



NEIA CONNECTIONS

Volume 2, 2015



WHAT'S HAPPENING IN QUANTICO

It appears that Jerry Granderson is pursuing some additional opportunities within the Bureau. On behalf of the FBI NEIA, we wish Jerry the best and did appreciate the work that he did on behalf of the FBI NEIA. Unit Chief, Mike Harrigan is busy reviewing his new responsibilities governing the National Academy, Law Enforcement Executive Development and our related partner, the FBI National Executive Institute. Regarding the NEI program, we are particularly pleased with their agenda placing a higher emphasis on contemporary issues of import to the law enforcement community. They have completed cycles one and two involving the current class (see roster below) and are collaborating with the University of Virginia, to have cycle three sometime in September on or near their campus. The move will provide an opportunity to focus on presidential leadership history, especially as personalized by Jefferson and Madison. The challenge will be to tap into the high level academic resources the prestigious university offers in that area while ensuring the program bridges effectively into contemporary issues.

Some new personnel additions to staff include a new Program Manager, Benny Lamanna and Becky Yacone, Management and Program Analyst. Their skill sets complement each other: Benny a FBI veteran of 19 plus years, 3 and 1/2 of which has been with the Training division and a recent stint with the National Academy. Prior to his US Army and federal experience, he was a NYS state trooper. Becky is a graduate of the U.S. Military Academy at West Point, and a recent member of the Bureau since last fall. Her experience with the FBI includes her spouse, also a member of the FBI. We look forward to working with Mike, Benny, and Becky on projects of mutual interest.

FBI NEIA/MCCA/PERF CONFERENCE 2015

The Conference in Phoenix (6/2 – 6/5), from all reports, was a continuing success on the part of the Major Cities Chiefs Association/FBI National Executive Institute Associates and the Police Executive Research Forum.

This trifecta of law enforcement organizations once again managed to put on an excellent array of Informational/Educational/Training programs to some four hundred and fifty law enforcement executives and selected guests. The various training sessions, town hall meetings, and discussion panels included topics ranging from the Police Use of Force, The President's Task Force on 21st Century Policing, Role of Race in American Policing, Immigration Reform, Law Enforcement and Mental Health Issues, Militarization of Local Police.

Attendees received a wealth of information; were involved in lively discussions and engaged in a number of beneficial networking opportunities. In discussing these issues I noted the following: **(cont. on page 3)**

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NATIONAL EXECUTIVE INSTITUTE
Class Roster
SESSION XXXVIII – CYCLE TWO
JUNE 14-19, 2015



Name	Department/Organization
1. Deputy Chief Rowena Adams	Memphis Police Department (TN)
2. Deputy Chief Operating Officer Cedric Alexander	DeKalb County Office of Public Safety (GA)
3. Deputy Director David R. Beecroft	United States Air Force, Security Forces (VA)
4. Chief Jon M. Belmar	St. Louis County Police Department (MO)
5. Director Michael G. Berkow	Coast Guard Investigative Service (DC)
6. Assistant Chief Charles Wayne Bewley	Little Rock Police Department (AR)
7. Special Agent in Charge Brian Boetig	FBI Buffalo Division (NY)
8. Assistant Commissioner Kevin Brosseau	Royal Canadian Mounted Police (Manitoba, Canada)
9. Sheriff J. Al Cannon, Jr.	Charleston County Sheriff's Office (SC)
10. Assistant Director Carl W. Caulk	United States Marshals Service (DC)
11. Chief Cassandra Deck-Brown	Raleigh Police Department (NC)
12. Chief D. Samuel Dotson	St. Louis Metropolitan Police Department (MO)
13. Legal Attaché Eric Drickersen	FBI Mexico City (MX)
14. Assistant Commissioner Linda J. Fellows	South Australia Police (SAPOL)
15. Special Agent in Charge Deirdre Fike	FBI Anchorage Division (AK)
16. *Chief Michael Goldsmith	Norfolk Police Department (VA)
17. Special Agent in Charge James R. Gregorius	Drug Enforcement Administration (VA)
18. Special Agent in Charge Ed Hanko	FBI Philadelphia Division (PA)
19. * Chief Richard A.J. Hite	Indianapolis Metropolitan Police Department (IN)
20. Assistant Chief Craig A. Howard	Prince George's County Police (MD)
21. Chief Bryce Johnson	Juneau Police Department (AK)
22. *Sheriff Jimmy Jones	Knox County Sheriff's Office (TN)
23. Assistant Chief Shawn L. Jones	Atlanta Police Department (GA)
24. Undersheriff Stephen E. Kinsey	Broward Sheriff's Office (FL)
25. Chief Police Officer Uwe Lederer	German State Police
26. Chief Scott A. Luck	United States Border Patrol (DC)
27. Chief Robert D. MacClean	United States Park Police (DC)
28. Assistant Chief Darryl McSwain	Montgomery County Police Department (MD)
29. Lt. Colonel Jose Antonio Mellado Valverde	Spanish Guardia Civil (Madrid, Spain)
30. Colonel Brian F. Meraviglia	Connecticut State Police (CT)
31. Chief James P. O'Neill	New York City Police Department (NY)
32. Assistant Chief Abdul Pridgen	Fort Worth Police Department (TX)
33. Sheriff Jeff Shrader	Jefferson County Sheriff's Office (CO)
34. Executive Assistant Chief Heston Silbert	Arizona Department of Public Safety (AZ)
35. Assistant Sheriff Linda Solorza	Orange County Sheriff's Office (CA)
36. Assistant Commissioner Warren A. Stanley	California Highway Patrol (CA)
37. Chief Drew Stathis	Defense Intelligence Agency (VA)
38. Chief Sean Whent	Oakland Police Department (CA)
39. Special Agent in Charge William Woods	FBI St. Louis Division (MO).
40. SA Andrew Van Epps, Counselor	FBI Atlanta

National Academy Unit, Michael Harrigan, Chief

* Participants from prior NEI Sessions are invited to graduate with Session 38.

Role of Race in American Policing

Obviously, regardless of its origins, restoration of community trust is essential.

There is a need, particularly in the major populated communities, for standardized training and policies among many of the police agencies within the population cohort.

The movement that is currently critical of police practices appears fragmented with different agendas, and, in some instances, some community organizations may never be happy with positive change in police practices and policies.

We have to recognize that some individuals and groups may rather have the problem than participate in the solution. Our constituencies see themselves as victims of police oppression. Added dimension is that no one is a real advocate for the poor.

Given the role of policing in some communities and among minorities there can be embedded a traditional distrust that may be difficult to overcome. Unfortunately, policing during our nation's period of segregation negatively impacted on our image. We have to continue to try to do our best and that requires greater stress on problem solving in the impacted communities. Another solution raised was the need to acknowledge our role in the past in dealing with discriminatory policies by police.

Police are viewed often by the individual's personal perception and history. We will have to meet the challenge of continually dealing in a contentious period of time. We have to be better prepared to identify and respond to the media, political process, advocacy groups. We will not reverse hundreds of years of distrust simply by introducing the use of body cameras.

Despite the notion that we have more transparency in meeting our commitments, it is quite possible that police will still feel that we are on our own in discharging our lawful responsibilities and adjusting our approach in servicing diverse communities.

There was some disagreement as to the validity of having police officers in minority communities have a racial identity with the community they are serving. Some presenters expressed the need to have police look like the community they service. Also mentioned was the need to engage the community in building trust and reversing community hostility; greater use of focus groups, involvement of neighborhood planning groups, and even engaging the younger elements of the community that are the source of some of the problems.

For some, simply decreasing crime is not the answer. The need to deal with other issues was also important. While acknowledging that policing has changed for the better there is a need to recognize behavioral resistance on the part of some officers. An example cited was of issuing summons and traffic tickets. Police need to be trained in the nuances involving an understanding of the legality of an action and the need to emphasize how such may negatively impact on the violator involved. An officer may have the legal right to proceed but tactically the unintended consequences may put both parties in harm's way. We must continue to train and acknowledge the need for additional behavioral understanding of certain circumstances and pay attention to what might be termed collateral damage. Police officer has the tool of discretion and its use can be a positive force in community relations.

Note: The issue of Race is not simply a political or cultural question. Rather it reflects an understanding of the past and that any resolution will need to understand past practices upon the part of policing and the culture it served. Those involved in this discussion readily agreed with past history. There appeared to be room not only for compromise going forward but room for introduction of those items even where there appeared to be some disagreement.

The FBI National Executive Institute Associates appreciates the efforts of Commissioner Chuck Ramsey, Superintendent Garry McCarthy, Chiefs George Turner, Edward Flynn, Sam Dotson and Robert White for their participation in the extremely important topic.

Immigration Reform

Immigration issues presented our panel with a number of challenges, none of which offered any clear opportunities to decide how, when, or who has access to this country. Whether it is a political or policy decision, it appears that many law enforcement agencies are reluctant to participate in a federal program. The obvious reason is probably due to the lack of resources that they have to do the job and the unintended consequences for police serving minority communities. Notwithstanding the lack of resources to adequately assist ICE. The police role is viewed primarily as one's responsibility to safeguard the civil rights of an individual and to prevent crime. There was agreement to support post arrest investigation and cooperate with ICE. There is much less support for pre-investigation arrest cooperation. The issue of local assisted enforcement shall remain complicated given the impact on immigrant victimization, and family disruption of what appears to be law abiding parents. Mention was made of not only of the high traffic that crosses border related cities, but that this group commits less crime. It was also noted that being an undocumented illegal is not a crime. A concern was also raised that local enforcement is a form of racial profiling which alienate various layers of its community, as well as the immigrant group the police is attempting to serve. Given their potential for victimization, human trafficking, etc., the police recognize the need to engage and encourage this group to cooperate with the police in suppressing crimes of extortion, assault, and drugs. Being identified with arrest and deportation activity is not considered a positive activity in terms of community cooperation.

The FBI National Executive Institute Associates wishes to express its appreciation to Chief Ron Davis (Ret) for stepping in as the panel moderator at the last minute when Commissioner Gil Kerlikowske, U.S. Customs and Border Patrol had to cancel while in flight to the conference. He did a great job. Obviously, our thanks go to Chiefs Charles McClelland, Roberto Villasenor, Chris Burbank and Shelly Zimmerman.

Police Challenges in Mental Health Enforcement

The rising number of shocking mass attacks in public places, such as schools, movie theatres, malls, and most recently, churches nationwide highlight the critical need for identifying humanely, but effectively with the emotionally ill population within our communities. These panels were only one session and merely a snapshot of what is happening among the law enforcement community in identifying steps the police can take in collaborating effectively with the legislative and medical segments of society to recognize and cope with potentially volatile citizens. Within a short period, some serious needs surfaced focusing on possession of firearms, variety of different legislative enactments and medical policy within the fifty states and Canada. Our moderator, Chuck Wexler, Executive Director, PERF, in establishing some form of focus related a situation mentioned by the Chief Constable of the Scotland Police, Sir Stephen House. The Scotland police officers are almost universally unarmed while on patrol. In this particular instance, the officer was confronted by an individual acting irrational on the street waving a knife. The officer attempted to negotiate the situation in a calm rational manner exercising the training that the officer received. At some point, the deranged individual chose to move on the officer with the knife in hand. At this point the officer chose to retreat somewhat aggressively. Given the lack of a weapon, this tactical move was not considered unusual. One could ask how that would play out in North America. It was pointed out that many training formats include what is known as the 21 foot rule; recognition of the danger zone an officer can find him or herself when confronting an armed individual. This panel chose to focus on what's happening in North America regarding the police handling of emotionally disturbed individuals. Apparently, while there was not a clear cut definition in terms of their department's response procedure, the current research focus is on two types of crisis training available to it police emergency response: the traditional methodology of improved training to all officers or the introduction of a some form of crisis management team. The needs for utilizing both a tactical and strategic models were mentioned. One participant citing some 116 shooting instances in his county indicated that recent court decisions would not only impact on current policies but accelerate the decision making process. Cited was a recent federal statement seeking to extend extra consideration for individual covered under the Americans for Disabilities Act. In Canada, a recent national study recommending that officers on the front lines not only have to be continually trained but have mobile teams with nurses or other specialized medical assistance as part of the response. The Department of Justice role in determining the appropriateness of local police handling of emotionally disturbed individuals was questioned. Where the Federal government sees fit to review and direct

a specialized response, a serious concern was raised as to specific qualifications of those federal experts making such judgments. An interesting bit of information emerged from those who have custodial facilities of prisoners. It's very likely that agencies that have patrol responsibilities as well as detention probably are more involved in dealing with the mentally ill than most governmental agencies. The Canadian study appeared to reflect that perspective when it reported that dealing with mental illness and public safety most of that responsibility will largely remain the burden of law enforcement, as the other agencies have not been successful. While these panels only touched on the subject, it is likely that law enforcement will continue to deal with both schools of crisis management models for the foreseeable future.

The FBI National Executive Institute Associates wishes to extend its appreciation to Chuck Wexler, Executive Director of PERF who stepped in at the last moment to moderate this panel discussion. We appreciate Chuck's help as well as the panel participants, Commissioner Chuck Ramsey, Chiefs Bill Lansdowne (Ret.), Roberto Villasenor, James Johnson, Paul Pastor and Mark Saunders (Toronto, Ca).

Militarization of Local Police

With the recent reported surge in police involved shootings nationwide, questions and concerns have been raised regarding the possibility that police in America have begun to take on a militaristic, rather than a public safety role. The panel was asked whether there is a distinct difference in the military model and policing that we have to be careful to avoid. While several variations of how we should proceed in utilizing the equipment and weaponry provided by government grants, etc., there appeared to be the sense that American policing is not adopting the military model in adversarial confrontations. What was questioned given some of the media attention to recent incidents was the deployment practices utilized, often the result of having little experience in a media sized crisis. There was some agreement that not all the equipment provided local law enforcement is necessary. Another commented that it is not the equipment that creates problems, but, instead, it's the manner in which the equipment is used. There was a suggestion that smaller departments are more apt to accept items that are not germane to their tasks. Often, it is how we present ourselves in its deployment that should concern us. Showing a heavier deployment of forces, i.e. SWAT teams, plus military equipment at demonstrations or protests can be misunderstood, and a source for mischief. According to some, we live in different times and have to adjust to how communities perceive our actions. One of the participants reported that while working in Northern Ireland, that heavy handedness was often displayed. Still there was some concern about criticizing police equipment when members of the public appear to be arming themselves to the hilt. The rationale for such could be self-defence, criminal pursuits, and now terrorism. If equipment poses a problem, it could be ended with an executive order. Some of the heavier vehicles, even tear gas could be justified, providing we make a case for increased training and consider sharing such training with other departments. Police have to be smarter as to the equipment utility; otherwise legislatures can cancel its distribution. Informing the public as to our purpose, use, and training is important. Discretion as to its use is of paramount importance. Our purpose is to control crowds not intimidate. We shouldn't be shy in describing our rationale, methods and deployment.

Regarding terrorism, a number of us are concerned that something serious is coming. When it does come, we had better be prepared.

The FBI National Executive Institute Associates wishes to express its appreciation to Dick Ayres, Executive Director, FBI NEIA for moderating this panel and Chiefs Tom Manger, Kathleen O'Toole, Sheriff Paul Pastor and Superintendent Garry McCarthy for their participation.

AWARDS AND SCHOLARSHIPS

Penrith Award

LANSDOWNE TO RECEIVE FBI NATIONAL EXECUTIVE INSTITUTE ASSOCIATES' PENRITH AWARD

PHOENIX – FBI National Executive Institute Associates' (FBI NEIA) President, Charles Connolly announced today that Retired Chief, William M. Lansdowne, San Diego, California was selected to receive the prestigious Penrith Award. The Penrith Award is awarded each year by the FBI NEIA to a police executive who has had an important impact on law enforcement.

The candidate is selected by a group of peers, twenty four law enforcement executives, who have previously received the award. Traits such as national leadership, courage to face adversity, substantial and innovative contributions to law enforcement administration are considered.

Bill Lansdowne has been a public servant and leader in law enforcement for nearly fifty years. He began his career as a police officer in San José Police Department and rose to be Chief in Richmond, San José and San Diego, California. Lansdowne effectively served the City of San Diego for the last eleven years prior to his retirement in 2014, reducing crime and making San Diego one of the safest cities in America. Chief Lansdowne is a nationally recognized leader in community policing, violence reduction, community oversight, and gang task force programs.

The FBI NEIA's mission is to provide a learning environment where its members, graduates of the FBI National Executive Institute, can network, mentor, and share unique executive leadership experiences. The FBI NEIA is committed to be a recognized center of excellence in law enforcement education, research and training. Chief Lansdowne will receive his award on June 4, 2015, during the NEIA's reception held during its annual joint training conference with the Major Cities Chiefs Association and the Police Executive Research Forum in Phoenix, Arizona.

Note: *Bill Lansdowne is not only a competent practitioner of policing, but one of the most knowledgeable and affable police leaders. during the conference presentations We witnessed an individual who obviously enjoyed his work, and encouraged others in law enforcement to do the same.*

FBI NEIA Larry Monroe Scholarship

We are pleased to announce that William David Marshburn, the step son of William Cash, Chief Deputy, Shelby County sheriff's Office, Memphis, Tennessee. Bill is a graduate of the FBI NEI class XXXV. His step son was awarded a five thousand dollar scholarship as the 2015 recipient of the FBI NEIA Larry Monroe Scholarship. Congratulations to David and Bill Cash.

2015 Youth Leadership Program

Some of you may not be aware of the FBI's Youth leadership Program that is offered to young men and women at the National Academy in Quantico, VA. A number of FBI related organizations, including ours, sponsors candidates. This young woman, Michelle Fernandez, note of appreciation describes the value of this experience better than anyone of us. Michelle is the daughter of Frank Hernandez. Frank was the assistant City Manager, Public Safety director and Chief of Hollywood PD, Florida. He was also Deputy Chief of Miami serving under John Timoney.

Dear Mr. McKinney,

I just returned on Saturday evening from the FBINAA YLP. I want to extend yet again my utmost gratitude for allowing me the amazing opportunity to be a part of this year's session. I can honestly say that this past week was the best of my life. I learned so much it is difficult to fully describe. Our counselors were truly amazing and genuine people that not only knew what they were teaching, but cared about and believed in what they were teaching. Through Ms. Jennifer Harris, a Major in the North Carolina Highway Patrol, and

Mr. Nielson, who told us how he was able to overcome being declared dead for 3 minutes before being revived and what he took away from it, I learned how to cherish life and remember what is truly important. Through the Travis Manion Foundation and the phrase “If not me, then who...” I learned about never giving up and to always push myself beyond my limits. At first, waking up at 5:00 am to do Physical Training, known as PT, was a grueling experience, as we were pushed extremely hard from the very start. As the week went on, rising at 5:00 am for PT became normal routine and I began to see the benefits of it. A strong mind and a strong body go hand in hand. It was through the physical pain of pushing myself to and beyond limits I had never reached that I was able to fully realize that nothing valuable comes easy.

My fellow participants of the YLP ranged from Australia, Austria, Canada, Hawaii, and just about every other state. When my flight landed in DC I had to wait in the airport for 5 hours until all 60 participants of the YLP had landed. When I first walked up to the group of about 15 people at the time, I already knew the week would be amazing. They were all so friendly and outgoing even though we were all complete strangers. It was in those 5 hours that I found those who would be closest to me throughout the course of the next week. At the end of the program we all exchanged phone numbers and social media to keep in touch. Although we only knew each other for one week, it seemed much longer and we were all very sad to see everyone go their separate ways.

The classes were extremely interesting, ranging from Juvenile Violence and Law Enforcement Organizations to Goal Setting and Accountability and Responsibility. On Tuesday, we were able to visit DC and visit countless monuments and memorials. In only one day we were able to see the Lincoln Memorial, Vietnam Veterans Memorial, Korean War Veterans Memorial, World War II Memorial, the Newseum, take a tour of the Capitol, visit the Hart Senate Office Building, National Law Enforcement Officers Memorial, see the changing of the guard at Arlington Cemetery, and lastly watch the Sunset Parade at the US Marine Corps War Memorial. I think I can speak for all 60 of us when I say it was a very utilized and full day. By far, the Sunset Parade featuring the United States Marine Drum and Bugle Corps and the Marine Corps Silent Drill Platoon was one of the most impressive things I have ever seen. The precision and excellence the Marine Corps Silent Drill Platoon displayed could only have come from countless hours of practice and dedication directed by an amazing leader. In addition, the soldiers guarding the Tomb of the Unknown Soldier exemplified the essence of patriotism, perseverance, respect, and dedication to a level that has many, including myself, in awe.

We were given the opportunity to visit the Clandestine Lab on base and learn about the various experiments, tests, and exercises the FBI partakes in there. It was a hands-on tour and all 60 of us were allowed to break down a door with a battering ram and learn about the dangers and methods of producing and taking methamphetamine. Later in the week we also had an FBI Lab Presentation that made its way outside where their tactical trucks and equipment were on display for us.

On the second to last day, we ran the Yellow Brick Road. Despite the fact that this was the most physically taxing experience I had ever put myself through, I found it to be easier than I had been expecting. I spent so much time stressing over its foretold difficulty that I was not able to see that I had been preparing all week and was ready. Towards the end, all of my classmates had finished except one. Seeing that she needed support, every single one of us ran right back out onto the track and ran the last two laps to finish it with her. If I was not certain of the meaning of leadership and teamwork by then, I surely was when each one of us gathered together in a large circle with our arms around each other and began to sway and chant “We are YLP!” repeatedly before all running together and jumping in the center of the circle. For me, that moment really solidified our relationship with each other as a true team.

The sheer amount of life lessons, words to live by, and knowledge I took away from that one week was priceless. I see the world differently now and will always remember what I learned at the FBINAA YLP Session 17. Thank you so much for allowing me to get there.

Respectfully,
Michelle Fernandez

WHAT ARE OUR MEMBERS DOING OR SAYING

At Border Patrol, we know we're not above the law

R. Gil Kerlikowske,

My Turn: U.s. Border Patrol Keeps A Close Eye On Whether Officer Force Was Warranted.

Your Thursday editorial, "[You aren't above the law, Border Patrol](#)," presents a misleading picture of a complex issue and fails to note important reforms now underway at U.S. Customs and Border Protection involving its use-of-force policies.

The editorial inaccurately stated that Customs and Border Protection "will not take disciplinary or legal action against agents involved in 67 deadly-force incidents identified in 2013" by the Police Executive Research Forum.

I personally ordered the public release of the agency's Use of Force Policy Handbook — the first time the handbook was made public — as well as the public release of the research forum's review of CBP's use of force policy.

Furthermore, last September I directed a working group to examine those 67 incidents.

Of the 15 cases that warranted further examination, five were re-opened and assigned to our Internal Affairs division; of those five, one case remains open and the other four yielded no new actionable findings and were closed after it was determined the use of force was consistent with policy as it existed at the time of the incident.

Three of the 15 are still pending a prosecutorial determination by the U.S. Department of Justice.

In the 14 months since I became commissioner of Customs and Border Protection, we have made meaningful progress in improving our internal oversight. I formed an Integrity Advisory Panel, comprised of some of today's leading federal, state, and local law enforcement leaders.

Transparency and accountability are essential for winning and keeping the public's trust. These qualities are particularly important in situations where force is used by CBP officers and agents. There are times in law enforcement when some level of force must be used to safeguard the public or protect an officer or agent.

The Police Executive Research Forum recommended improvements in reporting, investigations, incident review, weapons, personal protective equipment and training. Customs and Border Protection has already developed or is in the process of developing enhancements in each of these areas.

For example, within the last year, our entire law enforcement workforce received updated training on use of force issues, the U.S. Constitution and relevant court decisions. Moreover, I want to emphasize that CBP clearly recognizes its responsibility to treat all members of the public with integrity and professionalism. During my first week as commissioner, I visited the Southwest border, including the Rio Grande Valley, and I have made many subsequent trips to see our operations for myself and talk to our agents and officers. Last summer, we were presented with a humanitarian crisis as thousands of undocumented migrants from Central America arrived at the U.S.-Mexico border.



R. Gil Kerlikowske is commissioner of U.S. Customs and Border Protection. (Photo: Office of National Drug Control Policy)

We are completely committed to treating all detainees with respect and compassion — qualities that I witnessed firsthand last summer when I visited the Southwest border during the surge of unaccompanied children and families. Customs and Border Protection is subject to oversight which is exercised regularly, including during last year's migrant influx, by the Department of Homeland Security's Office of Inspector General and other appropriate entities. CBP, the nation's largest law enforcement agency, has an incredibly complex mission to secure our borders while facilitating lawful

travel and trade. As a former police chief with 40 years of experience, I can assure you that CBP knows it is not “above the law.” We know that we must continually work to earn the trust and respect of the American public and of the communities we work within.

Our 45,000 uniformed employees are put in dangerous situations every day to protect our country against all kinds of threats, ranging from terrorism to drug smuggling, from intellectual property theft to agriculture pests and diseases. Their dedication and commitment to the mission and to this country are truly remarkable.

R. Gil Kerlikowske is commissioner of U.S. Customs and Border Protection.

A Recent Presentation by Superintendent Garry McCarthy

Chicago Police Superintendent Garry McCarthy credited better training and supervision, as well as restraint by officers, on Wednesday for the amount of police-involved shootings plummeting so far this year.

Through Tuesday, officers fired their weapons at people on 10 occasions, down sharply from 18 over the same period last year, and 25 in both 2013 and 2012, according to department statistics. Of those, 10 police-involved shootings this year, people were shot in half of them, one fatally, McCarthy said. The department released comparable numbers for only 2011, saying at the same point in the year police had shot at 37 people, striking 21 of them, nine fatally.” This is progressive policing,” McCarthy told a few hundred business and civic leaders at a downtown breakfast sponsored by the City Club of Chicago. “We’re doing (progressive policing) with officers on the beat. We’re doing it in a fashion that the community likes. But we still have a lot of challenges. And yes, we can do better.” The improvement comes as police use of force continues to be a subject of national debate after the deaths of unarmed African-Americans by officers in Ferguson, Mo., New York City and Baltimore led to protests and violence in recent months.

In his nearly 30-minute speech, McCarthy touched on some familiar themes, praising the department’s procedural justice program — mandatory training for officers on treating the public fairly — and criticizing what he considers the ineffective enforcement of gun laws by the courts.”When 26 percent of the inmates at Cook County Jail are incarcerated for narcotics-related offenses and only 3.8 percent are incarcerated for gun offenses, the question becomes what is the goal of the criminal justice system?” he said. “Is it to reduce gun violence? Or is it to lock up people for narcotics and narcotics use? Now, I am not endorsing narcotics, don’t get me wrong.” He also touted what he described as record lows in crime last year despite far fewer arrests. “We’ve made 17,000 less arrests over the last two years,” McCarthy said. “I told you mass incarceration is a huge issue in the community and rightfully so. But at the end of the day, it’s not about arresting everybody. It’s not about filling up the jails. It’s about arresting the right person at the right place (for) the right reason at the right time.”

Batts Vows To Push Reforms

by Doug Donovan the Baltimore Sun



***Note:** Regarding Commissioner Batts recent departure from the Baltimore Police, we recognize that the appointing authority has the right, and responsibility, to make changes in its police department. However, we can also observe that police chiefs/commissioners often bear the burden of responsibility that could easily be shared by so many others.*

More Baltimore police officers likely face arrest as the result of reforms in a scandal-ridden department that requires “wholesale change,” Commissioner Anthony W. Batts wrote in a wide-ranging opinion piece published in The Baltimore Sun.

“Our reform efforts will very likely see more police officers arrested,” Batts wrote. “We will have more officers who are forced out because their outdated, outmoded views of policing do not match the standards the community expects and demands.”

The piece was published Friday on the Sun’s website and will appear in Sunday’s print editions.

Batts, appointed commissioner nearly three years ago, said he inherited a department stuck in a “cycle of scandal, corruption and malfeasance” and that Mayor Stephanie Rawlings-Blake hired him to reform the agency and rebuild community relationships.

“I will not apologize for bringing professionalism and integrity to the forefront while eliminating greed, corruption and intolerance from the rank and file,” he wrote. “Policing in any environment is difficult on a good day. That does not mean we have, or should ever have, a blank check to treat the public with callous disregard.”

Several observers criticized Batts for making excuses for slow progress and said he comes across as someone trying to save his job at a time when the department and its officers have been assailed for Freddie Gray’s arrest and death in late April and the handling of the ensuing unrest and spike in crime. Homicides hit a 25-year high in May, a month when officers made fewer arrests than in any other month in the past three years.

“The letter reads desperate to me, like his days are numbered,” said Edward C. Jackson, a retired Baltimore police colonel who teaches at Baltimore City Community College. “It’s not commanding.” Batts did not address the alleged slowdown in policing but focused on portraying his management of the department as having aggressively reformed an agency that the public viewed as “out of control” when he arrived. “Many officers will be unhappy reading these words,” Batts wrote. “Many want me to outright defend the department and say nothing is wrong with the way this organization engages in police work. For the overwhelming majority that is true. “However, when people go on television, wearing masks, allege themselves to be police officers and are cloaked in the shadows espousing their own indifference to violence as children are shot, I am troubled,” he said, referring to anonymous sources who have appeared on TV news shows in recent weeks. “This is not the Baltimore Police Department that I know.” The police union has denied that there is a work slowdown.

Batts, who makes \$194,000 a year, vowed to continue enacting reforms, despite any resistance, to build the best-trained department in Maryland. He wrote that opponents to his strategy “will continue to fight against the reforms we are enacting” by questioning his leadership and attacking him with “innuendo, rumor and supposition” — a comment many viewed as a shot at the Fraternal Order of Police Lodge 3, which has repeatedly criticized Batts’ handling of April’s unrest. FOP President Gene Ryan, whose group represents 2,300 sworn officers, did not return calls seeking comment. But the union did issue a short response to Batts’ letter on Twitter: “What can we even say to this? Continued lack of leadership and support for our members.”

Howard Libit, a spokesman for Mayor Stephanie Rawlings-Blake, would not comment on the specifics of the letter but said the article speaks for itself. Tensions have mounted between Batts and the union since the rioting April 27, when more than 130 officers were injured by bricks, rocks and other objects. Officers said they did not have proper protective gear to handle a riot and that a “stand down” order may have endangered officers. Batts has said none of his command staff gave such an order.

In his opinion piece, however, the commissioner did call out the Vanguard Justice Society, a group that works to identify and resolve inequities against Baltimore's minority police officers "and the communities they serve," according to its website. "I challenge the leadership of The Vanguard, an African-American advocacy group for police officers, to stand and project their voice in this African-American city, where people who look like them feel treatment is unfair," Batts wrote. He urged the group to "speak out against the beating" of a black resident at a bus stop by a black police officer "or the selling of narcotics on the back porch of a police station." "Where is the concern over scores of African-Americans arrested and college scholarships lost?" he wrote. "Don't allow yourself to be used as a tool of a bygone strategy from times long since past." Councilman Brandon Scott, Jackson and others found Batts' commentary distasteful. Many read the line as saying the FOP was somehow using Vanguard, which also has been critical of Batts. "Black officers are going to be very upset that the Vanguard was singled out," Scott said. "That's the organization that has fought a lot for minority police officers and citizens. They're the most forthcoming on issues. "The Vanguard and others feel that Batts is not supportive of African-American officers," he added. Kenneth Butler, president of The Vanguard, laughed when he heard what Batts had written.

Jackson, a former vice president of the Vanguard group, said he read that line as implying that Vanguard should be on the commissioner's side because he's black. To have credibility, he said, Vanguard must be honest about problems it sees in the department. "If the commissioner is not doing his job, being black or white, we have to hold him accountable," Jackson said. Last month, Vanguard officials said that they welcomed the U.S. Department of Justice's civil rights review of the Police Department but that they also want the federal agency to explore what they believe are racially discriminatory practices involving discipline and promotion of minority officers. At the time, Sgt. Lisa Robinson, Vanguard's vice president, said black officers who report misconduct involving white peers often see no action taken and can become the focus of investigations themselves. She said she hoped the Justice Department will investigate "the 'stop snitching' culture that is prevalent on the streets of Baltimore as well as within the Baltimore Police Department." In an interview Friday, Batts said he called out the Vanguard group because he has been a member of African-American law enforcement organizations for years and feels he is a peer who can speak to them directly. He said the Vanguard association was built to highlight "black achievement," and he said there "comes a time" when African-American leaders need to stand up. He said he wrote the opinion piece because he views the allegations about a "stand down" order during the riots as a "smoke screen" to stir up discussion against him because of his reforms. He said he wrote the article "to move away the B.S. and get to what the real issues are."

City Councilman Carl Stokes said the letter was not the best way to bridge the divide between the department and its officers. "Is this the way to get us all back together, to say we're going to beat you up some more?" Scott said he agreed with the commissioner's reforms and that more action is required. "Everyone knows that," he said. But Scott was frustrated that Batts would bother writing such a piece, which he said perpetuates the sniping between the commissioner and union officials in the news media. "We have real issues," Scott said. "We're wasting time with this back-and-forth bickering." Jackson said Batts' reference to the 50 officers who were arrested in the decade before he was appointed commissioner was an obvious attempt to make excuses rather than take responsibility. "He's trying to satisfy the mayor and the members," Jackson said. "He's like a used-car salesman trying to sell you a bad car that breaks down a few blocks away." Batts' letter highlights steps he's taken to improve the department, including buying new police cars, upgrading technology, and securing raises for officers and improving training. But Jackson said none of that can improve relationships with the community. The New York City Police Department has had superior technology for years but still suffers from accusations of brutality, Jackson said. "He can buy all the new cars and uniforms he wants," Jackson said. "That's like putting a Band-Aid on cancer."

Baltimore Sun reporter Justin George contributed to this article.

Vancouver, Ca has a new chief

Vancouverites probably won't notice much change as the baton was officially passed to new Police Chief Adam Palmer on Monday. Palmer and Mayor Gregor Robertson, who also is head of the police board, indicated it will be stay-the-course on policies initiated by outgoing Chief Jim Chu. Palmer said that besides his dad, who died 21 years ago, Chu was one of the two most-influential officers who mentored him at the Vancouver Police Department (VPD).

Citing falling crime rates in major categories — and bringing up the civic black eye that was the Stanley Cup riot and the subsequent hundreds of arrests — Palmer said Chu's legacy would be greater than the sum of those parts. "When people look back they won't remember the crime rate," he said. "What people will remember is the way he treated people and his outreach to the community."

Chu said he felt pride and honour turning over the top-cop job to Palmer. In fact, Chu and his wife, Vicki, are being tight-lipped about their plans, but will begin their new life with a trip to New Zealand to visit their daughter, who is working there. The two met 32 years ago on the force and were married two years later. "In recent talks with colleagues and employees, I've been asked what the best thing was about being chief for eight years and about being on the force for 36 years," Chu said. "It was meeting Vicki in 1982 and marrying her in 1984."

Palmer joined the VPD in 1987 and spent his first 13 years patrolling East Vancouver during "very challenging days back then." He and his wife, Connie, have two kids, a daughter and a son. The 28-year veteran becomes the 31st chief constable in the VPD's 129-year history. "From the time I was a kid I always wanted to be a police officer," he said. "But I never dreamed of being chief of police. This is a very humbling experience." Meanwhile, Chu has become the first municipal police officer in British Columbia to be issued a provincial commission. The honour recognizes senior members of police departments for their rank, professionalism and dedication to policing, and takes after the military tradition of officer commissions.

<http://www.vancouversun.com/sports/Vancouver+police+chief+takes+baton/11081453/story.html#ixzz3do3D6sci>

Julian Fantino stays in touch with the FBI NEIA. He is still in the Canadian Parliament and is now back with Canada's Department of National Defense responsible for Arctic sovereignty and various aspects of national security and intelligence. Julian indicated that the media is spreading the word that his successor in Toronto, Bill Blair recently retired in April and there is talk of Bill testing the political waters. Canada's government will definitely improve by a factor of two should Bill Blair join Julian in that country's parliament. By the way, another source mentioned that Jim Chu might also be running on Canada's Liberal Party line in this years October elections. We will keep you posted.

It was brought to my attention that after nine years of faithful service, Chief of Salt Lake City Chris Burbank recently resigned. While we don't have any details, we can convey our appreciation for the service Chris has rendered on the FBI NEIA Executive Board. In addition to his service as Treasurer of the Major Cities Chiefs Association, Chris has been a willing participant in a number of our conference presentations. We wish him the best in any future initiative that he chose's to involve himself.

IN MEMORIAM

Sam Gonzales reported that one of law enforcement's nicest colleagues recently lost his son. Lou Caudell was an Assistant Chief in Dallas in the late 80's then the interim chief before the department hired Mack Vines. Lou left and took the job as Chief of Police in Little Rock in 1989. A really great guy and I believe well known in police circles. His son David died on April 1st this year, just 15 days after being diagnosed with pancreatic cancer. David was 43 and lived in Jacksonville Beach FL. Lou is a fine gentleman and I have no doubt he raised a fine son. Chief, you have our sincerest condolences.

It is with deep regret, that we note the passing of Tom Constantine. The following is the official notice from the Superintendent of the New York State Police

It is with deep regret and sadness that Superintendent Joseph A. D'Amico announces the passing of former Superintendent Thomas A. Constantine on Sunday following a brief illness. Superintendent Constantine joined the New York State Police in 1962 as a uniform trooper. Over the next 34 years, he rose through all uniform and investigative positions, serving as Troop Commander of Troop G before moving to Division Headquarters where he served as Staff Inspector; Lieutenant Colonel/BCI; and Colonel/Field Commander overseeing all uniform and BCI operations. In 1986, Superintendent Constantine was nominated by Governor Mario Cuomo to be the 10th Superintendent of the New York State Police. It was the first time in 30 years that a State Police member rose through the ranks and was appointed to lead the agency.

During his time as Superintendent, he created a State Police Forensic Investigation Support Services unit whose mission was to support and enhance the investigation of violent crimes; and dramatically increased the number of investigators in the State Police Narcotics Unit to combat a growing drug problem. Superintendent Constantine also established the Colonel Henry F. Williams Homicide Seminar, the first training of its kind to bring homicide investigators from around the world together to hear from leading medical, forensic, legal, and investigative experts. This annual training opportunity is held in high regard and continues to this day.

Superintendent Constantine retired from the New York State Police in 1994, and was appointed Administrator of the U.S. Drug Enforcement Administration by President Bill Clinton, a position he held until his retirement in 1999.

Superintendent Constantine also served as Oversight Commissioner for a major reform of provincial policing in Northern Ireland, and as a professor at Albany's Rockefeller College of Public Affairs and Policy. The New York State Police thank Superintendent Constantine for his service to his country, his State, and his unwavering support of the Division during and after his time with the agency. His contributions to the law enforcement community were unmatched and his service will never be forgotten.

Note: Tom was not just a consummate law enforcement professional, but also a personal friend. He enjoyed the work despite the challenges. Tom didn't hesitate to tell it like it is and yet in a somewhat educational and pleasant manner. Our condolences to Tom's spouse, Ann, and the Constantine family. May He Rest In Peace!

NATIONAL NEWS

Six Baltimore Police Officers Indicted In Death Of Freddie Gray

Prosecutors presented evidence to the grand jury over the course of two weeks, State's Attorney Marilyn J. Mosby said. Reckless endangerment charges were added against all six officers, while false imprisonment charges against three were removed. The remaining charges are largely the same ones her office filed May 1, following an independent investigation.

<http://www.baltimoresun.com/news/maryland/freddie-gray/bs-md-freddie-gray-officer-indictments-20150521-story.html#page=1>

St. Louis Post-Dispatch Editorial: Police Reform Must Start Somewhere. Let It Be Here.

http://www.stltoday.com/news/opinion/columns/the-platform/editorial-police-reform-must-start-somewhere-let-it-be-here/article_1251142f-85d4-5628-ab54-203419c820ea.html

White House Ban On Militarized Gear For Police May Mean Little

We looked at the equipment distributed to local police agencies from January 2006 to March 2015, using data released by the Defense Logistics Agency. An analysis of that data showed the vast majority of the military-style equipment distributed by 1033 would still be available to local agencies. The banned equipment represented a minuscule portion of equipment already in the hands of police.

<http://www.npr.org/sections/thetwo-way/2015/05/21/407958035/white-house-ban-on-militarized-gear-for-police-may-mean-little?live=1>

Demilitarizing The Cops: States Retool Police Training

Where recruits at Washington State's police academy were once indoctrinated with stories about police killed in the line of duty, they are now offered lessons from neuroscience about how the brain reacts to respect or disrespect. They are taught that police can't do their jobs unless citizens see their authority as legitimate — something that is eroded with every questionable use of force, rude interaction or corrupt cop. They are given copies of the Constitution and challenged to think about it. "In my career, my only training in the Constitution was how to get around it," said Sue Rahr, executive director of Washington's training commission.

<http://abcnews.go.com/US/wireStory/demilitarizing-cops-states-retool-police-training-31232825?singlePage=true>

Kansas City Police Take New Approach Toward Suspects

The Kansas City Police Department has quietly changed its training for responding to volatile situations, arming officers with something other than a gun: distance, discretion, diplomacy, and "tactical disengagement." Instead of responding to a threatening suspect, officers are being trained to create a protective distance up to 30 feet, communicate with the suspect, and think about the proper way to proceed; for instance, calling for backup.

<http://kcur.org/post/kansas-city-police-take-new-approach-toward-suspects>

Supreme Court Allows Use Of Child Abuse Evidence

Statements that children make to teachers about possible abuse can be used as evidence, even if the child does not testify in court, the Supreme Court ruled unanimously on Thursday. The ruling is expected to make it easier for prosecutors to convict people accused of domestic violence.

<http://bigstory.ap.org/article/8c6841145a264cfea4b6cdd5bbde94d2/supreme-court-allows-use-child-abuse-evidence>

Court: Synthetic Drug Sellers Must Know Substance Is Illegal

A unanimous Supreme Court ruled Thursday that people accused of selling synthetic drugs can't be convicted unless prosecutors show they knew the substance was prohibited by law. The ruling could make it tougher for prosecutors to convict people selling a new wave of drugs designed by rogue chemists to produce a high, but with slight chemical modifications that keep them off state and federal banned drug lists.

<http://bigstory.ap.org/article/6353bec507b844428f5fd8307185505b/high-court-overturms-conviction-synthetic-drug-case>

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<http://abcnews.go.com/US/wireStory/demilitarizing-cops-states-retool-police-training-31232825?singlePage=true>

Maryland Considering Law To Further Restrict Police Use Of Deadly Force

By Baltimore Sun (MD) June 19, 2015 6:55 am

Lawmakers considering changes to policing in Maryland after the death of Freddie Gray are looking at whether state law should more strictly define the circumstances in which officers can use deadly force.

"Why are so many people being shot and killed by police officers?" asked Sen. Catherine Pugh, co-chair of the state's new working group on public safety. The Baltimore Democrat said she wants to learn more about how and when local police are trained to pull their weapons. "That will be part of the discussion," she said. The panel is reviewing the law amid growing concern around policing in Baltimore, where homicides have spiked and arrests have declined since six Baltimore police officers were charged in Gray's arrest and death. Union officials have said officers are doing their jobs despite their concerns that they will be arrested for doing so, and analysts say there is little evidence that fewer arrests equate to more violence.

Still, Mayor Stephanie Rawlings-Blake has responded to concerns about a police slowdown by saying officers need to earn their paychecks. Amnesty International said Thursday that a lack of laws on use of deadly force by officers is limiting police accountability nationwide. Maryland, the human rights group found, is one of nine states with no law on the police use of deadly force. The state defers to federal law and the guidelines set by individual police departments. The Baltimore Police Department did not respond Thursday to requests for comment or a copy of its use-of-force guidelines. The Fraternal Order of Police Lodge 3, which represents police officers in Baltimore, did not respond to a request for comment. A review of use-of-force policies provided by the Maryland State Police and county police and sheriff's departments in the Baltimore region, however, showed general similarities but also substantive variations in language and guidance to officers.

State troopers are permitted to use deadly force “in self-defense, or to defend another person who is being unlawfully attacked, from death or serious injury.” It may also be used “to prevent the escape of a felon” under certain circumstances, including when it is a last resort and the officer has a reasonable belief that the individual “poses a significant threat of using deadly force against a trooper or others if not immediately apprehended.” In Baltimore County, deadly force “may be applied in immediate danger situations, where present peril or jeopardy exists and the officer has a reasonable belief that action must be taken instantly or without considerable delay.” In Howard County, deadly force “may only be used in self-defense or in the defense of others when an officer is confronted by what he has reason to believe is the imminent threat of death or serious physical injury,” or “as a last resort” to prevent the escape of a suspect who officers believe presents an imminent threat of death or serious injury to others. The policies in Anne Arundel and Harford counties are similar.

All of the policies elaborate on the circumstances necessary for the use of deadly force in substantially different ways -- discussing the use of vehicles by suspects, the use of canines by police and the amount of information an officer has about a suspect at the time of the incident. The Supreme Court has already established that officers may use a reasonable amount of force to overcome a threat of serious injury or death to themselves or other people -- even if that threat is posed by a fleeing suspect. “It’s pretty open-ended,” said David A. Harris, a law professor at the University of Pittsburgh who has studied police misconduct. “But it’s law nonetheless, and it’s law in all 50 states.” States cannot pass laws that are less restrictive, he said, but they can pass laws that are more restrictive. “You could think of it as setting a minimum, a floor, below which the state cannot go,” he said. Amnesty International said no state has use-of-force standards that are as strong as those laid out by the United Nations in its Code of Conduct for Law Enforcement Officials. The U.N. says deadly force can be used only as a last resort in instances where an officer’s life or the life of a bystander is immediately threatened and less-deadly force is not an option. Justin Mazzola, an Amnesty International researcher who helped compile the report, said department-level policies are insufficient to bring about change.

“It’s not accountability,” Mazzola said. “A violation of a policy is an administrative infraction. It’s not what meets international law and standards when you are giving the authority to police to use not only force, but lethal force. That has to be codified within law.” Most instances of deadly force by officers involve shootings. But other lethal actions by police should also be governed by law, Amnesty said. Gray, 25, died in April after suffering a severe spinal cord injury in police custody. Witnesses to his arrest outside the Gilmor Homes housing project in West Baltimore said he was treated roughly by officers before he was loaded into a police van. His death stirred demonstrations and protests in Baltimore and around the country.

Baltimore State’s Attorney Marilyn J. Mosby charged six police officers last month in his arrest and death. State Senate President Thomas V. Mike Miller and House Speaker Michael E. Busch established the working group on public safety to review state law.

The panel, which met last week for the first time, is planning several months of meetings. Del. Curt Anderson, Pugh’s co-chair, said members will look at why use-of-force guidelines vary around the state. “There seem to be a hodgepodge of expectations of citizens on what to expect from one jurisdiction to another,” the Baltimore Democrat said. “If you’re living in the state of Maryland, there ought to be some consistency.” Others agreed. “It makes sense that there should be a uniform state standard on this rather than delegating it to local police,” said Sen. Jamie Raskin, a member of the task force and a professor of constitutional law at American University.

“We had a huge debate in Maryland lasting many years over the death penalty after arrest, prosecution, conviction, punishment and full due process,” the Montgomery County Democrat said. “Surely we should have some statewide standards governing the acceptable use of lethal force by police in the absence of any judicial process.” Raskin said the policies of some police departments in the region might be appropriate, but the state still needs to take a position. Harris, the Pittsburgh law professor, said any attempt by Maryland to restrict police beyond the federal standard will likely meet resistance from police departments and unions, which have generally fought to keep limits on their use of power in line with the standards established at the federal level. “What police department is going to want to limit its police officers in terms of what they are constitutionally allowed to do?” Harris said. David Nitkin, a spokesman for Maryland Attorney General Brian

Frosh, said the attorney general's office will review the Amnesty report and is monitoring Pugh's panel. "We're listening to all voices," he said. Pugh said the panel will review the Amnesty report, but also plans to talk about existing use-of-force policies with police agencies -- which legislators do not wish to further alienate."Let's not make [any new standard] so restrictive that people feel they can't do their jobs," she said. "We want police in our communities, but we want them to respect our communities."

Note: Policing has always been a highly scrutinized institution. We should be used to such inspection, but why do concerned individuals pay attention to Amnesty? If we feel the need to examine an issue, why not get the facts first? Ignoring the facts doesn't change the facts. We need to be careful that we don't "mask" the problem concealing that which could alert us to the unintended consequences and possibly a solution. A colleague of mine, former Sheriff Don Hunter, recently sent me a memo regarding an assessment of Law Enforcement Related deaths: Maybe some of our critics should read this.

Relative to the issue of deaths occurring as a result of or during the course of perfecting an arrest.

The recent series of high public profile incidents involving the deaths of persons being arrested or pursued for arrest has contributed to a national discourse on police shootings and arrest related deaths. As a former sheriff, chief of police, law enforcement trainer and an invited speaker for national and international law enforcement organizations I have a different orientation to our state of the nation relative to the issue of police use of force. While I agree that the concern for deaths occurring during arrest is a worthy topic for discussion I have always taken the position that before solving a problem it is necessary to first establish that there is a problem to be solved. In the instant matter media has provided no context. No reasonable person would accept a proposition that those we have granted a license to use force to protect and serve us may also kill us without just cause. To simplify the matter, there are literally only two (2) justifiable reasons for the intentional use of deadly force; to protect ourselves or another from death or serious bodily injury. The threat of death or serious bodily harm must also be imminent (as judged from the perspective of a reasonable person). Now for the context.

According to the most recent longitudinal study of the Department of Justice (DOJ) for the six (6) years studied there were ninety-seven million nine hundred thousand (97.9 million) arrests made by U.S. law enforcement (2003-2009). During this same period DOJ captured data reflecting four thousand eight hundred and thirteen (4,813) arrest related deaths and only two thousand nine hundred and thirty-one (2,931) of these were classified as "homicide" (whether justifiable or not). The remainder of arrest related death was the result of natural causes, accident, drug intoxication or unknown. Given the DOJ data the percentage of death classified as homicide to total arrests in the U.S. was three one thousandths of one percent (.0029%).

While the DOJ qualifies the data as imperfect even the most clever of statisticians would have difficulty in suggesting that modern American law enforcement officers are roguish killers who have abandoned the afforded constitutional rights and statutory law that protects all persons in the U.S.

During this same six year period the FBI reported four hundred and fourteen (414) police officers killed, more than four hundred and eight thousand (408,000) assaults on officers with more than one hundred and ten thousand (110,000) assaults on officers that resulted in injury to the officers.

Law enforcement agencies are populated by persons from the general population of our nation. These members come to us with the same exposure to human error as with anyone. We have all witnessed the flaws reported in every profession; disgraced and disbarred lawyers, license rescission of unethical or incompetent physicians, indictments of current and former congressional office holders, clergy forced from every faith and denomination, unethical wall street brokers incarcerated and even network news anchors and their staff found to be "ginning up" fact (while at the top of their professions).

It is clear from the facts available as published by our federal government that U.S. law enforcement has a superior record of conduct in the matter of arrest related deaths. I am certain, as a matter of my lengthy law enforcement experience as an agency head that were we to collect annual statistics pertaining to the number of lives saved and persons rescued by law enforcement we would have evidence of good conduct far superior to those reflecting a tragic end to an arrest. As a matter of professional evolution we have the best trained, best educated, best equipped and dedicated law enforcement the United States has ever benefitted from in the

performance of law enforcement duties. I believe that all members of every community have a duty to make an effort to become better informed before condemning those who protect them.

The current situation is a direct threat to the lives and livelihoods of every man and woman in law enforcement service. The micro-cherry picking of statistical outlier anecdotal incidents and denouncing an entire profession as lawless is both wrong ethically and as a matter of fact.

Don Hunter, Sheriff (retired), Naples, Florida

Arming The Police With Knowledge

By Kevin Cullen — Tuesday, June 16th, 2015 'The Boston Globe' / Boston, MA

They were sitting there the other night, in a restaurant in the Back Bay, some of the best minds in policing: Bill Bratton, the New York police commissioner; Sir Peter Fahy, chief constable of the Greater Manchester Police in England; and Chuck Wexler, who runs the Washington-based Police Executive Research Forum. They all agreed that the way police conduct their business has never been under more scrutiny. "Crime is down. That's the irony," said Wexler, who got his start working with Bratton in the Boston Police Department in the early 1980s. "At a time when policing has really evolved, and police departments are more inclusive, the issue of the use of force has turned policing upside down. The good part is, there is a recognition we can do better." That was evident in the 170 police executives from 70 departments in the United States and Canada who came to Boston last week to listen to Bratton and Fahy, among others, talk about how police work can be done better, even under a huge national microscope. The word heard most frequently was de-escalation.

"The most important weapon a police officer carries is his or her mouth," said Fahy. He sees a cultural difference between American and British policing. In the aftermath of 9/11, even smallish police departments, like the one in Ferguson, Mo, armed up. Ordinary beat cops in England are not armed. After two of his unarmed officers were murdered in an unprovoked gun and hand grenade attack three years ago, Fahy said, the vast majority of officers said they wished to remain unarmed. This despite a widespread belief that there is, in the United Kingdom, a greater number of Internet-inspired jihadis like those who allegedly discussed plans to kill police officers in Boston recently.

Of course, there are far fewer guns in the hands of criminals in the United Kingdom, and the parallels that can be drawn have their limits. But there are lessons to be learned from the way British officials have marshaled mental health and other social service professionals to work with police to defuse potentially violent confrontations. Fahy said the most important institutional change was to have mental health professionals work nontraditional hours. Instead of 9 to 5 in an office, some work nights and the office is the street or homes where those confrontations can be managed without resorting to force.

Bratton is all for de-escalation. But he also thinks the perception that police officers are out of control is a cultural phenomenon that is not balanced and based more on YouTube anecdotes. Video of police officers beating down suspects has become a ubiquitous staple of television news and social media. "What you don't see are the countless situations in which police show enormous restraint when they are deliberately provoked," he said. "Those videos don't make the news." Of course, that's like the Globe running a front-page story noting that every plane took off and landed safely at Logan. But Bratton's got a point. And it was on display in March, after Boston police Officer John Moynihan was shot in the face by a man who was then shot dead by Moynihan's fellow officers. An angry crowd pushed toward police and taunted at least two officers — John Brown, the deputy superintendent in charge of investigations, and Willie Gross, the chief of the department — by name, hurling epithets at them. They both responded with a lot more class than the provocateurs. Bratton supports the local policy of releasing surveillance video, which was done after police fatally shot Moynihan's assailant and, more recently, Usaamah Rahim, accused of targeting police officers for assassination. Transparency, he said, is another word for de-escalation. He also believes that putting cameras on police officers is the first step in providing balance to the narrative out there now, that those cameras will show restraint far more often than excess. That's one cop's opinion. And, as Wexler notes, there are 18,000 police departments in the United States.

THE FUTURE OF SOCIAL MEDIA AND COLLABORATION

The future of social media in journalism will see the death of “social media.” That is, all media as we know it today will become social, and feature a social component to one extent or another, particularly in the way we consume content which, is becoming social and personalized.

But more importantly, these social tools are inspiring readers to become citizen journalists by enabling them to easily publish and share information on a greater scale. The future journalist will be more embedded with the community than ever, and news outlets will build their newsrooms to focus on utilizing the community and enabling its members to be enrolled as correspondents. Bloggers will no longer be just bloggers, but be relied upon as more credible sources. Here are some trends we are noticing, and we would love to hear your thoughts and observations in the comments below.

Media has always in some ways been a collaborative process between journalists and their sources. But increasingly, there’s a merger between the source and the content producer. As a result, more journalism will happen through collaborative reporting, where the witness of the news becomes the reporter, says David Clinch, editorial director for Storyful and a consultant for Skype. “Journalists,” Clinch says, “must be able to pivot quickly between the ideas of using the community as a source of news and as the audience for news, because they are both.”

“This requires a shift in the mindset of journalists, who are used to deciding what news is and how it is covered, produced and distributed,” said Alfred Hermida, Professor of Integrated Journalism at the University of British Columbia. “Social media, by its very definition, is a participatory medium,” Hermida said. “There is a potential for greater engagement and connection with the community, but only if journalists are open to ceding a degree of editorial control to the community.”

For those who involve the community in the reporting process, the payoff can be great. A noteworthy example is the way the newly launched TBD.com, a news startup in Washington D.C., has integrated social media and enlisted a community of bloggers into the newsgathering and production process, creating a collaborative reporting environment. This has allowed them to lay claim to several local scoops, said Liz Heron, social media producer at The New York Times. Heron also says TBD’s engaged community gave them an edge in reporting the Discovery Channel hostage situation.

Note: *If the citizenry can join the ranks of report journalism, can the future predict a large Metro police department having an expanded news role, e.g. hosted by the NYPD, Philadelphia PD, Chicago PD and LA PD, as well as others?*

Witness Accounts in Midtown Hammer Attack Show the Power of False Memory.

Note: *These stories need to be circulated to the public. Unfortunately, the media shows little interest regarding police dealing not only with street witnesses who are “testilying,” but with those who fail to recognize what they didn’t witness. My experience suggests that such witnesses would pass the polygraph examination based on what they believed they witnessed, and that can be problematic given the times we live in. The following is a good example.*

A police officer shot David Baril on Wednesday at Eighth Avenue and 37th Street, as Mr. Baril began swinging a hammer at another officer. Witnesses recalled seeing things that did not happen. The real world of our memory is made of bits of true facts, surrounded by holes that we spackle over with guesses, beliefs, and crowd-sourced rumors. On the dot of 10 am on Wednesday morning, Anthony O’Grady, 26, stood in front of a Dunkin’ Donuts on Eighth Avenue in Manhattan. He heard a ruckus, some shouts, then saw a police officer chase a man into the street and shoot him down in the middle of the avenue.

Moments later, Mr. O’Grady spoke to a reporter for The New York Times and said that the wounded man was in flight when he was shot. “He looked like he was trying to get away from the officers,” Mr. O’Grady said. Another person on Eighth Avenue, Sunny Khalsa, 41, had been riding her bicycle when she saw police officers

and the man. Shaken by the encounter, she contacted the Times newsroom with a shocking detail. “I saw a man who was handcuffed being shot,” Ms. Khalsa said. “And, I am sorry, maybe I am crazy, but that is what I saw.” At 3 p.m. on Wednesday, the Police Department released a surveillance videotape that showed that both Mr. O’Grady and Ms. Khalsa were wrong.

Footage of Shooting in Manhattan – What actually happened

An assailant pulled out a hammer and chased an officer on Eighth Avenue at 37th Street. He was shot by another officer. Immediately, the New York Police Department published a photo which reversed two cases of false memory.

Contrary to what Mr. O’Grady said, the man who was shot had not been trying to get away from the officers; he was actually chasing an officer from the sidewalk onto Eighth Avenue, swinging a hammer at her head. Behind both was the officer’s partner, who shot the man, David Baril. And Ms. Khalsa did not see Mr. Baril being shot while in handcuffs; he is, as the video and still photographs show, freely swinging the hammer, then lying on the ground with his arms at his side. He was handcuffed a few moments later, well after he had been shot.

There is no evidence that the mistaken accounts of either person were malicious or intentionally false. Studies of memories of traumatic events consistently show how common it is for errors to creep into confidently recalled accounts, according to cognitive psychologists. “It’s pretty normal,” said Deryn Strange, an associate psychology professor at John Jay College of Criminal Justice. “That’s the hard thing to get our heads around. It’s frightening how easy it is to build in a false memory.” In one study, Dr. Strange showed people a film of a car accident in which five people, including a baby, were killed. The film was edited to remove segments of the accident. Then she tested the subjects 24 hours later on what they recalled. People were able to accurately describe what they had, in fact, seen, Dr. Strange said, but a significant number — 36 percent — also professed to have strong memories of parts of the crash that had actually not been shown to them.

“They are more likely to do that when they are upset about the event — if they are getting intrusive thoughts about it, or talking to other people about it,” she said.

Note: *How would this story play out if there were no video!*

A leading researcher in the field of witness memory, Elizabeth Loftus of the University of California, Irvine, said there was ample evidence that people found ways to plug holes in their recollections. “If someone has gaps in their narrative, they can fill it in with lots of things,” she said. “Often they fill it with their own expectations, and certainly what they may hear from others.” These are not the knowingly untrue or devious statements of people who are deliberately lying. False memories can be as persuasive as genuine ones, Dr. Loftus said, “When someone expresses it with detail and confidence and emotion, people are going to believe it.” Said Dr. Strange, “It is surprising to the average person how quickly memories can be distorted.” That was certainly Ms. Khalsa’s response. “I feel totally embarrassed,” she said on Thursday, after having seen the video. She now believes that she saw the initial encounter and then looked away, as she was on her bicycle. In that moment, the man began the attack, which lasted about three seconds until he was shot. “I didn’t see the civilian run or swing a hammer,” she said. “In my mind I assumed he was just standing there passively, and now is on the ground in handcuffs.”

“With all of the accounts in the news of police officers in shootings, I assumed that police were taking advantage of someone who was easily discriminated against,” she added. “Based on what I saw, I assumed the worst. Even though I had looked away.” Her own certainty was gone, Ms. Khalsa said, “It makes me think about everything in life.”

PRIVATE SECTOR DATA

Data Breach Vulnerability Afflicts Financial Websites: Report

Credit Union Times (05/21/15) Urrico, Roy

The new Website Security Statistics Report from WhiteHat Security finds that more than one third of financial service industry websites experience at least one serious vulnerability every single day. The report is based on an analysis of the web application vulnerabilities of more than 30,000 websites managed by WhiteHat Sentinel. Of all the websites tested, 86 percent had at least one serious vulnerability that could allow an attacker to take control over all, or some part, of the website. Fifty-six percent of websites had more than one vulnerability. On average, 61 percent of vulnerabilities were resolved, but doing so took, on average, 193 days from the first customer notification. Insufficient transport layer security was identified as the most likely vulnerability across all vertical industries. In the finance and insurance sector, specifically, 25 percent of websites were found to always be vulnerable, while 25 percent had one or more serious vulnerabilities exposed less than 30 days of the year. Like with the other industry sectors, weak transport layer security was found to be the most likely vulnerability. The report found that the best way to lower the average number of vulnerabilities, speed-up the time-to-fix, and increase remediation rates was to feed vulnerability results back to development through established bug-tracking or mitigation channels.

The Rise in False Fraud Alerts

Help Net Security (05/21/15)

CreditCards.com says that of the Americans whose credit or debit card issuers sent them fraudulent activity alerts, 68 percent received at least one alert in error. The survey of 1,000 adults found 38 percent of respondents had been contacted at least once about fraud, and 53 percent said all or most blocked charges were legitimate purchases and wrongly flagged by the issuer. Although 28 percent of respondents said all of the alerts they received were about actual fraudulent transactions, 39 percent of respondents said every alert they received was in error. "Given all of the high-profile data breaches that have occurred over the past few years, card issuers are keeping a very close eye on potentially fraudulent transactions," says CreditCards.com analyst Matt Schulz. "Most consumers we have spoken with seem to be okay with this trend, but people can help avoid errant fraud alerts by notifying their card issuers before traveling or making other unusual purchases."

The Art of (Cyber) War: Cybersecurity Tactics for All Financial Institutions

Bloomberg BNA (05/19/15) Sarkar, Richik; Giszczak, James J.

As financial institutions of every type and size increase their collection of personal information about their customers, they become larger targets for a data privacy incident. Financial institutions must fight this battle on four fronts: external threats, intentional misappropriation by rogue employees, data accidentally lost or misplaced, and vendor negligence; accordingly, proper tactics and strategy are essential. Middle market and smaller financial institutions are high-risk targets as cyber attackers believe smaller organizations have less sophisticated security controls. The Federal Financial Institutions Examination Council now requires that institutions have a formal cyber threat plan. The National Institute of Standards and Technology Framework created a template for middle market and smaller financial institutions that they can adapt to fit their needs. The Framework states that institutions need to develop an organizational understanding to manage cybersecurity risk, develop safeguards and activities to avoid cyber events, implement an appropriate insurance program that deals with cyber and privacy events, develop activities to respond to a breach, and restore any services that were impaired by a cybersecurity event.

IoT: Is Tech the Easy Part?

Government Computer News (05/19/15) Schneider, Troy K.

The Internet of Things (IoT) is entirely feasible and will be arriving quickly, according to experts. But as adoption of the IoT becomes more routine, the technology behind the innovation appears to be the simplest aspect. Law enforcement within the IoT could be the more difficult proposition, and it's likely that policy changes will be necessary to ensure effective patrolling. According to Mike Howell, the deputy program manager for the Information Sharing Environment, law enforcement agencies are finding it tough to use certain technologies because of faulty policy frameworks. One expert described it as a "cultural challenge," because for more than two decades, law enforcement has focused on a client-server relationship that is secured along the way. The IoT will change that completely, operating within an estimated 25 billion devices by 2020. Work is being done to solve the issue. For example, the Department of Homeland Security's U.S Computer Emergency Readiness Team (US-CERT) is working to develop a database that could identify when software vulnerabilities "could be inherited by other components."

Inspector General Finds Justice Dept. Slow to Create Privacy Rules

Washington Post (05/21/15) Nakashima, Ellen

Under a 2006 reauthorization of Section 215 of the Patriot Act, the government was supposed to have adopted "minimization" procedures to protect the privacy of Americans whose data was gathered. However, a new internal report shows the Justice Department for seven years failed to create those required privacy rules for use of an intelligence-gathering tool, instead adopting interim rules.

North Korea: We Have the Ability to Miniaturize Nuclear Weapons

CNN (05/20/15) Mullen, Jethro

North Korea says it has the ability to miniaturize nuclear weapons, a step toward building nuclear missiles. The North Korean military said in a statement that it can "guarantee the accuracy not only of short-to-mid-range but also long-range rocket launches, for which we have had the technology for a long time." Pyongyang's announcement about miniaturization is the first time it has publicly made such a claim. In October, U.S. Army Gen. Curtis Scaparrotti, the commander of U.S. forces in Korea, said he thought North Korea was capable of miniaturizing a nuclear device. Adm. Bill Gortney, the commander of North American Aerospace Defense Command, said that the U.S. military believes that Pyongyang could put a nuclear weapon on a road-mobile missile and "shoot it at the (U.S.) homeland." Additionally, David Albright, a former U.N. weapons inspector, said he believes Pyongyang could have 10 to 15 nuclear weapons at this point.

EU Agrees to Naval Intervention on Migrant Smugglers

New York Times (05/19/15) Kanter, James

The migration crisis that has led to thousands of deaths at sea has prompted European foreign and defense ministers to use naval forces to intercept and disrupt ships smuggling migrants. The program's goal is to stop smugglers with human cargo before or shortly after they leave shore. The immigrants would be returned to African ports and the ships used to transport them would be destroyed. All of the debate has been spurred by the spike in refugee deaths—more than 1,800 between January and April, which represents a 17-fold increase. Death rates climb for many reasons, including smugglers who offer passage in watercraft that is not fit for the journey. The militarized response being put forth by the European Union is facing pushback in some countries, but it is being well-received by NATO and other organizations. Military force is a delicate subject when it concerns multiple countries, so more work and further approvals remain necessary to ensure all parties are on the same page. More than 20,000 migrants have died trying to cross the Mediterranean in the past two decades.

INTERESTING ARTICLES

Dear PERF member,

Please use the web address below to see the March-April-May issue of Subject to Debate.

http://www.policeforum.org/assets/docs/Subject_to_Debate/Debate2015/debate_2015_marmay.pdf

This 12-page issue of the PERF newsletter focuses on President Obama's Task Force on 21st Century Policing, which released its Final Report earlier this week. PERF President, Charles Ramsey, served as co-chair of the Task Force, and four other PERF members also served on the panel: Susan Rahr, Roberto Villasenor, Sean Smoot, and Cedric Alexander. COPS Office Director, Ronald Davis, served as Executive Director of the Task Force.

More than 30 PERF members testified before the Task Force at public hearings in Cincinnati, Phoenix, and Washington, DC. This issue of Subject to Debate provides excerpts from these statements by PERF members.

The mission of the Task Force was to "identify best practices and otherwise make recommendations to the President on how policing practices can promote effective crime reduction while building public trust."

The full statements of all witnesses, and the Task Force's Final Report, are available online at:
<http://www.cops.usdoj.gov/default.asp?Item=2761>

This issue of Subject to Debate also includes a message to PERF members from Commissioner Ramsey, who will complete his second term as PERF President next month.

Questions or comments relating to Subject to Debate, please e-mail Craig Fischer at cfischer@policeforum.org.

TODAY'S INSPIRATIONAL QUOTE:

"Time decides who you meet in life, your heart decides who you want in your life, and your behavior decides who stays in your life."

LITTLE INSPIRATION GOES A LONG WAY

Written by Andy Rooney, a man who had the gift of saying so much with so few words. Enjoy.....

I've learned

- That the best classroom in the world is at the feet of an elderly person.
- That just one person saying to me, 'You've made my day!' makes my day.
- That having a child fall asleep in your arms is one of the most peaceful feelings in the world.
- That being kind is more important than being right.
- That you should never say no to a gift from a child.
- That I can always pray for someone when I don't have the strength to help him in some other way.
- That no matter how serious your life requires you to be, everyone needs a friend to act goofy with.
- That sometimes all a person needs is a hand to hold and a heart to understand.
- That we should be glad God doesn't give us everything we ask for.
- That money doesn't buy class.
- That to ignore the facts does not change the facts.
- That when you plan to get even with someone, you are only letting that person continue to hurt you.
- That the easiest way for me to grow as a person is to surround myself with people smarter than I am.
- That everyone you meet deserves to be greeted with a smile.
- That no one is perfect until you fall in love with them.
- That life is tough, but I'm tougher.
- That opportunities are never lost; someone will take the ones you miss.
- That when you harbor bitterness, happiness will dock elsewhere.
- That I wish I could have told my Mother that I love her one more time before she passed away.
- That a smile is an inexpensive way to improve your looks.
- That when you're newly born grandchild holds your little finger in his little fist, that you're hooked for life.
- That everyone wants to live on top of the mountain, but all the happiness and growth occurs while you're climbing it.
- That the less time I have to work with, the more things I get done.

HUMOR**Breakfast for Desert**

A couple in their nineties are both having problems remembering things.

During a checkup, the doctor tells them that they're physically okay, but they might want to start writing things down to help them remember. Later that night, while watching TV, the old man gets up from his chair. 'Want anything while I'm in the kitchen?' he asks.

'Will you get me a bowl of ice cream?'

'Sure.'

'Don't you think you should write it down so you can remember it?' she asks.

'No, I can remember it.' 'Well, I'd like some strawberries on top, too.'

Maybe you should write it down, so as not to forget it?'

He says, 'I can remember that. You want a bowl of ice cream with strawberries.' 'I'd also like whipped cream. I'm certain you'll forget that, write it down?' she asks. Irritated, he says, 'I don't need to write it down, I can remember it!'

Ice cream with strawberries and whipped cream - I got it, for goodness sake!'

Then he toddles into the kitchen. After about 20 minutes, the old man returns from the kitchen and hands his wife a plate of bacon and eggs.. She stares at the plate for a moment. 'Where's my toast?'

Occupation

A cowboy named Bud was overseeing his herd in a remote mountainous pasture in Montana when suddenly a brand-new 2015 BMW advanced toward him out of a cloud of dust. The driver, a young man in a Brioni® suit, Gucci® shoes, RayBan® sunglasses and YSL® tie, leaned out the window and asked the cowboy, "If I tell you exactly how many cows and calves you have in your herd, will you give me a calf?"

Bud looks at the man, who obviously is a yuppie, then looks at his peacefully grazing herd and calmly answers, "Sure, why not?"

The yuppie parks his car, whips out his Dell® notebook computer, connects it to his Apple i phone, and surfs to a NASA page on the Internet, where he calls up a GPS satellite to get an exact fix on his location which he then feeds to another NASA satellite that scans the area in an ultra-high-resolution photo.

The young man then opens the digital photo in Adobe Photoshop® and exports it to an image processing facility in Hamburg, Germany ...

Within seconds, he receives an email on his Apple iPad® that the image has been processed and the data stored. He then accesses an MS-SQL® database through an ODBC connected Excel® spreadsheet with email on his Galaxy S5® and, after a few minutes, receives a response.

Finally, he prints out a full-color, 150-page report on his hi-tech, miniaturized HP LaserJet® printer, turns to the cowboy and says, "You have exactly 1,586 cows and calves."

"That's right. Well, I guess you can take one."

He watches the young man select one of the animals and looks on with amusement as the young man stuffs it into the trunk of his car.

DUI

This happened to an Englishman in France who was totally drunk.

A French policeman stops the Englishman's car and asks if he has been drinking. With great difficulty, the Englishman admits that he has been drinking all day, that his daughter got married that morning, and that he drank champagne and a few bottles of wine at the reception, and many single malts scotches thereafter.

Quite upset, the policeman proceeds to alcohol-test (breath test) the Englishman and verifies that he is indeed totally sloshed.

He asks the Englishman if he knows why, under French Law, he is going to be arrested.

The Englishman answers with a bit of humor, "No sir, I do not! But while we're asking questions, do you realize that this is a *British car and that my wife is driving on the other side?*"

Hearing

A man...Was telling his neighbor, 'I just bought a new hearing aid. It cost me four thousand dollars, but it's state of the art.. It's perfect.' 'Really,' answered the neighbor . 'What kind is it?'

As he glanced at his wrist, he states, 'Twelve thirty.'

Then Bud says to the young man, “Hey, if I can tell you exactly what your business is, will you give me back my calf?”

The young man thinks about it for a second and then says, “Okay, why not?”

“You’re a Congressman for the U.S. Government”, says Bud.

“Wow! That’s correct,” says the yuppie, “but how did you guess that?”

“No guessing required.” answered the cowboy. “You showed up here even though nobody called you; you want to get paid for an answer I already knew, to a question I never asked. You used millions of dollars worth of equipment trying to show me how much smarter than me you are; and you don’t know sh*t about how working people make a living - or about cows, for that matter. This is a herd of sheep.”

“Now give me back my dog.”

And One More!

A little old man shuffled slowly into an ice cream parlor and pulled himself slowly, painfully, up onto a stool ... After catching his breath, he ordered a banana split.

The waitress asked kindly, ‘Crushed nuts?’

‘No,’ he replied, ‘Arthritis.’

REGISTER TODAY FOR THE UPCOMING CONFERENCE

**FBI NEIA/MAJOR COUNTY SHERIFFS’ ASSOCIATION (MCSA)
JOINT TRAINING CONFERENCE**

GRAND HOTEL, MACINAC ISLAND, MICHIGAN
SEPTEMBER 8-10, 2015

*Registration is available for the joint Mackinac Island Fall Joint Conference with the National Executive Institute Associates, September 8-10, 2015:

Program planning is well underway for the joint MCSA-NEIA conference at the Grand Hotel on Mackinac Island. The overarching theme for this special conference will be focused on the development of public trust in law enforcement and the need for an effective partnership with the community. This topic will be explored through guest speaker, panel presentations, facilitated discussions, and small group discussions. The good ideas that come from this event will be documented and discriminated to the members of both associations and the wider law enforcement community.

To register for the event please copy and paste the link in your web address bar:

<http://nsa.sheriffs.org/Core/Events/eventdetails.aspx?iKey=MCSAFAL15&TemplateType=A>

For additional information, contact Aimee Baarz at (801) 799-3802 or email: aimee.baarz@slcgov.com

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MCC - FBI NEIA Conference Dates

**MCSA/FBI NEIA
Conference**

September 8-10, 2015
Mackinac Island, MI

**IACP
Conference**

October 24-28, 2015
Chicago

**NEIA Reception at
IACP Conference**

October 25, 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.