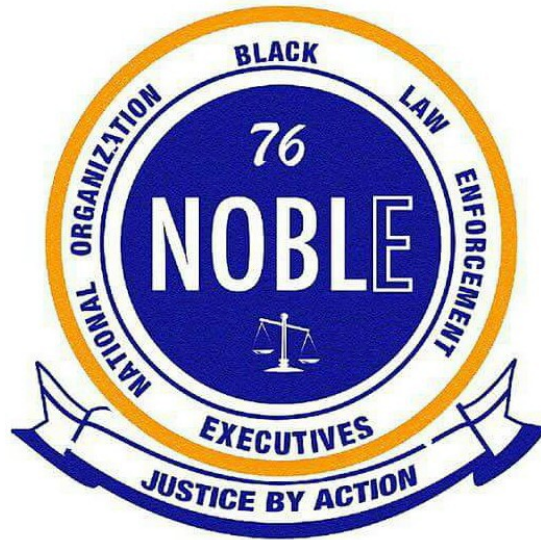


CONSTITUTION & BYLAWS

OF

THE NATIONAL ORGANIZATION OF BLACK LAW ENFORCEMENT EXECUTIVES



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CONSTITUTION
OF
THE NATIONAL ORGANIZATION OF BLACK LAW ENFORCEMENT EXECUTIVES

ARTICLE I
NAME AND PURPOSE

SECTION 1. NAME. The name of this Organization shall be The National Organization of Black Law Enforcement Executives; hereinafter referred to as the "Organization" or as "NOBLE."

SECTION 2. PURPOSE. The purpose of the Organization shall be:

- (a) To unify Black Law Enforcement Officers at executive and command levels;
- (b) To conduct research in relevant areas of law enforcement;
- (c) To establish linkages and liaisons with organizations of similar concern;
- (d) To evaluate and recommend legislation relating to the criminal justice process;
- (e) To establish effective means and strategies for dealing with racism in the field of criminal justice;
- (f) To develop communication techniques for sensitizing police executives, police officers, institutions and agencies in the criminal justice system to the problems of the black community;
- (g) To develop mechanisms that will facilitate the exchange of information among black police executives;
- (h) To articulate the concerns of Black Executives in law enforcement.

ARTICLE II
MEMBERSHIP

SECTION 1. ELIGIBILITY. The Organization shall have five (5) classes of membership, the eligibility for which shall be:

(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.
2. Civilian Criminal Justice Executives who are active members of a Federal, State or Municipal Law Enforcement agency, or other agency and whose permanent position is that of Director, Deputy Director, Superintendent, Deputy Superintendent, Commissioner, Deputy Commissioner or Chief Enforcement/Executive Officer (CEO) of a law enforcement agency or department.

3. The regular member in good financial standing shall be entitled to vote on each matter submitted to members and shall be eligible to hold office. However, federal employees or other members who are restricted by law, rule, policy or regulations, such as 18 USC 208 and 18 USC 205, from participating in the decision making and voting process regarding personnel and/or financial matters or from exercising similar fiduciary duties, shall be ineligible to hold the offices of National President, National First Vice President, National Second Vice President, National Treasurer, National Financial Secretary, Regional Vice President, Chapter President, or Chapter Treasurer, absent written approval from the member's component, or agency head to participate in full scope of responsibilities as set forth pursuant to Article V, Section 1. Duties and Authority of the NOBLE Constitution.

(b) ASSOCIATE MEMBERSHIP

1. All active, or retired law enforcement and criminal justice professionals who do not meet the qualifications of Section 1 (a) shall be eligible for Associate Membership.
 - a. A Civilian Criminal Justice Manager/Administrator is defined as any individual, who is currently employed in a Federal, State, or Municipal Law Enforcement Agency, or other law enforcement agency, in which they hold a level of managerial responsibility equivalent to that of a Sergeant, GS-12, or above, and is not the CEO of their Department or Agency.
 - b. A Civilian Criminal Justice Educator is defined as an individual who holds a Baccalaureate, or advance degree, who has been lecturing on Police Science/Criminal Justice subjects for no less than three (3) years at a fully accredited institution of higher learning, or Police Academy as a full-time director, coordinator, or lecturer in Police Science, Forensic Science, Law Enforcement, or Criminal Justice.
2. A member of this class shall have the same rights and privileges as a Regular member, at the chapter level, but may not hold the offices of Chapter President and Chapter Vice President; however, if a Chapter does not have regular members who are willing and available to undertake the responsibilities of Chapter President, or Chapter Vice President, an Associate member may serve as Interim Chapter President, or Interim Chapter Vice President upon written petition. The written petition accompanied by a written recommendation from the Regional Vice President must be submitted to the Executive Board for approval. They shall have the right to vote for the Regional Vice President in their respective region, to vote for the National Associate Member Representative, and to vote for all elected officers at the national level. Associate members shall not hold any elected office in the National Organization except that of National Associate Member Representative.
3. Associate members in good financial standing shall be entitled to vote on each matter submitted to members.

(c) SUPPORTING MEMBERSHIP

1. Persons interested in furthering the goals of the Organization whom do not meet the requirements of Section 1 (a), or Section 1 (b).

(d) SUSTAINING MEMBERSHIP

1. Any individual, organization, or corporation which is interested in furthering the goals of the Organization.

(e) COLLEGIATE MEMBERSHIP

1. Any college and/or university student, who is an active member of a sanctioned NOBLE Collegiate Chapter housed on a college and/or university campus and under the sponsorship of an established NOBLE Chapter.
2. The collegiate members would only have voting privileges as outlined within the collegiate chapter, and no voting rights within the Host Chapter or National Organization.
3. The goal is to have collegiate members become members after graduation in the membership category for which they qualify.

In any case, the National Executive Board reserves the right to make the final determination of membership eligibility.

SECTION 2. TERMINATION OF MEMBERS.

- (a) The organization has the right to prescribe and enforce its standards for membership and has the right to investigate the character of its members and potential members, as may be necessary to this enforcement.
- (b) Any allegations or conduct of a member or potential member that tends to injure the good name of the organization, disturb its well-being, or hamper it in its work, will be reviewed by the Ethics Committee and voted upon by the Executive Board.
- (c) If a member is thus accused, the member has a right to due process that is to be informed of the charge, or allegation and given time to prepare a defense, to appear and defend himself, or herself and to be fairly treated.
- (d) If the organization adopts resolutions ordering trial before the assembly, or a committee, the secretary should immediately send to the accused by registered mail a letter notifying him/her of the date, hour, and place of the trial, containing an exact copy of the charge(s) and specifications with the date of their adoption, and directing him/her to appear as cited.
- (e) If after investigation the Ethics Committee's opinion is favorable to the accused, it should prepare and report a resolution exonerating him/her. But if the Committee from its investigations finds substance to the allegations and cannot resolve the matter satisfactory in any other way. It should make a report in writing, which should be signed by every committee member who agrees, outlining its findings and recommendation to the Executive Board.
- (f) If the good of the organization appears to demand the separation of an offending member, the member should be offered the opportunity to resign quietly prior to termination.

ARTICLE III

MEETINGS OF MEMBERS

SECTION 1. ANNUAL MEETING.

- (a) The Annual Meeting of the membership of the Organization shall be held each year on a date fixed by the Executive Board of the Organization. The Annual Meeting shall be held for the purpose of electing officers and for the transaction of such other business as may properly be brought before the meeting.

- (b) The Executive Board of the Organization shall set the order of business for the Annual Meeting and each member of the Organization shall be informed of the order of business at least thirty (30) days prior to the Annual Meeting.
- (c) No other scheduled meetings will take place during scheduled Business Meetings.

SECTION 2. SPECIAL MEETINGS. Special Meetings shall be held at a location as designated in the notification to the members. The purpose of the Special Meeting must be specified in the notification to members. Special Meetings may be called by the Executive Board, the National President or by a written request of twenty-five percent (25%) of members eligible to vote.

SECTION 3. NOTICE OF MEETINGS. Notice of the Annual and Special meetings shall be given at least thirty (30) days prior thereto by mailed notice to each member at his/her last known address as shown in the official membership lists of the Organization. Every notice of a Special Meeting shall briefly state the purpose, or purposes thereof.

SECTION 4. QUORUM AND VOTING. Ten percent (10%) of members registered and present shall constitute a quorum. The members present at a duly organized meeting can continue to do business unless there is a question that arises on the quorum.

If a quorum cannot be obtained, those present may adjourn the meeting to such time and place as they may determine. At any such previously adjourned meeting at which a quorum subsequently is established, such business may be transacted as might have been transacted at the meeting originally called.

All matters coming before any meeting of the members, except as otherwise limited herein, shall be decided by the vote of a majority of the voting members present at such meeting, a quorum being present at the organization of such meeting.

SECTION 5. RULES OF ORDER. A current edition of Robert's Rules of Order shall be used throughout the meetings where said rules do not conflict with the provisions of this Constitution. The Parliamentarian shall be the consultant in matters dealing with parliamentary procedures or Constitutional interpretation.

ARTICLE IV OFFICERS

SECTION 1. NUMBER.

- (a) The elected officers of the Organization shall consist of a National President, a National First Vice President, a National Second Vice President, a National Treasurer, a National Recording Secretary, a National Parliamentarian, a National Financial Secretary, a National Sergeant-at-Arms, six (6) Regional Vice Presidents, a Federal Assistant to the National President, and a National Associate Members Representative.
- (b) The appointed officers of the Organization shall consist of an Executive Director, a General Counsel, Special Assistant(s) to the National President and Special Assistant to the National President for International Affairs. These appointed positions are non- voting.
- (c) The Federal Assistant to the National President is elected by the Federal membership.
- (d) The National Associate Member Representative is elected by the Associate membership.
- (e) The Executive Board consists of the National President, the National First Vice President, the National Second Vice President, the Immediate Past National President, the National Treasurer, the National Recording Secretary, the National Parliamentarian, the National Financial Secretary,

the National Sergeant-at-Arms, six (6) Regional Vice Presidents, the Executive Director, Special Assistant(s) to the National President, the Federal Assistant to the National President, the National Associate Members Representative and the Special Assistant to the National President for International Affairs.

SECTION 2. TERM. Unless otherwise stated herein, the Elected Officers, with the exception of the Regional Vice Presidents, and the Associate Member Representative, shall serve for one year. Appointed Officers, except for the Executive Director, shall serve for one year. Regional Vice Presidents, and Associate Member Representative shall serve for two (2) years.

The National President and National Vice Presidents cannot succeed themselves. The National First Vice President would automatically become National President upon termination of the office for the incumbent National President and the National Second Vice President would succeed the National First Vice President.

The National Second Vice President shall be elected from among qualified regular members that meet the requirements outlined in Section 1. Eligibility. (a) Regular Membership 1, 2, 3 of NOBLE's Constitution. Candidates must have also served on the Executive Board within the past five (5) years or been a NOBLE member for four (4) consecutive years and served as a chapter president or been a NOBLE member for five (5) consecutive years and chaired one of NOBLE's National Standing Committees.

SECTION 3. DUTIES AND AUTHORITY. The Officers shall have such duties and authorities as commensurate with the held office as well as such duties and authorities as from time to time may be conferred by the Executive Board; without limitations upon any of the foregoing:

- (a) The National President shall be the Chief Executive Officer of the Organization. He/She shall preside at all National meetings, enforce the goals and objectives of the Organization, decide all questions of order (subject to approval), appoint all Committees, sign all checks and orders on the treasury for money required paid by the Organization, call special meetings whenever, in his/her judgment, it shall be deemed necessary and/or in the best interest of the Organization.

The National President shall not be entitled to vote except when balloting for a candidate at an election of officers, or when members are equally divided on a question before him/her; then he/she shall cast the deciding vote. He/She shall perform such duties as coming within the purview of his/her office as the Constitution, Bylaws, customs and traditions of the Organization demand.

- (b) The National Vice Presidents shall aid and assist the National President in the performance of his/her duties, and in the absence of the National President, the National First Vice President shall preside over meetings and while presiding shall have the full power of the National President.

In the absence of both the National President and the National First Vice President, the National Second Vice President shall preside over meetings and while presiding shall have the full power of the National President. The National First Vice President shall oversee the Regions and be the National President's liaison to the Regional Vice Presidents. The National Second Vice President shall oversee all committees and be the National President's liaison to the committees.

- (c) The National Treasurer shall keep a just and accurate account of all monies received by him/her for the Organization and he/she shall issue a quarterly and yearly financial statement. He/She shall receive from other officers designated to collect funds an accurate account of all monies deposited. He/She shall pay all bills, claims and indebtedness when ordered by the order of the person, corporation, or instrumentality entitled hereto, signed by the National President and the National Treasurer.
- (d) The National Recording Secretary shall record, maintain, and have reference copies of minutes of Executive Board and General Membership meetings, prepare copies of minutes and distribute to

Executive Board members no later than thirty (30) days prior to the next Executive Board meeting, keep a register of Executive Board members and their attendance at Executive Board meetings and call the roll when required.

The National Recording Secretary shall maintain copies of all records and reports submitted during Executive Board and other official meetings; and have available at all meetings a current Constitution, copies of Bylaws, a membership roster, and minutes of Executive board and other official meetings for the past two (2) years.

- (e) The National Parliamentarian shall have a thorough Knowledge of parliamentary procedure and a complete understanding of the Constitution and Bylaws of the Organization. He/She shall serve as consultant in matters dealing with parliamentary procedure or Constitutional interpretation.

He/She shall remain impartial at all times, and forgo the rights to speak in debates, the right to nominate and the right to vote except by secret ballot.

- (f) The National Financial Secretary shall be responsible for ensuring a National Office staff member maintain a full and accurate account of the standing in the Organization of each member; maintain a receipt of all members fees, dues and all monies properly due and coming into the possession of the Organization and receipts given thereafter; maintenance of full and accurate records of all monies deposited to the account of the Organization; promptly report to the National Treasurer the source, purpose, amount and date of all deposits made to the accounts of the Organization.

The National Financial Secretary shall receive monthly, from the Executive Director, a full accounting of the expenses and revenues of the Organization. At no time shall the National Office staff member(s) make any disbursements.

- (g) The National Sergeant-at-Arms shall enforce order at meetings, conferences and conventions. He/She shall expel intruders and bar the door to the unauthorized. He/She shall perform other duties as designated by the National President.

- (h) The Regional Vice Presidents shall serve as aides to the National President in matters having to do with their respective regions.

- (i) The Executive Director is an appointed officer of the Executive Board, appointed by and serving at the pleasure of the Executive Board. The Executive Director reports directly to the Executive Board and is responsible for the implementation of the Board's policies and the day-to-day administration of the Organization's National Office, staff and special programs. The Executive Director serves as official liaison to public groups, other professional organizations and responds to official and public inquiries.

- (j) The General Counsel is appointed by the National President and provides counseling and legal assistance in matters pertaining to the Organization as directed by the National President.

- (k) The Special Assistant(s) to the National President are appointed by the National President and assist the National President in carrying out the programs, policies and goals of the National President. The National President shall have sole discretion of appointing no more than two (2) Assistants to the National President.

- (l) The Federal Assistant to the National President is elected by the federal membership. The Federal Assistant to the National President assists the National President in carrying out programs and policies involving federal matters or having federal concerns.

- (m) The National Associate Member Representative is elected by the Associate Membership and shall

represent the needs of all Associate Members within the Organization while serving on the National Executive Board. The Associate Member Representative will serve for two (2) consecutive years; with a maximum of two (2) consecutive terms; for a maximum of four (4) consecutive years in Office.

- (n) The Special Assistant to the National President for International Affairs shall serve as an aide to the National President and National Vice President in matters having to do with international affairs. The Special Assistant to the National President for International Affairs is appointed by the National President and is non-voting.
- (o) The immediate Past National President shall serve as an advisor to the Executive Board on items dealing with policies, goals and objectives of the organization and is non-voting.

SECTION 4. ELIGIBILITY. Members of the Organization who meet the qualifications of Article II, Section 1(a) and 1(b) and who are in good financial standing are eligible to hold office.

SECTION 5. REMOVAL FROM OFFICE. Any member of the Executive Board may be removed from office by two-thirds (2/3) vote for misfeasance, nonfeasance, or malfeasance. Any member of the Executive Board proposed to be removed shall be entitled to at least thirty (30) days' notice in writing by registered mail of the meeting of the Executive Board in which the removal is voted upon and shall be entitled to appear, with representation, before the Executive Board. The officer shall not serve in office pending a final determination of the appeal. Upon the failure of any officer to attend three successive meetings, without sufficient excuse to each meeting missed, his/her membership on the Executive Board shall terminate. The decision of the Executive Board as to the sufficiency of such excuses shall be final.

SECTION 6. ELECTIONS. The Nominations/Elections Committees shall consist of six (6) members appointed by the National President. The National President will appoint a member from each region who is not a candidate for National Office.

At least sixty (60) days prior to each annual meeting of the members, the Nominations Committee, unless otherwise stated herein, shall nominate one, or more members of the Organization, who are eligible under Article II, Section 1(a), for each office to be filled. Prior to filing a written report of the nominations to the Executive Director of the Organization, the Chairperson of the Nominations Committee shall obtain, in writing, from each candidate, his/her intent regarding accepting the nomination and serving if elected.

At least forty-five (45) days before the annual meeting of the Organization, the Executive Director shall mail to each member of the Organization a list of the nominees who have accepted nomination and of the offices to, which they have been nominated. Additional nominations of eligible members may be made from the floor at the time of election by voting members of the Organization present at the annual meeting.

The names of all eligible members of the Organization nominated for each office, either by the Nominations Committee or from the floor, shall be submitted to voting members at the annual meeting. Ballots shall be cast until there is a majority of the members present and voting favoring the election of a candidate for each vacant office. Voting shall be by secret ballot by members in good financial standing.

SECTION 7. VACANCIES.

- (a) If the Office of National President shall become vacant, the National First Vice President shall assume the office of National President and shall serve the remainder of his/her predecessor's term and at the next annual meeting will be sworn in to serve her/her term.
- (b) If the Office of National First Vice President shall become vacant, the National Second Vice President shall assume the office of National First Vice President and shall serve the remainder of his/her predecessor's term and at the next annual meeting will be sworn in to serve her/her term.
- (c) If the Office of National Second Vice President shall become vacant, within thirty (30) days of the

vacancy, the National President shall appoint a successor from among those persons who would be eligible under Article IV, Section 1 of the Constitution to serve the unexpired term.

The appointment must be approved by majority of the Executive Board. In this event, the National Second Vice President cannot automatically succeed to the position of National First Vice President but is eligible to run for the office of National First Vice President at the next annual meeting. At this annual meeting there shall be elections for National First Vice President and National Second Vice President; candidates to come from those eligible under Article IV, section 4.

- (d) In case any vacancy at the national level other than that of National President, or National First Vice President shall exist by reason of death, resignation, or otherwise, the National President shall appoint a successor for the unexpired term within thirty (30) days of such vacancy. Said appointment must be approved by a majority vote of the Executive Board.
- (e) In case of a vacancy at the national level of the National President and the National Vice Presidents by reason of death, resignation or otherwise, the National Treasurer shall assume the position of Interim National President.

In case the National Treasurer is unable to assume the position of Interim National President, the National Recording Secretary shall assume the position.

If the National Recording Secretary is unable to assume the position of Interim National President, the National Parliamentarian shall assume the position of Interim National President.

If the National Parliamentarian is unable to assume the position of Interim National President, the National Financial Secretary shall assume the position of Interim National President.

If the National Financial Secretary is unable to assume the position of Interim National President, the National Sergeant-at-Arms shall assume the position of Interim National President.

If the National Sergeant-at-Arms is unable to assume the position of Interim National President, the Region I Vice President shall assume the position of Interim National President.

If the Region I Vice President is unable to assume the position of Interim National President, the Region II Vice President shall assume the position of Interim National President.

If the Region II Vice President is unable to assume the position of Interim National President, the Region III Vice President shall assume the position of Interim National President.

If the Region III Vice President is unable to assume the position of Interim National President, the Region IV Vice President shall assume the position of Interim National President.

If the Region IV is unable to assume the position of Interim National President, the Region V Vice President shall assume the position of Interim National President.

If the Region V Vice President is unable to assume the position of Interim National President, the Region VI Vice President shall assume the position of Interim National President.

In any of these events, the Interim National President shall call an emergency meeting of the Executive Board within thirty (30) days of such vacancy.

At that meeting the Executive Board shall elect a successor for the unexpired term.

In no event shall the Interim National President or the successor elected by the Executive Board

during the emergency meeting specified hereunder, automatically accede to the position of National President at the next annual meeting, except in the case of the duly elected National First Vice President.

He/She may be eligible to run for the office of National President at the next annual meeting if they meet the qualifications set forth under Article IV, Sections 2 and 4.

- (f) The Executive Director shall make the results of the appointment, or election available to each member by mail.
- (g) If a vacancy occurs at the regional level, the National President, or his/her designee shall appoint an Interim Regional Vice President within sixty (60) days.

SECTION 8. COMPENSATION. The Officers shall receive no compensation for their services but may be reimbursed for out-of-pocket expenses incurred in the discharge of their duties.

ARTICLE V EXECUTIVE BOARD

There shall be an Executive Board of the Organization consisting of officers described in Article IV, Section 1(c) herein.

SECTION 1. DUTIES AND AUTHORITY. The Executive Board shall be responsible for determining the affairs, business and general policies of the Organization subject to this Constitution and for the management of the business and affairs of the Organization. Federal employees or other members who are restricted by law, rule, policy or regulation, such as 18 USC 208 and 18 USC 205, from fully participating in the decision making and voting process regarding financial and/or personnel matters or exercising similar fiduciary duties, may be eligible to be elected to the offices of National Recording Secretary, National Sergeant-at-Arms, Federal Assistant to the National President, and National Associate Member Representative.

SECTION 2. MEETINGS. The Executive Board shall meet not less than five times during each fiscal year, leveraging technology and collective physical presence. A minimum of three of the meetings must be in-person, one of which shall coincide with the Annual Conference. With the exception of the Annual Conference, the Board is encouraged to meet in conjunction with Regional conferences and not obligated to outside events and occurrences. From time to time, the meeting place shall be fixed by resolution of the Executive Board or held at such time upon call of the President, or a majority of the voting members of the Executive Board, fifteen (15) days before the meeting.

Notice need not be given for regular meetings held at times fixed by resolution of the Executive Board. No notice of any meeting, need be given, any member of the Executive Board, who at any time before, or after the meeting waives notice of the meeting in writing, or who attends such meeting, unless at the beginning of such meeting, he/she states an objection to the place, or time of the meeting, or to the manner in which it has been called.

Upon the failure of any officer to attend three successive meetings, without sufficient excuse to each meeting missed, his/her membership on the Executive Board shall terminate. The decision of the Executive Board as to the sufficiency of such excuses shall be final.

SECTION 3. QUORUM AND VOTING. A majority of the Executive Board but excluding the Executive Director and Assistant(s) to the President, shall constitute a quorum. The act of a majority of the Executive Board present at a meeting at which a quorum is present shall be the act of the Executive Board. All matters shall be decided by a majority vote unless otherwise stipulated. With respect to decisions on personnel, financial or similar fiduciary matters, a quorum shall be a majority of members who are not restricted by law, rule, policy, or regulation such as 18 USC 208 and 18 USC 205, from voting on such matters.

SECTION 4. ACTION WITHOUT MEETING. Any action required or permitted to be taken at any meeting of the Executive Board may be taken without a meeting if consent setting forth the action is made through any verifiable communicative means. Written acknowledgment of action shall be forwarded to each Board member and Executive Director within fifteen (15) days.

ARTICLE VI CHAPTERS

SECTION 1. ESTABLISHING CHAPTERS. Based on state residence, or employment, the national membership shall be divided into geographical areas referred to as Regions. For purposes of voting a member belongs to the Chapter/Region as designated by his/her state of residence. Within each region the membership may be organized by affiliate local chapters. Five (5) members, who include two (2) regular members, may form a new chapter of this Organization upon written petition. The written petition, accompanied by a proposed Chapter Constitution, must be submitted through the Regional Vice President to the Executive Board for approval. The Executive Board, upon a majority vote shall approve the issuance of a charter to the petitioning members.

SECTION 2. DUTIES AND AUTHORITIES.

- a) Each chapter shall adopt and adhere to a Chapter Constitution, which is not in conflict with NOBLE's National Constitution, National Bylaws, or National Standards for Fiscal Affairs.
- b) All chapter members must be members of the National Organization.
- c) Classification of the local membership must coincide with national membership classification. Membership of all classes may vote and hold office.
- d) Meetings of the chapters shall be held not less than quarterly, at a time, place and frequency to be determined by the membership of said chapter; provided such meetings do not conflict with those scheduled Annual National Conferences, Executive Board Meetings, or Regional Meetings.
- e) Chapter members shall determine chapter dues.
- f) Chapters are expected to generate support for the National Office and its programs. The Regional Vice President must review and approve fund raising activities to ensure compliance with policies and procedures of the Organization.
- g) Funds from approved activities shall be allocated in accordance with the National Standard for Fiscal Affairs.
- h) Copies of all minutes and other pertinent information must be forwarded to the Regional Vice President and the Executive Director in a timely fashion.

SECTION 3. ELECTIONS.

- a) Election of officers at the chapter level shall be deemed the exclusive prerogative of the membership of the chapter, provided the rules governing such elections do not conflict with any provisions of the National Constitution and Bylaws.
- b) The elected offices of President and Vice President are restricted to regular members.

SECTION 4. PROBATION, SUSPENSION OR REVOCATION. The Executive Board shall decide probation, suspension and/or revocation of a chapter's charter by two-thirds (2/3) vote.

- a) The Executive Board shall have the authority to determine probation, suspension and/or revocation if one of the following occurs:
 - 1. Active membership of a chapter falls below five (5).
 - 2. Chapter activities do not conform to the objectives of the Organization as set forth by the Bylaws.
 - 3. The chapter Constitution and Bylaws are not consistent with the NOBLE National Constitution and Bylaws.
 - 4. The chapter becomes inactive.
 - 5. Three-fourths (3/4) of the chapter's members request such an action.
- b) The National President shall send a detailed written statement by registered mail to the chapter notifying it of the Executive Board's decision to place it on probation. The chapter will have thirty (30) days to respond and accept the terms of the probation.
- c) A chapter placed on probation has one (1) year to correct the deficiency and restore itself to good standing. The Executive Board shall assist the chapter to correct the deficiency. If the deficiency is not corrected within one (1) year the chapter's charter will be revoked.

ARTICLE VII

REGIONAL VICE PRESIDENTS

SECTION 1. DUTIES AND RESPONSIBILITIES.

- a) Regional Vice Presidents shall serve for two (2) years as aides to the National President and National Vice President in matters having to do with their respective regions.
- b) The Regional Vice President shall call at least two (2) regional meetings per calendar year. He/She shall be responsible for reports and communications to the Executive Board regarding regional business and activities. Further, he/she shall be responsible for reporting to chapter(s) and regional members business and activities emanating from the Executive Board, other regions and other chapters.
- c) The Regional Vice President shall be required to make an effort to organize new chapters and to increase membership.
- d) The Regional Vice President will seek approval from the National First Vice President for fund raising activities for purposes of supplementing the regional treasury.
- e) Funds from approved activities shall be allocated in accordance with the National Standards for Fiscal Affairs.
- f) Each Regional Vice President must adhere to NOBLE's National Constitution, the National Standards for Fiscal Affairs and the policies as adopted by the Executive Board.

SECTION 2. ELECTIONS.

- a) Each member eligible to vote in each region must be notified in writing of the time, place and location at least (30) days prior to any regional election.

- b) A special regional election is defined as an election called due to removal, resignation, incapacitation or death of a Regional Vice President.
- c) Where there is more than one chapter in a region, the site of the election of the Regional Vice President shall be rotated. All matters coming before a meeting of the members except, as otherwise limited herein shall be decided by the vote of a majority of the voting members present at such meeting.
- d) A region may establish a mail ballot procedure for the office of Regional Vice President. The National Parliamentarian shall review the mail ballot procedure prior to implementation.

ARTICLE VIII AMENDMENTS

SECTION 1. AMENDMENT. Amendments to the Constitution and Bylaws may be made in the following manner:

- a) Annual Meeting: By affirmative vote of two-thirds (2/3) of the eligible members present and voting at the annual meeting. Said proposed constitutional amendment shall be mailed to the membership at least (30) days prior to the voting at the annual meeting.
- b) Mail Ballots: By the Executive Board furnishing a notice of any proposed change at least sixty (60) days prior to the scheduled day for counting of the ballots. A minimum of two-thirds (2/3) affirmative votes from at least twenty-five percent (25%) of eligible voting members is required. The National Parliamentarian shall establish the mail ballot procedure prior to implementation.

BYLAWS

OF

THE NATIONAL ORGANIZATION OF BLACK LAW ENFORCEMENT EXECUTIVES

ARTICLE I

FISCAL YEAR AND DUES

SECTION 1. The administration and conduct of all fiscal matters shall conform to NOBLE's National Standards for Fiscal Affairs.

SECTION 2. The fiscal year of the organization shall be calendar year beginning January 1 and ending December 31 of each year.

SECTION 3. All membership dues shall become due annually on December 15 for the following year. All initial payments of dues must be submitted with the application for membership. No portion of dues is refundable. A member shall be deemed not in good financial standing if by March 31 of each fiscal year their dues are delinquent. A member who is not financial for the current year shall pay a reinstatement fee in the amount of \$25.00.

- a) Regular Membership - \$150.00 annually
- b) Associate Membership - \$100.00 annually

- c) Supporting Membership - \$55.00 annually
- d) Sustaining Membership - \$525.00 annually
- e) Life Membership (**Regular**) - \$1,525.00; \$305.00 annually for five (5) consecutive years, or one payment of \$1,525.00.

Life Membership (**Associate**) - \$1,095.00; \$219.00 annually for five (5) consecutive years, or one payment of \$1,095.00.

1. Any life pledge member who misses one installment shall be required to pay the reinstatement fee of \$25.00.
2. Any life pledge member who misses two consecutive installments shall be required to pay the reinstatement fee of \$25.00 plus the full balance on the life Membership or forfeit life membership status.

SECTION 4. All proposals for dues increase must be submitted to the membership for vote at the annual meeting. Written notice of the proposal must be sent to eligible members thirty (30) days prior to the vote. Upon approval, the dues increase shall become effective the next fiscal year.

ARTICLE II REGIONS

The National membership shall be divided into six (6) geographical areas referred to as Regions. The regions shall be divided accordingly.

REGION I

Connecticut
Maine
Massachusetts
New Hampshire
New Jersey
New York
Rhode Island
Vermont
Montreal, Canada

REGION II

Delaware
Maryland
Pennsylvania
Virginia
Washington, D.C.
West Virginia

REGION III

Alabama
Florida
Georgia
Kentucky
Mississippi
North Carolina
South Carolina
Tennessee
All International Countries and Territories

REGION IV

Illinois
Indiana
Iowa
Michigan
Minnesota
North Dakota
Ohio
South Dakota
Wisconsin

REGION V

Arkansas
Kansas
Louisiana
Missouri
Nebraska
New Mexico
Oklahoma
Texas

REGION VI

Alaska
Arizona
California
Colorado
Hawaii
Idaho
Montana
Nevada
Oregon

Utah
Washington
Wyoming

ARTICLE III SPECIAL RECONGNITIONS

SECTION 1. LIFE MEMBERSHIP. Life membership shall include the founding members, or members, so designated by the Executive Board and all financial members who meet the qualifications of section 1(a) and (b) who pays a one-time specified amount set forth by the Executive Board. Members in good financial standing for twenty (20) consecutive years shall be deemed Life Members.

SECTION 2. RETIRED MEMBERS. A Retired Member is a member who has retired from a Federal, State, or Municipal Law Enforcement agency and who has not continued in law enforcement related employment. Such member retains the rights and privileges accorded his/her class of membership and is also eligible for all the amenities afforded a senior member of the organization.

SECTION 3. HONORARY MEMBERSHIP. A person who has singularly achieved recognition in an area consistent with the goals and objectives of the organization.

- a) Nominations for Honorary Membership shall be submitted to the National Membership Committee for review to be voted on by two-thirds (2/3) vote of the Executive Board.
- b) An Honorary Member shall have the right to attend meetings and speak but not to make motions, vote or hold and elective office. An Honorary Member shall be exempt from paying dues.

ARTICLE IV ELECTIONS

SECTION 1. REGIONAL ELECTIONS.

- a) Regional elections shall take place between the months of April and June prior to the Annual National Conference.
- b) All even numbered regions shall conduct elections on even numbered calendar years. All odd numbered regions will hold regional elections on odd numbered calendar years.
- c) In the event of a special regional election, the member elected will complete the un-expired term for which the special regional election was called.
- d) Regional Vice Presidents elected between the months of April and June prior to the Annual National Conference shall take office upon being sworn-in at the Executive Board installation during the Annual Conference Banquet. All Elected Officers shall receive the Oath of Office.

ARTICLE V NATIONAL STANDING COMMITTEES

SECTION I. NATIONAL STANDING COMMITTEES: The Civil Rights, Conference Site Selection, Constitution and Bylaws, Education and Training, Elections, Finance, Legislative Affairs, Membership, Nominations, Resolution, Scholarship, Strategic Planning, Ways & Mean, International, Retired Members and Youth, shall be the standing committees of the Organization.

- a) The Civil Rights Committee shall consist of a Chair, an Executive Board Member and a member from each region appointed by the National President. It shall be the duty of the Civil Right Committee to:
 - a) Create a repository for information and research data regarding civil rights.
 - b) Identify the best practice models for lawenforcement.
 - c) Liaison with civil and human rights organizations on areas of similar concerns.
- b) The Conference Site Selection Committee shall consist of a Chair, the Immediate Past President and members appointed by the National President. It shall be the duty of the Conference Committee to research and recommend to the National Executive Board the locale of annual meetings of the Organization.
- c) The Constitution and Bylaws Committee shall consist of the National Parliamentarian as the Chair and a member from each region appointed by the National President. It shall be the duty of the Constitution and Bylaws Committee to:
 - a) Receive and evaluate recommendations for changes in the Constitution and Bylaws.
 - b) Present to the Organization revisions and amendments to the Constitution and Bylaws.
- d) The Education and Training Committee shall consist of a Chair and members from each region appointed by the National President. It shall be the duty of the Education and Training Committee to:
 - a) Identify training needs and select, develop, coordinate and implement workshops for the annual meeting of the Organization.
 - b) Assist in the planning, coordination and facilitation of the Chief Executive Officer Symposiums.
 - c) Assist with the research and development of new training initiatives which demonstrate progressive policing practices.
 - d) Identify funding resources with which to providetraining.
 - e) Provide leadership and assistance for regional training initiatives.
- e) The Elections Committee shall consist of a Chair and six (6) members appointed by the National President. The National President will appoint a member from each region who is not a candidate for national office. It shall be the duty of the Elections Committee to:
 - a) Report to the Executive Board during the annual meeting the number of voting and nonvoting members and other categories of persons attending the annual meeting.
 - b) Adjudicate with the National President and the National Secretary any discrepancies concerning the credentials of voting members.
 - c) Oversee the election process at theAnnual Conference.
- f) The Finance Committee shall consist of the National Financial Secretary as the Chair and a member from each region appointed by the National President. It shall be the duty of the Finance Committee to:

- a) Consider the financial needs of the Organization and recommend dues and fees to the National Executive Board.
 - b) Plan, evaluate and recommend the annual operating budget to the National Executive Board.
 - c) Recommend to the National Executive Board the general financial policies of the Organization.
 - d) Study and develop financial plans to strengthen the financial base of the Organization with input from the National Executive Board.
 - e) Oversee and Monitor fiscal control of the approved budget of the Organization.
 - f) Monitor compliance of fiscal standards by the chapters and regions.
- g) The Legislative Affairs Committee shall consist of a Chair, an Executive Board member and a member from each region appointed by the National President. It shall be the duty of the legislative Affairs Committee to:
- a) Monitor legislation as it relates directly and indirectly to law enforcement.
 - b) Coordinate with the Chair of the Resolutions Committee on national resolutions.
- h) The Membership Committee shall consist of a Chair, an Executive Board member and a member from each region appointed by the National President. It shall be the duty of the Membership Committee to:
- a) Develop and provide membership programs and services as directed by the Executive Board.
 - b) Develop and promote continuous programs for the enhancement, retention and reclamation of the membership.
 - c) Present the membership concerns to the Executive Board.
- i) The Nominations Committee shall consist of a Chair and six (6) members appointed by the National President. The National President will appoint a member from each region who is not a candidate for national office. It shall be the duty of the Nominations Committee:
- a) To obtain in writing from each candidate a Letter of Intent and Resume that must be submitted to the candidate's Regional Vice President who then forwards the nomination to NOBLE's National Office. All nominations must be submitted by no later than April 15 of each year.

Should the prospective candidate miss the deadline date through no fault of their own, he/she must notify in writing the Nominations Committee Chair through the respective Regional Vice President an explanation as to why he/she missed the deadline along with the required Letter of Intent and Resume no later than thirty (30) days prior to the opening session of the instant conference.

The Nominations Committee Chair and staff shall make a final determination as to the credibility and/or acceptance. Any and All Candidate(s) who miss the April 15 deadline shall include the circumstances that necessitated their nomination and presentation coming from the conference floor.

- b) In conjunction with NOBLE's six (6) Regional Vice Presidents and their respective Chapter

Presidents, the Chair shall work closely with these officials to identify dedicated and talented members who could be persuaded to run for office in our organization.

- c) To shore-up vetting and evaluation skills, the Chair may consider providing periodic training sessions for the Committee's staff. Training Instructors for this activity can be found amongst our talented membership.
 - d) Nominate one or more members from the organization with the skills to fill whatever positions exist on the Executive Board.
 - e) Submit an annual Final Report to the National Vice President and the Executive Director of NOBLE.
- j) The Resolutions Committee shall consist of the National Recording Secretary as the Chair and a member from each region appointed by the National President. It shall be the duty of the Resolutions Committee to:
- a) Develop action-oriented resolutions that are in conformance with the will of the membership.
 - b) Coordinate with the Legislative Affairs Committee to develop resolutions that address issues impacting the law enforcement community.
- k) The Scholarship Committee shall consist of a Chair, and Executive Board member and a member from each region appointed by the National President. It shall be the duty of the Scholarship Committee to:
- a) Develop and administer the scholarship program of the Organization and make recommendations concerning the same to the Executive Board.
 - b) Make recommendations on applications submitted for NOBLE scholarships.
 - c) The Scholarship Committee Chairperson will ensure that all funds raised and earmarked specifically for NOBLE's National Scholarships shall be used strictly and exclusively for the purpose for which it was raised, i.e., to be awarded to those selected as scholarship recipients.
- Further, the term "all funds" shall be construed to mean all endowed and solicited scholarship funds, in addition to **ALL INTEREST** that accrues to such special scholarship accounts. Any other attempt to use such funds or accrued interest from these earmarked accounts shall henceforth require a Constitutional Amendment."
- l) The Strategic Planning Committee shall consist of a Chair, the National Vice President and members appointed by the National President. It shall be the duty of the Strategic Planning Committee to:
- a) Establish and develop short term and long-term goals, objectives and activities.
 - b) Communicate the goals, objectives and activities to the membership.
 - c) Ensure implementation of the goals, objectives and activities by the Executive Board.
 - d) Perform evaluations of the results and accomplishments of the set goals and objectives.

- m) The Ways and Means Committee shall consist of a Chair, the National Treasurer and members appointed by the National President. It shall be the duty of the Ways and Means Committee to:
 - a) Survey needs, evaluate findings and make recommendations to the Executive Board of fund raising projects to commensurate with aims, purposes and resources of the Organization.
 - b) Develop and coordinate financial projects that are consistent with the long-range plan and the priorities as approved by the Executive Board.

- n) The International committee shall consist of the Special Assistant to the President for International Affairs as the Chair and other members in good standing that are appointed by the National President. The National President will also appoint a member of the international law enforcement community as the Co-Chair. It shall be the duties of the International Committee to:
 - a) Promote the law enforcement interest of international members consistent with the Constitution and Bylaws of NOBLE.
 - b) Work in conjunction with the Membership Committee to develop and promote continuous programs for the enhancement, retention, and reclamation of international members.

- o) The Retired Members Committee shall consist of a Chair and a member from each Region. It shall be the duties of the Retired Members Committee to:
 - a) Share their expertise within NOBLE
 - b) Serve as advisors to the Executive Board
 - c) Serve as mentors to our youth
 - d) Assist the National office with vacancy opportunities

- p) The Youth Committee shall consist of a Chair and a member from each region appointed by the National President. It shall be the duty of the Youth Committee to:
 - a) To identify training for the youth at the NOBLE Annual Training Conference and support Regional Youth Programs.

NOTE: The last changes to the Constitution & Bylaws was voted on and approved on August 2018 during the 42nd Annual Training Conference and Exhibition in Hollywood, Florida.

