

## APPENDIX IV EMPLOYER'S CONCURRENCE OF CANDIDACY

\_\_\_\_\_ has discussed the desire to declare candidacy for election as the First Vice-President or Second Vice-President of the Association of Public-Safety Communications Officials-International, Inc. (APCO International). As the candidate's employer, I am keenly aware of the value in APCO's mission and the honor of APCO service.

During our discussion, we reviewed the candidate's need for strong support from the employer to effectively serve as an elected Officer of the Association on the Board of Directors. This support includes, but may not be limited to, the following:

1. The commitment of a significant amount of time to the performance of one's duties as an officer of the Association. This may include travel away from the workplace, the cost of which will be paid by the Association and therefore is not a responsibility of the employer. It also may include time during the normal workday while at the workplace. The commitment of time will extend over the entire period that an individual serves as an Officer on the Board of Directors.
2. The need for the candidate to have access to telephone, facsimile, and mail services at the workplace during normal work hours. The Association will provide Officers reimbursement for these expenses, if needed.
3. The need for the candidate to have access to an e-mail account during normal work hours that allows for incoming messages with attachments to be delivered to the candidate individually. Since numerous messages may be received each day and some attachments may be large, it will be necessary for the candidate to have access to sufficient electronic storage space to handle the volume.
4. While typically limited, the candidate may need access to secretarial support for APCO-related business.
5. While the Association provides portable computer equipment to Officers, a candidate may need access to fixed computer equipment and a printer at the workplace.
6. Special arrangements may be needed to allow the candidate to complete his/her normal work. The Association may provide reasonable assistance in satisfying those arrangements. Such assistance should be discussed with the Association's Executive Director.

**I hereby agree to provide the support identified above. I concur with my employee becoming a candidate for office in the Association and, if elected, serving a full term as an Officer on the Board of Directors of APCO International, Inc.**

**SIGNED:** \_\_\_\_\_ **DATE:** \_\_\_\_\_

**PRINTED NAME OF AGENCY REPRESENTATIVE:** \_\_\_\_\_

**AGENCY NAME:** \_\_\_\_\_

Attested by ...

**NOTARY PUBLIC:** \_\_\_\_\_ **COMMISSION EXPIRES:** \_\_\_\_\_