



# NEIA CONNECTIONS

## Volume 4, 2014



### **IACP'S ANNUAL CONFERENCE** **OCTOBER 23 – 27 - ORLANDO FLORIDA**

As is our traditional custom, the Major Cities Chiefs/FBI NEIA Board Meeting were held during the IACP conference. A number of the chiefs, graduates of the NEI, provided great benefit to their colleagues in attendance. Salt Lake City Chief Chris Burbank spoke on "First Net;" Bill Blair, Toronto's top Chief addressed the serious issue involving police encounters with mentally disabled individuals; Baltimore County's Chief Johnson on his agency's Partnership to Prevent Gun Violence; and Chief David Brown on Dallas' Ebola Preparations. Typical of such presentations, were the presence of non-law enforcement experts providing added value to the issues under discussion. On the second day, Director Toney Armstrong provided information on how his department in Memphis handled what was called the "Memphis Blue Flu." The issues involving Marijuana Legalization in Colorado and the state of Washington were handled by Chiefs Robert White and Kathleen O'Toole. They were followed by an Overall Legislation Committee report provided by Chief Tom Manger, Montgomery County, MD. A little later, a program under consideration with the LAPD called Ceasefire – Cure Violence was presented by Chief Charlie Beck and accompanied by a medical presenter. I would be remiss if I were to ignore the contributions of other law enforcement personnel that represented Philadelphia, Washington DC, Las Vegas, Missouri, Austin TX, and the US Attorney Office. The meeting was chaired by Commissioner Chuck Ramsey, Philadelphia, and the outgoing president of the Major Cities Chiefs, who was recognized for the excellent results achieved during his administration. I might add that Commissioner Ramsey instituted the term limits provisions of serving only two terms. As such he was succeeded by Chief Tom Manger of Montgomery County, MD. Elected in what was described as the closest election in the organization's history. The election between Tom Manger and Salt Lake's Chris Burbank was decided by one vote. In my opinion, that says a lot about the bench strength and the respect this organization has for its presidential candidates. Congratulation to Chuck Ramsey, Tom Manger, and a well done for Chris Burbank.

The FBI National Executive Institute Associates Board meeting went well despite the recognition of a number of financial and membership issues that were raised. Ironically, we appear to be moving in a very positive direction with regard to our training program and where we want to be in terms of specific research projects. The past several years our educational/training approach has received positive reviews. We have focused on a number of key issues confronting law enforcement, whether it is dealing with the "unthinkable or unanticipated" catastrophe, terrorism, or emerging issues facing law enforcement executives. We are the recipients of the best executive talent that can be found among the Major Cities Chiefs Association and our own National Executive Institute Associates. The issue, as always, is how does one tap into or harness such a reservoir of expertise and talent?

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Anyone familiar with the thousands of people attending the IACP conference is aware of individuals moving from venue to venue, various class sessions and simply a host of happenings and events going on. Attendees are busy going to a variety of sessions, events, etc. Well there was one individual who really made it his business to be busy during his two day visit. That was our fairly new FBI Director James Comey. Director Comey not only made numerous visits to events during the day and receptions in the evening developing lots of support for the Bureau. He comes across as knowledgeable, extremely friendly and very social in meeting and greeting the folks. In his talk to NEIA, he mentioned that his grandfather was a commissioner in the city of Yonkers and related a story which reinforced his belief in the rule of law and the need for ethical behavior. This

young man, I believe he is fifty one, may have a long term commitment as head of the FBI, but brings a lot of law enforcement experience to the table. In addition to a number of years in the U.S. Attorney's office in New York's Southern district but also serving in the second key position of the U.S. Attorney General's office. Those who had the opportunity to watch his recent interview with Sixty Minutes had to take away the image of a highly intelligent individual ready to take on the leadership of the FBI. What he also brings to the table is corporate experience, often lacking among those serving in the public sector. In a recent communication from AD Owen Harris (FBI, Training Division) and AD Kerry Sleeper (FBI, Office of Partner Engagement) acknowledged the long term mutual understanding that has benefited both our organization and the Bureau. The introduction of the Office of Partner Engagement, created by Director Comey, and the Training Division have delineated their respective roles to better serve the FBI NEIA and other Bureau related organizations.

On the personnel note, Michael K. Harrigan, was recently appointed Unit Chief, National Academy Unit replacing Angela Koneik who retired. Gerry Granderson, remains Program Manager, NEI with the able assistance of Anna Griffin, Leadership Program Specialist, NEI.

### **SAVE THE DATES**

The board discussed a series of challenges that we have to face, such as corporate sponsorship, member retention, associate membership, as well as a better utilization of our retired and second career members. Dick Ayres and Charlie Connolly welcome any ideas on these subjects from our readers. On a more positive note, the board was delighted with the decision to hold next year's MCC/FBI NEIA/PERF in Phoenix AZ on Tuesday, June 2 to Friday, June 5, 2015 at the Sheraton Phoenix Downtown Hotel. Tuesday will be the registration day with a welcome reception in the evening. Wednesday and Thursday evening will also have receptions. Room rates will be \$88.00 per night and, for those baseball fans, the Arizona diamondbacks will be playing at home all week. Obviously, more information will be distributed to our members and guests in our Monthly Blast notices and future newsletters. Our previous trifecta conferences held in San Francisco and Orlando have proven to be hugely successful. So, get ready to "Saddle Up" and enjoy another great conference.

The NEIA will also co-host a training conference on Mackinac Island, Michigan on September 9-10, 2015 along with the Major County Sheriffs' Association (MCSA). This is the first time we will be able to coordinate a joint meeting with the Sheriff graduates of the NEI. The Major County Sheriffs actual training conference dates are Wed Sept 9th and Thurs. Sept. 10th. Travel day to the conference is Tuesday Sept. 8th with a welcome reception that night. The conference concludes with a breakfast on Friday Sept. 11th. On Wednesday and Thursday, an excellent program is being planned for attendees that will focus on critical public safety issues facing our communities. That effort, being developed by our Executive Director, Dick Ayers, and assisted by Treasurer, Dave Corderman, in coordination with the MCSA promises to continue the tradition of relevant and on point NEIA training programs. "

The venue for this conference, the Grand Hotel ([www.grandhotel.com](http://www.grandhotel.com)), is a world class hotel that will take you back to the splendor of 1920-30s. The Grand Hotel is located on Mackinac Island which sits at the top of Lake Huron where it connects with Lake Superior and Lake Michigan. It's a great opportunity to drown oneself in knowledge. It is accessible only by ferry and vehicles are not permitted on the Island. The location is a great escape from the busy lives we usually pursue. More information will be available after the first of the year.

## **WHAT ARE OUR MEMBERS DOING?**

Garry McCarthy has got himself engaged. Garry, is never one to hesitate to take on a challenge. I just read the good news about his future marriage. According to the news reports, the Chicago Superintendent has got himself quite a catch, a beautiful lawyer. I have been told that the marriage will take place New Year's Eve. Your friends and admirers, I am sure, are happy about your prospects for the future. Good luck, best wishes and congratulations.

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Kevin Beary, former Orange County, Florida Sheriff for a number of years, and most recently private contractor with a number of deployments in Iraq, has always been proud of his family's police traditions. His dad was a police chief and his brother Richard Beary is Chief of the University of Central Florida Orlando. Richard Beary was also recently elected as President of the International Association of Chiefs of Police. Kevin hasn't slowed down either. He is now actively involved in his own Investigative/Security Consulting firm.

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New Orleans PD Superintendent Ronal Serpas steps down, Michael Harrison steps in

Serpas said he would be retiring from the force and starting a new job that would keep him in New Orleans. Loyola University announced Monday afternoon that Serpas would be joining its Department of Criminal Justice faculty. He previously taught undergraduate and graduate courses at the university from 1993 to 2001.

[http://www.nola.com/politics/index.ssf/2014/08/nopd\\_superintendent\\_ronal\\_serp.html](http://www.nola.com/politics/index.ssf/2014/08/nopd_superintendent_ronal_serp.html)

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Sir Hugh Orde, the former Chief Constable of Northern Ireland and the President of the Association of Chief Police Officers (Acpo) is to step down at end of the year when the organisation is scrapped. Sir Hugh Orde's decision comes ahead of the formation of a new body representing senior officers called the National Police Chiefs' Council. This body will co-ordinate operational policing at national levels, Acpo said. Sir Hugh, who has been Acpo's President since 2007, said he was standing down to allow the process to run seamlessly. He said that he would stand aside at "around the end of the year." Sir Hugh said that it had been an "immense privilege" to have been President of Acpo during a time of "changing modes of crime, seismic shifts in the policing landscape, and the impact of austerity on the service." "I want to thank my colleagues all for their support and comradeship, along with all those others that I have served with in 37 years as an officer," he added. Sir Hugh Orde is not only a FBI NEIA graduate but also a former board member of the Police Executive Research Forum (PERF).

The new National Police Chiefs' Council will "help police cut crime and keep the public safe, by joining up the operational response to the most serious and strategic threats," Acpo said in a statement. It will be hosted by - but be independent of - the Metropolitan Police and a chair of the new council will be elected by the end of the year. Acpo said police chiefs had agreed to the legal structure and operating model of the new council. The aim was to "develop a modernized and improved coordinating body that will be sustainable and effective in supporting policing in delivering at the national level for the public." The move came in July, after chief officers voted in support of proposals to establish a new coordinating body to replace Acpo. It followed an independent review, led by retired General Sir Nick Parker, which recommended an overhaul of Acpo.

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Chief of Police Art Acevedo, Austin, TX continues to be an interesting personality, as well as a law enforcement contributor. At the MCC conference in Orlando, Florida, he brought to the group's attention a Handbook for Success that caught my attention for several reasons. One, it was directed primarily at our young folks, and it was small enough to carry it in your pocket. It listed over a 104 specific thoughts or considerations on achieving success. Art's introduction, in my opinion, expressed the purpose for such a handy publication. "I write to you today with the intent to inspire you. I realize that life sometimes presents some tough challenges for all of us; however, it is up to each of us to decide how to go about handling those challenges. While there is truth in the

fact that we are often our own worst critics, we are also solely responsible for our own achievements. Great leaders all have one thing in common – they’ve realized that conducting honest assessment of themselves will help rather than hinder them while realizing their personal aspirations. As you journey through life you will come to realize the same, and that your road to success begins with you.” The Austin Police Department has selected the handbook as a resource to their full commitment to the personal growth, success and well-being of all young people in the Austin community. The FBI NEIA has no financial stake in the publication, inquiries can be addressed to: LEADING EDUCATORS, Inc. – P.O. Box 341135 – Austin, Texas 78734.

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## **Milwaukee’s Police Chief Ed Flynn must be doing something right!**

By Michele Fiore, Jonah Kaplan, Todd Hicks. CREATED Oct 30, 2014 - UPDATED: Oct 31, 2014

MILWAUKEE - Members of the Milwaukee police association say they do not have confidence in their chief. Today, the union released the results of its no-confidence vote and say that 99.3 percent of those who voted, voted no-confidence. Chief Ed Flynn’s calling the vote political. This is a time, he says, when the city’s trying to heal from what happened at Red Arrow Park and this isn’t helping. Meantime, the union’s got even more to say about his leadership.

The president of the Milwaukee Police Association couldn’t tell us exactly how many of its 16-hundred union members cast ballots, but says it was a majority, and of those, 99.3 percent have no confidence in their chief. “If the chief cannot do the right things. If the chief cannot stand before the membership and lead them properly, give them the confidence that they need to protect and serve, then maybe it’s time he packs his bags,” said Crivello (Union Head). Crivello says some members allege they felt intimidated to not vote, and claim the chief himself vocalized possible retribution to those who take sides in the Red Arrow Park debate. “Of some of the people that came, they were so terrified to vote, but saw the importance of casting that vote that they literally called their trustee and asked them in the alley to accept their vote.,” said Crivello.

The Chief says that’s ridiculous. “There’s absolutely no truth at all and I don’t have any doubt that Crivello knows it. The topic of the vote didn’t even come up. So it’s just nonsense, it’s just nonsense,” said Chief Flynn. The group handed sealed envelopes of the no-confidence vote to the common council and the mayor’s office where they were greeted by the mayor’s chief of staff. “Well as you know the mayor has full confidence in the chief and I assume that is gonna be a difference between us,” said the chief of staff. The mayor released this written statement Friday saying, “The MPA leadership is trying to stoke a political fire. I have complete confidence in Chief Flynn and the hard working rank and file.”

“We have a number of officers in this department who are expressing their support for one of their colleagues in a difficult moment. I understand that and I respect it, and we have a political movement of the MPA making a political statement. I don’t respect that but I understand it,” said Chief Flynn.

**Editorial note:** *Unions have an appropriate place in the workplace, but they can’t dictate the circumstances in which they wish to function. I suspect that unions would better serve their membership if each side understood their respective roles. Police Chiefs/Commissioners’ primary role is to represent the community’s interest in policing their communities. The union’s obligation is to further the interest of the police officer. Mutual cooperation simply makes things work better. But in my experience, and opinion, cooperation doesn’t succeed until each component understands their role in the process.*

*Ironically, simultaneously with the Union's charge, this article was in the papers*

## **Milwaukee neighborhoods win national awards for reducing crime**

By Jonah Kaplan. Oct 30, 2014

MILWAUKEE – Obviously, the attention is not all negative for the Milwaukee Police Department.

The MetLife Foundation awarded the city and its partners three national awards for improvements in neighborhood safety. Two of the awards recognize the Riverworks Development Corporation and Holton Youth and Family Center Collaborative, which have focused on the Harambee and Riverwest neighborhoods. The third award celebrates United Methodist Children's Services on behalf of Washington Park Partners. Each recipient will receive a \$15,000 award. Specifically, organizers cited neighborhood improvements like more playgrounds, urban gardens and youth activity centers. Those new facilities replaced blighted homes and trash-filled lots. "A lot of people have come out now that the neighborhoods are better," Terrance Tyler, a resident of Harambee, tells TODAY'S TMJ4. "People before - you never knew they lived there because they never came outside." this year, more than 560 police departments and community organization around the country applied for the recognition, and Milwaukee won three of eleven awards named. This is the first time one city has received three MetLife Foundation Awards in a single year, since the awards were founded in 2002.

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## **Ferguson Obscures Much Bigger Problems in the 'Black Community'**

From the very beginning, this was much ado about an aberration, a tragic aberration to be sure, but an aberration nonetheless.

Michael Brown was shot and killed by Ferguson police Officer Darren Wilson on Aug. 9, 2014. Immediately, according to St. Louis County Prosecuting Attorney Robert McCulloch, witnesses began to give different versions of what happened.

The apparent would-be star witness, Dorian Johnson, was with Brown when the shooting occurred. He gave a dramatic account of a trigger-happy bigoted cop who shot "my friend" in the back and gunned him down despite the victim attempting to surrender by placing his hands up. Other alleged eyewitnesses came forward with similar, if not identical, descriptions of an aggressive, out-of-control cop.

Several witnesses, according to McCulloch, later changed their testimony, with some admitting that they really didn't see the incident -- just heard about it and so filled in the blanks in their own mind. And some witnesses were simply proven wrong by the physical evidence. Others corroborated the officer's account.

McCulloch explained why more information wasn't released in a "timely" fashion: "Those closely guarded details, especially about the physical evidence, give law enforcement a yardstick for measuring the truthfulness of witnesses." McCulloch explained that a trail of Brown's blood led from the police car, and was found 25 feet farther away from where Brown's body lay -- suggesting Brown turned and came toward Wilson, as the officer said. "Physical evidence," said McCulloch, "does not change because of public pressure or personal agenda."

After summarizing the evidence, McCullough ended his press conference with a note of hope. He said don't let this "fade away ... we have to keep that discussion going."

But the "discussion" we should have is one we rarely do -- that is, about absentee black fathers, poor education and urban crime.

Ironically, in Wisconsin just three weeks ago, Milwaukee police Chief Edward Flynn was being criticized for inappropriate and disrespectful behavior. Flynn, during a police commission meeting related to an officer-involved shooting, was on his cell phone. Didn't he appreciate the gravity of this hearing? Later, at a press conference, he was asked why he was rude.

The Chief said: “Well, I was on my phone, yes. That is true. I was following developments with a 5-year-old girl sitting on her dad’s lap who just got shot in the head by a drive-by shooting. If some of the people gave a good goddamn about the victimization of people in this community by crime, I’d take some of their invective more seriously.

“The greatest racial disparity in the city of Milwaukee is getting shot and killed -- hello! Eighty percent of my homicide victims -- every year -- are African-American; 80 percent of our aggravated assault victims are African-American; 80 percent of our shooting victims who survive their shooting are African-American.

“Now, they know all about the last three people who have been killed by the Milwaukee Police Department over the course of the last several years. There’s not one of them that can name one of the last three homicide victims we’ve had in this city. ... But this community is at risk all right, and it’s not because men and women in blue risk their lives protecting it. It’s at risk because we have large numbers of high-capacity, quality firearms in the hands of remorseless criminals who don’t care who they shoot.

“Now I’m leaving here to go to that scene. I take it personally, OK? We’re going up there, and there’s a bunch of cops processing a scene of a dead kid. And they’re the ones that are going to be out there patrolling and stopping suspects that may have guns under the front seat. They’re the ones that are gonna take risks to their lives to try to clean this thing up, all right?

“We are responsible for the things we get wrong, and we take action. We’ve arrested cops, we’ve fired cops and so on. But the fact is, the people out here, some of them -- who had the most to say -- are absolutely MIA when it comes to the true threats facing this community. It gets a little tiresome, and when you start getting yelled at for reading the updates of the kid who got shot, yeah, you take it personally, OK?”

Meanwhile, in an exchange with black MSNBC pundit Michael Eric Dyson, former New York City Mayor Rudy Giuliani called the Ferguson killing a rarity. He argued that the “heavy policing” in black areas results from the need to address black crime: “I find it very disappointing that you’re not discussing the fact that 93 percent of blacks in America are killed by other blacks. We’re talking about the exception. ... I would like to see the attention paid to that, that you are paying to (Ferguson). ... It is the reason for the heavy police presence in the black community. ... The white police officers won’t be there if you weren’t killing each other.”

Dyson’s response? “This is a defensive mechanism of white supremacy at work in your mind.” Well, at least we’re “keeping the discussion going.”

Larry Elder is a best-selling author and radio talk-show host. To find out more about Larry Elder, or become an “Elderado,” visit [www.LarryElder.com](http://www.LarryElder.com). Follow Larry on Twitter @larryelder. To read features by other Creators Syndicate writers and cartoonists, visit the Creators Syndicate Web page at [www.creators.com](http://www.creators.com).

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D.C. Police Chief Cathy L. Lanier has said that her department will begin accepting applications next week for the first public permits to carry concealed firearms in the Nation’s Capital in more than four decades. Lanier’s announcement came as the D.C. Council’s Judiciary Committee met to grapple with a federal judge’s ruling, striking down the District’s long-standing concealed-carry ban. That ruling, handed down in July, will take effect next week. Last month, the D.C. Council enacted emergency legislation — and is in the process of writing a permanent law — to allow city residents to carry concealed weapons. The measures set out requirements for D.C. residents who own properly registered handguns as well as nonresidents with a state carry license to obtain a permit to bear a concealed weapon in the city. But both the temporary law and the permanent measure would be among the most restrictive nationwide, giving Lanier the final say on which applications are granted. The Chief and other officials have said that strict rules are needed to ensure the security of dignitaries and high-profile events.

The current temporary law provides only that applicants may carry guns in the District if they show “good reason to fear injury to his or her person or property” or “any other proper reason for carrying a pistol.”

On Thursday, Lanier offered her most detailed account of how she plans to evaluate gun owners' applications. Living in a crime-plagued area of the city, for example, where killings have occurred or drug sales are common would not be sufficient cause for a concealed-carry permit, Lanier said. Owning a home that has been burglarized, even multiple times, also would not necessarily give an applicant standing, she said, because the District has been required since 2008 to allow residents to keep guns in their homes for self-defense.

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Buck Revel has been asked by Ken Paxton to serve on his Transition Leadership Team as he prepares to assume the duties of Attorney General of Texas. Buck, a former top official of the FBI, is not "work shy." You can find him on a number of public service boards, primarily focusing on counter terrorism as well as the private sector. No doubt, the Texas Attorney General elect will be well served with Buck on board.

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Come Christmas, there will be no backlog of forensic evidence from rape investigations in Salt Lake City. That's what Police Chief Chris Burbank told the City Council on Tuesday.

The news represents a dramatic shift in the way the city's Police Department investigates sex-assault cases. It comes after months of back and forth between the Chief and the council on the topic of rape and the low percentage of sex-assault cases that go to trial.

During a tense April 15 work session, Councilman Kyle LaMalfa asked Burbank why his department had not analyzed 788 of 1,001 Code-R kits — or rape kits — containing forensic evidence from reported sex assaults between 2003 and 2011.

Burbank responded that analyzing evidence in rape kits is not an efficient use of funds or department personnel. In many instances, such evidence is not useful, he said, if a suspect already has been identified.

But the Chief told the council Tuesday that state and federal funding has made it possible for the analysis of rape kits that have been in the Police Department's evidence storage.

"I'm very pleased we were able to do that," Burbank said.

Holly Mullen, Executive Director of the Rape Recovery Center, said she was "absolutely thrilled" with the news that Salt Lake City's backlog will be eliminated. "This is one step in providing stronger justice for rape victims," she said. "The Chief correctly said this is just the beginning."

What is happening in Salt Lake City and Utah regarding rape investigations is part of a national movement, Mullen explained. "I'm cautiously optimistic that we are seeing a real sea change in the way we talk about rape, and treat rape victims with more respect and legitimacy."

Many rape-victim advocates, including Mullen, say that analyzing all the Code-R kits would be useful in identifying repeat rapists. In addition, when the kits aren't analyzed, Mullen said, it leaves victims feeling that the justice system has turned its back on them.

Burbank's announcement comes as the council continues to fine-tune a proposed ordinance that would require, among other points, that all Code-R kits be evaluated.

The measure, sponsored by LaMalfa, would take into account police training; processing of forensic data from Code-R kits; funding for the analysis; police reporting on the success rate of such investigations; and more frequent prosecution of suspects.

## NATIONAL NEWS

### **NYC Police: Terror threat more complex than ever**

“It is layer upon layer upon layer — not all coming from the same place or ideology,” said John Miller, the New York Police Department’s Deputy Commissioner of Intelligence and Counterterrorism. That differs from five years ago, when the risk was chiefly from al-Qaida, Miller said. Now, he said, the threat is also coming from the well-funded, highly sophisticated “mass marketing of terrorism” — affiliate groups, foreign fighters, uprising militants and the idea of “al-Qaida-ism.”

<http://abcnews.go.com/US/wireStory/nypd-terror-threat-complex-25380374>

The U.S. has experienced a number of incidents this year involving police use of force that are a cause for concern. But it is important to have some perspective and to know that police departments have been striving for decades to develop ways to reduce use of force.

In the early 1970s, for example, the New York City Police Department adopted a policy barring officers from shooting at moving vehicles. As a result, the number of persons shot and killed by NYPD officers plummeted, from 93 in 1971 to 25 in 1976. Fatal shootings by NYPD officers have remained below 20 in every year since 1997. Police also have reduced lethal force with strategies such as training officers to understand mental illness, so they can de-escalate encounters with unstable persons.

At the same time, the shooting of Akai Gurley last week in a Brooklyn housing project shows how tragedies can occur when we have officers patrolling high-crime, dangerous areas where firearms are commonplace and danger can lurk around any corner.

Why do we put officers in dangerous situations? Because officers go where the crime is. And by doing so, police have reduced crime. New York had more than 2,200 homicides in 1990, and it may have fewer than 300 this year. Today, police measure success not by the number of arrests they make, but by the absence of crime.

Police continue to look for ways to reduce the use of force by officers. In the aftermath of a fatal shooting, there is often a finding that the shooting was legally justified. But in some cases, there is a difference between whether an officer can legally shoot and whether the officer should shoot.

Are there alternatives to a potentially deadly encounter? The officer may be able to step back and call for assistance. If the suspect’s identity is known, it may be safer if police arrest the person later, rather than engaging in a foot pursuit.

But stepping back is not always possible, and split-second decisions sometimes must be made. Better training of officers, along with efforts to build trust in the community, can help reduce police use of force, while maintaining the sharp reductions in crime achieved in the last 20 years.

Chuck Wexler is executive director of the Police Executive Research Forum, a Washington-based police research group.

The Miami-Dade Commission usually deals with issues related to major projects or how taxpayer money is spent. But at its Dec. 2 meeting, commissioners are set to consider four issues that could substantially alter the way the Miami-Dade Police Department polices.

On the agenda are four issues that deal with whether the department should invest in tracking the sound of gunfire, whether officers should wear body cameras, issuing alerts when adults go missing and how to better deal with mentally ill residents.

Each of the four issues will require a financial investment, but one that should lead to savings for residents in the long run. The commission should move forward on each matter:

**Gunfire detection:** The commission is being asked to research whether to purchase gunshot-detection technology, a product called ShotSpotter, which can track gunshots in areas that are pre-equipped with sensory devices. The idea is to help police pinpoint the exact location of bullets fired. ShotSpotter is tailor-made for high-crime areas where gun violence might not always be reported because residents are afraid to call it in. How many police hours will be spared with such technology? Miami and Miami Gardens police have already joined Oakland and Milwaukee in bringing in gunshot-detection technology. Miami-Dade should be next.

**Police body cameras:** The measure would equip police officers with body cameras — it also has the most opposition. Miami-Dade Mayor Carlos Gimenez has come out in favor of adding the equipment, but the police union is fighting it. The county plans to study the benefits, first. Fine, but that shouldn't be a stalling tactic. In Rialto, California, where officers were outfitted with cameras, complaints against officers decreased 88 percent, and officers' use of force dropped 60 percent. Cameras are a powerful investigative tool and can help keep rogue officers in check.

**Missing persons:** The measure seeks a way to disseminate information to the public about missing persons who do not fall under the Amber Alerts for children or Silver Alerts for the elderly. Two tragic events are cited in the resolution: Noemi Gonzalez, 54, went missing in February from her North Miami home. Her son said his mother's wallet and cell phone were in the house and the front door unlocked. Ms. Gonzalez has not been found; and when Tanya Gonzalez, 28, disappeared, her family feared that her ex-boyfriend was involved. Her decomposing body was later found inside her parked car; her ex-boyfriend committed suicide in the Keys.

Neither woman's case qualified for an emergency bulletin to the public under the existing programs, yet law enforcement's efforts to find them would have been aided by such alerts. Fixing this gap in the system could save lives.

**Mentally ill persons:** This measure has to do with how police interact with mentally ill people. Few realize the county has the largest percentage of such individuals of any urban community in the United States, with approximately 9.1 percent of the population suffering from a persistent mental illness. Local officers are usually the ones who have to confront them when in crisis. This item calls for expanding the number of Crisis Intervention Teams (CITs) in the department.

If commissioners shepherd through all four measures — and they should — they will help make the county's largest law-enforcement agency police a model for 21st-century policing.

Read more here: <http://www.miamiherald.com/opinion/editorials/article4127563.html#storylink=cpy>

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## Seattle changes Columbus Day to Indigenous Peoples' Day » News -- GOPUSA

While the rest of the country is celebrating Columbus Day on Monday, Seattle will be holding its first Indigenous Peoples' Day. The city council voted unanimously to make the change. It will have little practical effect since Columbus Day is not an official holiday in Washington State. Kshama Sawant, a member of the council, said that Christopher Columbus had a "pivotal role" in the extermination of millions of Native Americans. "This is about taking a stand against racism and discrimination," she said. "Learning about the history of Columbus and transforming this day into a celebration of indigenous people and a celebration of social justice ... allows us to make a connection between this painful history and the ongoing marginalization, discrimination and poverty that indigenous communities face to this day." A few Italian-American activists attended Monday's meeting. They were outnumbered by American Indians, who hailed the change. Matt Remie, a Lakota who lives in Seattle, helped write the resolution. "It's beautiful to see the people walking out with smiles on their faces. Bringing that good energy and spirit to the people is what this was all about," but Lisa Marchese, a lawyer, said people of Italian descent are "deeply offended." "By this resolution you say to all Italian-Americans that the city of Seattle no longer deems your heritage or your community worthy of recognition," she said.

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## The NYPD's Community Survey – The Numbers

The New York Police Department hired the analytic firm Haystaq DNA to survey 17,340 New Yorkers to study public opinion of the department. The roughly 10-minute survey was administered on calls to landlines, cellphones, in-person interviews and questions sent via text messages and Twitter to make sure it was comprehensive, said Martha Norrick, the NYPD's director of citizen and workforce engagement. To fill in the gaps where there were not enough young people or people of color, the survey firm conducted cellphone interviews and then "went to specific precincts, she said.

With the exception of the southern part of Midtown Manhattan, at least 200 people were interviewed in every precinct. The results showed a wide range of feelings about the NYPD and how people feel they are treated by the police department. Here are five main points.

58% - People who were stopped once—regardless of the reason or result—were 25% less likely to say the NYPD is doing a good job. For people stopped more than once, their job approval of the NYPD dropped 58%

24% - Nearly 1/4 of survey respondents said they were stopped by the NYPD in the last year. Within that group, 13% said they were stopped once, 7% said they were stopped twice and 4% said they were stopped more than three times. Of that 24% who were stopped, 70% were African-American men aged 18 to 29 years and 66% occurred in the 41st Precinct, which is mostly the Hunts Point neighborhood of the Bronx.

56% - That is the percentage of people who were stopped by the NYPD more than three times gave the department a "poor" or "very poor" job rating. Only 4% of people stopped more than three times said the NYPD was doing a "very good" job. Seventeen percent of people who were stopped once gave the NYPD the worst job rating, and 13% of people who were never stopped gave the department the lowest job approval. 35% of people never stopped gave the NYPD a "good" rating.

39%- That is the percentage of New Yorkers said they felt "somewhat safe" in their neighborhood, while 41% said they feel "mostly safe." Five percent said they feel "not safe at all."

Crime victims, who made up 26% of people surveyed, were more likely to feel unsafe.

Respondents in 4 of the 77 citywide precincts said their top concern was dangerous driving. Those precincts are the 24th on the Upper West Side, the 13th from Flatiron to Stuyvesant Town, Midtown South, and the 84th in Brooklyn Heights.

Eight precincts said drugs were the greatest concern, including all four precincts on Staten Island.

Two precincts — the 72nd in Sunset Park and the 17th in Midtown East/Murray Hill — said domestic violence was the top concern. In the 52nd, mostly consisting of the Fordham neighborhood of the Bronx, gangs were the main concern.

The majority of people in the other precincts said violent crime was their top concern.

49% - Overall, 49% of respondents said the NYPD was doing a "very good" (17%) or "good" (33%) job.

### **Saturday, October 11th, 2014 'The New York Post' Editorial:**

**Note:** *If you have been following police news out of NYC you should note there is a sea change in how the political process is dealing with its police service. Despite its positive record breaking crime stats, low instances of deadly use of force situations, the department would appear to be under some sort of siege. In my judgment, this is not simply a local issue. Stop, Question, and Frisk was never just a police program. It's an integral part of a police officer's responsibility in discharging his/her duty. Recklessly attacking a fundamental police responsibility is not something to be taken lightly. If political activists succeed in what appears to be working in the nation's largest police agency, the process may soon be copycatted nationwide. According to the New York Post, members of the City Council are going to sock it to the NYPD again by introducing a bill that would force cops to get written or audio permission from a suspect before they could conduct a search.*

*Under legislation being introduced, police officers would have to get consent for searches when they don't have a warrant, aren't making an arrest or don't have probable cause. Only two states — West Virginia and Colorado — have laws with similarly stringent requirements. Suspects currently have the right to reject a search — but police have no obligation to notify them of that right and certainly don't need written permission. Police union leaders immediately blasted the measure as a free pass for potential criminals. "This is the exact kind of poorly conceived idea from this City Council that starts with the belief that aggressively fighting crime to keep communities safe is a bad thing," said Patrolmen's Benevolent Association President, Patrick Lynch. "This kind of proposal makes it appear that the council is more interested in protecting criminals than keeping communities safe." Ed Mullins, President of the Sergeants Benevolent Association, called the bill "total insanity." The proposed law is a rehash of legislation introduced by the council in 2012 as part of the four-bill Community Safety Act — which sought to stem the rampant use of the "Stop, Question and Frisk" policing tactic.*

*Only two of the four measures — establishing an independent inspector general to oversee the NYPD and a bid to ban racial profiling by cops — were put to a vote and passed, over the vetoes of then-Mayor Mike Bloomberg. None of the bill's 21 current sponsors was willing to provide The Post with a copy of the new bill, with some saying they didn't want to preempt a planned press conference.*

*The measure would need at least 26 votes to pass before heading to Mayor de Blasio's desk for approval or veto. Sources said the language of the new bill was essentially the same as in the prior version, which sought to compel cops to issue the equivalent of a Miranda warning to people they want to search. At an October 2012 hearing on the prior legislation, Bloomberg legal counsel Michael Best warned that the proposal would prevent police from searching suspects even when "officers have reason to fear for their own safety or the safety of the public." The New York Civil Liberties Union argued at the time the bill was needed because people were unwittingly consenting to searches. Council Speaker Melissa Mark-Viverito's spokesman said she's reviewing the proposal. The mayor is also planning to review the legislation, according to a spokesman.*

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### **Mayor says she will veto body camera bill (Baltimore)**

"I am 100 percent in support of police body cameras," Mayor Stephanie Rawlings-Blake said. "But the worst thing we can do ... is to roll out a program that hasn't been thought through, and unfortunately we are dangerously close to doing that now."

<http://www.baltimoresun.com/news/maryland/politics/bs-md-ci-body-cameras-veto-20141029-story.html>

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### **Rally urges police body camera use (Toledo, OH)**

The Toledo Police Department plans to test various brands of body cameras next year, Sgt. Joe Heffernan said. TPD has secured commitment from several companies to let the department use their cameras, which cost about \$500 apiece, not including data storage and system maintenance. Dan Wagner, president of the Toledo Police Patrolman's Association, said the association supports the TPD plan to have more body cameras. He said a number of TPD patrol officers tested several cameras in the summer of 2013, and "we've got very positive feedback from our patrol officers who wore them."

<http://www.toledoblade.com/Police-Fire/2014/10/29/Rally-urges-police-body-camera-use.h>

## Winnipeg Police launched a new LOST AND FOUND board

If your remote control helicopter has flown away, Winnipeg Police might have it for you. The police service recently launched a new lost and found board on the social networking site Pinterest. The #FoundInWpg board includes photos of items that have been turned into police, along with a short description, file number and contact information. In addition to the helicopter, items currently on the board include car keys, smart phones, foreign currency and a watch. According to the site: "This #FoundInWpg board was created to share information about found items turned in to Winnipeg Police Service so they can be returned to their rightful owners." Police policy is to hold found items for 90 days.

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## Battlefield-type gear, guns, armor marketed to police

Just more than two months after rioting in Ferguson, MO., prompted a fierce debate about the militarization of police. It is clear that law enforcement's appetite for the look and feel of combat has not abated. In a cavernous convention center, where the nation's largest association of police chiefs is hosting its annual conference, the aisles are full of eye-popping gear.

<http://www.usatoday.com/story/news/nation/2014/10/28/military-police-armor-firearms/18065711/>

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## The Continuing Saga on Ferguson Mo.

Ferguson police brace for new protests by spending thousands on riot gear

<http://www.theguardian.com/us-news/2014/oct/28/ferguson-police-spending-thousands-riot-gear-protests>

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## Schools fret over Ferguson Grand Jury announcement

School officials concerned about students being waylaid by protests are asking the St. Louis County prosecutor to wait until classes are not in session to announce whether a white police officer will face charges for the fatal shooting of an unarmed black 18-year-old.

<http://abcnews.go.com/US/wireStory/schools-fret-ferguson-grand-jury-announcement-26506990>

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## Holder adds fuel to debate over Ferguson's Police Department

Attorney General Eric H. Holder Jr. said Wednesday that there was a need for "wholesale change" in this town's beleaguered police department, as a range of Missouri officials were privately debating what the future of the department and its leadership should be.

Note: Attorney General Eric Holder has indicated that he is stepping down but will remain until a successor is confirmed by the U.S. Senate. President Obama has chosen a career federal prosecutor, Loretta Lynch, an individual who has twice been confirmed in her present position as head of the Eastern District (Brooklyn and Long Island) first by President Clinton and again by President Obama. Lynch, raised in Greensboro, North Carolina, the daughter of a school librarian and fourth generation Baptist minister is held in high respect by the Metro New York law enforcement community.

<http://www.nytimes.com/2014/10/30/us/holder-adds-fuel-to-debate-over-fergusons-police-department.html>

## ACLU wins federal court orders on right to video police in Ferguson, elsewhere

[http://www.stltoday.com/news/local/crime-and-courts/aclu-wins-federal-court-orders-on-right-to-video-police/article\\_7deb6bf7-c619-55d3-ae22-141e6cb4d3e8.html](http://www.stltoday.com/news/local/crime-and-courts/aclu-wins-federal-court-orders-on-right-to-video-police/article_7deb6bf7-c619-55d3-ae22-141e6cb4d3e8.html)

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## Holder announces new guidance to law enforcement officers ahead of Ferguson decision

Attorney General Eric Holder announced Friday that BJA and the COPS Office are providing law enforcement officers with “a new guide” that will compile “information, tools, and best practices to maintain public safety while safeguarding constitutional rights during First Amendment-protected events.”

<http://www.washingtonpost.com/news/post-nation/wp/2014/11/21/holder-announces-new-guidance-to-law-enforcement-officers-ahead-of-ferguson-decision/>

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## Hackers Hassle and Endanger Ferguson Officials and police

By St. Louis Post-Dispatch (MO) November 3, 2014 6:55 am

FERGUSON -- The first call came on a Thursday, 12 days after Michael Brown was shot. Patti Knowles and her granddaughter were watching “Mickey Mouse Clubhouse.”

The caller warned that the collective of computer hackers and activists known as Anonymous had posted data online -- her address and phone number and her husband James’ date of birth and Social Security number. Anonymous had been targeting Ferguson and police officials for days. But this seemed to be an error. Patti and James weren’t city leaders, they were the parents of one -- Ferguson Mayor James Knowles III. Within hours, identity thieves had opened a credit application -- the first of many -- using the leaked data. The second call came on a Friday, nearly two months later. This time, it was their bank. Someone, posing as James, the mayor’s father, had called in and changed passwords, addresses and emails. Then the individual sent \$16,000 in bank checks to an address in Chicago. The name on the address? Jon Belmar. Same as the chief of the St. Louis County police. Knowles figured Anonymous was either aiming to frame them both -- or was just being mischievous. Belmar, who has been targeted previously, refused to discuss the issue with the Post-Dispatch. His wife had spent hours every day for weeks dealing with fraud and identity theft. Anonymous denied responsibility for sending the checks.

Sounds like corruption if you ask me,” an organizer for Anonymous’ Operation Ferguson, who wouldn’t give his or her name, said in an email to the newspaper. But Anonymous openly claims credit for the first set of actions: Scouring the Internet for personal and private financial information on hundreds if not thousands of police officers, mayors, judges and officials, in governments big and small, worldwide. Two years ago, a hacker affiliated with Anonymous claimed he published the personal information of former CIA chief and four-star U.S. Army General David Petraeus and his wife, Holly. In March, Anonymous targeted Albuquerque, N.M., after the fatal police shooting of a homeless man. Hackers went after the mayor, police chief and multiple officers. “I think we’re just seeing the tremors of what can happen,” said Peter Ambs, Albuquerque’s chief information officer. “Nobody is immune. It’s not a matter of if, but when. ... How much money are we going to have to spend on hardening our systems, monitoring them to the point of locking them down so they have no value to anybody?”

Here, Anonymous operatives have outed at least 18 police officers, officials and residents over the past three months. It started in the first days after Brown’s death. Just after 5 p.m. on Aug. 9, rapper and local activist Kareem Jackson, known as Tef Poe, sent out a call for help: “Basically martial law is taking place in Ferguson all perimeters blocked coming and going,” he wrote on Twitter. “National and international friends Help!!!” Jackson didn’t return a call seeking comment. Jackson’s attorney, James Wyrsh, denied that the intent of the tweet was to request the involvement of Anonymous. Still, Anonymous responded to Jackson within hours, and, by the next day, had created the Twitter account OpFerguson, plus a warning on YouTube: @TefPoe @FreeMattDehart -- You can certainly expect us. See if you can get us some live streams going, that would be useful. -- Commander X (@CommanderXanon) August 9, 2014

"We are watching you very closely. If you abuse, harass or harm in any way the protesters in Ferguson we will take every Web-based asset of your departments and governments offline," Anonymous' idiosyncratic electronic voice hummed. "That is not a threat. It is a promise." Anonymous said it would begin publicly releasing personal information "on every single member of the Ferguson Police Department," among others. Then it did. Early on the morning of Aug. 12, hackers posted County Police Chief Belmar's home address and phone number online. They tweeted pictures of him, his house, his wife, and his children. "You said our threats were just hollow," wrote TheAnonMessage. "See, that makes us mad. You shouldn't challenge us."

Anonymous isn't a group with members or a sign-up list. Informal leaders set up operations, chat rooms and often identify targets. Others then jump in. On Aug. 20, they posted personal data on Ferguson Police Chief Thomas Jackson. On Aug. 22, Col. Ronald Replogle, Superintendent of the State Highway Patrol. On Sept. 18, Gov. Jay Nixon. And on Sept. 20, Steve Stenger, St. Louis County councilman and county executive candidate. It's unclear who used the data following the releases. OpFerguson said it didn't care. But the consequences are clear: Jackson said identity thieves used his information to buy a horse in Turkey. Ferguson Police Sgt. Harry Dilworth said someone tried to purchase a \$37,000 truck in his name. All six Ferguson City Council members have signed up for an identity-theft alert service. Even those unconnected to Brown have been affected.

Dilworth said one of the officers he supervises, mistakenly outed by Anonymous as Brown's shooter, and ended up moving his family out of state. The social media pages of St. Ann dispatcher Bryan Willman, also errantly identified as Brown's killer, were so flooded with death threats, he shut them down. St. Ann police stationed a car outside his house; he didn't leave for nearly two weeks, Police Chief Aaron Jimenez said. And one woman, who declined to give her name, said Anonymous identified her number as Willman's. "My phone rang for three days straight," she said. "Day, night, you name it. Two o'clock in the morning -- saying some very unnerving, very disturbing things. "It was a very scary situation for me," she said. "It still is."

Jimenez, the Police Chief, called for more federal scrutiny. "I certainly hope the FBI is going to take this seriously, and make an example out of Anonymous," he said. "Enough is enough." Joe Bindbeutel, chief of the Consumer Protection Division with the Missouri attorney general, said it's tough to fit such actions into the conventional criminal code and tough to locate the operatives. "The real pros at this are really hard to find," he said. The FBI, which has worked with websites to take down Anonymous postings, declined to comment for this story. Mayor Knowles got two calls on Aug. 21. The highway patrol called first. The officer thought Knowles' personal information was posted online. Then Knowles' mother called. She had gotten at least four calls warning of the barrage to come. Knowles told his father to sign up for LifeLock, a protection service. Before the day was done, the company, which monitors the use of clients' names and Social Security numbers, had contacted the family with a credit application in his father's name. The next day, there were three more. Two, the following day. Then two more. And so on. The hackers accessed the Knowleses' bank accounts, changed passwords, emails and home addresses. They changed the Knowleses' home phone number -- a number they've had for 35 years. They set up credit cards, cellphones, and home loans.

"Why would somebody do that?" his father asked. But the \$16,000 brought Patti Knowles to tears. The money was pulled from their business accounts -- they own a heating and cooling company -- and the temporary loss (the bank refunded the cash) led to bounced checks, included one to the IRS for business taxes. The bank declined to say whether the checks were cashed. The data leaks led to other problems, too. Someone, for instance, broke into a house they owned, tore out some piping and left water pouring into the basement. Knowles' father found the house in 6 inches of standing water. The basement -- two bedrooms, a full bath and family room -- had to be gutted.

But the most frustrating moment for Knowles' father came at the start of October. His wife noticed they hadn't gotten any recent LifeLock notices. When he tried to call, the company wouldn't let him into his own accounts. Someone, it seemed, had broken into LifeLock, too.

Christine Byers and Doug Moore, of the Post-Dispatch, contributed to this report. David Hunn covers public projects & cultural institutions.

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**BJA and COPS Resource Guide for Enhancing Community Relationships and Protecting Privacy and Constitutional Rights**

<https://www.bja.gov/Publications/CommRelGuide.pdf>

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**Press Release: FBI Releases 2013 Statistics on Law Enforcement Officers Killed and Assaulted**

According to statistics collected by the FBI, 76 law enforcement officers were killed in line-of-duty incidents in 2013. Of these, 27 law enforcement officers died as a result of felonious acts, and 49 officers died in accidents.

[http://www.fbi.gov/news/pressrel/press-releases/fbi-releases-2013-statistics-on-law-enforcement-officers-killed-and-assaulted?utm\\_campaign=email-Immediate&utm\\_medium=email&utm\\_source=national-press-releases&utm\\_content=378446](http://www.fbi.gov/news/pressrel/press-releases/fbi-releases-2013-statistics-on-law-enforcement-officers-killed-and-assaulted?utm_campaign=email-Immediate&utm_medium=email&utm_source=national-press-releases&utm_content=378446)

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[http://www.fbi.gov/news/pressrel/press-releases/fbi-releases-2013-statistics-on-law-enforcement-officers-killed-and-assaulted?utm\\_campaign=email-Immediate&utm\\_medium=email&utm\\_source=national-press-releases&utm\\_content=378446](http://www.fbi.gov/news/pressrel/press-releases/fbi-releases-2013-statistics-on-law-enforcement-officers-killed-and-assaulted?utm_campaign=email-Immediate&utm_medium=email&utm_source=national-press-releases&utm_content=378446)

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Dear PERF Member:

I am writing to tell you about an important development in police officer safety, which resulted from a meeting that PERF and the COPS Office convened last Thursday in Philadelphia.

In this meeting, top management and labor leaders in policing agreed on a unified statement calling for the mandatory wearing of seat belts and body armor in every police and sheriff's department in the country.

28 officers were killed last year in auto crashes, and 31 were killed with firearms, according to the National Law Enforcement Officers Memorial Fund.

The brutal facts are that many motor vehicle and firearms fatalities are the result of officers not wearing seat belts and body armor. As law enforcement professionals, we have a moral obligation to do everything in our power to provide officers with the right equipment and make sure that our departmental policies are unambiguous about the necessity of always wearing seat belts and body armor.

Our meeting, held at the Philadelphia FOP, was the culmination of three years of discussions by leaders of national labor groups and leading police chiefs. For the first time, we were able to reach agreement about how to reduce the needless deaths of officers.

The full text of the statement is available on PERF's website at [http://www.policeforum.org/assets/docs/Web\\_Uploads/body%20armor%20and%20seatbelts.pdf](http://www.policeforum.org/assets/docs/Web_Uploads/body%20armor%20and%20seatbelts.pdf).

You will see that it includes language that overcomes the stumbling blocks that prevented agreements on these vital safety issues in the past. We agreed that mandatory-wear policies must include enforcement measures, but death and disability benefits cannot be withheld from families in cases where an officer fails to adhere to mandatory wear rules.

USA Today ran an article about our meeting and mandatory-wear agreement, which is available online here: <http://www.usatoday.com/story/news/nation/2014/11/20/mandatory-armor-seat-belts/19326349/>.

We are grateful to the COPS Office, to PERF President Chuck Ramsey, and to Philadelphia FOP President John McNesby for their support in convening this important discussion.

Commissioner Ramsey and I urge you to read this important statement and to consider mandatory wear policies, if your department does not already have such policies. At the Philadelphia meeting, there was a strong feeling that if we all work together, we have an opportunity to reduce the number of officers who die in auto accidents and shootings by nearly half.

Chuck Wexler Exec. Dir. PERF

### **DHS heightens security at federal buildings nationwide**

The Department of Homeland Security on Tuesday announced heightened security measures at federal buildings nationwide, citing the recent shooting at the Canadian Parliament and threats from terrorist groups to attack the homeland.

<http://www.washingtonpost.com/blogs/federal-eye/wp/2014/10/28/dhs-heightens-security-at-federal-buildings-nationwide/>

### **FBI Rescues Nearly 170 Children in Sex Trafficking Sting**

The Federal Bureau of Investigation (FBI) recently announced its success in rescuing 168 children across the United States from the sex trade in an effort to crackdown on human trafficking. After a weeklong sting at the end of June throughout 106 cities, the agency also said it arrested 281 alleged pimps during the operation, which was designed to target truck stops, casinos, and websites where child victims frequently are sold for sex. Known as Operation Cross Country, this is the eighth weeklong effort of its kind in recent years to rescue sexually exploited children and involved 54 FBI field divisions as well as the National Center for Missing and Exploited Children, according to the FBI.

“These are not children living in some faraway place, far from everyday life,” FBI Director James Comey told USA Today. (<http://www.usatoday.com/story/news/nation/2014/06/23/fbi-trafficking-sex-children/11271829/>) “These are our children. On our streets. Our truck stops. Our motels. These are America’s children.” For additional information about investigating human trafficking and its influence on society, check out the July issue of The Police Chief magazine, scheduled to be released early this month.

### **Report: Explosion of Electric Grid-Connected Devices will Complicate Security**

Fierce Homeland Security (07/21/14) Rausnitz, Zach

The growing use of smart-grid technology and the integration of more devices into the nation’s electric system could complicate efforts to secure the nation’s electric grid, according to a report by the nonpartisan policy organization the Center for the Study of the Presidency and Congress. The report noted that the use of more devices will create more avenues that cybercriminals can use to attack the power grid. Device makers, utilities, and consumers will have to ensure these devices and their connections to the power grid remain secure, the report said. The report’s authors also pointed out that more Internet-connected appliances and other devices in the home will exacerbate existing privacy concerns. In order to mitigate these risks, the report recommends electrical grid operators take a risk-based approach to cybersecurity, and that Congress pass legislation to encourage sharing of cybersecurity information. Those are not new ideas, but the report did additionally call for a novel exchange program in which public and private-sector utility employees switch places to foster trust, understanding, and cooperation.

## INTERNATIONAL NEWS

### **Hamilton police to study body cameras for 1 year (Canada)**

How large is a petabyte? The terminology — a unit of digital information that equals to one quadrillion bytes — has been introduced to Hamilton police's vocabulary, as it considers equipping officers with body-worn cameras and managing the enormous amount of data those cameras would generate. Superintendent Paul Morrison estimates that it costs \$1.6 million to store 1 petabyte of data.

<http://www.cbc.ca/news/canada/hamilton/news/hamilton-police-to-study-body-cameras-for-1-year-1.2838071>

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### **Ottawa police assessing mental health policy against national standard**

In recent weeks the Ottawa Police Service has been assessing its mental health policy for its 2,000 civilian and sworn members. The Sept. 28 death of Staff Sgt. Kal Ghadban was among a concerning number of police suicides in Canada that has some wondering what is being done to help first responders who suffer from mental health issues or PTSD.

<http://metronews.ca/news/ottawa/1177430/ottawa-police-assessing-mental-health-policy-against-national-standard/>

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### **Increased terror threat is stretching resources, says Met police chief (UK)**

<http://www.theguardian.com/uk-news/2014/nov/23/terror-threat-metropolitan-police-chief-bernard-hogan-howe-isis>

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**Note:** Regardless of our opinion on the subject, it is important that we review what may be a future game changer in drug enforcement. Obviously something is going on regarding marijuana in the U.S. What transpires in the UN, I suspect, influences the direction of drug control in individual countries.

### **Coalition Urges Nations to Decriminalize Drugs and Drug Use**

By SOMINI SENGUPTA SEPT. 8, 2014

A coalition of political figures from around the world, including Kofi Annan, the former United Nations secretary general, and several former European and Latin American presidents, is urging governments to decriminalize a variety of illegal drugs and set up regulated drug markets within their own countries.

The proposal by the group, the Global Commission on Drug Policy, goes beyond its previous call to abandon the nearly half-century-old American-led war on drugs. As part of a report scheduled to be released on Tuesday, the group goes much further than its 2011 recommendation to legalize cannabis.

The former Brazilian president Fernando Henrique Cardoso, a member of the commission, said the group was calling for the legal regulation of "as many of the drugs that are currently illegal as possible, with the understanding that some drugs may remain too dangerous to decriminalize."

The proposal comes at a time when several countries pummeled by drug violence, particularly in Latin America, are rewriting their own drug laws, and when even the United States is allowing state legislatures to gingerly regulate cannabis use. The United Nations is scheduled to hold a summit meeting in 2016 to evaluate global drug laws.

The commission includes former presidents like Mr. Cardoso of Brazil, Ernesto Zedillo of Mexico and Ruth Dreifuss of Switzerland, along with George P. Shultz, a former secretary of state in the Reagan administration, among others.

The group stops short of calling on countries to legalize all drugs right away. It calls instead for countries to continue to pursue violent criminal gangs, to stop incarcerating users and to offer treatment for addicts.

Strong resistance is expected from world powers, including the United States and Russia, which favor maintaining strict criminal prohibitions. Several Middle Eastern countries, including Iran, impose the death penalty for drug smuggling.

Drug laws are being reconsidered by some countries around the world. Uruguay last year became the first country to establish a state-run market for marijuana. Colombia established a national commission to re-evaluate its own national policy. In Europe, some countries have long stopped making arrests for marijuana use and possession. President Obama has also questioned the fairness of prosecuting marijuana users.

The global commission takes aim at criminalizing drug use and possession. "Punitive drug law enforcement fuels crime and maximizes the health risks associated with drug use, especially among the most vulnerable," its report goes on to say.

John Walsh, drug policy analyst at the Washington Office on Latin America, a human rights advocacy organization, said members of the commission "realize that even if the debate is now really open for first time in half a century, different countries are going to be able to proceed at different paces."

By ROD McGUIRK, Associated Press

CANBERRA, Australia (AP) -- The Islamic State plot to carry out random beheadings in Sydney alleged by police is a simple and barbaric scheme that has shaken Australians. But terrorism experts on Friday questioned whether the ruthless movement had the capacity or inclination to sustain a terror campaign so far from the Middle East. Police said they thwarted such a plot by detaining suspects and raiding more than a dozen properties across Sydney on Thursday. The Islamic State militant group has beheaded three Westerners in the Middle East in recent weeks and recorded the brutal slayings to make propaganda videos widely condemned. Two of the 15 people whom police had detained Thursday have been charged. Nine were freed before the day was over, and the rest released on Friday. Prime Minister Tony Abbott conceded it was difficult to safeguard the Australian population against such attacks.

"The regrettable reality is that to mount the kind of attacks which ISIL in Syria and in Iraq has in mind for Australia, all you need is a determined individual who will kill without compunction, a knife, an iPhone and a victim," Abbott told Seven Network television on Friday, using one of Islamic State's former names, Islamic State of Iraq and the Levant. Some terrorism experts saw the plot as a potential shift in Islamic State's focus from creating an Islamic caliphate in the Middle East. Others said it is more likely a symptom of policy confusion within a disparate group. "If you have people coming in from different backgrounds from all these countries, when it comes to policy making, they're going to fight each other, they're going to kill each other," said Samuel Makinda, professor of International Relations and Security Studies at Murdoch University. "On ISIS, I see no direct threat to Australia or to any other country at the moment except those in the Middle East," he added, using the movement's former name, Islamic State of Iraq and Syria.

The raids involving 800 federal and state police officers came in response to intelligence that an Islamic State group leader in Syria was calling on Australian supporters to kill, Abbott said. Hundreds of Muslims in the Sydney suburb of Lakemba protested the raids on Thursday night, with speakers accusing the government of exploiting public fear in a bid to get contentious counterterrorism laws through Parliament. Abbott defended the raids against accusations of overkill.

"It was a show of strength," Abbott told reporters. "It needed to be a show of strength. It needed to be a demonstration that we will respond with strength to any threat to our way of life and to our national security." Abbott said armed police were taking over security at Parliament House in Canberra, because Australian Islamic State fighters in Iraq and Syria had been urging their supporters at home to attack the building and government members. With national grand finals approaching in Rugby League and Australian Rules Football - among the country's most popular sports - police have said security will be boosted at sports arenas and other

public venues attracting large numbers of people. Greg Barton, a Monash University global terrorism expert, said Islamic State could be starting to direct its global followers to take the fight to their home communities in a bid to usurp al-Qaida's position as the leading global jihadist network. The movement could eventually mount attacks in Australia like last year's massacre by militant group al-Shabaab on the Westgate Mall in Nairobi, Kenya, that killed 67, Barton said. It might also become capable of replicating in Australia the London public transport bombings of 2005 which killed four suicide bombers and 52 victims. "We don't think they have that capacity right now ... so our more immediate threats are things like the Woolwich killing which are very low tech," said Barton, referring to last year's slaying in the London suburb of Woolwich. Two extremists ran a soldier down in a car then stabbed and hacked him to death in public.

"Its power of persuasion at the moment is considerable," Barton said of Islamic State. "Whether it's got many followers here in Australia who have much technical nous is not clear. "The government estimates Islamic State has 100 supporters within Australia. Security authorities are particularly concerned by the dozens of Australian jihadists who have already returned home after fighting for Islamic State or another al-Qaida offshoot Jabhat al-Nursa, also known as the Nusra Front, in Iraq and Syria. Their combat and bomb-making training could make them potent terrorists. But Clive Williams, a counterterrorism expert at the Australian National University and a former military intelligence officer, said Islamic State supporters who can't join the fight because their passports have been canceled on security grounds are more worrying. "The ones who are coming back aren't a problem because maybe they're less committed, or maybe they're less enchanted," Williams said. "The ones who come back are less of a problem than the ones who want to go. "Thursday's raids came just days after Australia raised its terrorism threat to the second-highest level in response to the domestic threat posed by Islamic State supporters. Federal Police Acting Commissioner Andrew Colvin said police conducted additional raids in Sydney Thursday night. No one was arrested as a result of those raids. One of those detained, 22-year-old Omarjan Azari of Sydney, appeared in court on Thursday charged with conspiracy to prepare for a terrorist attack. Another man faces a lesser weapons charge. Mohammad Ali Baryalei, believed to be Australia's most senior Islamic State member, and was named as a co-conspirator in court documents. Police have issued an arrest warrant for him.

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By JILL LAWLESS and DANICA KIRKA, Associated Press

## **UK gun owners now subject to warrantless home searches**

Published October 20, 2014

Registered gun owners in the United Kingdom are now subject to unannounced visits to their homes under new guidance that allows police to inspect firearms storage without a warrant. The new policy from the British Home Office went into effect Oct. 15, permitting police and constabularies to conduct surprise home visits to legitimate gun owners. "Americans should view the UK's ever-expanding gun control efforts with grave concern," the National Rifle Association's lobbying arm said on its website Friday.

Britain's gun owners were subject to the home visits before the update, but the inspection had to be conducted with prior notice. "Where it is judged necessary, based on specific intelligence in light of a particular threat, or risk of harm, the police may undertake an unannounced home visit to check the security of a certificate holder's firearms and shotguns," the updated policy says.

In a letter to legal gun owners, a British police organization, the Association of Chief Police Officers, said the revamped guideline does not grant police any new powers but clarifies "the basis on which the visits should be conducted." ACPO is also encouraging tipsters to call a new Crimestoppers hotline to report any concerns they have about the storage of legal firearms. The Home Office is apparently worried that legitimate guns could easily be stolen and wind up in the hands of terrorists.

But Shooting UK, a website for gun club members in Great Britain, said those worries may be overblown. The group said the Home Office's own figures show that theft of guns is not a widespread concern. "On average, in the past five years, annually just 0.025 percent of the 1,837,243 legally held firearms and shotguns in England

and Wales were stolen — an average of just 475 guns per year,” Shooting UK said. Those figures were not broken down to indicate how many firearms were stolen from a legal gun owner’s home.

**Note:** *Headline may be questionable given the article’s content*

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EDINBURGH, Scotland (AP) -- Scottish voters have resoundingly rejected independence, deciding to remain part of the United Kingdom after a historic referendum that shook the country to its core. The decision prevented the rupture of a 307-year union with England, bringing a huge sigh of relief to Britain’s political establishment, including Prime Minister David Cameron, who faced calls for his resignation if Scotland had broken away.

The vote on Thursday - 55 percent against independence to 45 percent in favor - saw an unprecedented turnout of just fewer than 85 percent. A majority of voters did not embrace Scottish First Minister Alex Salmond’s impassioned plea to launch a new nation, choosing instead the security offered by remaining in the U.K. with England, Wales and Northern Ireland. Still, the result sets up a whole new political dynamic in the kingdom, and Salmond in defeat will still be the man who wrangled more powers for his region away from London.

“We have chosen unity over division,” Alistair Darling, head of the No campaign, said early Friday in Glasgow. “Today is a momentous day for Scotland and the United Kingdom as a whole. “The pound hit a two-year high against the euro and a two-week high against the U.S. dollar as markets shrugged off recent anxiety about a possible vote for independence. In early Asian trading, the pound jumped nearly 0.8 percent to \$1.6525 against the U.S. dollar before falling back slightly. Britain’s main stock index opened higher. A much-relieved Cameron promised outside his Downing Street office to live up to earlier promises to give Scotland new powers on taxes, spending and welfare. He said the new plans will be agreed upon by November, with draft legislation by January. “We will ensure that those commitments are honored in full,” Cameron said. “We have heard the voice of Scotland, now the voices of millions in England must be heard. “Cameron says giving more to Scotland requires that people in other parts of the U. K. get more rights to govern their own affairs as well, particularly in England.

Salmond conceded defeat and called on Scots to accept the result, but celebrated the vote itself. “This has been a triumph for the democratic process and for participation in politics,” interference from any London-based government. Many saw it as a “heads versus hearts” campaign, with cautious older Scots concluding that independence would be too risky financially, while younger ones were enamored with the idea of building their own country. Scotland. Former Prime Minister Gordon Brown, a Scot, returned to prominence with a dramatic barnstorming campaign in support of the union in the final days before the referendum vote. Brown argued passionately that Scots could be devoted to Scotland but still proud of their place in the U.K., rejecting the argument that independence was the patriotic choice.”

## WHAT'S IN YOUR FUTURE?

The “Internet of Things” (IoT) may sound like the futuristic wave of talking refrigerators and self-starting cars, but Internet-connected devices that communicate with one another will affect our lives outside the “smart home” as well. For workers, IoT will change the way we work by saving time and resources and opening new opportunities for growth and innovation.

### **1. Even more data**

The Internet of Things will be a data machine. This means that companies will have to rethink how they collect and analyze information — not only will decision-makers need to learn and adapt to a new form of data intelligence, but the amount and type of information produced by IoT will also introduce new or expanded roles for data analysts, strategists, and even customer service.

“Companies will have access to an enormous flood of data that all these connected devices will generate,” said Mary J. Cronin, professor at Boston College, Carroll School of Management, and author of “Smart Products, Smarter Services: Strategies for Embedded Control.” “But that data needs to be analyzed to understand more about customers and trends. Companies will need to start using IoT data as part of their planning in order to stay competitive and to offer innovative new services and products.”

### **2. Know where everything is, all the time**

“IoT has the potential to make the workplace life and business processes much more productive and efficient,” Cronin said. One significant way IoT will increase productivity and efficiency is by making location tracking much simpler and seamless. As currently done in hospitals, Internet-connected equipment and devices will all be geographically tagged which will save workers time hunting things down and save money by reducing the loss rate. “Companies can track every aspect of their business, from managing inventory and fulfilling orders as quickly as possible to locating and deploying field service staff. Tools and factories and vehicles will all be connected and reporting their locations,” Cronin said.

### **3. Get anywhere faster**

IoT is the next big thing in your daily commute. The interconnectivity of mobile devices, cars and the road you drive on will help reduce travel time, thus enabling you get to work faster or run errands in record time. Today, the “connected car” is just the start of IoT capability. “AT&T, together with automotive manufacturers such as GM and BMW, are adding LTE connectivity to the car and creating new connected services, such as real-time traffic information and real-time diagnostics for the front seat and infotainment for those in the back seat,” said Macario Namie, vice president of marketing at Jasper Wireless, a machine-to-machine (M2M) platform provider. In the future, IoT will integrate everything from streets to stoplights. “Imagine a world in which a city’s infrastructure installed roadside sensors, whose data could be used to analyze traffic patterns around the city and adjust traffic light operations to minimize or perhaps eliminate traffic jams,” Namie said. “This could save a few minutes, if not hours of our day.”

### **4. Cheaper, greener manufacturing**

Thanks to IoT, device interconnectivity will facilitate the adoption of “smart grid” technologies, which use meters, sensors and other digital tools to control the flow of energy and can integrate alternative sources of power, such as solar and wind. “The Internet of Things will drastically lower costs in the manufacturing business by reducing wastage, consumption of fuel and the discarding of economically unviable assets,” Namie said. “IoT can also improve the efficiency of energy production and transmission and can further reduce emissions by facilitating the switch to renewables.”

## 5. Completely remote mobile device management (MDM)

IT departments may have remote access to computers and mobile devices, but IoT will also enable remote control of other Internet-connected devices, said Roy Bachar, founder and chief executive officer of MNH Innovations and member of the Internet of Things Council. Bachar, who also works with CommuniTake, a startup that provides remote-access technology, said that the cutting-edge technology that has given them full control over smartphones and tablets now allows remote management over other devices, including Android cameras and set-top boxes, among others. Soon, MDM technologies will extend to the remote management of IoT devices, which will introduce changes for IT departments and IoT-connected employees. “It’s clear that the telecommunication giants will play a major role in the IoT domain and they are all introducing solutions. I believe that as early 2014, we will see the introduction of platforms for managing the IoT applications as well as solutions offered by companies, such as CommuniTake, for remote management of IOT devices,” Bachar said.

## 6. Increased device management complexity

According to Bachar, as the number of connected devices grows, so does the complexity of managing them. For instance, today workers use smartphones for communication, productivity and entertainment. With IoT, they will have an additional function: controlling IoT-connected devices. “Many of the future IoT-connected devices will not have a screen. The way to take control over the device will be via smartphones,” Bachar said. “The complexity will also increase due to the variety of operating systems,” he added. Thus, employees and IT departments will have a broader range of platforms to deal with, not just Android or iOS, Bachar said. Both of these instances may require training for employees to learn how to control and manage connected, cross-platform devices.

## 7. Save time and get more out of your day

Other than controlling other IoT devices, your smartphone will also be much like a remote control for your life, said Brendan Richardson, co-founder and chief executive officer of PsiKick, a Charlottesville, Va.-based startup that develops IoT wireless sensors. One of the most convenient aspects of IoT is that you have devices that “know” you and will help save time by allowing you to get in and out of places and conduct transactions faster using a mobile device. “The iPhone or Android will increasingly interact with a whole range of sensors that you never see and don’t own, but which provide your smartphone with valuable information and act on your behalf through an app,” Richardson said. With these sensors, even just getting your morning coffee will eliminate the need to wait in line for a less stressful start to your day. For instance, wireless sensors can detect when you walk into a Starbucks, which alert the barista of your likely order based on your order history. You can then confirm or choose a different order, then pay for it using your phone, Richardson said.

## 8. You may actually have to work harder

IoT may make workers’ lives easier on many levels, but Richardson said IoT also means big changes in every industry. “Every business and every industry will be disrupted over the next 30 years,” Richardson said. “We’re seeing this now beginning with the regular old Internet. It’s being driven by data and large-scale efficiencies when you convert something to bits rather than atoms.” Richardson cited the evolution of movie rentals as an example. “Netflix more or less destroyed Blockbuster by using the Internet to vastly improve the logistics of exchanging DVDs and removing pesky late fees. Then they converted the atoms of a DVD into bits and deliver 80 percent of their movies over broadband now. [You get] more movies on-demand and lower costs. And an entire industry — the DVD rental business — is consigned to the archive of history.” Richardson said such disruptions will happen in every industry, so companies and their employees have to be prepared.

**Editor’s note:** The Internet of Things will transform our lives. It will help you avoid traffic jams as you travel. Information about sexual habits, religious beliefs, political leanings and other highly positive aspects of our lives will be less secure. These incredible innovations might alert your insurer to some negative aspects of your driving. It may also gather vast amounts of data as these convenient devices create a potentially

enormous threat to our privacy within the sanctuary of our homes. Revision of the criminal law may require burglary include intrusive computer attacks. If this doesn't concern you, then let us focus on the latest threat of Computer Hacking. We are now observing hard evidence about nation states ability to employ Trojan horse testing of other countries systems that can disable electrical, energy and utility systems. Such testing has occurred in the U.S. The good news is we are told that these "cyber armies" built by various nation states are not for offensive attacks but more as a defensive mechanism should they be attacked. The bad news is what happens when non nation terror groups get hold of these systems.

How important is it that law enforcement considers the effect that an Internet of not just Information but of Things may have on its ability to manage and serve future communities. Interconnectivity is not only wonderful in linking various actions together but it can be a complex operation with unintended consequences. The questions law enforcement need to ask are: if control can be an integrated item that is used in a positive manner; how will we deal with those who will intrude and hack systems for purpose of criminality, even terrorist attacks. Just asking.

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### **POINTS TO PONDER**

William Wicoff, President of the New York Police and Fire Retiree Association recently wrote in his Association's quarterly newsletter, "It's hard to believe that 13 years have passed since September 11, 2001, that tragic day when so many of our brother fire fighters and police officers died. And how many have endured the physical and mental health issues that have burdened them since that day? We have all attended the funerals and 9/11 ceremonies and have shed many tears for our brothers and their families. It is never easy. Each of us knows the risk we have taken when we became fire fighters and police officers. In honor of those brother fire fighters and police officers who never got a chance to say good bye to their loved ones, try making certain that the people we love most always know it. If nothing else, 9/11 taught us that we never know what our lives will bring us or how many days we have remaining. Our last day on earth may start out with a beautiful blue sky and yet not give us a single moment to say everything we want to say. So, say it now." Editor's note: Anyone who has lost a spouse or immediate family member can attest to his words.

In our culture, we have these twin myths: One is that genius falls fully formed from the sky, and people who are truly brilliant don't have to work. The other is that anyone can do anything. Neither is remotely true.  
Maggie Shipstead –novelist.

To live entirely in public is a form of solitary confinement.  
Margaret Atwood –Author

You can't expect to preempt surprises. You just have to recognize that surprises will come, and force the system to build stronger defenses that can help it withstand the extreme ones.  
Tim Geithner – former Secretary of the U.S. Treasury

Take care of your friends because there will come a time when you're not much fun to be with and there is no reason to like you except out of long standing habit.  
Anonymous

Consider – Don't think ill of crazy people –you may be one of them. Be hospitable to strangers. You have been a stranger yourself and you will be again.

There isn't a lot you can do, but you ought to do that much. And if you do, you'll likely find there is more you can do, and you should try to do that too.

It's good to dream, but the urge to perform is not in itself an indication of talent

## HUMOR AND SOME OTHER GOOD STUFF

### Text Messages

An elderly couple, who had just learned how to send text messages on their mobile phones. The wife was a romantic type and the husband was more of a no-nonsense guy. One afternoon the wife went out to meet a friend for coffee. She decided to send her husband a romantic text message and she wrote:

"If you are sleeping, send me your dreams. If you are laughing, send me your smile. If you are eating, send me a bite. If you are drinking, send me a sip. If you are crying, send me your tears. I love you."

The husband texted back to her: "I'm on the toilet. Please advise."

### A Great Irish Text Message - Paddy texts his wife...

"Mary, I'm just having one more pint with the lads. If I'm not home in 20 minutes, read this message again."

### THE SENILITY PRAYER:

Dear God, grant me the senility to forget the people I never liked anyway, the good fortune to run into the ones I do, and the eyesight to tell the difference

### Husband's Text Message (by cellphone):

Honey, a car hit me when I was out of the office. Paula brought me to the Hospital. They have been taking tests and X-rays. The blow to my head has been very strong; fortunately it seems that it did not cause any serious injury, but I have three broken ribs, a compound fracture in the left leg, and they may have to amputate the right foot.

Wife's Response: Who is Paula?

### Dog for Sell

A guy is driving around the back woods of Montana and he sees a sign in front of a Broken down shanty-style house: 'Talking Dog for Sale 'He rings the bell and the owner appears and tells him the dog is in the backyard.

The guy goes into the backyard and sees a nice looking Labrador retriever sitting there. 'You talk?' he asks. 'Yep,' the Lab replies.

After the guy recovers from the shock of hearing a dog talk, he says 'So, what's your story?'

The Lab looks up and says, 'Well, I discovered that I could talk when I was pretty young. I wanted to help the government, so... I told the CIA. In no time at all they had me jetting from country to country, sitting in rooms with spies and world leaders, because no one figured a dog could be eavesdropping.'

'I was one of their most valuable spies for eight years running...

But the jetting around really tired me out, and I knew I wasn't getting any younger so I decided to settle down. I signed up for a job at the airport to do some undercover security, wandering near suspicious characters and listening in.

I uncovered some incredible dealings and was awarded a batch of medals.'

'I got married, had a mess of puppies, and now I'm just retired.'

The guy is amazed. He goes back in and asks the owner what he wants for the dog.

'Ten dollars,' the guy says.

'Ten dollars? This dog is amazing! Why on earth are you selling him so cheap?'

'Because he's a Bullshitter. He's never been out of the yard'

## Time

Time is like a river. You cannot touch the water twice, because the flow that has passed will never pass again. Enjoy every moment of life. As a bagpiper, I play many gigs. Recently I was asked by a funeral director to play at a graveside service for a homeless man. He had no family or friends, so the service was to be at a pauper's cemetery in the Nova Scotia back country.

As I was not familiar with the backwoods, I got lost and, being a typical man, I didn't stop for directions. I finally arrived an hour late and saw the funeral guy had evidently gone and the hearse was nowhere in sight. There were only the diggers and crew left and they were eating lunch. I felt badly and apologized to the men for being late. I went to the side of the grave and looked down and the vault lid was already in place. I didn't know what else to do, so I started to play. The workers put down their lunches and began to gather around. I played out my heart and soul for this man with no family and friends. I played like I've never played before for this homeless man. And as I played "Amazing Grace," the workers began to weep. They wept, I wept, and we all wept together. When I finished, I packed up my bagpipes and started for my car. Though my head was hung low, my heart was full. As I opened the door to my car, I heard one of the workers say, "I never seen anything like that before, and I've been putting in septic tanks for twenty years."



**Merry Christmas,  
Happy Holidays  
and Healthy New Year**

Best wishes,

**Charlie Connolly**, President

**Dick Ayres**, Executive Director

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### MCC - FBI NEIA Conference Dates

**MCC/FBI NEIA/PERF**

**Conference**

June 2-5  
Phoenix, AZ

**MCSO/FBI NEIA**

**Conference**

September 9-10, 2015  
Mackinac Island, MI

**IACP**

**Conference**

October 24-28, 2015  
Chicago



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