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FBI National Academy
Associates

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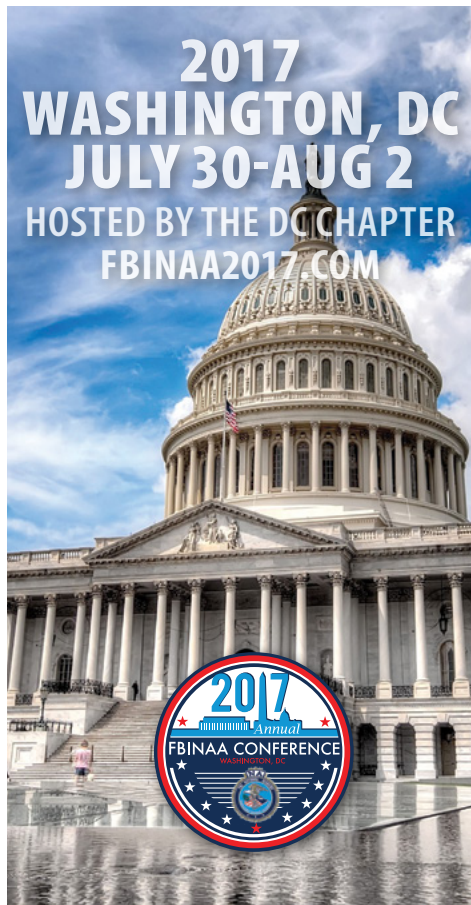
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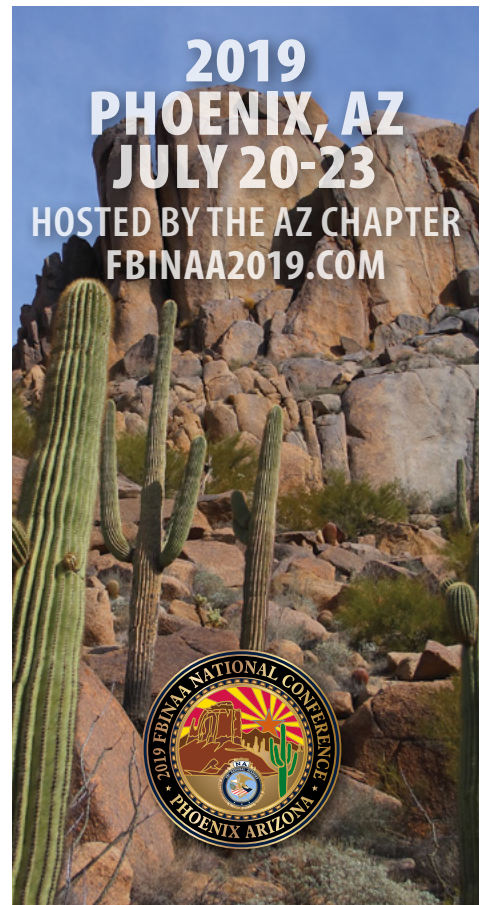
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May/June 2017
Volume 19 • Number 3

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Steve Tidwell / Executive Director, Managing Editor

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Email Chapter Chat submissions to **Angela Colonna**:
acolonna@fbinaa.org by the 1st of every even month.

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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 FBI National Academy Program
congratulates the 50,000th Graduate
on June 7, 2017.

Photo Caption: FBI Executive
Assistant Director Joshua Skule,
FBI Intelligence, left, presents
Cpt. Amy Schreiner, University
of Alabama at Birmingham Police
Dept. her commemorative
certificate and acknowledges her
as the National Academy's 50,000
graduate during their graduation
at the FBI Academy in Quantico,
Virginia on Wednesday,
June 7, 2017.

Photo Credit: Jeff Mankie/FBI Academy)

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ASSOCIATION PERSPECTIVE

by Joey Reynolds

Greetings!

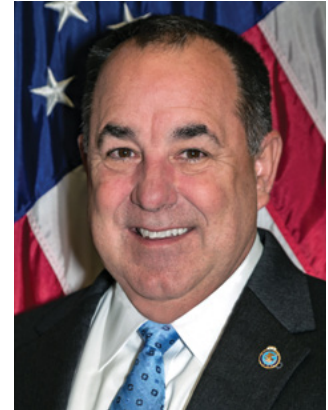
As this is my last *Association Perspective* as your President, I want to take the time and thank all of you for allowing me the honor to serve you. The time has certainly passed quickly since you elected me to the National Executive Board in Louisville in 2009. It has been an incredible journey walking along side our members around the world. This is truly the most amazing law enforcement association and it is so because of our members. Your incoming President, **Scott Dumas**, is excited to take over at the Annual Conference in Washington D.C. I do need to warn you that his accent is a lot different than my slow southern drawl. Scott is a wonderful person and great friend and I can promise you this Association will be in good hands under Scott's leadership.

It has been a busy couple of months for our profession as well as our Association. I had the honor of representing all of you at several events including the **Latin America/Caribbean Conference** in Buenos Aires, Argentina; the **Florida Chapter Conference** in Daytona Beach Shores; **LEEDA**, our sister association annual conference in Jacksonville, Florida; the **Section II Chapter Officer's Meeting** in Minocqua, Wisconsin, and the **Asia/Pacific Conference** in Siem Reap, Cambodia. Although all of these events were in different geographical locations they all have many things in common. They all demonstrate how dedicated our members are to our profession, the communities they serve and this great association.

This is also a time when we mourn with our brothers and sisters in our profession, their agencies, their communities and most importantly the families of the law enforcement officers who have given the ultimate sacrifice for their communities. I know all of you, like me, kept those affected by the tragic deaths in our thoughts and prayers as we remembered them during the National Police Memorial Week.

As is the tradition of the FBI National Academy, the **268th Session** and the **National Academy Training Unit** hosted the "Cops Kids" event at Quantico. I know this is a rewarding and painful event for each National Academy Session that is at Quantico during this week. Thanks to the 268th Session for making this week a little less stressful for those children of our lost officers. The Bible reminds us that "Greater love has no one than this: to lay down one's life for one's friends." Please keep all of those affected by these untimely deaths in your thoughts and prayers.

The 19th Session of our **Youth Leadership Program** arrived at Quantico on June 22nd to start their experience as YLP students. They were joined by an amazing group of counselors and staff made up of members of this association who take their personal time to give back to our association through the YLP. We are deeply grateful for their time commitment and leadership during YLP. This session had 60 candidates from all 50 states including Washington D.C. and Puerto Rico. This session also had two international students: one from Germany and one



from Peru. I had the honor of attending the graduation and can honestly tell you that the Youth Leadership Program is indeed our "Crown Jewel."

I also had the honor of being on stage as the **268th Session** graduated on June 7th. I was able to shake every graduate's hand as they walked across the stage and personally welcome them to our Association. One amazing highlight of the 268th Session was celebrated by FBI Executive Assistant Director Joshua Skule, as the 50,000th graduate walked across the stage. Executive Assistant Director Joshua Skule presented a "Commemorative Yellow Brick" to the National Academy Associates.

I hope all of you are planning to attend the **53rd Annual Conference** in Washington D.C., July 30-August 2, 2017. I know **Michael Spochart** and the Conference Committee have been working hard and are excited to host this year's conference. As an add on to this year's conference the National Academy Unit has invited us back to the FBI Academy on Thursday following the conference for a "Homecoming"! This will be a great opportunity to go back to the academy for tours, lunch and demonstrations. I want to thank our partners at the FBI, especially Assistant Director **David Resch** for making this happen. What a great opportunity to return and see the upgrades to the Academy including the Executive Office and the National Academy Store.


I want to welcome **Jeff Kruithoff** to the Executive Board as the National Board Chaplain. This was a difficult appointment by the Board. Not that Jeff wasn't an amazing candidate and will do an awesome job serving our Association. The truth is we had so many incredible applicants that it was very hard to narrow the selection process down to a final candidate. This is a good problem to have and speaks volumes for the character and dedication of our members. Thank you to all who showed an interest in serving as our Chaplain. Jeff will be shadowing our current Chaplain **Dan Bateman** at the Annual Conference and then they will transition after our reception at IACP. Please reach out to Dan and thank him for his service these past four years and welcome Jeff to the new role.

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Association Perspective *continued from page 4*

In closing, I want to thank all of you for what you do day in and day out for our profession and our communities. I also want to thank this Executive Board and Executive Office Staff for all they do to make this Association and your membership experience what it is. In addition, I would like to thank **Barry Thomas** as he transitions off of the Executive Board. Barry is a great friend and has always been my go-to person for advice on Association matters. We will miss his leadership and dedication to this Association.

This is an emotional time for me as I transition out of the President role and have also announced that I am retiring from my law enforcement career of 40 years. I know many of you have done this as

well and understand the emotion and nervousness that goes along with major life changes. I intend to transition to the private sector where I can stay connected with our profession and most importantly the FBINAA. I hope to be able to stay in contact with all the great friends I have made during my 21 years of FBINAA membership. 

God Bless and Stay Safe!

Joey Reynolds

Joey Reynolds
President



Executive Assistant Director Joshua Skule, FBI Intelligence, left, and Assistant Director David Resch, Training Division, right, present Joey Reynolds, FBI National Academy Associates President, a commemorative brick noting National Academy graduate 50,000 Cpt. Amy Schreiner, University of Alabama at Birmingham Police Dept. during their graduation at the FBI Academy in Quantico, Virginia on Wednesday, June 7, 2017. (Photo Credit: Jeff Mankiel/FBI Academy)

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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 on the Chapter Chat Submission Form by the 15th of every odd month. Please attach to the email high-resolution digital .jpg or .tif photos to: Angela Colonna | acolonna@fbinaa.org

ALASKA

■ Anchorage Police Department Captain **Justin Doll** will be sworn in as the new Chief of Police in June. Justin is a graduate of the 260th Session of the FBI National Academy.



Justin is shown here being congratulated by FBI SAC Marlin Ritzman and FBI NAA, Alaska Chapter President Shirley Coté

■ **Police Memorial Day** was recognized in Anchorage on May 5, 2017.



AST Colonel Jim Cockrell, NA 195 and APD Acting Deputy Chief Ken McCoy, NA 265 read the 68 names of the law enforcement officers who paid the ultimate price.

■ Once again it was a sad year for Alaska to add another name to the monument in Anchorage and in Washington D.C. Sgt.

Allen Brandt of the Fairbanks Police Department was shot in the line of duty on October 16, 2016 and died of complications during surgery on October 28, 2017, just four days after addressing the City Council and expressing his appreciation for their support of the police department. Member **Brad Johnson**, Deputy Chief of the Fairbanks Police Department gave a moving and powerful tribute to Sgt. Brandt's life and his dedication to his family and his community.



Deputy Chief Brad Johnson NA 235

■ The Alaska Chapter Board of Directors held their bi-annual **membership meeting** at the State of Alaska Crime Detection Laboratory on May 3, 2017. Past President **Terry Vrabec** was sworn in by SAC **Marlin Ritzman**. The revised constitution and by-laws were approved and ideas were shared about training, fundraising, membership, and social outreach.

■ **Greg Francois**, NA 184, our member drawn to attend the National Conference in Washington D.C. in July was in attendance



Alaska Chapter Board of Directors

to express his appreciation and commitment to bring information back to the membership at the December meeting.



(L-R) Greg Francois and President Shirley Coté.

■ We are pleased to announce the promotion of FBINAA member **Todd Hutchinson**, 240th Session, to the rank of "Deputy Chief" (from Commander).

■ Titusville Police Department is pleased to announce the promotion of FBINAA members **Todd Hutchinson**, 240th Session, to the rank of "Deputy Chief" (from Commander) and **Jeff King**, 266th Session, to the rank of "Commander" (from Lieutenant).

■ Major **Bryan Pegues**, Session #243 was promoted to Chief of Police for Aventura Police Department on May 15th.

■ **Sean M. Douris**, NA 259, has been promoted to Director of Police Operations and Infrastructure Protection at CSX.

■ After a 32- year career with the Volusia County Sheriff's Office, Captain **Ray Almodovar**, Session 208, has retired. Ray's career was filled with many accomplishments, Patrol, DARE, investigations, SWAT to name

FLORIDA

■ Former Director **James Comey** was in attendance at the LEEDA conference and he recognized **Lourdes Cooper** for 35 years of service. Lourdes started with the FBI in 5/2/1982. She has been a Staffing Assistance, Clerk typist, Secretary and currently since 4/19/1992 the Tampa Training Tech. She has served the Bureau in the San Juan and Tampa Divisions.

CHAPTERCHAT

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a few. The most notable in Ray's accomplishments was the full consolidation project of the county 911 system, this extensive project merged all entities, Fire - Police - Ambulance into one building eliminating all other County, City, 911 centers. This achievement minimized the need to transfer 911 calls. Ray was also part of the project team for the County Emergency Operation Center - Sheriffs Communication Center, which houses a dispatch floor measuring 6000 square feet. These Communication accomplishments recognized Ray as the APCO / NENA Communications Director of the year 2014.

Ray's last assignment was the District Commander for the City of Debarry where he also assisted in the development and build of a new district office. Ray will continue to serve the public. After being retired for two weeks he was selected to serve as a Lieutenant for the Stetson University - Public Safety Department.

■ FPCA Past President, Executive Board Member and Tampa International Airport Chief **Paul Sireci**, Session 146, is retiring.

■ **George W. Geyer, Jr.**, EOW April 28, 2017. George served the Florida Department of Law Enforcement, in South Florida, in management, investigative, operational, and intelligence positions and was a graduate of the 67th Session of the National Academy.

KANSAS/W MISSOURI

■ **Special Olympics Missouri** announced that Springfield-Greene County 9-1-1 Director **Zim Schwartz**, FBI NA Session #231, was inducted into the Special Olympics Hall of Fame along with Athlete **Robb Eichelberger**. They



(L-R) Director Zim Schwartz and Missouri Athlete Robb Eichelberger.

were honored at the Missouri Sports Hall of Fame located in Springfield, MO this year. Many law enforcement officers around the world are involved with the Law Enforcement Torch Run and Zim is proud to be one of them. For nearly 25 years, she has been passionate about her athletes and the mission of the Torch Run. Zim represented Special Olympics Missouri at the World Summer Games in Greece in 2011 and was a route runner for the Unified Relay Across America for the 2015 World Games in Los Angeles, CA. She is the Past President of our Chapter and currently serves as the Historian.



Director Zim Schwartz with Athletes Sarah Byland, Edric Britain, and Shirlene Treadwell.

MARYLAND/DELAWARE

■ **Mark K. Lewis**, NA 233 has been Promoted to Chief of Police for the Cambridge, Maryland, Police Department. The

promotion was effective April 15, 2017.



Chief Mark Lewis

MICHIGAN

■ Congratulations to Chief **Geof Gaudard**, who retired from the Bloomfield Township Police Department on May 4th, 2017 after a 30-year career in law enforcement. Geof served the last 4 years as the Chief of Bloomfield which capped a 29-year career at Bloomfield Township. Geof was a graduate of the 235th Session of the National Academy.

■ Congratulations to **Scott McCanham** who was selected

to succeed Geof at Bloomfield Township. Scott took over on May 1st and has been with Bloomfield Township for 29 years and was a graduate of the 240th Session of the National Academy.

NEW MEXICO

■ The New Mexico Chapter held its **2017 Spring Training Conference** in Las Cruces May 17-19th with 40 members attending the 2 ½-day training. The conference started with a full day of firearms training and a pistol competition conducted by Las Cruces PD Firearms Instructor **Jeremy Story**. 23 attendees participated in the competition and enjoyed a lunch of grilled hamburgers and hotdogs courtesy of **First Tactical** and their **Chapter Executive Board**. Day 2 was held at the **Dona Ana County Community College** with presentations



New Mexico Chapter Conference firearms training.



New Mexico Chapter 2017 Spring Conference.

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by the **Badge of Honor Memorial Foundation, New Mexico Public Employees Retirement Association, FBI Albuquerque Field Office Victims Assistance** ending with a four-hour presentation by **Rich Libicer** (236th Session) titled, "Running in the Fog", a presentation concerning officer burnout and accumulated traumatic stress. The Chapter's **Annual Steak Fry** (hosted by **Steven Shaw**, First Tactical Rep and NM Chapter Sec/Treasurer, 209th Session) was held at the host hotel pool/patio area where shooting and door prizes were awarded, 53 participants, guests and instructors attended the Steak Fry. The conference closed with a presentation on *Leadership Diversity* by Prescott, AZ Deputy Chief **Amy Bonney**, 257th Session. That is Prescott, like biscuit as we all learned!



Captain Rich Ryan



(L-R) Chief Kevin Nulty, wife Ann.

NEW YORK/E CONNECTICUT

Chapter members enjoying the **Genesee Brewery** tour as part of Barley and Body checks event that also included a Rochester Americans hockey game.



New York/Eastern Connecticut chapter

■ Captain **Rich Ryan**, Session 263 retired on March 29th after 27 years of service, he is presented with a retirement plaque by past President **Mark Gates**.

■ On April 25th, Chief **Kevin A. Nulty**, Orangetown (NY) PD (NA 171 & 46th Session LEEDS)

This annual invitation only dinner was held in the delightful ambience of New York City's Central Park **Boat House** and attended by over 250 representing the top past and present agency heads and senior managers of all the major agencies in the Greater Metropolitan

Area. Kevin's wife of 38 years, **Ann**, was in attendance along with his children and siblings.

NORTH CAROLINA

■ **C. Blair Myhand** will be leading the Clayton Police Department beginning May 15, 2017.

Myhand is a graduate of NA Session 252, he was most recently a Police Captain in the neighboring Town of Apex, where he served for more than 11 years. He is a retired U.S. Army First Sergeant with more than two decades of military and law enforcement experience, including tours in Iraq and Afghanistan. He also wore the badge for one of the nation's 10 largest municipal police agencies – the Metropolitan Police Department in Washington, D.C.



Chief C. Blair Myhand

NORTHWEST

■ **Dan Starry**, 250th session, was appointed sheriff of the Washington County Sheriff's Office (MN). Dan has served Washington County since 1993, holding numerous roles including



Sheriff Dan Starry

deputy, DARE officer, narcotics officer, K-9 handler, sergeant, commander, & Chief Deputy. Sheriff Starry earned a bachelor's degree from St. Mary's University and is on the United Way of Washington County East board as well as the North Central DIDA Executive Board. Dan and his wife have been

married 24 years and have two lovely daughters, each attending college.

■ Sheriff **William Hutton**, 189th session, retired after 33 years in law enforcement, 10 as Washington County's Sheriff (MN). Prior to being elected sheriff, Bill served as a patrol officer, detective, sergeant, and captain with the Oakdale Police Dept. Sheriff Hutton has been involved in many community efforts, including involvement in the Youth Service Bureau since 1979. We thank Bill for his many years of service to the residents of Washington County.



Sheriff William Hutton

ROCKY MOUNTAIN

■ **Mark Cooney**, 221st Session. After 38 years of distinguished service to the Wheat Ridge Colorado Police Department, Mark Cooney is retiring.



Mark Cooney, NA 221

■ After 29 years in the Aurora (CO) Police department and 13 as the chief of police at the University of Colorado Anschutz Medical Campus, **Doug Abraham**, 191st Session, is retiring to a 10-acre property



Chief Doug Abraham

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CHAPTERCHAT

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that he reports "needs a lot of loving." He and his wife, **Susan**, will continue improving the land so they can enjoy their grandchildren. Doug loves the outdoors and counts golf, skiing, bicycling and working around the property as hobbies that will fill his time during retirement – those and his '49 Plymouth! He also hopes to travel some.

TEXAS

■ Assistant Chief **Robert "Bob" Merchant**, Session #92, Baytown, TX PD, EOW: May 8, 1992. **Robert "Bob" Merchant** served the Baytown, TX Police Department from 1958 until 1995 when he retired as Assistant Chief. One of the cases he investigated, the **Cantrell Murder** in 1976 was highlighted in *True Detective Magazine*. Prior to his death he was a regular fixture at FBINAA Luncheons and State and National Conferences.

WISCONSIN

■ Chief **Robert J. Rosch**, 192nd Session, began his career with the Hartland, Wisconsin Police Department in 1984. Prior to that he served in the United States Air Force and also served as a corrections officer in the Waukesha County Jail. He was a member of the SWAT team and an instructor at Waukesha County Technical College. Bob was promoted to Lieutenant and attended the 192nd session of the FBI Academy in 1998. In 2000, he was promoted to Chief of Police. During his tenure as Chief he served as the President of the WI Chiefs of Police Association (WCPA), the Waukesha County Chief's Association, the WI Chap-



Chief Robert Rosch

ter of the FBI National Academy Associates (WIFBINAA), and the Waukesha County Suburban Mutual Aid Response Team board. Bob was instrumental in attaining Wisconsin Law Enforcement Group (WILEAG) accreditation for the Hartland Police Department as well. On March 17, 2017, he retired following more than 33 years of dedicated service.

■ Chief **Michael S. Bagin**, 232nd Session, began his career with the Hartland, Wisconsin Police Department in 1986. He was a bike safety officer and DARE instructor for several years. During his career, Mike was promoted through the ranks, serving as Lieutenant, Captain, and Deputy Chief. On March 17, 2017 following more than 30 years of service, Mike was promoted to Chief of the Hartland Police Department. He is a graduate of the 232nd session of the FBI National Academy and serves as the incoming president of the WI Chapter of the FBI NAA beginning June 1, 2017. In addition to his duties at Hartland PD, Mike is an instructor at Waukesha County Technical College.



Chief Michael Bagin

■ Director of Public Safety **Steve Riffel**, 211th Session, can safely say he was involved in policing in some capacity, for the past 39 years. Steve began his career as a charter



Director of Public Safety, Steve Riffel

member of the City of West Bend Police Department Explorers (1978-1983); served as an US Air Force Security Police K9 handler (1983-1987); was a Police Officer for the Village of Kewaskum (1987-1988); served in a variety of positions at West Bend Police Department (1987-1997); was appointed Captain of the City of Sheboygan Falls PD in 1997, Chief in 2003, and Director of Public Safety (police & fire) in 2004. This year marks 30 years as a civilian law enforcement officer. Steve said he has been very fortunate to have served great communities with great fellow employees.

Steve is also an active member of the Wisconsin Chiefs of Police Association (WCPA) and a past president of the WCPA. Steve's official retirement date is June 2nd, 2017 – which marks his 20-year anniversary of working for the City of Sheboygan Falls. Due to some remaining benefit day's his last day on the job will be May 25th.

■ Captain **Larry Zimney**, 255th Session. Captain Larry Zimney, of the Manitowoc Police Department will be retiring June 2nd, 2017, after 29 ½ years of service with the Manitowoc, Wisconsin Police Department.

Captain Zimney began his career in 1988 and was assigned to the third shift. In 1994 he became a certified DARE Officer and taught the DARE program for three years in elementary schools before being promoted to the rank of Sergeant in 1997. As a Sgt., he worked both first and third shifts until being promoted to Acting Lieutenant in April of 2008, where he served on second shift. In August of 2008, he was promoted to Captain and remained on second shift until January of 2010, when he moved to third shift as the Captain. In April of 2012, he be-

came the Captain on first shift. Captain Zimney is a member of the Department's Critical Incident Stress Debriefing Team and Peer Support Team. He is also co-coordinator of the Manitowoc Police Department's Gang Task Force. He also served as the Departments K-9 coordinator for two years. For the past two years, Larry has served as the Department's Public Information Officer, where he dealt regularly with the news media and handled social media accounts (Facebook and Twitter) for the Manitowoc PD.

In 2014, Larry attended the 255th Session of the FBI National Academy along with 219 other officers from across the country and around the world. This was indeed the highlight of his career and he maintains many friendships with classmates and fellow graduates to this day.

■ 2017 WI FBINAA Youth Leadership Selection: **Carlista Lund** and **Camille Bonneville**. **Carlista Lund** is the daughter of **Scott** and **Aimee Lund**. Scott is a graduate of the 230th Session and a Captain with the Fox Valley Metro Police Department. Carlista is currently a sophomore at Kimberly High School in Kimberly, WI.

Carlista's cumulative GPA is a 4.1619. Carlista is an outstanding representative of her school, where she participates in theatre productions and is an active member of DECA, the Key Club, and a local teen leadership program. She is also very active in various local community programs and events.

Camille Bonneville is the daughter of **Larry** and **Kim Bonneville**. Larry is a graduate of the 193rd Session and the Lieutenant of Investigative Services with the City of Menasha Police Department. Camille is currently a sophomore, attend-

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CHAPTERCHAT


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ing St. Francis Xavier High School in Appleton.

Camille's cumulative GPA is 3.952. She has taken several honors



courses and higher-level world language courses. Camille is an outstanding representative of her school, where she serves as a class officer and is a member

of the Xavier Honor Society and Spanish Honor Society. Camille is also a member of the varsity tennis team, the JV soccer team, and the orchestra. Camille is

a very active member of her church and community. Congratulations to Carlista, Camille, and their parents. Enjoy the YLP experience! 

Enter our limited ticket contest and you could be the lucky winner of a week in

Hawaii!

Your \$20 donation to the FBINAA Charitable Foundation helps us to provide disaster relief  fund college scholarships assist members and their  families in times of need



For full details on the Foundation's programs and this contest, visit fbinaafoundation.org

The winner will receive a 7-day, 6-night stay for two at the gorgeous Kauai Marriott Resort in Hawaii. Prize drawing will take place at the FBINAA 2017 Washington DC Conference.

THE HISTORIAN'S SPOTLIGHT

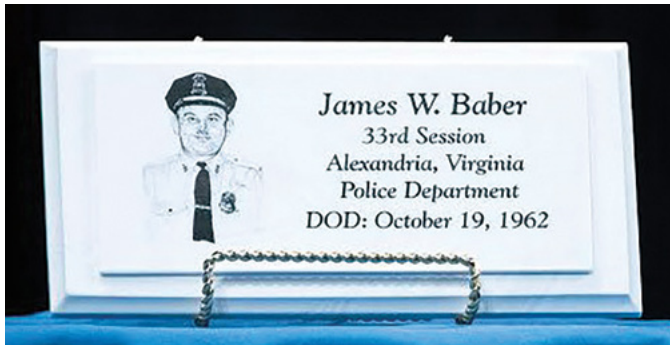
by Pat Davis

James Baber, Session 33

While conducting research for a graduate studies project Alexandria Virginia Police Department Deputy Chief **Shahram Fard**, Session 262, unearthed newspaper articles about former Alexandria Deputy Inspector **James Baber**, Session 33. According to the article, Inspector Barber suffered a fatal heart attack while attempting to subdue a seventeen year old subject. With his new found information at the ready, Shahram contacted the National Academy Offices in Quantico leading the effort to have Inspector Baber memorialized within the Academy's Hall of Honor. On March 8, 2017, because of the efforts of Deputy Chief Fard and nearly fifty-five years after his passing, an Induction Ceremony was held at the FBI Academy and James W. Baber is forever enshrined within the Hall of Honor.

Although relatively brief, the information from the Hall of Honor Induction Program will provide you with insight into James W. Baber's life and career of public service.

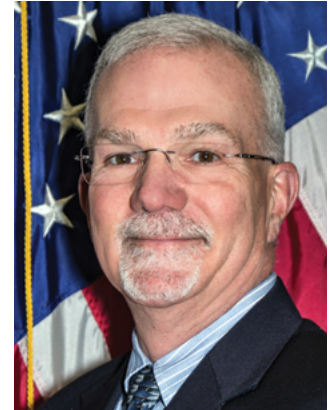
James W. Baber was born on June 12, 1911 in Alexandria, Virginia. The son of Ashley and Bertie Baber, he attended George Washington High School and later served for three years with the Alexandria Fire Department. He married **Virginia Pitts** and, living in Alexandria, they began a family. On October 1, 1935, he became an Alexandria police officer.



The young patrol officer, known as "Bootie" by his friends and colleagues, was known for his good nature. Over the next 27 years, Bootie Baber enjoyed great success at the Alexandria Police Department, serving as a detective and then detective sergeant. On October 4, 1946, Deputy Inspector Baber graduated from the 33rd Session of the FBI National Academy. In 1947, he was promoted to the rank of lieutenant and five years later, to the rank of captain. In 1960, he was named deputy inspector and oversaw Traffic Enforcement and Operations Division.

A sports enthusiast himself, Deputy Inspector Baber was an integral part of the Alexandria Police Youth camp in Kilmarnock, Virginia, serving as director and later as president of the camp's advisory board.

On October 19, 1962, Deputy Inspector Baber had just finished working at a football game at George Washington High School. It was a busy Friday night, and Deputy Inspector Baber and another officer responded to the area of a shooting. While searching for the suspects, Deputy Inspector Baber and Private **Eugene A. Yoakum** suddenly came upon three suspects. Private Yoakum, a Canine handler, detained two subjects and Deputy Inspector Baber seized one of them, a 17-year-old youth. The young man tried to break away and a struggle ensued with




Deputy Chief Baber. Deputy Inspector Baber subdued the suspect and then sat on the ground and collapsed. He was pronounced dead at 11:07 p.m. at Alexandria hospital. Two years later, Private Yoakum was shot and killed responding to an assault call.

Deputy Inspector Baber, age 51, was survived by his wife and their sons, **Patrick** and **Robert**. He is buried at Ivy Hill Cemetery in Alexandria. At the time of his death, Deputy Inspector Baber's younger brother, Charlie, also served with the Alexandria Police Department as a Detective-Sergeant. Deputy Inspector Baber's son, Patrick, joined the Fairfax County Police Department two years later after his father's passing and served as a police officer with that agency from 1964 to 1984.

If you haven't been back to the Academy recently I encourage you to make an attempt to get to see the many renovations that have taken or are currently taking place. With an anticipated completion by the end of June 2017, the Hall of Honor is the latest area to be renovated. We all know the Hall of Honor as that special hallowed spot in the middle of the Academy where you can stop and reflect while reading the names of the FBI National Academy Graduates who have been killed in the line of duty, along with FBI Agents who have been martyred or killed in the line of duty.

It was recently stated that like the Law Enforcement Memorial in Washington, DC, the walls of the Hall of Honor will never be complete because there will always be brave men and women making the ultimate sacrifice and whose names will be added to those walls.

Next year during the Annual Chapter Officers Meeting we will be adding another name in the Hall, that being: Assistant Chief Deputy Clinton Greenwood – Harris County Constable Precinct 3- Session 263 who was assassinated on April 3, 2017 as he was arriving for duty.

Please take time to remember all those who have paid the ultimate sacrifice as well as the families, friends and loved ones who have been left behind to carry-on their legacies. **MAY WE NEVER FORGET!** 

Patrick Davis, Session 152
FBINAA Historian

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HALL *of* HONOR

The Association's **Hall of Honor Program** is intended to memorialize and pay tribute to National Academy graduates who are killed in the line of duty by adversarial action. The Hall of Honor is located at the FBI Academy, where a wall of etched stone tablets identifies our heroes and insures that their sacrifices will always be remembered. Additionally, a Hall of Honor ceremony at the FBI Academy provides the opportunity for family members, fellow National Academy graduates, friends, FBI personnel and the Association Executive Board to recognize these fallen heroes, mourn their loss, and offer comfort to their families. The Association assists with travel expenses and provides an immediate monetary death benefit to the family.

Hall of Honor Inductees

JAMES W. BABER, 33rd Session
Alexandria Virginia Police Department
DOD October 19, 1962

WILLIAM K. BIGGS, Jr., 202nd Session
Kirkwood, Missouri, Police Department
DOD February 7, 2008

JOHN EATON BRADSHAW, 130th Session
Tempe, Arizona Police Department
DOD September 20, 1987

ROBERTO VELASCO BRAVO, 226th Session
Federal Police Corps of the Government of Mexico City
DOD May 1, 2008

JOHN JOSEPH BROWN, 82nd Session
Savannah, Georgia Police Department
DOD April 14, 1981

THOMAS ELROY BUNTROCK, 100th Session
Mequon, Wisconsin Police Department
DOD December 2, 1979

DARLON "DEE" C. DOWELL, 113th Session
Ventura, California Police Department
DOD August 7, 1978

JOHN PAUL FRISCO, 131st Session
Windcrest, Texas Police Department
DOD December 13, 1985

GEORGE LEON GARRETT, 124th Session
Redwood City, California Police Department
DOD May 8, 1981

G. BORIS GIULIANO, 101st Session
Ministry of the Interior, Rome, Italy
DOD July 21, 1979

GENE L. GOLDSBERRY, 87th Session
Topeka, Kansas – Kansas Highway Patrol
DOD August 5, 1993

CECIL SPENCER GUERRY, 174th Session
Georgetown, South Carolina Police Department
DOD March 9, 1994

ANTHONY P. INFANTE, JR., 179th Session
New York Port Authority Police Department
DOD September 11, 2001

JOHN T. KING, 96th Session
Georgia Bureau of Investigation
DOD September 13, 1985

JAMES A. LUTZ, 141st Session
Waukesha, Wisconsin Police Department
DOD April 28, 1994

DAVID H. MCCUTCHEN, 53rd Session
Savannah Beach, Georgia Police Department
DOD April 10, 1963

DAN A. MITRIONE, 59th Session
Agency for International Development
DOD August 9, 1970

WILLIAM K. MORTIMER, Sr., 83rd Session
Dayton, Ohio Police Department
DOD March 4, 1974

BOONGOY OONVATANA, 100th Session
Thai National Police
DOD December 21, 1979

KIM S. ORLANDO, 191st Session
U.S. Army
DOD October 16, 2003

CHAD REED, 238th Session
Dixie County Sheriff's Office
DOD January 14, 2010

JAMES A. ROMITO, 141st Session
New York Port Authority Police Department
DOD September 11, 2001

JAMES LEONARD SCHMIT, 140th Session
Detroit, Michigan Police Department
DOD October 17, 1988

WILLIAM C. SMITH, 72nd Session
Kentucky State Police
DOD April 26, 1973

THOMAS P. TENNANT, 175th Session
Woodburn, Oregon Police Department
DOD December 12, 2008

MICHAEL W. TRACY, 173rd Session
Palos Verdes Estates, California Police Department
DOD February 14, 1994

LOPEZ UMANA, 175th Session
Columbian Prosecutors Office
DOD September 5, 1997

DAVID N. WILSON, 124th Session
Payson, Arizona Police Department
DOD September 11, 1992

AN INTEGRATED APPROACH TO OFFICER WELLBEING

Dr. Genovese Joins FBINAA Officer Safety & Wellness Team

Dr. Michael Genovese

OFFICER SAFETY AND WELLNESS

The Executive Board of the FBI National Academy Associates is dedicated to furthering the conversation on officer safety and wellness issues that impact the law enforcement profession. Each Associates Magazine highlights challenges that are inherent to the profession and present solutions to those looking to enhance their own personal resiliency or that of their agencies.

As a psychiatrist, I view police officers as an underserved population. Because of their regular exposure to stressors and trauma which is out of the scope of normalcy to the general public, police officers are extremely vulnerable to Post Traumatic Stress Disorder, addiction, depression and suicide. While they are the first to offer help when needed, because of deeply ingrained cultural resistance they are among the last to seek help for themselves. They deserve a well-integrated system to deliver the care they need.

Many officers seek out ways to deal with the stress of the job on their own and fall into unhealthy coping styles such as misusing alcohol or other substances. These officers may be negatively affected by reduced productivity at work, increased mental health concerns, and dysfunctional family and/or social environments. In the worst of circumstances, some resort to taking their own lives.

The numbers from numerous reports speak for themselves:

- 37.6% of American police officers endorsed one or more problem drinking behaviors.
- Conservative studies estimate over 216,000 officers either suffering from PTSD or some other form of emotional stress that is significant enough to alter and disrupt their lives.
- A quarter of female police officers and nearly as many male officers assigned to shift work had thought about taking their own lives. Reports of depressive symptoms among these officers were higher than in the general population – 12.5 percent among women and 6.2 percent among men, compared to 5.2 percent in the population at large.
- One hundred to 150 police suicides occur each year – more than from gunfire and traffic accidents combined.

It is generally a combination of the diseases listed above, and make no mistake – PTSD, depression and addiction are brain diseases – that lead to tragic outcomes. The Surgeon General of the United States, Dr. Vivek Murthy, recently issued a groundbreaking report calling for a cultural shift in the way we view these diseases, stating that for far too long, too many in our country have viewed conditions like addiction and PTSD as moral failings. Dr. Murthy urges us to adopt a view that such maladies are chronic illnesses “that we must approach with the same skill and compassion with which we approach heart disease, diabetes and cancer.”

These conditions require a diligent, comprehensive treatment approach (which I refer to as Integrative Medicine) and I am proud and excited to work with a team dedicated to the wellness of the officers who have committed their lives to keeping others safe.

My goals are perfectly aligned with the statement made by former President of the FBI National Academy Barry Thomas; “*The FBI National Academy Associates’ Executive Board is committed to the emotional, physical and spiritual wellbeing of the public safety workforce. As leaders in the law enforcement profession, we recognize that our people are our greatest asset and we are responsible for creating a climate that helps keep them healthy and resilient. Our Officer Safety and Wellness Team is dedicated to promoting awareness surrounding the difficulties of the profession, inspiring conversations that minimize*

the stigma that the suffering law enforcement officer may feel and to providing solutions for agencies, individuals or family members that find themselves dealing with a personal crises. Our mission is to improve the quality of life for all that dedicate themselves to protecting and serving others.”

In pursuit of these goals, I advocate an integrated approach to officers’ healthcare, which may be described by the following five tenets:

1. *The relationship between the practitioner and patient is paramount.* In this relationship, the practitioner and patient work as partners in tandem to foster the patient’s health. As a team, the patient and provider continue to address acute illness but make prevention of disease the relationship’s primary goal.
2. *Integrative Medicine addresses the whole person.* We examine and treat the person as a whole rather than a bundle of pathologies.
3. *Treatment is informed by evidence.* In every discipline, physicians seek a balance between the art and science of medicine. Modalities supported by hard data are preferred to those accepted anecdotally. We rely on the diligent physician’s ability to supplement evidence-based treatment with treatments that are backed by the experiences of patients and practitioners but comprehensive, quality care also demands the rigor of peer-reviewed science whenever available.
4. *The treatment team is open to all relevant disciplines and approaches:* No single practitioner can be an expert in every field. It is incumbent upon the provider to cast a broad net and accept help from all disciplines capable of healing the patient. For example, a complex, patient may benefit from the expertise of a primary care physician, addictionologist, psychiatrist, psychotherapist, acupuncturist, dietitian, naturopathic physician, physical therapist and other practitioners, depending on the patient’s condition. Moreover, communication between the providers is necessary to provide a continuum of care.
5. *All aspects of the patient’s experience – physical, emotional and spiritual – are considered.* Failure to consider every dimension of the patient’s experience, including any cultural influences, limits our understanding of the ways in which a patient will respond to a given The culture of Police officers must be understood by the physician and other members of the healthcare team in order help them effectively.

The complexity of depression, addiction, PTSD and the like requires a comprehensive, multifaceted treatment model to facilitate optimal healing. Integrative Medicine does not exclude treatment paradigms; rather, as the name implies, it includes all viable modalities. The complex, chronic diseases of addiction and mood disorders often frustrate healthcare providers in search of a cure. Cure implies a single event – success or failure, usually in terms of one criterion or treatment modality – and our medical culture is all too often invested in success at all costs. Healing, on the other hand, takes the onus off outcomes and places it upon relationships. Healing, then, can be conceived of as a continued effort to improve wellbeing in the midst of changing conditions and circumstances. The integrative model reminds us that when we are unable to cure we are still able to heal, and if we are able to heal we can maintain hope. It is in this spirit that I in-

Through the work of the FBINAA’s Officer Safety & Wellness Committee and a grant provided by the Motorola Foundation, the FBINAA has teamed with Acadia Healthcare to offer training for departments and agencies. Information and resources are available for training and most importantly for those in law enforcement struggling and seeking help at www.fbinaa.org under Officer Safety & Wellness or by calling a dedicated help line at 877.540.3935.

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Vernon Herron

In August of 2016, the Department of Justice (DOJ), Civil Rights Division, issued a report on their investigation into the Baltimore Police Department, hereinafter referred to as BPD. The report focused on several areas of the police department, and the Justice Department summarized the investigation by indicating BPD engaged in a “pattern and practice driven by systemic deficiencies in BPD’s policies, training, supervision and accountability structures that fail to equip officers with the tools they need to police effectively and within the bounds of the federal law.”

NEW APPROACH TO EARLY INTERVENTION

Within the DOJ’s report, the Civil Rights Division’s investigators indicated that BPD’s Early Intervention Program was not effective. The report indicated, “The BPD does not use an effective Early Intervention System to detect officers who may benefit from additional training or guidance to ensure that they do not commit constitutional and statutory violations.” The DOJ’s report attributed the ineffective Early Intervention System as a nexus that may have contributed to Police Officer’s misconduct and the failure to identify when Officers needed additional training. Also of concern, the report indicated, “Related to BPD’s failure to supervise its officers and collect data on their activities, the Department lacks an adequate Early Intervention System, or EIS, to identify officers based on patterns in their enforcement activities, complaints and other criteria. An effective Early Intervention System allows Sergeants, Lieutenants and Commanders to proactively supervise the officers under their command and to continually assess officers’ risk of engaging in problematic behavior. The EIS is a forward-looking tool that helps supervisors interrupt negative patterns before they manifest as misconduct or unconstitutional activity. Likewise, Early Intervention Systems help supervisors recognize positive patterns that should be encouraged. BPD’s EIS does not achieve these goals. Despite BPD’s longstanding notice of concerns about its policing activities and problems with its internal accountability systems, the Department has failed to implement an adequate EIS or other system for tracking or auditing information about officer conduct.

Rather, BPD has an Early Intervention System in name only; indeed, BPD Commanders admitted to us that the Department’s Early Intervention System is effectively nonfunctional. The system has several key deficiencies. First, BPD sets thresholds of activity that trigger “alerts” to supervisors about potentially problematic conduct that are too high. Because of these high thresholds, BPD supervisors often are not made aware of troubling behavioral patterns until after officers commit egregious misconduct. Second, even where alerts are triggered, we found that BPD supervisors do not consistently take appropriate action to counsel the officer, consider additional training or otherwise intervene in a way that will correct the behavior before an adverse event occurs.”

The BPD is the eighth largest police department in the country. Like most large police departments, the BPD has faced challenges with regard to police misconduct. The in-custody death of Freddie Gray was the catalyst for civil unrest in Baltimore, which resulted in dozens of Police Officers being injured and numerous businesses being damaged and destroyed as a result of the violence. Six Baltimore Police Officers were arrested but exonerated for the in-custody death of Freddie Gray. After an “After Action Report” with regard to the civil unrest was released by the police department’s Fraternal Order of Police, Baltimore’s Police Commissioner, Anthony Batts, was fired by Mayor, Stephanie Rawlings-Blake.

Newly-appointed Police Commissioner, Kevin Davis, identified the deficiencies within the BPD’s Early Intervention System long before

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New Approach to Early Intervention *continued from page 16*

the DOJ's report was finalized. Police Commissioner Davis appointed the first Director, of the Early Intervention Unit, and requested the current Early Intervention Process be completely overhauled. Police Commissioner Davis wanted Early Intervention to be transformed to an effective tool to improve the performance of Police Officers through appropriate training and discipline. Furthermore, the Police Commissioner wanted to assure that Officers' supervisors were involved early on in the initial stages of the process and played a critical role in providing guidance to their subordinates. Early Intervention Alerts were reduced from six complaints to trigger an alert to three. Reducing the number of complaints to three allowed managers to identify negative behavior patterns early, and subsequently, develop strategies to assure the Police Officers were conducting themselves within the BPD's policies and procedures.

In addition to appointing a Director, of the Early Intervention Unit, Police Commissioner Davis also increased the number of personnel assigned to the Early Intervention Unit by adding three experienced Police Officers, who now have direct report to the Sergeant of the Unit. Presentations and training occurred with all of the Baltimore Police

Department's Command Staff on the new process and application of the Early Intervention System.

Today, the Early Intervention System has been transformed to an effective tool, and strict adherence to the below steps are mandated by policy:

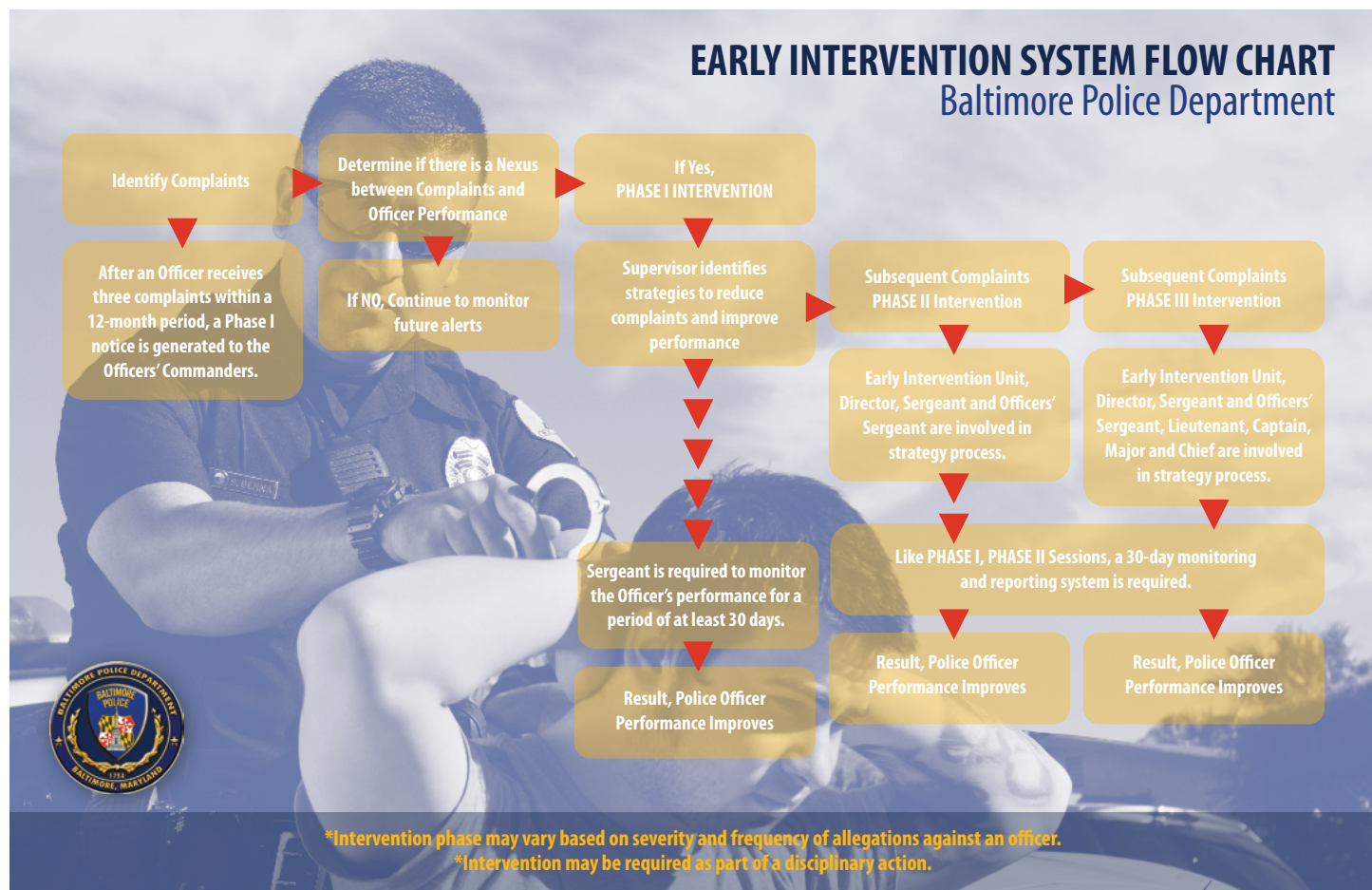
■ After a Police Officer receives three complaints within a 12-month period, a **Phase One** notice is generated to the Officer's commanders. Commanders were instructed to assure the Officer's Sergeant meets with the Officer-in-question, examine their alerts, and develop strategies to help them improve their performance. Furthermore, the Sergeant was required to monitor the Officer's performance for a period of at least 30 days, and submit a written report back to the Early Intervention Unit, as soon as the monitoring period was completed. If the required report has not been submitted to the Early Intervention Unit, a notice is disseminated to the Officer's commander requiring them to have the report submitted immediately.

■ Subsequent alerts on the same Officer would require a **Phase Two Intervention** (a critical phase), which now included not only the Officer's Sergeant, but the Director and Sergeant, of the Early Intervention Unit. During this session, written strategies are discussed and agreed upon by all

participants. The Officer's Sergeant is required to, again, monitor the activities of the Officer, determine if the strategies are effective, and provide a written report to the Early Intervention Unit.

■ A **Phase Three Intervention** would not only include the Officer's Sergeant, but his Lieutenant, Captain, Major and Chief. A separate set of strategies are discussed and agreed upon, but in this phase, the senior supervisors, of the Officer, are intimately involved in the process. During this phase, in addition to strategies, the possibility of detailing the Officer to a new assignment is considered. Like Phase One and Phase Two Sessions, a 30-day monitoring and reporting system is required.

In 2015, prior to the appointment of Police Commissioner Davis, there were more than one thousand alerts triggered for complaints received on Baltimore's Police Officers. One Officer, who amassed more than 100 complaints during his career, received six alerts in 2015, but only had one Phase Two Intervention session for the entire year. The Phase Two Session did not include the Officer's commander, only his Sergeant. The Officer-in-question had so many complaints, that a local news reporter highlighted the Officer in a special news report. The Officer was subsequently terminated by Police Commissioner Davis.



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A MESSAGE FROM OUR **CHAPLAIN**

by *Dan Bateman*

Situational Awareness – Even At Home

Grace, peace, and blessings honored graduates of the FBI National Academy and, now, proud members of the FBI National Academy Associates. Our organization receives strong support from the Federal Bureau of Investigation without which we could not survive. The FBI is in transition and it behooves all people of faith to keep the Bureau in prayer during this time. May God continue to bless the FBI, its special agents and staff, and the leadership as it fulfills the great mission upon which it was founded. And, likewise, the FBI National Academy and the National Academy Associates since we are inexorably tied to the Bureau and are blessed to be so.

As we continue in our fourth year on our journey, we are examining the importance of home. As I've said before, it's where it begins and where it ends. But sometimes the intersection of our professional lives and our home lives become blurred and the two paths collide on a course that can cause great upheaval, tension, and tears. We do well to be aware of this danger.

Now for the irony. An important concept and practice in police work is "situational awareness". Whether it is on a traffic stop or during the investigation at a residence and/or crime scene, we must always be keenly aware of our surroundings, persons close or in the vicinity, and their actions and movements. Failure to have keen situational awareness could be catastrophic both to the officers, first responders, potential victims, and even suspects.

We hone our skills in situational awareness the moment we attend basic police academy. It may be during mock traffic stops and arrests, search and seizure, or as simple as being a keen observer and having to recall on paper what we observed in great detail. Sometimes, to our dismay, the academy instructors may point out something so obvious we missed simply because it was so very obvious and our attention was drawn away (intentionally at times) so we would miss the danger in plain sight. Situational awareness is further enhanced by the our field training officers who grill us during debriefing following a traffic stop, citizen contact, suspect arrest and search, or during a crash investigation.

The danger of having a high degree of situational awareness is we are always searching for subtle indicators even when are off-duty. Who of us hasn't been in an off-duty situation where something didn't seem right and we began to mentally plan what to do. In a milli-second, we have observed, assessed, and planned a course of action all based on situational awareness. Many times, if at all, nothing transpires but we were prepared based on our situational awareness.

Some officers call it a sixth sense, others say the hair on the nap of their neck became sensitized. Some chalk it up to a certain tingling of their "spidey sense" much like *Spiderman* experiences. No matter what the nomenclature, it all adds up to a keen sense of situational awareness as police officers.

The danger may be in surrendering situational awareness as we enter our homes. Sure, we can let our guard down now because there is no obvious danger or threat. However, there may be subtle danger or threat to our families if we are not observant or able to properly assess the potential for upheaval in our families. In many ways, it may be evidenced in the lives of our children as they rapidly pass from child to teen to young adult. If we do not have "home-awareness", we may miss important clues that point to problems hidden beneath the surface.



By God's grace, we have a Biblical example of a father who neglected to see the tell-tale signs of trouble in his family even as he was hailed as a mighty warrior and great king to his people. I speak of David whom the Bible characterizes as "a man after Gods' own heart." (Acts 13:22)

David was the epitome of fearless courage and leadership, traits embodied in our National Academy graduates. As a young lad, David took on the giant, Goliath, and single-handedly slew him. With his bare hands, David fought a lion and a bear on separate occasions and defeated them both. He led Israel into battle and the people sang his praises for defeating the enemy. David was honorable in his dealings with the king who preceded him in spite of death threats. Twice David spared King Saul's life even when David had opportunity to kill him.

But, in spite of David's warrior spirit, and concurrently, his situational awareness, he failed to be aware of what was happening at home. Most of us would immediately think of his adultery with Bathsheba and subsequent ordering of her husband's death on the battlefield. But David knew what he was doing and thought it was hidden until confronted by Nathan, the prophet, who revealed David's sin to him.

Where David failed to employ "home-awareness" was in his raising of his son, Absalom. While it cannot be disputed he loved his son dearly, David failed to see the destructive nature of Absalom to David's peril and near loss of his kingdom at the hands of his own son.

Absalom was committed to forcibly taking the kingdom from his father, King David, and even plotted with others to do so. The commander of David's armies, Joab, cautioned David against giving Absalom any quarter. In spite of Joab's wise counsel, David wanted no harm to come to his son even though Absalom was avowed to take his father's kingdom and his life.

David's love for Absalom became so overwhelming, David was willing to sacrifice his army and kingdom as long as no harm came to his son. In one of the most emotional scenes in the Bible, David collapses in tears and sorrow upon hearing of the death of his enemy, his own son Absalom.

The king was shaken. He went up to the room over the gateway and wept. As he went, he said: "O my son Absalom! My son, my son Absalom! If only I had died instead of you – O Absalom, my son, my son!" (2 Samuel 18:33) King David's sorrow was so great and known throughout his kingdom, the army returned from battle "as men steal in who are ashamed when they flee from battle" even as David continue to

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ACADEMY NEWS

by Jeff McCormick

Greetings from Quantico!

One of the greatest strengths of the National Academy is its vast network of NA graduates. Being an NA graduate puts one into a very exclusive membership, with representatives from Local, State, and Federal Agencies throughout the United States, as well as more than 170 other Nations. And with the Graduation of Session 268 on June 7, 2017, the FBI NA now has 50,141 graduates.

After Session One in 1935, it has taken 82 years for the NA to reach its 50,000th graduate. At the current rate of attendees, it will be over 50 more years before we graduate the next 50,000th.

These numbers speak directly to the exclusivity of this network. Every one of these 50,141 graduates were not just involved in law enforcement, they were leaders within the profession. Patrolmen do not attend the National Academy; each attendee is expected to already be serving in a leadership capacity within their agency. This ensures the attendee has the requisite background, and is prepared to fully participate in discussions, adding insight from their unique experiences and perspective. This requirement both validates and ensures the NA reputation as the world-wide leader in Law Enforcement Leadership education.




Association President Joey Reynolds with the FBI National Academy Program's 50,000th Graduate Capt. Amy Schreiner, of the University of Alabama at Birmingham PD, NA Session #268.

As you already know, the only way to access this network of graduates is through the National Academy Associates. The nearly 17,000 active members represent the only organization of its kind; a network of Law Enforcement Leaders, who have a shared experience, formed at the FBI Academy, and perfected through the application of the values of Knowledge, Courage, and Integrity within their own Agencies.



With these thoughts in mind, I submit that candidates for the National Academy should be selected not based on who they ARE, but rather upon who they WILL BECOME.

The ideal NA candidate should not already be at the pinnacle of their career. You will recall, we ask candidates to commit to remaining in law enforcement for at least three years after graduation. Unfortunately, there are a number of students who retire from Law Enforcement within a short period of time after their attendance at the NA. This represents a lost opportunity to grow the critical network of NA graduates who are working in Law Enforcement. Each attendee who retires shortly after graduation filled a slot in his Session which could have been used by someone who would share the knowledge earned at the Academy, expand the NAA network, and carry the NA flag in their community for many years. Our goal at the FBI National Academy is for NA grads to continue to advance within their organizations, and continue to influence the Law Enforcement profession as they are identified and selected for positions of greater and more significant responsibility.

Finally, on behalf of the FBI's Training Division, I would like to congratulate President Joey Reynolds on his retirement as Chief of the Bluffton, South Carolina, Police Department. Joey has been a tremendous leader for his Agency, the FBINAA, and Law Enforcement as a whole. Thanks, Joey for your four decades of service, and particularly the 21 years since you graduated National Academy Session 184 in 1996! 

Sincerely,

Jeffrey S. McCormick
National Academy Unit Chief

New Approach to Early Intervention *continued from page 17*

Since the beginning of 2016, there has been 136 Early Intervention Alerts in the BPD, and within these alerts, there have been 20 Phase Two Sessions conducted and two Phase Three Sessions. As indicated earlier in this article, both Phase Two and Three Intervention Sessions are the most critical, because it is an indicator that the initial strategies recommended to the Officers are not working, and the Officers' Senior Police managers are required to be included in Intervention Sessions. It should also be noted that Officers required to participate in Phase Two or Three Intervention Sessions consistently had a propensity to generate both internal and citizens' complaints throughout their careers as Police Officers.


As a result of the new approach to the Baltimore Police Department's Early Intervention Process, not one Officer, who has gone through Phase Two or Three, of the Intervention Process, has generated a complaint. In fact, one of the Officers, who was notorious for the accumulation of citizens' complaints, was one of the first Police Officers to be outfitted with a body-worn camera. During a recent audit of body-worn camera footage, this Officer's footage was reviewed. During the review, it was discovered that not only was this Officer's conduct completely in compliance when he was approached by an irate citizen, but based on his admirable conduct, the footage will be used in training on how to use excellent de-escalation techniques.

The goal of Early Intervention is to have the Officers' first-line supervisors identify and correct inappropriate conduct at the initial stages of observation. However, in those cases where the BPD's Early Intervention Unit is involved, the current Intervention Process has proven to be an effective tool in not only moving the BPD forward, but enhancing the relationship between the community and the police. Although the BPD adopted an Early Intervention System in 2010, the majority of the Police Officers in the Department either did not understand what it was or felt that it was a "paper tiger" that had no impact on modifying behavior of Officers.

Today, the Early Intervention Process is assisting Baltimore's Police supervisors in recognizing behavior early and developing problem-solving solutions to assist Police Officers in improving their performance. The Early Intervention Unit is housed in the Office of Professional Responsibility, of the Baltimore Police Department. Having the Unit housed in the same building of Internal Affairs, allows the Unit to implement an Intervention Session as soon as serious complaints, such as use of force, alcohol-related violations and domestic violence allegations are reported. The Unit has access to several outside professional agencies that can be referred to the Officer for immediate assistance.

The referral process is confidential and voluntary. To date, all Officers referred to outside support agencies have accepted and participated.

The success of the Unit can be attributed to the hard work of the Police Officers assigned to the Unit. The Sergeant, and three Detectives assigned to the Unit, spend countless hours querying "BlueTeam" (BlueTeam is a data base where complaints against Police Officers are maintained) for new complaints that are received on Police Officers. Additionally, the Detectives currently assigned to the Early Intervention Unit, have worked with or are familiar with the Officers who are selected to participate in the Early Intervention Process. Many times, these Detectives can provide an historic perspective on the Officers that is not always captured in "Blue Team." For instance, several of the Officers who have been identified to have an intervention, have been involved in traumatic events during their career, such as police-involved shootings, serious injuries in the line-of-duty and being injured during the civil unrest. Some of these Officers had not received "post-traumatic stress" counseling as a result of these events, so the intervention process may include referral to an outside professional agency.

In conclusion, it should be noted that as a result of the enhanced Early Intervention System instituted by Police Commissioner Davis, more commanders are referring their Officers to the Unit for sessions, prior to a complaint being lodged. Additionally, several Officers have requested to receive counseling sessions without being directed to do so by their supervisors. Ultimately, the goal is not only to enhance the performance of Police Officers, but to provide Police Officers with the necessary support, training and tools to be successful in their careers. The new approach to Early Intervention, adapted by the Baltimore Police Department, is a critical component that will enable the Police Commissioner to not only comply with the Department of Justice's Consent Decree, but enhance the image and productivity of the Baltimore Police Department. 

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About the Author: Director **Vernon Herron** joined the Baltimore Police Department in January, 2016. Currently, Director Herron is the Commander of Command Investigations, Early Intervention and the Court Liaison Unit.


Prior to joining the Baltimore City Police, he served as the Deputy Chief Administrative Officer for Public Safety and Director of Homeland in Prince George's County. Assigned to the Office of the County Executive, Director Herron was the

Public Safety Director for the Police Department, Fire Department, Department of Corrections, and the Citizen Complaint Oversight Panel. Also appointed as Director of Homeland Security which included Public Safety Communications, Office of Emergency Management and Homeland Security.

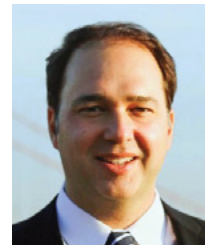
Director Herron also served in the Maryland State Police for more than 27 years rising through the ranks from Trooper to Major. While in the Maryland State Police he served in various capacities which included Western Region Commander, Commander of Support Services, Commander of the Administrative Services Bureau and Commander of the Violent Crime Strike Force. He received the highest award presented to a Maryland State Trooper, when he was awarded the Governor's Citation of Valor when he prevented an armed individual from shooting several citizens and other police officers in the parking lot of a crowded restaurant in Prince George's County, Maryland.

Director Herron also served as a Subject Matter Expert in Crisis Management for the U.S. Department of State. He trained Police Executives in several countries including, Amman Jordan, Turkey, Tanzania Africa, Cyprus and India. Director Herron holds a Master's degree from Johns Hopkins University in Management, a Bachelor's degree in Criminal Justice from the University of Maryland, University College and is a graduate of the F.B.I. National Academy Session #187.

An Integrated Approach to Officer Wellbeing *continued from page 15*

tend to pursue a productive, healing relationship with the FBINAA and its members. 

About the Author: **Michael Genovese** is the Chief Medical Advisor of Acadia Healthcare's Recovery Division. He is the former Chief Medical Officer of Sierra Tucson, a world leader in integrative health and part of the Recovery Division.



He is Assistant Clinical Professor of Medicine at the University of Arizona, a Diplomate of the American Board of Psychiatry and Neurology, a member of the American Society of Addiction Medicine, the American Psychiatric Association and of the American Academy of Addiction Psychiatry. He is also Principal at Genovese Medical.

Before joining Sierra Tucson, Dr. Genovese co-founded Long Island Mind and Body, a medical practice that brought state-of-the-art integrative treatments to a growing patient-base in metropolitan New York. While establishing Long Island Mind and Body he also practiced as an attending physician at nearby Winthrop University Hospital. He was a fellow at the New York University/North Shore University Hospital Child and Adolescent Psychiatry Program, and he completed his residency training at the University of Connecticut School of Medicine.

Before beginning his medical studies, Dr. Genovese earned a Juris Doctor degree at the University of Pittsburgh School of Law. He is a member of the New York Bar and the American Bar Association, and he maintains a special counsel relationship with the law firm of Sullivan & Sullivan LLP, in Garden City, New York. He is an advocate for attorneys and members of law enforcement seeking treatment for addiction and co-occurring disorders. Dr. Genovese writes, speaks, teaches and consults widely in the disciplines of pharmacology, neuromodulation and pharmacogenomics.

FBINAA MEXICO GROUP YEAR IN REVIEW



Perla García-Alcocer

FBINAA Mexico Group President

Last year, The FBI National Academy Associates Mexico Group held their Retraîner in Mexico City, Mexico during June 15-17, 2016 (photo 1). Over 100 people were in attendance. This is an active group. Beside the 2016 retraining conference, the Mexico Group had three small meetings for law enforcement collaboration last year. In February 2017, in conjunction with the Chamber of Federal Deputies and the Association of Former Fellows of the American Embassy, the Mexico Group held a "Binational Anti-Trafficking Forum" for more than 120 participants. There the FBINAA Mexico Group flag was presented (photos 2-6).

The 2017 Retraîner is scheduled for June 14-16 in Mexico City. This year, the 85-100 attendees will be active Law Enforcement for federal, state and local levels from all the country. The rest of the attendees will be retired NA and/or in private business.



Photo 4



Photo 3



Photo 6



Photo 1



Photo 2



Photo 5

STAYING ON THE **YELLOW BRICK ROAD**



John Van Vorst

6 WEEKS

To Superior Conditioning

"Never let your physical conditioning be the reason for defeat." – Dan Gable

Whether you're preparing to come to the FBI National Academy, currently at Quantico, or just looking for a relevant and efficient training program to boost your health and operational readiness, this article is heavy on the practical for physical conditioning. I've outlined a six-week program with sample workouts listed in Table 1 using the following methods:

1. Extensive interval training: a combination of moderate-to-high intensity work intervals with fairly fast recovery intervals designed to increase aerobic power (the type of fitness that would help lower your 1-mile run time and increase longevity). The goal is to accumulate several minutes at an intensity that would be hard to sustain by interspersing low intensity recovery bouts.
2. Intensive interval training: high-intensity, short bursts of exercise useful for improving athletic speed and power interspersed with much longer periods of rest. We're looking for maximum disruption of your energy systems with minimal disturbance to your joints and soft tissues. Non- or low-impact training methods are preferred, such as stationary bikes and deep-water running. Remember to keep the easy parts easy in order to keep the hard parts hard. Since you are working at very high intensity, allow time for a 5-10 minute light cool-down.
3. Circuit training (think interval training with weights): a metabolically-demanding resistance training work out combining to increase overall physical work capacity in fundamental movement patterns (squatting, bending, pushing, pulling, etc.). The best circuit workouts are simple, strenuous and standardized in terms of movement to track your progress.

Conditioning Planner Overview:

Why six weeks? There's a saying in physical training that "everything works, and everything works for about six weeks". In addition, six weeks is a suitable timeframe to upgrade your cardiovascular conditioning following a progressive training program. In reality, think of this program as two different three-week cycles. The first cycle focuses on increasing your aerobic fitness by emphasizing extensive intervals (*Category A*), while the second cycle is more balanced between the different methods. If you need additional emphasis on the aerobic power, bias the training program towards *Category A*.

The program is based on a four-day per week training schedule, with ideally no more than two consecutive training days, such as Monday-Tuesday and Thursday-Friday. If you're training for three consecutive days or more, you'll likely need to reduce the training intensity and

	A - Extensive Intervals	B - Intensive Intervals	C - Circuit Training
1	Alternate between the following: 1:00 at "8" 1:00 at "4-5"	"One Minute Workout" 2:00 at "2-3" 0:20 at "9-10" x 3 with a 3:00 at "2" cool-down	Alternate between 0:30 of a cardio activity and 0:30 of squats, push-ups, pull-ups and side planks with little to no rest between movements
2	5 minutes of: 0:30 at "3" 0:20 at "6" 0:10 at "8-9" With 1:00-2:00 at "3" between rounds	High-Resistance Intervals (ex. Hill Repeats) 0:15-0:30 at "9" with "2-3" walk-back recovery	Choose 1 drill from one of each of the following categories: • Cardio • Weight Training • Calisthenics/Bodyweight Pre-determine a goal number of reps or distance for each drill and do as many rounds as possible
3	4:00 at "8" intensity with 3:00 at "6" for recovery	0:30 at "10" with 4:00 at "2-3" recovery 10:00 cool-down "2"	Field Day (choose two or more of the following): • Farmer's Walk/weighted carry • Rope Climb/towing • Lifts from ground to overhead • Weighted throws

Table 1: Conditioning Workout Descriptions

continued on page 23

Staying on the Yellow Brick Road *continued from page 22*


WEEK #	DAY 1	DAY 2	DAY 3	DAY 4
1	A1 X 8 reps	A1 X 8 reps	C1 X 2 rounds	A2 X 3 rounds
2	A2 X 3 rounds	A1 X 10 reps	C1 X 3 rounds	A2 X 3 rounds
3	A3 X 3 rounds	A2 X 4 rounds	B1	A2 X 4 rounds
4	A1 X 12 reps	B2 X 6 rounds	A3 X 4 rounds	C2 X 15:00
5	B3 X 4 rounds	C1 X 4 rounds	A3 X 4 rounds	C3 ≤15:00
6	C3 ≤20:00	B3 X 5 rounds	A2 X 4 rounds	B2 X 8 rounds

Table 2: Conditioning Planner

volume. Whenever possible, insert a day of active rest between training sessions to maximize recovery. If you only have three days per week to train, then this becomes an eight week program.

RPE Scale	Rate of Perceived Exertion
10	Max Effort Activity Feels almost impossible to keep going. Completely out of breath, unable to talk. Cannot maintain for more than a very short time.
9	Very Hard Activity Very difficult to maintain exercise intensity. Can barely breath and speak only a few words
7-8	Vigorous Activity Borderline uncomfortable. Short of breath, can speak a sentence.
4-6	Moderate Activity Breathing heavily, can hold short conversation. Still somewhat comfortable, but becoming noticeably more challenging.
2-3	Light Activity Feels like you can maintain for hours. Easy to breathe and carry a conversation
1	Very Light Activity Hardly any exertion, but more than sleeping, watching TV, etc

Use a rating of perceived exertion chart (*Figure 1*) to gauge your training intensity. Pay attention not only to the intensity of you work intervals, but also the recovery intervals.

Each conditioning session should take no more than 30 minutes to complete. You will need to warm-up thoroughly, especially before the intensive intervals (*Category B*). For example, “B3” is only two minutes of hard training but the intensity is at peak capacity. 

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<http://thefittutor.com/rpe-scale/>

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


A Message from Our Chaplain *continued from page 18*

cry out “O my son Absalom! O Absalom, my son, my son!” David’s overwhelming love for his son made him completely blind to the evil his son had plotted.

Thankfully, David had Joab who was a loyal subordinate. Joab came to David and said “You have made it clear today that the commanders and their men mean nothing to you. I see that you would be pleased if Absalom were alive today and all of us were dead. Now go out and encourage your men. I swear by the LORD that if you don’t go out, not a man will be left with you by nightfall. This will be worse for you than all the calamities that have come on you from your youth till now.” David heeded the advice, ceased his misplaced sorrow, and took positive command of his army once more.

Lessons to be learned: while situational awareness can protect us from professional danger, the failure to be perceptive and sensitive in

our personal lives, a lack of “home awareness” as it were, can cause emotional blindness to dangers facing our families and, in particular, our children. Jealously guard your home but do not let the potential for a “loving blind spot” fail to protect your family even if there is great personal pain associated with it.

As we continue our journey and reflect on the theme “Home: where it begins and where it ends”, let me encourage you to develop a keen sense of “home awareness” such that while we protect the public, we also protect our family relationships. 

Peace and blessings,
Dan Bateman, *Chaplain*
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CONFIDENTIAL, SECRET, TOP SECRET

It's important to understand exactly who and what determine clearance statuses in the United States. The short answer is the Bureau of Human Resources. While those working in the Department of State are the ones who primarily need security clearances, it's the Bureau of Human Resources that assigns them. How do they do this?

First, an investigation of the applicant's background is conducted by the **Bureau of Human Resources**. As you might imagine, this is not your typical background check. It encompasses far more than criminal history and ultimately determines if the person is trustworthy with confidential and sensitive materials, holds no relationships that would put the government in jeopardy and is loyal beyond any doubt to the U.S.

As for the level of clearance that's assigned, the person's job function determines the corresponding access they will be given. It's also important to note that there are three levels of security clearance in the U.S.: Confidential, Secret and Top Secret. Each level provides personnel with the minimum amount of information they need to fulfill their job responsibilities:

• CONFIDENTIAL

This is the lowest tier of security clearance. It offers those with this clearance the ability to handle sensitive information and materials that may contain national security information, though they must be reinvestigated every 15 years.

• SECRET


As the middle tier of security clearances, the Secret level allows people to deal with information that is vital to U.S. national security. As a result, those who've been granted access must undergo another background check every 10 years.

• TOP SECRET (TS)

As the highest level of security clearance, Top Secret access requires people to be able to handle Sensitive Compartmented

Information (SCI), which is sometimes considered its own security level. To obtain this level of clearance, individuals must go through a Single Scope Background Investigation (SSBI). TS clearance can take up to 18 months to receive. They must undergo another check every five years.

These three levels of security clearances are the standard within government jobs. However, there are additional levels and clearances that people handling highly specialized and unique information can gain. For example, government professionals working with NATO countries can earn a NATO Secret (NS) clearance level, allowing them to protect sensitive information concerning the interests of NATO.

Each clearance level becomes more extensive, requiring more advanced background checks, and gives the person more responsibility within their role. Having a better understanding of the U.S. clearance levels can lend a stronger comprehension of the roles in national security and how they operate. 

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