

As the result of a natural recurring action within the National Organization of Black Law Enforcement Executives (NOBLE), i.e. the Election process, a question has arisen regarding the membership status of law enforcement personnel employed with the New York City Department of Corrections (NYCDOC). The current NOBLE Constitution and By-Laws, under Article II Membership; Section 1. (a) Regular Membership states: "All charter members and law enforcement officers who are active, or retired members of a Federal, State, or local law enforcement agency, or other police agency, or who are/were employed in a position which by statute is empowered to exercise arrest, or law enforcement powers and whose permanent rank is was that of lieutenant, or above or an equivalent level of management responsibility."

It has been interpreted, by the NOBLE National Parliamentarian, that "our Founding Members foresaw the inclusion of additional sectors of Law Enforcement, to include Correctional Employees on the Federal, State, and Local levels". It may have been the anticipation of our Founding Members that the additional Law Enforcement entities, particularly if on a large scale, would be structured in line with, and comparable to, that of the Flagship Chapter. Meaning to include a layer of supervision, followed by a layer of mid-level management, i.e. Officer, Sergeant, Lieutenant, etc. This structure is demonstrated in multiple Correctional Agencies/Departments throughout the United States.

As Correctional Employees became Members of NOBLE, NOBLE Front Office personnel changed, and the NOBLE National Executive Board Members gave way for the next generation of leadership, this translation and understanding became an oversight for inclusion in our NOBLE National Constitution and By-Laws. Therefore, the following is proposed for the memorialization into the NOBLE National Constitution and By-Laws:

Current Language:

Article II Membership

Section 1. Eligibility

(a) Regular Membership

1. All charter members and law enforcement officers who are active, or retired members of a Federal, State, or local law enforcement agency, or other police agency, or who are/were employed in a position which by statute is empowered to exercise arrest, or law enforcement powers and whose permanent rank is/was that of lieutenant, or above or an equivalent level of management responsibility."

New Language:

Article II Membership

Section 1. Eligibility

(a) Regular Membership

1. All charter members and law enforcement officers who are active, or retired members of a Federal, State, or local law enforcement agency, or other police agency, or who are/were employed in a position which by statute is empowered to exercise arrest, or law enforcement powers and whose permanent rank is/was that of lieutenant, or above, **with** the equivalent level of management responsibility.

The incorporation of the preposition “with” indicates the word Lieutenant, Captain etc. alone is not a sufficient qualifier for NOBLE Regular Membership status, and further recognizes the structure of smaller Departments and Agencies who may, under the direction of their respective City Managers, operate with the more streamlined rank structure.

It should be noted: only Federal Correctional Officers are Federal Law Enforcement Officials with the full rights and powers thereof.

It is in the interest of NOBLE National to move this proposal ahead for a vote by the NOBLE Membership at large and further recognize the nuances with each NOBLE Chapter, as it pertains to local jurisdiction and agency job rank and titles, as this element dictates the Membership category of the individual. To wit: The New York Chapter has effectively and sufficiently managed the nuance specifically pertaining to the New York City Department of Corrections Captain and the New York City Police Department Sergeant. The City of New York Department of Citywide Administrative Services, has oversight of Mayoral agencies and has determined, in sum and substance, based on DCAS written job description of these two different agencies and titles, and it has been the longstanding acceptance and understanding, based on the job description, that within the NOBLE New York Chapter a NYCDOC Captain is equivalent to an NYPD Sergeant, and furthermore as Corrections Department personnel were incorporated into NOBLE, will hold NOBLE Membership status of NOBLE Associate Member.

Please see attached supporting DCAS Documents.