

The Magazine of the
FBI National Academy
Associates

NATIONAL ACADEMY



ASSOCIATE

May/June 2014
Vol. 16, No. 3

Video Verified Alarms

*A Local Force Multiplier
Making Arrests and
Fighting Crime*

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Officers, Organizations, and the Public

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On the Cover: Many believe that video has impacted law enforcement's ability to fight
crime more than any other innovation in the past generation; the ultimate "force multiplier."
CCTV cameras are now crucial in protecting public property with thousands of cameras
watching over traffic intersections, stadiums, critical infrastructure and public buildings.



ASSOCIATION PERSPECTIVE

by *President Laurie Cahill*

A Time to Remember

It was easy to think of this article's theme after just experiencing my first visit to attend the events during **National Police Week** in Washington, D.C. and Arlington, VA. I was honored to have been invited by the **Concerns of Police Survivors (COPS)** to participate in the week's activities and to celebrate the 30th Anniversary of this special organization on behalf of the FBINAA. On May 13th, I felt humbled and privileged to join thousands of COPS family members who traveled to the **National Law Enforcement Memorial (NLEOM)**, escorted by police motorcades, to attend the **26th Annual Candlelight Vigil** in our Nation's Capital. Each family member was given a red rose with a blue ribbon and was escorted by Honor Guard members to their designated VIP seats. Even after close to a two-hour weather delay, approximately 20,000 people attended the Vigil to pay homage to our nation's fallen law enforcement officers who have paid the ultimate sacrifice while performing their duties in keeping our communities safe. This year, 286 officers' names were read and displayed, 100 from 2013 and 186 from years prior, and were dedicated to walls of the Memorial. Remarks were provided by **Craig W. Floyd**, NLEOM Chairman & CEO, the Honorable **Jeh C. Johnson**, US Secretary of Homeland Security, the Honorable **Eric C. Holder, Jr.**, US Attorney General, and **Madeline Neumann**, National President, COPS. We were consistently reminded to "Never forget that these officers lived and died... In the Name of Justice." The Candlelight Vigil that followed the reading of the heroes' names was a very emotional and moving experience...one that I will never forget and I encourage everyone to attend next year!




Concerns of Police Survivors (COPS) 30th Anniversary Banquet – May 14, 2014. (L-R) Pat Duke and Mark Cruz (JFCU), FBINAA Laurie Cahill, Patty Wells, Florida Chapter, FBINAA Executive Director Greg Cappetta and Cindy Kenny (JFCU).

The following day, Executive Director **Greg Cappetta** and I attended the FBI's **Special Agent Memorial Service** at FBI Headquarters. Again, I was humbled to be among the family members of the FBI Special Agents who sacrificed their lives in the line of duty. On May 17, 2013, Special Agents **Christopher W. Lorek** and **Stephen P. Shaw** died while participating in a training accident. Both of these brave men were dedicated to this year's roll call. FBI Director **James B. Comey, Jr.** was the Keynote Speaker and gave an eloquent speech to memorialize the 59 Special Agents who truly demonstrated the ultimate in Fidelity, Bravery and Integrity.



Also, on May 14th, **Greg Cappetta** and I attended the **COPS 30th Anniversary Banquet** which was titled, "30 Years of Rebuilding Shattered Lives". The celebration was a joyous time filled with many well-deserved acknowledgements and a lot of laughter. The evening was co-hosted by **Madeline Neumann**, COPS National President, **Suzie Sawyer**, COPS Executive Director Emeritus, and **Dianne Bernhard**, COPS Executive Director. This impressive team told Greg and I, time and time again, how grateful they were to the many FBINAA Chapters who supported their 30th Anniversary efforts. And we are so proud of you all, too. At least eighteen Chapters provided support to COPS, as well as the FBI National Academy Sessions that continue to facilitate the "COPS for Kids" programs. Kudos to you all and thank you for your contributions to this outstanding organization!

I look forward to seeing you at our upcoming **FBINAA 50th Annual Training Conference** in Philadelphia, Pennsylvania. The Conference theme, "One Mission, One Focus, One Family" is all about you, your family and friends, and your guests. As the training indicates, it will focus on wellness and taking care of our own. Our hosts, the Eastern Pennsylvania Chapter members, along with the Executive Board members, and our dedicated Executive Office Team and Conference Planners, have worked tirelessly to provide you with the ultimate in valuable training and networking opportunities, rekindled friendships and impressive National history that you won't be able to compare! I hope to see you there!

Please remember to stay safe, care for one another, and be assured that the public is proud of the profession that we represent, while we continue to keep our communities safe! Thank you for all that you do, each and every day, and especially for your continued support and dedication to the FBI National Academy Associates! 

All the Best,

Laurie Cahill

Laurie Cahill
2014 President

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2014 SUMMIT

A collaborative international Summit shaping the operational foundations for the world's first international **Global Resource Centre** to combat human trafficking



"Together Let's Stop Traffick" is an anti-HT initiative led by the IPTI (International Police Training Institute), supported by the FBI NAA (National Academy Associates) and hosted by American Military University.



November 17-20, 2014

HIT HUMAN TRAFFICKERS WHERE IT HURTS

Knowledge is power and - in today's connected world - *shared knowledge* is more powerful still.

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Those attending "Together Let's Stop Traffick 2014" will play a vital role in refining the Global Resource Centre's operations infrastructure; funding; communications; information and research. And through this energizing knowledge network we will deliver this strategic initiative to Phase III – practical implementation.

You can already start to **make a difference** now by forwarding this invitation to one key associate you feel should attend "**Together Let's Stop Traffick 2014**" at the American Military University, Charles Town, West Virginia, USA from November 17-20, 2014.

We look forward to welcoming you to the team.

With very best wishes,



Kim Derry
IPTI Co-Chair



Laurie Cahill
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"Together Let's Stop Traffick" is an anti-human trafficking initiative led by the IPTI (International Police Training Institute), supported by the FBI NAA (FBI National Academy Associates) and hosted by American Military University.

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CC

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
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(L-R) Dave Hudson, wife Denise.

ALASKA

■ **Dave Hudson**, 203rd Session, Alaska State Trooper (retired) and his wife **Denise**, recently attended the Asia/Pacific conference held in Kathmandu, Nepal. Here, they are pictured visiting and being blessed by two holy men.

CALIFORNIA

■ **Stanley Friedman**, 134th Session, retired on April 20th 2014 after serving in law enforcement for 40 years, from Officer to Chief of Police, the latter position he held for 10 years. In his last assignment, he was a Captain with the 12th District of the Federal Reserve Police in San Francisco. His career spanned the local, state and federal levels, from Humboldt County in Northern



Stanley Friedman

California to Los Angeles County in the Southern portion of the State. He was hired by Native Americans as an officer with the Trinidad Rancheria and the Hoopa Tribal Police. He briefly was served as Security Director for the J. Paul Getty Museum. He received a Bachelor's Degree in Sociology from the University of Southern California and a Master's and ABD from the School of Criminology at the University of California, Berkeley. He is a Life Member of the International Association of Chiefs of Police, a Charter Member of the Police Futurists International, Secretary of Region 9 of the International Police Association, and has over 30 years with the FBINAA. He is a State of California Licensed Private Investigator. He earned a Black Belt in Kung Fu and was one of Robert Koga's first defensive tactics instructors.

■ It was with deep sadness that Retired Arcadia PD Chief **Neil Johnson**, 135th Session, passed away, June 3, 2014, after a long battle with cancer.

■ The **SF Division** held their luncheon at St. Mary's College of California, hosted by Chief of Public safety, **Ada Tejada**, 228th Session. The featured speaker was **Charles Gibson**, Chief of Police Contra Costa Community College District, 215th Session. Chief Gibson spoke about his survival while adrift for 14 hours in the Sea of Cortez when his fishing boat sank during a storm in 2011. His survival story was featured on the Discovery Channel program, "I Survived".

CONNECTICUT

■ On Sunday, May 4, 2014, active and retired members of the Connecticut Chapter continued the legacy of the Yellow Brick Road by making their annual trek to New York City to participate in the **Five Boro Bike Tour**. The Tour, starting in Manhattan, takes bicycle riders on a forty-five mile journey through each of New York's five boroughs; once leaving Manhattan, riders travel through the Bronx, Brooklyn,

Queens, and finally onto Staten Island, where the famed Staten Island ferries transport each of the 32,000 participants across the fantastic scenery of New York Harbor back to Manhattan. The unseasonably cooler temperature and a sustained headwind made the ride this year particularly challenging, especially as the riders traveled on the Brooklyn Queens Expressway and up and over the Verrazano Narrows Bridge at the entrance to New York Harbor.

FLORIDA

■ **David Wyant**, 231st Session, was appointed to Deputy Chief of Police for the Bartow Police Department in January of 2014. Deputy Chief Wyant was previously the Detective Sergeant for the agency.

KENTUCKY

John E. Aubrey – Graduate of the 96th Session, becomes the President of the National Sheriff's As-



(L-R) Ed Kulhawik (184); Duane Lovello (215); Joe Dooley (148); Gary MacNamara (219); SA Don Kleber, NA Coord. (ret.); Tom Madera (234); and Tom Fowler (204).

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CHAPTERCHAT

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sociation on June 25, 2014 in Fort Worth, TX.

■ **John Aubrey** has already

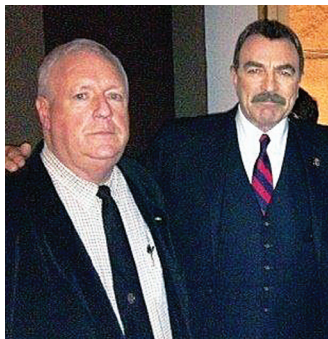
had an enviable career in both the military and law enforcement achieving the rank of a 32 year Army Colonel, Chief of Police in Louisville, Kentucky and as the elected Sheriff of Jefferson County, Kentucky for the last 16 years. On June 25th John will have added another notch to his professional tool belt when he took the oath of office as President of the National Sheriffs Association at the NSA Annual Conference in Fort Worth Texas. John credits the training he received at the FBINAA as an important stepping stone in his professional growth and regularly sends qualified personnel from his agency to the Academy for training. Congratulations John on a milestone achievement.



John Aubrey

NEW YORK/EASTERN CANADA

■ **Joe Gannon**, 126th Session, NYPD (Retired) recently visited the set of the CBS hit show, *Blue Bloods*. Joe has consulted over the years with a variety of shows including *Kojak*, *Eischied*, *Life on Mars* and a number of other projects. He is pictured here with series stars, **Tom Selleck**, and **Will Estes**.



(L-R) Joe Gannon, Tom Selleck.



(L-R) Joe Gannon, Will Estes.

■ **Richard Sarcone**, 136th Session, recently retired from Cardinal Hayes High School, in the South Bronx after 26 years as a history teacher. While at Cardinal Hayes, Richie started the Criminal Justice program in 1992 and is most proud of the over 1,000 young men who completed the course with many of them going into Law enforcement. Richie is a retired Detective Sergeant from Croton on Hudson, (NY) Police Department.

■ **Richard V. Tantalo** of the 176th Session, was promoted to Chief of Police in October of 2013, Town of Irondequoit Police Dep. Chief Tantalo



Richard Tantalo

has been a member of the Irondequoit Police Department since 1982 and has served in several capacities and special units during his career.

■ Congratulations to **Jim Murtagh**, 205th Session, recipient of the **Fahy Award**. The Fahy Award is given annually in memoriam for the late NYPD Inspector **John Fahy**, killed in a house fire with his son. He was noted for his humanitarian works.

■ Chief **Rod Freeman**, 208th Session, Woodstock Police Service retired December 2013

after 37 years of service. Chief Freeman served the communities of Timmins, St. Thomas, Fregus (Chief of Police), Orangeville (Chief of Police) until his retirement from Woodstock Police Service.



Rod Freeman

NORTHWEST

■ Captain **Neil Bittner**, 227th Session, retired from the Aberdeen Police Department on May 16, 2014 after 36 years of service.

■ Northwest Chapter President **Bruce Ormiston**, 237th was promoted to Superintendent with Winnipeg Police Department on May 15, 2014.



Bruce Ormiston

■ Chief **Wade Lamirande**, 197th Session, Cloquet (MN) Police Department recently retired after 24 years of service.

WISCONSIN

■ On April 17, 2014, **Steven J. Britt**, 240th Session, Middleton Police Dept., was promoted to Captain.



Steven Britt

To have your chapter news/photos appear in a future issue of The Associate, please submit to:
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Please make sure that your images are as high a resolution as possible (300dpi min.)



(L-R) NTSEC 3rd VP Bill Carbone (NA217), Lieutenant, NYPD, NSEC 2014 President Bob Oswald (NA190), Inspector SCPD; Fahy Recipient Jim Murtagh (NA 205), Terri Tobin (NA189), Inspector NYPD and Mike Ryan (NA238), Lieutenant, NYPD.

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VIDEO VERIFIED ALARMS

A local force multiplier making arrests and fighting crime

Keith Jentoft



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Video Verified Alarms *continued from page 11*

Many believe that video has impacted law enforcement's ability to fight crime more than any other innovation in the past generation; the ultimate "force multiplier." CCTV cameras are now crucial in protecting public property with thousands of cameras watching over traffic intersections, stadiums, critical infrastructure and public buildings. This same video revolution is changing the burglar alarms as affordable video alarm systems move the "force multiplier" concept beyond public infrastructure and out into local homes and businesses; giving eyes to the millions of wireless sensors already monitored by the alarm companies.

New technology and falling prices pushed video to the edge of law enforcement with cameras becoming standard equipment on patrol car dashboards or even portable body cameras worn by responding officers. This same video technology revolution has pushed its way into burglar alarms and is beginning to provide dramatic benefits to law enforcement fighting property crime. Monitored video alarm systems now cost as little as \$34/month, a small premium over a traditional blind alarm and affordable for residential applications.

From a historical perspective, law enforcement is acutely aware that over 90% of traditional burglar alarms end up being false alarms. Actual arrests on an alarm run are a rarity. In fact, the average arrest rate for a typical intrusion alarm is only 0.08% according to a major study jointly conducted by the San Bernardino Police and Sheriff in 2007. Statistics from other cities are even worse. In different alarm studies done by San Jose, CA and Las Cruces, NM, each city posted arrest rates of only 0.02%. While they may be a deterrent, traditional alarm systems do little to make arrests. This kind of deterrence only pushes the criminals down the block to a different building. The community and the insurers still end up paying the bill. Shrinking law enforcement budgets and fewer officers available mean a force multiplier is needed to address the increasing trend of property crime. Moving video to alarm systems is now an affordable option.


Technology is improving and becoming less expensive. A new generation of wireless passive infrared motion detectors called "MotionViewers" now includes integrated color cameras with invisible illuminators for night vision – and they are battery powered. The

concept is much like the portable body cameras worn by officers except the tiny cameras are triggered by the motion sensor and send a video clip of what caused the alarm over wireless to a live operator at a monitoring center for immediate review. The monitoring center uses video to filter false alarms and acts as a remote eyewitness to actual crimes. Residential and commercial video alarms have become a "force multiplier" at a granular level in individual homes and businesses to maximize the effectiveness of law enforcement. While they certainly reduce false alarms, the main advantage is arrests. Several case studies on video verified alarms show arrest rates of over 50%. One study in Police Chief Magazine in March 2012 described how video burglar alarms used installed in Detroit resulted in a 70% closure rate. In the Detroit study, the alarm company was actually sending the video clips of the intrusion via email to the smartphone of the responding officers. The monitoring company filtered the false alarms and only the actual events were sent to police. The responding officers were able to review the clips and decide if they needed backup before they arrived. In addition, the officers were able to arrest several suspects on the street after they had left the premises based upon the video viewed on their phone.

Alarm companies are embracing the new potential of video and are actively working with law enforcement at both a local and national level to maximize the value of video verified alarms to make arrests and reduce false alarms. Several police chiefs have held press conferences announcing **Priority Response** to video verified alarms as a way to encourage adoption by their communities. The concept is simple, if the property owners in the community install or upgrade to video verified alarms, there will be more arrests

and fewer false alarms; all at no cost to law enforcement. **Grand Prairie PD** is a good example of a new partnership and this URL has a video of a successful press conference www.gptx.org/index.aspx?page=1583. The Grand Prairie website also features a formal policy paper that states that Grand Prairie police will continue to respond to all alarm calls but will now give priority response to video verified alarms. While continuing to respond to traditional alarms, Chief Steve Dye developed this policy as an incentive, a way to encourage his property owners to improve their alarm infrastructure and partner with him to reduce crime in his community. Lt. **Barbara Dixon**, FBI National Academy Associates member states, "Grand Prairie has embraced video verified alarms to help us fight property crime. We are especially working to encourage commercial property owners to upgrade their alarm systems to video for priority response." It is making a difference. Last year a video verified alarm in Grand Prairie received a response in less than 2 minutes and contributed to a record decrease in property crime.

NEW PUBLIC/PRIVATE PARTNERSHIP

The concept is gaining traction. The Partnership for **Priority Video Alarm Response (PPVAR)** is a new public/private partnership whose board of directors includes law enforcement, insurers and alarm companies – all the stakeholders in the battle against property crime. The PPVAR is working with police and sheriffs to drive new standards and best practices. Law enforcement across the country has joined the PPVAR Video Verification Committee to help move this project forward. Committee members include the Los Angeles Sheriff's Dept., Phoenix PD, Houston PD, Chicago PD, as well as the Texas Police Chiefs Assn. Video verified alarm systems are becoming a significant tool that pushes the power of video into the local homes and businesses to maximize the effectiveness of limited law enforcement resources. For more information on the program and to view actual videos please visit www.ppvar.org. 

About the Author: Keith Jentoft has spent more than 20 years introducing various European technologies to U.S. markets: growing a printer company from \$3 to \$250 million in eight years, selling acoustic authentication to DOD and banking, and introducing advanced petroleum refinery services. Jentoft holds over a dozen patents in diverse technologies. As President of RSI Video Technologies, Jentoft is responsible for Videofied wireless alarms. He founded the nonprofit association PPVAR (Partnership for Priority Video Alarm Response) to link the alarm industry with the other stakeholders in property crime, especially the insurance industry. Jentoft is active in the National Sheriffs Assn. and the International Assn. of Chiefs of Police.

ON BEHALF OF THE ASSOCIATION, AND THE KIDS OF THE 16TH SESSION OF THE YOUTH LEADERSHIP PROGRAM, WE WOULD LIKE TO SINCERELY THANK THE FOLLOWING CHAPTERS, AND OUR FRIENDS OF YLP FOR THEIR GENEROUS SUPPORT OF THIS YEARS' PROGRAM!



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The **TRUE** Professional

Ronald Morello

In the haste and hustle of modern-day law enforcement, with so much of a focus on budget reductions “stats” – numbers of arrests, motor vehicle tickets issued, response times, along with the attempts around the Country to incorporate conflicting approaches to Community Oriented Policing, what has happened to professionalism? So many law enforcement officials seem to believe that the business of modern law enforcement is consuming the great traditions and transforming the practice of policing into a strenuous competition where winning the war on crime and one-upmanship must prevail no matter what the personal, ethical or moral cost.

There is in this concern an assumption that everyone knows what “professionalism” is. So, what is it? Is it possible to practice policing professionally in today’s world. Is there any advantage in it? Do police officers need to be taught professional behavior? Does professional behavior need to be rewarded or unprofessional behavior punished in order to ensure that police officers will act professionally?

Clearly, each of these questions is in itself a potential dissertation, but there is, however, a short common-sense answers to each of them.

What is professionalism? It is a combination of attributes and behaviors. It includes: (1) good manners and courtesy; (2) competence and knowledge; (3) honesty and integrity; and (4) moral courage and responsibility. It engenders respect for others and for oneself, and it depends above all on the ability to empathize.

A true professional respects the citizenry with whom he or she interacts. He or she respects other police officials within and without the organization, the attorneys involved in the system, the courts, and the civilian employees who assist in the law enforcement function. He or she demonstrates respect by practicing empathy, speaking to each person, with whom he or she comes in contact with courtesy and deference, agreeing to reasonable requests, meeting deadlines, and returning telephone calls in a timely manner.

A true professional keeps abreast of the law by attending continuing education, training seminars, reading periodicals, various legal and criminal justice publications. The true professional does not link the decision to advance his or her knowledge and expertise with whether the department or agency will pay for it. He or she is not afraid to admit a mistake or to ask the advice or direction of another officer, an attorney, a judge, secretary, clerk, citizen, or anyone else that is likely to know more about a particular matter or issue.

A true professional keeps a promise and does not knowingly misrepresent a material fact, legal authority or lie about any matter or assumption that is important in a particular criminal or administrative investigation.

So, is it possible to practice policing professionally in today’s world? Not only is it possible, but most law enforcement officials do practice policing professionally. Unfortunately, in an era of mass communication, text messaging, email, and phone calls, the internet and

pathological busy-bodies, it is the stories of the bad officers that go viral. The stories of illegal, immoral, and unethical behavior abound. Many of these stories may even be fabricated. In every policing community, there are a number of noteworthy examples, but the consensus of opinion is that they are not a majority.

Is there any personal gain in professionalism? The answer is yes. This is not always obvious because the most outrageously unprofessional officials seem to gain the most. But time and again, those who have considered the question have ended their inquiry by looking at police officials whose success has stood the test of time. These officials all have one thing in common. They have all been professionals.

Do law enforcement officials need to be taught professionalism? The answer is some do. There is debate, however, as to when the teaching should take place.

Some believe that ethics and character formation are intertwined, and professional behavior is either learned in the formative years of a person’s life or not learned at all. In other words, all is said and done long before an individual is sworn in. According to this view, good manners, empathy, self-respect, respect for others, diligence, and pride in one’s work are the intangible fundamental skills of a good person and are either ingrained from infancy or cannot be attained. If a person reaches adulthood without learning some or all of these, that person is at a disadvantage. He or she must be taught, on a case-by-case basis, what behavior is appropriate. He or she must be taught by institutional memory and repetition what for others is so instinctive to seem routine.

Others believe that the lack of professionalism comes from bad habits and ignorance. A mandatory mentoring program, continuing education, support groups and the like have been proposed to correct the problem. Some agencies give rewards or other recognition of professional behavior. Correspondingly, the administrative sanctions for unprofessional or unethical behavior are more draconian and are enforced more frequently.

Does professional behavior have to be rewarded or unprofessional behavior punished in order to ensure that law enforcement officials will act professionally? It depends on which view one takes on the question of whether professionalism can be taught.

If one accepts the view that professionalism springs from character, then, except for the few deviant individuals who have no innate or ingrained sense of professionalism, no reward or punishment is necessary. If a police officer is consistently profes-

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Law Enforcement **TRAINING** Benefits Officers, Organizations, and the Public

James B. Burdock

Inherently, the law enforcement profession is a dangerous line of work; however, proper training can greatly reduce the risks. Over the course of my 25-year professional career, I have trained tens of thousands of law enforcement professionals within the United States and around the world. Now, as a training instructor with the Federal Bureau of Investigation's (FBI's) Law Enforcement Officers Killed and Assaulted Program (LEOKA), I have the opportunity to write about the importance of law enforcement training. While it does take time, resources, and funding to make training possible, it ultimately benefits not only the law enforcement officer, but also the organization and the public. The following briefly illustrates, through these three perspectives, the importance of law enforcement training in today's ever-changing environment.

THE LAW ENFORCEMENT OFFICER

The very backbone of any law enforcement organization is the law enforcement officer. They are the professionals on the street and on the front lines day to day, serving the organization and the public. All around the world, law enforcement officers are saving lives and protecting citizens from the dangers of criminals, but officers are also killed and assaulted every day. From a law enforcement officer's perspective, these deaths and assaults are frequently a direct result of training that was limited, inappropriate, or nonexistent. FBI studies show two-thirds of the offenders who have killed or assaulted a law enforcement officer were looking for the opportunity to do so in order to get away or to escape. The same study shows these violent encounters could have been prevented if the law enforcement officers had received appropriate, up-to-date, and sustainable training.

Law enforcement officers who have survived these violent encounters have said that they reverted back to their training during the critical incident and further stated that training saved their lives. From the collection of law enforcement data, we clearly see how ongoing law enforcement training makes a difference in saving the lives of law enforcement officers in our nation and around the world.

THE ORGANIZATION

Each law enforcement organization has a binding responsibility to provide training that is appropriate, up-to-date, and sustainable in order to effectively operate and function as an organization. In all of the countries where I have trained law enforcement professionals, international law enforcement organizations have advised me they use the United States' high standards to measure the level of training in their own country. This standard emphasizes the importance of law enforcement training in the United States, not only for our own organizations, but for the impact it has on law enforcement organizations around the world.

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POLICE

THE THINBLUE LINE:

Protecting the Brotherhood

Luke Thompson

I love being a police chief. Over the course of my short career, I have had wonderful opportunities and faced a number a grueling challenges. As many of you, I have attended the FBI National Academy. One of the greatest things I learned in my NA experience is that cops are not doing anything new to get themselves in trouble. In each and every situation I face regarding the performance issues of my personnel I can generally find someone else who has faced a very similar situation.

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The Thin Blue Line: Protecting the Brotherhood *continued from page 18*

During the course of interviewing a candidate for police officer, it was noted that he had that all-too-familiar blue line sticker on his vehicle. You know the one: the black background with the bright blue horizontal line that many rookie officers like to put on their personal vehicles. They do it to tell other drivers that they are officers; or to notify officers with whom they contact professionally because of their own driving

ner the respect of that criticizing world, we must first be respectable ourselves.

Recently I was confronted with an ethical dilemma and the brotherhood. One of my officers found themselves in trouble with another agency over what, on any other day other than St. Patrick's Day, and with anyone else would have been a routine enforcement issue; driving under the influence. As the

Washington, DC. These heroes died protecting our brotherhood so that it would not be trampled on by those that don't understand. Within our ranks, we must be ready, willing, and able to deal with misconduct in such a way as to protect our agency and our brotherhood. That protection sometimes takes and uncomfortable form that causes us to face issues we do not want to face; but, when we do, we make our officers better, our agencies

habits that they are part of the "brotherhood".

They often do not realize the true meaning of that blue line nor recognize what some before them have sacrificed for it.

This idea of a brotherhood has come to my attention in a number of ways lately. The brotherhood is something real. If we don't look out for each other, no one else will. However, this brotherhood is not an excuse for officers to act in any way they wish. The brotherhood exists because we realize that cops are like no other people. To enjoy the benefits of the brotherhood, we have a responsibility to protect it. We hold ourselves to a higher standard and therefore must hold each other accountable for our actions both on-duty and off-duty.


We are tasked with going into the world and not becoming a part of it. The world watches and criticizes what we do never giving any thought as to why we do it. They see the images on television and the internet. Yet we experience it. When chaos ensues, whether it's in an elementary school or a movie theater, it's a police officer that is the first to arrive and the last to leave; long before and long after the television news cameras. But, we know this and we continue to work hard day in and day out to serve our respective communities in the best way we can. To gar-

evening progressed and I spoke with officers and command staff from the other agency, I heard more than once how sorry they were that it had to be done in the particular matter in which it was handled. Sure, it hurts when the function of our jobs finds someone that is part of this brotherhood on the wrong side of enforcement, but why should we apologize?

There seems to be this expectation that we take care of each other at all costs. This should not be the case. To maintain the credibility of our brotherhood, we must be willing to do the right thing even when we don't want to. Sure, it has been a bit of a public relations nightmare, but that is okay. When we hold each other accountable for the same standard that we hold the general public, it keeps us human; it keeps us professional. The fact that an officer does something that results in their mug shot being plastered all over the evening news, should not be a factor in an officer performing their duties as they would with any other person. Officers should be commended for holding other police officers equally accountable because their actions serve to protect the sanctity of our brotherhood. It makes that thin blue line mean something.

The motto of the National Law Enforcement Memorial is, "Heroes Never Die." Chances are that you personally know a name that appears on the memorial wall in

more professional, and we come out the other end better ourselves.

I am a believer in guardian angels. I once had a Vietnam Veteran that I had known for a long time sitting across my desk that said to me, "Pray hard and keep doing what is right." If we keep those words close, we can face the challenges that come with keeping those in our profession professional, and not come across as a bunch of bullies that protects other bullies at all costs. 

About the Author: **Luke Thompson** is the first police chief for the City of Byram, Mississippi. He started his law enforcement career in 2000 as dispatcher for the Hinds County Sheriff's Office and was moved to patrol in 2002. In 2004, he moved to the Gulfport, MS Police Department where he spent six years. Starting as a patrol officer, he spent time on patrol as a field training officer. Luke returned to school and earned his Master's Degree from the University of Southern Mississippi. In 2007, he was moved to the Administration Bureau of the Gulfport Police Department where he headed up the department's efforts to become state law enforcement accredited and nationally recognized. This accreditation process took place in the midst of rebuilding a department after Hurricane Katrina. In 2010, Luke headed up the City of Byram's efforts to create their first municipal police department after incorporation in 2009. The department achieved their state law enforcement accreditation in 2012 and was nationally recognized in 2013, the first step to becoming nationally accredited. Luke had the wonderful opportunity to attend the 253rd Session of the FBI National Academy in 2013.



The True Professional *continued from page 15*

sional, over the course of time, the rewards come. He or she earns the respect and admiration of other officers, attorneys and judges, as well as civilian employees and the citizens in the community. He or she will reap personal rewards, because he or she is known to be competent, learned and hardworking. He or she can look back with pride and few regrets.

On the other hand, the unprofessional officer usually suffers losses, personally, financially or otherwise. Moreover, with such a person, sanctions are rarely successful. Since he or she has no real understanding of what professional behavior is, there will be inevitably nothing but confusion stemming from a sanction for unprofessional behavior. Clearly, such people must be constantly policed.

Significantly, the consensus is that most of us know what professionalism is, and most law enforcement officials are professionals most of the time. In a high-paced, gloom-and-doom world, it is, however, the more difficult path. For some, good manners occasionally take too much time, and occasionally it is easier to be abrupt, dishonest or ill-tempered.

It is better to take the time, and make a conscious effort, to be professional. It takes moral and ethical courage. Be honest; be accountable; be fair and just, and follow the rules. In the end, your choices and decisions will not be easy, but they will be courageous.

About the Author: **Ronald M. Morello** has over 23 years of law enforcement experience, currently serving as the Chief of Police for the Stratford New Jersey Police Department. Chief Morello is a Graduate of the 243rd Session of the FBI National Academy, and a Certified Fraud Examiner. Chief Morello is member of the New Jersey State Association of Chiefs of Police, the Camden County Police Chiefs Association, the International Association of Chiefs of Police, and the FBI National Academy Associates.



Law Enforcement Training Benefits Officers, Organizations, and the Public *continued from page 17*

In addition to maintaining high standards, training protects law enforcement agencies by ensuring that their officers are equipped to handle the many trip wires that create hardships, reduce overall morale, and affect the public's respect of an organization. Examples of such trip wires include lawsuits, negative press, officer/citizen injuries, police vehicle accidents, and use-of-force violations. Law enforcement officers who receive appropriate training can mitigate such challenges. Training must also address other matters that are sometimes left aside, such as post officer-involved shootings, emotional stress, supervisory training to encourage upward mobility, and teamwork training. Taking extra steps to provide advanced training goes a long way for the success of the organization.

THE PUBLIC

The public expects the law enforcement organization and its officers to be properly trained and ready to make split second decisions under conditions that are tense, uncertain, and rapidly evolving. If a law enforcement officer or organization makes a bad decision in cases like police brutality or wrongful death incidents, the public will hold everyone in the organization accountable—from the newest officer to the highest ranking member. Throughout history, when an organization encounters these types of problems, it is often linked directly to the lack of law enforcement training within the organization.

Public perception often makes a huge impact on the effectiveness of a law enforcement organization. When I began my career as a law enforcement officer, I was told that you feel like you are in a fish bowl, and everyone is watching you. Your every move and your every word is observed and evaluated. When it sees that a law enforcement officer or organization is not properly prepared or trained, the public's confidence and respect is lost. For example, deaths and assaults of law enforcement officers in the United States rose sharply in the early 1970s, and the public's

respect for law enforcement was at an all-time low. At that time, the number of law enforcement officers killed and assaulted was nearly triple what it is today. The past four decades, however, have brought about dramatic changes in law enforcement training, incorporating new equipment, tactics, mindsets, and community programs. As a result of appropriate, up-to-date, and sustainable training, public opinion of law enforcement officers and organizations across the nation is much higher today.

CONCLUSION

When we look back on these three perspectives, we see that law enforcement training provides protection, reduces risks, and fosters growth for the law enforcement officer, the organization, and, ultimately, for the public we serve. The high-risk profession of law enforcement leaves little room for error; therefore, training is critical and should be at the top of every law enforcement organization's priority list. Yes, it does take time, resources, and funding to make law enforcement training possible, but everyone benefits in the end.

Resources

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A MESSAGE FROM OUR **CHAPLAIN**

by Dan Bateman

Your Legacy: Becoming A Touchstone for Family

Greetings, once again, fellow warriors! As I write this before summer officially commences, the FBI National Academy Associates are preparing for the Philadelphia national training conference. Trust me, the Executive Board, staff, and the Eastern Pennsylvania chapter are working diligently and tirelessly to make the conference everything you expect and more.

As I mentioned in the last article, honor to whom honor is due is proper, right, and appreciated by those who serve. Often, we need to remind ourselves of the service others perform on our behalf. The aforementioned groups are worthy of our recognition and honor.

The theme for 2014 from your Chaplain is "Touchstones: Remembering the Important". Perhaps, as mid-year passes, it's time to flip this concept around, so to speak. Remember, touchstones are those standards which reveal to us what is true and right and are foundations of who we are and where we've been. They become an important anchor to which we return when the storms of life threaten to overwhelm us.

While we need touchstones in our lives, the question we may have to ask ourselves, "Am I living in such a way as to be a touchstone in my children's lives or in the lives of others who will inherit the legacy I leave behind?" And, no, I am not talking about a monetary inheritance bequeathed to others. What I am talking about is the priceless and long-lasting memories of those important principles instilled in those you love.

Recently, my father-in-law passed away. While it was expected after months of declining health, I listened and consoled my wife in the days following her father's death as she recounted the everlasting principles he had instilled in her. Indeed, the greatest legacy my father-in-law left me was raising a Christian daughter who became my wife and the mother of my children. Because of that, I have been blessed immeasurably.

But there is some irony in his becoming an important touchstone in my life since he raised a young lady who is now my life partner. Remember, for over two and a half decades prior to our marriage, I was an unknown to my father-in-law. By raising his daughter, he was becoming a touchstone in my life and may have never realized the profound and lasting impact it would have over 4 generations following. As a suitor for my wife's affections during the time I dated her, I saw within her father touchstone principles of faith, ethics, and love of family that still out-distance me today. The fabric of his life was a self-evident touchstone to his children and their extended families.

This is a Biblical principle and may be best illustrated from the Old Testament book of Deuteronomy. In that divinely inspired book, Moses writes in Chapter 6: *"Hear, O Israel! The Lord our God is one Lord! And you must love the Lord your God with all your heart and with all your soul and with all your strength. Keep these words in your heart that I am telling you today. Do your best to teach them to your children. Talk about them when you sit in your house and when you walk on the road and when you lie down and when you get up."*

The Scripture is stating our children and families must hear from us what is most important to us. And not just once, but again and again. If it is only about your profession they hear, we miss the mark. If we use our profession as a reason not to be involved in their lives, we miss the mark. Because of the intensity of our work and the need to make quick,




decisive judgments coupled with swift action, this can be difficult as we transition from being an officer at the end of our shift to being a Dad or Mom. While a struggle, remember Paul Harvey's oft stated admonition, "The main thing is to keep the main thing the main thing!"

Again, ironically, it may not be those great, profound words of wisdom we expect to impart to our families at just the right time. It most often occurs when and where you least expect it. A gentle word, a family tradition, how we interact with other people while family is with us, an understanding heart no matter how much we want to interject ourselves into solving our family's problems, are all observations our families make without us realizing it.

I'm experiencing this now as my adult children relate important, legacy stories of family events that, at the time, seemed insignificant to the point I have difficulty in remembering them. Oh, I remember the important events in our family's lives. Or should I say, what I thought was important. I discovered what was small and seemingly insignificant events in our family became powerful and profound in my children's lives.

What does this mean for us as command officers? Only this – by taking care of those important, little matters in our families through loving actions, kind words, and considerate attitudes, the important BIG matters will resolve themselves. In the Bible's New Testament book of Luke, the Lord Jesus Christ Himself said as much when He stated, *"Whoever can be trusted with very little can also be trusted with much, and whoever is dishonest with very little will also be dishonest with much."*

Simply put, take care of the little things and the big things will take care of themselves. What we do as parents in the everyday little things will have a long-lasting effect in our family's lives. And, after all, isn't our family's lives through the years and beyond one of the "big things"?

So be the touchstone in the legacy of your family's life. As Stephen Covey wrote, begin with the end in mind. Covey went so far as to ask we consider what others would say at our own funeral or, taking it a step further, what would others say about you to each other during the visitation. Then live the life for which you want your family to remember you. It may not be easy but, four generations from now, your family will be well cared for by the touchstone you became in their lives. 

Blessings, fellow warriors!

Dan Bateman, *FBINAA Chaplain*
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INTEGRATED RESPONSE

A Paradigm Shift for Police Fire/Emergency Medical Services Community

Shahid Shabazz

Recent mass casualty shooting events in America have had a profound effect on all segments of society. The medical, law enforcement, fire/rescue, and emergency medical services communities have each felt the need to respond. It is important that these efforts occur in a coordinated manner to generate policies that will enhance survival of the victims of these events. Such policies must provide a synchronized multi-agency approach that is immediately available within the communities affected by such tragedies.

Historically, the response to shooting events has been a segmented, sequential first responder operation focused on law enforcement goals stop the shooting, followed by the remainder of the incident response and recovery. It has been suggested in the law enforcement community that initial actions include hemorrhage control. While this is new to law enforcement the suggestion of hemorrhage control has caught the attention of several law enforcement agencies across the country. Many agree that maximizing survival requires an updated and inte-

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Every year people are killed or injured in different nations all around the world during mass casualties and active shooting incidents. No matter how powerful security, these incidents are still happening and, it seems that there is no ending. It has become evident that these events can take place in any country, state or community. Unfortunately it is hard to stop such incidents, but the major goal today is to prepare and respond in such a manner that the police and fire departments can save the maximum number of lives.



STAYING ON THE **YELLOW BRICK ROAD**


**YELLOW
BRICK ROAD
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Ed Loar

FBI NA CLASS 253

One Year Later

June 2014 will mark the one-year anniversary of the graduation of FBI National Academy class 253. Like many classes before us, we experienced incredible learning opportunities, fostered lifelong friendships with law enforcement professionals from throughout the world and were exposed to the best physical fitness challenges of our lives.

Preparing for the academy, I looked forward to the networking and education but feared the physical fitness component. The running, weekly challenges, and the dreaded “yellow brick road” all added to my stress level. I had seen story after story of attendees going through incredible physical transformations in preparation for this once in a lifetime opportunity. They were ready, but was I up to the challenge?

At the academy there were no shortages of ways for improving your fitness: regular PT sessions, fitness challenges, weight training, running stairs in between classes, “blue brick swimming,” morning cross fit classes, nightly games of pickup basketball, and a host of other activities. The academy training staff members were patient, methodical yet demanding in their approach to physical fitness. This, in preparation for the yellow brick road.

I, along with many of my classmates, left the 10-week experience at the NA in the best physical shape of our lives.

After returning home, I found it didn’t take long to get back into the routine of 50-60 hour workweeks, sloppy eating, and indulging. I began drifting into the world of excuses about why I didn’t need to go to the gym. The weight gain came next, then the expanding waistline,

sore joints, decrease in energy, and overall wellness blahs. I had to come to the reality that beer was not one of the basic food groups and that motoring to the fridge did not constitute an aerobic workout.

It seemed getting back into the gym was a greater effort than the workout itself. To my surprise, my newly remodeled gym had state of the art workout equipment, a trx station, and turf area complete with sleds, kettle balls, medicine balls, and all the other “medieval training equipment” straight out of the academy staff playbook. The opportunity was right in front of me, and I had run out of excuses.

What about you? Is exercising a daily routine or often just an afterthought? Do you have access to a gym that has both strength conditioning and cardio opportunities? I can still hear academy staff yelling at us to balance our core, strength, and cardio -- 20 to 30 minutes of strength exercises three times a week, coupled with cardio and sound eating. Don’t have access to a gym or workout facility? Some of my most painful workouts at the NA were the 10 x 10 exercises using nothing but body weight or the dreaded “NA 253 track drills.”




The need to maintain good physical fitness cannot be overstated. We work in a profession that has some of the highest mortality rates from obesity, heart disease, high blood pressure, and other related health issues. In the first six weeks of 2014, I’ve said goodbye to two local law enforcement officers who suddenly died from heart attacks.

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Integrated Response *continued from page 22*

grated system that can achieve multiple objectives simultaneously. It appears that law enforcement response and knowledge of hemorrhage control will soon become a core law enforcement skill.


Life threatening injuries during active shooter incidents are similar to those encountered in combat settings. Military experience has shown that the number one cause of preventable death in victims of penetrating trauma is hemorrhage. Tactical Combat Casualty Care (TCCC) programs, when implemented with strong leadership support, have produced dramatic reductions in preventable death. Recognizing that active shooter incidents can occur in any community, top officials across the country encourage the use of existing techniques and equipment, validated by over a decade of well-documented clinical evidence.

Contrary to popular belief, care of the victims is a shared responsibility between law enforcement, fire/rescue, and emergency medical services. The response to an active shooter and other mass casualty events is a continuum that requires coordination and training between law enforcement and the medical/evacuation providers. As a result of collaborative efforts among the emergency services sector, more than 36,000 police officers in Los Angeles, Philadelphia, Houston, Phoenix, Dallas, New Orleans, Tampa, and Washington, DC, have received bleeding control kits and training. The next new paradigm shift has arrived. 

About the Author: **Shahid Shabazz**, CHPP, is a Security Specialist with the Sector Outreach and Programs Division, Office of Infrastructure Protection for the U.S. Department of Homeland Security and a graduate of the 237th Session.

FBI NA Class 253: One Year Later *continued from page 23*

We owe it to ourselves, our families and our profession to stay in the very best shape throughout our careers and after. The words of my academy physical fitness instructor still ring in my head. "I want you to retire, I want you to be able to play with your grandkids, your great grandkids, and I want you out there playing golf every day. Heck, maybe someday I can be out there playing golf with you."

Stay fit, be safe and play through to the very last hole. 

Internet sites for information, testing and programming:
www.coreperformance.com • www.exrx.net
<http://www.hprc-online.org> • www.functionalmovement.com
www.backfitpro.com • www.mytppi.com

Internet sites for fitness equipment
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Internet sites for related articles
"I almost died and so can you..."
www.inc.com/mike-figliuolo/entrepreneurs-health-wellness.html

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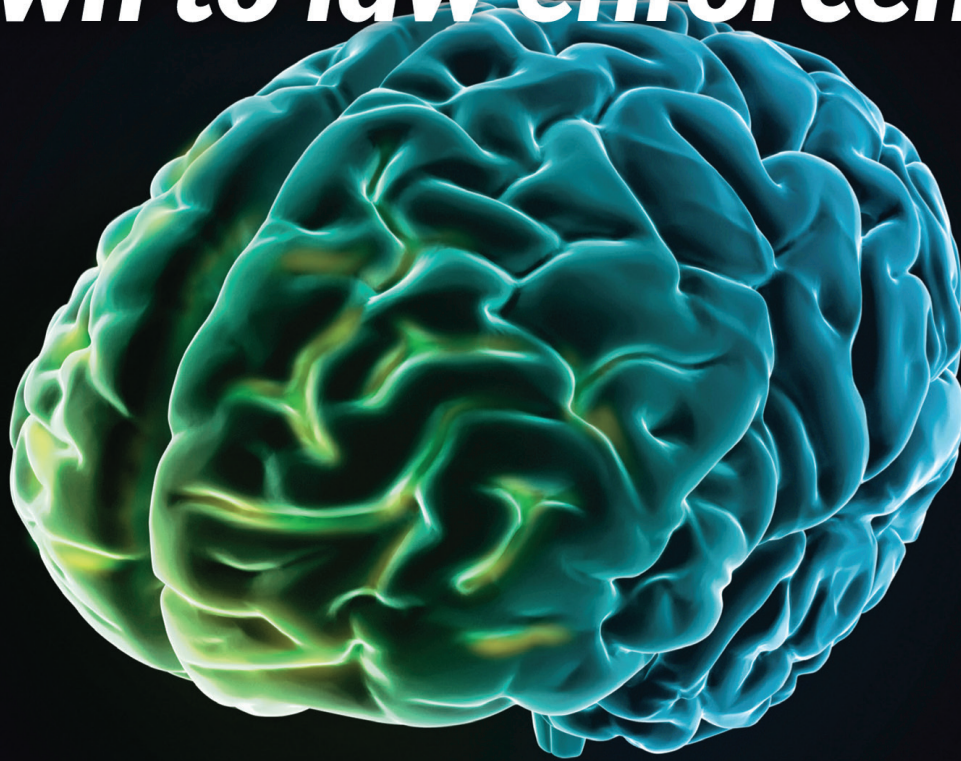
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