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FBI National Academy
Associates

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A S S O C I A T E

July/August 2015 | Volume 17, Number 4

New Tech Bolsters Efforts to Curb Mobile Phone Theft



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July/August 2015
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Ashley R. Sutton / Communications Manager

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On the Cover: Addressing the issue of theft requires a multi-faceted approach. One of the more vocal efforts, and currently one with tangible results, centers on kill switch technology. Kill switch technology is a software program that allows a mobile device to be remotely deactivated or “wiped” once stolen or lost.

HIGHLIGHTS FROM SEATTLE 2015



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ASSOCIATION PERSPECTIVE

by President Joe Gaylord

Greetings!

The Washington State Chapter hosted the 51st annual FBINAA Training Conference this past July. There were over 1,000 graduates who attended the event. The training was world class and second to none. We had many talented speakers including Dr. Robert Gates, the former director of the CIA and former Secretary of Defense. Plus, Paul Butler did a great job entertaining everyone as the MC again this year.

We all owe Fred Fakkema (who was the conference chairperson), the Washington Chapter, Seattle PD, and the FBI, a huge thank you for all their hard work. And of course, a thank you goes out to the conference planners and the FBINAA National Staff. So much hard work goes into a conference like this and the teams all did a fantastic job.

Here is an update on things that have been going on in the FBINAA the past few months. In June, the Youth Leadership Program (YLP) held its 17th session with fifty-nine kids in attendance. They were housed and attended classes at the DEA Academy. This was done because the weather was hot and muggy making it difficult to walk back and forth between the two academies. Plus, there was a lot of construction going on near the classrooms at the FBI Academy. Three international students from Canada, Europe, and Australia made the trip to participate in the program. Deputy Director Perkins was able to address the class on graduation day. It is safe to say that the students gained much from attending the program and that they had an amazing opportunity to make new friends from all over the country.

The FBINAA foundation conducted a raffle at the conference in Seattle for a trip to Hawaii. The Michigan Chapter was the winner and they are going to have an addition raffle at one of their trainers for one of their members to win. This is the second trip that the foundation has donated with John Crapanzano winning last year. John stated that his trip was first class and he had a great time. These trips include air fare and lodging and are donated by Ed Fuller. (Thanks Ed for all you do for the foundation! Your commitment is most appreciated.)

Next, the foundation is going to raffle off a Bushmaster M4A3-type Patrolman's Carbine. This prize will be drawn during the reception at the IACP Conference in Chicago. Tickets for the prize will be on the foundation website soon. The Foundation is also the helping hands of our organization and is set up to assist any member who may find themselves in need. This year they assisted a family whose member died on duty and two members who suffered house fires, and they also provided five scholarships. In addition, they are selling t-shirts designed by Guy Harvey and that can be purchased online from the FBINAA store.

In the office, both Christine and Angela have moved on in their careers. They will be missed! I am pleased, to introduce the new Membership Coordinator, Jennifer C. Watson. She comes to the FBINAA with valuable experience in non-profit associations and we are fortunate to have her on our team. As Membership Coordinator, she will have many opportunities to meet and work with several of you.



The new cafeteria at the academy has opened and it really is a nice improvement for the students. And yes, as you might hope, the new Board Room is also open. There is a lot of construction going on at the academy so it is great to see the progress being made. 

God Bless,

Joe Gaylord

Joe Gaylord

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CHAPTER CHAT

The intent of this column is to communicate chapter news. Announcements may include items of interest, such as member news, section activities, events, training calendar, special programs, etc. Refer to the editorial submission deadlines, particularly with date sensitive announcements.

Submit chapter news/high-resolution digital .jpg or .tif photos with captions to:

Ashley Sutton, Communications Manager
phone: (302) 644.4744, fax: (302) 644.7764
asutton@fbinaa.org

ALABAMA

■ **Rick Singleton**, 138th Session, was elected Sheriff of Lauderdale County Alabama and began serving his first term in January. He was the former Chief of the Florence Alabama Police Department.

■ On July 7, 2015, Irondale, Alabama Mayor, **Tommy Joe Alexander**, announced **Ken Atkinson**, 244th Session, as the new Police Chief of Irondale Police Department, Alabama.



Ken Atkinson

Atkinson joined the Birmingham, Alabama, Police Department in 1990, and served 3 years before moving to the Homewood, Alabama, Police Department, where he will serve as a Lieutenant until he takes over as the Police Chief of Irondale Police Department.

■ In June, the Alabama Chapter held the annual **Summer Training Conference** in Orange Beach, Alabama, with 150+ members in attendance. The speakers included **Dr. Kevin Gilmartin**, the author of *Emotional Survival for Law Enforcement*, **Dan King** and **Brian Wanschura** of St. Paul, MN Police Department – *Staying in the Fight*, Retired Sgt. **John Brough**, Belleview, IL Police Department – speaking about the shooting that left him blind, and the Retired Chief, **Tim Fitch**, and the current Chief, **Jon Belmar** –



(L-R) Past President - Chief Ron Tyler, Florence PD (NA 225), Treasurer - Tim Albright, retired Madison PD (NA 227), President - Lt. Gina Lee, Orange Beach PD (NA 204), Northern Vice President - Captain Al Finley, Jefferson County Sheriff's Office (NA 236), and Southern Vice President - Major Anthony Lowery, Baldwin County Sheriff's Office (NA 252).

speaking about the **Ferguson** incident, before, during and after.

■ **Judson Beedy**, 252nd Session, Daphne Police Department was promoted to Captain over Field Operations in February. He is currently serving as Operations Captain over the Criminal Investigations Division and Patrol Division. He has served the Daphne Police Department in Patrol for 10 years and the Criminal Investigative Division for 10 years. Since 2012, Captain Beedy has been a licensed Polygraph Examiner in the State of Alabama. He currently serves on the SWAT team as a certified ranking hostage negotiator, public information officer and is



Judson Beedy

the assistant commander on the Baldwin County Major Crimes Unit. Captain Beedy is a graduate of the University of South Alabama. He is also a core instructor for Below 100 and has traveled the southeastern portion of the country presenting Below 100 in an effort to drive down the in the line of duty deaths.

■ Congratulations to **John Samaniego**, 176th Session, who was elected the 53rd Sheriff of Shelby County, Alabama. Sheriff Samaniego assumed office in January, 2015, after serving 12 years as Chief Deputy.



John Samaniego

Sheriff Samaniego is a graduate

of the University of Alabama and the Birmingham School of Law. He also holds certifications from the U.S. Secret Service Executive Protection training program, CEO training program for the National Center for Missing and Exploited Children, the DEA Drug Unit Commander Academy, and the CSAP National Resource Training.

Sheriff Samaniego served as the President of the Alabama Chapter of the FBI National Academy from 2005 until 2007 and serves on numerous other county and state boards. He is an active member of the Fraternal Order of Police, Alabama Sheriff's and National Sheriff's Association.

Sheriff Samaniego has 39 years of law enforcement service to the community, beginning his career in Tuscaloosa, Alabama. Sheriff Samaniego dedicated half of his career to narcotics investigation, commanding the West Alabama Narcotics Task Force for 10 years until he was promoted to Assistant Chief of Police for Tuscaloosa Police Department in 2001.

Sheriff Samaniego's responsibilities encompass serving over 200,000 residents in the fastest growing county in the state of Alabama. The Shelby County Sheriff commands 215 dedicated employees along with maintaining a 500 bed jail.

CALIFORNIA CALIFORNIA MEMBER SPOTLIGHT:

■ Assemblymember **James Cooper**, 211th Session was born in France, the son of an enlisted

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CHAPTERCHAT

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Air Force serviceman. His father transferred to the Sacramento, CA area where he raised his family. Jim is married to his lovely wife, **Kristen**, and has four beautiful daughters, **Jessica**, **Alexis**, **Rachel** and **Anna**.



James Cooper

Assemblymember Cooper has an extensive background in law enforcement and local government. Jim is a down to earth nice man and most who know him lovingly call him "Coop". Before election to the California State Assembly, Jim served as a Captain in the Sacramento County Sheriff's Department and retired after 30 years of service. As a former Commander of the Sacramento Valley High Tech Crimes Task Force, he focused on the apprehension of child predators, identity thieves and oversaw dramatic increases in the prosecution and arrests of child predators.

In his law enforcement career he has earned numerous awards, including the **Bronze Star** for Bravery for actions during the 1991 "Good Guys" hostage crisis. He also spent three years working as the Department's spokesperson. Cooper is a lifetime member of the California Narcotics Officers Association, and spent nearly a decade working as an undercover narcotics officer and gang detective – investigating illegal activity to fight drug trafficking in Northern California. Combining his passion for young people with public safety, Jim created a youth drug prevention curriculum, teaching students about the dangers of narcotics and helping parents notice the warning signs of drug use and gang involvement. He also taught Criminal Justice at local community colleges and universities.

Captain Cooper spent the last 14 years serving the people of Elk Grove. He was the city's first mayor and worked to establish solid governing values, balancing the city's budget, keeping the neighborhoods safe and making the city one of the greenest in the region. He used his law enforcement background to help create Elk Grove's first gang and narcotics unit, as well as a local 911 Communications Center.

Community service is a significant part of Assemblymember Cooper's life. He has served proudly on the boards of the Boys & Girls Club, Big Brothers Big Sisters, WIND Youth Services, and the Sacramento Children's Receiving Home.

Jim is a graduate of the West Point Leadership Academy and FBI National Academy. He earned a Master's degree in Organizational Leadership from Saint Mary's College.

In November 2014, Jim Cooper was elected to the California State Assembly to represent Assembly District 9, which includes the cities of Sacramento, Elk Grove, Galt, and Lodi. On his first day in office, Mr. Cooper was named to Speaker Toni Atkins' leadership team as Assistant Majority Whip. Jim serves on the Assembly Agriculture Committee, Budget Committee, Budget Subcommittee No. 4 on State Administration, Governmental Organization Committee, Insurance Committee, and Privacy and Consumer Protection Committee. Assemblymember Cooper also serves as Chair of the Assembly Select Committee on Community Law Enforcement Relations and Responsibilities.

The Speaker also appointed Assemblymember Cooper to serve on the California Crime Victims' Memorial Review Committee. The Committee

is tasked with overseeing the design, construction and maintenance of a memorial in Capitol Park to honor California residents who are victims of crime. Additionally, Assemblymember Cooper was appointed to serve on the Public Safety committee of the Council of State Government (CSG-WEST). CSG West is a nonpartisan, nonprofit organization created to serve western legislatures through regional cooperation and advocacy.

The California Chapter recognizes and congratulates Assemblyman James Cooper for his service to his community as a law enforcement official and now Assemblyman in the California State Legislature.

■ The **California Executive Board** unanimously voted to endorse **Tim Braniff** as the Section 1 Representative in Seattle, Washington. Congratulations Tim, we all know that you will do a great job.

■ Congratulations to Immediate Past President, **Walt Vasquez**, 228th Session, from the San Diego Division, who recently became the Chief of Police in La Mesa, California. **John Worley**, 251st Session, Alameda Sheriff's Office recently became Chief of Police at Ohlone College in Fremont, **Brian Ferrante**, 254th Session, to Chief of Police, Sand City, California and **Brian Johnson**, Chief of Police for Upland Police Department.



(R-L) Major Michael B. Darcy, Connecticut State Police (234th Session), Chief of Department O'Neill, Frank Darcy.

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CHAPTER CHAT

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■ **Dave Freedland**, 206th Session, Deputy Chief of Police for the Irvine Police Department (Retired), recently received a publishing contract for his first novel based upon three (3) Irvine homicide cases. Lincoln 9 is now available on Amazon.



Dave Freedland

RETIREMENTS

■ **Eric Tejada**, 250th Session, UC Berkeley PD, now with the SF DA's Office.
 ■ **John Worley**, 251st Session, Alameda Sheriff's Office.
 ■ **James Cooper**, 211th Session, Sacramento County Sheriff's Department.

MEMORIUM

■ **Ed Tracey**, 228th Session, passed away with family members present April 14, 2015 after a long battle with cancer.

CONNECTICUT

■ On August 5, 2015, the Connecticut Chapter held their **Annual Summer Luncheon** at the United States Coast Guard Academy's Officers' Club in New London, Ct. Over 140 state, local, and federal law enforcement representatives attended and the keynote speaker was Chief of Department **James P. O'Neill** of the New York City Police Department (pictured on page 8).

■ Lt. **John Cueto**, 246th Session, recently retired from the Bridgeport Police Department to become Chief of Police in the town of Duck, North Carolina.

■ Congratulations to our recent graduates of the **260th Session**: Deputy Chief **Neville Brooks**, Hartford Police Department

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NEW TECH BOLSTERS EFFORTS TO CURB MOBILE PHONE THEFT

William Lansdowne

As mobile phone use has become increasingly widespread, so too has the theft related to them. Today, devices are ubiquitous, with even young children carrying some worth hundreds of dollars. The fact that mobile phones, specifically smartphones, have increased in value so dramatically over the last few years is directly related to the alarming increase in the rate at which they're stolen.

Just how big of a problem has mobile phone thefts become? While there are no available law enforcement statistics on phone theft specifically, multiple data sets have accurately framed the relationship between crime and mobile phones. A 2014 report from the FCC combined existing data from law enforcement agencies and the FBI to estimate that one tenth of all thefts in the U.S. in 2013 were associated with a mobile device. A 2012 Consumer Reports survey indicated 1.6 million mobile phone thefts that year; in 2013, the same survey reported 3.1 million mobile phone thefts. That's a nearly double an increase in just one year. In New York City, robberies involving mobile phones rose 13 percent from 2010 to 2013. In 2013, more than one-quarter of all thefts and over half of grand larcenies (55 percent) in the city involved a mobile phone.

Addressing the issue of theft requires a multi-faceted approach. One of the more vocal efforts, and currently one with tangible results, centers on kill switch technology. Kill switch technology is a software program that allows a mobile device to be remotely deactivated or "wiped" once stolen or lost. Once a kill switch is activated, the device is rendered unusable even if the memory is wiped and the operating system reinstalled. This makes the device virtually worthless in a secondhand market. While the technology is gaining national attention, advocating for it, supporting and passing legislation to require it in all phones, and ultimately the adoption of it by the industry, requires a lot of cooperation and teamwork.

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New Tech Bolsters Efforts to Curb Mobile Phone Theft *continued from page 10***Understanding Public Sector Efforts**

Enter the **Secure Our Smartphones (S.O.S.) Initiative**, an international partnership of law-enforcement agencies, elected officials and consumer advocates seeking to end the violent wave of thefts related to mobile phones. Founded in the June of 2013, the group is co-chaired by New York Attorney General **Eric T. Schneiderman**, London Mayor **Boris Johnson** and San Francisco District Attorney **George Gascón**. “After meeting with families who had lost loved ones to violent robberies targeting their smartphones, we decided to raise the alarm about smartphone theft and called on the industry to adopt kill switch technology,” said Attorney General Schneiderman in a February 2015 press release issued by his office.

The group has successfully persuaded phone manufacturers to adopt kill switch technology and has advocated for passing legislation, and all three have seen a reduction in crime related to mobile phones in their respective cities as a result.

Apple’s **iOS**, Google’s **Android** and Microsoft’s **Windows Phone** comprise 97 percent of smartphones used in the United States. Each phone manufacturer has unique software requirements, which means the kill switch technology manifests itself differently in each operating system. Apple’s kill switch, called **Activation Lock**, which is automatically turned on when **Find My iPhone** is set, had been an opt-in feature since September 2013 but now comes standard in the iPhone 6 and 6 Plus models. Samsung released a kill switch-type option in April of 2014 on the **Galaxy S5**. Google also released a version of Android with a kill switch in 2014, and Windows is expected to do the same for its mobile operating system this year.

“The significant decrease in smartphone thefts since the implementation of kill switch technology is no coincidence,” said New York Police Commissioner **William J. Bratton** in the Attorney General’s press release. “Restricting the marketability of stolen cell phones and electronic devices has a direct correlation to a reduction of associated crimes and violence, as evidenced in London, San Francisco and New York.”

From January of 2013 to December of 2014, New York City’s police department reported a 16 percent drop in mobile phone robberies, including a 25percent drop in iPhone robberies. Over that same period, San Francisco recorded a 27percent overall drop

in mobile phone robberies, including a 40 percent decrease in iPhone robberies.

Diving deeper, the City of San Francisco provides an interesting kill switch case study for a couple of reasons. First, a majority (59 percent) of its roughly 4,000 robberies in 2013 involved the theft of a mobile phone. Second, California was the second state in the nation to ratify kill switch legislation, when Governor **Jerry Brown** signed a bill into law requiring all smartphones sold in the state after July 1, 2015 to include the technology on an opt-out basis.

“As more manufacturers implement this technology to comply with California law, I expect to see further reductions in the number of robberies,” noted District Attorney **George Gascón** in the press release issued by Schneiderman’s office. “It just goes to show that thoughtful regulation that protects consumers is not at odds with innovation.”

Understanding Private Sector Efforts

The public sector has made great strides in addressing cell phone theft but the private sector plays just as an important of a role in deterring mobile phone theft. The second-hand market, which focuses on the collecting, refurbishing and recycling of e-waste, is impacted by kill switch technology as it is critical to the regulation of legitimate second-hand transactions. Secondhand businesses can do their part to deter the sale of stolen devices by screening phones for a kill switch, mandating that the seller deactivate it when appropriate.

As an example, **ecoATM**, the kiosk-based electronics device recycling company, employs patented technology that screens for stolen devices. When an ecoATM kiosk detects that a smartphone’s kill switch has been activated, it requires the seller to turn it off before a sale can proceed. Only the device’s owner would be able to do so. The company recognizes the value of screening phones for kill switch technology and has served as an important ally to law enforcement in combating mobile phone theft. There are other vendors that screen for the technology and, as awareness grows, the hope is that this practice is more widespread.

There are also other measures that, when put into action, will only further the goal of the S.O.S Initiative and positively impact the problem of mobile phone theft.

- Despite extensive record keeping and reporting from buyback vendors like ecoATM, pawn and secondhand

store licensing remains one front with room for improvement.

- Current data on stolen devices is dispersed across various databases including local and global blacklists, insurance databases, OEM device check services and MEID/IMEI databases, to name only a few. Aggregating these resources into one, internationally accessible database would empower not only secondhand sellers and law enforcement, but also potential buyers seeking to verify that the phone they’re considering purchasing isn’t registered as stolen or lost.
- A Consumer Reports survey conducted in January of 2014 indicates that the general public has yet to adopt measures aimed at protecting their devices and sensitive data. Only 36 percent of the survey’s more than 3,000 respondents say they use a 4-digit pin to lock access to the phone, while even less (29 percent) back up their device’s data online or on a home computer. A mere 7 percent indicate that they employ security features other than screen lock, and a concerning 34 percent took none of the security measures listed in the survey.

In taking the long-term view, we must recognize that mobile phone theft is still relatively new – a result of a meteoric rise in value over these last few years. We still have work to do, but that isn’t a reason to overlook the progress we’ve made already. Public education efforts, funded by both the private and the public sector, could potentially be the most important aspect of curbing future mobile phone theft. With thoughtful initiatives like the S.O.S., as well as support from important private sector players like ecoATM and an increasingly aware general public, we’re well on our way to creating a mobile ecosystem where crime literally does not pay. 

About the Author: Chief **William Lansdowne** served as Chief of the San Diego Police Department for over ten years before retiring in February of 2014. His 47 years in law enforcement include tenures as the Chief of the San Diego, San Jose and Richmond Police Departments as well as six years in the California National Guard. In 2014, Lansdowne was honored with the prestigious Major Cities Chiefs Police Association (MCCA) Leadership Award, which recognized his leadership efforts on a national level as well as his many contributions to MCCA. He currently serves on ecoATM’s law enforcement advisory board.

CHAPTERCHAT

continued from page 9

Lieutenant **Mark Sticca**, CSP
Captain **Vincent DeMaio**, New
Canaan Police Department.

FLORIDA

■ **Charles Vitale**, 228th Session has been promoted to Deputy Chief for Clermont Police Department. Previously he retired as a Deputy Chief from the Sunrise Police Department.

■ **Mike McKinley**, 254th Session, was sworn in as the City of Apopka, FL, Chief of Police, on Monday, August 31, 2015.

■ **Alberto Alberto**, 253rd Session, Miami Police Department has been promoted from Commander to Major overseeing the Specialized Operations Section.

■ After 32 years of service, Colonel **Jim Stormes**, 230th Session, retired from the Palm Beach County Sheriff's Office. He has accepted a position with the Palm Beach Gardens Police Department, where he will serve as the Assistant Chief of Police.

ILLINOIS

■ **Don Norton**, 106th Session, as of 16 May 2015 commenced his 56th year in the law enforcement profession. Don retired from the Illinois State Police with the rank of Captain, and then accepted a position as a Federal Investigator with the United States Attorneys Office, Northern District of Illinois in Chicago, IL. After his career there, he retired and accepted a position as an Inspector with the Broadview (IL) Police Department. Interestingly, Don is now working at the BPD for Chief **Luis Tigera** of the 182nd Session. Chief Tigera, formerly worked for Captain Norton, District Commander, District 3, Illinois State Police, Chicago as Trooper Tigera. Chief Tigera rose through the ranks of the ISP to the rank of First Deputy Director, retired in 2013 and joined the BPD. Don retired from the USAO and joined his former employee,

now his employer in 2014. Don has no plans relative to retirement.

IOWA

■ Secretary/Treasurer Sheriff **Don Vrotsos**, 204th Session, has been working hard the past two years to maintain and increase chapter membership. Over the past year, Don has increased the Iowa Chapter membership by 10% by tracking down members who had not recently renewed and by encouraging new NA graduates to be active in the chapter. Good work Don! Thanks for your effort!

■ Iowa Chapter member **Barry Thomas** was sworn in as FBINAA President during the annual conference in Seattle. We are happy for Barry and proud of the work he has put in the past several years on the executive board. Congratulations!

■ The **2016 Spring Retainer** will be in Okoboji, Iowa April 27-29. Iowa State Patrol Lt. **Darin Fratzke**, 251st Session, has a fantastic conference planned and we are hoping for weather that makes for good golfing on the morning of the 27th! Mark your calendars accordingly and plan to join us.

KANSAS/WESTERN MISSOURI

■ The Kansas-Western Missouri Chapter is proud to announce the retirement and new position of one of our members!

Major **Floyd Mitchell**, 236th Session, retired July 30, 2015 from the Kansas City, MO Police Department after serving 25 1/2 years with



Floyd Mitchell

his department. Major Mitchell served our Chapter for many years preparing the memorial information for our Chapter and the Eastern Missouri Chapter during our combined fall conference.

We are proud to announce Floyd has been chosen as the new Police Chief in Temple, Texas effective September 14, 2015!! Our Chapter will miss Floyd and wish him all the best!!! Congratulations!!

LOUISIANA

■ Captain **Ron Ruple**, 211th Session, has been promoted as the Assistant Chief of Police in the City of Mandeville Police Department, Louisiana.

MARYLAND/DELAWARE

■ On July 8, 2015 the Maryland-Delaware Chapter Executive Board met for a luncheon with the recent graduates of Session 260 as well as the candidates of Session 261 who will begin their 10 week venture at Quantico.

Department (1977-2002) and Maine Gambling Control Board (2004-2010) before joining the University of Maine Department in December 2010. Welch holds a Bachelor of Science Degree and Master of Science Degree in Administration of Criminal Justice.

■ Retired Framingham Police Department, Lt. **Dominic Ferrazzi**, 93rd Session, passed away on 08/24/15 in Framingham. He retired in 1987.

■ **Sean Kelly**, 201st Session, retired as a Captain from the Durham, NH Police Department and has been appointed the Chief of Police for the Weare, NH Police Department

■ **Steven Lee**, 250th Session, has been promoted to Captain with the University of New Hampshire Police Department and will serve as the Executive Officer for the department.

■ Chief **Richard Stillman**, 180th Session, has retired after 34



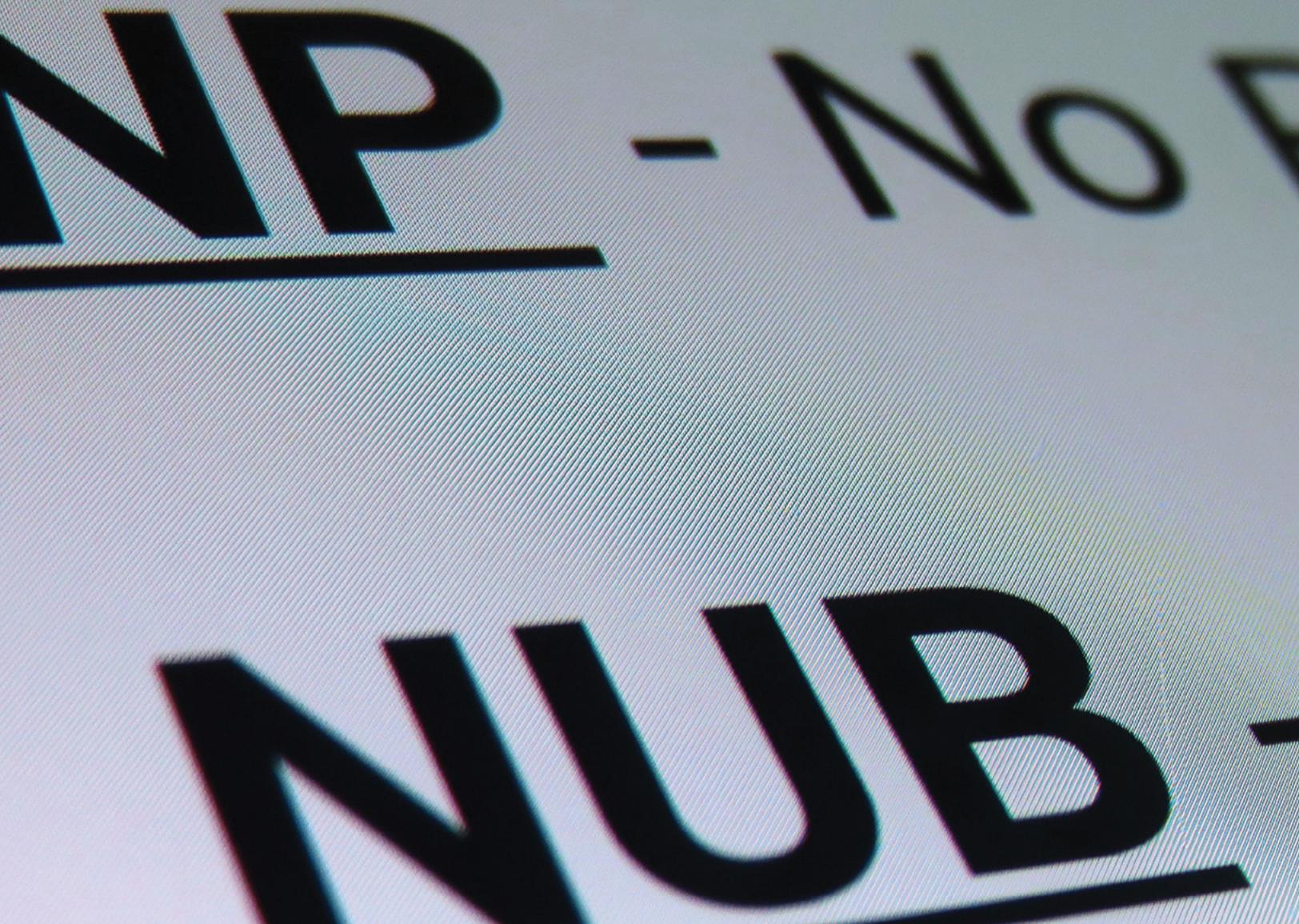
Pictured are Session 261 attendees (L-R) Captain Dave Spicer – Dover Police Department, Captain Scott Keyser – Maryland State Police, Chief Chris Cotillo – City of Sea Pleasant Police Department, and Lieutenant Aaron Dombrowsky – Howard County Police Department.

NEW ENGLAND

■ **Robert Welch**, 200th Session, has been promoted to Captain with the University of Maine Police Department effective 6/30/15. Welch was previously with the Bangor Maine Police

years with the Walpole MA Police Department, and is now the Police Chief in Bridgton, Maine.

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YOU ARE A NEWBIE ALL OVER AGAIN

Alan A. Malinchak

Together, it's taken us a year – and this is the 6th and final article in the FBINAA Career Transition Series in The National Academy Associate. You've negotiated your total compensation package, retired from your law enforcement organization and are about to start your new position with your new company. We trust you will bring the same level of enthusiasm and positive spirit you possessed during your distinguished law enforcement career to your new employer. They will appreciate you, your capabilities and yes, when appropriate your law enforcement stories. You will be new to them, and they will be new to you. All you've accomplished in your career has provided value to you, your family and your community – but now, on the first day of your new career you need to keep in mind – You Are a NEWBIE All Over Again!



You will experience transitional emotions and a myriad of unknowns as you crawl, walk, run and “*drink through a fire hose*” regarding your new role and the responsibilities you have accepted. You will be fine – what kept you alive in your law enforcement career was the acceptance of your role, the training you received and the continued learning and knowledge you gained – you will experience the same thing all over again – but this time with more salary, other compensation benefits and a retirement check too!

You will not only survive, but you will excel if you understand the level of importance in three areas: security clearances, professional certifications and business acumen – all needed as you live your new life outside of your law enforcement career.

SECURITY CLEARANCES ARE IMPORTANT

You may be fortunate to have brought a security clearance with you or are offered the op-

portunity to receive a security clearance – take that opportunity – jump on it. Possessing a security clearance is more likely to equate to job stability in private industry as well as increased salary during your future career.

If you brought a security clearance to your new company, and they value that credential, it can bring an increase of 2 - 3% to the original base salary offer; historically equates to a 5 - 7% of base salary as a sign-on bonus; and, in a 10+ year career beyond your public service can average \$20,000 more per year than the colleague working with you who is without a security clearance. For those still in the negotiating phase of your new career position, review the value of security clearances at

- <http://www.clearancejobs.com>
- <http://www.clearancejobs.com/files/infographic.html>
- <https://www.clearancejobs.com/files/CompensationSurvey2012.pdf>
- [http://veteranresources.taonline.com/security-clearances;](http://veteranresources.taonline.com/security-clearances)

For those who don't possess a security clearance, read the above information regarding the value of security clearances as well and begin to position yourself within your company to acquire a security clearance for both job stability and increased salary.

PROFESSIONAL CERTIFICATIONS ARE MORE IMPORTANT

All professional certifications, especially a **Project Management Professional (PMP)**, **Computer Information Security System Professional (CISSP)** and a **Professional Human Resources (PHR)** or **Senior Professional Human Resources (SPHR)** are valued by performance based businesses, are the **BACKBONE** of required competencies and are both needed and transferrable within private industries. If you al-

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WHY FERGUSON WILL NOT HELP THE PROBLEM

Paul Sarantakos

This is not a blame or point the finger piece. The reality is there is plenty to go around. Plus in each of the tragic situations that we have read and heard so much about over the last few weeks, we do not have the full story, because we were not there. To be honest, the people involved did not have the full story either, here in lies part of the problem. As with all issues there are two sides. With regards to police use of force there are two sides and two issues to each side. On the one hand we have public perception and expectations and the other we have police training (legal) and expectations. What is happening in our society today, is not helping to solve the under lying issues we face. We have the public protesting “police brutality” and we have police (or police support groups) sponsoring programs to “back the badge” and support police. All of these things are good but they are not productive at getting to or even identifying the issue.

We have a perception issue in our communities and it is leading to tragic circumstances that can escalate into the use of deadly force. Let me start from the police perspective. In policing, the simplest and easiest part of this to explain (for those in the field or not) is police expectations. All police officers, their families, and those associated with them expect that the officer will come home unharmed after their shift. While we could make that statement for any job or profession, this is uniquely true for policing (same for military on active duty in a combat zone). I say this only because policing is the only profession where injury can come from accidents and also as a deliberate action from another person whose intent is to cause you harm or death. While the expectation is clear enough, the underlying cause of that expectation is an incredibly important piece of this conversation. Police think differently. They are trained to think differently, and we need them to think differently. But it strikes me as worth

asking people to consider that police officers are asked to run toward gunfire, toward overt threats of violence, toward situations where others have called--sometimes frantic--for help. And we ask them not only to extract people from imminent danger, but to apprehend the source of the threat. In fact, we excoriate the police when they let violent criminals “get away”. And we ask them to do this even though they are just as mortal, just as susceptible to harm, as any of the rest of us. This is not the cause nor is it an excuse; it is genuinely a missing piece of the puzzle as we try to find a productive way to discuss the societal reality.

The second piece from the police perspective centers on training, legality, and necessity. Our media has focused a great deal of attention on the first two when “reporting” on these events. This is not a minimization of those two factors, there are of course lynch pins of how our system functions.

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A MESSAGE FROM OUR **CHAPLAIN**

by *Dan Bateman*

Reflections of Honor

The FBI National Academy Associates is steeped in tradition and legacy. This was, once again, observed during our national training conference at Seattle this year. I was privileged, as your Chaplain, to remember and honor the memory of our Associate friends and graduates who had passed away since the 2014 conference in Philadelphia.

This year, I have focused on the mountaintops and valleys in our lives and the memorial ceremony served as both a mountaintop and a valley in our journey as graduates of our great organization, the FBI National Academy. The mountaintop we experienced is the great life of service exemplified in the lives of our members who have passed on. The valley is the sadness we feel in our loss collectively and individually. To some extent, we regain the mountaintop by the simple and profound ceremony of honor and remembrance as we recognized our friends and fellow graduates who have gone on before. As we paused to remember colleagues, friends, and associates during the opening ceremonies, those in attendance gave honoring silence in respect for those who had passed on.

This has been a particularly difficult year for our fellow graduates from the Texas Chapter. They lost two graduates who were very active in their Chapter and whose passing left a remarkable legacy. **Jessee Turner**, Session 228, and an executive board member of the Texas Chapter, passed away on April 13, 2015. **Chris Vinson**, Session 209, who served as the 2012 Conference Chair and Texas Chapter president, passed away on June 1, 2015. Both men represented the heart and soul of the Texas Chapter and we share in their sorrow.

Our National Academy is founded on 80 years of legacy since the first session in 1935. Likewise, our members who have left us in the past year leave a legacy of honor as well. We hold their memory sacred and share in the sadness of families who have lost loved ones. They... and we... are saddened at our loss but are strengthened in our collective honoring as we remembered their lives at the memorial ceremony.

The **Memory Table**, steeped in simple, profound legacy, bear significant and meaningful symbols of honor.

1. The table, covered with a white cloth, symbolizes the loyalty



and commitment of our fellow graduates throughout their career of service to their respective communities.

2. An encased and folded American flag is placed on the table to represent the courage and sacrifice of our fellow graduates as they protected our freedom and provided a safe environment for the citizens they served.
3. A single red rose in a vase is placed on the table to symbolize the family and friends of our fellow graduates left behind.
4. A police hat and badge is placed on the table to symbolize the absence of our fellow graduates.
5. A white candle is placed on the table to be lit during the service as a constant reminder that our fellow graduates are not and will not be forgotten.
6. A framed list providing the name, session, and date of death of each of our fellow graduates is posted on the table as a visible reminder of our fellow graduates and friends who have gone on.

The Memory Table was on display throughout the conference until our closing ceremony so attendees could review, reflect, and remember those who had passed away. 

Dan Bateman, *FBINAA Chaplain*
dbateman@fbinaa.org | 586.484.3164

FBI NATIONAL ACADEMY 2015 MEMORY ROLL

NAME	SESSION	NAME	SESSION	NAME	SESSION
Sidney Barnes	47	Cadet T. Thorp	100	Herb M. Katz	146
Jack D. Davelaar	50	Frederick E. Clarke Jr.	102	Randy E. Beu	149
James K. Wilson	58	Robert Haworth	104	Ronald L. Black	157
Edward W. Elder	60	Mike Thomas	105	Thomas E. Lynn	159
William S. Strader, Sr.	66	Michael R. Hanrahan	101	C. Richard Swain	161
William D. Bales	69	Claude W. "Jake" Miller	105	James H. Allen	162
Frederick F. Drenkhan	76	John Michael Thomas	105	Mark B. Selvik	164
Victor H. Smith, Jr.	78	Richard A. Dierking	108	Gerald M. Whitehead	166
Victor Keitel	81	Joseph A. Kalivoda	111	Earl D. Woodyard, Jr.	172
Joseph M. Jordan	85	Eduardo "Eddie" Gonzalez	113	William K. Wylie	173
Robert J. Kelley	88	F. Mason Adams	116	Jeannette Baran	175
Gordon J. Mooney	88	Richard F. Burns	117	H. Gerry McCann	177
John Rybar	89	Donald G. Mason	117	Donald J. Winslow	179
Rudy Guillory	90	Steven R. Harris	118	Kenneth E. Burge	180
Joseph A. McAleenan	90	Joe R. Burchfiel	119	Johnathan Wilce	180
Stanley A. Smith	90	Leonard O. Gardenour	119	David Campbell	194
Ralph J. Young	90	Wayne V. Love	120	Raymond R. McGill	194
Wesley Baxa	91	Raymond E. Homer	121	Steven R. Culp	195
Lou "Duke" Beatus	91	Craig Jennings	123	Bobby D. Walsh	196
Donald E. Rosenbauer	91	Charles D. Chambers	124	Dennis L. Corley	204
Andrew C. "Ziggy" Zawelensky	91	Jerry D. Mills	124	Michael S. Scroggins	206
Thomas Usry	92	Joseph R. Kozenczak	126	Bradley G. DeMuzio	207
David L. Alcorn	93	Charlie O'Neal	126	Christopher M. Vinson	209
Robert L. Hartshorn	93	Robert V. Walsh, Jr.	126	Floyd A. Simpson	214
Harold E. Lamb	93	Harvey C. Cook	132	John F. Betten	221
Larry Campbell	95	Daniel H. Steers	132	Edward Tracey	228
Theodore Huber	96	Reuben M. Greenberg	133	Jesse Turner	228
James R. Livingston	96	Luis Hernandez	133	Thomas M. Calcagno	230
Bernard Szatkowski	97	Carl E. Longstreth	134	William R. Podgorski	233
Erik Dam	99	Neil Johnson	135	John Lawton	235
Lester "Sam" Akeo	100	Ronald L. Bennett	138	Neville Colburn	258
Alan R. Richards	100	John H. Spiegel, Sr.	138		
D. Earl Secrist	100	Durwood Barton	144		

STAYING ON THE **YELLOW BRICK ROAD**


**YELLOW
BRICK ROAD
FBINA 261**

The Highlight Reel

E.J. O'Malley

I was very fortunate to attend the 2015 Midwest Sports Performance Conference on May 8th and 9th at the University of Kansas. It was action packed with tremendous presenters and hands-on drilling. Once again I proved I'm the dumbest one in the room. I guess at age 40, re-learning the basics or forgetting stuff is par the course. **Andrea Hudy** is the Head Strength and Conditioning Coach for Men's Basketball at Kansas. She has been one of the best strength coaches in the country for many years and this was a unique opportunity for me to see the inside of her operation. She was very transparent in her teaching progressions and research. "*Power Positions*" is her 2014 book that is a must read for the exercise addict. She is surrounded by a dynamite staff and has full access to the exercise science lab to test her athletes. I was overwhelmed with information that must be shared. There will be Part 2 of these highlights due to the content of these professionals.

- **Dr. Avery Faigenbaum** – a heavy hitter in the area of youth strength training
 - Earn the Right – progress or regress
 - The primary years for kids (10 & under) is crucial for muscle strength and motor skill development
 - Strength work for kids will not damage growth plates
 - Supervised training with credentials matter
 - At the age of 10 - kids continue with moving more with sports or they go to the dark side and start eating more
 - We have a IPosture problem, not iPhone (Apple or Android)
 - The USA was rated a D- in the Global Matrix of Physical Activity 2014

- Dr. Bryan Mann – University of Missouri
 - High academic stress resulted in injury restriction in practice
- The carryover for Law Enforcement in my eyes would be to evaluate stress at home/work and reduce intensity in training to minimize risk of injury
 - If you want to be fast – we must move light loads fast with great technique
 - We need more explosive and ballistic strength and power drills
 - The SAID principle matters – Specific Adaptation to Imposed Demands
- You will perform how you train
 - Work Capacity and Mobility are the foundations of the house
- Mike Nitka – 36 years as a High School Strength Coach in Muskego, Wisconsin
 - We are in the business of making people better
- A powerful statement that defines National Academy, become more!
 - He is not interested in the flavor of the day – no trends, no fads
 - You need to be better at your job than I am at mine
- It has been my belief in life that the next time someone asks for advice, know what qualifies them to give that advice
 - We have lifeguards at pools but no certified people to run high school weightrooms
 - First do no harm, performance is secondary
- I have adopted this model with NA261
- **Tracy Fober** – A top tier Physical Therapist at the Olympic Training Center
 - Goals for every Athlete
- Adaptable, not adapted
- Physical competent & literate
- Resilient & durable
- Confident & creative
- Educated in self-care & advocacy for short/long term physical health
 - These objectives represent a perfect model for our tactical athletes

There was not one conversation about Crossfit, P90X, or Insanity. The reason is very clear. The best athletes in the United States are members of system based training and research. The best strength coaches have access to physiologists and physical therapists and they feed off each other. These qualified individuals formulate training templates based on the individual. They evaluate and assess every movement pattern in a structured environment on a daily basis. My students must understand that these practitioners set the bar. We should borrow these concepts in hopes of creating better Law Enforcement Officers. Read more about sport science and work on your athletic performance. All I'm asking is to take 20-30 minutes of each day in the 24 hours that we have and deliver! 

About the Author: E.J. O'Malley is a Health and Fitness Instructor at the FBI Academy, Physical Training Unit. He earned his B.S. from Lock Haven University of Pennsylvania and M.S. from Virginia Commonwealth University. He holds Certification from the National Strength and Conditioning Association.

THE HISTORIAN'S SPOTLIGHT

by Terry Lucas

Some Have It and Some Don't!

Most of us have known people who are natural athletes, speakers, comedians and performers in various fields. We also know people who have become good athletes, speakers, comedians and performers due to experience, education and concentrated study and effort.

Those of you who have been fortunate enough to attend the last three annual conferences in Orlando, Florida, Philadelphia, Pennsylvania and most recently in Seattle, Washington have witnessed a true "natural" speaker and comedian. (The accompanying picture for this article captures **Paul Butler** as he is making some kind of a point which will undoubtedly draw great laughter from the crowd.)

Horry County (SC) Sheriff's Office Chief Deputy **Paul Butler**, a graduate of the 220th Session is truly a natural. Paul had served as the Secretary Treasurer for the South Carolina Chapter for 5 years when he was observed in action as a Master of Ceremonies by Section III Representative **Joe Hellebrand** of the Florida Chapter. This observation occurred in late 2012 and Joe advised that he went to incoming National President **Doug Muldoon** to recommend Paul as the MC for the Orlando Conference. As the story goes, President Muldoon was turned down for several months by Chief Deputy Butler. Paul stated he didn't feel experienced enough for a national setting and didn't want to embarrass either himself or President Muldoon.

Fortunately, President Muldoon was persistent and knew he had a "Natural" who would add humor and enthusiasm to the Master of Ceremony position. Those of you who attended the Orlando conference remember that Paul's sense of humor and enthusiasm for the position became readily apparent. His love of the National Academy and appreciation for the experience were obvious. The Conference was a huge success and Paul's efforts as the MC for the event was outstanding. His sense of humor and ability to "feedback" remarks to the speakers became obvious very quickly and those speakers who tried to do "one-upmanship" soon realized that Paul would always have the microphone last!



Paul's ability and talent were so obvious that President **Laurie Cahill** had Paul as the MC at the Philadelphia Conference in 2014 and President Joe Gaylord followed suit for the 2015 Conference recently held in Seattle, Washington.

Chief Deputy Paul Butler was born in Conway, South Carolina and has lived in Horry County all of his life. (Paul advised me it is pronounced as Or-ree not the way I was pronouncing it!) He grew up on a farm approximately 40 miles from the famous Myrtle Beach area. He describes his life as slow and simple as he was growing up. He and his siblings worked hard when they had to and "played hard every chance they got!" His parents are **Truman** and **Hazel Butler**. Paul considers his father, Truman, one of the wisest men he has ever known. Unfortunately Truman passed away in 1993 having lived through the Great Depression and serving his country in World War II. Miss Hazel is going strong at 88 years of age and has been a strong and loving mother who still tries to keep Paul in line!

Paul began his law enforcement career in May of 1988, one month after he turned 21. He began work in his hometown of Aynor, S.C. with a three-man department. Paul's older brother, **Robert**, prompted him to go into law enforcement as he thought Paul would make a good officer. Robert was previously hired as a trooper for the South Carolina Highway Patrol and had served as a role model for Paul. Both Paul and Robert have had successful and gratifying careers in law enforcement together.

One year after being hired by the Aynor Police Department, Paul was appointed Chief, and became the youngest Police Chief in all of South Carolina. He went on to serve for 10 years with the Horry County Police Department where he rose to the rank of sergeant. In 2001 he left to become the Chief Deputy for the Horry County Sheriff's Department.

In 2005 Paul was selected to attend the 220th Session of the National Academy. The National Academy was recommended to Paul by **Sam Hendrick**, the Chief of Conway, S.C. (NA Session #173) Paul advised that he was assisted in filling out his application by **Billy Gibson** who was the National Academy National Chaplain at the time. There may have been some praying involved to ensure a successful application!

His session had a total of 249 members from 29 countries around the world. Paul was honored by his classmates to be the graduation speaker along with then FBI Director **Robert Mueller**.

Following his selection by classmates to be the graduation speaker he was required to provide a copy of his prepared remarks to the NA

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Historian's Spotlight *continued from page 21*

staff for review and "suggestions!" Paul advised he did go quite a bit off from his prepared remarks and attributes some of that to Director Muller telling him to "just wing it if you get nervous!" The speech was given a standing ovation by the attending audience and Director Mueller even paraphrased several of Paul's remarks in his speech.

After the graduation ceremony was over Director Muller asked Paul if it would be ok for someone from his staff to contact Paul regarding his presentation and for Director Muller to then use some of the wording for his speeches. Paul later was contacted by a speechwriter for the Director who advised she could not find Paul's remarks in his prepared speech. She was told they were all in his head and "By the way how do you as a college graduate from Brown University feel about asking for assistance from a graduate of Aynor High School and Horry Technical School?" Only Paul could ask questions like that and get a laugh without causing anger!!

Paul has made involvement with the National Academy Association a true family affair as his wife, Cheryl, and children attend NAA functions with him whenever possible. His oldest daughter, Emily, is a graduate of the NA Youth Leadership Program and his youngest daughter, Holly, hopes to attend in the future. They were very supportive of him when he attended the NA and are aware of the benefits and contacts provided through attendance and involvement with the NA.

Chief Deputy Paul Butler is a true Southern gentleman and his manners and upbringing by Miss Hazel are always obvious in a public setting. Paul is usually first to open the doors for ladies and help them on and off the stage at the National Conferences where he has served as the Master of Ceremonies.

The "Natural" ability of Paul Butler has encouraged him to start his own business in which he provides leadership training, motivational speaking and also offers his emcee

services. Hopefully the NAA will be able to have the services of Paul for many years to come as he and his remarks truly add to the NA Experience at our National Conference. All of the NA Family wish Paul and his family the very best for the future. His dedication to serve his brothers and sisters of the law enforcement community and the citizens of South Carolina is exemplary. You can learn more about Paul and his speaking business "Paul Butler Presentation" by going on-line to www.Paul-Butler.com.

Chief Deputy Paul Butler is another example of the many exceptional men and women who have attended the FBI National Academy. Please contact Historian Terry Lucas at TerryLucasfbinaa@gmail.com if you know of someone in your area who should be recognized. 

Thanks and stay safe.

You Are a NEWBIE All Over Again *continued from page 15*

ready possess a professional certification, we hope you used that to your benefit when negotiating your salary compensation package, and remember to maintain it – usually reimbursable by your new company. For those who want to further insure their job stability in private industry – become a professional all over again – obtain a professional certification ASAP. For further information on the requirements to obtain a professional certification a review of these websites will prove invaluable:

- www.pmi.org
- www.isc2.org
- www.sans.org
- www.infosecinstitute.com

A security clearance and a professional certification will add value to job stability in a non-government, private company, however, for additional value-add, where your knowledge becomes a discriminator in "why a company would retain you over others"...

BUSINESS ACUMEN IS THE MOST IMPORTANT

If you have a background in some aspect of "business operations" and/or budgets prior to or during your public service career, consider yourself very fortunate. If you can read an income statement, balance sheet, 10K and understand the concepts of profit margin and how top-line revenue and bottom-line savings impact a company's net operating profit – you already possess "value add". If not, NOW is

the time to learn. Conduct an internet search of "business operations", "business functions", and "business acumen" – learn all you can. Absorb the content sufficiently to provide you with an overview of the importance of business – consider this your new mission. Volunteer for committees within the company that work on projects related to "corporate growth"; associate yourself with those with finance backgrounds and absorb as much knowledge as you can; and, learn how YOUR POSITION within the company is a valuable asset to the current and future growth of the organization – be able to explain why it is orally and in writing – go on the offense before you have to be on the defensive.

The time you devote to building a comfortable knowledge base on how business operates will provide the foundation to any discussion involving layoffs, mergers and acquisitions, geographic transfers and re-organizations within the company. Remember "Money is the Mission – for sustained growth and profitability" and knowing how you and your position influence the flow of money is powerful knowledge.

We are all valued for what we bring to the table regarding our role and responsibilities, however, your goal is to become "more valuable" than others. To start you on learning more about the most important aspect of your next career – that the primary drivers

for business are profitability and growth, we suggest the following:

- <http://www.acumenlearning.com>
- http://www.ram-charan.com/what_the_ceo.htm
- <http://www.investmentu.com/2012/January/company-bottom-line.html>
- <http://academicearth.org/lectures/importance-of-money>
- <http://www.blognbuzz.com/financial-management-importance.html>

We trust you have consumed, enjoyed and begun to execute on all the ideas presented within these Career Transition articles. When you have embraced the idea of CHANGE, it becomes a positive catalyst to LEARN new things as well as from others, allowing you to KNOW more and do more and LEAD yourself and others in your new life.

CHANGE<LEARN<KNOW<LEAD

Congratulations on your law enforcement career and welcome to your future as a Newbie once again! 

About the Author: Alan A. Malinchak is the CEO of Eclat Transitions LLC, a career transition services company www.eclat-transitions.com with over 35 years of professional experience in government, industry, academics and is a U.S. Navy Veteran (DAV). Al can be reached at al@eclat-t.com or contact him through LinkedIn.



Why Ferguson Will Not Help the Problem *continued from page 16*

It is using these two factors that we can determine if the officers' actions were justified, legal, criminal negligent, or intentional. I offer these four words on purpose, even though our system does not necessarily use them when talking about these issues. From a police officer's perspective they are "right" if they are justified or legal. From societies perspective the police officer is "right" only if the action is justified. Here is why I make this distinction, what is legal is not always necessary. When something is necessary and legal it is justified. When an officer makes a decision that turns out to be only legal, we as a society question the necessity of that action. There are literally thousands of cases every year where an officer may have had legal authority to use force (deadly) but choose another alternative to resolve the situation (rarely do we hear about these, unless the officer choose the wrong course and is hurt or killed). As a society we do not fully understand the legality of police use of force and as a result we question situations where force is used based on legality and not necessity. Here is where that missing expectation comes into play. Officers who are responding to rapidly unfolding events do not have the luxury of having all the information or waiting to see if what they believe is happening is really happening. To compound this critical decision even more, the gap between what is legal and what is necessary is situational. This means in some cases it is wider than what the officer may think, but base on training a decision is made. An officer may have seconds to make a decision about whether a perceived threat is real. There is a lot riding on that decision: The safety of bystanders; the safety of the perceived-to-be-threatening individual; and the safety of the officer. Officers make errors on both sides of this decision. Sometimes an officer uses more force than proves to be necessary in hindsight, sometimes with lethal consequences. Sometimes an officer fails to treat a threat with appropriate urgency, and is hurt or killed himself. Both kinds of errors are tragic. Any kind of extra-judicial killing should be investigated thoroughly, and individuals who act criminally should be tried and punished. But not every error is criminal.

I do not want to leave out the other two words, those being criminal negligent and intentional; we in policing need to be more willing to talk about officers who make serious mistakes and those who are unfit to be officers. There is a distinction here as well that result in tension between the police and the community. An officer is negligent (perhaps even criminally negligent) in some action, when he/she has made a serious mistake in judgment, applica-

tion of policy or acted outside the scope of his/her duties. An officer who commits an action intentionally has for a reason of bias, self-gain, or self-gratification committed a criminal action against society. There is a significant difference between these two; however, the societal perception is that these two are the same.

From society's point of view, perceptions and expectations are linked. Like police, expectations are the easiest to describe. That is to live free from external forces that limit our freedom of expression, pursuit of happiness, and ability to follow our dreams. It is in our pursuit of these freedoms that as a society we run a fowl of each other. It is here that our freedoms and government's order maintenance function (police) come into contact.

Society's perception of police is a mosaic of beliefs, fears, resentments, tolerance, rejection, acceptance, and open hostility. The police, to most of society are a constant reminder that our civilized society is not always so civilized and needs to have some layer of protection. So in our society the police are a necessity or for some a necessary "evil". That of course depends upon the perspective. In our society our perspective is shaped by personal experience and news information (either reputable new sources or gossip). Good, bad, right, or wrong if we accept it as truth it will impact our perceptions.

So this brings us to Ferguson/Berkeley MO, New York, California, or etc... a situation happened between the police and citizen(s). Those situations turned tragic. As a result, people in their communities protested based upon their perception of what happened. Some of those protests turn violent and spark criminal activity. The police respond. Some of that response involves the use of force. The cycle goes on, but no one addresses the issues. Protesters are stating they are standing up against racism and violence against the poor. Some are and some are not. Police are sponsoring "back the badge" demonstration to show support of officers, but there is not a dialog about that support, but what are we supporting; the result or the profession? Should that support be blind or is it support for society and the difficult/impossible task given to police. Yes, both groups should be supported. Issues of mistreatment of anyone based upon a bias should be routed out. Supporting the men and women who put their lives on the line each and every day should not be a rally cry but should be an everyday occurrence.

We have done this to ourselves and I do mean all of us. From the 1%er's to those who

are homeless. As a society we have tolerated racism, classism, and inflammatory reporting. We have raised (especially in low income minority communities) young adults who are defiant by nature (as teenagers tend to be) and instilled in them at a minimum distrust and at the extreme a hatred of the police, so that in increasing numbers these young men and women are challenging authority in unproductive ways. On the police side we have officers who are tasked with the order maintenance function who must respond to situations as they unfold, working from a position of personal safety and legalistic training that can often times result in arrests or escalation of force. While at the same time policing as a profession has done a terrible job of renouncing those officers who commit intentional actions. Whereby increasing the perception that the police are violent, overbearing, and biased, thus the cycle continues.

A meaningful, systemic and enduring effort needs to be under taken by police professionals across this country to find and remove those officers who for whatever reason (e.g. bias, drugs, power trip, etc...) that do not need to be wearing the uniform. Fellow officers and police unions should be leading this effort. There needs to be a concerted effort to make known to communities when an officer who has made a mistake (if it rises to criminal negligence or not) that can be addressed or minimized by training or remediation, what was done to correct the mistake. Community groups need to be willing to enter into dialog about the difference between legal and necessary, to include the realities that officers must live (or die) with. Then share that knowledge and new understanding far and wide in our communities. Both police and the community need to meet in open dialog after events, not with both sides circling the wagons but to share the information and accept responsibility (right, wrong, or of determining which it is). What is missing is trust. Who will take the first step? I think we should all take it together. There are only two very small groups of individuals who do not benefit from this change. Those groups are the group of people who pretend to be the police even though they are merely criminals and criminals who through actions of their own create circumstances which result in police action. 

About the Author: Paul Sarantakos is a professor of criminal justice at Parkland College in Champaign IL. He is a retired police chief with 20 years of experience and is a graduate of the National Academy (197th). He holds a Bachelor's degree in Criminal Justice, a Master's degree in Industrial Security both from the University of Central Missouri, and an advanced certificate in Educational Organizational Leadership from the University of Illinois at Urbana Champaign.

CHAPTERCHAT

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NEW JERSEY

■ Captain **Cathy Madalone**, 259th Session became the first woman to serve as Chief of a municipal police Department in Bergen County when she was promoted to Chief on September 1st for the Bergenfield Police Department. In 1994, at age 25 she became the force's first female officer.



Cathy Madalone

NEW YORK/EASTERN CANADA

■ As of June 1, 2015 members of the Mount Kisco Police Department, NY were absorbed by the Westchester County Department of Public Safety, NY. **Patrick M. O'Reilly** better known as "Paddy O" was a graduate of the 208th Session - graduating March 2002.



Patrick O'Reilly

■ The New York and Eastern Canada Chapter held its **Annual Nassau County Shoot** on Friday June 12. The Nassau County Police Department hosted a great event at their modern facility. NCPD Firearm Instructors discussed on and off duty/retired tactics Lt. **Christopher Mohl**, 251st Session, from the



Christopher Mohl



FBINAA Pig Out & Social
August 6, 2015 Wilsonville Memorial Park

Pig Out Social, Oregon Chapter.



Kilt Challenge, Oregon Chapter.

Southampton Village Police Department, bested all in the shooting competition.

OREGON

■ The Oregon Chapter held its **PIG Out Social** in August with 100 attendees with the oldest graduate in attendance from Session 61.

■ Oregon Chapter members represent well in the **Kilt Challenge** during the Annual Conference in Seattle.

SOUTH CAROLINA

■ **Dennis Turner**, 256th Session, was recently appointed Chief of the Hanahan, SC Police Department.

TEXAS

■ The Southlake Texas Police Department announced the appointment of **Ashleigh Douglas** to the position of Assistant Chief. Ashleigh had served as a divisional commander for the last twelve years with the department and is a graduate of session 242 of the FBI



Ashleigh Douglas

National Academy. She has a Master's degree in Criminology and Criminal Justice from the University of Texas in Arlington, and is a graduate of the Senior Management Institute for Police (SMIP) and the Police Executive Research Forum (PERF). 



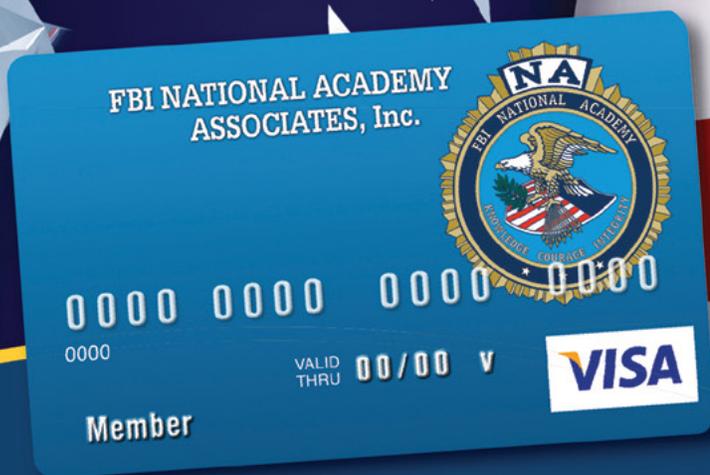
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