

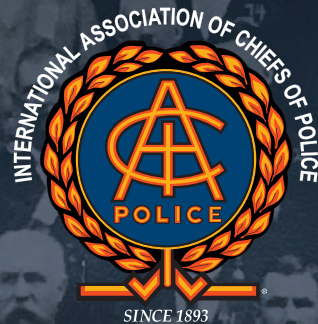
2018

ANNUAL REPORT



Celebrating
125 Years
of Progress





Shaping the future of the policing profession.SM

PHOTO: 1893 – Webber S. Seavey, the chief of police in Omaha, Nebraska, initiated a historic meeting of 51 U.S. police chiefs in Chicago.

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Vincent Talucci, CAE

*Executive Director/
Chief Executive Officer*

Message from the Executive Director/ Chief Executive Officer

For 125 years, the IACP has been fortunate enough to represent leaders in law enforcement. While we have accomplished a great deal, not only in 2018, but also in the last 125 years, none of it would have been possible without the many police leaders who have shaped the IACP and the field of policing into what it is today.

Throughout this year's Annual Report, you will notice a mix of historical facts and photos, along with ones from the past year. We want to honor our past while also celebrating the forward progress of the association. Through advocacy, research, outreach, and education, the IACP remains a foundation for law enforcement leaders everywhere as they develop and serve their agencies and their communities.

While we celebrate the past, we also want to ensure we look forward. Throughout our 2018 accomplishments, there is a consistent commitment to evolving member resources. The tireless work our members put in each day is reason enough to improve access to critical resources developed by IACP. By integrating IACP Net into the association, modernizing *Police Chief* magazine, and redesigning the IACP website to make it more user friendly, we are committed to assisting the law enforcement profession throughout the globe.

As we move into the next 125 years, we seek to further broaden the association's global footprint and continue to be an invaluable resource to our members. Thank you for your continued support, and we look forward to working with you in 2019.

Sincerely,

A handwritten signature in black ink, appearing to read 'V. Talucci', with a stylized flourish at the end.

Vincent Talucci, CAE

Executive Director/Chief Executive Officer

President's Message

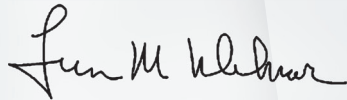
I want to express my appreciation to each of you for your service as law enforcement professionals and your work on behalf of the International Association of Chiefs of Police. Undoubtedly, serving this membership as IACP president has been a highlight of my career. In 2018, the IACP celebrated 125 years of service and continued to grow, with membership at an all-time high of more than 31,000 members, representing over 150 countries.

During my time as IACP president, I wanted to ensure that IACP remains on a global stage. I traveled to five continents and met with police executives in Canada, France, India, Mexico, Hungary, Israel, the United Kingdom, Colombia, the United Arab Emirates, and Taiwan. During these travels, IACP was represented at numerous world regional meetings of law enforcement officials, including INTERPOL, AMERIPOL, ASEANAPOL, and EUROPOL events.

Additionally, my top goals involved raising awareness of and focusing on resources for vulnerable communities, expanding the ways in which police are trained and able to assist. Together we have enhanced law enforcement's ability to address crimes committed against those populations, kicked off the One Mind Campaign to ensure successful interactions between police officers and persons affected by mental illness, and partnered with communities and police to improve communication in an effort to build trust.

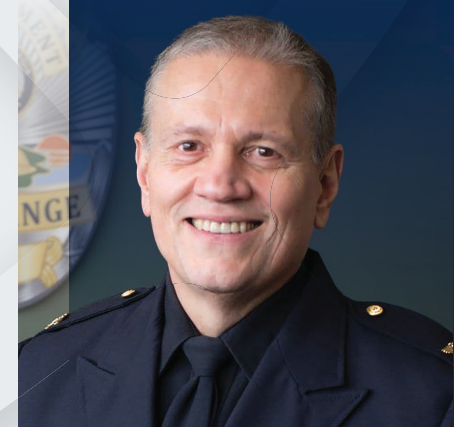
I would like to extend my gratitude to the IACP Executive Board and Board of Directors for their extraordinary leadership and vision. I also owe a debt to the IACP staff for their daily support, guidance, and direction on a variety of issues. Most of all, I thank the IACP membership for the opportunity to serve one of the hardest-working and inspirational constituencies I have ever encountered. My time as president would not have been as successful without your dedication and leadership.

Sincerely,



Chief Louis M. Dekmar

2017-2018 IACP President



Chief Louis M. Dekmar

2017-2018 IACP President

MEMBERSHIP STATISTICS

as of June 30, 2018



31,038

TOTAL MEMBERS



20,044

ACTIVE MEMBERS



6,712

ASSOCIATE MEMBERS



4,282

LIFE MEMBERS

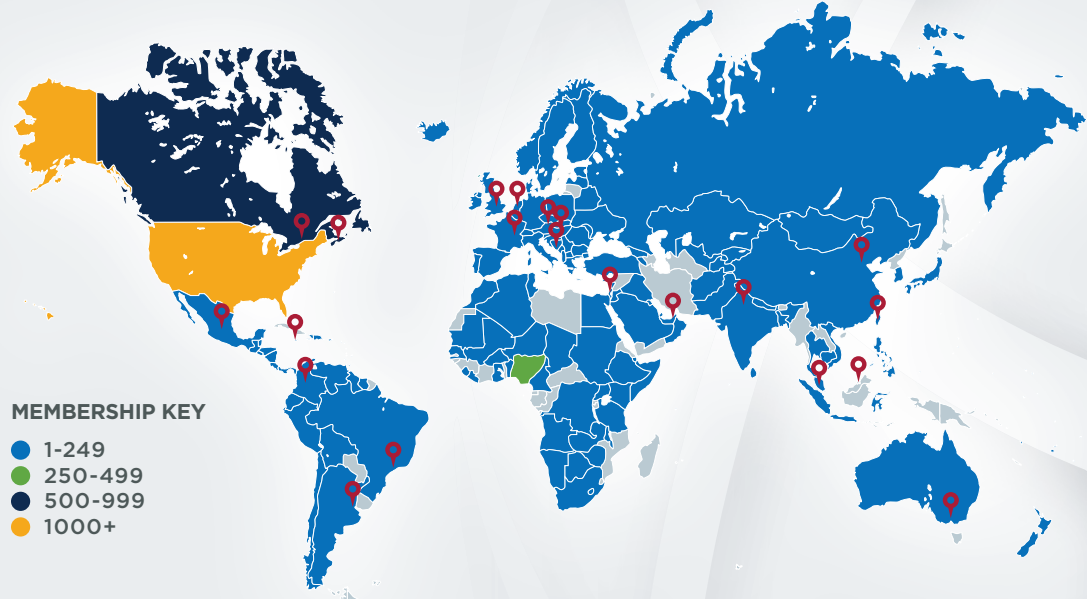


150

TOTAL COUNTRIES
REPRESENTED

IACP Presence Around the Globe

IACP continued an upward trend in attracting new members. This year the association represented **over 31,000 members from 150 countries worldwide**. Our members consist of law enforcement professionals of all ranks, sworn and non-sworn. They represent state, local, tribal, and federal agencies across the globe.



MEMBERSHIP KEY

- 1-249
- 250-499
- 500-999
- 1000+



In 2018, IACP traveled the globe to build relationships with members, assist law enforcement agencies, and partner with organizations and other stakeholders. **The flags on the map indicate some of the places IACP visited in 2018.**

1902

Originally the National Union of Chiefs of Police of the United States, it soon became clear to leadership and membership that the organization's interest extended far beyond the United States. With unanimous approval during the annual meeting in Louisville, Kentucky, the organization was renamed the International Association of Chiefs of Police.

1934

The IACP began monthly publication of the "Police Chiefs' News Letter," the predecessor of the *Police Chief* magazine. ▶

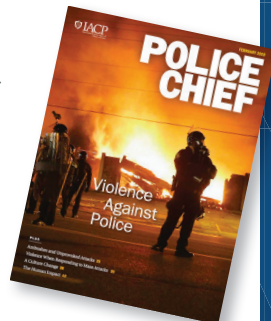


1985

The IACP opened its first world regional division in Europe and began conducting international policing executive seminars in Europe and Asia.

Police Chief Magazine

This year, the print version of *Police Chief* underwent a redesign, premiering a new, modern look in October 2018. The new and improved *Police Chief* recognizes the busy schedules of members and improves readability to make the most of the time they have.



POLICE CHIEF BY THE NUMBERS:

AVERAGE CIRCULATION 🔄 28,000	READERS 👁️ 88,000
ONLINE USERS 🖱️ 207,000	REGULAR READERS 📖 82%

Discover Policing Website Redesign

In 2018, the IACP launched a new design for the Discover Policing website. The Discover Policing website houses an interactive career center and contains information about the policing profession, the recruitment and academy process, and law enforcement as a first or second career. The new design is mobile friendly and includes a translation function to reach global audiences.

Website Redesign

IACP unveiled a redesigned website this year. With a streamlined look, the new site offers a more user-friendly experience.



IACP Net

IACP Net was fully integrated into IACP in 2018. IACP Net subscribers can access e-libraries containing thousands of law enforcement-sensitive documents to assist them with their daily decision-making needs through research and best practices.



Conferences



ATLANTA, GA
APRIL 25-27

For the first time, IACP committees held their midyear meetings in one location. As part of a new approach, 10 cross-disciplinary Policy Councils were created from 24 IACP committees, each focusing on a specific topic area in law enforcement. The goal of the Policy Councils is to synthesize ideas and priorities from IACP committees into overarching themes to guide the association in continuing to assist the field.



ATTENDEES **443**



IACP Policy Council meeting during IACP 2018



Ribbon Cutting at 2018 Tech Conference



PROVIDENCE, RI
MAY 21-23

This year's LEIM Technology Conference theme was *Technology, Transparency & Transformation*. Topics for the conference included cryptocurrency, autonomous vehicles, social media, and using sensor-based technology to improve officer safety.



ATTENDEES
757



NUMBER OF EXHIBITORS
74



ATTENDEES FROM
9 COUNTRIES



EDUCATIONAL SESSIONS
43



NASHVILLE, TN
AUGUST 13-15





Attendance for this year's Drugs, Alcohol & Impaired Driving (DAID) conference once again hit an all-time high. Topics for the conference included pre-arrest diversion, officer safety and wellness, opioids and driving, oral fluid testing, and the use of DREs in vehicular homicide investigations.

 ATTENDEES 1,113	 NUMBER OF EXHIBITORS 16
 ATTENDEES FROM 6 COUNTRIES	 EDUCATIONAL SESSIONS 27



ORLANDO, FL
OCTOBER 6-9

This year's conference boasted the highest attendance in IACP's history with over 18,000 attendees from 83 countries. In addition to hundreds of panels, workshops, and meetings, U.S. President Donald J. Trump addressed attendees.

 ATTENDEES 18,285	 NUMBER OF EXHIBITORS 687
 ATTENDEES FROM 83 COUNTRIES	 EDUCATIONAL SESSIONS 257

Advocacy

Trust Initiative

One of President Dekmar's initiatives, the Trust Initiative involved holding focus groups across the United States to help gather information on the challenges but also the successes in building relationships with community members. Based on feedback and incorporating current research from the field, the IACP published a Trust Initiative report that includes recommendations for law enforcement agencies to build trust and improve interactions between police and civilians.



Long-Term Care for Law Enforcement

IACP Second Vice President Chief Steven Casstevens testified before the U.S. Senate Committee on the Judiciary Subcommittee on Crime and Terrorism on the long-term care needs of first responders injured in the line of duty. Chief Casstevens stressed that the care needed by first responders does not only pertain to physical injuries. Mental health and well-being are equally critical, but they often fail to receive the same level of attention and resources. Providing sufficient support for injured first responders should not fall to each law enforcement agency alone, but support should also come from federal, state, and local governments.

Officer Safety & Wellness

IACP Second Vice President Chief Steven Casstevens testified in front of the U.S. Senate Judiciary Committee on Officer Safety and Wellness. Chief Casstevens shared with the committee the importance of recognizing the effects of trauma on law enforcement and why it is critical for the government to allocate funds to benefit the loved ones of police officers killed or injured in the line of duty.

Collaboration with Congress and the U.S. Administration

Throughout the year, the IACP worked in partnership with U.S. President Donald J. Trump and the U.S. Congress on a variety of issues of importance to the policing profession. One of those issues included the passage of a historic criminal justice reform bill, entitled the First Step Act. The First Step Act would establish a comprehensive risk and needs assessment tool to provide an individual profile of all federal inmates. Those offenders deemed to be at low risk to recidivate would be given incentives and access to evidence-based recidivism reduction programs to better prepare them to return to their neighborhoods and become productive members of the community. Offenders who are not deemed low risk would remain incarcerated. As part of our advocacy efforts, the IACP was heavily involved in the development of an extensive list of exclusions to ensure that violent criminals, drug traffickers, sex offenders, and others who have committed serious crimes remained in prison.

Developing Leaders

Leadership Courses

IACP is committed to shaping the future of the profession through leadership development and offers a suite of educational opportunities that foster lifelong learning. IACP's updated course curricula are designed to help professionals progress through each stage of their career and offer a distinct set of leadership strategies uniquely tailored to women, first-line leaders, and experienced leaders. These educational opportunities challenge good managers to become extraordinary leaders.

■ Leadership in Police Organizations (LPO):

The curriculum was revised to include emotional intelligence as a learning topic and the course was also translated into Spanish. This year, for the first time, the course was offered in Bogotá, Colombia, and delivered to the command class of the Colombia National Police.

■ Women's Leadership Institute (WLI):

The curriculum was revised to include the prevention of gender-based discrimination in the workplace.

■ **First-Line Leadership (FLL):** The curriculum was revised to focus exclusively on recently promoted supervisors and those aspiring to become supervisors.

■ **Planning, Designing & Constructing Police Facilities:** IACP engaged IACP committees and the private sector to establish a working group responsible for revising the IACP Police Facility Planning Guidelines document.



IACP Committees

In 2018, IACP committee members contributed their collective knowledge and expertise to the profession by writing 29 articles for *Police Chief* magazine, participating in 31 IACP Policy Center working groups, and presenting workshops at the IACP Annual Conference. Additionally, IACP committees sponsored 16 of the 18 resolutions put forward for the entire membership to consider.



1922

The IACP began work on the crime statistics project that would eventually become the FBI's Uniform Crime Reports Program. Seeing a need to collect crime statistics that would enable authorities to understand trends and better focus resources, the IACP adopted a system to classify, report, and collect crime statistics. It then recommended that the FBI—with its experience in centralizing criminal records—take the lead in the effort. The U.S. Congress agreed, and the Uniform Crime Reporting Program was born.



PARTNER
ORGANIZATIONS

8



TOPICS COVERED

28



AGENCIES SERVED

72



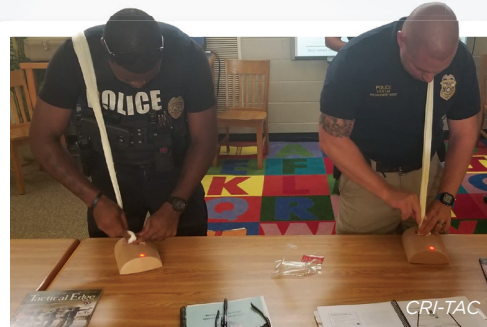
PEOPLE TRAINED

281

Numbers as of December 31, 2018

In the Field

Collaborative Reform Initiative Technical Assistance Center (CRI-TAC): The CRI-TAC, a program of the U.S. Department of Justice's Office of Community Oriented Policing Services, launched in March 2018. The CRI-TAC brings together a coalition of the United States' top public safety organizations under the leadership of the IACP to provide customized technical assistance (TA) solutions. Using a "by the field, for the field" approach, the CRI-TAC supports state, local, tribal, territorial, and campus law enforcement agencies through training, consultation, and more.



VALOR Project: In 2018, IACP began piloting the VALOR Law Enforcement Agency and Officer Resilience Training Program. The program will deliver a resilience training throughout the United States, which focuses on building more resilient officers and agencies.

Strengthening Law Enforcement Partnerships with Women's Justice

Centers: Five cohorts of law enforcement professionals from across Mexico attended leadership and multidisciplinary interventions for domestic and gender-based violence at IACP Headquarters before completing site visits with partner police agencies.



Delegates from the 2nd study tour of Strengthening LE Partnerships with Women

Bloomberg Initiative for Global Road Safety

Safety: In 2018 IACP continued working with law enforcement partners in São Paulo, Brazil, addressing risk factors of impaired driving, speeding, motorcycle helmet usage, and seat belt usage. Efforts this year focused primarily on safe motorcycle operation on major highways in the City of São Paulo through safety checkpoints, enforcement checkpoints, and education intervention during morning rush hours.



Preventing and Addressing Sexual Harassment in a Law Enforcement Organization:

The IACP held a session on preventing and addressing sexual harassment within a law enforcement agency. Topics included an examination of relevant law and case studies, samples of agency best practices in complaint investigation processes and policies, guidance on creating the right organizational culture, and information on how best to communicate both internally and externally on the issue.

Law Enforcement-Based Direct Victim Services and Technical Assistance Program:

IACP provided ongoing training and technical assistance to agencies who are either establishing or enhancing victim service programs. Through this work there has been a focus on establishing consistent program standards and ethical principles to ensure crime victims, witnesses, and survivors are afforded the rights, services, and responses they need.



Integrity, Action, and Justice: Strengthening Law Enforcement Response to Domestic and Sexual Violence:

IACP provided technical assistance and support to six law enforcement demonstration site agencies on topics including: Trauma-Informed Victim Response; Survival Mind-set: Preparing for and Learning to Survive Exposure to Trauma; Strengthening Relationships with LGBTQ+ Communities; Victims' Rights; Training on Responding to Non-Fatal Strangulation; Effectively Responding to Stalking; and First-Line Supervisor Training on Violence Against Women.

Effective Strategies to Investigate and Prosecute Labor Trafficking in the United States:

This training is the first of its kind—a classroom training for law enforcement and prosecutors focused on labor trafficking identification, investigation, and prosecution. The curriculum supports the field in enhancing skills to identify, investigate, and prosecute this crime.

Professional Services

The IACP offered a suite of professional services in 2018, including

- **Management studies** are research and analysis of a range of police operations and management components. These include (but are not limited to) staffing, shift lengths, district boundaries, and workforce surveys. The range of study components are adjusted to accommodate an agency's needs.
- **Executive searches** utilize focused advertising, job analysis, and candidate screening and evaluation to identify qualified persons for an agency's next chief.

All professional services can be scaled and combined based on agencies' needs.

New Resources

The IACP releases a variety of resources every year to better assist policing—reports, brochures, white papers, infographics, and much more. This is a snapshot of the resources the IACP released in 2018.

Law Enforcement Policy Center: Subject matter experts collaborated to update and create Model Policies, Concepts and Issues Papers, and Considerations Documents to address immediate and emerging issues surrounding policing. The Policy Center had a record year, producing 36 documents on 13 different subjects.

TOPICS INCLUDED

- Active Shooter
- Arrest
- Body Armor
- Domestic Violence
- Electronic Control Weapons
- Employee Drug
- Firearm Recovery
- Identity Theft
- Interactions with Transgender and Gender-Nonconforming Individuals
- Motor Vehicle Stops
- Response to Individuals Experiencing a Mental Health Crisis
- Response to Victims of Crime
- Small-Scale Special Event Preparedness

Identifying and Responding to Elder Abuse: An Officer's Role is a video series for frontline officers that highlights the warning signs of elder abuse, the complexity of the cases, how to collaborate with local service providers, and best practices when launching an investigation.

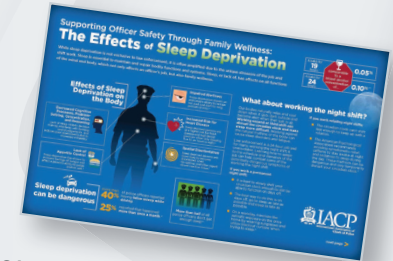


1987

With support from the U.S. Department of Justice, the IACP established the National Law Enforcement Policy Center.

Law Enforcement's Role in Supporting Crime Victims' Access to Compensation offers a selection of materials for law enforcement agencies to use to enhance law enforcement's role in providing necessary information around crime victim compensation to crime victims.

Supporting Officer Safety Through Family Wellness is a series of infographics focused on the family's role in officer safety and wellness. Topics include the effects of sleep deprivation, finances, nutrition, and communicating with young children about their parent's law enforcement career.



Practices in Modern Policing is a series of publications and videos that offer guidance to the field for advancing practices and policies in specific aspects of community policing.

The Critical Components of Officer Mental Wellness and Resiliency brochure discusses how family and friends of law enforcement can help prevent officer suicide. It also provides a list of possible warning signs, includes information on the importance of mental wellness and responses to trauma, and lists possible resources.

The Signs Within: Suicide Prevention Education and Awareness report provides recommendations for command staff on suicide prevention strategies, common factors associated with suicide, and resources.

Combined Response to Mass Casualty Attacks is aimed at engaging the private sector to work collaboratively with first responders to be prepared for mass casualty attacks. Practices in proper preparation, response, and recovery are provided.

The Fitness Program Development Considerations provides law enforcement agencies with tips and recommendations on how to start a fitness/wellness program within an agency.

Financials

Unaudited financial statements at the end of the fiscal year – September 30, 2018.

STATEMENT OF FINANCIAL POSITION

Cash and investments	\$21,380,000
Accounts receivable	\$4,615,000
Property and equipment	\$6,025,000
Prepaid expenses	\$3,885,000
Total Assets	\$35,905,000
Deferred revenue	\$12,245,000
Deferred lease liability and note payable	\$3,915,000
Accounts payable and accrued expenses	\$3,210,000
Net assets	\$16,535,000
Total Liabilities and Net Assets	\$35,905,000

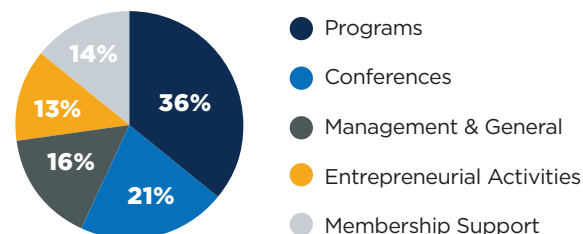
STATEMENT OF ACTIVITIES

Grants	\$10,093,000
Conferences	\$9,217,000
Entrepreneurial and other activities	\$5,708,000
Membership support	\$5,535,000
Total Revenue	\$30,553,000
Programs	\$10,933,000
Conferences	\$6,610,000
Management and general	\$4,916,000
Entrepreneurial activities	\$3,872,000
Membership support	\$4,204,000
Total Expenses	\$30,535,000
Net Income	\$18,000

REVENUE



EXPENSES



Leadership

2017-2018 Executive Board

PRESIDENT

Louis M. Dekmar

Chief of Police, LaGrange Police Department (GA)

IMMEDIATE PAST PRESIDENT

Donald De Lucca

Chief of Police (retired), Doral Police Department (FL)

FIRST VICE PRESIDENT

Paul M. Cell

Chief of Police, Montclair State University Police Department (NJ)

SECOND VICE PRESIDENT

Steven R. Casstevens

Chief of Police, Buffalo Grove Police Department (IL)

THIRD VICE PRESIDENT

Cynthia E. Renaud

Chief of Police, Santa Monica Police Department (CA)

FOURTH VICE PRESIDENT

Dwight E. Henninger

Chief of Police, Vail Police Department (CO)

VICE PRESIDENT AT LARGE

Richard E. Smith

Chief of Police, Wakefield Police Department (MA)



1925
The IACP elected its first president from outside the United States.

VICE PRESIDENT AT LARGE

Wade Carpenter

Chief of Police, Park City Police Department (UT)

INTERNATIONAL VICE PRESIDENT

Joe Oliver

Assistant Commissioner, Royal Canadian Mounted Police, Canada

VICE PRESIDENT TREASURER

Ken A. Walker

Chief of Police, West University Place Police Department (TX)

GENERAL CHAIR, STATE ASSOCIATIONS OF CHIEFS OF POLICE

Timothy Lowery

Chief of Police, Florissant Police Department (MO)

GENERAL CHAIR, STATE AND PROVINCIAL POLICE

Craig Price

Cabinet Secretary, South Dakota Highway Patrol

GENERAL CHAIR, MIDSIZE AGENCIES

David Rausch

Chief of Police, Knoxville Police Department (TN)

PARLIAMENTARIAN

Michael Caldwell

Delong, Caldwell, Bridgers, Fitzpatrick & Benjamin, LLC, Dunwoody, GA

EXECUTIVE DIRECTOR/ CHIEF EXECUTIVE OFFICER

Vincent Talucci

IACP, Alexandria, VA

1990

The IACP Governing Body met for the first time outside of the United States in Israel.

Board of Directors

AT LARGE #1

Vince N. Hawkes

Commissioner, Ontario Provincial Police

GROUP 1: SEAT 1

Vacant

GROUP 1: SEAT 2

Richard Stillman

Chief of Police, Bridgton Police Department (ME)

AT LARGE #2

Rick D. Scarbrough

Chief of Police, Clinton Police Department (TN)

GROUP 2: SEAT 1

Vernon M. Keenan

Director, Georgia Bureau of Investigation

GROUP 2: SEAT 2

Stacey Cotton

Chief of Police, Covington Police Department (GA)

AT LARGE #3

Joseph H. Lumpkin

*Deputy Chief Operating Officer of Public Safety
DeKalb County (GA)*

GROUP 3: SEAT 1

Kristen Ziman

Chief of Police, Aurora Police Department (IL)

GROUP 3: SEAT 2

Kriste K. Etue

Colonel, Michigan State Police

AT LARGE #4

Matthew Langer

Colonel, Minnesota State Patrol

GROUP 4: SEAT 1

Jim McDonnell

Sheriff, Los Angeles County Sheriff's Department (CA)

GROUP 4: SEAT 2

Sean Duggan

Chief of Police, Chandler Police Department (AZ)

RAILROAD POLICE SECTION

Thomas A. Mengel

*General Director, Police Operations & Assistant Chief,
Union Pacific Railroad Police Department (NE)*

INDIAN COUNTRY SECTION

William Denke II

*Chief of Police, Sycuan Tribal Police
Department (CA)*

UNIVERSITY/COLLEGE

POLICE SECTION

John N. Vinson

*Chief of Police, University of Washington Police
Department (WA)*

AGENCY SIZE 1-15

Tom J. Wickman

Chief of Police, Frisco Police Department (CO)

AGENCY SIZE 16-25

Vacant

AGENCY SIZE 26-49

Mary E. Gavin

Chief of Police, Falls Church Police Department (VA)

AT LARGE #5

Will D. Johnson III

Chief of Police, Arlington Police Department (TX)

AT LARGE #6

John Letteney

Chief of Police, Apex Police Department (NC)

AT LARGE #7

Yitzhak Almog

*Commander, Police & Public Security
Ministry Attaché, Israel*

AT LARGE #8

Lianne M. Tuomey

*Chief of Police, University of Vermont
Police Services (VT)*

AT LARGE #9

Cerelyn Davis

Chief of Police, Durham Police Department (NC)

AT LARGE #10

William G. Brooks

Chief of Police, Norwood Police Department (MA)

AT LARGE #11

Steven Pare

*Commissioner of Public Safety, City of
Providence (RI)*

AT LARGE #12

Dennis Butler

Chief of Police, Ottawa Police Department (KS)

AT LARGE #13

John R. Batiste

Chief, Washington State Patrol

AT LARGE #14

Ali Al-Ghufli, PhD

Colonel, Ministry of the Interior, UAE

CANADA

Mario Harel

Chief of Police, Gatineau Police Service (QC)

AGENCY SIZE 50-99

Delrish Moss

Chief of Police, Ferguson Police Department (MO)

AGENCY SIZE 100-249

David Zack

*Chief of Police, Cheektowaga Police
Department (NY)*

AGENCY SIZE 250-499

Paul Williams

Chief of Police, Springfield Police Department (MO)

AGENCY SIZE 500+

John Mina

Chief of Police, Orlando Police Department (FL)



IACP Partners

The IACP Partner Program provides a mechanism for companies and organizations to show their support of the IACP mission and vision, to strengthen the industry, to support and educate today's decision makers, and to prepare the next generation for the future of law enforcement.





IACP
International Association of
Chiefs of Police

International Association of Chiefs of Police

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