

Contact: Gary Steinke
Marcia Brunson

BOARD OF REGENTS POLICY MANUAL
PROPOSED ADDITION OF COMPREHENSIVE CAMPUS SECURITY POLICY
FIRST READING

Action Requested: Consider, as first reading, the proposed addition of the “Comprehensive Security Policy” as the new Chapter 11 to the Board of Regents Policy Manual.

Executive Summary: After considerable discussion at the September meeting about safety and security and the arming of certified law enforcement officers employed at the three universities, a motion was passed that a comprehensive security policy be developed for review by the Board. An additional motion approved at the September meeting specified that the policy would include a section relating to the arming of certified law enforcement officers.

Through discussions with the Board Office staff and representatives of the universities as well as with other constituencies and agencies, a proposed policy has been developed. It is proposed that the “Comprehensive Security Policy” be added to the Board’s Policy Manual as a new chapter. The current Board policy relating to security which appears in Chapter 4 would be deleted with the adoption of the new chapter. The full text of the proposed chapter is provided in Attachment A. Highlights of the policy are bulleted below.

- Authority is delegated to each institution head to implement comprehensive safety and security policies and procedures.
- The proposed policy institutes the requirement for an annual governance report to the Board on safety and security. The report would address areas such as the status of safety and security including mass communications capabilities; threat assessment; physical security capabilities; and training of institutional personnel. A template for the report will be developed.
- In compliance with the proposed policy, each university shall:
 - Implement a system for emergency communication including but not limited to outdoor warning systems and voice and text messaging systems. The policy requires ongoing evaluation of the notifications in light of emerging technology.
 - Implement protocols to facilitate early identification, assessment, and management of individuals who may pose a threat to themselves or others.
 - Maintain a comprehensive set of programs, procedures, systems, and operations that balance the requirements of an open campus with the safety and security needs of the students, faculty, staff, and visitors. In addition, the institutions must develop a strategy for the protection of critical infrastructures and key assets on the campuses.
 - Maintain an all-hazard plan for responding to critical incidents.
 - Establish written mutual aid agreements with respective local law enforcement agencies.
 - Establish a police department and security unit with appropriately trained and properly equipped personnel.

- Ensure its police department meets or exceeds professionally recognized standards pertaining to selection, training, equipment, and staffing.
- Ensure its police officers meet or exceed state standards with regard to education, pre-employment medical and psychological examinations, written cognitive testings, thorough background investigations and physical fitness examinations.
- Ensure its police officers exceed state firearms training in terms of frequency and scope.
- Ensure use of force policies meet or exceed established standards and any use of deadly force shall be in accordance with constitutional law and Iowa statute.
- Approve firearms and ammunition for use by campus police officers.
- Ensure approved firearms and ammunition as those recommended by the requirements of the Iowa Law Enforcement Academy and the Federal Bureau of Investigation.
- Ensure that university-provided training includes topics pertinent to a campus such as bias-based profiling, use of force, diversity, ethics, conflict resolution, de-escalation techniques, dealing with emotionally disturbed persons, legal updates, community-based policing, crime prevention, substance abuse, domestic violence, sexual assault, hate crimes, stalking and, harassment.

According to the Directors of Public Safety, the proposed policy has been reviewed by the Iowa Commissioner of Public Safety and the Director and Assistant Director of the Iowa Law Enforcement Academy. Additionally, firearms instructors for the Iowa Law Enforcement Academy and the state patrol were consulted. No revisions to policy were necessary as a result of these contacts.

As stated in the proposed policy, only certified law officers employed by the university Departments of Public Safety would be issued departmentally-approved firearms. Organizational charts (Attachments B, C, and D) identify which positions within the public safety departments are filled by certified officers. Also in accordance with the proposed policy, these officers would be required to meet requirements of the Iowa Law Enforcement Academy for weapons qualification. Additionally, they must meet the university standards of semi-annual qualification to demonstrate proficiency, safe handling techniques and weapon retention. In the current organizations, the University of Iowa would arm 32 officers; ISU, 31; and UNI, 18.

Additional letters in support of arming university police officers have been received from Iowa AFSCME Council 61, the President of Iowa State Sheriffs' and Deputies' Association and the Chair of the Iowa Law Enforcement Academic Council. These letters are included as Attachments E, F, and G.

As directed by the Board at the September meeting, the universities have provided an extensive compilation of crime statistics for Iowa, for the universities specifically as well as the counties and cities surrounding the campuses and peer institutions along with other Midwestern institutions. The Board has been provided a separate binder containing this material. A full set is also available on the Board's website as an attachment to this memorandum. An index of the statistical materials is shown below.

1. Analysis of Crime in Iowa
2. Iowa Crime Report Data – 2004 – UNI/Black Hawk County; SUI/Johnson County; ISU/Story County
3. Iowa Crime Report Data – 2005 – UNI/Black Hawk County; SUI/Johnson County; ISU/Story County
4. Enterprise-Wide Data -- Calls for Service, Traffic Stops, Permits issued for acquisition/carry of firearms
5. Crime Statistics – University of Iowa
6. Weapon-Related Data – University of Iowa
7. Crime Statistics – Iowa State University
8. Weapon-Related Data – Iowa State University
9. Crime Statistics -- University of Northern Iowa
10. Weapon-Related Data – University of Northern Iowa
11. Iowa Uniform Crime Report Data 2004 (all counties)
12. Iowa Uniform Crime Report Data 2005 (all counties)
13. Peer Groups and Athletic Conference 2003, 2004, 2005 Crime data as reported in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act
14. Crime Statistics (Number of Violent Crimes) – Athletic Conferences
15. Crime Statistics – Midwestern Colleges and Universities
16. Iowa Law Enforcement Academy – Iowa Administrative Code
17. Fatal School Shootings – 1966 to present
18. Officers Killed and Assaulted – 2005
19. Media Articles

CURRENT BOARD OF REGENTS POLICY

~~4.20—Special Security Officers~~

~~The Board may authorize any institution under its control to commission one or more of its employees as special security officers pursuant to Iowa Code §262.13.~~

~~To effect the above action, the following pertains:~~

~~Designated special security officers shall be permitted to carry firearms only upon express authority of the president or the president's designated authority in assignments of extreme danger.~~

PROPOSED NEW SAFETY AND SECURITY POLICY

New Chapter 11: Comprehensive Campus Safety and Security Policy

11.1 Authority

The Board of Regents has broad authority to implement policies to protect life and property on its campuses, and, as expressly identified in law, to allow any institution under its control to employ peace officers. (Iowa Code 262 §§262.9 and 262.13)

11.2 Policy Purpose

The Board is committed to establishing and maintaining the safest possible campus environments for its students, faculty, staff, and visitors as well as safeguarding physical property.

It is the policy of the Board that each Regent campus develops and maintains comprehensive plans to assure appropriate guidance and direction in promoting a safe and secure campus environment. The Board delegates authority to each institution head to implement comprehensive campus safety and security policies and procedures consistent with this chapter.

11.3 Definitions

- A. Crime Prevention Through Environmental Design (CPTED): A multi-disciplinary approach to deterring criminal behavior. Strategies rely upon the ability to influence offender decisions that precede criminal acts and emphasize enhancing the perceived risk of detection and apprehension. Most implementations of CPTED are based solely upon the theory that the proper design and effective use of the built environment can reduce crime, reduce the fear of crime, and improve the quality of life. Implementations of CPTED seek to dissuade offenders from committing crimes by manipulating the environment in which those crimes proceed from or occur. The three most common strategies are natural surveillance, natural access control, and natural territorial reinforcement.

- B. **Critical Infrastructures and Key Assets:** The basic facilities, services, and installations needed for the functioning of an institutional community, to include areas such as: power and utility substations; special event venues; schools; child care centers; residence complexes; food preparation and storage facilities; classrooms and laboratories; mass transit organizations; water pumping or storage locations; information technology sites; hospitals; clinics; and fuel and chemical storage sites.
- C. **Incident Command System:** A standardized on-scene emergency management construct, specifically designed to provide for the adoption of an integrated organizational structure that reflects the complexity and demands of single or multiple incidents, without being hindered by jurisdictional boundaries.
- D. **Iowa Law Enforcement Academy:** The official state-sponsored agency created by the Iowa legislature, Iowa Code chapter 80B. The general purposes for which the academy and its governing council were established include: to maximize training opportunities for law enforcement officers; to officially certify peace officers; to coordinate training records; and to set state standards for law enforcement service.
- E. **Mutual Aid:** A cooperative written agreement for the exchange of services, personnel, and/or equipment among participating parties on an emergency or routine basis to more effectively and efficiently serve the interests of affected agencies and the public.
- F. **National Incident Management System:** A system that provides a consistent nationwide approach for federal, state, and local governments, private-sector groups, and nongovernmental organizations to work effectively and efficiently together to prepare for, respond to, and recover from domestic incidents, regardless of cause, size, or complexity.
- G. **Peace Officer:** Also referred to as a police officer or a law enforcement officer. A duly sworn employee who is certified by the Iowa Law Enforcement Academy as having successfully completed the required course of instruction for a peace officer and who is currently employed as such by a Regent campus. Related duties include: enforcing criminal laws; arresting violators; responding to dispatched calls for a variety of services; investigating crimes and traffic accidents; processing documents such as citations, complaints, affidavits and warrants; collecting evidence; authoring incident reports; performing rescue functions at accidents, emergencies and disasters; and testifying in court. University peace officers are authorized to routinely carry firearms in the course of their duties.
- H. **Peace Officer Certification:** The issuance of a certificate by the Iowa Law Enforcement Academy to a law enforcement officer upon documentation that the officer has been trained in compliance with established standards.
- I. **Security Guard:** A civilian public safety employee who, under direct supervision, patrols assigned areas to help protect students, faculty, staff and visitors, as well as property and equipment. Related duties include: locking and unlocking doors based on schedules and requests; reporting disorderly or suspicious behavior; monitoring safety devices; responding to questions from community members; performing safety escorts; and assisting with traffic control and other public safety-related

duties. Such employees have no powers of arrest and are not authorized to carry firearms in the course of their duties.

- J. Student Security Personnel: Part-time student public safety employees who, under direct supervision, patrol assigned areas to enhance the safety of persons using the campus. Related duties include: securing university buildings and the property contained therein; observing and reporting criminal activity; detecting and reporting security concerns, lighting problems, and other maintenance problems or concerns; performing safety escorts; and assisting with traffic control and other public safety-related duties. Such employees have no powers of arrest and are not authorized to carry firearms in the course of their duties.

11.4 General Guidelines

- A. Each institution is to develop and maintain comprehensive plans to assure appropriate guidance and direction in promoting a safe and secure campus environment.
- B. Each institution shall have methods for providing timely notification and ongoing communication to campus community members, the Board Office, and Board members regarding pertinent emergency information.
- C. Each institution shall have processes, procedures, staffing, and training in threat assessment and management to facilitate early identification and intervention of individuals who may pose a threat to themselves or others.
- D. Each institution shall have processes and procedures to evaluate and implement appropriate measures to address personal safety and physical security.
- E. Each university shall maintain appropriately trained public safety personnel on campus that includes police officers as well as security personnel.
- F. Each institution shall annually report on the status of safety and security, to include: mass communications capabilities; threat assessment and management; physical security capabilities; and training of institutional personnel.

11.5 Public Safety Unit

Each institution shall designate a unit on its campus that shall work cooperatively with institutional administrators, campus constituencies, and other entities to develop and implement overall safety and security-related protocols for its campus.

All unit members must embrace the importance of, and be responsive to, a vibrant and diverse academic community.

11.6 Emergency Communications

One of the keys to increasing campus safety is providing timely, clear, and concise communication to community members. The following provides a summary of protocols and actions that each institution shall implement, as appropriate, to facilitate emergency communication:

- A. Designate personnel who are authorized to initiate campus-wide emergency communications.
- B. Maintain voice-capable outdoor warning systems.
- C. Institute a broad-based communications system which will permit timely notification to students, faculty, and staff using combinations of voice and text messaging technology.
- D. Provide web-based information pertaining to a variety of critical incidents.
- E. Evaluate emergency communication needs and systems on a continuing basis.
- F. Assess available and emerging communication technology and delivery systems on a continuing basis.

11.7 Threat Assessment and Management

It is essential that campuses regularly and centrally work to identify faculty, staff, and students who may be suffering from mental health and/or behavioral problems that may pose safety risks. The following provides a summary of protocols and actions that each institution shall implement, as appropriate, to facilitate early identification, assessment, and management of individuals who may pose a threat to themselves or others:

- A. Provide informational sessions to faculty, staff, and students regarding the identification and reporting of individuals who may pose a risk. Related training should be provided by personnel representing a variety of disciplines, to include: human resources; counseling services; public safety; and legal counsel.
- B. Utilize staff members who are specially trained in threat assessment and management as well as faculty whose research and teaching interests coincide with this area.
- C. Employ public safety, counseling, and employee assistance staff as identified by institutional needs.
- D. Utilize a multidisciplinary (e.g., academic, law enforcement, mental health) team to share and review information about individuals who may pose a threat. The team should work collaboratively to develop intervention strategies for individuals who potentially pose a risk to themselves or others.
- E. Continue to develop and provide prevention programs to improve campus safety.

11.8 Personal Safety and Physical Security

Institutions must have a comprehensive set of programs, procedures, systems, and operations that balance the requirements of an open campus with the safety and security needs of its students, faculty, staff, and visitors. Additionally, such institutions must develop a strategy for the protection of critical infrastructures and key assets on their respective campuses. The following provides a summary of protocols and actions that each institution shall implement, as appropriate, to enhance personal safety and security of property of all community members:

- A. Maintain a list of current critical infrastructures and key assets for the prioritization of future safety and security enhancements.
- B. Continually review safety and security measures to determine needs and to create an enhanced level of security.
- C. Prioritize and evaluate the implementation of electronic and mechanical access control measures for new construction and existing structures.
- D. Incorporate Crime Prevention Through Environmental Design (CPTED) principles for existing and new construction. The application of CPTED shall include: reviewing architectural drawings; consulting with design and construction staff; examining lighting needs; and identifying safety concerns.
- E. Evaluate and assess critical assets and areas where video technology may enhance physical security and personal safety.
- F. Evaluate the needs and protocols associated with campus safety, such as safety escort services, sexual assault response, and emergency telephones.
- G. Ensure a system is in place for the timely reporting and repair of malfunctioning locking mechanisms and lighting devices.
- H. Provide educational programming materials to faculty, staff, and students addressing personal safety and physical security.

11.9 Response to Critical Incidents

- A. Each institution shall maintain an all hazard plan for responding to critical incidents such as: natural and human-made disasters; public health emergencies; civil disturbances; mass arrests; bomb threats; hostage/barricaded person situations; acts of terrorism; and other unusual occurrences. The plan shall follow Incident Command System (ICS) protocols and include provisions for: command; operations; planning; logistics; and finance/administration.
- B. Response to campus critical incidents shall be in compliance with National Incident Management Systems (NIMS) standards.
- C. Multi-jurisdictional exercises shall be held at least annually to evaluate response and management capabilities.
- D. Each institution shall notify affected entities of critical incidents as appropriate. Major criminal cases requiring specialized expertise may result in assistance being requested from outside law enforcement agencies.

11.10 Mutual Aid Agreements and Other Agreements

- A. Each institution shall establish written mutual aid agreements with their respective local law enforcement agencies to ensure that cooperative working relationships are developed and maintained for the mutual benefit of all concerned parties in accordance with institutional policies. Any established mutual aid agreements shall be in accordance with Chapter 28E of the Code of Iowa.

- B. Memoranda of Understanding as well as other agreements may be established as deemed necessary.

11.11 University Public Safety Entity

The size and scope of each Regent university dictate the need for a focused and dedicated public safety entity to work cooperatively with institutional administrators, campus constituencies, and other entities to develop and implement overall safety and security protocols.

Each university is to establish a police department and a security unit in promoting safe and secure campus environments. Designated personnel, as defined below, must be appropriately trained and properly equipped to perform their assigned responsibilities.

A. Police Department

Each university shall ensure its police department meets or exceeds professionally recognized standards pertaining to selection, training, equipment, and staffing. Professional organizations include: International Association of Campus Law Enforcement Administrators (IACLEA); International Association of Chiefs of Police (IACP); Commission on Accreditation for Law Enforcement Agencies (CALEA); American Society for Industrial Security (ASIS); Association of Threat Assessment Professionals (ATAP); United States Department of Homeland Security (USDHS); and the Iowa Law Enforcement Academy (ILEA).

1. Police Officers

The Board authorizes the employment and routine arming of state-certified police officers at the three Regent universities in accordance with the following criteria:

- a. Police officers shall continue to meet or exceed state standards as outlined in the Iowa Administrative Code, Section 501-2.1 (80B), 501-2.2 (80B) with regard to education, pre-employment medical and psychological examinations, written cognitive testing, thorough background investigations, and physical fitness assessments.
- b. All police officers shall earn certification through the Iowa Law Enforcement Academy (ILEA).
- c. Following ILEA certification, all police officers shall successfully complete an intensive field training program prior to working in an independent capacity.
- d. Police officers shall receive training in, and qualify with, all approved firearms before being allowed to carry such weapons. Pursuant to Iowa Administrative Code 501-8.1(80B), law enforcement officers must qualify with all duty handguns annually on a course approved by the Iowa Law Enforcement Academy.

- 1) University police officers shall be required to exceed state firearms training standards in terms of frequency and scope. Such officers shall qualify at least semi-annually to demonstrate proficiency, safe handling techniques, and weapon retention. In addition, those officers shall demonstrate a thorough knowledge and understanding of use of force issues, to include: applicable state statutes and constitutional constraints; departmental policies; and critical decision making regarding appropriate lethal and less-lethal options.
 - e. In accordance with nationally recognized best practices endorsed by the National Tactical Officers Association (NTOA) and the Iowa Law Enforcement Academy, police officers shall train in active shooter response. Training scenarios should be conducted at least annually and include other law enforcement agencies, emergency medical responders, and key university staff. All police officers shall receive training approved by instructors with the Iowa Law Enforcement Academy (ILEA) or other professionally recognized training organizations. Tactics and the selection of equipment and firearms shall be in accordance with ILEA, State of Iowa Department of Public Safety, and Federal Bureau of Investigation (FBI) recommendations and standards.
2. Use of Force and Reporting
- a. Use of force policies adopted by each university shall meet or exceed standards established by national organizations, including: Commission on Accreditation for Law Enforcement Agencies (CALEA); International Association of Chiefs of Police (IACP); and International Association of Campus Law Enforcement Administrators (IACLEA). Pursuant to constitutional law and state statutes, police officers shall use only the force necessary to accomplish lawful objectives.
 - b. Any use of deadly force shall be in accordance with constitutional law and section 804.8 of the Code of Iowa. A police officer may use deadly force only when the police officer reasonably believes that the action is in defense of human life, including the police officer's own life, or in defense of any person in imminent danger of serious physical injury.
 - c. A written report shall be completed by the university and an investigation conducted whenever a police officer: discharges a firearm for other than training; takes an action that results in, or is alleged to have resulted in, injury or death of another person; applies force through the use of lethal or less lethal weapons; or applies weaponless physical force.
 - d. Incidents involving serious injury or death shall be immediately reported to institutional administrators and the Executive Director of the Board of Regents.

- e. Any police officer whose actions or use of force in an official capacity results in serious physical injury or death shall be placed on administrative leave, pending a review. The affected university Director of Public Safety shall be responsible for contacting the Iowa Division of Criminal Investigation (DCI) to conduct an independent review as necessary.

3. Authorized Weapons and Ammunition

- a. Only approved firearms and ammunition shall be used by police officers performing law enforcement responsibilities. Selection of firearms and ammunition shall be made in consultation with the Iowa Law Enforcement Academy (ILEA), the State of Iowa Department of Public Safety, and other local, state and federal law enforcement agencies.
- b. Approved firearms and ammunition being used by university police agencies shall meet Iowa Law Enforcement Academy (ILEA) and Federal Bureau of Investigation (FBI) recommendations for law enforcement use. As such, firearms shall be of a reliable and reputable manufacture and duty ammunition shall be selected with regard to reliability, accuracy, and function. Only holsters equipped with retention capabilities shall be used.
- c. Each university shall promulgate written directives that shall address: the types and specifications of all weapons and ammunition approved for use; procedures for review, inspection, and approval by an ILEA-certified instructor of all weapons intended for use; a process to remove unsafe weapons; procedures for maintaining a record on each weapon approved for official use; and guidelines for the safe and proper storage of agency authorized firearms.

4. General Training

Pursuant to Iowa Administrative Code 501-8.1(80B), all law enforcement officers must meet mandatory minimum in-service requirements regarding firearms, CPR, and general training.

University police officers shall be required to exceed state training standards in terms of hours and scope. Instruction shall include topics pertinent to a campus culture, such as: bias-based profiling; use of force; diversity; ethics; conflict resolution; de-escalation techniques; dealing with emotionally disturbed persons; legal updates; community based policing; crime prevention; substance abuse; domestic violence; sexual assault; hate crimes; stalking; and harassment.

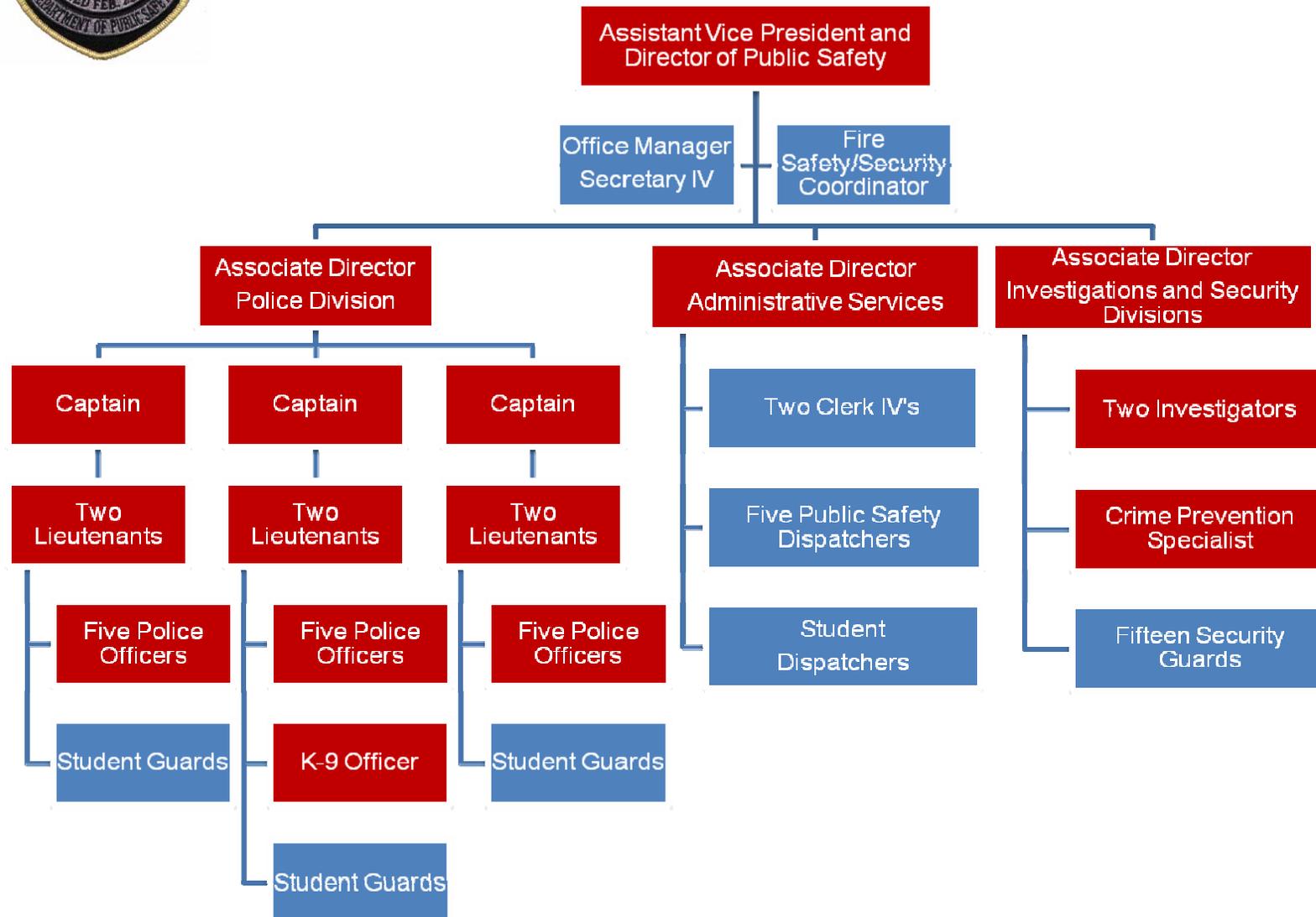
B. Security Unit

Each university shall employ security and other support personnel who provide a variety of services to enhance safety on campus. Such employees have no powers of arrest, and are not authorized to carry firearms in the course of their duties. Each university shall ensure that all security and support personnel receive initial and ongoing training commensurate with job responsibilities. Position classifications may include:

1. **Security Guard:** A civilian public safety employee who, under direct supervision, patrols assigned areas to help protect of students, faculty, staff, and visitors, as well as property and equipment. Related duties include: locking and unlocking doors based on schedules and requests; reporting disorderly or suspicious behavior; monitoring safety devices; responding to questions from community members; performing safety escorts; and assisting with traffic control and other public safety-related duties.
2. **Student Security Personnel:** Part-time student public safety employees who, under direct supervision, patrol assigned areas to enhance the safety of persons using the campus. Related duties include: securing university buildings and the property contained therein; observing and reporting criminal activity; detecting and reporting security concerns, lighting problems, and other maintenance problems or concerns; performing safety escorts; and assisting with traffic control and other public safety-related duties.
3. **Parking Enforcement Personnel:** Full-time employees and part-time student staff who patrol campus to ensure compliance with parking regulations. Related duties include: issuing parking citations; providing assistance to motorists; and assisting with traffic direction and control.
4. **Fire Safety Coordinator:** A civilian public safety employee who coordinates inspections with state and local fire officials. Related duties include reviewing applicable codes and building plans and reporting fire code violations.

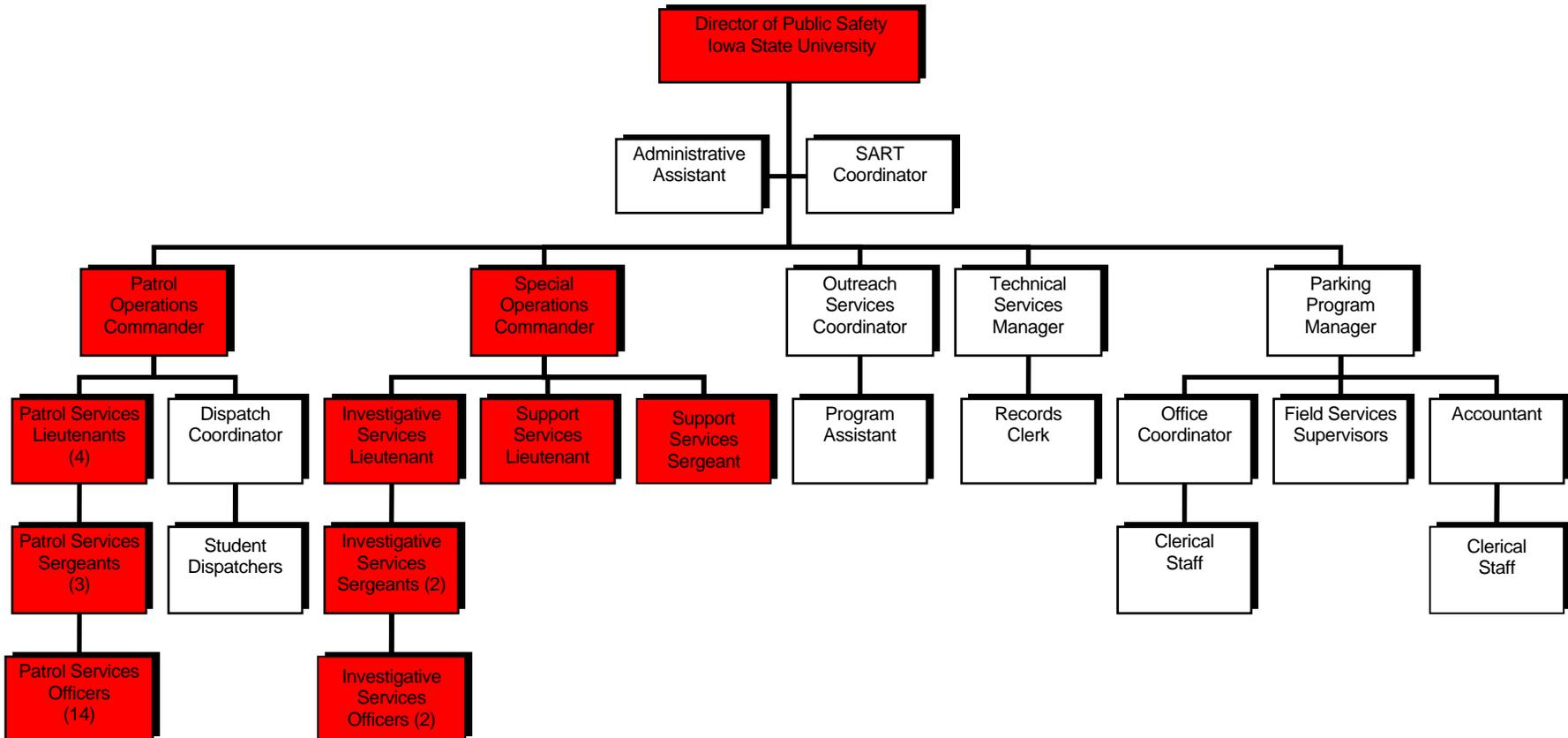


The University of Iowa Department of Public Safety 2007



Positions filled by certified law enforcement officers are highlighted in red.

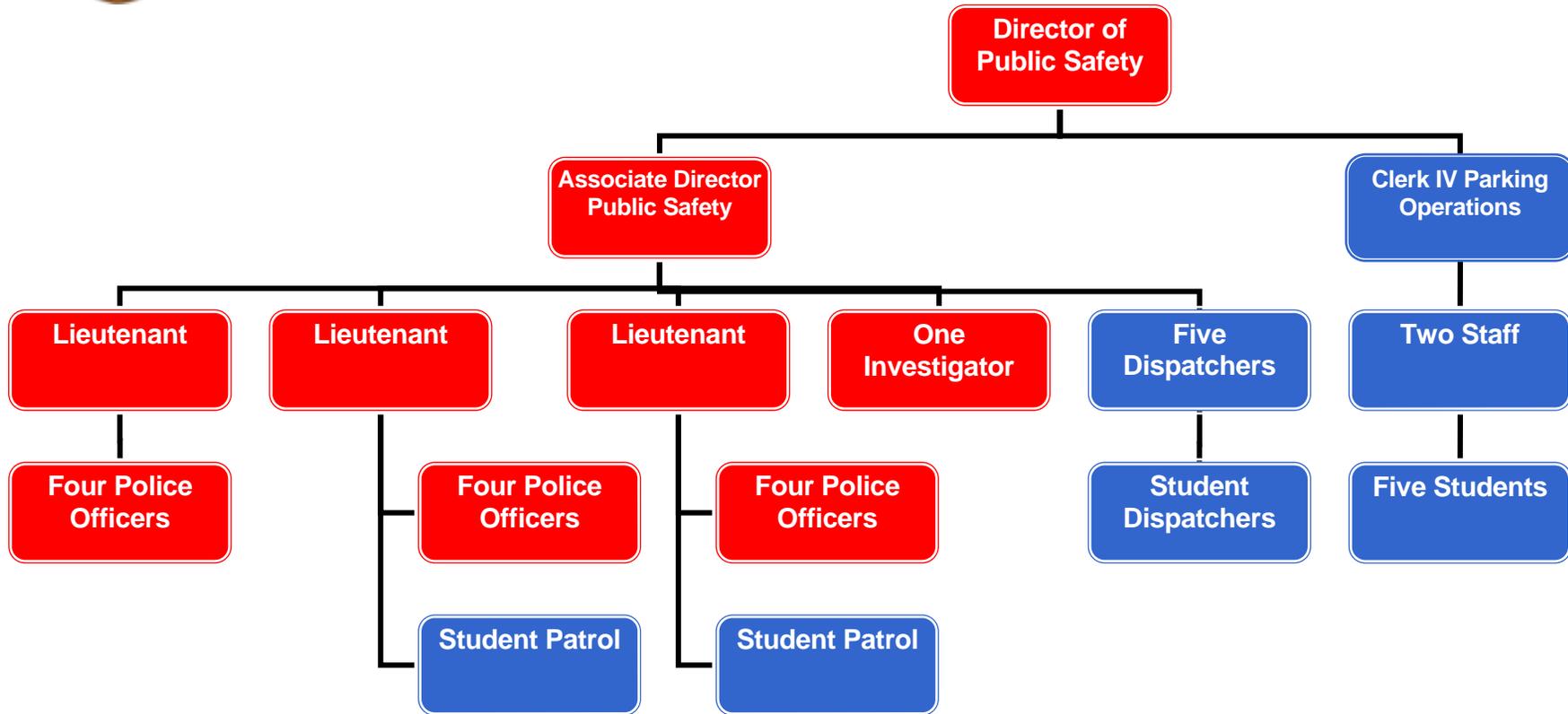
Iowa State University Department of Public Safety 2007



Positions filled by certified law enforcement officers are highlighted in red.



University of Northern Iowa Department of Public Safety 2007



Positions filled by certified law enforcement officers are highlighted in red.



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President

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Executive
Vice President

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Secretary-Treasurer

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Michael G. Gartner, President
Iowa Board of Regents
Principal Park
One Line Drive
Des Moines, IA 50309

October 4, 2007

President Gartner:

I am writing today to join Governor Culver as well as the Presidents of the University of Northern Iowa, Iowa State University, and the University of Iowa in support of arming properly trained campus police officers.

With the shooting of two students on the campus of Delaware State University, the recent murder of a University of Memphis football player who was shot to death on campus, an unprovoked stabbing at the University of Colorado, the rampage at Virginia Tech which left 32 people dead, and the incidents at the University of Iowa involving an armed felon, it's clear that our college and university campuses are not immune to horrific violence.

According to the minutes of a Faculty Council meeting at the University of Iowa:

Charles Green, Director of Public Safety for the University of Iowa said "...that in the previous two weeks there were incidents involving an armed felon that the Iowa City police handled. Campus officers were asked to deal with three other calls while the police were engaged. They included a hold-up and burglary alarm. Officers did not have time to return to the office to arm themselves, so they responded without firearms not knowing what they were going to face. It turned out well, but could have been a different outcome." [The University of Iowa, Faculty Council, September 4, 2007]

And according to Gary Steinke, Executive Director of the Iowa Board of Regents:

"Most campus police forces are armed and in our conferences, we are the only ones who aren't." [Issue of arming campus police to be settled soon, www.wcfcourier.com, September 16, 2007]

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Campus police officers often have the same responsibilities as off-campus police, and they should be equipped and trained in properly using firearms accordingly. As we've seen with the recent violence on college campuses, the need to be armed is unpredictable, as a routine traffic stop or a call of domestic violence can quickly spiral out of control.

Additionally, providing the proper equipment is also an integral part of recruiting and retaining quality security and law enforcement professionals.

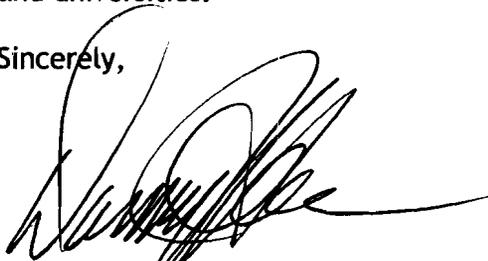
It is my recommendation that when equipping properly trained campus police with firearms that, the officers:

- Attend the Iowa Law Enforcement Academy;
- Go through a one-year field training;
- Submit to an extensive criminal background and credit history check;
- Pass a drug test;
- Submit to a 500-question psychological test;
- And pass a firearms proficiency test twice per year.

In addition to improving mental health resources for students, developing and implementing a comprehensive communications system that alerts students, faculty, staff, and guests through E-mails, sirens, and text messages of threats, I support equipping properly trained campus police officers with firearms.

Arming campus officers is a matter of great importance and it should be seriously considered as a means of improving the well being and security for our colleges and universities.

Sincerely,



Danny Homan
President, AFSCME Iowa Council 61

Cc: Iowa Board of Regents, Members
Gary Steinke ✓
Sally Mason, President, University of Iowa
Gregory Geoffroy, President, Iowa State University
Benjamin Allen, President, University of Northern Iowa

President
Randy Krukow, Sheriff
Clay County
3121 W. 4th, P.O. Box 7957
Spencer, Iowa 51301-7957
(712) 262-3221
Fax (712) 262-5448
E-mail rkrukow@co.clay.ia.us

OCT 15 2007
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Secretary/Treasurer
Craig "Bart" Bartolozzi, Chief Deputy
Plymouth County
451 14th Ave NE
LeMars, Iowa 51031-2111
(712) 546-8191
Fax (712) 546-8796
E-mail Cbartolozzi@co.plymouth.ia.us

October 20, 2007

Board of Regents
State of Iowa
11260 Aurora Avenue
Urbandale, IA 50322

Dear Board of Regents:

I am sending you this letter on behalf of the Iowa State Sheriffs' & Deputies' Association asking for you to make an executive decision and order that all certified police officers that work for the University Police Departments be armed.

As you know, the Board of Regents has been dabbling on this issue since the Gang Lu shooting at the University of Iowa, Iowa City that dates back to 1991. In light of the shootings at Virginia Tech and other continuing school incidents, it highlights the need for police officers as a first line of defense for our students, to be armed. We join other police organizations in the State of Iowa in supporting this cause as well.

As noted by several Iowa Sheriffs that work with our State Universities, it is time they become fully armed officers, they all graduate from the same police academy (Iowa Law Enforcement Academy), with powers of arrest, firearms training, and it is ridiculous that they are not armed.

Thank you for giving this consideration.

Sincerely,



Sheriff Randy W. Krukow
Clay County
President, Iowa State Sheriffs' & Deputies' Association

ISSDA Permanent Mailing Address
Financial Administrator—Bill Sage, Sheriff, Cass County
P.O. Box 526, Atlantic, Iowa 50022-0526
Email: thegoldstar@mchsi.com

ISSDA Alumni
Bev Hutchinson, Co-Chair
Bill Westendorf, Co-Chair
Email: alumni@mahaska.org

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Brian Vos, Deputy, Marion Co. At Large Deputy Board Member
Mark Denniston, Sheriff, Jones Co. . . . At Large Sheriff Board Member
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IOWA LAW ENFORCEMENT ACADEMY
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October 5, 2007

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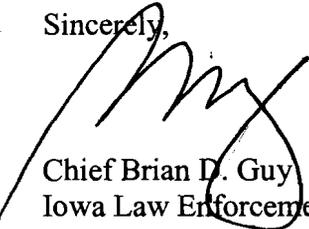
Board of Regents
State of Iowa
11260 Aurora Avenue
Urbandale, IA 50322

Dear Board of Regents:

This letter is in support of allowing the certified university police officers to carry their service handguns. The Iowa Law Enforcement Academy Council is responsible for overseeing the training of all Iowa certified peace officers, including those employed at the universities. The Academy provides extensive training in handguns and shotguns requiring all trainees to meet FBI qualification standards before becoming certified. Additionally, the Academy requires thorough background investigations, including FBI and DCI fingerprint checks before an individual can be hired as a police officer.

University Police must meet the same requirements as all other Iowa certified peace officers. Please feel free to contact the Academy or any council member if you have any questions.

Sincerely,


Chief Brian D. Guy
Iowa Law Enforcement Academy Council Chair

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