



NEIA CONNECTIONS

Volume 1, 2015



WHAT'S HAPPENING IN QUANTICO

Consistent with the notion that change is a constant, there have been a number of realignments including the Executive Leadership Programs involving the NEI, LEEDS and Command Colleges being placed under the National Academy Unit. As closely associated programs, it is hoped to spur a higher level of collaboration among the various leadership entities. Each of these programs provides the national and international fabric that can create better ties to the nation's and world's law enforcement leadership. The Bureau is moving towards a period of unprecedented challenges. Given the presence of the terrorist threat, a robust media, both journalistic and social, requires a more proactive thrust in all of the Bureau's initiatives. In that regard, they have recently established an NA Advisory board to insure that its programs remain relevant. The FBI NEIA looks forward to working with the current team at Quantico starting with Program Manager, Jerry Granderson; Unit Chief, Mike Harrigan; and Section Chief, Jim Jewell. We also appreciate that Mark Morgan, a recent NEI graduate, is now the Deputy Assistant Director.

CONFERENCE 2015

Our training sessions over the past several years have received kudos for our presentations. This year, we are moving onto another level of participation; a better utilization of our retired and second career members. One of our panels is dedicated to the reflection of former police chiefs. Our objective is to bring to the table police chiefs who may have retired but are more than capable of contributing to the law enforcement profession. They will be part of the afternoon portion of the program. There are a number of positive steps being taken by today's law enforcement professionals. Given the issues that continue to surface there is always more to be evaluated and accomplished. Policing improvements that has been achieved are not solely the results of its current occupants. Rather we continue to prosper and go forward on the shoulders of those colleagues who went before us. The FBI NEIA has been trying to create opportunities that would encourage previous law enforcement executives the ability to reflect on and share their experience with their active colleagues. While we often refer to our former colleagues, we rarely get the opportunity to listen to what they may have to say. Moreover, they rarely get an opportunity or place to say it."

FBI NEIA/MCCA/PERF JOINT TRAINING CONFERENCE PHOENIX, ARIZONA - JUNE 2-5, 2015

The NEIA 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. Thursday evening will be our annual FBI NEIA Reception. Given the importance of the meeting, the town Hall and the quality of the presentations this is a three day event.

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While the Registration will be slightly higher than previous years, the room rates per night will be \$88.00, a room rate that we haven't seen for many years. For those baseball fans, the Arizona Diamondbacks will be playing at home all week. Obviously, more information will be disseminated to our members and guests in our Monthly Blast notices and future newsletters. Our previous triecta conferences held in San Francisco and Orlando have proven to be hugely successful. So, get ready to, "Saddle Up," and enjoy another great conference.

Please join us for the 2015 MCCA, NEIA, and PERF Joint Meeting to be held on Tuesday – Friday, June 2-5, 2015, in Phoenix, Arizona. All registrants will be welcome to attend any and all meetings, sessions and events sponsored by MCCA, NEIA and PERF during the Joint Meeting. This will be an outstanding professional experience that you won't want to miss. FBI NEIA will present five 1-hour panel discussions on timely, critical issues of national importance:

Registration

Registration will be **\$400** for attendees who register before April 16, and **\$425** for attendees who register on or after April 16. Online registration is available on MCCA's website. To register as NEIA please visit MCCA's website. You can also visit www.majorcitieschiefs.com and select Conference/Event Registration on the right side.

Hotel

A block of rooms has been reserved for our group at the Sheraton Phoenix Downtown Hotel at a special rate of **\$88** / night plus tax. To register at the hotel, click here or call the hotel at 602-262-2500 and reference MCCA, PERF and NEIA (group code MCE29A). The room block is available through Monday, May 4, 2015.

PLEASE NOTE: All NEIA members, spouses, and guests need to register for the conference as FBI NEIA MEMBERS when completing registration on the website to assist us in offsetting our conference expenses. When registering on www.majorcitieschiefs.com, FBI NEIA members and guests need to click on the box labeled FBI NEIA. Any questions contact Aimee Baarz on aimee.baarz@slcgov.com or 801 799 3802

The FBI National Executive Institute Association will be putting on series of panel discussions June 5, 2015. At the request of MCC and PERF, we will have four one hour panel discussions on the morning of June 5th focusing on issues of importance to the nation and relevant to the nation's chief law enforcement executives. The topics and the members who have agreed to participate in these sessions are:

The Role of Race in American Policing

- **Chief Charlie Beck** – LAPD
- **Superintendent Garry McCarthy** –Chicago PD
- **Chief George Turner** – Atlanta, GA PD
- **Chief Edward Flynn** – Milwaukee PD
- **Chief Sam Dotson** – St. Louis County
- Moderator: **Commissioner Charles Ramsey** – Philadelphia PD

Immigration Reform – What Is the Role for Local Police?

- **Commissioner Gil Kerlikowske** – U.S. Customs & Border Patrol Enforcement
- **Chief Charles McClelland** – Houston, TX PD
- **Chief Roberto Villasenor** – Tucson, AZ PD
- **Chief Chris Burbank** - Salt Lake City PD
- Moderator: **Deputy Commissioner John Miller**, NYPD & Noted Television Broadcasting Journalist

Police Challenges in Mental Health Enforcement

- **Commissioner Charles Ramsey** – Philadelphia PD
- **Chief Robert White** – Denver CO PD
- **Chief Roberto Villasenor** – Tucson, AZ PD
- **Chief James Johnson** - Baltimore County, MD
- Moderator: **Deputy Commissioner John Miller** – NYPD

Militarization of Local Police

- **Superintendent Garry McCarthy** – Chicago, Ill PD
- **Chief Kathleen O'Toole** – Seattle, WA PD
- **Chief Tom Manger** – Montgomery Co. MD PD
- **Chief Frank Milstead** – Arizona Department of Public Safety
- **Chief Ed Flynn** – Milwaukee, WI PD
- Moderator: **Dick Ayres** – Exec. Dir. FBI National Executive Institute Association

Reflections of Former Police Executives (Afternoon session)

- **Chief William Lansdowne** (Ret.) San Diego PD
- **Commissioner Ed Davis** (Ret.) Boston MA PD
- **Chief John Diaz** (Ret.) Seattle, WA PD
- **Chief Bill Blair** (Ret.) Toronto, CA PD
- **Superintendent Terry Hilliard** (Ret.) Chicago, Ill. PD
- **Chief Thomas Streicher** (Ret.) Cincinnati, Ohio PD
- Moderator: **Charlie Connolly**, President-FBI National Executive Institute

FBI NEIA/ Major County Sheriffs' Association Fall Conference

The Major Sheriffs Association September 9 – 11-2015 – Mackinac Island, Michigan

The FBI NEIA will also co-host a training conference on Mackinac Island, Michigan on September 9-10, 2015 with the Major County Sheriffs' Association (MCSA). This is the first time that 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), 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 to a delightful venue for learning and relaxation.

PLEASE RENEW YOUR NEIA MEMBERSHIP TODAY

During our board meeting at the IACP Conference in Orlando, Florida, the board discussed a series of challenges that we have to face, such as corporate sponsorship, member retention, possible associate membership, and promoting a brand that stands for educational excellence.

An Association's strength is in its membership! The membership dues notice for 2015 can be found on our web site www.neiassociates.org. You may pay online or complete and mail in the form. Membership dues are tax deductible; we will be happy to provide a receipt. If you have questions, please contact Aimee Baarz 801.799.3802, or aimee.baarz@slcgov.com).

Despite increasing costs and competition for sponsor funding, our dues have remained constant for several decades. Unlike many non-profit organizations, our staff is still small and functions largely on a volunteer basis. Your support through membership dues is more important than ever. Thank you and have a happy and safe 2015! Charlie Connolly, President - Dick Ayres, Executive Director

AWARDS AND SCHOLARSHIPS

Penrith Award

The Penrith Award is awarded each year by the National Executive Institute Associates to a FBI NEIA police executive that has had an important impact on law enforcement. For nominating purposes we refer you to go to our website in an effort to obtain deserving candidates. The Executive Board created a selection committee composed of individuals that had previously received the award. Essentially, the committee, upon receipt of the nominations, chooses the individual that will join that illustrious cycle of awardees. That individual will receive the award at our reception, Thursday evening June 4th in Phoenix Az. The list of previous winners can be found on the web site. Nominations should be forwarded to Dick Ayres – ayresclm@verizon. Questions may be referred to 540.226.1825.

Larry Monroe Scholarship

The FBI NEIA Larry Monroe Scholarship application can be found also on the web site. For details please check the web site and contact Dick Ayres.

2015 Youth Leadership Program

The NEIA has been invited by the FBI National Academy Associates to sponsor a student for the 2015 Youth Leadership Program. This leadership development program is held at the FBI Academy in Quantico, Virginia, from June 13 – 20, 2015. Applicants must be the son, daughter, grandson, or granddaughter of an FBI NEIA member. Applications were to be submitted to Hugh M. "Bud" McKinney no later than Friday, March 13, 2015. Bud can be reached at bud@strategicleader.net or cell (678) 787-5359. Bud recently brought to our attention an email from retired Chief Ron Palmer providing an update on the FBI NEIA's first YLP participant in 2012. "I wanted to pass on some information regarding my grandson Ryan Palmer, who you interviewed and was accepted for the FBI Jr. Leadership Program a couple years back. Ryan will graduate this spring from Odessa Mo. High School as Valedictorian. His goal for at least the last 7-8 years has been to attend the US Air Force Academy. His trip to Quantico with his peers at the FBI Jr. Leadership seemed to reinforce that goal when he returned home. Since then he and his Dad have diligently pursued him attending one of the military academies. The update today is that he has been offered appointments at the US Coast Guard Academy, West Point, and the USAF academy. Nice to have choices, but he has accepted an appointment to the Air Force Academy in Colorado Springs. He will report in June to begin his studies there. Bottom line here is that in my opinion, the FBI Leadership Program was a substantial contributing factor in him accomplishing his goal.

Please thank for me those responsible for his selection to the leadership program and those instructors who positively influenced him and built his confidence while at Quantico to pursue and realize his dream.” We are also proud of Ryan Palmer.

WHAT ARE OUR MEMBERS DOING OR SAYING

FBI Director James Comey made a positive contribution regarding law enforcement’s challenge in dealing with race relations. Unlike some of the political hysteria that has captured the media’s attention, Comey gave a rational and common sense understanding of the social dynamics in what has been described by some as the criminal justices system’s most serious challenge. Similar to his performance on CBS’s Sixty Minutes a while ago, his presentation at Georgetown University displayed his ability to speak frankly and to the point. While a number of media outlets covered the story here and abroad, the following is an abridged version, courtesy of the USA News.

FBI Director James Comey has said, “Everyone’s a little bit racist,” in a speech lamenting the distrustful relationship between police officers and many African Americans. Delivering some “hard truths” in a speech at Georgetown University, Mr. Comey said that race relations in the US were at a “crossroads.” He warned of a “disconnect” between law enforcement and the people they serve “predominately in communities of color.” Mr. Comey also said that research has suggested that many are not even aware of their own prejudices. “Many people in our white majority culture have unconscious racist biases and react differently to white face than a black face.” He said, “In fact, we all, white and black, carry around racial biases with us.” Quoting from a Broadway musical, “Everyone’s a Little Bit Racist.” He continued, “Look around and you will find – No one’s really color blind – Maybe it’s a fact we should all face – everyone makes judgments on race.” Mr. Comey said that police officers who work in neighborhoods where most street crime is committed by young black men may be tempted to leap to conclusions. But he urged police officers to avoid the “lazy shortcuts of cynicism” about law abiding young black men walking down the road. He said Irish immigrants, from whom he is descended, were once widely viewed in the US as “drunks, ruffians and criminals,” and the prejudice they suffered survives today in “paddy wagon” a nickname for a police van. “The Irish had some tough times,” he said, “but little compares to the experience on our soil of Black Americans”. Appealing for tolerance and understanding, Mr. Comey also quoted Martin Luther King Jr’s famous remark: “We must learn to live together as brothers or perish together as fools.” He cited the outrage when police officers who shot dead unarmed black men Eric Garner and Michael Brown were allowed to walk free by Grand Juries. He also referred to the subsequent revenge killings of two NYPD police officers.

Note: The subsequent assassination attempt of two other officers in Ferguson, Mo. and a similar attempt of two Los Angeles officers had not occurred at the time of the Director’s speech. The Director may have been misquoted, as Mr. Garner was not shot but died as a result of what was called a “choke hold.” In another article, Comey also stated, “Citizens also need to really see the men and women of law enforcement.” They need to see what the police see through their windshields and as they walk down the street. They need to see the risks and dangers of law enforcement encountered on every typical late-night shift.” Chuck Wexler, Executive Director of the Police Executive Research Forum, said Comey showed a “clear understanding of the issues.” “His candor and forthrightness are striking and a breath of fresh air.”

Some of our retired members have been raising concern about the perceived lack of response on the part of major law enforcement organizations. This email I received from Tom Constantine, former head of the NYS Police and US Drug Enforcement Administration.

Charlie: Many of the interest groups have been strangely silent on this issue. That is IACP/PERF/Major City Chiefs. This is a bigger issue than Ferguson and Staten Island. When I was Supt. of the NYSP and Administrator of DEA, I always believed that if I was to ask a young trooper riding alone to respond to a domestic call when there was a report of a firearm that trooper showed great courage. I believed it was incumbent on me as the person in charge to show courage and make decisions that might not be politically correct and if the issue was serious enough I had to be willing to risk my position. These anti-police attacks are real and dangerous to our society. When Al Sharpton is invited to the White House 81 times and referred to as a key advisor to the President and the Attorney General, it is reflective of their feelings at the highest level of government. As far as I am aware, the presidents of the various chiefs/sheriffs organizations let alone police unions never had such access. As you know I was in charge of the Tawana Brawley case and to see an anti-police activist like Al Sharpton shaping police policy is predictive of serious police management challenges. From my perspective, his rhetoric is gaining traction and poses a real danger to police community relations. Yes, there may be a real need for debate with regard to policing strategies. But isn't it time for chief law enforcement executives to stand with their troops and engage in such a debate.

The War on Police Hurts the War on Terror

Howard Safir, Jan. 9, 2015

Howard Safir is the former commissioner of the New York City Police Department (1996-2000) and Chairman and CEO of Vigilant Resources International (VRI).

With police under siege, we are all more vulnerable to terrorist attack. The tragic events in Paris raise the question, could it happen here? That is the wrong question. It has happened here. The difference is in most cases we stopped it. The "we" are the hundreds of thousands of state and local police officers across the country who are the country's eyes and ears in recognizing and preventing terrorist attacks. The FBI is an effective investigative organization, but they are not the ones on the streets of this nation. It is police departments, both large city and small town, that will stop a terrorist attempt to blow up a car in Times Square, or take over a school in our heartland. They will also be the first responders. If they are not operating at 100%, we are certainly at risk. If they feel unappreciated and under siege, as I know they do, they will not be effective. They will do the minimum necessary to get through their tours and safely home to their families. They are acutely aware of the dangers that face them. In the last month in New York they buried two of their heroes, officers Ramos and Liu, and watched in horror as the Paris terrorists executed a fellow policeman in broad daylight.

Since the deaths of Michael Brown in Ferguson and Eric Garner in Staten Island, the media, politicians, and activists like Al Sharpton have broad brushed our nations' police as being racist and brutal. (note: this was written prior to the attempted assassination of two officers in Ferguson, Mo). I know that this has had a devastating effect on police morale. One only needs to look at the recent arrest statistics in New York City, which have dropped by more than 50%. Cops are not getting out of their cars, and they are only responding to the most dangerous of crimes committed in their presence. They are not going the extra mile as they normally do to scrutinize everything around them. In police work, we call this situational awareness. When police don't have it we are all in danger.

On July 30, 1997, when I was Police Commissioner, a man flagged down a Long Island Railroad police officer. In very broken English he told the officers that he was living with two men who planned to blow up the New York City subway the next morning. The Long Island Railroad police officer called the NYPD, and the local precinct got an interpreter and learned that the plot was real and imminent. The city-wide commander was called and made an on the spot decision to have New York's Emergency Service Unit break down the door and

arrest the terrorists. At that point they tried to explode their bombs but were apprehended before they could get to the switch.

I give the example above, because it was an example of the NYPD not crossing every “t” and dotting every “i.” They did what they had to do to prevent the possible deaths of hundreds of people. If the same circumstances presented themselves today, I would like to think they would do the same. However that kind of “above and beyond,” has to be felt by every officer. I worry that if the rank and file feel set upon and unappreciated they may not respond as effectively. Over the past 20 years, the NYPD and other departments in this country have reduced crime to historic low levels. Many major crimes have been solved and many terrorist incidents have been prevented by gaining intelligence from those arrested for quality of life offenses and misdemeanors as a result of “stop, question and frisk” and other Broken Windows tactics.

I worry that as these programs come under attack and are abandoned by politicians, how much will this weaken our ability to detect terrorist plots?

There are things that Mayors, Governors, and even Presidents can do: Be a leader of your law enforcement agencies. Do not broad brush them and rush to judgment because the loudest voices demonstrate. Protect the First Amendment rights of protestors, but also deal with them firmly and quickly when they interfere with the majority of citizens who actually support the police. If you need to do photo ops, do it with a police officer who just saved someone’s life. Mr. President, once again I ask you to declare a national day of appreciation for law enforcement. Let them know that you stand with them, we need to know you do. The war on terror is a never-ending one. I believe it will be with us for generations to come. Our first line of defense in the homeland is made up of our men and women in blue. Last year, 115 police officers made the ultimate sacrifice. There will be others this year as there are every year. Let’s ensure that they get the respect, support, and appreciation they deserve—so that our front line troops in the war on terrorism are at their best.

A Message from the Editor:

- Charlie Connolly



Regarding one’s feeling about whether the media’s portrays this issue as a one sided argument on Police shootings, my observation is there is a lot of “Unspoken Conversation” as to what is the appropriate response on the part of law enforcement, the media and the political environment. It is a serious issue worthy of a national debate but it is also a serious challenge to police leadership. It is not my intention to counsel current chiefs on how to do their job. I have been out of the loop for too long. However, after 58 years in the Public and

Private Sector, I reserve the right to care about the profession that I have served for so many years. With that caveat, allow me to put my two cents in!

Some former MCC and/or FBI NEIA members have contacted me raising a perceptual concern that it appears that there is a lack of appropriate response from many of the major law enforcement organizations to what they feel are unsubstantiated and unwarranted attacks on this nation’s policing. Given the respective political and diverse cultural environments in which police chiefs have to function, some reticence and discretion may be an understandable part of the process. Taking the historic view, I suspect that our police responses generally would be defined as more reactive than proactive. Policing as a general rule doesn’t seek to make waves nor create undue controversy. We don’t have to stir the pot, we usually find ourselves in it. That may have to change given that society’s mode of communication has not only accelerated 24x7, but how people process news has been radically altered. Young people, in particular, receive and process news through Facebook, Google, Twitter, and any new forms that appear on the horizon. Unfortunately, greater communications doesn’t mean greater conversation. Further, major broadcasting news services, including cable, all have adopted an “entertainment” portion to news. And it must be fed every hour around the clock. “Gotcha” News Journalism is the road to the Pulitzer Prize. Increasingly, there is little or no pretense of journalistic objectivity or even police bias. How the media process its news isn’t going to change. Where possible it will accelerate. But, we may have to change how we are part of the news.

Unlike the firefighters' community, policing could be described as somewhat of a "contact sport" given that often we are enforcing a behavior on one individual(s) at the request or complaint of other members of the community. Hence, the outcome is minimally 50% negative even for the police. The United States is the third largest country with a population exceeding 309 million. Reportedly, we have 2 million, 200 hundred thousand incarcerated in our prisons. Enforcement played a role in putting them there, but we only carry out the legislative will of the people. But I suspect, particularly in the minority communities, police carry the visual burden of responsibility. If my analogy carries some weight, these unfortunate beliefs tend not only to be self-perpetuating but passed on for generations. Given today's diversity and political divisiveness accompanied by 24x7 media drumbeat, simply responding to each crisis may not be the solution. Implementing additional rules, regulations, even policy after a controversial event may lower the volume of the complaint. But only temporarily. We function in an imperfect society. Were it possible to have the presence of the best possible police leadership, the most effective identification and recruitment of the most qualified personnel and best training and supervision, we can only lessen the impact or even reduce the number of controversial events. Police critics, well-meaning and not so well meaning can and will still cherry pick the events and create a narrative to fit their agenda.

Maybe that's why I am not amazed how three or four police related deaths involving individuals whose actions placed them in harm's way, could jeopardize the reputational capital of this country's police. We can't ignore the public impact of media televising so called "Street Witnesses" because their lack of truth most often never makes it to trial. They had their day of "testilying" within 24 hours of the police incident. As a young cop, I recall the cliché that "Rumor and falsehood is half way around the world while 'Truth' is just putting on its pants." Words not only have consequences but today they often serve as weapons. We have a duty to recognize that our actions can accompany deadly consequences. The discharge of a firearm or excessive use of a baton, not only has deadly consequences, but often the outcome is irreversible. That awareness must be part of the social contract we make early in our career. What we no longer should accept is that an accident, a mistake or simply bad judgment are part of a sick conspiracy to harm people because of race. Worse, that policing is an organization that allows its personnel to abuse people for no other reason than race. Nor can we permit a small lunatic fringe of haters be the centerpiece of public dissent. The street activist, the agitator, individuals such as the Rev. Al Sharpton and his organization dedicated to stirring the pot should not be allowed to have an unchallenged pathway in their broad based attacks on the police. Unsubstantiated allegations may be prevalent but they shouldn't become acceptable. We must be more proactive than reactive. If we are to seize an opportunity, that is to reframe an incident to its proper perspective, we must first prepare for that opportunity. Statistically and in most police shootings and related deaths, we can make the appropriate case that we continually strive to ensure the highest standard of personal accountability. Even the Ferguson and Staten Island cases where the Rule of Law was asked to go into the tank and bend to street mobs amidst accusations and denunciations of the criminal justice system by prominent members of local, state and federal government, justice, I suspect, still triumphed. Even a second bite of the apple, subsequent federal prosecution was not possible due to the lack of evidence and circumstances. Law enforcement didn't win, it merely got a reprieve. Why, because much of the public isn't made aware of the implications of such findings. Politicians have short attention spans; often show little interest in the unintended consequence of their politically motivated actions. I refer you to some of the "National News" abstracts in this newsletter. If they can't defeat a legal decision, they pursue extra-legal remedies. Our critics claim is to reform the Justice system. The police may only be a portion of that system but our mishaps stroke the fires and create the spotlight that our critics relish.

Having spent 8 years in the Health and Hospital sector let me give you an interesting statistical comparison. It is reported annually that 90,000 to 100,000 deaths in hospitals are attributed to medical negligence, improper care, error and omissions and hospital induced infection. I have read reports listing the number of doctors in the US at 800,000. Ironically, that is the same population figure for police officers. American policing may have a better narrative but we need to tell a better story. I offer no other comment other than I still have great admiration for the medical profession.

Unchallenged the anti-police movement will continue to gain traction probably aided by the media and people of good will who want the world to be so much better despite the efforts of some of its occupants who have little or no use for the rule of law and the people it serves. I am concerned that many police chiefs in the larger

diverse jurisdictions are going to be constantly challenged, in some instances appropriately, on the subject of police misconduct. Quite likely, the charging rhetoric will neither be fair to the chief's administration nor the officer(s) involved.

If the circle of deceit, opportunism and exploitation on either side of the political spectrum is not confronted with truth and courageous leadership, trust is lost, meaningful communication is eroded and everyone loses. Today, communication is quite different than conversation. Absolutely, Black Lives Matter. But Cops and Evidence also Matter. Let's have a national debate; our current divisiveness suggests it is necessary. Improving Race relations is not simply a change in operating policy but also in attitude accompanied by educating both sides of the aisle. Both sides of the issue must not forget that. Let's take a seat at the table where our experiences can be shared, our voices and opinions heard and hopefully given the respect that such police stewardship deserves. Respectfully. Charlie Connolly

NEW APPOINTMENTS

I am delighted to report that one of our FBI NEIA Board members was recently appointed Director of Arizona Public Safety. Like father, like son. Arizona Gov. Doug Ducey has appointed Mesa Police Chief Frank Milstead as Director of the Arizona Department of Public Safety. Milstead will follow in the footsteps of his late father, Ralph Milstead, who served as DPS director in the 1980s and famously tangled with then Gov. Evan Mecham, even testifying at Mecham's impeachment trial.

A former Phoenix Police Commander, Milstead has been lauded for his progressive leadership during his five years as Mesa's Chief, his ability to communicate well with others, and his commitment to diversity and his use of innovative technology to improve efficiency in the face of budget restrictions during the recession.

Frank's father also started his career with Phoenix Police Department before assuming the helm of DPS. Frank Milstead will replace outgoing DPS Director Robert Halliday.

"Today, I accepted Governor (Doug) Ducey's offer to become the Director of the Arizona Department of Public Safety," Milstead said in a prepared statement sent to Mesa police employees. "For the past five years, it has been my honor to serve you and the citizens of Mesa."

Mesa Vice Mayor, Dennis Kavanaugh, Chairman of the city's Public Safety Committee for the last six years, said Milstead has been a progressive chief — one of the best in Mesa police history — and will be missed.

"It's bittersweet," Kavanaugh said. "I really feel good for him. I suspect that deep down in his heart, this is a dream come true."



We are delighted to hear that Noirin O'Sullivan was recently appointed Commissioner of An Garda Síochána, Ireland's National Police Service. The first woman to achieve that goal. Noirin is a native of Dublin, Ireland and has more than thirty years of professional policing experience across both operational and administrative areas and has worked in a broad range of police disciplines at both national and international levels. Recently, at our FBI NEIA reception in Orlando Florida, we had the pleasure of seeing Commissioner O'Sullivan and her husband, a detective in the Dublin area. We look forward to seeing them again at our conferences.

It has also come to our attention that New York has lost the services of two prominent members of the law enforcement community. Joe Dunne reportedly left his position as Chief of Security, NY & NJ Port Authority. A couple of years ago, a decision was made to include all facets of policing and security under one jurisdiction. Joe was the individual tasked to putting it together. It must have improved. Chief Dunne prior to retiring from the NYPD held the number two spot at the time of the 911 murderous attacks. While directing the department at the site, on crutches, he narrowly escaped death exiting his vehicle which was completely demolished. We will be looking forward to see where Joe Dunne provides his expertise next.

On the federal side, Assistant Director, New York Office, George Venizelos retired from the FBI. We met George initially when he ran the Philadelphia office. We had ample time during his tenure in New York to observe and appreciate an individual who made it a point to engage and make contact with the various departments. It's only an opinion but the Bureau's mandatory retirement at age 57 seem like a good way to lose a number of quality performers. We wish him well in his future endeavors.

Recently heard from Julian Fantino, another multi tasker when it comes to public service. Julian was Chief of police in London, Toronto, Ontario, involved in Homeland Security and an elected official to the Canadian Parliament. In addition to his constituents' interest, Julian holds a position as Minister of National Defense responsible for Artic Sovereignty and various aspects of national security and intelligence. Not bad for an immigrant kid who arrived in Canada at age eleven without speaking English. Chief Fantino is the author of one book. Maybe, he might have another.

IN MEMORIAM

We received this from Frank Gallagher who wrote the following obit for the Retired Former FBI Agents regarding the passing of Terrence J. Mangan.

Terrence J. Mangan, age 76 of Dumfries, VA. passed away on December 22, 2014. Terry dedicated over 35 years of his life to local and federal law enforcement. By the time he became a cop, he had already earned a master's degree, been ordained a priest in the Catholic Order of the Oratorian Fathers, and marched in Selma and Montgomery Ala. With Rev. Martin Luther King Jr. He left the priesthood to become a graveyard shift officer in Seaside, Calif. In 1966, Mangan later served 11 years as the chief of Bellingham, WA police in the 1970s and 80's. He's perhaps best known for helping to crack the notorious Hillside Strangler case by linking the murders of two Western Washington University students to a string of similar killings in California. He later worked as a Police Chief in Spokane, and as an FBI Leadership and Counter-Terrorism instructor at Quantico after his retirement. He was also the program manager for the FBI's National Executive Institute. Terry's biography includes a long list of community involvements, awards, and professional accomplishments. A devout Catholic, passionate leader, and dedicated public servant, he touched countless lives across the country and around the world. On the side, Terry wrote and produced mystery dinner plays for charities. He is survived by his children, Sean Mangan and Megan Miranda; granddaughter Gillian Mangan and former wife Charlotte Mangan. Sean is an attorney and a JAG officer, and his sister Megan were Lt. Colonels in the US Army. Megan's husband, Bill, has been selected to be promoted to Colonel in the US Army. Truly a public service family.

I have just been advised that Jim Meehan, truly one of NYPD's finest has passed away. Jim Meehan's was one of my (NEIA editor) closest friends. We had an unusual relationship. He was my boss in the NYPD and I was his in the NYC Health and Hospitals Corporation. Over the years we attended numerous police conferences and shared a lot of laughs. When we weren't traveling together, people would ask: "where is Jim." Jim was an unusual individual. He served in the Navy during World War II. His sphere of knowledge was not limited to law enforcement, something he loved and served for over four decades. Jim's career took him throughout the department; detective and patrol boroughs, police academy, Intelligence division, Chief of Personnel, Chief of Patrol and prior to his retirement Chief of New York's Transit Police. Jim could carry on conversations about world events as well everyday events with just about anybody regardless of their status. Jim didn't intend to be a teacher, but in fact, he was. He was far more educated than his college credentials would suggest. Over the last few years his health began to diminish. Our frequent hourly phone calls would turn to minutes. Finally, it was just an opportunity to say I was just thinking of you, Jim. He was my friend. Even at the end I felt that I was learning from the master. Jim is joining the ranks of some of my closest NEIA friends, Dan Guido, Pat Murphy, Bill Devine, John Woodcock, David Prowis and Daryl Gates. While I am not looking to book an early flight, I sure would love to eavesdrop on their conversations. Jim was appointed to the department on Feb. 1, 1949 and passed away 65 years later on Feb. 1, 2015.

May Terry and Jim Rest In Peace. They earned it!

NATIONAL NEWS

The number of law enforcement officers killed by firearms in the U.S. jumped by 56 percent this year and included 15 ambush assaults, according to a report released recently. The annual report by the nonprofit National Law Enforcement Officers Memorial Fund found that 50 officers were killed by guns this year, compared to 32 in 2013.

In all, the report found that 126 federal, local, tribal and territorial officers were killed in the line of duty in 2014. That's a 24 percent jump from last year's 102 on-duty deaths. Shootings were the leading cause of officer deaths in 2014 followed by traffic-related fatalities, at 49. The sharp increase in gun-related deaths among officers followed a dramatic dip in 2013, when the figure fell to levels not seen since the 19th century. This year's uptick comes amid increased tension between police and the public following the high-profile deaths of unarmed black men by white police officers, including that of Eric Garner in New York and Mike Brown in Ferguson, Missouri. The states that saw the most officer deaths were California, at 14, Texas, at 11, and New York, at nine. Florida followed with six deaths, and Georgia had five, according to the report. The 15 ambush assaults on police officers this year compares to just five in 2013, but matched 2012 for the highest total since 1995, the report said. "With the increasing number of ambush-style attacks against our officers, I am deeply concerned that a growing anti-government sentiment in America is influencing weak-minded individuals to launch violent assaults against the men and women working to enforce our laws and keep our nation safe," said Craig Floyd, chairman and CEO of the memorial fund. "Enough is enough," he said in a statement. "We need to tone down the rhetoric and rally in support of law enforcement and against lawlessness."

Note: The potential for death or serious crippling injury is always in the performance of a police officer's duty. We can continue to mitigate some dangers but it will remain a continual threat. However, we cannot remain silent when our critics distort the facts or use questionable police actions to inflame situations that result in unnecessary harm to those simply trying to maintain order and the public safety of their local community. Currently, one can question whether there is more than may be warranted in terms of police oversight. The following focuses on NYPD but it could be in other departments' future in coming years.

A Radical New Idea for Keeping Tabs on Police Misconduct is Gaining Steam

By Leon Neyfakh [Slate Magazine] — Sunday, February 15th, 2015; 4:23 p.m. 'The Business Insider.Com'

The largest organization of public defenders in the country is building a "cop accountability" database, aimed at helping defense attorneys question the credibility of police officers in court. The database was created by the Legal Aid Society, a New York-based nonprofit that represents an average of 230,000 people per year with a staff of more than 650 lawyers. The database already contains information about accusations of wrongdoing against some 3,000 NYPD officers, and is being used regularly by Legal Aid lawyers. The ambition behind the project is to create a clearinghouse for records of police misconduct — something the NYPD itself does not make public and to share it with defense lawyers all over the city, including those who do not work for Legal Aid. At a time when police departments around the country are being criticized for a lack of a transparency, the arrival of Legal Aid's database represents a bold attempt to systematically track officers with a history of civil rights violations and other kinds of misbehavior, and thereby force judges, prosecutors, and juries to take the officers' past actions into consideration when adjudicating cases.

If a defense attorney can successfully call into question the credibility of an arresting officer, she might be able to convince a judge to let a defendant out of jail without bail, or maybe even to dismiss the case entirely. Information about an officer's past misconduct can also serve as a bargaining chip during plea negotiations with prosecutors. Take someone like Detective Sekou Bourne, for instance, who is currently being prosecuted in the NYPD's administrative court for allegedly frisking a woman improperly in East New York, and unlawfully entering her home in April 2013 after concluding, mistakenly, that she had crack cocaine in her hand.

According to Justine Luongo, the attorney-in-charge of the Legal Aid Society's criminal practice, a search for Bourne's name in the Legal Aid database brings up reports on this incident, along with records of seven civil

rights lawsuits that have been filed against him. The fact that all of those cases ended in settlements, Luongo said, could be useful information for defense attorneys next time prosecutors try to build a case against someone based on Bourne's testimony. (A call to Bourne's attorney was not returned.) Cynthia Conti-Cook, a former civil rights lawyer, joined the Legal Aid Society last spring with the idea for the database, officially known as the Cop Accountability Program, already in mind. The reason she wanted to build it, she said, is that typically, when a criminal case begins, there's a "big red arrow that says 'criminal' pointing to the defendant," and not much a defense lawyer can say other than "my client denies the charges." With the database, a lawyer can quickly discover records of past misconduct by the accusing officer — if they exist — and with that information in hand, can "start shifting that red arrow toward the police officer, by showing that they've also been engaged in activity that deteriorates their credibility." "It takes the judge's attention away from what your client did wrong to get here, and puts more of a burden on the police officer to prove that your client actually did something," Conti-Cook said. That matters, she added, because "more and more, in this broken-windows climate, the main and sometimes only witness in a case will be a police officer." According to Luongo, lawyers at Legal Aid are encouraged to be comprehensive in uploading information to the system, which means including complaints that ended up being dismissed or that could not be substantiated and making note of those outcomes. It's up to the lawyers who use the database to determine whether and how to present the information they find in the database in court.

The contents of the Legal Aid database have been harvested from a variety of sources, including documents known as Brady letters that are submitted by prosecutors before trial as part of their obligation to disclose exculpatory material to the defense. Prosecutors usually submit Brady letters at the "eleventh hour," said Conti-Cook, meaning right before trial is set to start, and often defense attorneys put them in their file, maybe use them once during the proceedings, and then never think about them again. The database, Conti-Cook said, is about "taking that institutional knowledge and figuring out a systematic way of sharing it with everyone." Other sources of information include civil lawsuits filed against the city, criminal trials in which a police witness was deemed not credible by a judge, and news reports about police wrongdoing.

Information also comes from grievances that New Yorkers have filed against individual officers with the Civilian Complaint Review Board, a city agency that investigates and prosecutes police misconduct. Once a week, interns from the Legal Aid Society are dispatched to take notes on public hearings at the CCRB, and then incorporate any valuable tidbits they hear into the database. Legal Aid would like to see the database improved through technology. Conti-Cook said she has approached computer scientists at New York University about designing a program that would crawl an online database of federal court cases and automatically pick out ones in which police officers are being accused of wrongdoing. Luongo said there are plans to make an app that defense lawyers can look at on their mobile devices, which would allow them to peek at the database in arraignment court, right after they get assigned a new client. Plans are also under way for an email alert system, which would automatically send messages to lawyers after they've picked up a case with a police witness who has a file in the database.

Lawyers at other public defense organizations said that they're aware of Legal Aid's project and that they look forward to being able to use it. "It's a terrific idea whose time has come. Police accountability is a persistent and pressing problem in public defense," said Susannah Karlsson, a lawyer at Brooklyn Defender Services, another firm that provides free legal representation to people who can't afford it. "If there are connections to be made between misconduct in one case and misconduct in another case, we should be able to use technology, as Legal Aid is beginning to do, to connect those dots." Making those connections has special value in New York State, where a 1976 law that shields police officers from public scrutiny has traditionally frustrated defense attorneys' efforts to cast doubt on the credibility of cops with histories of misconduct. A provision in the 1976 law known as 50-A says that in order to substantiate a subpoena request for police officer personnel records, defense attorneys have to know in advance, and be able to demonstrate with a "clear showing of facts," that there's probably something in the officer's past that is relevant to their client's case. By providing lawyers easy access to potentially relevant details about an officer's background, the Legal Aid database offers a way out of that Catch-22. The database could potentially have consequences beyond individual cases. Joanna Schwartz, an assistant professor at UCLA School of Law who studies the way in which police department policy is shaped by the lawsuits people file against cops, said it could eventually have an effect on

how misconduct is handled internally by the NYPD. “It might create external pressure on police agencies to better police their own,” Schwartz said. “Because if there’s a bad apple officer out there who has had multiple incidents of lying on the stand, or unconstitutionally searching someone, that officer’s ability to assist in a prosecution is going to be compromised. ... Their ability to help prosecute cases will be constrained by their prior behavior in a way it hasn’t been previously.”

The NYPD did not respond to a request for comment. But a spokesman for the Patrolmen’s Benevolent Association, the largest police union in New York, passed on a statement from union president Pat Lynch, saying that “compiling a list of police officers who are alleged to be ‘bad’ based upon newspapers stories, quick-buck lawsuits, and baseless complaints — many of which are lodged in revenge by criminals seeking to punish an arresting officer — does nothing more than soil the reputation of the men and women who do the difficult and dangerous job of keeping this city and its citizens safe.”

The Supreme Court Is Considering Whether the Americans with Disabilities Act Requires Police to Take Special Precautions When Trying to Arrest Armed and Violent Suspects Who are Mentally Ill.

WASHINGTON (AP) --

The justices hear arguments Monday in a dispute over how police in San Francisco dealt with a woman suffering from schizophrenia who had threatened to kill her social worker. Police forced their way into Teresa Sheehan’s room at a group home and then shot her five times after she came at them with a knife.

Sheehan survived and later sued the city, claiming police had a duty under the ADA to consider her mental illness and take more steps to avoid a violent confrontation. Her attorneys say laws protecting the disabled require police to make reasonable accommodations when arresting people who have mental or physical disabilities. They say police could have used less aggressive tactics, such as waiting for backup and trying to talk to her in a nonthreatening way.

City officials argue the ADA does not require accommodations for armed and dangerous people who are mentally ill and pose a threat to others. The case has attracted attention from mental health advocates who say that failing to take account of a suspect’s disability often results in unnecessary shootings by police.

Law enforcement groups have also weighed in, saying a ruling in Sheehan’s favor could undermine police tactics, place officers and bystanders at risk and open them to additional liability. The ADA generally requires public officials to make “reasonable accommodations” to avoid discriminating against people with disabilities. But lower courts have split on how the law should apply to police conduct when public safety is at risk.

In Sheehan’s case, her social worker called police for help in restraining her so she could be taken to a hospital for treatment. Officers entered her room with a key, but Sheehan threatened them with a knife, so they closed the door and called for backup. But they said they weren’t sure whether Sheehan had a way to escape, and were concerned that she might have other weapons inside.

The officers then forced their way in and tried to subdue her with pepper spray. But she continued to come toward them with the knife and was shot five times.

A federal district court sided with the police, ruling that it would be unreasonable to ask officers trying to detain a violent, mentally disabled person to comply with the ADA before protecting themselves and others. But the 9th U.S. Circuit Court of Appeals said a jury should decide whether it was reasonable for the officers to use less confrontational tactics.

Two national police chiefs' associations and 27 individual police chiefs and sheriffs have signed on to a brief supporting the legality of President Barack Obama's executive action on immigration. Their brief, filed Monday in U.S. District Court in Texas, opposes a federal suit filed last month by the Texas Attorney General that seeks to block the executive action, calling it illegal and unconstitutional. Arizona is among 24 other states, largely with Republican governors or attorneys general that have joined Texas in pursuing that lawsuit. On the other side, 11 largely Democratic-led states and the District of Columbia on Monday joined in a brief filed by the Washington attorney general opposing the Texas-led suit and arguing that the executive action is legal and constitutional. A hearing on the suit is scheduled for Thursday, Jan. 15.

The law-enforcement officers, in their brief, said that the executive action "will improve public safety by encouraging community cooperation with police." They also said that offering undocumented immigrants the opportunity to have verified, secure identification "aids law enforcement in carrying out its day to day duties." Those signing the amicus, or friend-of-the-court, brief include the police chiefs of Los Angeles, San Francisco, Seattle, Boston, Philadelphia and Denver, and the sheriffs of Dallas County and El Paso County in Texas, among others. In Arizona, Tucson Police Chief Roberto Villasenor, Santa Cruz County Sheriff Tony Estrada and Peoria Police Chief Roy Minter joined the suit. The two associations joining are the Major Cities Chiefs Association, which includes the chiefs of the 66 largest cities in the United States, and the Police Executive Research Forum, an association of law-enforcement executives that conducts research into policing practices.

As The Arizona Republic has reported, the Texas-led suit faces several high legal hurdles. More than 100 legal and constitutional scholars sent a letter to Obama, before his action, stating that deferring the deportations even of millions of undocumented immigrants falls squarely within the executive branch's legal authority to exercise prosecutorial discretion, and follows similar, smaller actions taken by other presidents. Obama's Nov. 20, executive action would defer the deportation of up to 4.3 million undocumented immigrants. It expanded his 2012 Deferred Action for Childhood Arrivals program, which has deferred the deportation of more than 632,000 undocumented immigrants brought here as children.

Managing Major Events: Best Practices from the Field

This PERF report describes strategies for managing demonstrations and avoiding confrontations with protesters.

http://www.policeforum.org/assets/docs/Critical_Issues_Series/managing%20major%20events%20-%20best%20practices%20from%20the%20field%202011.pdf

Obama Requests \$263 Million for Police Body Cameras, Training

The White House has asked for \$263 million for police body cameras and training in the wake of the shooting death of unarmed 18-year-old Michael Brown. The administration also said Monday that it will not make major changes to a program that transfers military equipment to state and local law enforcement agencies, but will instead focus on better oversight to ensure that the equipment is used properly. The President also announced the creation of a new task force - led by Philadelphia Police Commissioner Charles H. Ramsey and former Office of Justice Programs AG Laurie Robinson - to prepare recommendations for "21st century policing."

<http://www.nbcnews.com/politics/first-read/obama-requests-263-million-police-body-cameras-training-n259161>

LA Sheriff's Office to Get Oversight

<http://www.latimes.com/local/california/la-me-sheriff-oversight-20141210-story.html#page=1>

Will the Nation's Police Practices Change Post-Ferguson? Depends On Who You Ask

Mayors and police chiefs gathered at the Clinton Presidential Library on Wednesday to mark the 20th anniversary of the COPS program. President Clinton addressed the group, crediting the program for a “historic” decline in crime. Philadelphia Police Commissioner, Chuck Ramsey told ThinkProgress, “We’re talking about community policing, but I think we missed the mark. There is still a basic distrust of police departments, of government.”

<http://thinkprogress.org/justice/2014/10/09/3577829/police-mayors-ferguson/>

How Reliable Are Eyewitness Accounts? It's Complicated (FL)

Tampa Police Chief Jane Castor said the Tampa Police Department joined with the Hillsborough Sheriffs Office and the Hillsborough State Attorney's office to develop a uniform policy designed to enhance the accuracy of eyewitness identifications.

<http://tbo.com/how-reliable-are-eyewitness-accounts-its-complicated-20141002/>

National Academies Press Report: Identifying the Culprit: Assessing Eyewitness Identification

http://www.nap.edu/openbook.php?record_id=18891

Science of Strangers: Military Research Could Boost Cops' People Skills

The Defense Advanced Research Projects Agency is trying to unravel the mysteries of how humans communicate with each other in unfamiliar situations. The goal is to develop a new way to train soldiers for modern warfare, in which they increasingly must use social skills to scout enemy territory, distinguish friends from foes, gather intelligence and resolve conflicts, often with little understanding of the local culture or language. Authorities are already exploring other potential applications, namely for use in American policing.

<http://www.nbcnews.com/news/us-news/science-strangers-military-research-could-boost-cops-people-skills-n230951>

When Social Media Complicate the Undercover Work of Police Officers

Law enforcement agencies in Baltimore and across the country are grappling with social media sites and the implications for officers who work undercover. In some cases, publicly identifying an undercover officer on social media has resulted in jail time. Other times, prosecutors say the postings may not constitute a crime, as online speech can be construed as merely sharing — not threatening.

<http://www.baltimoresun.com/news/maryland/baltimore-city/bs-md-undercover-online-20141102-story.html#page=1>

Court Ruling Upeuds Maryland's Sex Offender Registry

1,155 sex offenders have been removed from Maryland's sex offender registry since February, according to data obtained by The Baltimore Sun through a public records request. Almost 400 of them are rapists, including a man who raped a blind teenage girl in a mall parking lot, and a man who raped a 67-year-old woman who was walking her dog. Most have been stripped out because of a decision by Maryland's highest court. That ruling handed a victory to advocates who said the registries were unfairly punitive, but has troubled legislators and upset victims.

<http://www.baltimoresun.com/news/maryland/crime/bs-md-sex-offenders-20141101-story.html#page=1>

Justice Dept. Announces New Rules to Curb Racial Profiling by Federal Law Enforcement

Attorney General, Eric H. Holder Jr., expanded Justice Department rules for racial profiling to prevent FBI agents from considering gender, national origin, religion, sexual orientation and gender identity, in addition to race and ethnicity, when opening cases. The department also is banning racial profiling from national security cases for the first time. Holder's revised policy covers state and local law enforcement officers while they participate in federal law enforcement task forces. But it is considered only guidance for police officers in state and local departments.

http://www.washingtonpost.com/world/national-security/justice-dept-to-announce-new-rules-to-curb-racial-profiling-by-federal-law-enforcement/2014/12/07/e00eca18-7e79-11e4-9f38-95a187e4c1f7_story.html

New York Attorney General Seeks Powers to Investigate Killings by the Police

<http://www.nytimes.com/2014/12/09/nyregion/new-york-attorney-general-seeks-powers-to-investigate-killings-by-the-police.html>

Note: There was a comedian, Jimmy Durante, who often ended his act with the statement "Everybody wants to get into the act." In NYS that is a true statement, the Governor proposes that complaints of police brutality be handled by a state agency. In NYC, the Department of Investigations wants to investigate and arrest police officer for similar misbehavior, while the City's Civilian Review Board wants additional powers. Let's not forget, the NYPD is under the scrutiny of five (5) county district attorneys, local FBI office as well as two (2) US Attorney General regional offices.

President Barack Obama chose the former Secret Service Special Agent, which he installed temporarily in the wake of security breaches, to become the agency's next Director, brushing aside an independent panel's conclusion that the job should go to an outsider. Joseph Clancy will fill the position after four months as Acting Director. Clancy is a 27-year veteran of the agency and was previously the head of the service's Presidential Protective Division. He was hurriedly appointed on an interim basis last year after, then-Director, Julia Pierson was forced out. A panel responsible for reviewing the Secret Service and making recommendations for improvements had concluded earlier this year that the agency was too "insular" and "starving for leadership," recommending the hiring of an outsider as the next Director. Clancy, according to the sources we contacted, has the support of both the active and retired members of the Secret Service.

The Black Student Union at UC Berkeley is demanding that a university building be renamed after convicted cop killer Assata Shakur (Joanne Chesimard). The students of the organization are calling the first woman on the FBI's Most Wanted Terrorists list, "an icon of resistance within oppressed communities."

According to FOX News, Shakur, a former Black Panther, was convicted of murdering New Jersey State Trooper Werner Foerster in 1977. She escaped from prison shortly after in 1979 and fled to Cuba. She was designated a terrorist by the FBI in 2013 and the agency is offering a \$2 million reward for information leading to her arrest. "We want the renaming of it to someone, Assata Shakur, who we feel like represents us as black students," said university student Cori McGowens.

From <http://www.leoaffairs.com/news/berkeley-students-demand-building-be-renamed-after-cop-killer/>

INTERNATIONAL NEWS

Europe is rethinking the Disarming of Police Forces according to a recent news article. With the deaths of three French police officers recently in Paris and the suggestion of a plot in Belgium to kill police, European law enforcement agencies are rethinking about how and how many police should be armed. Scotland Yard said it was increasing the deployment of officers allowed to carry firearms in Britain, where many cling to the image of the unarmed "Bobby." In Belgium, where officials say a terror network was plotting to attack police, officers are again permitted to take their service weapons home. French law enforcement officials demanded heavier weapons, protective gear and a bolstered intelligence apparatus. An official from the Interior ministry said that such talks are on the table. A French police union official was quoted "We don't want necessarily the arms that American police carry."

Was the Islamic State just given Key to U.S. backdoor?

According to a recent news story, a senior FBI official has admitted the United States is finding it virtually impossible to screen out terrorists that could be hiding among the thousands of Syrian "refugees" heading soon to American cities. The U.S. simply does not have the resources to stop Islamic radicals in Syria from slipping into the country through the State department's refugee-resettlement program, said Michael Steinbach, Deputy Assistant Director of the FBI's Counter Terrorism Unit. Separating legitimate refugees from terrorism was difficult in Iraq, where the U.S. had large occupation forces. Even then, the U.S. government's vetting process missed dozens of Iraq jihadists who slipped into the country posing as refugees and took up residence in Kentucky, according to a November 2013 ABC News report. In Syria, the challenges are much greater. That's why Rep. Michael McCaul, Chairman of the House Homeland Security Committee, held hearings on the process of vetting refugees and sent a letter to the White House voicing the committee's "serious national security concerns." "We learned our lesson with the Iraqi refugee population. We put in place a USIK wide background and vetting process that we found to be effective," FBI's Michael Steinbach told the committee. "The difference is that in Iraq we were there on the ground collecting information, so we had databases to use," Steinbach further reported. "The concern is that in Syria, the lack of our footprint on the ground in Syria, the databases won't have the information we need. So, it's not that we have a lack of process; it's that there is a lack of information."

China Says Deliberation on Draft Anti-Terrorism Law Goes Ahead

Reuters (03/16/15) Martina, Michael

After White House Cybersecurity Coordinator Michael Daniel suggested proposed Chinese anti-terrorism legislation had been suspended, the Chinese Foreign Ministry on Monday confirmed that deliberation on the law is continuing. The draft law, which could require technology companies to install backdoors in products, has been criticized by Western leaders and business groups. U.S. President Barack Obama said on March 2 that he had raised concern about the law directly with Chinese President Xi Jinping. China's Parliamentary spokeswoman has said many Western governments, including the United States, had made similar requests for encryption keys and Chinese companies operating in the United States had long been subject to intense security checks. Although the counter-terrorism provisions would apply to both domestic and foreign technologies, officials in Washington and Western business lobbies argue the law, combined with new banking rules and a slew of anti-trust investigations, amount to unfair regulatory pressure targeting foreign companies.

CORPORATE SECURITY SECTION

Authorities Closing In on Hackers Who Stole Data From JPMorgan Chase

New York Times (03/16/15) Goldstein, Matthew; Perlroth, Nicole

Federal authorities investigating last summer's online attack on JPMorgan Chase are reportedly increasingly confident that a criminal case will be filed against the hackers in the coming months. Law enforcement officials believe that several of the suspects are "gettable," meaning that they live in a country with which the United States has an extradition treaty. That would not include countries like Russia. Although the breach at JPMorgan did not result in the loss of customer money or the theft of personal information, it was one of the largest such attacks against a bank and a warning sign that the American financial system was vulnerable. The JPMorgan case is advancing quickly partly because the attack was not nearly as sophisticated as initially believed, and law enforcement authorities were able to identify at least some suspects early on. Law enforcement officials also made the investigation a top priority given that the Department of Homeland Security has declared the banking system critical infrastructure, requiring additional protection from digital attacks. An internal review noted that JPMorgan recently increased its requirements for giving people the highest level of access to the bank's network. JPMorgan now limits so-called "high security access" to bank employees who must submit to annual credit screenings and criminal background checks. The bank now also conducts a "routine review" to make sure that high security access is justified for a particular person.

Facebook Report Shows Slight Rise in Government Requests for Data

Reuters (03/16/15)

Facebook on Monday released its Global Government Requests Report, showing a modest increase in government requests for user data to 35,051 in last year's second half, up from 34,946 in the first half. The company restricted 9,707 pieces of content for violating local laws, an 11 percent increase over the first half. "We will continue to scrutinize each government request and push back when we find deficiencies. We will also continue to push governments around the world to reform their surveillance practices in a way that maintains the safety and security of their people while ensuring their rights and freedoms are protected," Monika Bickert, Facebook's head of global policy management wrote in a blog post. Bickert said Facebook challenges requests that appear to be "unreasonable" or "overbroad" and if a country requests content be removed because it is illegal, Facebook may restrict access only in that country. The technology industry has pushed for greater transparency on government data requests, seeking to shake off concerns about their involvement in vast, surreptitious surveillance programs revealed by former spy agency contractor Edward Snowden. Facebook, Microsoft, Yahoo and Google last year began publishing details about the number of government requests for data they receive.

Why New Credit Cards May Fall Short on Fraud Control

Wall Street Journal (01/05/15) P. A1 Sidel, Robin

U.S. banks will issue over a half-billion new credit cards this year that feature embedded computer chips, but there are concerns that opting against "chip-and-PIN" technology in favor of the signature version means the cards will fall short when it comes to fraud control. Rather than require customers to input a PIN number, the new cards will require users to continue authenticating transactions with a signature. Although experts say PINs are more secure than signatures, which can easily be copied, U.S. bank executives say the signature version will eliminate the burden of having to remember a new four-digit code at checkout. Jon Krauss, senior manager for card payment strategy at Discover, says, "[Chip-and-signature cards] are such a big shift that we didn't want to make it more difficult than it already will be [by requiring a PIN]." Bank of America Corp. and Citigroup Inc. also are opting for chip-and-signature cards. JPMorgan Chase shifted away from a plan to issue chip-and-PIN cards after testing them with consumers, and the bank already has issued millions of chip-and-signature cards. Experts note that chip-based cards, even without requiring PINs, make it more difficult for thieves to make Counterfeit cards.

POINTS TO PONDER

- If people have more potential than they realize, then do organizations have more potential than they utilize?
- Courage is not necessarily the absence of fear. It's acting in spite of fear.
- Too much emphasis is on being right rather than doing right.
- People's judgmentalism can drive individuals apart. Yes, we should from time to time rethink our biases, preconceptions, even prejudices. Still, don't confuse the statement "No one of us is any better than any other one of us" with the statement "No one of us is any better off than any of us". The latter is also true.
- Probably most folks would agree 85% of the time. Unfortunately, the political process focuses on the 15% thereby magnifying the differences. Media provides a helping hand.
- "Injustice anywhere is a threat to justice everywhere." "He who passively accepts evil is as much involved in it as he who helps to perpetuate it." "He who accepts evil without protesting against it is really cooperating with it." "One's dignity may be assaulted, vandalized, cruelly mocked but it can never be taken away unless it is surrendered." - Dr. Martin Luther King, Jr.

HUMOR

Some folks take advantage of every opportunity to save money. I received this note from a friend, "I've disconnected my home alarm system and de-registered from the Neighborhood Watch. I've got two Pakistani flags raised in the front yard, one in each corner and the black flag of ISIS in the center. The local police, sheriff, FBI, CIA, NSA, Homeland Security and other agencies are all watching the house 24/7. I've never felt safer and I am saving \$49.95 a month. Also I am saving money on airline flights. They put me on the "No Fly" list.

Moshe, a Jewish man, is sitting in Starbucks reading an Arab paper. A friend walks in and notices this strange phenomenon. Very upset, he approaches him and says "Moshe, have you lost your mind? Why are you reading an Arab newspaper?"

Moshe replies, "I used to read the Jewish newspaper, but what did I find? Jews being persecuted – Israel being attacked – Jews disappearing through assimilation and intermarriage – Jews living in poverty. I got so depressed."

"So, I switched to the Arab newspaper. Now what do I find? Jews own all the banks – Jews control the media – Jews are all rich and powerful – Jews rule the world. THE NEWS IS SO MUCH BETTER!"

SOMEONE STILL CARES



National Law Enforcement Appreciation Day

On **January 9th, 2015**, **Justice Federal Credit Union** and partnering organizations in support of law enforcement officers nationwide will promote a **National Law Enforcement Appreciation Day (L.E.A.D.)**.

In light of recent negativity directed toward law enforcement nationally, there is a need to show law enforcement officers that our citizens recognize the difficult and sometimes impossible career they have chosen, in public service to us all.

Can you imagine going to work each day and wondering if you'll survive your shift and see your family that night? Most people can't. But in law enforcement, this is a fact of life. Each day 780,000 police officers across our country put a badge on and go to work knowing they may face extremely dangerous situations. Yet, they go to work anyway. Being a law enforcement officer is not just a job, it is a calling.



Keeping Our Communities Safe

On average, nearly 200 officers die in the line of duty each year, 50,000 officers are assaulted in the line of duty, 14,000 officers are injured in the line of duty, and over 300 officers commit suicide. There is no other profession in the world, except the military, where you will find these kinds of statistics.

Law enforcement officers play such an integral part in our society. Without law enforcement officers, chaos would reign.

Have you ever thought about what you would do if you were in trouble - a car accident, a home invasion, an assault - and you did not have someone to call for help? Law enforcement officers are the guardians of our communities.

Here's what you can do to show your support on Friday, January 9th:

- Change your profile picture on social media to the image at the beginning of this email
- Thank a police officer
- Wear blue clothing in support of law enforcement
- Send a card of support to your local police department or state agency
- Share a positive story about a positive law enforcement experience on social media
- Ask children in your community to write letters in support of law enforcement
- Participate in [Project Blue Light](#) and proudly display your blue light in support of law enforcement

Thank you for joining us in support of law enforcement officers nationwide.

www.jfcu.org

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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

VISIT THE FBI NEI ASSOCIATES WEBSITE.

www.neiassociates.org

The FBI NEIA website has the latest information about the NEIA, as well as important member information. You can now register for upcoming events, pay your dues, and more online.

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