

The Magazine of the  
FBI National Academy  
Associates

# NATIONAL ACADEMY



ASSOCIATES

March/April 2015  
Volume 17, Number 2

## Breaking the Silence: *A Story of Hope and Courage*

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in the Court of Public Opinion*

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# NATIONAL ACADEMY ASSOCIATE

*The Magazine of the FBI National Academy Associates*

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## AN ALLIANCE SPOTLIGHT: 5.11 Tactical

### Greg Cappetta

This issue's alliance spotlight is 5.11 Tactical. Our alliance with 5.11 Tactical has been in existence since the late 1980's. Their tactical cargo pants are synonymous with law enforcement and launched a new era of versatility in the area of training and function. 5.11 went on to expand their line of products through law enforcement working groups, where the end users helped design practical products.

The FBINAA was the first law enforcement association to start an alliance with 5.11. This was through this alliance that both 5.11 and the NAA grew and prospered. 5.11 began supporting the National Academy program not only through their alliance with the FBINAA but also by giving back to the NAA in the way of affinity income for products purchased through the NAA store. 5.11 also supported each session by providing product giveaways and by providing an atmosphere of comradery in the way of a steak lunch. It should be noted that even though the FBI Academy has worked hard to improve the quality of their food, a good steak is a nice break from institutional food.

A few years ago, as part of an April fool's joke, 5.11 advertised the sale of tactical kilts



without the intention of selling these kilts. To their surprise, they received thousands of orders for the tactical kilts and decided to offer them for sale once per year. The tactical kilt has become a yearly tradition and has helped raise funds for charitable foundations, one of which is the **FBINAA Charitable Foundation**. During our 2013 conference in Orlando, 5.11 donated over \$11,000.00 to the FBINAA Charitable Foundation through the sales of tactical kilts. After the presentation of the check, I challenged CEO **Tom Davin** to follow up in 2014 and beat that amount for donation to our charitable foundation. My part in this challenge would be to wear a tactical kilt if 5.11 raised more than \$11,000.00



in 2014. Well, 5.11 beat their previous donation and I, along with **Tom Davin, Pat Davis, Joe Gleason, Mike McLaughlin, Bill Nemetz, Paul Butler** and **Steve Cox**, wore kilts during the gala dinner in Philadelphia. During that event, 5.11 donated \$18,511.00 for the FBINAA Charitable Foundation. It should also be noted that 5.11 has sponsored the gala dinner at our National Conference for the past several years.

5.11 also support initiatives of the NAA each year by offering increased discounts on merchandise during our membership renewal period. These discounts are above any other dis-

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**Ashley R. Sutton** / Communications Manager

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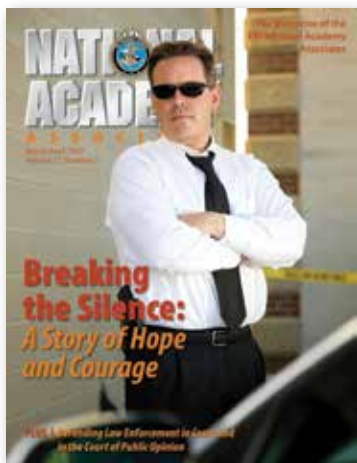
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ISSUE	EDITORIAL DEADLINE	MAIL DATE
Jan/Feb	12/1	2/28
Mar/Apr	2/1	4/30
May/June	4/1	6/30
Jul/Aug	6/1	8/30
Sep/Oct	8/1	10/30
Nov/Dec	10/1	12/30



**On the Cover:** The law enforcement community struggles with knowing what to do with officers who suffer mental illness, and are quick to judge and call them unfit for duty.

# WE'RE LOOKING FOR DYNAMIC SPEAKERS TO JOIN THE NEW FBINAA SPEAKERS BUREAU!

The Training Committee is creating a Speaker's Bureau database that would allow for chapters to find dynamic and experienced speakers for their events who have been already vetted and endorsed by other chapters and or members.

The Speaker's Bureau will feature subject matter experts in fields such as:

- Strategic Budgeting/Finance
- Ethical Excellence
- Executive Leadership
- Future in Law Enforcement
- Retirement/Career Transition Planning
- International Intelligence/Cooperation



In an effort to build the Speaker's Bureau database, we are asking for your assistance in helping us identify these speakers, whether it's a personal colleague recommendation or a chapter recommendation. Remember, the goal is to help your chapters identify suitable speakers for an upcoming event in a "one-stop-shop" environment.

For your convenience, we have created a simple and easy online Speaker/Presenter Application Form.

## HELP US BUILD OUR SPEAKERS BUREAU!

Visit <https://fbinaa.formstack.com/forms/presentapp> to apply ONLINE!



## ASSOCIATION PERSPECTIVE

by President Joe Gaylord

### Greetings!

Time keeps marching on and the **National Conference**, or “**Re-trainer**” as we like to call them these days, is approaching fast. This year, the national re-trainer will be held in Seattle Washington, July 11-14, 2015. It is shaping up to be a fantastic event with the Washington Chapter doing a lot of excellent work to make this a memorable training event. The delegates training agenda is top of the line and training sessions have also been planned for family members. This conference is going to be first class and a must-attend.

### What is new around the FBINAA?

1. The Chapter Officer’s meeting was conducted in the last week of March and was very successful. The Chapter Officers had the opportunity to network among each other and share some common concerns and best practices for each chapter. They also got a taste of the **FBI Enrichment Sessions** that the current National Academy Students participate in, as well as some informative information from the **Terrorism Screening Center**, **ViCAP** and other current topics. Also during the meeting we recognized three long term Secretary/Treasurers who are retiring from their positions this year. **Ed Ross** who has served the Hawaiian chapter for 24 years, **Harold Murphy** served the New England Chapter for 15 years and **Cindy Reed** served the Washington Chapter for 15 years. All three individuals served with honor and show the commitment to the association that is common amongst our members and chapters. The current board can only say thank you to each individual for your service, it is truly an honor to serve with such fine professionals.
2. In the National Office, **Korrie Roper** joins the association as the Chief Operating Office and she has hit the ground running and will be a great asset to the team. **Lisa Munoz**, Financial Accountant, is leaving us because her husband was transferred to another location. This is sad news for our association, and we wish her all the happiness and blessings as she relocates with her family.
3. The **FBINAA Foundation** is once again raffling a seven day six night stay at the Marriot Resort on the beautiful Island of Kauai. There are only going to be 1,000 tickets sold at \$20 per ticket. To purchase yours, go to the foundation web site at [fbinaafoundation.org](http://fbinaafoundation.org). Remember this association is tasked with supporting families of fallen officers, college scholarships, and providing disaster relief to our members. One other project which the foundation is currently working on is a t-shirt designed by the famous **Guy Harvey**. The shirts will go on sale soon.
4. **Mark Morgan** joined the ranks of the FBI Academy as the Deputy Assistant Director and met the Chapter Officers at the annual meeting. Mark is going to be an excellent addition to the Academy and is a valued supporter of the FBINAA. He joins the team with **Owen Harris**, **Jim Jewel** and **Mark Harrigan** to name a few, and we appreciate them all for their support and guidance.



5. After Seattle, Washington, where will the national re-trainers be held you might ask? **2016 St Louis, MO**, **2017 Washington DC**, **2018 Quebec, Canada** and **2019 Phoenix, AZ**. With the assistance of the **Eventive Group** and each local chapter we are confident the conferences will be fantastic. So now is the time to pre-mark your calendars.

In closing the FBINAA is grounded firmly on the foundation of the past, but as the National Academy continues to move confidently into the future it must embrace change. Its curriculum has grown over the years and today we are undertaking a review of what the future of the academy should look like. An academic committee has been formed and tasked with looking at the future curriculum, keeping in mind the high quality of instruction that has to be met to satisfy the University of Virginia accredited criteria. One must always look at the way we do business in order to keep current on today’s demands for upper management training. The responsibility is ours to make sure that academy graduates continue to exert considerable professional influence as leaders in their departments and communities. It is also imperative that we find ways to keep our graduates engaged in the association in order to maximize our networking abilities. The entire board would ask that if anyone has any ideas on curriculum or retention of members, to please reach out to any board member with your ideas. 🇺🇸

Thank you for your support and dedication to the FBINAA and God Bless.

*Joe Gaylord*

Joe Gaylord

### An Alliance Spotlight *continued from page 2*

counts offered and are a means for driving membership for the NAA. In addition, 5.11 supports each NA session by providing product as giveaways and occasionally hats and knives. These items help the NAA interact and stay connected to the NA students while they are attending the National Academy. In addition to all of the support 5.11 provides for the National Office, they also support the annual chapter officers meeting, and our domestic and international chapters. Their support comes in the way of funds, product, and occasionally a good meal. We look forward to a continued alliance with 5.11 and greatly appreciate everything they have done for the NAA. 🇺🇸



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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  
 phone: (302) 644.4744, fax: (302) 644.7764  
 asutton@fbinaa.org

## ARIZONA

■ The Arizona Chapter hosted another great **Re-Trainer** in April in Oro Valley. In addition to the good networking and fellowship, there was training on **Cybercrimes, SWATting, Doxing, Officer Safety, and Tactical Medicine for Law Enforcement**. A big thank you goes out to Chief **Danny Sharp** and the Oro Valley Police Department for hosting.

■ The Chapter will be hosting **training** by St. Louis County Police Chief, **Jon Belmar**, on November 6th in Scottsdale. Chief Belmar will be giving an in-depth presentation on the "lessons learned" through the incidents in Ferguson, Missouri. Save the date!

■ **Heston Silbert**, 226th Session, retired from Mesa PD as an Assistant Chief. He then was appointed as the Deputy Director for the Arizona Department of Public Safety (AZDPS).

■ **Mike Soelberg**, 258th Session, was promoted to Assistant Chief at Mesa PD.

## CALIFORNIA

■ **Kirk Stratton**, 256th Session was promoted to Chief of Police for the Town of Colma October, 2014.



Kirk Stratton

■ Immediate Past President of the California Chapter, **Walt Vasquez**, a 29-year veteran of the San Diego Police Department



Walt Vasquez being sworn in.

who currently serves as its Assistant Chief, will take over as head of the La Mesa Police Department.

Vasquez was sworn in as the East County city's top cop on April 6, 2015 filling a vacancy left by career lawman **Ed Aceves**, who retired in December after three years as chief.

Walt began his career with the San Diego Police Department in September 1986 as a police recruit. In 1994, he was promoted to

sergeant, then lieutenant in 1998 and captain in 2005.

In his position as Assistant Chief, he oversees the SDPD Canine Unit, SWAT team, property room, information services, communications and the chief's community advisory boards. The FBINAA, California Chapter is extremely proud and congratulates Immediate Past President and now Chief Walter Vasquez of the La Mesa Police Department.



Pictured (L-R) Captain Roxana Kennedy (past recording secretary), Mike Barletta, 3rd Vice President, Chief Walter Vasquez, Immediate Past President and California President Max Santiago.

## CONNECTICUT

■ Congratulations go out to Chief **Richard Mulhall**, 137th Session, Deputy Chief **Terry Shanahan**, 208th Session and LT **Gerald Tomkiel**, 243rd Session on their recent retirements, **James Viadero**, 222nd Session (former Captain of the Bridgeport Police Department) on his new role as Chief of the Middlebury Police Department and to our recent graduates of the 258th Session – Deputy Chief **Ed Lennon**, Assistant Chief **Robert Wright** and Lt. **Cheryl Bradley** and the 259th Session Chief **Thomas Grimaldi**, Assistant Chief **Steven Woznyk** and Lt. **David Del Vecchia**.

Our condolences go out to the families of our NA members who have passed away – Ret. Commander **William F. Roche**, 82nd Session, Ret. Chief **Joseph Autin M'Aleenan**, 90th Session, Ret. Assistant Chief **Bob Walsh**, 126th Session and Ret. Lt. **Michael Shanley**, 230th Session.

## FLORIDA



(L-R) FBINAA Section Rep Joe Hellebrand and Kate Upton.

■ Supermodel and actress **Kate Upton** hosted the **GRAND SLAM**

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# CHAPTERCHAT

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**ADOPTION EVENT** featuring lovable dogs from the Brevard County Sheriff's Office Animal Services before first pitch at Nationals vs. Tigers spring training game at Space Coast Stadium in Viera Florida.

Upton attended the event, helped in giving out the limited edition GRAND SLAM ADOPTION EVENT t-shirts, played with lovable adoptable dogs that were onsite, posed for pictures with them and met attendees who checked out the dogs – some of whom adopted them on site.

Upton got involved with the Brevard County Sheriff's Office Animal Services via her sister, **Christie Williams**, who works with the shelter. An animal lover, Upton has three adopted dogs of her own, and has visited the shelter during trips home to Florida. The adoption event featured 20 lovable dogs from the Brevard County Sheriff's Office Animal Services.



(L-R) 2013 FBINAA President **Doug Muldoon**, Past Florida President **Al Lamberti**, Former SAC FBI Miami **Bill Gavin**, **Ellen Glasser**, National President, Society of Former Special Agents of the FBI, **Ken Parkerson**, President Gold Coast Chapter SFSAFBI, Former ASAC FBI Miami **Tim McNally**, Former SAC FBI Miami **Andy Duffin**.

**Al Lamberti** and Past President **Doug Muldoon** recently attended the Retired Special Agents luncheon April 9th the day before the dedication of the new FBI Miami office.

■ The **Port Orange Police Department** wishes to recognize one of their own, upon his retirement, for outstanding service.

Assistant Chief **Wayne Miller** began his career with the Port Orange Police Department in 1985. During his tenure with the Port Orange Police Department, he has served in many different roles with various responsibilities. Chief Miller held positions including Patrol Officer, Field Training Officer, Motorcycle Officer, Traffic Homicide Investigator, Professional Standards Officer and Communications Supervisor. Chief Miller was promoted to Corporal in 1989, Sergeant in 1991, Lieutenant in 1997, Captain in 2006 and Assistant Chief in 2009.

Chief Miller is a graduate of several senior level law enforcement



Wayne Miller

leadership schools including the 217th session of the FBI National Academy, the 34th session of the Florida Chief Executive Institute and the 59th session of the Law Enforcement Executive Development Seminar.

As of April 5th 2015, Chief Miller retired from the Port Orange Police Department.

■ Cmdr. **Bob Weber**, 168th Session, Flagler Sheriff's Office retired on April 30, 2015 after 14 years, and is the second person on Sheriff Jim Manfre's command staff.

Weber began his law enforcement career in 1973 and served for 23 years with the Briarcliff Manor Police Department in Westchester County, N.Y. He resigned from Briarcliff Manor in 1996 as a lieutenant. Five years later, he joined the Sheriff's Office. He was hired by Manfre, who first served as sheriff from 2000 to 2004. Weber has been a patrol supervisor and investigations supervisor during his time in Flagler. He was moved to public information and community outreach after Manfre took office again in 2013.

## HAWAII

■ Congratulations to the following individuals who have been promoted to the rank of major at the Honolulu Police Department effective April 12, 2015:

**Larry Lawson**, 251st Session, **William Baldwin**, 244th Session, **Darren Izumo**, 245th Session

■ **Andrew Lum**, 237th Session was promoted to Major with Honolulu Police Department and assigned to Information Technology Division effective November 12, 2014. Congratulations and wishes of continued success. Sad to report the sudden passing of retired Honolulu Police Depart-

ment Major **Lester "Sam" Akeo**, 100th Session, on February 20, 2015. Also, Honolulu Police Major **Neville Colburn**, 258th Session, suffered a fatal seizure while jogging at the Police Training Academy on February 23, 2015. Sincere condolences to both families.

## MARYLAND/DELAWARE

■ On February 27, 2015 the Maryland/Delaware Chapter of the FBI National Academy Association held its annual **Past Presidents Luncheon** at Yellow Fin Restaurant in Edgewater, MD. This year nine members of this elite group were in attendance and welcomed its newest member **Teresa Walter** to the alumni. This group is recognized for their diligence, perseverance, and hard work to the chapter. During the event current Chapter President **Melissa Zebey** presented Teresa with her Past President pin.

■ The Maryland Delaware Chapter hosted its **annual re-trainer conference** in Dewey Beach, Delaware on April 12th – 14th, 2015. Approximately 80 members from the Chapter participated in two days of quality training. President **Melissa Zebey** welcomed the attendees on Sunday evening at the President's Reception. The training included topics on **Leadership, Media Relations, Deadly Encounter, Marketing Your Agency and Law Enforcement Trauma: Are You Prepared.**



(L-R) Past Presidents attending this year's luncheon – **Bobby Cummings**, **Doug Verzi**, **Marlyn Dietz**, **Dave Deputy**, **Aaron Chaffinch**, **R.L. Hughes**, **Ralph Holm**, **Nancy Dietz**, **Joel Jordan**, **Ralph Holm** and **Teresa Walter**.

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# CHAPTERCHAT

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Members and Vendors of the Chapter gather for a picture prior to the banquet.



President Melissa Zebley presents certificates of appreciation to Captain Matthew May of the Wake Forest (NC) Police Department after his moving presentation about *Are You Prepared, Law Enforcement Trauma*.

■ On April 2, 2015 the Maryland-Delaware Chapter **Executive Board** met for a luncheon with the recent graduates of Session 259 as well as the candidates of Session 260 who will begin their 10 week venture at Quantico on April 5th.



Pictured are Session 260 attendees (L-R) Antonio DeVaul (Maryland National Capital Park Police), James Unger (New Castle, De County Police Department), Robert Reed, Jr. (Cumberland Police Department) and Christopher Kelly (Baltimore County Police Department).

## NEW YORK/ E. CANADA

■ Detective/Sergeant **Steven R. Zeth**, 248th Session retired from the Nassau County Police Department on April 2, 2015.

■ **Alan Feinstein**, 203rd Session from the Suffolk County Police Department retired on Feb 28, 2015 after serving 35.5 years, leaving as a Detective Sergeant.

■ **Gregory T. Gaetano**, 221st Session, retired after 37 years of police service. He began his career as a New Windsor Police Dispatcher on April 22nd 1978. 37 years later and to the exact same date he will complete his law enforcement career as Chief Investigator of the Orange County Sheriff's Office.

■ Chief Investigator **Gregory T. Gaetano** was a 21 year old college

student when he began his career with the New Windsor Police Department as a Dispatcher and Auxiliary Police Officer. In 1980 he was appointed to the New Windsor Police Department as a full time Police Officer. While in the patrol division he was assigned to work a detail as an undercover investigator with then District Attorney **Joe Brown** at the Orange County District Attorneys Drug Task Force. He was promoted to detective in 1988 where he worked on the Town's Fire Investigation Unit and worked with such agencies as the FBI, DEA, ATF and other state and local agencies. In 1994 he was promoted to Patrol Sergeant and was the Commanding Officer of the department's Community Policing Unit. He also had oversight of the department's Training Division and Crime Prevention Unit. He worked as a Patrol Sergeant for nine years and supervised the work of patrol officers, dispatchers and civilian staff.

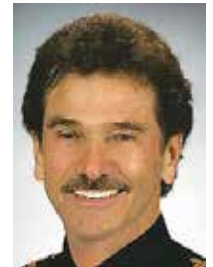
He received his Associate's Degree in Criminal Justice from Dutchess Community College, a Bachelor's degree in Criminal Justice from Mercy College and he received his Master's Degree in Public Administration from John Jay College CUNY in 1991. He has taught at the Rockland Police Academy, the Orange County Police Chief's Association Police Academy and other in-service police schools.

He retired from the New Windsor Police Department after 25 years of

service, began his career with the Sheriff's Office in January of 2003.

## TEXAS

■ **Ray Skinner**, 176th Session has returned to work full time since his retirement in 2007. Ray has accepted



Ray Skinner

a position of Asst. Chief for Dallas County Constable Ray Nichols. Chief Skinner was the Executive Director of the Texas Chapter for eight years (2004 - 2011).

## OHIO

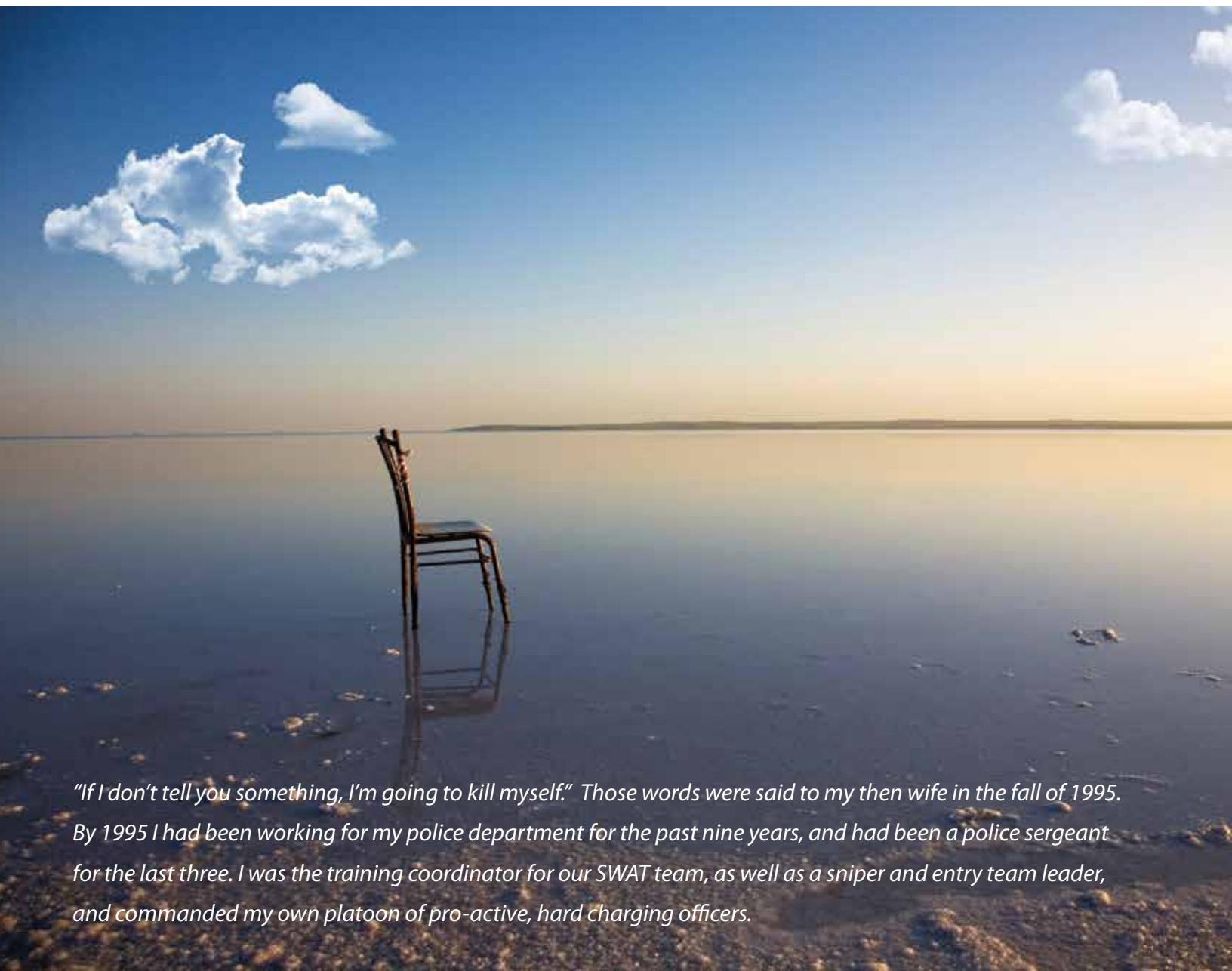
■ On August 27th, 2015, the FBI Cleveland Division will be hosting their **2nd Annual Appreciation Day** at the range and the Ohio Chapter of the National Academy was once again invited to participate. We consider ourselves very honored to be part of this very special event and thank the Cleveland Office, for the opportunity. In August of 2014, members of the Ohio Chapter participated in the 1st annual event and provided lunch for all those in attendance. I know that I can speak for every member of our chapter that was present that day, when I say that we were the ones privileged and the day will occupy a very special place in all of us.

This event provides wounded veterans with an opportunity to spend the day at the range in Port Clinton, Ohio. Many personnel are on hand, including agents, support staff and law enforcement personnel, providing everything our veterans needed to enjoy the day, shooting weapons and learning about the FBI's capabilities. On behalf of the entire Ohio Chapter, we are very proud of and grateful to our veterans!

## UTAH

■ **Gary Giles**, 243rd session, was

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*"If I don't tell you something, I'm going to kill myself." Those words were said to my then wife in the fall of 1995. By 1995 I had been working for my police department for the past nine years, and had been a police sergeant for the last three. I was the training coordinator for our SWAT team, as well as a sniper and entry team leader, and commanded my own platoon of pro-active, hard charging officers.*

Given my very tough exterior, the words I said to my wife that day were hard for her to hear, and even harder for me to say. She immediately said that I should get help. I told her that I would, but that she was in no way to tell anyone what I had told her. After all, what would people say if they found out that I, Sgt. Eric Weaver, was seriously contemplating killing himself?

**A**gainst all odds, I reached out for help. I called my primary care doctor for an appointment and though I was never direct with him about how I was feeling, he connected me with a counselor shortly thereafter. Of course, no one but my wife knew where I would go once a week. Shortly after I started seeing my therapist, my overwhelming sense of depression and suicide reached a level that I could no longer manage. In the spring of 1996 I had to admit that I was as close to suicide as I could be. I was not safe at work or at home, and it was determined that the only thing I could do to stay safe was to be hospitalized. Of course, I was not thrilled at the thought of being in a psychiatric hospital.

After all, I've dealt with mentally ill people on the job for years, and I certainly didn't feel like I was one of "those people." However, the fact remained that I was sure to die if I wasn't hospitalized. I went to a hospital well outside of Rochester (I certainly couldn't go to a Rochester hospital where everyone knew me) and given my extremely depressed and suicidal condition, it was decided that I was to be admitted. I was devastated, not sure what was happening to me and wishing I would have never told anyone about how I was feeling. Of course before being hospitalized that day I had to call in sick to work. But what would I say? I certainly couldn't tell the person who answered the phone at work that I was in





# BREAKING THE SILENCE: ONE COP'S STORY OF HOPE AND COURAGE

Eric Weaver

a psychiatric hospital. We all know if that was said, word would spread pretty fast throughout the department. So that wasn't even an option. I worked out quite often, and everyone knew how much I enjoyed lifting as much weight as possible all the time. So it came easy to me to simply tell my department that my back went out while I was working out. Believe me, it sounds a whole lot better to tell someone that I have a back injury from lifting hundreds of pounds than it does telling someone that I was suicidal and in a psychiatric hospital. After all, I thought, there is no stigma around back injuries.

I stayed in the hospital about one week. It was not the most pleasant of places but it kept

me safe, for the time being at least. After I was discharged I was sent home, and was given a treatment plan to follow up with some doctors for counseling and medication. I figured I could handle that, even though I didn't want to. So as I sat home the following week, still out with my "back injury," I began to realize that my depression and thoughts of suicide were not going away, in fact they were just getting worse.

I believe it was on a Saturday shortly following my discharge when I found myself in the bathroom of my home. I locked myself in there and began banging my head against the toilet and trying to cut my head open with a skeleton key that was above the door frame. As I'm yelling

and swearing through the bathroom door at my wife, she rushes our daughters down to the basement playroom area as they are screaming "what's wrong with daddy?" Once my wife realizes that I was hurting myself in the bathroom (thankful today that I didn't have my gun with me in that room), she immediately calls my therapist, who in turn tells her that she is going to call 911. You can probably imagine my anger when I was told that the police were being called on me. After all, how would someone expect a very mean, angry, depressed, suicidal SWAT team sergeant to react? I basically yelled through the bathroom door that if some rookie deputy sheriff shows up, that they better bring a bunch of them as no one was going to take me out of my own home. Of course, these

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**Breaking the Silence** *continued from page 11*

were words that I had heard hundreds of times from other people, but now it was me who was saying them. To make a long story short, the police responded and I refused to come out of the bathroom. I yelled that the only way that I was going to come out was if my Captain at the time came to my home and ordered me out. I had great respect for him, and if he said that I should come out, then I would. He was eventually called, and he immediately came to my home and ordered me to come out of the bathroom. I did come out, and was ultimately taken back to the hospital for another admission. In the spring/summer of 1996, I was hospitalized a total of five times, eventually being admitted to a hospital in Rochester on three of those occasions. I underwent intense treatment that summer, including various medications and even ECT, electroconvulsive therapy (shock treatments), for my treatment-resistant depression. As you might imagine, life was hard.

Believe it or not I was actually able to come back to work in the beginning of fall in 1996. Of course I needed medical clearance and approval from our police physician, who was very understanding and empathetic to what I had been going through. Besides my family, work was all I had. I had been a cop since I was twenty years old. I needed to come back to work to feel whole again.

On the first day back to work I was nervous as to what was going to be said to me. You can imagine my relief when I kept getting the same question over and over. That question was simply, "so Sarge how's your back?" I couldn't believe it! I had been in and out of psychiatric hospitals five times and was out of work for nearly six months, and no one knew. My biggest fear was relieved. I would jokingly tell people how my back went out doing 600lb. squats, but that it was feeling pretty good after so much rest. Life was good. I remained in therapy and on medication, and was able to be back to work doing everything that I was able to do before. Remarkably, the Captain that came to my house that day to get me out of my bathroom never told anyone except for his Commanding Officer, the Deputy Chief (both of whom are FBI National Academy alumni). His, as well as the Deputy Chief's, respect for me and for my confidentiality was remarkable and admirable. They not only helped save my life that year, but my reputation as well.

For the next couple of years I seemed to flourish. I was back working on SWAT and had been hand selected for our Tactical Unit. Again, life seemed good. Unfortunately, my

behavior wasn't. In an effort to prove to myself, and myself alone, that I wasn't just some crazy guy who had been locked up in psychiatric hospitals, I became aggressive, belligerent, and forceful. My behavior had gotten so out of control that I found myself in the spring of 1998 facing some pretty serious internal departmental charges. Eventually everything that I thought I was, was taken from me. I was forcibly removed from the SWAT team, the Tactical Unit, suspended for fifteen days, and removed entirely from patrol to serve time on administrative duty for one full year. The only thing I was allowed to retain was my rank. I felt that life was now officially over.

While on administrative duty one day during the summer of 1998, I sat quietly alone in the basement of our Public Safety Building telling myself that this was it and the time had come. My life as I had known it was over, I could no longer fight anymore and I no longer desired to go on with my life. I sat on a bench in the far corner of the men's locker room with my department issued Beretta 9mm handgun in my hand for about the fiftieth time. I was alone and I was determined that this was how and where I would die. I figured everyone would now learn how much I was hurting inside. The images of my family passed through my mind briefly; how they would take the news, how the funeral would go, who would be there, and if anyone would even care that I was dead. These images had passed through my mind hundreds of times over the years, but this time seemed different.

With my gun in my hand I was slowly pulling back on the trigger when I heard the faint sounds of someone walking in the door and then into the restroom area of the locker room. The locker room was very large with probably a hundred or so lockers and even though I was sitting as far away from the entrance as I could get, I could still hear what sounded like water running in one of the sinks. I didn't want anyone around when I killed myself. This was personal, and I wanted to be alone. So I quickly put my gun back in my holster, got up, and starting walking through the locker room.

So, with great disappointment and frustration that I didn't go through with my suicide, I walked out of the locker room fully expecting to see one of my fellow officers washing his hands. However, there was no one at the sink. In fact I saw no one at all. Was it just my imagination that I heard water running? I figured I must have just been hearing things. But now, since no one was in the bathroom,

I was faced with two choices. I could go back and finish what I came to the locker room to do, or leave. For whatever reason, I chose to leave. I then went and told my wife what I did and later that day I admitted myself to the same psychiatric hospital I had been in two years before.

Remarkably, I didn't kill myself that day in 1998 because of the phantom sounds of running water from a sink. I would discover many years later what God's plans were for me in my life; and they apparently didn't include killing myself in a police locker room that day. Believe it or not, I would be back to work again in just a few short weeks.

The years went by and my recovery from my mental illnesses continued in silence, with very few people knowing anything about my struggles. That all changed in 2002 when a fellow officer completed suicide. His death affected me tremendously on many levels. While his death was a tragedy, it also motivated me in a way that I would have never imagined. His death inspired me to talk about my own issues with suicide, not just to a few people, but to my entire department. I requested from our Chief's Office that I be granted a few minutes to talk at one of our Command Staff meetings. After being put on their agenda one morning, I openly shared with everyone present where I really had been all those months in 1996 and 1998. I made it clear that I had no back injury, but that I suffered from mental illness and had been hospitalized for being suicidal six times. You could have heard a pin drop as I told my story. When I was done telling them what I had gone through, I told them that I would like permission to share my story during the next in-service dates in hopes that it would break the silence of some very real issues while at the same time allow others to share and seek help for what they may be going through as well. After much discussion, and with the support of my department's Chief and new Deputy Chief, who was also a clinical psychologist, I was given permission to develop a curriculum on mental health, cumulative stress, and suicide to my entire department. I entitled the course Emotional Safety and Survival and over the years, have taught it to nearly 15,000-20,000 law enforcement officers across New York State and parts of the U.S.

It wasn't until I started telling others about my battles with mental illness and suicide that I realized what a tremendous problem it actually is in our line of work. I went on to working with numerous officers and their families, and eventually developed and



**Breaking the Silence** *continued from page 12*

coordinated our department's Emotionally Disturbed Persons Response Team (Crisis Intervention Team), the first team of its kind in NYS, and later became our department's full time Mental Health Coordinator. I retired from my department in 2005 after serving twenty years. In addition to various other roles I serve in, currently travel across NYS training police officers on mental health, mental illness and suicide prevention, as well as develop and train Crisis Intervention Teams in communities throughout New York. Who would have imagined?


Over these last two decades I have been diagnosed with a variety of mental illnesses, including major depression, bi-polar disorder, anxiety disorder, obsessive-compulsive disorder with psychotic features, and post-traumatic stress disorder, and have been hospitalized on two additional occasions. In the many years of me speaking out on mental illness I have learned some valuable lessons. One thing I have learned is that mental health, just like physical health, plays an important role at every stage of our lives. Sadly in our culture, especially in the law enforcement culture, what comes to mind first when one hears the words "mental health" or "mental illness" are words such as "depressed, irrational, unstable, crazy, or nuts." However, research has shown that approximately one out of every four people in the United States deals with some mental health related issue in any given year. Law enforcement officers are not immune from these statistics. Officers struggle with the same problems as anyone else, yet the stigmas, embarrassment, misunderstandings, and fear of reaching out create some very real barriers, which in turn causes some very real and serious mental health issues in officers to be undiagnosed and untreated for years. This of course causes serious harm to thousands of officers and their families across the country who are struggling in this way. Unfortunately, all too often officers seek comfort for their mental health issues through self-medicating with alcohol, gambling, drugs, unhealthy relationships, and countless other means. They feel the stigma and shame around reaching out, so they simply deal with their problems the only way they know how.

Similarly, the stigmas surrounding suicide often keep those desperately in need of help from seeking it as well. Suicide's correlation to mental health is evident, as it has been determined that 90% of all people who die by suicide have a diagnosable psychiatric disorder at the time of their death. The latest statistics provided by the American Association of Suicidology reports that in 2012 there were 40,600

reported suicide deaths in the United States. Suicide rates are not going down, and police suicide is something that far too many police departments across the U.S. have had to deal with at one time or another.

Mental illnesses such as Post Traumatic Stress Disorder which many officers can suffer from, is just as disabling, if not more so, than a vast array of other medical conditions that are openly dealt with and treated. However, as previously stated, many of those who suffer never seek help, and those who do seek help do not always receive treatment.

I spent a total of twenty two years in law enforcement (my first two years spent working in a county jail as a Corrections Officer) struggling with depression, stress, and grief, and have seen more death, violence, and bloodshed in those years than I care to remember. My journey through life as a police officer, later on as a pastor, and now as mental health trainer and police consultant, as well as a husband and father, has been filled with every possible emotion from total despair and worthlessness, to a life filled with hope and purpose.

It has been my mission over these many years to reduce stigma, increase understanding surrounding the many challenges of mental health related issues, create a culture that openly discusses the topic of mental illness, suicide and suicide related behavior, and above all proclaim that there is hope. As I continue to work on my own mental health issues, I strive to be a living example that a level of recovery is available to everyone. It is my hope and desire that individuals and families will no longer need to suffer in silence, and instead proclaim the fact that mental illnesses are treatable and that suicide is preventable. The law enforcement community struggles with knowing what to do with officers who suffer with mental illness. We are quick to judge and call them unfit for duty. However I know that it is because of my mental illness, not in despite of it, as well as the amazing support of my department that I have been able to speak out on one of the last taboo subjects in 21st century policing. 

*About the Author:* Eric Weaver is a retired Sergeant from the Rochester, NY Police Department, and is currently the Executive Director of his own training and consulting group; Overcoming The Darkness. For more information on Eric and his list of trainings, please visit [www.overcomingthedarkness.com](http://www.overcomingthedarkness.com).

If you or someone you care about is thinking about suicide, please call 1.800.273.TALK (8255).

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hired as the Chief of Police in Orem, Utah in August, 2014. He had previously been with Orem for 20 years, but left in 2012 to serve as Chief of Police in Portland, Texas. He was hired back by Orem two years later.



Gary Giles

**WASHINGTON**

■ **Steve Cozart**, 222nd Session, is retiring from Issaquah PD on March 15th, after 36 years in law enforcement. He began his career in 1979 with the Lake County Sheriff's Office in Lakeport, California. He worked in the Civil, Jail and Patrol Division, including a two year stint as the Resident Deputy in the Cobb Mountain/Middletown Area. He joined Issaquah Police in 1986 and have served there 29



Steve Cozart

years, holding positions as Officer, Detective, Sergeant, Commander, Interim Chief and the last 12 years as Deputy Chief. His retirement plan includes taking a 31 day cruise of the Mediterranean and Black Sea in April/May as a retirement gift to himself.

■ **Rick Lucy**, 217th Session, wanted to share an exciting career update. He agreed to terms of a contract with the capital city of Windhoek, Namibia (Africa) as the Advisor on Policing and Public Safety. He will head there in April for 2 months. The Abbotsford Police Department have been assisting the Windhoek City Police with their early development after they were formed in 2007 with Lucy as the lead for this project since that time. When they had offered a contract that would connect to his retirement from APD, he decided to make the move. He will be traveling back and forth 2 to 3 times a year for 2 to 3 months at a time for the next 3 to 5 years. Due to some of his accumulated leave, official retirement isn't until after this fall. Rick intends to remain an active FBINAA member while serving in Africa.

■ **Karen DeWitt**, 250th Session, will officially retire from the Washington State Patrol on May 1. She will be heading to

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# Preparing Your Post-Law Enforcement Resumé for Your Next Career

Alan A. Malinchak

In 2002, just two years from FBI retirement eligibility, and a Federal Employee Retirement System (FERS) retiree not by choice, I realized I would need to continue employment beyond retirement with two daughters' college bound.



Just like each of you who are retired, eligible or close to retiring from your public service career - what we offer to private industry are the traits which proved successful during our law enforcement careers – dependability, discipline, integrity, teamwork, worth ethic, planning, execution, accountability and experience.

Arrests, convictions, prosecutions, cooperating witnesses and informants – all great and a valuable metric within law enforcement, yet, dependent on your next career choice, these types of metrics do not translate well in private industry. Unfortunately, the people that read resumes typically receive hundreds of resumes and on average take about 7 seconds to scan and review for key words aligned to the required and preferred positional role and responsibilities needed for the position. If your resume isn't aligned to their needs it becomes part of the digital circular file. Writing a business savvy resume with the information germane to the position in two pages or less is critically important.

Translating your law enforcement success to a private industry hiring manager can be accomplished. You must format your resume with metrics which can be easily translated to business acumen – as who you were, is not as important as who you will become within that next organization. Your resume and cover letter, specifically focused to each position at each organization you apply - must be easily readable with information that supports a future employer's consideration to get you to the next level – the interview process. Without a strong resume and cover letter, you may be one amongst hundreds who are applying – the goal is to have your resume chosen!

In a nutshell, play to your character strengths, e.g., 20 years of loyal, dedicated work ethic; translate metrics that make sense, e.g., supervised 10 employees, administered 7 projects, etc.; specify your security clearance and the date of expiration, e.g., Top Secret Security Clearance – Expires January 2018; identify your status if you were a Veteran and especially if you are a Disabled American Veteran (DAV) and/or remain a reserve within one of the U.S. Armed Forces, e.g., U.S. Navy 1969-1973, DAV; and, ensure all your professional certifications are identified and current, e.g., certified Project Management Professional (PMP). There are several other focuses as you translate a law enforcement career of 20+ years to a two page resume, including highlighting only the last 5 to 10 years, with the last 5 years emphasized – private industry hiring managers want to know how you perform now, not 20 years ago.

Who you are is NOT who you will be, and preparing for your next career is time consuming – especially preparing your resume, which has

been public service mission focused, and now needs to reflect a translation to revenue, e.g., budget operations, leadership and performance metrics, and focused on your ability to perform within private industry. Your resume will need to reflect a “*Professional Reinvention*”.

Writing your new resume requires a change in how you perceive yourself in the future. Change is always easier when you can adjust to it gradually – conduct research on the internet, contact retirees who have successfully transitioned to private industry and obtain their resume as a guide, outsource to a professional resume writer or service, do whatever it takes so you do not post a 20 + page resume on monster.com and wait for someone to call and offer you a position. Criminal cases never fell in your lap during your career, for most of you, neither will your future position in private industry – you need to make the case for hiring you and a translatable resume built with standard business focused components is a great start.

The standard components of the basic corporate resume include the following: Objective; Strengths/Overview; Experience; Security Clearances; Professional Certifications; Education; Professional Associations; Education; Contact Information; and, all within 2 pages that are aligned to the specific position you are applying.


Your new resume will become an “active document” which needs to be re-written for each position you apply. Whether outsourcing or writing yourself, read and dissect the position description you are applying for, and modify your resume to that position for that company.

If you want or need to outsource writing a resume that translates to private industry, there are many affordable resume writing services (\$100-\$500) that specialize in aligning current skills for a particular industry. A well written resume is one of the keys to being competitive in the private industry marketplace and an expense that can often provide a significant return on investment.

The exercise of writing a resume has value, as the process of self assessment is valuable to you internalizing and visualizing yourself in the future. Using the below information as a guide, you can begin the process now:

- 1-2 pages; Font style should be professional and easy to read and no smaller than 10 pt; Use bullet points rather than lengthy paragraphs
- Use action words like prepared, managed, developed, monitored, presented, led
- List accomplishments and responsibilities (in that order); (3-5 each for recent experience (last 5 years) and fewer as the experience gets more dated

- o Many experienced job seekers just list the title of their first jobs and provide little to no description because it was so long ago it's no longer relevant.
- Be specific and quantify – (Use %'s, \$'s and #'s) reporting relationships, budget dollars, number of people managed, etc.
- Do not include salary information or references on a resume
- Be positive – Do not include any negative statements on the resume
- Education – School Location Major; no graduation dates
- Certifications and Memberships (if applicable)

Remember to Stay Focused + Ask for Help – you did both of those in the time frame you were applying and interviewing to become a law enforcement professional – well, it's back and the key to your success. Good Luck! 

*About the Author:* Alan A. Malinchak (FBI retired 1984-2004 and FBINA 163rd Graduate) is the CEO of Eclat Transitions LLC, a career transition services company [www.eclat-transitions.com](http://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](mailto:al@eclat-t.com) or contact him through LinkedIn



## CHAPTERCHAT

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Washington DC to work for the law firm of Mololamken, but plans to be back for the Seattle conference! Karen began her career with the WSP in 1989. She steadily moved up in rank over the year serving initially as trooper, when working in Human Resources and then the Traffic Investigation Division. During that time, she was assigned to a temporary assignment in Washington D.C. in the National Highway Traffic Safety Administration. In 2004 she was promoted to Lieutenant and assigned to serve in the Executive Services Section in Olympia. She transferred eventually to Wenatchee where she was promoted to Captain in 2008 and assigned to District 6. Karen received her BA in Management and Masters in Public Administration. She and her husband Ralph have three grown children.



*Karen DeWitt*

■ Effective April 7th, **Mike Zaro**, 240th Session, has been appointed interim chief for

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# DEFENDING LAW ENFORCEMENT IN COURT AND IN THE COURT OF PUBLIC OPINION

Ronald T. Hosko

Last August, the country looked on in horror as the town of Ferguson, Missouri descended into rage and chaos. A young police officer, **Darren Wilson**, had shot and killed 18-year-old Michael Brown who, only moments after stealing cigars from a convenience store and menacing its clerk, resisted Officer Wilson's attempt to detain him by assaulting Wilson in his SUV and struggled with the officer for his gun.

**A**witness to the encounter, **Dorian Johnson**, also known as “Witness 101” in a lengthy Department of Justice report on the matter finally made public almost eight months later, had fled the scene but returned to the camera lights. Johnson relayed a fabricated tale of how his friend Brown was grabbed by the throat by Wilson and pulled toward the officer’s SUV before the officer shot Brown while his hands were in the air during an attempted surrender. Shortly thereafter, hundreds of protestors – some from far outside the city limits of that small Missouri town – took to the streets to demand immediate charges against Officer Wilson. Many emulated the invented pose of their supposed martyr who, in their contrived view, was wantonly gunned down because of his skin color. In the weeks that followed, thousands marched in far flung protests to the chant of “Hands up! Don’t shoot!” The truths of the fatal encounter no longer mattered.

Throughout the fall, the media and public engaged in an ongoing debate about the nature of the relationship between law enforcement and the communities they serve. The case of Staten Island man, **Eric Garner**, only exacerbated racial tensions, with cops using a neck hold to subdue a suspect illegally selling loose cigarettes – a tactic that was deemed a contributing cause of his death, but one a grand jury found insufficient to indict the arresting officers. Protesters in New York City made their feelings clear when marching to the chant, “What do we want? Dead cops! When do we want it? Now!”

These unconscionable wishes were realized only days later when two cops in nearby Brooklyn, New York, were gunned down while sitting in their patrol car by a career criminal bent on avenging the deaths of Brown and Garner.

Two and a half months later, Attorney General **Eric Holder** announced what DOJ had known since the fall – that there would be no civil rights charges against Darren Wilson for the justifiable actions he took in self-defense seven months prior. Holder concurrently announced the results of a “patterns and practices” report on the Ferguson Police Department and its municipal court system, a hundred page dissection of what DOJ regarded as an abusive system meant to take advantage of those who could least afford it. But, for some protesters, the criticisms of the Ferguson Police Department and courts simply weren’t enough. Enraged by the news of no charges against Darren Wilson, hundreds flocked to police headquarters and then spread

across the small town leaving a wake of looted, vandalized, and torched property in their wake.

Throughout the crisis that was Ferguson, politics in America have been on full display. Comments uninformed by the facts of the Wilson/Brown encounter came from politicians, government appointees, an array of mainstream media reporters and commentators, and other opportunists. Criticizing the police became a national pastime, capped by an interim report by the President’s Task Force on 21st Century Policing, which listed dozens of recommendations and action items pointed solely at perceived failings within law enforcement.

Of course, there are very real concerns about policing, especially as it regards the delicate balance between respect for our citizenry and the necessity of performing certain actions in the line of duty. But, the vast majority of law enforcement personnel are committed to a life of service, a life that commonly demands too much while paying too little.

For more than 20 years, the non-profit **Law Enforcement Legal Defense Fund (LELDF)** has been rising to the defense of police officers like Darren Wilson. The fund recognizes the harm that can come to well-intended law enforcement officers who are put into incredibly difficult circumstances by virtue of the oath they take. That harm can be financial, emotional, and professional. It ends promising and productive careers and can result in convictions for homicide, manslaughter, or other felonies.

Case in point: West Valley Utah police officer **Shaun Cowley** was, in early November 2012, with his partner conducting surveillance in a suspected drug-trafficking area and white supremacist stronghold. In plainclothes, the officers approached a suspected drug buyer, 21-year-old **Danielle Willard**, outside some apartments. They had just seen a small SUV driven by Willard arrive at the apartment lot and park next to their police vehicle. They saw a man approach her, get inside, and then depart, entering an apartment a short time later. After looking suspiciously at their car, Willard moved her vehicle to a different parking spot within the complex. Believing they had witnessed a drug transaction, Cowley and his partner, Kevin Salmon, approached her vehicle on foot to engage the suspected buyer.

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## A MESSAGE FROM OUR **CHAPLAIN**

by Dan Bateman

### A View From the Top!

**G**reetings and blessings, fellow FBI National Academy Associates! I pray God's richest blessings as you lead your officers to become more than they imagined.

As we continue our journey to the mountaintops in 2015, I remind you that no mountain can be conquered unless we spend time in the valley. The difficulty lies in our desire to remain there where we can deal with what is immediately in front of us even as we yearn to ascend to the mountaintops. To be sure, we know the path that will lead us there but, all too often, we forfeit the inherent struggle to begin the ascent when we are so comfortable on the path of the valley floor.

Many times, as we tread the valley path of our lives, we look up to the mountaintops and see their majestic, snow-covered beauty, yearning to be at the peak and away from the mundane path of problems and projects. But, all too often, we return our focus to the pathway ground immediately in front of us lest we stumble on the brush and roots that impede our daily progress.

It is so ironic that, in minding the minutiae directly before us, we lose sight of the awe-inspiring view from the mountaintop. As we travel the path, we notice all that seems to be wrong: the peeling paint of the buildings we pass, the broken gutter hanging from the roof, trash and items strewn about, and a host of other out-of-place details that catch our attention close up and nearby.

But here's the real irony: those same details, that are ever-present and troubling, seem to disappear from view as we look about the landscape from the very top of the mountain. Oh, make no mistake, the peeling paint, hanging gutter, and misplaced trash and objects are still there. However, from the vista of the mountaintop, they become insignificant, unimportant, and virtually invisible.

But how to start our journey to the mountaintop while we are busy casting our vision downward where every detail out of place seems vexing and impedes us from moving toward higher ground? It can only be accomplished by these words: *"Remember what's important"*.

Jesus Christ himself had to impart this message to his closest followers known as the 12 apostles. It would be hard to imagine losing your focus and concentrating on the less important when being taught by the inspiration of Jesus! But, like us, the apostles had feet of clay and allowed the less important become the more important and lose sight of the mountaintop goals and the necessary path we must trek to attain them.


When the disciples met Jesus after having gone into town to buy food, they encouraged him to eat – a true necessity some would say. But His answer? *"My food," said Jesus "is to do the will of him who sent me and to finish his work. Don't you have a saying, 'It's still four months until harvest? I tell you, open your eyes and look at the fields! They are ripe for harvest.'" (John 4:34-35)* Jesus was instructing his followers the important was right in front of them without their even giving it conscious thought. What Jesus said was the work he was involved in was more important than even the necessities of life-giving food. His words encouraged and reminded his followers to keep the important in the forefront.



But, like the apostles, all too often, we get side-tracked and begin to major in minors and minor in majors. What we think is important pales when the truly important appears before us. Sometimes, in an instant, what you thought required your attention becomes meaningless in the face of crucial matters that immediately demand your entire focus. It may be the physician's words saying "It's worse than we thought", or a family member facing the insurmountable odds of a difficult situation. It may be a city in crisis following a singular incident. Or, it may be in our profession, the instant we are told one of our officers has given the ultimate sacrifice in the line of duty.

Sometimes a cataclysmic event shakes us to our core and, unless we have been to the mountaintop in advance, can precipitate devastating consequences. The sure resolve required of us as command officers can become uncertain. The ability to discern next steps in the midst of the chaos of a critical incident can be undermined. And the ability to choose what is most important may be in jeopardy.

Unless we have been to the mountaintop, the mundane view of the path restricts us from experiencing the exhilaration of reaching the peak. And while at the mountaintop, our view of the world changes. We see the big picture of what is truly important, inspiring, and majestic. And as we descend from the mountaintop, our focus is clearer, our purpose more sure, and our attention riveted once more to those truly important matters that bring the most reward but also require our strongest efforts. And when the unthinkable presents itself, our sure resolve, steely focus, and decisive action will have been strengthened by having viewed the "big picture" from the mountaintops of our lives.

Let me encourage you to stay focused on the important in your relationships, in your responsibilities, and in your commitment. And when the inexorable pull of the routine, mundane, and familiar crowd out the important, stop for a moment and remember the mountaintop view of life and recommit to *"Remember what's important"*. 

Blessings on your journey to the mountaintop!

Dan Bateman, *FBINAA Chaplain*  
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## THE HISTORIAN'S SPOTLIGHT

by Terry Lucas

### Another NA Grad Over-Achiever: Dr. Rita Villarreal-Watkins

Our National Academy graduate highlighted this month is an excellent example of the many dedicated professionals who attend the FBI National Academy and go on to excel in post law enforcement careers. Dr. Rita Villarreal-Watkins is also a great representative of the diverse and multi-cultural makeup of today's modern law enforcement.

Rita was born in Bryan, Texas to Roland and Jackie Villarreal and considers herself a "born and raised native" of the Brazos Valley. Her father retired from Texas A & M University and was proud of having worked there while "Bear" Bryant was the coach. Rita's mother, Jackie, worked as a nurse and retired from St Joseph's Hospital in Bryan, Texas after a 47 year career.

(Roland mentioned being there when Bryant coached the "Junction Boys" at the infamous football training camp near Junction, Texas. All you sports fans need to Google that and realize how lucky Bryant was to avoid jail!) Bryant is credited with turning the "Aggies" football team around and making them national competitors.

Rita is typical of many NA grads in that she is an "Over-achiever." She obtained her college degree from Sam Houston State University in only three years and went straight to work as a juvenile probation officer with the Brazos County Juvenile Services. Following four years as a probation officer she was hired in 1984 by the College Station, Texas Police Department and after graduation from the training academy began her law enforcement career. Rita met her husband, Dave, as a fellow officer at the CSPD and this year they will celebrate 30 years of marriage. Additionally, several members of her family were involved in law enforcement and served as role models to prompt her to go into law enforcement.

The College Station PD career lasted until 1993 when Rita was hired as the Chief Deputy for the Brazos County Sheriff's Office. It was while she was at the Brazos County Sheriff's Office that Rita decided to apply for the FBI National Academy. A law enforcement mentor named Ted Tumlinson of the Bryan, Texas PD had attended Session #180 and upon his return had advised her to consider the National Academy. She applied and was accepted into Session 182 and became the first person to ever apply and be selected to attend from the Brazos County Sheriff's Office.

Her husband, Dave was quite supportive of Rita's attendance at the Academy and became both Mom and Dad while she was gone.



Dr Rita Villarreal-Watkins

Rita's twin seven year old daughters started first grade while she was at Quantico and her husband Dave made a video of them attending school for the first day. (Rita does admit that it was pretty emotional to watch her girls go to school while she was gone! That is something which happened to many NA grads while they were gone and missed a family event!!)

Some of the most remembered classes from the NA were those taught by Dr. Jim Reese. His classes on leadership were the best and she remembers his advice to "Never forget where you came from and acknowledge all you have to be grateful for!"

Session 182 discussed the OJ Simpson case in a case study format and Rita remembers applying some lessons learned on that case back to the Brazos County Sheriff's Office. The Sheriff's Office was also transitioning from the revolver to the semi-automatic pistol and Rita was able to attend a firearms training class which familiarized her with semi-automatic handguns.

As with most grads the NA experience started out being way too long but ended up being way too short and the time "seemed to fly by!" Lifelong friends were made and the separation was hard at the end of the Session.

Following an active 17 year career in law enforcement Rita was hired in 1997 by the Bill Blackwood Law Enforcement Management Institute of Texas (LEMITE) which is at Sam Houston State University at Huntsville, Texas. While actively involved in law enforcement Rita was very aware of the importance of continuing education to meet and deal with the demands of the profession. Not only does she have her Bachelor's degree from Sam Houston State University but also a Masters of Public Administration from Texas A&M University; a Masters of Arts in Counseling from Sam Houston State University and a Doctorate in Educational Leadership and Counseling from Sam Houston State University.

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STAYING ON THE **YELLOW BRICK ROAD**


# Running Better Would be Better

## – PART ONE

John Van Vorst

**C**an we trust Bruce Springsteen when he claims we were born to run? Many mistakenly believe that if we simply run with some consistency, then our bodies will self-organize and intuitively we'll develop efficient running technique. I think it's more likely that you'll witness lots of poor quality running and repeat the cycle. Whether you consider yourself a "runner" or not, running remains indelibly linked to physical fitness program at the National Academy and every essential task list created in law enforcement. Specifically, endurance running continues to be the major player in the Yellow Brick Road Challenge, and the 1-mile run is part of our assessment protocol on the first day of classes. With this in mind, many prospective NA attendees increase their running volume in preparation. Others see running as a means of burning calories (i.e. getting tired and sweaty) in an effort to manage their waistline, or getting out of breath to improve cardiovascular fitness. But how many of you know how to run, or have been coached to become a better runner? Before deciding to run more, consider running as a technique-driven skill. In this article, I'd like to address running as a critical skill and highlight techniques to improve running performance and avoid typical running-related injuries. (Note: This article will focus on linear, endurance running; Part Two will explore multi-directional running for speed, agility and tactical preparedness)

Although there are countless running styles, there are certain characteristics shared by runners who seek to improve running performance and resist common injuries. Here are the characteristics of high-quality endurance running:

1. Mid-foot strike directly under the hip
2. Tall, elongated spine with efficient arm swings
3. Slight forward body lean
4. Cadence of ~180 strikes per minutes (90 per foot)

Let's start from ground level and briefly explore the foot, and more importantly when the foot contacts the ground. It's estimated that runners will average 1,000 foot strikes per mile, with forces ranging from one-and-a-half to three times body weight per foot strike. The majority of endurance runners strike with their heel first (rear-foot) when a mid-foot (whole foot) strike is considered more optimal. Rear-foot striking produces a sudden, sharp impact that transmits up through the knees, hips and spine. Heavily-cushioned running shoes have confused the issue by blunting some of the impact and eliminating this important feedback loop. If you try running a short distance with little or no cushion on the bottom of the foot while landing on your heel, you'll most likely transition quickly to a mid-foot strike to reduce the impact transient. Even with cushioned running shoes, the ground reaction forces remain significant. In a study published in 2012 examining experienced runners, heel-strikers had double the number of repetitive stress injuries of mid-foot or fore-foot (ball of the foot) strikers. Heel-striking is one of the tell-tale signs of over-striding, an inefficient running technique due to increased braking forces, decreased elastic energy and increased ground contact time. In other words, heel-striking makes your foot more like a tomato and less like a super-ball. Mid-foot striking allows the legs to become more like springs and enables runners to take advantage of elastic energy, particularly in the Achilles tendon. Energy is also stored in the arch of the foot, so consider using the following drills to build a better arch or "foot core" and take advantage of these built-in springs:

- Spread your toes as far apart as possible and perform 10-second holds
- Lay out a bath towel and scrunch the towel in with your bare feet
- Accumulate minutes spent walking on your tippy toes in bare feet

Poor quality running is often characterized by a slouching posture (i.e. rounded upper back) and inefficient arm swings. As addressed in previous YBF columns, practice good posture with simply greater awareness and frequently hit the re-set button by reaching your arms high overhead and letting them slowly fall out to your sides. Re-set your posture prior to starting any run, and periodically repeat the process while you're on the move. Your shoulder blades should be sitting slightly back and down with your chest spread open. While running, your head and face should be relaxed, with eyes forward (unless you're on a sharp incline or treacherous trails with numerous obstacles). The arm swing is driven from the shoulders using a compact motion and works in coordination with the legs. Your arms should be moving in the direction that you're running, and not across your body's midline. Hands should be kept in a relaxed fist as they travel from just past the hip to mid-chest. You can practice better arm swing mechanics from a seated position during your warm-up (Figures 1 & 2).

Your body position should be mostly upright with a slight forward lean produced at the ankles, but not the waist. To improve your torso alignment, use the previously described drill to re-set a tall spine and then lean forward from the ankles to let gravity help generate some forward momentum or think "tall-fall-run". This is also where you need some strong glutes to extend your hips and prevent your torso from falling completely forward. A powerful extension of your hip allows for more force to be applied to the ground and ultimately



Staying on the Yellow Brick Road *continued from page 20*




Figure 1



Figure 2

greater running speed and control. The foundation for strong hip extension are squats, lunges and step-ups.

Last but not least, check your running cadence by counting all of your foot strikes for one minute at a comfortable running pace. Running at a cadence of 180 beats per minute helps to reduce the tendency to over-stride and land on the heels in favor of more frequent strides with mid-foot strikes. Your velocity can be easily increased or decreased by the amount of forceful hip extension, but your goal should be to keep a quick cadence. Consider picking up a free metronome app on your smart phone or mp3 player, and gradually build your cadence.

If you now feel like you're doing everything wrong while running, don't attempt to fix everything at the same time. Start with your foot strike mechanics by simple doing some marching in place and bringing your entire foot down to the ground under your hips, or practice better running posture by hitting the re-set button and developing more efficient arm swings. You'll be running better in no time, and boosting your health as well. 

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- The Science of Running: How to find your limit and train to maximize your performance*, by Steve Magness, 2014

*About the Author:* John G. Van Vorst is a Health & Fitness Instructor within the Physical Training Unit at the FBI Academy. He holds a master's degree in exercise physiology and is certified by the American College of Sports Medicine, the National Academy of Sports Medicine and the National Strength and Conditioning Association. He also serves as a defensive tactics instructor for the FBI New Agents Training program. [John.vanvorst@ic.fbi.gov](mailto:John.vanvorst@ic.fbi.gov)

# CHAPTERCHAT

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Lakewood PD after the retirement of Chief Farrar.

■ **Tony Abuan**, 238th Session, of the Tacoma Police Department retired in June 2014 after serving nearly 29 years with the department.

Tony served in a number of positions and most recently served as a shift commander in Patrol. He served the chapter as a member of the training committee and was instrumental in organizing the December 2013 Lessons Learned presentation – “Terrorism Trends in Thailand” featuring speakers from the Royal Thai Police.

■ When Chapter President **Tim Braniff**, 226th Session and Chapter Treasurer **Cindy Reed**, 134th Session attended the annual Presidents Meeting in Quantico in March, they knew that there was humiliation in store. Last year, the Washington State chapter had issued a challenge to the Colorado Chapter on the outcome of the 2014 Super Bowl and were able to humble the Colorado President.



(L-R) Tim Braniff, Cindy Reed.



Mike Zaro



Tony Abuan


However, due to that crazy last minute play call (DRAT!!!) they knew that the New England Chapter would be ready to pounce. The Washington Chapter delivered a basket of smoked salmon and other Northwest favorites to the winners and were “temporarily gifted” with New England Patriot jerseys to wear for the first half day.

The chapter was proud to know that President Braniff managed to get the last laugh. He was one of the people selected to review and report on the National budget (which happened to have been prepared by a member of the New England Chapter). While describing what he found in the budget, he complained of what appeared to be numbers that had been “deflated” and ended the report by tossing a deflated football to the New England chapter members. It engendered a lot of laughs. Cindy said she was only there so she wouldn't get fined.



(L-R) Johann Schunn, Karl Wochemayr.

## WEST VIRGINIA

■ Check out the license plate on the motorcycle from West Virginia. **Johann Schunn (Hans)** is with the Bezirkspolizeikommando at Salzburg, Austria, home of the 2015 FBINAA European Conference. While attending the **Chapter Officers meeting** in Quantico, **Joe Stiles**, gave this plate to European Chapter President **Karl Wochemayr** and asked that he give it to Hans. Joe and Hans were session mates from the 162nd Session. 



# FOOT PURSUITS: RISK V. REWARD

Brian McAllister

As trainers for the FBI's Law Enforcement Officers Killed and Assaulted (LEOKA) Program, Officer Safety Awareness Training Course, my colleagues and I begin each "Foot Pursuit" class with one question for our students: How many officers received some form of foot-pursuit training from their respective agencies? On average, only 1 to 3% of class participants say they received some level of foot-pursuit training. In the next block of instruction, "Facing a Drawn Gun," we ask: How many officers' agencies provide training for drawn-gun scenarios? We find roughly 10 to 20% of class participants received some level of drawn-gun training.

Statistically, your chance of becoming involved in a foot pursuit is far greater than your chance of ever facing a drawn gun. Yet, how many foot pursuits could end with an officer running into a drawn gun? If proactive training is a key to reducing risk to officers, agencies should train for foot pursuits on the front end to minimize the chance of officers running into a drawn gun on the back end.

The FBI's LEOKA Program gathers statistical data about line-of-duty deaths and assaults against law enforcement. Based on lessons learned

from analyzing the data and identifying dangerous trends and patterns of behavior, LEOKA trainers provide relevant instruction to better protect law enforcement officers. Two of LEOKA's prior research publications [see endnotes 2 and 3] involved 80 critical-injury assault cases selected randomly from across the nation. Fifteen of these cases (19%) involved foot pursuits. Of these 15 cases, only one involved an officer who had received some form of foot-pursuit training prior to the incident.

What is the technical definition of a foot pursuit? It is the act of chasing or pursuing on foot a fleeing offender who is actively attempting to evade capture. Simply stated, a foot pursuit is a tool used by law enforcement. Like all of the tools we use, training is required to become proficient in its practical application. Critical thinking suggests a foot pursuit is not a race or a competition to determine speed, endurance, agility or overall superiority. It is better to think of a foot pursuit as a chess match. Each and every move you make should be carefully thought out and calculated based on your opponent's next probable move. Although time is monitored in a chess match, time should not be a factor in a foot pursuit. In fact, slowing down the process provides more time to determine a best course of action and allows back-up units more time to respond to your scene.

In foot pursuits, as in chess, forethought wins. Study each situation with a "risk vs. reward" analysis. Determine what you are and are not willing to do. Rapid assessment of the situation should be on-going, but don't be quick to commit yourself. Take into consideration the weather, lighting, terrain, physical environment, as well as personal conditioning and stamina—yours and the offender's. We teach that the safest way to take a person into custody is with two or more officers, contact and cover, and officers should always outnumber the adversary. Patience and tactics are critical given the many different factors we must use to calculate risk. The key to reducing risk is to determine who holds the tactical advantage in a fluid situation and adjust your tactics accordingly.

Research has demonstrated that the gravity of a subject's apparent offense should have no bearing on the way we pursue that offender. An ear-

lier case study involved an officer in pursuit of a youthful offender who was observed breaking into a motor vehicle. To the officer, fleeing may have seemed to be the offender's reaction to being caught trying to break in a vehicle. However, the offender was actually fleeing because of a homicide he had committed earlier in the day. The pursuit ended with the shooting death of the officer. Since there is no way to measure the desperation of an offender, each and every pursuit should be conducted as if your life depends on it.

Foot pursuits are nothing new to law enforcement; neither is the fact they end in death or critical injuries for many officers each year. Of great concern is very few agencies provide any type of proactive training for these encounters. Recognized as a national expert in the area of risk management, **Gordon Graham** spoke on the intrinsic value of having a proactive risk management philosophy in place, coining the phrase, "If it's predictable, it's preventable." We have the history, the data, and a myriad of names etched upon the walls of the National Law Enforcement Officers Memorial to suggest we need to do better. Thinking ahead and training proactively for what could happen, even in events as common as foot pursuits, is the key to minimizing risk and saving lives.

*About the Author:* Brian McAllister, a retired investigative lieutenant with 28 years of service with the D.C. Metropolitan Police Department, is a Training Instructor with the FBI's LEOKA Officer Safety Awareness Training Program. Mr. McAllister can be contacted at [brian.mcallister@ic.fbi.gov](mailto:brian.mcallister@ic.fbi.gov)

#### Endnotes

[1] A. J. Pinizzotto, & E. F. Davis, U.S. Department of Justice, Federal Bureau of Investigation, *Killed in the Line of Duty: A Study of Selected Felonious Killings of Law Enforcement Officers* (FBI Publication #0189, Washington, D.C., 2006), 25.

[2] A. J. Pinizzotto, C. E. Miller III, & E. F. Davis, U.S. Department of Justice, Federal Bureau of Investigation, *In the Line of Fire: Violence Against Law Enforcement* (FBI Publication #0163, Washington, D.C., 1997), 30.

[3] A. J. Pinizzotto, C. E. Miller III, & E. F. Davis, U.S. Department of Justice, Federal Bureau of Investigation, *Violent Encounters: A Study of Felonious Assaults on Our Nation's Law Enforcement Officers* (FBI Publication #0383, Washington, D.C., 2006), 25.



For law enforcement, the benefit of studying history is a three-part process. If we can study how officers died in the past, we can provide training in the present to minimize risk in the future. Much of this historical data is available by going to the FBI's website and finding the LEOKA Program's annual publication, Law Enforcement Officers Killed and Assaulted. Several years of the report are available.

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**Defending Law Enforcement in Court and in the Court of Public Opinion** *continued from page 17*

Cowley approached the driver's side and Salmon the passenger's side of Willard's parked SUV. Cowley saw the driver put something in her mouth. He knocked on her window, identified himself as a police officer, and demanded she open her door and spit out the substance. Both detectives attempted to open the locked doors of her car, and Salmon also pulled out his weapon, but kept it pointed at the ground, as a show of force. Both officers had their police badges on neck chains during the early afternoon encounter.

When Willard refused to open her door, Cowley began to return to his vehicle to get a tool to break her window. As he began to walk away, he heard the screech of tires, turned, and saw Willard reversing the SUV directly toward him. Unable to see his partner, Shaun feared the worst and thought Officer Salmon may have been run over. Salmon believed Willard's fleeing vehicle struck or was about to run over Cowley. The two officers fired their weapons simultaneously – Cowley twice at the driver just as he was struck by the SUV and falling to the ground, and Salmon four times. Willard was fatally struck by one of Cowley's two shots and died at the scene. The shooting was the first time Cowley fired his weapon at a threat while serving in the West Valley City Police Department.

Shaun had perhaps less than two seconds to make a fateful decision that day. But the Salt Lake district attorney took a year and a half to look at the evidence, hire outside laboratories, evaluate, re-examine, and second-guess. In June 2014, 18 months after the incident, the DA indicted Shaun Cowley for second degree manslaughter, punishable by up to 15 years in jail.

Learning of the case through the Fraternal Order of Police, the LELDF contacted the defense team to learn more about the facts of the encounter. With investigative reports in hand, information was circulated to our board, which agreed to financially support the Cowley defense. With the help of the local FOP, a defense team was assembled and facts put before a Salt Lake City area judge in the fall of 2014. The judge dismissed the manslaughter indictment. Despite a request by the DA to the Utah Attorney General's office to appeal the dismissal, the Attorney General's office recognized the weakness of the case and the dismissal stood.

While the Cowley case may seem like a resounding victory, a dedicated law enforcement officer was left without a job, his family

and finances broken by the experience. He is not alone. One need look no further than the experience of former Ferguson Police Officer Darren Wilson for proof of that assertion.


With events of the last nine months in the forefront, law enforcers, and those like the LELDF which rises in support, have their work cut out for them.

The LELDF is doing its part. In addition to selecting a handful of important cases to back, we are expanding our purpose. Once almost singularly dedicated to raising funds to defend individual officers who are charged with a crime after engaging in legitimate and appropriate duty-related actions, we are now expanding our presence.

In response to recent civil unrest and an unfair, unbalanced portrayal of law enforcement by biased or uninformed citizens, politicians, and the press, the LELDF is committed to countering an anti-police narrative and raising public trust in law enforcement. To this end, LELDF commentary has been featured on Fox News, CNN, MSNBC, CBS, ABC and various other networks across the U.S. We have also garnered coverage in the New York Times, Washington Post, Wall Street Journal, USA Today, and dozens of other prominent publications. In each instance, our aim is to transform the media's limited understanding – and, in turn, public opinion – of the challenges facing law enforcement each and every day.

Additionally, our organization recently invested in a "use of force" simulator, and hired a police training veteran and use of force expert to provide instruction to media and pundits in its use. This equipment allows participants to experience the split-second decision-making law enforcement of all kinds must undergo in difficult situations, where their choices – often made for the sake of self-preservation or the protection of others – mean the difference between life and death, and especially lately, indictment or public support.

It is abundantly clear that now more than ever, the Law Enforcement Legal Defense Fund is an important resource not only for police who find themselves confronting perilous legal situations, but also, for our honorable industry at-large. While police unions and other organizations are vital, the LELDF fulfills a unique role in our world. Without the generosity of our supporters, it would not be possible.

You can learn more about the LELDF by visiting [www.policedefense.org](http://www.policedefense.org). Together, we can stand with each other to remind the public of the great value of our profession, the impartiality of justice and our service to the country. 

*About the Author:* Ronald T. Hosko currently serves as the president of the Alexandria, Virginia-based Law Enforcement Legal Defense Fund. He retired as assistant director of the Federal Bureau of Investigation in April 2014 after a distinguished 30-year career with the agency. He is also an attorney.

**Historian's Spotlight** *continued from page 19*


Dr Rita Villarreal-Watkins is currently the Executive Director of the LEMIT. Rita previously served as the Project Manager for the Leadership Command College (LCC) at the Institute.

During Dr. Villarreal-Watkins employment at the Law Enforcement Management Institute of Texas, she has become involved in many facets of education. Her teaching and research has concentrated in the areas of cultural diversity issues, leadership development, interpersonal communications, conflict resolution, investigative techniques and diverse workplaces.

Rita is still a licensed peace officer in Texas and also a licensed professional counselor. In her post life after LEMIT, Rita would like to continue working with officers and veterans who are struggling with any emotional issues related to their careers. She is very passionate about taking care of those who have served us in their careers.

Rita is adamant that any female officer interested in attending the FBI National Academy should make every effort to attend. She says they should just "Go for it" as the support will be there. The long term benefits of attending the NA are numerous and invaluable in terms of, networking, training and lifelong contacts you will make at the Academy and subsequent re-trainers and conferences.

Dr Villarreal-Watkins is an example of the many outstanding men and women who have attended the FBI National Academy and gone on to benefit their respective jurisdiction(s) with the knowledge and experience gained. Rita remains close to many of her FBINA classmates and understands they are her supporters, and lifelong friends. They FBINA experience is not just a network but a family.

If you know of an outstanding NA grad in your area who you would like interviewed for the NA Magazine please contact **Terry Lucas** the National Historian at [tlucas@fbinaa.org](mailto:tlucas@fbinaa.org). Stay safe out there! 



**Meet the Candidate**  
**Section I Representative**  
**TIMOTHY P. BRANIFF**  
*Undersheriff*  
**Thurston County Sheriff's Office**  
**Olympia, WA**

**Washington Chapter FBINAA**

As a graduate of Session #226 in September 2006 and candidate for the FBI National Academy Associates Section I Representative, I respectfully request your support and vote at the 2015 National Conference in Seattle this July.

Like most of you, throughout my career I have experienced the greatness and gratitude of our profession and what we can accomplish when we all work toward a common goal. There is no other organization I have witnessed or been a part of in my 32-year career that demonstrates the ability of law enforcement leaders working together to build a stronger and more vibrant association.

While attending the National Academy I was a Captain with the Washington State Patrol. I retired after twenty-five years of service to the state of Washington in February 2011 and was appointed as the Undersheriff for the Thurston County Sheriff's Office. I currently serve on several boards and committees within my community and belong to various service clubs.

While most of us belong to multiple organizations, groups, and associations, nothing is more unique than the NA affiliation and network. Spending 10 weeks with law enforcement leaders from around the United States and international was one of the most significant junctures of my career. I have yet to cross paths with any graduate that doesn't feel the same way.

I have been extremely blessed to work for leaders who value the National Academy Associates, it's training, guidance, and leadership development to support my involvement. I have been an active member in the Washington Chapter and with other various NA committees since 2006. As I complete the second year of my term as Chapter President, I am very proud of our members and the work being done in Washington State. I am very fortunate to be a part of an active chapter working to be an integral part of the law enforcement leadership and development throughout the northwest.

I believe our National Executive Board has a tremendous amount of responsibility and accountability to provide service to over 17,000 NA Graduates. I will be dedicated to that initiative. I am committed to help strengthen communications between the chapters and the national office and to provide the best guidance, leadership, and direction through training, best practices, and tangible assets for our members. I feel this can be achieved through the use of networking and technology. I am committed to bringing forth new and innovative ideas and suggestions to ensure the board hears the issues, shares the issues, and collectively resolve the issues.

Finally, I want to develop new ways to communicate the successes and challenges to maintain consistency without compromising ingenuity and creativity. This is our opportunity to celebrate the successes of the past and build on the future. If you want to share your thoughts, I can be reached at [braniff@co.thurston.wa.us](mailto:braniff@co.thurston.wa.us). I would appreciate your support and VOTE.





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