998
Highland Park	Village	May 29, 1990

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NAME OF PARTICIPATING ENTITY	TYPE OR LEVEL OF ENTITY	DATE ENTERING AGREEMENT
Highwood	Village	April 20, 1990
Hillside	Village	July 20, 1983
Hinckley	Village	May 21, 1992
Hinsdale	Village	June 5, 1984
Hodgkins	Village	July 9, 1984
Hoffman Estates	Village	July 15, 1985
Holiday Hills	Village	October 22, 1990
Hometown	Village	October 17, 1989
Homewood	Village	June 28, 1984
Huntley	Village	April 21, 1994
Illinois Math and Science	Education	April 2009
Illinois Tollway Authority	State	October 2009
Illinois Worker's Compensation	State	June, 2012
Indiana Harbor Belt Railway Company	Transportation Co.	June 1, 1995
Island Lake	City	June 15, 1989
Indiana Harbor Belt RR	Railroad	June 8, 1995
Indian Head Park	Village	June 14, 1984
Itasca	Village	May 15, 1984
Johnsburg	Village	May 9, 1994
Joliet Junior College	State College	July 18, 1997
Judson College Public Safety	College	Dec 12, 1997
Justice	Village	July 7, 1984
Kane County Coroner	County	October 2009
Kane County Forest Preserve	County	October 17, 1989
Kane County Sheriff	County	June 26, 1984
Kankakee County State's Attorney	County	Pending
Kankakee Major Crimes Task Force	County	December, 2011
Kendall County Sheriff	County	April 15, 1983
Kenilworth	Village	December 14, 1998
Kildeer	Village	December 7, 1987
La Grange	Village	June 11, 1984
La Grange Park	Village	November 13, 1984
Lake Bluff	Village	July 22, 1996
Lake County Coroner	County	October 2009
Lake County Forest Preserve	County	November 16, 1992
Lake County Sheriff	County	September 5, 1984
Lake County State's Attorney	County	April 2009
Lake in the Hills	Village	May 24, 1984
Lake Villa	Village	May 16, 1994
Lake Zurich	City	May 26, 1994
Lakemoor	Village	March 12, 1984

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NAME OF PARTICIPATING ENTITY	TYPE OR LEVEL OF ENTITY	DATE ENTERING AGREEMENT
Lakewood	Village	March 19, 1985
Libertyville	Village	October, 2013
Lemont	Village	April 2009
Lewis University	Education	
Lincolnshire	Village	June 11, 1984
Lincolnwood	Village	August 21, 1986
Lindenhurst	Village	May 30, 1989
Lisle	Village	July 16, 1984
Lombard	Village	June 14, 1984
Loyola University Police	University	August 1, 1994
Lynwood	Village	March, 2000
Lyons	Village	April 21, 1994
Marengo Police Department	Village	July 9, 1984
Markham	Village	October 2009
Matteson	Village	May 25, 1984
Maywood	Village	June 26, 1995
Maple Park	Village	April 2009
McCook	Village	December 21, 1994
McCollum Lake	Village	November 17, 1994
McHenry City Police	City	May 21, 1984
McHenry County College	Education	
McHenry County Conservation Police	County	October 2009
McHenry County Sheriff	County	June 19, 1984
McHenry County States Attorney	County	October 2009
Medinah Park District	Park District	October 2009
Metro. Water Reclamation	City	October 2009
Midlothian	Village	November 13, 2002
Minooka	Village	April 14, 1994
Monee	Village	October 5, 2002
Montgomery	Village	June 25, 1984
Morton Grove Park District	Park District	March 20, 1986
Morton Grove	Village	June 29, 1984
Mount Prospect	City	April 25, 1993
Mundelein	City	June 15, 1989
Mundelein Park District	City Park District	April 2009
Naperville	City	June 21, 1984
Naperville Park District	City Park District	
New Lenox	Village	June 12, 2001

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NAME OF PARTICIPATING ENTITY	TYPE OR LEVEL OF ENTITY	DATE ENTERING AGREEMENT
Niles	Village	May 22, 1984
NorComm	Multi-Jurisdiction	April 2009
Norridge	Village	June 14, 1984
North Aurora	Village	June 11, 1984
North Central College	College	October 5, 2006
North Chicago	City	January 19, 1999
North Riverside	Village	May 21, 1984
Northeastern Illinois University	University	April 7, 1993
Northbrook	Village	June 12, 1984
Northfield	Village	June 26, 1984
Northlake	City	October 16, 1989
Northwestern University Police	College	May 15, 1986
Oakbrook	City	August 1, 1994
Oak Brook Terrace	City	May 22, 1984
Oak Forest	City	August 27, 1985
Oak Forest Hospital	Hospital	July 28, 2008
Oak Lawn	Village	June 16, 1985
Oak Park	Village	November 4, 1985
Oakton Community College	Cnty College	July 21, 1993
Oakwood Hills	Village	June 12, 1984
Olympia Fields	Village	June 25, 1984
Orland Park	Village	March 11, 1985
Oswego	Village	May 23, 1984
Palatine	Village	June 25, 1984
Palos Heights	City	November 20, 1984
Palos Hills	Village	July 1, 1992
Park Dist. Risk Management	Park District	April 2009
Park Forest	Village	May 13, 1983
Park Ridge	City	July 16, 1984
Peotone	Village	January 17, 2005
Phoenix	Village	October 1994
Pingree Grove	Village	
Plainfield	Village	January 25, 1999
Plano	Village	June 11, 1984
Posen	Village	June 26, 1992
Prairie Grove	City	July 16, 1984
Prospect Heights	City	October 2009
Richmond	Village	April 2009
Richton Park	Village	Jun 11, 1984

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Riverdale Police Dept.	Village	May 29, 1992
Riverwoods	Village	April 2009
River Forest	Village	June 2, 1989
River Grove	Village	May 13, 1992
Riverside	Village	March 18, 1985
Rockford Park District	City Park District	September, 2011
Rolling Meadows	Village	May 2, 1994
Romeoville	Village	October 2002
Roscoe	Village	April 2009
Roselle	Village	August 22, 1983
Rosemont	Village	November 20, 1995
Round Lake	Village	May 21, 1985
Round Lake Area Park District	Park District	August 8, 1988
Round Lake Beach	Village	January 23, 1995
Round Lake Park	Village	July 11, 1990
Sandwich	Village	May, 2007
Sauk Village	Village	May, 2006
Schaumburg	Village	June 12, 1984
Schiller Park	Village	June 21, 1984
Shorewood	Village	July 23, 1996
Skokie	Village	June 4, 1984
Sleepy Hollow	Village	November 4, 1988
South Barrington	Village	May 1985
South Chicago Heights	Village	April 27, 1992
South Elgin	Village	May 21, 1984
South Holland	Village	September 15, 1983
South Suburban College	College	October 3, 1988
South West Central Dispatch	Multi-Jurisdictional	October 11, 1994
Spring Grove	Village	December 6, 1983
St. Charles	City	December 3, 1984
St. Xavier University	University	November 30, 2006
Stickney Police	City	April 27, 1992
Stone Park	Village	June 10, 1985
Streamwood	Village	November 12, 1984
Sugar Grove	Village	November 12, 1984
Summit	Village	December 15, 1986
Thornton	Village	June 15, 1987
Tinley Park	Village	April 15, 1986
Tower Lakes	Village	July 1, 1994

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NAME OF PARTICIPATING ENTITY	TYPE OR LEVEL OF ENTITY	DATE ENTERING AGREEMENT
Triton College	College	May 18, 1984
University of Illinois	University	November 6, 1984
University Park	Village	
Veteran's Administration/N. Chicago	Federal	April 2009
Veteran's Administration/Milwaukee	Federal	October 2009
Villa Park	Village	October 24, 1983
Warrenville	City	June 18, 1984
Waubensee College	Cmty College	September 29, 2008
Wauconda Police Dept.	Village	May 22, 1992
Waukegan	Village	December 1, 1994
Wayne	Village	May 11, 1992
West Chicago	City	August 8, 1984
Westchester	Village	June 26, 1984
West Dundee	Village	July 18, 1983
Western Springs	Village	June 25, 1984
Westmont	City	January 13, 2003
Wheaton	City	June 4, 1984
Wheeling	Village	July 10, 1984
Will County Forest Preserve	County	October 2009
Will County Probation	County	October 28, 1999
Will County Sheriff	County	December 19, 1990
Willowbrook	Village	June 10, 1985
Willow Springs	Village	November 5, 1990
Wilmette	Village	September 14, 1984
Wilmington	Village	June 13, 1994
Winfield	Village	June 29, 1984
Winnetka	Village	July 17, 1984
Winthrop Harbor	Village	June 20, 1994
Wonder Lake	Village	April 14, 1994
Wood Dale	City	June 27, 1984
Woodridge	Village	August 13, 1984
Woodstock	City	June 5, 1984
Worth	Village	April 25, 1995
Yorkville	City	May 15, 1984
Zion Park District	Park District	July 19, 1984
Zion	City	May 20, 1986



Appendix A