

## Board of Directors Update

### New Point System Adopted for Determining Officer Candidate Eligibility

BY PEGGY FOUTS, CHAIR, LEADERSHIP DEVELOPMENT COMMITTEE

Eligibility criteria for the next APCO International election cycle has recently been enhanced, which will impact candidates planning to file this fall for the chance to stand for election to the Executive Committee of the Board at the August 2015 conference.

To a significant degree, this effort was the handiwork of the late Gregg Riddle (1949–2014). Many others saw the need, but Gregg with his tenacity made this a reality. During his presidential year in early 2012, Gregg made initial appointments to a special Leadership Development Committee authorized through board action. The composition of the committee was deliberately small and he hand-selected the original members. He took care to share his vision with each member personally, as well as with later appointees. He also presided over a series of breakout sessions during the 2013 Executive Council meeting where everyone had input into the knowledge, skills and abilities (KSAs) to be an APCO leader.

These KSAs were molded into a points system by the committee this year. Point values were discussed and debated on regional council calls, the criteria was revised in response to council and board feedback, and ultimately a new policy was adopted by the full Board of Directors at its May 9, 2014 meeting.

The Bylaws Committee and staff are currently working to integrate the changes into section 6.4 of the policy manual, along with developing an auto-fill form for point tabulation

purposes to augment the prior Declaration of Candidacy packet. To aid in this transition, the board voted to push back the start date of the official candidate declaration period to October 15. Candidates still have plenty of time, up until January 15, to file their candidacy. **The revised candidate policies and forms will be available on the governance web page ([apcointl.org/governance](http://apcointl.org/governance)) by October 1, 2014.**

Starting with this next election cycle, to be eligible to run for First or Second Vice-President of APCO International, the policy revisions require a candidate to achieve 25 points from involvement in the profession and prior service to the association.

During the development of this point system, the committee calibrated it by asking several past presidents to score themselves based on when they first ran for office, and for current council members to approach the scoring from their current status. In every case, our test subjects, including retirees, reported that they would have exceeded the minimum point threshold.

So the purpose of the point system is not to narrow the candidate field, but to make candidates for office better aware of membership expectations. This point system can serve as a complement to good mentors like Gregg. Similar to how mentors prod us to do our best, we hope this system helps more members see that they possess all the necessary qualifications, raising their confidence to put their names on the ballot next year and thereafter to lead this great association.



Gregg Riddle

*Thanks to Leadership Development Committee members past and present: Greg Ballentine, Chris Fischer, Peggy Fouts, Debbie Gailbreath, Joe Hanna, Bill Keller, Jason Kern, Matt Stillwell and Holly Wayt (plus Susan Stowell Corder, staff liaison).*

# NEWLY-ENACTED POINT SYSTEM FOR OFFICER CANDIDATES OF APCO INTERNATIONAL

Note: The revised candidate policies and forms will be available on the governance web page ([apcointl.org/governance](http://apcointl.org/governance)) by Oct. 1, 2014.

## REQUIREMENTS

- Meets Or Exceeds The Minimum Requirements In The Bylaws And Policy
- Apco Member (For At Least 5 Continuous Years Immediately Preceding Election)
- Agency Support (A Form Signed/Returned By The Candidate's Employer)
- Additionally, A Minimum Of 25 Points As Outlined Below Must Be Achieved

## ASSOCIATION & WORK HISTORY EXPERIENCE [AT LEAST 13 POINTS FROM THIS CATEGORY]

- Public Safety Employment: Current Public Safety Or Support Agency Employed Or Retired From Same Within Last 12 Months (5 Points)
- Association Committee, Special Committee Or Task Force Chair (2 Points For Each Full Year)
- Association Committee, Special Committee Or Task Force Member (1 Point For Each Full Year)
- Association Board Of Directors Member (3 Points For Each Full Year)
- Association Senior Designation (2 Points)
- Association Life Designation (3 Points)
- Association Membership (.25 Points For Every Year After 5 Full Years)

## CHAPTER EXPERIENCE

[AT LEAST 8 POINTS FROM THIS CATEGORY]

- Chapter President (2 Points For Each Full Year)
- Association Executive Council Representative For The Chapter (2 Points For Each Full Year)
- Chapter Board Member (1 Point For Each Full Year)
- Chapter Senior Designation (2 Points)
- Chapter Life Designation (3 Points)
- Chapter Committee, Special Committee Or Task Force Chair (.5 Points For Each Full Year)
- Chapter Committee, Special Committee Or Task Force Member (.25 Points For Each Full Year)

## PROFESSIONAL/INDUSTRY ACHIEVEMENTS

- Registered Public-Safety Leader—RPL (2 Points)
- Emergency Number Professional—ENP (1 Point)
- Communications Unit Leader—COML (1 Point)
- Communications Technician—COMT (1 Point)
- Executive-Level Intensive Management Course (3 Points)

### Examples Include:

- School Of Police Staff & Command, Northwestern University, Ill.
- Southern Police Institute, University Of Louisville, Ky.
- Federal Bureau Of Investigations National Academy (FBI NA)
- National Fire Academy Executive Fire Officer Course
- Certified Emergency Manager—CEM (1 Point)
- Other Equivalent Professional/Industry Achievements (1 Point)

## EDUCATIONAL ACHIEVEMENTS

[AWARDED BASED ON HIGHEST LEVEL ACHIEVED]

- Associate's Degree (1 Point)
- Bachelor's Degree (3 Points)
- Master's Degree (5 Points)
- Phd Or Professional Degree, E.G., Law Or Medicine (7 Points)