

The Magazine of the
FBI National Academy
Associates

NATIONAL ACADEMY



A S S O C I A T E

Jan/Feb 2016 | Volume 18, Number 1

OFFICER SAFETY
AND WELLNESS:

*Are We
Taking Care
of Our Own?*

PLUS | *OFFICER DOWN! Are You Prepared? Is Your Department Prepared?
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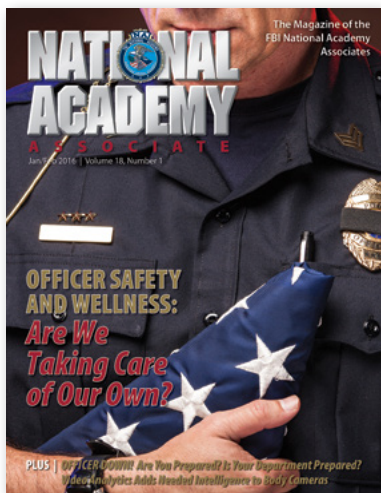
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Sep/Oct	8/1	10/30
Nov/Dec	10/1	12/30



On the Cover:
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. Moving forward, members can expect articles in each Associates Magazine that highlight challenges that are inherent to the profession and present solutions to those looking to enhance their own personal resiliency or that of their agencies.

ASSOCIATION PERSPECTIVE

by Barry Thomas

As many of us begin to experience the change in seasons from Winter to Spring, the transition inspires a fresh perspective and a hope for better things to come. Of course, the change also allows us to look back longingly on where we've been and reminisce about the things that made the previous season so special. With that thought in mind, this edition of the Association Perspective gives us a chance to look back as we say "goodbye" to some of those that are dear to us while we look forward to some of the things the future holds for this great organization.

As we closed out 2015, we had a transition in our Historian position. We said goodbye to **Terry Lucas** (IL) as he wrapped up his four-year term as Historian. During Terry's tenure, we enjoyed his articles in the *Associate Magazine* and his "no-nonsense" approach to assisting the voting members of the Executive Board as they conducted business. Having a front row seat to Terry's entire run as Historian, I can promise that he served you well. We wish Terry the best of luck with all his future endeavors and thank him for his commitment to the FBI National Academy Associates.


With Terry's departure, we are excited to welcome **Pat Davis** (PA) on as the new Historian. Pat has been deeply involved with the FBI-NAA in the past, serving as a chapter officer and also as the Chair of the 2014 Conference Committee when our National Conference was held in Philadelphia. Pat is passionate about our association and he will be a wonderful addition to our Board. While we had many qualified, highly capable candidates put in to be Historian, it was my honor to be able to appoint Pat to this post. I'm confident he will do a great job.

On the staff front, long time Academy Liaison for the Association, **Angela Colona** has stepped down from her full time position and will now be working part-time for us. She will continue to assist her replacement, **Susan Naragon**, who came to us in January from **Justice Federal Credit Union**. Angela will also be devoting much of her time to the Life After Law Enforcement program which is quickly becoming a cornerstone of the FBINAA. We welcome Susan and wish Angela the best as she transitions into her new role.

Expanding upon *Life After Law Enforcement*, the inaugural seminar was held in Orlando at the Rosen Shingle Creek Resort last November. With over 50 participants in attendance, the new training curriculum, featuring **Al Malinchak** and targeting individuals 3-5 years out from retirement, was extremely well received and the reviews proved very positive. A similar outcome was realized at the second event held in Las Vegas, February 16-18, 2016. As a result, the Executive Board has directed staff to schedule several more seminars in locations all across the United States in 2016. As an FBINAA member, you receive a discounted registration price which makes attending Life After Law Enforcement an affordable way to prepare for the next chapter of your professional life.



On a more somber note, in January, I had the opportunity to attend the **Georgia Chapter Winter Conference** in Augusta, GA. Many hearts were heavy as it was the first formal event since the untimely death of their then-President **Brian Kelly**, who had taken his own life in November of 2015. While there were tears shed by those saddened by Brian's death, the overall tone of the conference was positive as the chapter, under the leadership of current President **Grady Sanford**, brought training in to enhance the resiliency of the members; doing all they can to reduce the likelihood anyone will have to endure this type of tragedy again. As they said good bye to Brian, they looked ahead to find ways to prevent future heartbreak and to help all the members grow as human beings. I couldn't have been more proud of how they handled things during such a difficult time.

Lastly, thinking about the tragedy of Brian Kelly's death made me reflect on a decision that our 2013 President **Doug Muldoon** made as he first established the **FBINAA Officer Safety and Wellness (OSW) Committee**. Now Chaired by Section II Representative **Kevin Wingerson** and Wisconsin Chapter President **Joe Collins**, the committee is making great strides in bringing holistic solutions to the issues that plague our profession. The OSW is now also working in conjunction with the International Association of Chiefs of Police to provide a collaborative approach to keep us and those we lead healthier, both mentally and physically. I'm confident the OSW is going to continue to provide solutions for the most difficult problems we face in our profession. Looking back, I'm thankful Doug had enough vision to set that in motion. Looking forward, I'm hopeful for what the future holds. 

Be safe and God bless,

Barry Thomas

Barry Thomas



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CHAPTER CHAT

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

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

Ashley Sutton, Communications Manager

ph: 302.644.4744 | fx: 302.644.7764

asutton@fbinaa.org

184TH SESSION REUNION

This year marks the **20th year anniversary** of NA graduates of the 184th session. Session mate **Jay Romine** is planning a session reunion for this summer in the Ft. Myers Beach (FL) area for whoever would like to attend. If you are interested in attending, please contact Jay Romine at: jayromine257@gmail.com.

ARIZONA

■ Thanks to all that attended the **Tucson Retrainer** featuring Washington State Criminal Justice Training Commission Executive Director, **Sue Rahr**. Her presentation titled, "*Warrior to Guardian*" was well received.

■ Congratulations to the most recent graduates from the Arizona Chapter – Session 262: Captain **Jeff Newnum**, Yavapai County Sheriff's Office; Major **Walter Mercer**, Arizona Department of Public Safety; Captain **Reginald Winston**, Casa Grande Police Department.

RETIREMENTS

■ **Jody Fanning**, a graduate of Session 225 and Past President of the Arizona FBINAA Chapter, retired in January as the Chief of Police for Cottonwood (AZ). Jody has been a great model for Arizona law enforcement and the FBINAA.

■ The Arizona Chapter was sad with the recent retirement of Phoenix Office SAC **Douglas Price**. Doug was a huge supporter of our Chapter and he will certainly be missed. Doug has accepted a position with Charles Schwab in Denver, Colo-

rado. We wish him all the best with his new position.

CALIFORNIA

■ President **Russell L. McKinney** is currently a Lieutenant with the University of California Police Department, Los Angeles and is assigned to the Operations Bureau.



Russell L. McKinney

President McKinney began his law enforcement career with the UCSB Police Department in 1989 and served as a Community Service Officer. In 1991 he transitioned to the role of dispatcher. In 1994, he transferred to the UCLA Police Department as a police officer. As an officer he was a Field Training Officer (FTO) and an Accident Investigator. In 2000, Russell was promoted to the rank of Sergeant and fulfilled the following positions: Watch Commander, Field Training Officer Coordinator, Threat Management Unit, and Terrorism Liaison Officer.

President McKinney attended the FBI National Academy Session #240 in 2010, and was promoted to Lieutenant upon his return. He held assignments in the Administrative Bureau where he managed communications, records, property & evidence. He also oversaw the Threat Assessment and Crime Analysis Units. Russell currently oversees the Investigations Division of the UCLA Police Department.

2010 was a great year for Russell as he was appointed to the California Chapter of the FBI National Academy Associates as the webmaster and training coordinator. In 2011, Russell was elected to serve as the 4th Vice President of the California Chapter FBI NAA at the Long Beach National Conference and began his term in 2012. In 2013, Russell coordinated the FBI Law Enforcement Executive Development Seminar (CA-LEEDS). In 2015, Russell chaired the highly successful FBI NAA California Chapter Advanced Trainer in Manhattan Beach, CA.

Russell holds a Bachelor's of Science Degree in Psychology. He is married to his lovely wife, Dr. Kristen McKinney. They have two sons, Collin and Kieran. The California Chapter is proud of Russell McKinney's accomplishments and look forward to his leadership in 2016 as our President.

PROMOTIONS

■ On March 1, 2016, **Deb Schroder**, will be promoted to Assistant Chief for the California Highway Patrol and assigned in San Diego to the Border Division office. Assistant Chief Schroder is a graduate of the NA Session 240.

■ **Manjit Sappal**, 241st Session, Chief of Police, Martinez Police Department; **Kirk Stratton**, NA 256, Chief of Police, Colma Police Department; **Lorenzo Duenas, Jr.**, NA 238, Chief of Police, Santa Rosa Junior College

RETIREMENTS

■ Congratulations to recent retirees: **Jon Read**, 245th Ses-

sion, Colma Police Department; **Gary Peterson**, 247th Session, Martinez Police Department.

END OF WATCH

■ The California Chapter conveys our deepest sympathy to the family and love ones of **Arthur Thompson Jr.**, 133rd Session, Napa County Sheriff's Department, EOW September 2015 and **Richard Lonergan**, 122nd Session, Napa County Sheriff's Department, EOW September 2015.

FLORIDA

■ **Nancy J. Brown**, 244th Session, Orange County Sheriff's Office was promoted to Chief Deputy, effective January 3rd, 2016. She will be in charge of the Operational Services Bureau. Chief Deputy **Larry Zwieg**, 262nd Session, graduated from the NA on December 11, 2015.

■ A law enforcement veteran with more than two decades of experience is slated to become Volusia County Sheriff **Ben Johnson's**, 156th Session, new second-in-command following the retirement of Chief Deputy **Robert Jones**, 193rd Session.

■ Sheriff Johnson announced the promotion of **Eric Dietrich**, 237th Session, who started his career with the Sheriff's Office in July 1994. This announcement came one day after Jones retired from a career with the Sheriff's Office that spanned 28½ years.

■ On January 11, 2016, Lieutenant **William Proctor**, 249th Session, of the Port Orange Police Department was promoted

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to the rank of Assistant Chief, by Chief of Police **Thomas Grimaldi**, 259th Session.

■ **Ron Stucker**, 232nd Session, retired as a Major from the Orange County Sheriff's Office after serving 29 years. In October, 2015, he was appointed the Director of the Metropolitan Bureau of Investigation (MBI) in the 9th Judicial Circuit of Florida. MBI is a multi-agency task force consisting of federal, state and local law enforcement agencies which investigates drug trafficking, human trafficking, vice and organized crime.



Ron Stucker

■ On January 28 2016, **Juan Perez**, 256th Session, was named the next Director of the Miami-Dade Police Department at a graduation ceremony for 95 police recruits.

■ Chief **Mike McCoy**, 153rd Session retired from the Altamonte Springs Police Department on January 29, 2016. He served as Police Chief since May 1, 2012. Dan Smutz, 256th Session, will be the new Chief starting January 30, 2016.

INDIANA

■ In August 2015, **Cliff Sessoms**, Deputy Chief of Police, Marion Police Department retired from law enforcement after 28 1/2 years of service. Deputy Chief Sessoms is a graduate of NA Session 222. He has a new position as the Supervisor at the Operational Intelligence Center (OIC) in Indianapolis. Along with his years of service in law enforcement, Deputy Chief Sessoms credits his attendance at the FBI National Academy as one of the leading reasons why he was hired at the OIC.

■ Effective January 1, 2016, **David Hofmann**, 250th Session, was named Chief of the Lawrence Police Department. Hofmann worked for the Muncie (IN)PD and Indianapolis Metro PD (IMPD) for 21 years where he served most recently as Commander of the IMPD Southwest District. Hofmann was a featured speaker at the 2015 IACP Conference in Chicago.

IOWA

■ Our condolences to the family of **Frederick (Rick) Carson**, formerly of the West Des Moines Police Department, following Rick's sudden passing on August 21, 2015. Rick was a graduate of the 93rd Session.

■ The **Fall Luncheon** was held in Ames and our luncheon sponsor was **Keltek, Inc.** There were approximately 62 members in attendance. The attendees were updated on the Association by President **Barry Thomas**. Cedar Rapids Police Department Captain Jeff Hembera, 253rd Session, was elected to 2nd Vice President to begin January 1, 2016.

■ The **Spring Retraîner** is scheduled for April 27-29 in Okoboji. We'd like to extend a welcome to our neighboring states to join us. Iowa State Patrol Lieutenant **Darin Fratzke**, 251st Session is coordinating the event.

■ The **new Iowa Chapter website** is up and running, thanks to **Jeff Hembera**. The website includes a photo of Iowa Chapter members and allows us to send an email through the website to any member. Please check us out at www.fbinaa-ia.com to see what it looks like!

■ On January 4, 2016, **Jeff Brinkley**, 239th Session, took the helm as Police Chief for the Mason City Police Department. Jeff left the Ames Police Department after nearly 20 years of service.



(L-R) Pictured with Omaha SAC Tom Metz. NA graduates from sessions 260 & 261 Scott, Lane, Metz, Disney.



(L-R) Pictured with Omaha SAC Tom Metz. NA graduates from session 262 & 263 is Stallman, Metz, Ellis, Riniker.

CONGRATULATIONS TO THE FOLLOWING IOWA GRADS:

260th Urbandale Police Department Captain **Dave Disney**;
260th Scott County Sheriff's Office Lieutenant **Tim Lane**;
261st Des Moines Police Department Lieutenant **Chris Scott**;
262nd Burlington Police Department Lieutenant **Jeff Klein**;
262nd Linn County Sheriff's Office Major **Doug Riniker**;
263rd Woodbury County Sheriff's Office Major **Greg Stallman**;
263rd Story County Sheriff's Office Lieutenant **Leanna Ellis**.

MARYLAND/DELAWARE

■ The National Academy Associates Maryland-Delaware Chapter held their **Annual Business Meeting** on Friday, December 4, 2015, at Bulle Rock Golf Course in Havre de Grace, Maryland. Approximately 80 members attended this year's annual business luncheon.

■ President **Greg Guiton** and former Past President **Teresa Walters** present **Melissa Zebley** with a plaque for her hard work and dedication as President and welcome her as our new Immediate Past President.



(L-R) Greg Guiton, Melissa Zebley.

■ Captain **Laura O'Sullivan** from the New Castle County PD in Delaware was elected to the Sergeant at Arms position and the new Executive Board is

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CHAPTERCHAT

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Laura O'Sullivan being sworn in.



Pictured are Session 263 attendees (L-R) Captain Sean E. Moriarty – Delaware State Police, Lieutenant Jeffrey D. Thomas – Maryland State Police and Commander Laura Lanbam – Montgomery County Maryland Police Department. (Not pictured but attending is Lt. John Frank – Maryland Transportation Authority Police).



(back row) Dave Deputy, Ralph Holm, Aaron Chaffinch, Allen Webster, Sr., Bob Mays, Marlyn Dietz, Joe Jordan, Monroe Hudson and Bobby Cummings. (front row) R.L. Hughes, Nancy Dietz, Melissa Zebley and Doug Verzi.

sworn in led by current President, Captain **Greg Guiton** from Ocean City PD.

■ On January 8, 2016 the Maryland-Delaware Chapter Executive Board met for a luncheon with the recent graduates of

Session 262, and the candidates of Session 263 who begin their 10 week venture at Quantico on January 11, 2016.

■ On January 15, 2016 the Maryland/Delaware Chapter of the FBI National Academy

Association held its annual Past Presidents luncheon at The Brick Hotel, in historic Georgetown, Delaware. This year, thirteen members of this prestigious group were in attendance and welcomed the immediate past president, Melissa Zebley, to the alumni. This group of leaders, continue to work diligently for the chapter to make all events a success during the year. During the event, current President **Greg Guiton** presented Immediate Past President **Melissa Zebley** with her past president pin.

MONTANA/IDAHO

■ On December 27th 2015, **Frank Wyant**, 244th Session, was appointed to the Chief of Police for the Caldwell Police Department. Previously he was Captain. He has served for 24 years at the Caldwell Police Department.

■ The Montana-Idaho Chapter welcomes our newest NA graduate, Lt. **Ron Ball** of Rexburg PD in Rexburg, Idaho. Ron has 24 years on the job and was on the NA list for 9 years. In a press article, Ron called his experience "incredible." Congratulations, Lt. Ron Ball!

■ With great sadness, the Montana-Idaho Chapter is notifying NAA members of the death of one of its chapter members. NA Session 120 graduate **Rickard Ross** passed away on January 17th following a battle with cancer. He worked for the Yellowstone County Sheriff's Office in Montana where he worked for 25 years. He was a detective, an author, historian, and loving father and husband.

■ The Montana-Idaho Chapter would like to welcome Session 155 graduate, **Eugene Ferrin**, who recently transferred to our chapter from Colorado. Gene is a retired member who worked 24 years with Teton County, and 5 years with Campbell County (both Wyoming agencies), as

Chief of Police in Palmer Lake, Colorado, and as a criminal investigator for the District Attorney's Office in Colorado Springs.

■ The Montana-Idaho Chapter would also like to welcome Lewiston Chief of Police **Chris Ankeny**. Chris recently moved to Idaho from Nevada and is a Session 258 graduate.

■ The Montana-Idaho Chapter is planning their **Annual Fall Conference** which will be held in Boise, Idaho on September 25th through 28th. Information can be viewed at our website fbinaamtid.com.

NEW JERSEY

■ After 30 years of service with the Ocean County Sheriff's Department & 16 years with the FBI National Academy Associates, Detective Lieutenant & Past President **Laurie B. Cahill** enjoyed her retirement party on January 9, 2016.



Long time friends Cindy Reed, 134th Session (WA Chapter) and Laurie Cahill, 198th Session.

■ On July 14, 2015 the Mayor and Council of the Borough of Middlesex appointed **Matthew P. Geist** as Chief of Police. Chief Geist takes over for **Craig S. Young** who retired on June 30, 2015. Hired in 1993,



Matthew P. Geist

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ARE WE TAKING CARE OF OUR OWN?



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. Moving forward, members can expect articles in each Associates Magazine that highlight challenges that are inherent to the profession and present solutions to those looking to enhance their own personal resiliency or that of their agencies.

Last December, two incidents involving law enforcement on opposite ends of the country made headlines and lit up social media. They were feel-good stories highlighting the empathic, altruistic characteristics of those drawn to the profession; a welcome reprieve from the barrage of criticism and anti-police sentiment infiltrating our nation.

Last December, two incidents involving law enforcement on opposite ends of the country made headlines and lit up social media. They were feel-good stories highlighting the empathic, altruistic characteristics of those drawn to the profession; a welcome reprieve from the barrage of criticism and anti-police sentiment infiltrating our nation.

The first incident involved an officer who responded to the tragic, fatal shootings in San Bernardino, California. He was performing his duties – intuitively and as trained – escorting a group of people to safety after the scene was secured. Not surprisingly, one of the members was recording the evacuation on his or her phone and captured how the officer comforted



Mary VanHaute

and assured the group under his watch that they would be safe. Any officer working anywhere that day could have uttered his words: *“I’ll take a bullet before you do, that’s for damn sure.”*

The second incident involved a NYPD officer who was Christmas shopping at a mall in Queens. Through his intuition as an officer and CIT (Crisis Intervention Team) training, he initiated contact with a suicidal person who was planning to jump from the third floor of the mall. His assertive action, including grabbing the suicidal person by the belt, bought some critical time. It led to conversation between the two and eventually the suicidal person responded positively to the officer’s question: *“Do you want a bug?”*

Any officer reading this today is likely to think, “Of course, I would do that... just doing my job.” The desire to protect and serve is enmeshed in the spirit and psyche of all who have taken the oath. Being acutely aware and empathic while taking calculated risks to save lives and stay alive is at the core of the law enforcement profession.

Why then do law enforcement officers continue to die by suicide? Where is that acuity and empathy when a fellow officer is in distress? Where is the willingness to take a risk when the life of a colleague is riddled with signs of suicide? Why is an officer revered if they are willing to take a bullet for someone else when an officer who uses a bullet to end emotional pain is sullied? Doesn’t a law enforcement officer deserve the same level of care and compassion as those they are called to serve?

Answering these questions is a complex process steeped in the culture and perceptions of law enforcement. Oftentimes the approach to a complex, multi-faceted issue is to ignore it or become impervious to the casualties of the problem. Historically, that has been the approach to the issue of suicide among law enforcement officers. Thankfully, though, a small but palpable change can be felt throughout the profession. Among leadership and within the ranks, there is raised awareness regarding mental health issues in the profession. There is greater acceptance of these notions:

- The attributes that make someone a good law enforcement officer can also put her or him at risk for poor mental health.
- Pervasive myths in the profession inhibit help seeking, and undiagnosed, untreated mental health conditions can lead to suicide.

Because suicide is multi-faceted and complex, the approach to preventing suicide must also be multi-faceted and complex. Every person and organization concerned with the overall health of law enforcement officers must band together with a common mission to reduce the number of deaths by suicide. An organization that has taken a multi-faceted approach is the Officer Safety and Wellness Committee of the FBI National Academy Associates. One of their goals is to develop an online suicide prevention training program in conjunction with AMU, American Military University. In addition, the group is focusing on raising awareness by bringing this topic to the forefront at conferences, in professional journals or blogs, and through other mediums. The team combines years of experience in the profession, research, and personal experience with suicide to address the aforementioned questions. Here are some of the focal points of the team’s work.

REVIEW OF DATA

Researchers such as Dr. Aamodt, Dr. John Violanti, and Andy O’Hara (Badge of Life Foundation) have provided reliable data on the frequency of suicide death in the profession and a prospective profile of officers who died by suicide. These studies were done within the last ten years and give more definition to the previously nebulous data about law enforcement suicide. It should be noted, however, that there is no central reporting system or bureaucratic data regarding suicide as exists with line of duty deaths (LODD). Therefore, even the well-documented information by Dr. Violanti and Andy O’Hara is subjective. Based on anecdotal information, most people agree that the Badge of Life (www.badgeoflife.com) data is an underestimate.

Since data on officer death by suicide is not gathered in the same manner as LODD, it is helpful to examine the objective data gathered by the Center for Disease Control, the American Foundation for Suicide Prevention, and the Suicide Prevention Resource Center regarding suicide death among the general public. Looking at these figures and finding the similarities in law enforcement may conjure up a more accurate assessment of the law enforcement officer suicide rate and the increased occupational risk.

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Are We Taking Care of Our Own *continued from page 11*

For example, in our nation:

- Suicide is the 10th leading cause of death; 117 people die by suicide every day.
- When comparing gender, 7 out of 10 deaths are men, and men die 3.5 times more often than females even though females attempt suicide more frequently.
- The rate of suicide is highest among white, middle-aged (45 to 64) men.
- Firearms account for almost 50 percent of the suicide deaths in our nation. (<http://afsp.org/about-suicide/suicide-statistics/>)

Considering this objective data, it is clear to see the elevated risk among law enforcement. First, officers are not immune to the consensus risk factors that contribute to suicide in our society. Secondly, there is an elevated risk in the profession because of the demographics (white males with access to a firearm). Lastly, parallels in the timeline of an officer's career and this data should be noted. At the time an officer reaches middle age (45 to 64), numerous life and career experiences could compound the inherent elevated risk.

Regardless of the data – subjective or objective – a common theme should be that one death is too many.

REDUCING BARRIERS TO SEEKING HELP OR HELPING OTHER OFFICERS

The committee clearly acknowledges the behemoth task of working against long-standing myths and stigmas within law enforcement as they relate to seeking help. Attempts to reduce the barriers must be done cautiously and yet with creativity and courage. Developing ways to reduce the barriers must include input from all levels of law enforcement to ensure effectiveness and cultivate trust. Some of these long-standing barriers to seeking help include:

1. The threat to the officer's helper mentality.
2. The weight and simultaneous comfort of "image armor."
3. A fear of losing control in a profession that requires control.
4. The potential risk of damaging working relationships, friendships.
5. Myths surrounding medications, therapists, and the process to seek help.

A culture of silence regarding mental illness in the profession and a pre-conceived perception of mental illness based on occupa-

tional experience also create a barrier. There is potential for an officer to overlook blatant warning signs of depression or suicide in a colleague because she or he does not "match the description."

ELEVATED RISK FACTORS FROM CAREER

The committee concurs that there are elevated risk factors within the profession. These include sleep deprivation, irregular schedules that contribute to social isolation and relationship dysfunction, the juxtaposed need for control in an uncontrollable environment, and internal stressors from administration and the judicial processes. Other factors are endemic such as the personality traits (altruism, compassion, and risk-taking) of people drawn to the career, public scrutiny, and a paramilitary-type work environment.

One of the leading theorists on suicide is **Dr. Thomas Joiner** of Florida State University. A survivor of suicide loss himself, he has dedicated his research career to understanding why people die by suicide. Dr. Joiner's theorizes that when the following three factors intersect, the risk for suicide is extraordinarily high. When combined with impulsivity, alcohol or substance abuse, and/or access to means, suicide can occur.

1. Acquired capacity for pain.
2. Perceived sense of burden.
3. Thwarted sense of belonging.

Applying this theory to the law enforcement profession, it is easy to see the prevalence of an acquired capacity for pain. Constantly dealing with people in stressful situations, being exposed to trauma, and serving a part of society unbeknownst to most of the community develops a capacity for pain. It can desensitize the officer to his or her own pain. It can numb them to a point where pain is irrelevant. It can reduce their fear of death – a deadly combination when paired with personality traits of fearlessness and risk-taking.

Looking at the life cycle of an officer's career, there are times when they may experience a perceived sense of burden: during a time of illness or injury, when disciplined, after losing control of a situation, or the mere act of aging through the career. It is important to stress the word perceived in this factor because often the feeling of being a burden is not being articulated by anyone other than the person at risk. This also applies when someone is recognized as a hero. They may

not feel lucky or heroic after a traumatic incident; they may feel guilty or underserving bringing on a sense of burden. Additionally, a high-achieving officer who excels quickly through the ranks or is highly decorated may feel the entrapment of having to maintain a status. Therefore, their definition of success or failure can become skewed. Not achieving a goal may be perceived as becoming a sense of burden.

There are also times when an officer may experience a thwarted sense of belonging. New employees may have trouble navigating where they fit in the organization. A promotion creates a new set of circumstances where an officer might feel they don't belong. Approaching retirement, transferring in or out of specialized units, or going on to light duty are other examples of times when this factor may present itself.

While there are many warning signs and risk factors to consider, Dr. Joiner's theory is a simple and applicable approach to suicide awareness. Knowing that acquired capacity for pain is omnipresent, it is important to watch for the presence of the other two risk factors within a law enforcement officer. When they intersect (a veteran officer approaching retirement who is cleared from charges after being under investigation, for example), Dr. Joiner contends that the risk for suicide is high. Colleagues, administration, and family should be attentive to behavioral and verbal warning signs of depression or suicide.

As the **Officer Safety and Wellness Committee** works toward suicide awareness and prevention, it behooves all of us to work toward answering the questions posed at the start of this article. The work should include action steps to increase protective factors that will counteract the inherent risks of the job. Training in resiliency will help preserve the good mental health of officers. Mental health education will break down the stigma and refute the myths. Sending a strong message that asking for help is not a sign of weakness but rather a life-saving step can change a culture and promote the positive aspects of seeking help.

Maintaining good mental health and reducing suicide rates in law enforcement must become a priority. Recent campaigns such as Below 100 or Destination Zero have focused on improving officer safety and reducing line-of-duty death. The same effort should be made in keeping officers safe emotionally and reducing suicide death. As officers are taught

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Laurie Cabill's retirement party, New Jersey Chapter.

Chief Geist is a twenty-three year veteran of the Middlesex Police Department. He is a graduate of the Middlesex County Police Academy, the FBI National Academy – Session 253, and the Police Executive Institute of the New Jersey State Association of Chiefs of Police.

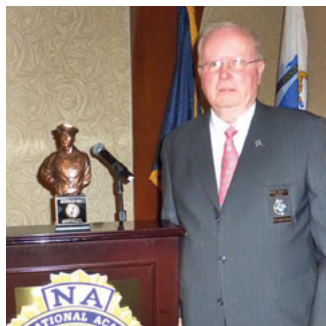
NEW YORK/EASTERN CANADA

The National Academy was very well represented in recent promotions to the Command Staff of the Suffolk County N.Y. Police Department. Promoted to Chief of Department **Stuart Cameron**, 208th Session; Chief of Support Services **Robert Cassagne**, 197th Session; Chief of Detectives **Gerard Gigante**, 241st Session; Assistant Chief of Patrol **Robert Brown**, 214th Session; and Deputy Chief of Detectives **Robert Oswald**, 190th Session, and Past NYS/EC Chapter President.

NEW ENGLAND

On the evening of December 9, 2015, the FBINAA New England Chapter recognized former Cambridge (MA) Police Superintendent **Harold F. Murphy Jr.**, 142nd Session, for his lifelong achievement of service and commitment in the area of public safety and law enforcement. That recognition was the establishment of the Harold Murphy Honor, an award named

in his honor to be presented to worthy recipients exhibiting exemplary performance in the arena of public safety. Harold Murphy's example for others to follow has been guided by the three principles of the FBI National Academy credo: Knowledge, Courage and Integrity.



Harold F. Murphy, Jr.

Harold Murphy was born, raised and educated in Cambridge. He has lived his entire life in Cambridge except when he proudly served with distinction as a United States Marine. Upon his honorable discharge after overseas duties Harold returned to his native Cambridge.

Harold began his professional law enforcement career as a Cambridge Police Department Patrol Officer assigned to night duty. This commitment of service and protection to the citizens of Cambridge saw Harold advance through the ranks of Sergeant, Lieutenant, Deputy Superintendent and eventually

culminated in his appointment to the position of Superintendent of the Cambridge Police Department. Superintendent Harold Murphy proudly served in that position until his retirement.

During his distinguished law enforcement career Harold Murphy achieved appointment to the prestigious FBI National Academy from which he graduated in 1985. As the result of the experiences gained at the FBI National Academy, Harold Murphy has distinguished himself throughout his professional career by actively engaging in community support, professional development of many Police Officers and a strong fellowship with the law enforcement leaders throughout the world.

The presentation of the Harold Murphy Honor was made before the entire membership during the FBINAA New England Chapter's installation of incoming officers for 2016. A rousing standing ovation was afforded Harold Murphy, accompanied by his wife Patricia to recognize this honorable achievement.

In his remarks before the group Harold Murphy graciously accepted the honor bestowed upon him by his professional colleagues. Mr. Murphy also identified the need to recognize all those who serve others by bringing peace, democracy and justice to our world. Mr. Murphy concluded his remarks by simple saying "God bless you all."

Chapter President, **Joel Dolan**, 238th Session, was recently promoted to Captain with the Salem Police Department (NH). Pictured is Joel's daughter pinning her father.

SOUTH CAROLINA

Incoming FBINAA President and Bluffton Police Chief **Joey Reynolds**, 184th Session, was honored at this year's **Boys and**



Joel Dolan

Girls Club of Bluffton and Hilton Head Island Hope and Opportunity luncheon.

This award was first given in 2012 to honor those who have achieved professional excellence, actively served the community and have directly supported the club.

Joey Reynolds was appointed Chief of Police for the Town of Bluffton in 2012. He is an active member of the Boys & Girls Club of Bluffton's Advisory Board and a strong supporter of the Club's Explorers Learning for Life Program, which teaches youth ages 12 to 17 basic law enforcement training as well as life and leadership skills.

Reynolds also makes himself or other officers available to provide police presence at the Club during special events.

The Boys & Girls Clubs of Bluffton and Hilton Head Island serve about 1,500 youth annually and work to provide them with a fun, safe and constructive



Boys and Girls Club of Bluffton Honor Incoming Association President and Chief Joey Reynolds.

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OFFICER DOWN!

ARE YOU PREPARED?

IS YOUR DEPARTMENT PREPARED?

Gary Stiles | Jack Gaffigan | Sandie Doptis

Each year our law enforcement community suffers the loss of too many brave men and women in the line of duty. During a typical year, more than 150 lives are lost to line-of-duty deaths, leaving families and departments devastated. Sadly, the majority of these deaths occur in departments with 50 or fewer officers and frequently it is the first line-of-duty death experienced by that department.

When an officer falls, department personnel must deal with a grieving family, an overzealous media, hospital issues, and their own grief and anger. As unfair as it seems, the routine functions of the department do not stop. The 911 calls for service may actually increase, depending on the level of media coverage. Added to this is the need to provide assistance to the family. They expect department personnel to know how to do everything from arranging a memorial service with an honor guard to applying for all of the benefits.

As law enforcement officers we plan and train for almost every conceivable incident. We do this to ensure the safety of responding officers and our citizens. Why is it that we so often fail to plan and train for a line-of-duty death or critical injury? Preparing for this traumatic and tragic incident by having a protocol in place that covers the department's objectives and responsibilities from the moment the incident occurs until the burial is complete is critical to the welfare of the grieving family, friends, and departmental personnel.

In this article we hope to give you the incentive to prepare, plan, and train for the worst.

The **Casualty Assistance Guide**, offered by the **Badge of Honor Memorial Foundation**, was written by veteran police officers for police officers and their respective agencies. The main

purposes of the Guide are:

- Notify the family of the casualty
- Assist the family at the hospital
- Assist the family with funeral and burial arrangements
- Assist the family with legal and benefits issues
- Assist the family during any criminal proceedings
- Provide long-term support for the specific needs of the family
- Provide all necessary support and emotional care for the family of the fallen officer
- Provide all necessary support for departmental personnel affected by the tragedy

While the main focus of the **Casualty Assistance Guide** is the line-of-duty death, the Guide also offers assistance with the handling of critical injuries, non-line-of-duty deaths and the suicide of an officer.

This Guide provides the framework for a casualty plan that can be adopted by any department, large or small. No one likes to face the possibility of losing an officer; however, it is better to be prepared in advance than to have the incident occur and try to cobble a plan together as the tragedy unfolds. Being unprepared is not fair to the fallen officer's family or to his fellow officers who are grieving his loss while trying to

comfort his family, arrange a funeral, and attend to the many details that accompany a line-of-duty death.

The grief process has no timetable and casualty assistance should be considered an open-ended process. Families of our fallen officers should forever be considered a part of our "police family."

In addition to the ceremonial and religious events surrounding the death of a fallen officer, the Guide serves to assist the family with the benefits available to them through the **Public Safety Officers' Benefits (PSOB) Program**. It also acts as a guide to various state, local and private programs that offer financial and other tangible benefits to the surviving family members of our fallen officers.

Sadly, line-of-duty death is an all too familiar event for many of our larger departments, but there are many departments that have never experienced a line-of-duty death. The Guide was written in such a way that any department can use all or any part of the Guide as they see fit or as their needs dictate. This is one planning document that we hope you will never have to take off your shelf.

Because Badge of Honor firmly believes that the beginning of any good departmental casualty planning guide is the department's



Officer Down! Are You Prepared? Is Your Department Prepared? *continued from page 14*

dedication to making sure every officer has protected his family and loved ones with personal pre-planning, we also offer the Family Assistance Planning Guide.

Sixty-five percent of the general adult population in the United States has no estate planning in place to protect their families. When you isolate those individuals who have chosen law enforcement as a career, that number jumps to over ninety percent. The reason is obvious: Cops are invincible.

In many homes, there is a file cabinet. The checking account statements and checks are in one drawer, the mortgage information is in another, and the year-end tax information is in a third drawer. Last year's refinance on the house is in a notebook, and all the insurance policies are tucked away in a safe deposit box with the good jewelry, only no one can remember which one because of bank mergers. There may be a plastic file box with the wills, but where did you see it last?

Get the picture? Over the years, we have noticed that in most families, one person manages all of the financial issues, and usually that same individual is the person who knows where everything is; knows the maintenance schedules for the home and even such mundane issues as the names and phone numbers of the doctor, the children's orthodontist, the school phone numbers, the mechanic and a variety of other important information that makes a household run effortlessly. If something sudden and catastrophic happens to the family record keeper, would the surviving spouse or other family members know:

- Where is the will?
- Where is the trust document?
- Where is the "living trust"?
- Where is the Durable Power of Attorney for Health Care?
- Where is the Durable General Power of Attorney for financial matters?
- What benefits are due the family from an employer?
- Where are the important documents; i.e., bank accounts, IRA, 401(k)?
- Where are the pension documents, military discharge documents, real estate documents, credit cards, homeowners, mortgage, life, auto, health insurance documents, and tax returns?
- Where is the individual's Social Security information?
- Where is the information regarding home warranty or maintenance, alarm system, safe combination, computer

passwords, or service provider?

- What are the funeral wishes of the deceased? Who did he/she want as pallbearers? Did the deceased want a funeral or a memorial service? Did they want entombment, interment, or cremation?
- What did the deceased want done with his/her prized possessions?
- Were there any other specific requests or information regarding your family?

As you can see, there are a lot of questions, and these bullet points only begin to scratch the surface of the number of questions that will arise with the sudden incapacitation or death of a spouse, parent, or other loved one. The first three items are the most important. Everyone should have either a will or a trust document. If you die without a will, the state that you reside in already has one made up for you under their laws of intestacy. This means that your estate will be divided under your states' particular formula, rather than how you would like your possessions divided and distributed.

The fourth bullet point is critical – especially for law enforcement officers. Under any circumstance, it is difficult to lose someone you love, but it is inevitable. It will happen to all of us. Unfortunately for those of us in the public safety sector, the unspeakable can happen in an instant. A durable power of attorney for health care is important for everyone, but it should be mandatory for public safety professionals. This document simply gives someone you designate the authority to work with your healthcare professionals if you cannot and to remove life support if death is imminent.


The best thing we can do is to be prepared. By taking the time to prepare a document that lists everything your spouse, partner, and family need to know, you are sparing them the added grief of having to track down information and documents during a period of extreme stress or mourning. It is an opportunity for all of your wishes to be known, as well as to provide information about the location of documents that will be needed by your family to settle your estate. It is also an opportunity for you to put everything in writing in one place so another family member can carry on, comfortable in the knowledge that they have all of the information that is needed.

In order to facilitate the collection of all of the information needed for the surviving

spouse and/or family to continue, we have developed the Family Assistance Planning Guide. This Guide can become the access to your financial accounts, computer files, Social Security information, and location of your wills, trusts, and insurance documents. There is also a section for you to express your final wishes for funeral arrangements, disposition of prized possessions and any other final thought you may wish to convey to your family. Finally, there is also a section for you to indicate your wishes regarding organ donation and the location of a signed healthcare power of attorney.

One final thought. After you complete this document, make sure it is stored in a safe place. Tell the people who are named how to access it. This Guide should be locked in a fireproof safe, a safe deposit box or, if stored on your computer, the document should be password protected.

We encourage all of you to take the time, not only to get your financial and legal affairs in order but also to make sure your parents, adult children, and extended family members do the same. The Family Assistance Planning Guide is one document that you should encourage every officer to fill out and keep current. When an officer dies, whether in the line of duty or as the result of off-duty illness, accident or suicide, the department will still be involved. This Guide will enable the family to help the department help the family.

The **Casualty Assistance Guide** and the **Family Assistance Planning Guide** can be found at www.bohmf.org. 

"By failing to prepare, you are preparing to fail" – Benjamin Franklin

About the Authors:

Chief **Gary Stiles**, Fulton County (GA) PD and Chairman of the Board of Trustees of The Badge of Honor, has over 30 years of experience in law enforcement; additionally Gary is a 2003 graduate of the FBI National Academy.

Sgt. **Jack Gaffigan** (Ret.) St. Louis (MO) PD and Executive Director of The Badge of Honor, retired after a 36-year career with St. Louis PD, where he last served as a precinct commander for the second district.

Sandie Doptis (Ret.) Metropolitan PD, Washington, DC, where she last served with the Financial and Cyber Crimes Unit, and Education Chairman of The Badge of Honor; additionally she served on the Navy's Prisoner of War repatriation team during and following the Vietnam War.

THE HISTORIAN'S SPOTLIGHT

by Pat Davis

Introduction

On October 25th, 2015, I received a call from our National President **Barry Thomas**, advising me that I had been selected to serve as the Association's Historian for the next four years. Knowing some of the others considered for the position, I am humbled by the executive board's choice. A few days later I received a congratulatory email from **Ashley Sutton** along with a note advising me that the first article for the "Historians Spotlight" was due to her by the first of February and then by the first of every even month. Then it hit me, OK, now what? After taking a few days to gather my thoughts, I sought counsel from our Immediate Past Historian **Terry Lucas**, who pointed me in the right direction.

Following Terry's advice, I decided to use my first "Spotlight" article to tell you a little about myself, and my thoughts for the position as we continue to move forward.

I was born and raised in West Chester, Pennsylvania; a small borough located about 30 miles west of Philadelphia. After graduating High School, I enrolled in the Criminal Justice program at West Chester University, with the understanding of my parents that if I were fortunate enough to obtain a law enforcement job, I would leave school to pursue my law enforcement career. A year later, at the age of twenty, I was offered a job by a family friend who was the Chief of Police in Thornbury Township, Pennsylvania, which I immediately accepted, fulfilling a childhood dream to serve as a police officer. I officially started my law enforcement career on June 26th, 1976 and my first duty assignment was directing traffic for the Bi-Centennial Wagon Train making its way into Philadelphia for the National Bi-Centennial Celebration. Nine months later I graduated from the Municipal Police Academy and twenty-five years later I received my BS in Criminal Justice, after re-enrolling in college to finish what I started years ago.

On November 7, 1977, I started as a Patrol Officer for Uwchlan (pronounced "you-clin") Township, Welsh for "outland". My hiring secured me a position as the fifth full-time officer for the department, patrolling two municipalities whose combined population was 5,300 residents. In 1985, due to growth of the community and some political factors, Uwchlan decided it was no longer in its best interest to provide services to the other municipality and declined renewal of their contract for services. As the community continued to grow, so did the police department and along with growth came reorganization of the department structure. In November of 1985, I was promoted to the rank of Corporal, also serving as shift supervisor, and in 1987 we started a Community Policing Program which I was tapped to run.

In September of 1987, I was contacted by the National Academy Coordinator from the Philadelphia Office, and advised that a local candidate for the 152nd Session of the National Academy had dropped out due to an injury. The NA Coordinator wanted to know if I could get processed within the next month to fill the vacancy. Four months later, on January 9, 1988, I arrived at Quantico to begin my career-enhancing NA experience with Session 152. Upon graduating I returned to Southeastern Pennsylvania and continued my role in my department's Community Policing Unit until May of 1989, when I was promoted



to the rank of Lieutenant, a position equivalent to Assistant or Deputy Chief. In May of 1994, I was promoted to Chief of Police, a position held until my retirement in January, 2007. I mentioned at the outset of this article the size of the department when I joined; when I retired we had twenty-four sworn officers, two support staff employees, and the township's population had grown to 20,000 residents, along with a large amount of business growth in the area.

I enjoyed retirement for all of six weeks, then went to work for the Chester County District Attorney as the Law Enforcement Liaison for the County. In 2011, I transferred into the newly created position of Deputy Director for Law Enforcement Service within the County Department of Emergency Services. I continue to serve in that position, coordinating training for the officers within the forty seven municipal and state law enforcement agencies in the county, as well as other agencies throughout the region.

Since graduating from Session 152 in March of 1988, I maintained my membership with the former Pennsylvania Chapter and current Eastern PA Chapter of the FBI National Academy Associates. In 2006, I served as the Eastern PA Chapter Vice President, and after retiring from "active" law enforcement, I continued my involvement with the Association by serving as Chapter President from January 2007 through December 2008. Once my term as president concluded, I maintained a position on the Chapter Board, serving as the Chairman of the Philadelphia 2014 National Training Conference. I currently serve as Chaplain for the Chapter, a position to which I was appointed in January of 2015. In addition to my Board service, I stay involved by chairing, supporting, and participating in many Chapter Social Events.

My family and I travelled to Pittsburgh in 1994 to attend our first National Training Conference; we've only missed one since. The annual gathering quickly became a highlight of my professional career, and through the NA's vast network I continue to meet, and form friendships with people throughout the nation and the world.

It has been said that moving forward is best accomplished with an understanding of the past. I take this to heart, and my passion for history shows in all aspects of life – from the genealogical history of family, to the events that shaped and continue to shape our nation, to the events and individuals that have shaped our Association. I believe that knowing your past, fosters a better future.

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A MESSAGE FROM OUR **CHAPLAIN**

by Dan Bateman

Milestones: Keep Moving the Finish Line

Greetings, fellow graduates of the FBI National Academy Associates! With the recent dawning of 2016, it will be with great anticipation we wait to see what God has in store for us this year. With your talent, skill, and determination, perhaps He has placed you in the very position you hold for such a time as this.

With this first edition of “*The Associate*” magazine for 2016, I begin my third year as your Chaplain. Together, you and I have traveled over these years by way of the articles I have written. And, as a brief refresher, here are the yearly topics we have explored and will cover in the future:

The four-year overarching vision is “*Calling Us Back to Move Us Forward*” and the yearly themes are as follows:

- 2014 – Touchstones: Remembering the Important
- 2015 – Mountaintops and Valleys: Our Journey
- 2016 – Milestones: Keep Moving the Finish Line
- 2017 – Remembering Home: From Beginning to End

With the advent of 2016, we turn our attention to “*Milestones: Keep Moving the Finish Line*”. Milestones are an important part of any journey whether by way of physical travel or by our pathway in life. While we may know the meaning of “milestone”, we do well to look at its actual definition. Merriam-Webster defines milestone this way: 1) a stone by the side of a road that shows the distance in miles to a specified place 2) an important point in the progress or development of something.

It is the second definition upon which we will focus. Many of us have goals in life. Some of our goals have been achieved, some goals failed, and some goals may have had to be altered due to circumstances, expected and unexpected. The important point is to have a goal no matter where you are in life. What is even more important is the realization that goals, which have a ring of finality, are actually milestones or waypoints in our life.

As we prepare, strive, and reach a goal, the process is closely akin to a finish line in a race. Take the Yellow Brick Road for example. Each of us prepared ourselves physically over the weeks as the day of the run approached. We were excited to see and hear of this great accomplishment from others in sessions before ours. We witnessed the signposts on trees near the gymnasium reminding us our time of testing, trial, and success was approaching.

And then the day arrived! The goal was in front of us and the challenge was set before us. No matter what season of the year, we were determined to complete the Yellow Brick Road. As we set out, the camaraderie, esprit de corps, and the adrenalin-pumping body response propelled us forward. Because our individual session shared this common goal, we took it upon ourselves to assist anyone in any way possible to reach the goal of crossing that finish line.

The successful completion of the Yellow Brick Road became our goal and yet, as we gaze at the yellow brick on our desks and in our homes, that symbol becomes a literal milestone in our lives as a result of achieving that goal of completing the grueling course. You see, the Yellow Brick Road was not the actual goal. Graduating from the FBI



National Academy was the real goal and so, in perspective, the YBR was not a goal in itself but a mere milestone on our way to the real goal: receiving our well-earned certificate of graduation from the National Academy.

That same principle can be extrapolated in life. We strive towards a major goal with all our effort and determination only to find the goal transform and morph into a milestone in our lives as we move on down the pathway of life.

But there is a potentially dangerous side-effect of goal achievement: the goal becoming the summation and finalization of all else. Rather than a waypoint or milestone, the goal itself becomes the finish line rather than transforming into a life marker. A greater danger is lingering too long at a milestone which was a former goal achieved.

All too often, we complete a major goal in our lives and, rather than seeing it as a transition point to another goal, we sometimes stop along our journey to savor our accomplishment. As time goes on and we remain at the goal (now a milestone), we begin to cherish the goal as the total summation of all our effort. Nothing else could ever match that accomplishment or be equal to or greater than any future endeavor. Ultimately, the danger point is reached when, after time, you pine for the past goal's success rather than seeing the unlimited vista of goal attainment that still lies ahead.

One person in the Bible fell prey to that dangerous thought process. In the Bible's Old Testament book of Genesis, Lot, the nephew of Abraham, was instructed by God to flee the wicked cities of Sodom and Gomorrah without looking back. The city that had been Lot's life choice and dream was destined for destruction and Lot, as God's man, had been forewarned to flee quickly to the point of not even turning back to look at the city as it fell. Lot's wife, with all she had invested in where she lived, could not resist the desire to look back and suffered the consequences of not heeding God's admonition. She pined for the milestone of all she had invested in her homeland rather than looking ahead to the safety of the future under God's direction. Her reluctance and decision to remain in the past cost everything.

Robert J. Hastings, in his piece called “*The Station*” captures the danger in focusing too long on a goal achieved rather than seeing it as a transformational life milestone.

TUCKED AWAY in our subconscious minds is an idyllic vision. We see ourselves on a long, long trip that almost spans the continent. We're traveling by passenger train, and out the windows we drink in the passing scene of cars on nearby highways, of children waving at

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environment when they are not at home or in school.

Club members interact with friends, classmates, supportive volunteers and staff while they enjoy activities designed to put them on track to achieve academic success, become productive citizens and live a healthy lifestyle.

PROMOTIONS

■ **Jones Gamble**, 215th Session, has been promoted to the rank of Major with the South Carolina Highway Patrol. Jones is a 29 year Highway Patrol veteran and will oversee the Operational Support Unit.

■ **Paul “Cricket” Grant**, 212th Session, has been promoted to the rank of Assistant Chief with the South Carolina Law Enforcement Division (SLED). Cricket began with SLED as a Field Agent in 1976 and has risen up through the ranks.

■ **Tom Fox**, 249th Session, has been appointed Chief Deputy with the Horry County Sheriff’s Office. Tom is a 34 year law enforcement veteran and most recently served as the Director of the J. Reuben Long Detention Center.

■ **Dennis Turner**, 256th Session, has been appointed Police Chief with Hanahan Police Department. Dennis has been with Hanahan for 17 years and most recently served as a Lieutenant.

■ **Seth Zeigler**, 235th Session, has been appointed Police Chief with Chapin Police Department. Seth has spent the last 17 years with West Columbia Police where he most recently was Captain over the Patrol Division.

■ **John Grainger**, 242nd Session, has been promoted to the rank of Major with Goose Creek Police Department. John has served with Goose Creek for over 22 years and most recently served as Captain over the Office of Professional Standards.

RETIREMENTS

■ **Paul Butler**, 220th Session, recently retired as Chief Deputy

with Horry County Sheriff’s Office. Paul served 27 ½ years in law enforcement. Paul most recently served for 5 years as the Secretary-Treasurer of the South Carolina Chapter and is largely credited with taking our spring training conference to new levels, expanding training and activities each year thus increasing attendance and participation. Paul has brought international attention and recognition to our Chapter in his association with the Executive Board as well as serving as MC for the past several national conferences and numerous state chapter conferences. Paul has started a new speaking engagement business, Paul-Butler.com.

TEXAS

■ **Mike Gleason**, 217th Session, was promoted to Assistant Chief Deputy on January 1, 2016. Previously, he was the Patrol Division Commander at the rank of Captain. He has worked for the Williamson County Sheriff’s Office since 1993.

WASHINGTON

■ In January 2016, Chief **Dave Pearsall** of the Thurston County Sheriff’s Office was honored to pin a badge on his son Chad, a third generation law enforcement officer. **Chad Pearsall** works for the Aberdeen Police Department in Washington State. Chief Pearsall is a graduate of the NA session 255.



(L-R) Chad Pearsall, Dave Pearsall.

Are We Taking Care of Our Own *continued from page 12*

all aspects of survival on the streets, they should also be taught the fundamental principles of surviving the emotional turmoil of the job.

The race is on between education and another death is the philosophy of the QPR Institute, a worldwide leader in suicide prevention. Join in the race. Address the questions. Let’s put validity in the claim of taking care of our own because one death is too many.



About the Author: A suicide prevention educator/trainer, **Mary VanHaute** has 30 years’ experience in adult education. Her avocation includes years of service to law enforcement related organizations including the coordination of National Police Week ceremonies in Green Bay, WI, where she spearheaded a campaign to build a local tribute to law enforcement. She and her husband Allen, a retired Green Bay police commander, volunteered for both COPS (Concerns of Police Survivors) and the National Law Enforcement Memorial in Washington, DC. Mary was the recipient of the Todd Ricks award from National COPS as volunteer of the year and held the position of support coordinator on the Wisconsin COPS Board.

Mary is a master trainer for the QPR Institute in Spokane, WA, specializing in suicide prevention training for law enforcement. She also serves as a liaison between law enforcement and area suicide prevention coalitions. As a member of Wisconsin’s statewide coalition, Prevent Suicide Wisconsin, she has presented at numerous conferences, advocated for law enforcement mental health issues, and secured private and public grant dollars for law enforcement suicide prevention training throughout Wisconsin. One of the founding members of Wisconsin’s LEDR (Law Enforcement Death Response) Team, Mary has been an outspoken advocate for officer safety through mental health education and has served as a resource for families and departments who have lost a loved one to suicide. She has been a regular presenter at CIT trainings throughout Wisconsin speaking on the subject “taking care of our own.” She is also experienced in suicide prevention training for EMS and fire personnel.

She served for three years as the executive director for The Community for Hope of Greater Oshkosh, WI, where she facilitated support groups for survivors of suicide loss. She currently serves as a consultant for Northpointe Behavioral Health in Kingsford, MI, where she leads a suicide prevention coalition covering four counties and two states. She has conducted QPR gatekeeper training throughout the Midwest including a large federal grant opportunity to provide training to the Saulte Tribe of Indians of northern MI. Additionally, Mary is the author of Public Safety Suicide: The Human Dimension.

Mary is a proud graduate of Wisconsin universities earning her B.S. in Education from UW-Eau Claire, her M.S. in Adult Education from UW-Stout, and an Ed.S. in Guidance and Counseling from UW-Stout. She and her husband of 33 years now reside in Clearwater, FL, spending summers at their northern WI home. They enjoy motorcycling, golfing, traveling to TX to visit family, and appreciating the fact that they are finally on the same schedule.

Historian’s Spotlight *continued from page 17*

I am honored and excited to have been selected to serve as your National Historian. As we go forward I would like to continue the efforts of my Historian mentor, **Terry Lucas**, as well as expand on the great works he started. In keeping with what has been started, I ask that you send me information for articles for the “Spotlight.” Whether it is a profile on a long time Chapter member, an act of Valor of an NA member, or little known historical information about your Chapter, such as the history behind the split of the Pennsylvania Chapter into what are now the Eastern and Western Pennsylvania Chapters. These are your articles and stories, and I am merely acting as the mechanism to share your information with others in our great organization. Please forward any information that you wish to have included in the National Academy Associate to me via email at: jpdavis@fbinaa.org or jpdavis2014@gmail.com.

I look forward to working with and serving each of you during the next four years. Thank you for taking the time to share your information with us!



Patrick Davis, Session 152
FBINAA Historian

STAYING ON THE **YELLOW BRICK ROAD**



LESSONS LEARNED FROM A SECOND TRIP TO GAIN

“Performance excellence at the highest level is the consequence of persistently practicing the basic skills on which performance is founded.” – Frank Dick

John Van Vorst

GAIN, short for the Gambetta Athletic Improvement Network, is a community of strength and conditioning/athletic development coaches, sport coaches, physical educators, and sports medicine professionals. Vern Gambetta is a master coach with nearly half-a-century of experience building better athletes, and every year Vern assembles an all-star faculty to teach and share best practices with anyone passionate about making a difference in the lives of their athletes (remember, *“If you have a body, you are an athlete”* – Bill Bowerman). This past year, I was fortunate enough to attend this amazing training program for the second time. While I’m still processing what I’ve learned even months after returning, here are some take-aways to assist you in your continued pursuit of excellence.

The Foundation – Physical Education (or Re-education) and Trainability

For anyone involved in training prospective new law enforcement officers (and everyone else, for that matter), consider the following question: What physical attributes would you like your trainees to possess that many, or possibly most, are presently lacking? What inhibits their physical performance? A collection of respected sport and athletic development coaches identified a number of common and not-so-obvi-

ous responses when asked that same question regarding their athletes (*Table 1*). In the last article I discussed “key performance indicators”; this time KPI is short for key performance inhibitors. As you read through them, consider how many are consistent with your observations and experience?

Most, if not all, colleges and universities are screening their athletes when they arrive on campus as a baseline for establishing proper programming and “trainability”. In addition to conducting a thorough injury history, fundamental movement patterns are assessed with careful consideration given to the demands of life, sport (competition) and training.

Table 1 – Key Performance Inhibitors

COMMON OBSERVATIONS	UNIQUE OBSERVATIONS
Unfavorable body composition	Lack of fearlessness; unwilling to try something new
Poor static and dynamic balance	No “Arena skill” (unprepared for the venue and opposition)
Poor landing mechanics	Lack of “athletic” concentration; disrupted by the slightest distraction
Low general strength and aerobic fitness	Poor knowledge of fundamental movement mechanics

In one example provided from a major university, half or more of the athletes demonstrated ankle and hip range-of-motion restrictions, with another third lacking thoracic spine mobility. For example, the **Thomas Test** (*Figure 1*) can be used to identify a lack of mobility in the quadriceps muscles on the front of the thigh. Lie on the end of a bench or sturdy table, and hug one knee to your chest. If the other thigh raises above horizontal, rotates or the knee straightens, you’ve got a mobility problem. The athletic trainer in this case referred to his responsi-



Single-leg

continued on page 21

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

bility as “imagiro”. Imagiro is simply origami spelled backwards and refers to unfolding of bodies that have been wound and wadded up. Why are such an increasing number of people lacking basic physical competencies? There is no simple and single answer to this, but look no further than the deterioration (or elimination) of sound physical education (PE) in our schools, and a culture somewhat lacking physical self-respect. Good PE starts with physical literacy (lunging, bending, climbing, reaching, etc.) and progresses to physical competency (running, jumping, landing, throwing, and kicking with proper mechanics). Physical literacy is like learning your ABC’s, and physical competency is writing paragraphs and essays. In other words, good PE should be a combination of elementary gymnastics and track and field. With the proper foundation set, specific skills and tactics can be added on and optimal performance achieved while reducing injury potential. Now you can write your masterpiece.

Making Change Happen

We’re not just changing components of the Fitness Challenge program. Our physical training classes continue to evolve, and our Day 1 physical fitness assessment has recently undergone major revisions. The 263rd session of the National Academy is the first group to experience our new assessment. We still take waist measurements and perform a 1-mile run to measure aerobic power, but the vast majority of time is spent evaluating primal movement patterns (squatting, stepping and lunging), shoulder and hip mobility, and trunk and rotary stability. We’ve implemented a system for quantifying movement quality, and as we continue to test future sessions and compile more data, we’re excited about sharing our findings with you and evaluating its potential and application for your organizations. At this most recent visit to GAIN, legendary coach and speaker **Frank Dick** spoke about creating change and provided three “must haves” (Table 2).

Table 2: Three Musts for Making Change Happen

1. A culture that supports the pursuit of excellence
2. A system that produces sustainable excellence
3. People committed to personal and collective excellence

A Message From Our Chaplain *continued from page 18*

crossing, of cattle grazing on a distant hillside, of smoke pouring from a power plant, of row upon row of corn and wheat, of flatlands and valleys, of mountains and rolling hillsides, of city skylines and village halls, of biting winter and blazing summer and cavorting spring and docile fall.

But uppermost in our minds is the final destination. On a certain day at a certain hour we will pull into the station. There will be bands playing and flags waving. And once we get there so many wonderful dreams will come true. So many wishes will be fulfilled and so many pieces of our lives finally will be neatly fitted together like a completed jigsaw puzzle. How restlessly we pace the aisles, damming the minutes for loitering, waiting, waiting, waiting for the station.

However, sooner or later we must realize there is no one station, no one place to arrive at once and for all. The true joy of life is the trip. The station is only a dream. It constantly outdistances us.

When we get to the station that will be it!” we cry. Translated it means, “When I’m 18 that will be it! When I buy a new 450 SL Mercedes Benz, that will be it! When I put the last kid through college that will be it! When I have paid off the mortgage that will be it! When I win a promotion that will be it! When I reach the age of retirement that will be it! I shall live happily ever after!”

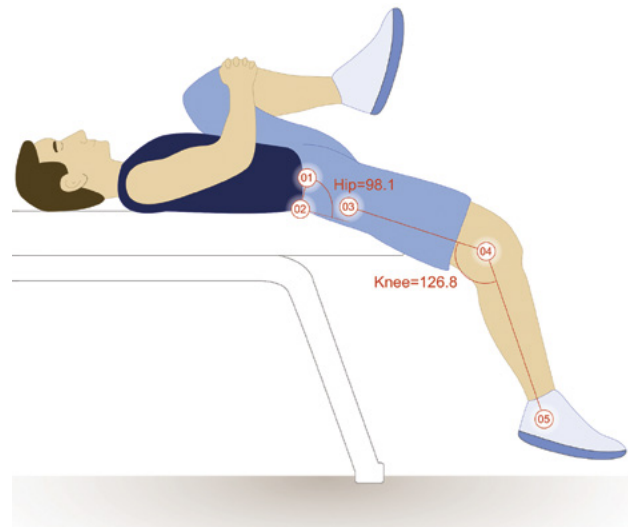


Figure 1: Thomas Test

I feel very fortunate to work in an environment where there is a culture of physical self-respect, and to work alongside other dedicated fitness professionals who individually accept responsibility for preserving that culture. Now we need to just make sure we have the right system in place. I’m convinced more than ever that the key is Gambetta’s formula for excellence: know the basics, master the basics, and don’t deviate from the basics.

References:

- Greg Thompson, “PE Foundations” as presented at GAIN VIII, 2015
- Randy Ballard, “Establishing Trainability” as presented at GAIN VIII, 2015
- Vern Gambetta, “The Basics” as presented at GAIN VIII, 2015
- Frank Dick, “Making Change Happen” as presented at GAIN VIII, 2015
- www.thegainnetwork.com

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.

Unfortunately, once we get “it,” then “it” disappears. The station somehow hides itself at the end of an endless track.

“Relish the moment” is a good motto, especially when coupled with Psalm 118:24: “This is the day which the Lord hath made, we will rejoice and be glad in it.” It isn’t the burdens of today that drive men mad. Rather, it is regret over yesterday or fear of tomorrow. Regret and fear are twin thieves who would rob us of today.

So, stop pacing the aisles and counting the miles. Instead, climb more mountains, eat more ice cream, go barefoot more often, swim more rivers, watch more sunsets, laugh more and cry less. Life must be lived as we go along. The station will come soon enough.

There is much more to say on this topic and we have five more issues to explore this concept in depth. So stay with me on this journey as we cross many more milestones in 2016.

Peace and blessings!

Dan Bateman, Chaplain
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VIDEO ANALYTICS ADDS NEEDED INTELLIGENCE TO BODY CAMERAS

Tim Riley | Stephen Russo

The proliferation of video over the past several years has been nothing short of astonishing. Today, just about every event anywhere in the world seems to be captured on video by a security camera, smart phone camera or body worn camera. The number of devices with the ability to capture images has exploded. At the end of 2014, the IHS Company estimated there were over 245 million operational surveillance cameras in production globally¹, which is just a fraction of the total number of devices capturing video and current numbers are estimated to significantly increase.

So with such a vast amount of information captured on these devices, what actually happens to these literally billions of hours of video footage? Honestly, not much. The majority of the video is rarely if ever looked at, unless something major occurs. But even when a critical incident does happen, collecting pertinent video and searching through it to find exactly what you are looking for can be extremely tedious and time consuming. Yet these billions of hours of video have locked within them a treasure trove of invaluable information: insight into terrorist activity in the planning stages, criminal activity in progress, clues that can become leads investigators, facts that can protect the innocent and confirm the guilty, just to name a few.

The use of body cameras, in particular, by public safety and law enforcement professionals is a hot topic as increasing number of agencies purchase equipment and set up new policies. These devices capture events from the officers' perspective and can record for whole or partial shifts depending on an agency's defined policy. This surge in interest and grant funding from the U.S. federal government is intended to improve the safety of officers and to better protect the general public.

Managing All That Video

The cost of the cameras alone is the tip of the iceberg, as the implications of using them are far reaching and raise several questions. From a

practical perspective how and where do we store all this video? How do we ensure it has not been tampered with? How do we access it and search it? From a policy and legal perspective, how do we handle privacy issues? How do we distinguish and identify pertinent information on the video? How do we balance compliance between the Freedom of Information Act (FOIA) – which makes publicly collected information available to the general public – and Criminal Justice Information Standards (CJIS) requirements, which govern the handling and management of criminal information?

Two examples illustrate the magnitude of some of these issues:

- A recent RFP issued by the New York City Police department intends to put body worn cameras on 35,000 officers. If you assume that the camera will be turned on for 5-6 hours a day, you can quickly calculate that the program will generate over 1 million hours of video per week.
- Another proposal to outfit 7000 officers for the City of Los Angeles estimated they would need to allocate 122 full time people to manage the video, the majority sworn officers. Because of this the city council decided to put a hold on the project until the can look at manpower and cost saving alternatives

These are just a few examples of the challenges in body worn camera programs that law enforcement agencies are wrestling with as they look at how to balance the benefits of these devices with ongoing costs. However, a solution is available to help with the video management questions and challenges. It falls in the realm of what is known as vision computing or intelligent video analytics. Video analytics can greatly assist law enforcement and public safety by revolutionizing how video and multimedia data are searched, tagged, used and managed. Video analytics add intelligence to the video data collected by body cameras.

For more than 15 years, IBM has been working in the area of analyzing video captured by static cameras such as those used for monitoring traffic, closed-circuit television (CCTV) and surveillance. Over 30 researchers and PhDs working in the IBM Watson Research labs in Yorktown, New York and Haifa, Israel in combination with software engineers in Raleigh have patented unique capabilities to interpret and index all the events captured in the camera's field of view. For example, imagine a sophisticated engine that can automatically find and return instances of an individual or event matching a certain description. And, it can detect events and behaviors – for example, a person entering an off-limits area or leaving a bag unattended – and send alerts in near-real time. Unlike other such solutions, the IBM vision computing engine can handle millions of attributes and events from multiple streams of video. In short, IBM has patented detection based algo-

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Video Analytics Adds Needed Intelligence to Body Cameras *continued from page 23*

rhythms which allow passive recording cameras to become interconnected and intelligent.

Applying Advanced Analytics to Video Data

IBM's experience and expertise and its continuing research in this area are now being applied to body cameras in law enforcement. Unlike surveillance cameras, body cameras are in motion which presents new computer vision challenges to create effective analytic algorithms.

And what does this mean in the practical world? How can analytic technology help optimize how the valuable video captured by body cameras can be efficiently searched for, retrieved, and used effectively in criminal and internal investigations. Consider a few scenarios illustrating the possibilities:

Rapid Searching for Individuals:

Video analytics can make searching for suspects or potential threats simpler. For example, consider a scenario in which a suspect has been identified by an eyewitness. A video analytic tool can search hours of footage to look for a certain set of characteristics – hair color, baldness, head covering, glasses and skin tone – and other attributes such as clothing colors or pattern. Searching for these kinds of attributes is done automatically and the search can be applied to video produced by many cameras. This capability can save the time and labor that would otherwise be required of an officer to view all the footage manually.

Redaction for Meeting Compliance Requirements:


Body cameras on law enforcement officers can capture all kinds of people, objects and activities in the course of an officer's duties and responses to calls. The public or media may make FOIA requests for some of this video footage. Intelligent video analytics enables police or public safety agencies to use a technique called redaction to help ensure that video supplied to fulfill FOIA requests continues to comply with CJIS and privacy requirements. Redaction enables the agency to set up the criteria to automatically blur out images of minors, victims, confidential personal information and other sensitive images that may have been captured by the camera lens. Manually performing such a task would be quite labor intensive task, but automated redaction can significantly reduce the time and labor required to release video footage in compliance with the FOIA.

Face Capture and Recognition for Lead Generation and Risk Assessment:

Some faces captured by body cameras could prove helpful to investigators when run through facial recognition tools. Not any image of a face will do, however. The challenge is ensuring that the facial image on the video footage meets the best criteria possible to generate matches through recognition engines. Profiles or top down angles that don't give a clear view of features aren't good candidates for facial recognition. Video analytics can be used to automatically find good facial images to feed into recognition engines, saving time and personnel costs. The 'good' facial images from the body worn cameras could then be linked to a wealth of criminal information data through IBM's i2 COPLINK offering, helping generate investigative leads or helping officers quickly assess risks associated with situations they may be walking into.

Today's mainstream dialogue around the body worn cameras is focused only on eyewitness accounting and the costs associated with the storing and managing requirements for video. Realizing that the value of the video captured in this manner is not just in capturing it, but also in finding it and using what is in the footage is equally important.

Meeting the needs of Public Agencies

IBM is well positioned in the realm of video analytics to respond to the current needs of law enforcement and public safety. It is building on its more than 15 years of research and development experience, 10 years of production offerings worldwide and set of innovative patents. IBM will continue to invest in and drive innovation that can help unlock additional knowledge and insight that is contained in the hours of video collected by body cams while helping to increase cost-effective management of video data to comply with government standards and policies. 

References

1. IHS, June 11, 2015. <https://technology.ihs.com/532501/245-million-video-surveillance-cameras-installed-globally-in-2014>

About the Authors:

Stephen R. Russo is the WW Director for IBMs Law Enforcement, Public Safety and Emergency Management offerings. He has 27 years of extensive experience designing and deploying worldwide Information technology and Public Safety solutions. In the past 15 years he has led the creation and growth of IBMs Physical Security and Public Safety solutions business working closely with public safety experts from around the globe. Stephen is focused on advanced research technology and multi-media analytics for use in public safety, travel and transport and physical security. He works very closely with

clients on the implementation of technology to reduce and prevent criminal and terrorist activity, as well as assist in forensic investigations. He has also worked closely with public and private sector on technology to optimize incident and emergency management. He has degrees in software and hardware engineering with experience in executive management, as well as industry experience in Public Safety and Smarter Cities, business development, channel enablement, solution architecture, advanced technology evaluation, and worldwide deployment.

Tim Riley is a Business Unit Executive for Law Enforcement and Policing Solutions (i2 COPLINK and Intelligent Law Enforcement) for IBM. Mr. Riley has decades of law enforcement experience as a Detective Division Commander, a Police Captain and most recently as the Chief Information Officer for the Los Angeles Police Department (LAPD). During his tenure with the LAPD, he led the deployment of the nation's largest information sharing initiative. Built with IBM i2 products, the systems contain more than 250 million sharable documents that are accessible within seconds to all officers in Los Angeles and Orange County, Calif. Use of the system has helped solve and prevent countless crimes.

Mr. Riley is focused on International Business Development for the Smarter Cities initiative. He supports IBM sales and business development teams in promoting solutions conducive to the Smarter Cities engagement and public safety customers in particular. In 2012, Mr. Riley was selected to serve on an advisory committee for the Smarter Cities Challenge in Eindhoven, Netherlands. The committee provided 5 distinct recommendations to the City of Eindhoven for reducing crime and improving public safety as a result of the engagement.

Prior to i2 and IBM, Mr. Riley was the Chief Information Officer (CIO) for the Los Angeles Police Department (LAPD) for over 5 years. As the CIO, he was responsible for all of the information technology for the LAPD's 13,500 employees. He collaborated with city, county, state and federal governments on important technology issues. He also managed the Department's Information and Communications Services Bureau of more than 1,020 employees with responsibilities for records and identification, communications and 9-1-1 service, and voice and data radio communications.

Prior to joining the LAPD, Mr. Riley served as a sworn officer for the Newport Beach, California, Police Department, where he retired as a Police Captain and Detective Division Commander after more than 30 years of service. Additionally, he has more than 15 years of management experience in the public sector, information technology and public safety.

A recognized public safety leader, he was often asked to speak at government conferences and serve as a formal advisor to public sector organizations. Mr. Riley has participated in working groups with the U.S. Department of Justice and the Federal Communications Commission. He holds a Master's Degree in Public Administration from the University of Southern California and is a graduate of the FBI National Academy, the United States Secret Service Dignitary Protection School, and the National Institute of Justice, Technology Institute for Law Enforcement. He also served for several years as a board member of the State of California Emergency Services Advisory Board for 9-1-1 services.



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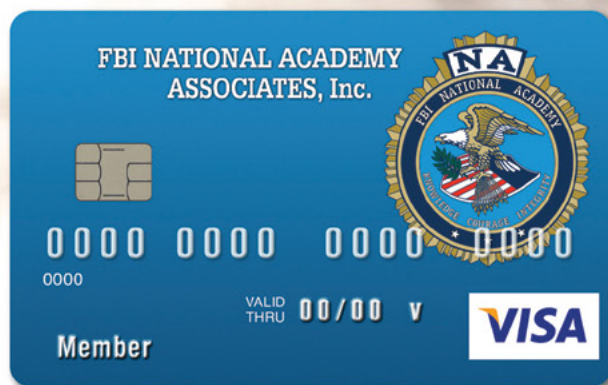
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