



NEIA CONNECTIONS

Volume 4, 2015



QUANTICO, VA

Our FBI NEIA board meeting was held during the Chicago IACP conference. President Connolly welcomed everyone and introduced Michael Harrigan, Unit Chief and Benny Lamanna, Program Manager of the NEI program at the FBI Academy, Quantico, VA. Connolly thanked them for attending our Board meeting, noting that this was the first time in approximately three years we had a representative from the Academy. Connolly praised Harrigan and Lamanna for their innovative efforts in revising and updating the NEI program and efforts to maintain the high quality of the training sessions. He also thanked them for letting the NEIA participate in the program and was extremely appreciative of their openness and help in improving our partnership with them.

NEIA Reception

Dick Ayres, Executive Director, is to be complemented on the NEIA Reception which was well planned, well attended, while keeping the expenses in line. FBI Director James Comey gave us an update and was gracious enough to stay, as well as engage the folks with photo opportunities. The reception was again sponsored by ecoATM and Motorola. We are continually grateful to these outstanding corporate partners. In addition to recognizing our reception sponsors, Motorola Solutions announced that the FBI NEIA had been awarded a \$20,000 grant to pursue what can be a most exciting project entitled "Domestic tranquillity - the Police Response in a Pandemic Catastrophe."

A number of Chiefs have expressed their interest in participating in a project dealing with what only can be described as the "Unthinkable." We are working on additional grants which promises to be an undertaking that will make a positive contribution to the law enforcement profession and the future safety of the American people. You will be hearing more about this project which we will roll out during the New York conference in May 25-27 of this year. The NEIA will again participate in a joint conference with Major Cities Chiefs and PERF at the Marriott Marquee in New York City, May 25-27, 2016.

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FBINEIA / Major County Sheriff's Conference Report

In a previous newsletter, Dick Ayres gave a summary of the NEIA and Major County Sheriff's Conference, "Public Trust: A Shared Responsibility," held in Mackinac Island, Michigan. The conference was extremely well received and was unique in that everyone attending participated in the training, which included the law enforcement executives, community leaders, as well as the sponsors. Action plans that were developed to ensure the public's trust of law enforcement will be compiled into a report and distributed to the attendees, sponsors, and the NEIA membership. Similar to our ongoing relationship with the Major Cities Chiefs Association, we will continue our relationship with the Major County Sheriff's. Our organization is and will continue to be somewhat small in membership but our contributions to law enforcement don't have to be small.

MCCA/FBINEIA/PERF Conference NYC May 25-27, 2016

The combination of three law enforcement organizations, each combining an educational feast of meetings, presentations and town halls under one roof, was not only a great idea, but is reaping tremendous benefits to its members, guests, and even sponsors. Each of the organizations are advising its members as to their agenda. FBI NEIA members, guests and supporters can register on the MCCA website. **All we ask is that you check off the box marked appropriately for the FBI NEIA.**

While we will have several presentations during the conference, our premier presentation will be held on 5/26/16. The FBI NEIA will be putting on an audience involved table top exercise entitled "Domestic Tranquility – Law enforcement Response to the Unthinkable – A Pandemic Virus Attack." Most Americans have witnessed examples of catastrophes of unthinkable proportions. Fortunately, such observations are found in the movies, television series, and even in some scary novels. The good news is the public has never been subjected to confronting such protracted difficulties. I suspect the better news is that neither has law enforcement. Some of you may remember several years ago that we attempted a panel discussion on just such a subject. Eighteen top police and sheriff's participated in discussions that whet our appetite to pursue the subject in greater detail. On October 15, 2015, a Bipartisan Blue Ribbon Study Panel on BioDefense issued an 82-page report providing one of the most comprehensive examinations ever undertaken on response challenges to a large scale pandemic. That same Blue Ribbon Study Panel indicated the United States is not prepared for such an attack and that this type of attack is more likely to occur.

Unfortunately, it issued thirty-three recommendations of which none related to the challenges and functionality of local law enforcement. In 2011, another bipartisan Weapons of Mass Destruction Terrorism Research Center issued a Bio-Response Card that did not contain a single sentence regarding local law enforcement response challenges. There are other Federal and Presidential committees etc. that have allowed the same omissions. The FBI NEIA has made the "Unthinkable Event" challenge a continuing pursuit of research. With the appropriate funding from Motorola Solutions, a continual supporter of law enforcement, this exercise is hopefully the kick off to a series of conference/studies that will be held around the country. It is our hope that many of the police chiefs and sheriffs will chair these conferences. Leading the research is Dr. Dave McIntyre who has been writing, teaching and presenting on National Security and Homeland Security issues for 27 years. He has an outstanding resume presenting and lecturing on graduate level homeland security at Texas A&M University, was appointed to the National Security Education Board by President Bush in 2008, and served until 2014. Dr. McIntyre will be joined by a colleague of mine, Colonel Randall Larsen, USAF (Ret.), who previously served as the National Security Advisor at the UPMC Center for Health Security, the Executive Director of the bipartisan Congressional Commission on the Prevention of Weapons of Mass Destruction Proliferation and Terrorism, and Chairman of the Department of Military Strategy and Operations at the National War College. Randy gave us one of the more exciting presentations several years ago on the Unthinkable. As our special Advisor for War Gaming we can expect the same informative and exciting presentation.

NEIA Elections

FBI NEIA board elections will be taking place this year at our annual meeting in New York. Information regarding the election will be forthcoming in an E-blast. Anyone interested in running for an open board position should contact Bud McKinney at bud@strategicleader.net.

Youth Leadership Award

Bud McKinney will be the board representative on the award again this year. Eligible members wishing to nominate members of their family to attend the FBI Youth Leadership session at the Quantico VA should contact Bud McKinney at bud@strategicleader.net or visit our website – www.neiassociates.org/

MEMBERSHIP

Don Johnson, retired FBI, has agreed to help the NEIA track down retired members whose emails have been lost. Dick and Aimee continue to work on emails that are returned and are currently seeking new ideas on how to keep retention up. Aimee has recently found several members on LinkedIn and will continue to try and track down more member information.

Sponsorship

Sponsorship, as always, remains an important but time elusive goal. We will be soliciting sponsorships from the family foundation funds, small contributors, and our corporate partners that have supported us in years past. We will also be meeting with potential fund raisers.

Note: If any of our members or supporters have potential sources to assist in our financial funding; we would appreciate hearing from you.

Membership

The recent elections for the Canadian Parliament brought us some good news and, unfortunately, some not so such good news. Toronto's recently retired Chief of Police Bill Blair won a seat in the recent elections. Bill served the largest city in Canada with great distinction. Undoubtedly, he will do the same in the political arena. Unfortunately, Julian Fantino, Bill's predecessor, lost his seat. My sources suggested that in addition to an election that brought the other party into power, Julian opposed certain entitlement groups that tilted the election towards Julian's opposition. I know we speak for our members and the Major Cities Chiefs in congratulating Bill Blair on his election and Julian Fantino for a job well done. Each bring years of service experience and integrity wherever they serve. Being prejudiced, I suggest the public would have been better served had they had Bill and Julian serving the people interest.

Many of us are aware of the recent changes in Chicago. The video incident leaves little to defend though we can question the aftermath or fall out. Still, the criminal process will proceed. I sent this email to Garry McCarthy.

I just want to take this opportunity to remind you that Garry McCarthy has the respect of many of his colleagues. Christmas is undoubtedly a season of reflection for most folks. Your career to date has been very successful. As I journey onto my 80th year I recognize that life is not what it is supposed to be. It's simply the way it is! The way you cope with circumstances is the real difference. For a number of years, I have been telling people that Gary McCarthy is not just a smart guy, but a tough hombre. In my early years, I did a lot of boxing. The take away lesson had nothing to do with getting knocked down, it was getting back up. So let me leave you with something Winston Churchill (you might be too young to remember this WWII hero) said" Success is not final - Failure is not fatal; It is the courage to continue that counts." With that lovely partner of yours, you will be in winner's circle again. Charlie

Former Police Commissioner: Firing Chicago Police Chief Puts Us in Danger Dec. 2, 2015

‘We cannot let emotion and politics return us to the ‘bad old days’”

Chicago Mayor Rahm Emanuel’s dismissal Tuesday of Police Superintendent Garry McCarthy following the release of a video showing white police officer Jason Van Dyke shooting black teenager Laquan McDonald last year is not a solution to the controversy; it’s a symptom of the demonization of police in America. Overreacting to one example of police misconduct risks putting our communities in danger.

The appointment of a commission to investigate the police department is another example of pandering to those who shout the loudest, and will more than likely have little effect on how the Chicago police department operates in the future. And the call for a Department of Justice investigation will likely result in the appointment of a monitor who will spend years studying the department, “earn” millions of dollars and have little impact on how the police and community interact.” McCarthy is recognized by police chiefs of major cities throughout this country as a progressive thought leader who knows how to reduce crime and protect his community. His dismissal will magnify the “Ferguson effect” that FBI Director James B. Comey said is causing police officers to be less responsive to crime and fearful that every action they take will be second-guessed. Over the past 20 years, police across this country have had a real impact on crime. Murders reached their lowest numbers in memory. Property crimes and violent crimes are about half of what they were, and inner cities began to see rebirths that were unimaginable in the 80s and early 90s. We are in real danger of seeing those gains reversed.

Homicides, shootings, rapes and assaults are beginning to rise in many cities. Criminals who feared the police and believed that there was a certainty of arrest have now been emboldened by the War on Police by politicians, pundits and our national leaders. Police-community relations are fundamentally important in our country. No law-abiding citizen should fear police. In those rare instances where police violate someone’s rights, they should be punished or dismissed. Any objective look at the number of these instances reveals that they are a very small part of police interactions with their communities.

The shooting of Laquan Macdonald appears to be a grievous abuse of authority that will be adjudicated by our system of justice. It is the action of an individual officer, not an entire department. When we overreact as Mayor Emanuel has in dismissing a talented and effective police leader, we endanger both the police and the public. We cannot let emotion and politics return us to the bad old days.

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

In Defense of Police – Factual Context Also Matters

Editor’s Note – *I appreciate Commissioner Safir’s taking the time to speak on behalf of Law Enforcement. Recently at the Major Cities Chiefs Meeting in Chicago, one of our sponsors made it a point to tell me that “I am a market research person. Like most folks I don’t know a lot about police departments other than what I am being made aware of in the media. Charlie, after listening to the presentations by various police officials, I am amazed at what they are doing, and how well law enforcement is performing in such difficult times. You [the police] need a national voice to address this constant drumbeat of what is obviously exaggerated if not slanderous allegations.” She was absolutely right. Ironically, Garry McCarthy and his staff were a large part of those presentations.*

I would like to put my two cents in with acknowledging what the first journalist wrote and maybe a little more as I am familiar with the study he mentioned (as it was in our last newsletter). But first, let’s have a fact check. U.S. Law enforcement functions in a nation of 320 million folks. We have over 800,000 police dedicated to their safety. Crime is down but not removed from our homes, businesses, places of worship and the streets. The fact that we have over 2 million incarcerated reflects a continuing concern. Those who continue condemning and calling police murderers provide no substantial statistics other than to

offer up a small list of publicized police shootings or misconduct to make their case. The police related fatalities are investigated and the police officer may have been in the wrong. Yes, mistakes may be made but transparency is part of the outcome. The constant drumbeat of exaggerated charges require that America's policing must make the public aware that despite the millions of citizen contacts law enforcement annually averages some 429 police related fatalities in a country of 320 million. While it is not an indictment of Black America, what was not mentioned was that this study indicated that over the 9-year research period 44 % of those who murdered police officers were black. Using the more recent 3-year study, the journalist cites "112 black men, on average, suffered both justified and unjustified police involved deaths." That's 112 from a black population of 38 million. Consistent with national figures, the NYPD is probably the most often criticized despite the statistical odds saying otherwise. In a city of 8.4 million, NYPD has twenty-three million citizen contacts a year, 12 million 911 calls, over 400,000 arrests, five hundred summons (not traffic). Despite such activity, 35,000 police officers managed to kill 8 individuals in the previous year, 4 of which were black. The real problem, which is cited in the second article, suggests that in NYC and other large venues, "blacks are twenty times more deadly to other blacks." The question all of us have to ask is yes, "Black Lives Matter," but to whom?

The first article starts below. The second reflects even the difficulty when police use Tasers in order to minimize the opportunity for a fatality. While success may elude good intentions, it is obvious that America's policing recognizes that when using firearms, the outcome is not reversible. That's why they introduce Tasers. They are attempting to de-escalate the use of deadly force. The third Article highlights the need for "Black Lives Matter" proponents to look elsewhere for a solution. The fourth article is written by a criminal defense lawyer for 60 years during which he apparently managed to his hide his ability to arrive at logical conclusions. If he is as sincere as he postulates, then he is also part of the problem and not the solution. The last article suggests that political solutions are being made in haste and contrary to the rule of law. You decide if I am missing the point. Below are the five articles referenced in this editorial.

If the Black Lives Matter crowd is correct, bloodthirsty, racist cops are blasting black men like clay pigeons at a shooting range. The pace of this alleged slaughter is breathtaking.

"Every 28 hours, a black person is murdered by police," Black Lives Matter activist Cherno Biko told Fox News Channel's Megyn Kelly. "It feels like we're in a war." If true, killer cops are rubbing out some 313 innocent and law-abiding blacks annually. Rise Up October asserts that there are "over 1,000 people a year killed by police."

Wrong! And more than doubly so. University of Toledo criminologist Dr. Richard R. Johnson examined the latest data from the FBI and Centers for Disease Control.

From 2003 through 2012, law-enforcement officers killed an average of 429 people per year in "legal interventions." These include a relatively small number of innocent people killed by cops and many more who died due to reasonable use of force. When a bank robber thrusts a loaded Glock into a teller's neck, that's a really good time for the police to kill him.

Anti-police protesters chant the well-known names of several black males who lately have died at the hands of cops: Michael Brown, Eric Garner, Freddie Gray, Tamir Rice, and Walter Scott.

Some cops (such as Darren Wilson, who shot Michael Brown) have been exonerated, even by Obama's Justice Department. Others face trial — such as Officer Michael Slager, who shot Walter Scott in the back in North Charleston, SC, and the three white and three black Baltimore cops in whose custody Freddie Gray died.

What this controversy sorely needs is a strong dose of facts. Actual crime data reveal that this movement is based on mythology.

Thanks to the Ferguson Effect, blistering anti-law-enforcement rhetoric and sometimes fatal attacks on police have made cops timid, if not terrified. The result? A murder explosion that, ironically, is killing the very black people whom Black Lives Matter claims to champion. Year to date, homicides are up 8.3 percent in New York,

19.2 percent in Chicago, 51.5 percent in St. Louis and 52.5 percent in Baltimore.

On average, 4,472 black men were killed by other black men annually between Jan. 1, 2009, and Dec. 31, 2012, according to the FBI's Supplementary Homicide Reports. Using FBI and CDC statistics, Professor Johnson calculates that 112 black men, on average, suffered both justified and unjustified police-involved deaths annually during this period.

This equals 2.5 percent of these 4,472 yearly deaths. For every black man — criminal or innocent — killed by a cop, 40 black men were murdered by other black men. The, at most, 2.5 percent of the problem generates relentless rage. And, yet, it is rude-to-racist to mention 97.5 percent of the problem.

As America's largest police force, one would expect the NYPD to be a major player in this alleged mass murder of innocent blacks. Wrong again!

The supposedly trigger-happy, bigoted NYPD killed a whopping eight people last year, according to its meticulous, 73-page "2014 Annual Firearms Discharge Report." Of these, four were black. All of them were armed with cutting instruments (scissors, a hatchet, a boxcutter and a knife) and wielded them when they fatally were shot. Rather than NYPD gunfire, the high-profile Eric Garner case involved a police chokehold that may have given the overweight Garner a lethal coronary.

Still, these five deaths (at least four of them justified) total last year's NYPD "genocide" against black men. They equal 4.95 percent of Gotham's 101 black-on-black murders in 2014. Other blacks are 20 times deadlier to black New Yorkers than is the NYPD.

Yes, some police are overzealous, twitchy-fingered and — surely — racist. NYPD Officer James Frascatore's heavy-handed takedown of tennis player James Blake outside a Manhattan hotel in September confirms that some cops need leashes.

But the notion that America's cops simply are gunning down innocent black people is one of today's biggest and deadliest lies.

Deroy Murdock is a Manhattan-based Fox News contributor.

48 Have Died After Police Used Tasers; Link Is Uncertain

By **Ted Gest** — Monday, November 30th, 2015 'The John Jay College of Criminal Justice Crime & Justice News' / Washington, DC

At least 48 people have died in the U.S. since January in incidents in which police used Tasers, but the link between the use of Tasers and the 48 deaths is unclear, reports the Washington Post. At least one of the deaths occurred when an incapacitated person fell and hit his head. Other factors mentioned among causes of death were excited delirium, methamphetamine or PCP intoxication, hypertensive heart disease, coronary artery disease, and cocaine toxicity. Twelve of the 26 cases in which the Post obtained autopsy reports or cause-of-death information mentioned a Taser along with other factors. More than half of the 48 suffered from mental illness or had illegal drugs in their system at the time. At least 10 were Tasered while handcuffed or shackled. Only one was female. Nearly 55 percent of the people who died were minorities. (The Guardian published its own account of deaths in Taser cases this year recently, tallying 47.)

Deaths after Taser usage by police are relatively rare, accounting for a small fraction of the people who die during or after encounters with officers, said a study by the National Institute of Justice. Research shows that when used correctly, the devices are generally safe and prevent injuries to both police officers

How the Gun Control Debate Ignores Black Lives

By failing to talk about the majority of gun murder victims — black men — politicians and advocates are missing the chance to save lives.

By **Lois Beckett** — Tuesday, November 24th, 2015 'ProPublica' / New York, NY

Excerpt; desired to read the article in its entirety, go to: <https://www.propublica.org/article/how-the-gun-control-debate-ignores-black-lives>

Mass shootings, unsurprisingly, drive the national debate on gun violence. But as horrific as these massacres are, by most counts they represent less than 1 percent of all gun homicides. America's high rate of gun murders isn't caused by events like Sandy Hook or the shootings this fall at a community college in Oregon. It's fueled by a relentless drumbeat of deaths of black men.

Gun control advocates and politicians frequently cite the statistic that more than 30 Americans are murdered with guns every day. What's rarely mentioned is that roughly 15 of the 30 are black men.

Avoiding that fact has consequences. Twenty years of government-funded research has shown there are several promising strategies to prevent murders of black men, including Ceasefire. They don't require passing new gun laws, or an epic fight with the National Rifle Association. What they need — and often struggle to get — is political support and a bit of money. -

Gun violence in America is largely a story of race and geography. Almost two-thirds of America's more than 30,000 annual gun deaths are suicides, most of them committed by white men. In 2009, the gun homicide rate for white Americans was 2 per 100,000 — about seven times as high as the rate for residents of Denmark, but a fraction of the rate for black Americans. In 2009, black Americans faced a gun homicide rate of nearly 15 per 100,000. That's higher than the gun homicide rate in Mexico.

To liberals, gun violence among African-Americans is rooted in economic disadvantage and inequality, as well as America's gun culture and lax gun laws. Conservatives, meanwhile, often focus on black "culture." "The problem is not our gun laws," a member of the Wall Street Journal editorial board wrote last year about Chicago's murder rate. "Nor is it our drug laws, or racist cops, prosecutors and judges. The problem is black criminality, which is a function of black pathology, which ultimately stems from the breakdown of the black family."

Lost in the debate is that even in high-crime cities, the risk of gun violence is mostly concentrated among a small number of men

Note: *Despite that many of our political class has adopted "political correctness" and ideology as their governing tool, a recent article quoted a Gallup Poll (New York Post -12/27/15) "Americans, who say cops are honest and ethical, a Gallup poll finds, up from 56% from 48% last year. Among nonwhites, the percent agreeing jumped from 23% in 2014 to 40% this year". Is it possible that more people are moving away from the class warfare drumbeat and questioning whether politics is the gentle art of getting votes from the poor and campaign funds from the rich by promising to protect each from the other.*

How do we identify killer cops? (Slander is a good start)

The answer lies in better testing of police candidates.

By **Gerry Spence** — Monday, November 30th, 2015 'USA Today'(Op-Ed / Commentary)

Movie director Quentin Tarantino and actor Viggo Mortensen claimed recently that too many cops are simply uncharged murderers. A recent Huffington Post article by University of California-Berkeley sociology professor Jerome Karabel was headlined, "Police killings surpass the worst years of lynching, capital punishment, and a movement responds."

I'm a trial lawyer. During a career of more than 60 years in the courtrooms of America defending the poor, the forgotten, the lost and the damned, I've shut out a haunting question: Are we safe from our own police?

This past year, the news media have drawn our focus to far-ranging, rampant police brutality. Just last week, we learned new details about the killing on Oct. 20, 2014, of Laquan McDonald, 17, a black youth who ended crumpled and dead on the streets of Chicago. His body was riddled with 16 bullets fired in about 15 seconds — 13 of those seconds, prosecutors say, while he lay prone and dying on the pavement. All the shots were fired by a single white cop while at least five other officers stood by.

Not until the video of the killing was ordered released last week by a judge were murder charges finally filed against the officer. Charges against a Chicago cop for a killing? In Chicago, the police are frequently involved in shootings, include 15 from July to September this year, but rarely have any officers been charged. The McDonald case fits a disturbing pattern. In New York, Eric Garner, 43, died when a cop applied a deadly chokehold on him. Walter Scott, 50, stopped for a broken taillight, was slaughtered in North Charleston, S.C., with multiple police shots in his back as he ran. It is likely that Baltimore officers intentionally gave Freddie Gray, 25, a potentially death-inflicting ride handcuffed and locked in the back of a police van. All of the victims were poor, black and, in actual fact, powerless. The Quantum available to most Americans is in direct proportion to the individual's social and economic status, which is to announce the controlling principal in America: Little money, little status — little justice.

How do we save ourselves from the brutality and murders of our own employees — the police? Instinctively, we take comfort in our sacred rights as Americans. But when we face an arresting police officer, we could discover that our rights are on the order of a ripped out page from yesterday's newspaper blowing down the street.

Please hear me clearly:

We need law enforcement. We want to be safe. We fear chaos and crime, and we're willing to overlook occasional officer misconduct as the price we must pay for a predictable and safe society in which to pursue our lives. Moreover, at the outset I would be doing the police a gross disservice to argue that all officers are villainous crooks wearing a badge, and that the word "cop" and "killer" are synonymous. Such is not my belief. But what am I saying?

In America, we are free to select our life's work, and the choices we make tell their own story. What is the difference in the persona of a school teacher, a mechanic, a nurse, a truck driver or an Internet technician on the one hand and the personality structure of the cop on the other? Ask the teacher why she chose her life's work and she'll tell you, "I love children and want to help them succeed." Ask the cop the same question and his answer will be equally benign: "I want to keep people safe." He'll never say, "I'm looking for the opportunity to shoot a harmless, unarmed running black man in the back." The teacher is motivated by love while the cop, going in, embraces the ever present prospect of physical violence against another human being. That invites a different variety of the human species.

When we permit persons to self-select police work as their life's work, we have also invited some who might yearn to dominate, to mutilate and even to kill others. That truth has long been recognized. What has happened in the lives of our officer candidates that causes them to seek power over others, especially over the powerless? Life-forming experiences usually come at an early age, and as adults we find ourselves still acting them out. The most conscientious law enforcement organizations now submit their candidates to rigorous testing in an

attempt to identify the smiling, well presented individual who, at his or her core, is a latent killer. But any candid police department would surely have to admit that its testing provides little more than proof that it at least tried to identify and eliminate the most violent, sadistic candidates.

The news is of little comfort. The Supreme Court in *Mullenix v. Luna* tells of a Texas trooper, Chadrin Mullenix, who had been ordered by his superiors not to shoot at a fleeing automobile. He violated that order and shot six bullets into the car, killing the driver. The Texas Department of Public Safety found that Mullenix had acted recklessly, lacking “sufficient legal or factual justification to use deadly force.” The heirs of the dead man sued. On Nov. 9, the justices held that the cop’s actions did not violate “clearly established (constitutional) law” and granted him immunity from the suit. Justice Sonia Sotomayor, the lone dissenter, wrote: “By sanctioning a ‘shoot first, think later’ approach to policing, the court renders the protections of the Fourth Amendment hollow.”

So far science, too, has failed us. The answer here rests in a more successful testing of our police candidates. Science can and will one day develop accurate methods by which killer-cop candidates can be identified and rejected before they are welcomed into the society of law enforcement to thereafter satisfy impulses that lead to the needless dead.

Where does all this leave us? It leaves us where we have been from the beginning — with killer cops on the loose. It leaves us knowing that too many of our youth who seek to become cops are responding to personality forces that are dangerous to all of us. It leaves us knowing that when we face a cop, he could be the one who encompasses an urge to kill and that we may, indeed, be killed. It proves what Tarantino, Mortensen and Karabel are saying and what we have known all along: Too many cops are simply uncharged murderers.

Gerry Spence is a trial attorney and the author of *Police State: How America’s Cops Get Away with Murder*.

Editorial note: *The author, I suspect, applying his logic is also “getting away with murder,” the murder of this nation’s law enforcement’s reputation. It may be only my opinion, but I believe the public should be made aware that constitutionally enforcing the law can be messy. It can resemble a contact sport at times. Resisting arrest is not permissible under the law. Physically confronting a police officer is not an act of “civil disobedience.” It is lawlessness and dangerous to both, left unchallenged it can be contagious. The individual’s right is to make his or her complaint after the fact and let justice take its course. Law enforcement has to make a better job of articulating what policing is about. It’s not simply starting every day with the possibility of losing one’s life but it is even more likely to put your career and reputation on the line, have your spouse and kids, along with your neighbors, read that you are under investigation, under arrest and indictment. Why, because the public wants you to go and do the dirty work that is required if we are to have a safe civil society. But don’t do it too forcefully, they ask. Unfortunately, even the officer involved most often wants the same restraint but he or she doesn’t have control of the situation. Nor do police officers want the grief that now accompanies even the most lawful use of physical force. What the officers want is a better understanding on the public’s part in judging ordinary public servants thrust into instant extra ordinary circumstances.*

Family of teen killed by Chicago officer was paid \$5M settlement by city

A black teenager shot 16 times by a white Chicago police officer was a ward of the state when he died, having spent years being shuttled between different relatives’ homes and foster care from the time he was 3. The family, who received a \$5 million settlement from the city months before Van Dyke was charged even without filing a lawsuit, has declined to speak with the media.

The settlement is not the issue – the timing is!

NATIONAL NEWS

Monday, November 16th, 2015 'F.B.I. Federal Bureau of Investigation Press Release'

According to the FBI's latest report, law enforcement agencies reported 5,479 hate crime incidents involving 6,418 offenses to our Uniform Crime Reporting (UCR) Program in 2014. And these crimes—which often have a devastating impact on the communities where they occur—left 6,727 victims in their wake. The latest figures are down from 2013, when 5,928 criminal incidents involving 6,933 offenses were reported. Hate Crime Statistics, 2014 provides information about the offenses, victims, and offenders. Among some of the highlights:

- Of the 5,462 single-bias incidents reported in 2014, 47 percent were racially motivated. Other motivators included sexual orientation, religion, ethnicity, gender identity, disability, and gender. (See above chart https://www.fbi.gov/news/stories/2015/november/latest-hate-crime-statistics-available/latest-hate-crime-statistics-available?utm_campaign=email-Immediate&utm_medium=email&utm_source=fbi-top-stories&utm_content=486680)
- Of the 6,418 reported hate crime offenses, 63.1 percent were crimes against persons and 36.1 percent were crimes against property. The remaining offenses were crimes against society, like illegal drug activity or prostitution.* The majority of the 4,048 reported crimes against persons involved intimidation (43.1 percent) and simple assault (37.4 percent).* Most of the 2,317 hate crimes against property were acts of destruction, damage, and vandalism (73.1 percent).
- Individuals were overwhelmingly the most common victim of a single-bias hate crime, accounting for 82.4 percent of the reported 6,418 offenses. The remaining victim types were businesses, financial institutions, religious organizations, government, and society or the public. * Also during 2014, law enforcement agencies reported 5,192 known offenders in 5,479 bias-motivated incidents. (In the UCR Program, “known offender” does not imply that the suspect’s identity is known, only that some aspect of the suspect was identified by a victim or witness—such as race, ethnicity, or age.) And while 15,494 law enforcement agencies contributed to UCR’s Hate Crime Statistics report in 2014, only 1,666 agencies reported hate crimes within their jurisdiction (the remaining agencies reported zero hate crimes). To enhance the accuracy of hate crime reporting, representatives from the UCR Program participated in five hate crime training sessions provided jointly by the Department of Justice (DOJ) and the FBI. Since April 2015, DOJ and the FBI provided the training sessions to law enforcement agencies and community groups in several different areas of the country. UCR personnel also worked with states to ensure proper data submission and meet with police agencies to provide training and discuss crime reporting issues.

In addition to releasing annual Hate Crime Statistics reports, which give the nation a clearer picture of the overall crime problem, the FBI also investigates incidents of hate crimes—as a matter of fact, it’s the number one priority within our civil rights program. We investigate hate crimes that fall under federal jurisdiction, assist state and local authorities during their own investigations, and in some cases—with the U.S. Department of Justice Civil Rights Division—monitor developing situations to determine if federal action is appropriate. The 2016 release of the Hate Crimes Statistics report, which will contain 2015 data, will feature even more information—expanded bias types in the religion category, and the added bias type of anti-Arab under the race/ethnicity/ancestry category. The collection of both types of data began in January 2015.

Note: *Most of these articles were compiled prior to the San Bernardino, CA massacre.*

Paris attacks shows danger of cell phone encryption, says Bratton

By **Azi Paybarah** — Sunday, November 15th, 2015; 2:14 p.m. 'Politico New York' / New York, NY

The attackers who killed more than 100 people in coordinated attacks Friday in Paris were equipped with assault rifles, suicide belts, and, of particular concern to New York City's top police official, phones that may have prevented surveillance from law enforcement officials. "ISIS, taking advantage of the technology that the head of the FBI has been complaining about, I've been complaining about, going dark, the ability to go dark, I think you're going to see that playing a significant factor in this event," New York Police Commissioner Bill Bratton said in an interview Sunday on ABC's *This Week With George Stephanopoulos*. Bratton — who has complained about cell phone makers selling devices with no ability to break their encryption — said he is "very interested to see what types of phones they were equipped with, what types of apps they had on those phones. Were they, in fact, even in communication with each other at all?"

In another interview on CBS' *Face the Nation* Sunday, Bratton went further, saying the deadly events in Paris show why the issue of cell phone encryption needed to be debated immediately. Bratton complained about "These apps, these devices that now allow these terrorists to operate without fear of penetration by intelligence services. This is the first example of this." He added, "We, in many respects, have gone blind as a result of the commercialization and the selling of these devices that cannot be accessed either by the manufacturer or, more importantly, by us in law enforcement, even equipped with search warrants and judicial authority. This is something that is going to need to be debated very quickly because we cannot continue operating where we are blind." The need to gather intelligence was underscored by Bratton's predecessor, Ray Kelly, who spoke to ABC on Saturday. Since there are so many potential targets where terrorists may strike, law enforcement needs to be able to penetrate the chatter before it turns into action, he said. "Soft targets, of course, are everywhere," Kelly said. "That's why intelligence is key. You need some information we can hang our hat on ... some indication as to who's talking about it, who's thinking about it." Kelly, who built the NYPD's counterterrorism operation from scratch shortly after the terrorist attacks in 2001, said, "You have to get them before they're in the position to act." Last year, Bratton complained about encryption technology on iPhones and other devices. "It does a terrible disservice to the public, ultimately, and to law enforcement, initially," and "it really does impede our investigation of crimes," he said then. Law enforcement officials said there is no known, credible threat to New York City following the attacks in Paris. But the attacks there were "game-changing," Bratton told CBS on Sunday, since they showed ISIS — who claimed credit for the attack — using technology, suicide attackers and a sophisticated ability to plan and execute a deadly assault.

Bratton said the NYPD has 400 officers prepared to respond to the kind of attack seen in Paris — multiple gunmen, heavily armed, trained and coordinated assailants who are willing to kill themselves and as many civilians as possible. In addition to preparing for an ISIS-style attack on the streets, Bratton said the terrorist organization needs to be confronted online. "What we are also doing, as part of our efforts, is trying to deal with the social media skills of ... ISIS," Bratton said on NBC. ISIS "mastered social media," he said, echoing comments made earlier by NYPD Deputy Commissioner for Intelligence and Counterterrorism John Miller. Like 9/11, Bratton said, the attacks in Paris had a "game-changing aspect."

Former NYPD Commissioner Ray Kelly said Monday he's against allowing civilians easier access to guns, even in the face of increased fear about a Paris-style terror attack in the United States.

By **Matthew J. Belvedere** — Monday, November 30th, 2015 'CNBC News' / Englewood Cliffs, NJ

"I'm not totally in support of more guns," Kelly told CNBC's "Squawk Box," citing the accuracy rate in police-involved shootings within the NYPD as a reason to be wary of arming everyday Americans.

"Police officers, who are highly trained, strike their targets only 20 percent of the time," he said. "So if you have civilians out there with guns that perhaps they've only fired once or maybe even never fired and they're in a tumultuous situation with the adrenaline flowing, you want them out there shooting their guns? I think you

have to think hard about that whole issue.” Kelly was the city’s longest-serving police commissioner and the first to serve non-consecutive terms. He headed the NYPD from 2002-2013 in Mayor Michael Bloomberg’s administration. He also served as police commissioner under Mayor David Dinkins from 1992 to 1994. Earlier this month, Kelly joined the corporate-investigations firm K2 Intelligence as vice chairman. He’s also out with a book, “Vigilance: My Life Serving America and Protecting Its Empire City,” in which he said 16 terror plots against the city were foiled under his watch.

The city is still the No. 1 terrorist target, he said. “If they were able to come to New York and do anything at all, it would be a major feather in their cap. Certainly it’s a possibility of an attack here.” “We’re surrounded by soft targets,” he continued. “We live in an open society. We’re vulnerable.”

But Kelly said, “We’re safer ... than we’ve been let’s say five years ago. The police department [and] federal agencies continue to refine, to hone their skills.” He sees the so-called Islamic State as a triple threat. “ISIS is several things. It’s a land army, albeit a small one around 30,000 ... [and] an Internet force, an inspiration force, a movement. And it’s a guerrilla force as well.” “We haven’t seen anything like this in the world of terrorism. It has been a game-changer,” Kelly said. ISIS claimed responsibility for Nov. 13 Paris attacks that killed 130 people.

The 911 System Isn’t Ready for the iPhone Era

By **TOM WHEELER** — Chairman of the Federal Communications Commission

IN 1999, Congress established 911 as the nationwide emergency number, and called for a system that would use the best technology available to deliver emergency assistance. Now, 16 years later, our emergency response system faces an emergency of its own in the form of outdated technology. To fix this, our emergency responders — police, fire and ambulance — urgently need the help of government leaders at all levels. Simply put, the communications technology behind the 911 system is dangerously out of date. Currently, the centers handle about 240 million calls a year, an increasing number of them from cellphones. But many local 911 call centers can’t receive a text, photo or video from a person in need — capabilities that are considered commonplace for any American with a smartphone. Worse, while our nation makes the transition to broadband networks, too many of our 911 call centers rely on decades-old telephone technology — technology that is no longer being supported by commercial vendors and prone to failure. The market forces driving the broadband revolution will soon have the nation’s 911 system resting on a foundation of sand.

The good news is we know what to do. The nation’s 911 call centers need to upgrade to “Next Generation 911,” or NG911. NG911 links 911 call centers to the latest Internet Protocol-based networks, uses mapping databases and software to route calls and pinpoint the real-time location of 911 callers, and supports voice, text, data and video communication. NG911 also gives responders better tools to handle high call volumes in major emergencies and to defend against cyberthreats as the system migrates to Internet-based networks. The bottom line is that NG911 will make our 911 system more accessible and more reliable, and it will dramatically improve emergency response. We already see this brighter 911 future in pockets across the country. Some state and local 911 decision makers have made important strides toward migrating their call centers to NG911, which has improved functionality and resiliency.

But too many — a large majority — have not. To date, the transition to NG911 has been slow and ragged, increasing overall cost and risk of failure, while leaving us well short of our goals of improving emergency response and saving lives. In addition, while some federal money has been set aside for studies and NG911 transition challenges, it’s a drop in the bucket.

It’s not as if state and local leaders don’t want to move to NG911, or don’t recognize the need. There are understandable reasons that the transition has lagged. Running day-to-day operations is itself an all-consuming challenge and during the transition to NG911, state and local 911 authorities must continue to support legacy operations while also investing in new technology and work force training. This increases cost and complexity at a time when our public safety resources are already stretched thin. Just because the slow implementation of the next generation of emergency systems is understandable, however, doesn’t make it excusable. The fractured

implementation leaves Americans at greater risk. We have to do better. To accelerate the transition to NG911, the F.C.C. adopted rules last year to ensure that mobile providers enable the delivery of texts to 911 (which some carriers provide free of charge). The commission has also proposed modernizing the 911 governance structure to ensure that communications remain reliable as the technologies and vendors that support our public safety networks change. Today's 911 service involves a complex quilt of new providers in addition to traditional telephone companies, so it is important for local, state and federal authorities to clearly define their roles and responsibilities, especially during events like service outages. Everybody that is part of the 911 call-completion process needs to be held accountable to make sure that the most important call any of us will ever make goes through.

As for next steps, our laws need to reflect the changing realities on the ground. We must make the benefits of NG911 available to all Americans, not just those fortunate enough to live in a few well-resourced communities. Only Congress can provide what state and local authorities require to deliver effective 911 services to all their citizens. This includes one-time funding assistance to 911 jurisdictions to get them through the NG911 transition. Done right, smart federal investment will actually lower costs by shortening the transition period and enabling 911 authorities to retire costly legacy facilities more quickly.

Here's what NG911 will deliver: Emergency responders in the future will be able to get video, maps and other information that can improve response times. Also, in a large-scale crisis, 911 call centers equipped with NG911 technology will be better able to handle the sudden surges of emergency calls that can overwhelm a center today. Technology is changing our world, and those of us charged with protecting public safety need to change with it. If we work together to tackle the challenges and seize the opportunities of new technology, we can save lives and build a safer America.

The NYPD's Counterterrorism Unit Is Bigger Than Ever

By **Rebecca Fishbein** — Saturday, November 21st, 2015; 5:45 p.m. 'The Gothamist' / New York, NY

The NYPD has significantly stepped up its counterterrorism efforts following January's Charlie Hebdo attacks in Paris, an improvement they're reiterating in the wake of last week's Paris massacre. Following January's overseas attacks, the NYPD reportedly ran a number of counterterrorism drills, finding the department lacked speed and proper gear. Now, though, the counterterrorism department's beefed up—they've added over 400 new officers (totaling 527) to a new counterterrorism unit, dubbed Critical Response Command. Naturally, NYC has been on high alert after the Paris attacks—in the immediate aftermath, the NYPD assured New Yorkers there were no known threats to the city, and deployed extra men in uniform to crowded areas and French governmental spots. When ISIS released a video that appeared to threaten Times and Herald Squares this week, the NYPD once again touted its counterterrorism prowess. Both the Critical Response Command and a group of 700 patrol officers called the Strategic Response Group have been equipped with semiautomatic rifles.

The department also works with the FBI to monitor possible threats against the city. "We have the new almost 500 officer counterterrorism command, we have an 800 officer strategic response group, and we've always had our 700 officers in ESU, we have about 2,000 officers with about 400 on duty at any given time who are all equipped to deal with the events you just saw in Paris, but that's response," NYPD Commissioner Bratton told ABC 7 this week. "The offense in our case is intelligence, the gathering of intelligence, nobody does it better than the NYPD and our partnership with the FBI."

Three days after Muslim terrorists murdered 129 defenseless civilians in Paris, the NYPD unveiled its new Critical Response Unit, which Police Commissioner William J. Bratton said would be equipped to deal with the kind of multiple attacks that hit the French capital. "We had to take our efforts to the next level, and create an ever-stronger and better force to deal with the realities of the world we live in," Mayor de Blasio said Nov. 16 on Randall's Island as he and Mr. Bratton introduced the first 100 members of the force, which will eventually include 560 officers and eight police dogs. Another 180 officers are undergoing training and will graduate in a few weeks, Mr. Bratton said.

It Could Happen Here

Both men expressed concern that the Paris attacks, which involved several gunmen and suicide bombers affiliated with the terror group ISIS attacking targets around the city, could be repeated in New York.

“We have the capacity now in New York City to deal with almost two dozen multiple events occurring in the city, with all of the resources we have available,” Mr. Bratton said. “So we can deal with the lone wolf, or we can deal with what appears to be the case in Paris, the coordinated multiple attack.”

He told the assembled officers, “The world changed dramatically over the weekend. And the assignment for which you have volunteered...there is now no more essential assignment in the world of policing, in the NYPD, than that assignment. That threat is growing and morphing in new and dangerous directions, as evidenced by the events in Paris.” “We know our city is the chief terror target in this country,” Mr. de Blasio said. “We live with that reality, and it requires us to be vigilant every single day. Mr. Bratton said the new command replaces “the Critical Response Vehicle Initiative that was created shortly after 9/11 to supplement the 600 men and women of the Emergency Service Unit, who are our first line of critical defense against terrorist-related actions.” That program used officers borrowed from precincts to drive dozens of vehicles, their dome lights flashing, through areas of the city in hope of demonstrating strength and awareness to potential terrorists. Of the new unit, Mr. Bratton said, “The officers are all volunteers. They have all been interviewed, selected; have received training on the very critical issues of counter-terrorism, protection of facilities, and sites. They will be equipped, as all of our personnel will be, with a smartphone technology that will allow for instant messaging to each and every one of them, updating on the locations they’re protecting as well as threats that are emerging. “Additionally, the vehicle fleet that they will be working out of is in the process of beginning to be delivered. Those vehicles will be specially equipped with the gun boxes, the heavy equipment that they will be utilizing, with the long guns and the heavy vests.” In addition to the Critical Response Unit, he said, “We have the 600 officers in the Emergency Service Unit that those of you based in New York are very familiar with. At any given time, we have 20 of their trucks moving around the city with their highly trained officers, always highly equipped with every piece of equipment conceivable to go toward the attack...” “In addition, we have created what will soon be 800 personnel in our SRG, Strategic Response Group. Those officers, similarly, will be in the Explorer vehicles, also equipped when necessary during these types of threats with long guns. They are going to provide an additional resource when necessary to deal with issues of terrorism.” Mr. Bratton has characterized that unit as a permanent quick-reaction force to deal with terrorist attacks, demonstrations and other emergencies. It should further limit the borrowing of officers from precincts, where the NYPD is increasing patrol forces to enable a greater degree of community policing.

The Critical Response Unit will be based in the building that once housed the Street Crime Unit, which at one point was legendary for the ability of its members to spot and arrest people carrying concealed weapons. Mayor Rudy Giuliani ordered a massive expansion of the unit—which was opposed by its commander, who feared an influx of untrained officers would reduce its effectiveness. The unit fell into disrepute after four new, unsupervised members gunned down immigrant Amadou Diallo in 1999 as he was reaching for his identification. Mr. Bratton said the building is undergoing renovations. Randall’s Island is particularly convenient to Manhattan, The Bronx and Queens, he said. The Commissioner said he was able to create the Critical Response Unit because Mr. de Blasio had agreed to a push by the City Council to increase the size of the NYPD by 1,300 officers, and to add an additional 400 civilians to free desk-bound cops for active policing duties.

Note: a number of these terror related article were printed prior to the San Bernardino, CA Attacks

America the Vulnerable: Can it happen here? Yes.

By **Judith Miller** — Monday, November 23rd, 2015 'The City Journal' / New York, NY

The toll of Islamist carnage keeps growing: 130 killed and 352 injured in Paris; 229 mostly Russian airline passengers killed in the skies over Egypt's Sinai Peninsula; 19 dead in Bamako, Mali, at the Radisson Blu, a hotel favored by Westerners. Germany has confirmed that plots to kill hundreds more were disrupted in the nick of time. France has extended its state of emergency for three months. Over the weekend, Brussels was virtually locked down as police hunted for suspects linked to the Paris attacks, who may be preparing another operation in Belgium, home of the European Union. Such assaults throughout the Middle East, Africa, and now Europe prompt an all-too-familiar question: Can militant Islamist terrorists strike the United States again?

Before French president François Hollande had even addressed his traumatized nation, President Obama was downplaying the terror threat. At a conference in Asia, he characterized what he called the "sickening" assault in Paris as a "setback." His strategy for containing ISIS was working, he insisted. Echoing the theme, FBI director James B. Comey said that he knew of no "credible threat of a Paris type attack here." In New York, NYPD commissioner William Bratton stressed that there was no reason to be afraid, dismissing a new ISIS video warning that New York was its next target as old footage and, hence, old news. Still, Bratton urged New Yorkers to be "vigilant" and embrace his department's counterterrorism credo, "If you see something, say something."

"No problem here, move right along," counterterrorism experts have counseled. They suggest, "New York City isn't Paris and the U.S. isn't France, two former Obama administration security officials asserted in an op-ed in the New York Times. America has far fewer angry, unemployed, unassimilated young Muslim men than Europe does—and, therefore, far fewer prime targets for ISIS recruitment, they wrote. The number of American Muslims who have gone to fight in Iraq and Syria is in the hundreds; the number of European Muslims who have done so is in the thousands. Whereas 218,000 refugees fleeing Middle Eastern war and chaos entered Europe just last month—with as many as 1 million expected in the coming years—the U.S. admits on average only 70,000 a year. Unlike the Middle East and Europe, Washington has made it harder since 9/11 for refugees to find shelter here. Finally, they noted, accurately, America vastly outspends Europe on intelligence and homeland security—\$650 billion since 9/11 versus France's annual \$47 billion.

But others involved in efforts to prevent another 9/11 warn that despite the country's enormous security investments and impressive record of having thwarted at least 16 attacks—12 in New York City—America remains vulnerable. ISIS terror has become increasingly sophisticated and "transnational," argues Otso Iho, an analyst with the London-based Protection Group International's intelligence division. The Paris attacks were planned in Syria, organized in Belgium, and carried out in France. Several of the plotters were known to French, Belgian, and Turkish security services. The terrorists built explosive devices most likely in Europe and acquired assault weapons, probably somewhere in Europe. They killed victims "calmly and systematically, exhibiting skills likely learned and strengthened during combat operations in Syria," Iho writes.

Raymond Kelly, the former New York police commissioner whose local counterterrorism program is considered the gold standard of such efforts, argues that ISIS's Paris attack was not that sophisticated or particularly well executed. The two suicide bombers at the soccer stadium killed mainly themselves, with little collateral damage. Most victims were killed by gunfire from automatic weapons in cafés and the Bataclan concert hall. "But could ISIS do that, even in New York, provided they were able to recruit people willing to die with those they kill?" Kelly asked. "Yes they could." As a result, protecting New York from this latest evolution in terror has become more challenging. "When you're up against an enemy who is willing to give up his life to take yours," Kelly said in an interview, "it's tough."

Mitchell D. Silber, a former director of intelligence analysis for the NYPD whose groundbreaking 2007 report warned of the growing threat posed by "home-grown" militant Islamic terrorists, said in an interview and in a Wall Street Journal op-ed that, while the U.S. has fewer disaffected Muslims prone to ISIS's "toxic ideology," a significant threat persists because "the number is not zero." Indeed, FBI director Comey testified that the FBI now has over 900 active investigations—at least one in every state—of individuals possibly linked to ISIS.

According to terrorism experts Sebastian and Katherine Gorka, 74 adults and eight minors were arrested in the U.S. during a recent 20-month period for suspected links to ISIS—a 300 percent jump over earlier detentions. If anything, they argue, such a sudden increase suggests that the possibility of a Paris-style attack in America has “dramatically increased.” Another worrisome factor is Americans’ easy access to automatic weapons. Unlike European parliaments, the U.S. Congress has declined to restrict the right to bear arms even to those on the federal government’s terrorist watch list. Between 2004 and 2014, according to the Government Accountability Office, only 190 of the 2,233 terrorist suspects on the terror list who sought to buy weapons were denied permission to do so. And though they were barred from flying, the 190 applicants were rejected not because they might be terrorists, but because of felony convictions unrelated to national security. “Membership in a terrorist organization does not prohibit a person from possessing firearms or explosives under current federal law,” the GAO study concludes. Interviewed on NBC’s Meet the Press, Bratton said that he was “more worried” about people on the terrorist watchlist buying guns—even in New York, where weapons purchases are more heavily restricted—“than I am about Syrian refugees.”

Silber warns that terrorists would have little trouble purchasing hydrogen peroxide, the active ingredient for the TATP explosives that the Paris gang used in its suicide vests. Just as the convicted al-Qaida operative Najibullah Zazi was able to do in Colorado in 2009, ISIS recruits could legally purchase small quantities of the potentially lethal chemical at several locations over time without much risk of detection. Zazi’s plot to stage three suicide attacks in New York’s subway was foiled due to intelligence tips from varied sources, including the NYPD’s own intelligence unit, whose information was key in helping thwart 16 planned attacks against the city.

French intelligence has been on high alert since January’s Charlie Hebdo attack yet had no specific intelligence warning that another gruesome assault on Paris was being planned. Washington, too, was apparently clueless. “This was a tremendous intelligence failure,” said Pat Brosnan, a former NYPD detective. At least eight terrorists at seven locations killed 130 people in 33 minutes “without a whisper” of actionable intelligence, he said. Either the terrorists planned the attack in isolation or they communicated with ISIS leaders in Syria using encrypted communications that Western security services couldn’t detect and decipher. Both hypotheses are scary. Brosnan told Fox News that ISIS “learns from its errors and evolves.” There is no more chatting and recruiting on open Internet sites, no more reliance on cell phone communications that can be traced and tracked.

The competition between ISIS and al-Qaida is also likely to intensify danger to American targets. While ISIS has now claimed credit for the several recent attacks outside its traditional area of operations in Iraq and Syria, al-Qaida remains a force in the militant Islamic world, eager to demonstrate its reach and capabilities.

So what does the Paris attack teach us tactically about protecting New York and other American cities? Retired U.S. Army Special Forces officer Michael Sheehan, the NYPD’s deputy commissioner for counterterrorism under Kelly, says that while the NYPD created many new defensive programs to protect the city after 9/11, New York’s main defense depended on information collected by the department’s intelligence division—informants, undercover agents, wiretaps, and surveillance of suspects—independently and in conjunction with the FBI’s Joint Terrorism Task Force. If a police department simply reacts to threats and fails to conduct such investigations, he wrote, “You are not conducting serious counter-terror operations.” Yet most police departments lack sufficient resources to conduct often expensive, time-intensive inquiries, says Kelly. Moreover, the NYPD was sued (unsuccessfully) by activists for allegedly profiling and harassing young Muslim men. The AP published more than 30 articles—and won a Pulitzer Prize—claiming that NYPD surveillance of young Muslims was violating their privacy and other civil liberties. As a result, fear of being criticized—or sued—has dissuaded some police departments from trying to conduct such investigations. Such “overblown political correctness,” Sheehan writes in the *New York Daily News*, “limits the ability of security personnel to do their jobs in an appropriately aggressive manner.” Translation: it endangers our cities.

The attack in Paris should sharpen the debate over what constitutes an appropriate balance between protecting national security and privacy. It should also convince mayors and police departments to create and invest in their own counterterrorism programs, despite media and civil libertarian protests. No one knows a city’s weaknesses—where criminals can operate, where they buy and trade weapons and drugs, where extremists can operate in the shadows or with neighborhood sympathy or indifference—as well as local cops. And if prevention fails, local

cops are the ones who will be called on to respond. As Paris showed, there would be too little time for FBI SWAT teams to show up and save lives.

Strategically, the goal of destroying ISIS and other like-minded groups capable of striking American cities falls to the federal government. Intelligence officials have warned that ISIS seeks chemical and biological weapons and that neither capability is beyond their reach. Homegrown American jihadis must be stopped from traveling to Syria and other conflict zones, where they can receive advanced indoctrination and training. And should American Muslims make it to such places, they must be prevented from returning.

Ultimately, the best defense against Islamist terror, as in most wars, remains a more robust, effective offense. While President Obama vowed to degrade and destroy ISIS, critics have scored the paltry results of his efforts so far. In Senate testimony last May, retired four-star army general Jack Keane warned that Obama's strategy was failing and would not defeat ISIS. This view is widely held within the American defense establishment. Keane has endorsed sending as many as 10,000 special operations forces to advise and train Kurdish and Syrian forces that want to fight ISIS. He's also endorsed the creation of "safe" or no-fly zones in northern and southern Syria to stop the continued flow of refugees to Europe. Russia's Vladimir Putin and France's François Hollande have drawn their own conclusions about how to punish ISIS and prevent future attacks. Both are conducting intensive bombing raids of targets in Syria. The French are utilizing American intelligence in conducting their strikes.

These offensives are urgently needed to slow ISIS's momentum, both in the war zone and beyond it. ISIS-like groups have taken hold in more than a dozen countries, and not only in the Middle East. The group's barbarous appeal continues to spread. Yet Obama has done little to drive a wedge between the majority of Muslims who oppose violence and the violent militants and terrorists who embrace it as a means to achieving their political ends. For instance, Obama has largely kept his distance from Egyptian president Abdel Fattah el-Sisi, the former military man, whom Obama views as undemocratic. Yet Sisi has issued a brave and rare public call for a "reformation" within Islam and the need to initiate multilateral efforts to prevent the militants' interpretation of Islam from spreading.

Over a decade ago, the 9/11 Commission warned that victory over militant Islamism would not be won by military means alone. Sustained diplomatic and ideological campaigns would also be essential. The commission urged the U.S. to stand up for its ideals to prevent Muslim extremists from winning the ideological struggle within their faith. It is here, paradoxically, that President Obama, rhetorically committed

NYPD to Randomly Select Officers Who Will Wear Body Cameras in Pilot Program

As the NYPD prepares to roll out its pilot program for body cameras, it now says it will randomly select the officers who will wear them. About 1,000 officers will be chosen from random clusters, instead of from specific, pre-selected precincts. Police officials say this process will make for better control groups. The one-year pilot program is being overseen by a court-appointed monitor. It stems from a federal court case that found the practice of stop-and-frisk unconstitutional. The NYPD says footage from the body camera program will not be made public. Earlier this year, NY1 requested some video through a Freedom of Information Act request, but we were denied. The department says it does not expect body cameras to be in place before the summer of next year.

INTERNATIONAL

Paris attacks: the immediate lessons - Published: Friday, 20 November 2015 09:05

As organizations review their business continuity and crisis management plans following the Paris attacks, Peter Power highlights some useful advice for protecting employees caught up in future incidents.

As I write these words France has just concluded three days of national mourning for the 129 people killed (so far) in the recent Paris attacks. But for anyone now urgently reviewing their crisis and business continuity management plans (and in my case planning with others the next World Conference on Disaster Management (WCDM), we should be testing responses and looking for ways to improve. After all, it is a lot more beneficial in terms of people and communities to try and outmanoeuvre an attack, than it is to recover from one.

Up until a few days ago many people had been saying that a fight against (so called) IS is not their fight, presumably to avoid yet another West v East battle in the Middle East and possible reprisals at home. But now it's different. If we didn't know before, it's clear that IS has now come to us. They have gone global with attacks that are not random or indiscriminate, but in pursuit of their three aims: to terrorise, mobilise and polarise. This in turn triggers widespread and, at times, irrational, fear in target populations, bearing in mind that compared to other forms of fatality, death by IS in the West is currently rare. But that really doesn't help us sleep at night.

In less than a fortnight IS has carried out three organized acts of mass murder in three countries: downing a Russian plane in Egypt; a suicide bombing in Beirut, Lebanon, and now attacking Paris once more. Our enemy, for that is what they clearly are, have become more sophisticated and ruthless than we previously thought possible. Recruiting arming, coordinating and keeping hidden the Paris killers until the last moment, all implies a high level of organization. So what can we do?

"It is an act war" declared French President Francois Hollande referring to an "an Islamist army" and so in one sentence evoking Article 5 of the NATO Washington Treaty: 'An attack on any NATO country shall be considered an attack against them all and each country will assist the Party or Parties so attacked by taking forthwith, individually and in concert with the other Parties, including the use of armed force'.

Perhaps it is no surprise, therefore, that amongst Western countries a commonly agreed (and enacted) strategy on resilience and at the same time, how to attack and conquer IS abroad (and in our own countries) remains as elusive as ever. Many people must wonder just how many attacks are we to suffer before the massive arsenal of NATO defeats the evil that is IS.

If only it was that straight forward. Go as far back as the Christian Crusades, which commenced in 1095, and you come to realise that the West never remembers, while the East never forgets. The radical Islamist group 'Muslims Against Crusades' was established in 2010 - now banned in the UK - and the day after the Paris attack, IS were talking about killing the French crusaders. It is only by understanding their motives that we ever defeat IS in the end.

But those now on their front line, wherever they are, can only be defeated by overwhelming force. Now is not the time for platitudes. If we are lucky, we might then be able to persuade the next generation not to follow the same route. But for now, we should concentrate on knowing what to do if we are ever caught up in such a terrifying scenario.

In the last few days, the UK National Counter Terrorism Security Office (NaCTSO) has published some guidance on 'dynamic lock downs' (Guidance Note 1/2015 available on line – see below). I have summarised this guidance here to encourage anyone reading this article to download the complete document. I've also added a few extra thoughts as well, since I have advised others before on mass gatherings/ 'active shooter' scenarios, in my case within the sphere of crisis management / organizational resilience (most recently for the Sydney Opera House).

Many survivors of the Paris attacks have said that they mistook the first gunshots for fireworks. This is not uncommon as it's the nearest convenient memory they can call on. Equally not unusual in these situations, about 25 percent of people (at most) immediately reacted in a way that probably helped them survive, leaving at least 75 percent just bewildered, often looking to other people to act first.

Turning to the NaCTSO guidance, various options exist to help overcome confusion and bewilderment, depending on the nature and occupancy of the site, these include;

- Public address (PA) system
- Existing internal messaging systems; text, email, staff phones etc.
- 'Pop up' on employees' computers / internal messaging systems
- Dedicated lockdown alarm tone
- Word of mouth.
- Use of fire alarms should be avoided to reduce incorrect response to an incident.
- **'Stay Safe' principles (Run Hide Tell)** give some simple actions to consider at an incident and the information that armed officers may need in the event of a firearms and weapons attack:
 - **Run:** Escape if you can.
 - Consider the safest options.
 - Is there a safe route? RUN if not HIDE.
 - Can you get there without exposing yourself to greater danger? Insist others leave with you. Leave belongings behind.
 - **HIDE :** If you can't RUN, **HIDE**. Find cover from gunfire.
 - If you can see the attacker, they may be able to see you.
 - Cover from view does not mean you are safe, bullets go through glass, brick, wood and metal. Find cover from gunfire e.g. substantial brickwork / heavy reinforced walls. Be aware of your exits. Try not to get trapped. Be quiet, silence your phone. Lock / barricade yourself in. Move away from the door.
 - **Tell:** Call 999 - What do the police need to know?
 - Location - Where are the suspects?
 - Direction - Where did you last see the suspects?
 - Descriptions – Describe the attacker, numbers, features, clothing, weapons etc.
 - Further information – Casualties, type of injury, building information, entrances, exits, hostages etc.
 - Stop other people entering the building if it is safe to do so.
- Police response
 - Follow officers' instructions.
 - Remain calm.
 - Can you move to a safer area?
 - Avoid sudden movements that may be considered a threat.
 - Keep your hands in view.
 - Officers may
 - Point guns at you.
 - Treat you firmly.
 - Question you.
 - Be unable to distinguish you from the attacker.
 - Officers will evacuate you when it is safe to do so.
- You must **STAY SAFE**
- What are your plans if there were an incident?
- What are the local plans? e.g. personal emergency evacuation plan.

Who can say what other terrorist attacks might occur between now and next June? But one thing is certain: the topic of how to try and manage the threat will once again be a very important subject.

The author

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INTERESTING ARTICLES**Paris Attacks Intensify Debate Over How Many Syrian Refugees to Allow Into the U.S.**By **HAEYOUN PARK** — Friday, November 20th, 2015 'The New York Times'**Excerpt;** to read the article in its entirety, go to:<http://www.nytimes.com/interactive/2015/10/21/us/where-syrian-refugees-are-in-the-united-states.html?ref=us>

The refugees who have arrived from Syria since 2012 have been placed in 130 towns and cities. They are among the most vulnerable people in the war: single mothers and their children; religious minorities; victims of violence or torture. Some of them have reached large cities like Houston, but most have been sent to more affordable, medium-size cities by the nine voluntary agencies that handle refugee resettlement. Boise, Idaho, has accepted more refugees than New York and Los Angeles combined; Worcester, Mass., has taken in more than Boston. Under pressure from Europe and other countries confronting the global migration crisis, Mr. Obama has raised the number of Syrian refugees who will be offered legal status to at least 10,000 this fiscal year. The State Department said that the United States started to admit more Syrian refugees in the last year after the United Nations began submitting more referrals from refugee camps: 500 to 1,000 a month. Refugees trying to reach the United States must apply through the United Nations, and before being accepted, they are screened by the F.B.I. and through databases run by the Defense Department and other federal agencies. The additional 10,000 Syrian refugees this year would come from 18,000 referrals already submitted by the United Nations. State Department officials said that more than half of them were children.

Paris Attacks to Boost Money Laundering EnforcementBy **Samuel Rubinfeld** — Friday, November 20th, 2015 'The Wall Street Journal' / New York, NY

The recent terrorist attacks in Paris are likely to lead to a ratcheting up of global enforcement against terrorism financing and money laundering, experts say. Alongside military action against Islamic State, which perpetrated the Paris bombings and shootings, as well as claiming responsibility for the recent downing of a Russian airliner, Western officials are trying to squeeze the organization's finances. Enforcing laws and applying regulations against terrorism finance and money laundering are among the most direct ways of doing so. "Compliance officers of financial institutions should expect even more intrusive laws and regulatory expectations, and even stricter scrutiny by regulators, than we've seen recently," said Ross Delston, an anti-money laundering expert based in Washington, D.C. Mr. Delston said such increased action would follow the pattern set since the attacks in the U.S. on Sept. 11, 2001: After every major terrorist event in a G-7 country, he said, there's been a ratcheting up of compliance requirements and enforcement. Terrorists "can be caught through the elaborate and sophisticated mechanisms we have in place to combat money laundering," said Mr. Delston.

In the days since the attack, U.S. officials said they're examining suspicious-activity reports filed by banks to the U.S. Department of Treasury to identify Islamic State targets and other terrorist facilities. Treasury has seen a rise in the number of such reports over the last few years amid increased pressure, in the form of fines and penalties, to adopt better anti-money laundering controls. European Union countries are preparing a crackdown on digital currency and anonymous-payment providers in a bid to stem terrorism-linked funds. Separately, the Financial Action Task Force, an international body that sets anti-money laundering and counter-terrorist-financing standards, said Monday in a report it's encouraging individual countries to take criminal action against terrorism financing, after discovering few have obtained convictions despite nearly every country having laws explicitly against it.

Banks and regulators will ask their partner institutions in the Middle East about money moving out of Syria and Iraq to see if it's coming from Islamic State-controlled areas, said Christine Duhaime, a counter-terrorist financing and anti-money-laundering expert based in Vancouver who wrote a paper earlier this year calling on the financial sector to stop Islamic State's financing. "Everyone's denying they have relationships there, but [Islamic State] is still buying big-ticket items. It hasn't stopped," she said. Despite the big purchases, the attacks in Paris, in which 129 people were killed in coordinated assaults across parts of the city, reportedly cost

\$10,000 or less to conduct. Islamic State, which claimed responsibility for the Paris attacks, makes millions from illicit oil sales and extortion rackets; it's considered the wealthiest terrorist group on Earth. Financial institutions are also looking back to see what transactions they might have missed ahead of the attacks, said Ellen Zimiles, a New York-based anti-money laundering expert with Navigant Consulting. She said banks are responding to law-enforcement requests as governments look to ensure an attack like the one in Paris doesn't happen again. "Banks are going all-out to see if they can find any links [to the attacks], and to provide it to the government. They see it as their patriotic duty, in a global sense, to do this," said Ms. Zimiles.

File Says N.S.A. Found Way to Replace Email Program

By **CHARLIE SAVAGE** — Friday, November 20th, 2015 'The New York Times'

WASHINGTON — When the National Security Agency's bulk collection of records about Americans' emails came to light in 2013, the government conceded the program's existence but said it had shut down the effort in December 2011 for "operational and resource reasons." While that particular secret program stopped, newly disclosed documents show that the N.S.A. had found a way to create a functional equivalent. The shift has permitted the agency to continue analyzing social links revealed by Americans' email patterns, but without collecting the data in bulk from American telecommunications companies — and with less oversight by the Foreign Intelligence Surveillance Court. The disclosure comes as a sister program that collects Americans' phone records in bulk is set to end this month. Under a law enacted in June, known as the U.S.A. Freedom Act, the program will be replaced with a system in which the N.S.A. can still gain access to the data to hunt for associates of terrorism suspects, but the bulk logs will stay in the hands of phone companies. The newly disclosed information about the email records program is contained in a report by the N.S.A.'s inspector general that was obtained by The New York Times through a lawsuit under the Freedom of Information Act. One passage lists four reasons that the N.S.A. decided to end the email program and purge previously collected data. Three were redacted, but the fourth was uncensored. It said that "other authorities can satisfy certain foreign intelligence requirements" that the bulk email records program "had been designed to meet." The report explained that there were two other legal ways to get such data. One was the collection of bulk data that had been gathered in other countries, where the N.S.A.'s activities are largely not subject to regulation by the Foreign Intelligence Surveillance Act and oversight by the intelligence court. Because of the way the Internet operates, domestic data is often found on fiber optic cables abroad.

The N.S.A. had long barred analysts from using Americans' data that had been swept up abroad, but in November 2010 it changed that rule, documents leaked by Edward J. Snowden have shown. The inspector general report cited that change to the N.S.A.'s internal procedures. The other replacement source for the data was collection under the FISA Amendments Act of 2008, which permits warrantless surveillance on domestic soil that targets specific noncitizens abroad, including their new or stored emails to or from Americans. "Thus," the report said, these two sources "assist in the identification of terrorists communicating with individuals in the United States, which addresses one of the original reasons for establishing" the bulk email records program. Timothy Edgar, a privacy official in the Office of the Director of National Intelligence in both the George W. Bush and Obama administrations who now teaches at Brown University, said the explanation filled an important gap in the still-emerging history of post-Sept. 11, 2001, surveillance. "The document makes it clear that N.S.A. is able to get all the Internet metadata it needs through foreign collection," he said. "The change it made to its procedures in 2010 allowed it to exploit metadata involving Americans. Once that change was made, it was no longer worth the effort to collect Internet metadata inside the United States, in part because doing so requires N.S.A. to deal with" restrictions by the intelligence court. Observers have previously suggested that the N.S.A.'s November 2010 rules change on the use of Americans' data gathered abroad might be connected to the December 2011 end of the bulk email records program. Marcy Wheeler of the national security blog Emptywheel, for example, has argued that this was probably what happened. And officials, who spoke on the condition of anonymity to discuss sensitive collection programs, have said the rules change and the FISA Amendments Act helped make the email records program less valuable relative to its expense and trouble. The newly disclosed documents amount to official confirmation. The N.S.A. and the Office of the Director of National Intelligence did not respond to a request for comment.

After the Sept. 11 attacks, Mr. Bush secretly authorized the N.S.A. to conduct surveillance and data-collection activities without obeying the Foreign Intelligence Surveillance Act, in a program called Stellarwind. The email records component caused many internal headaches. In 2004, the Justice Department questioned its legality, contributing to a confrontation in the hospital room of Attorney General John Ashcroft and the threat of a mass resignation. Mr. Bush then halted the program until the intelligence court began issuing secret orders authorizing it.

The court limited the categories of data that the N.S.A. was permitted to collect and restricted how it could gain access to the data. After violations of those limits were revealed in 2009, the N.S.A. suspended the program until mid-2010, only to end it the next year.

Cops in this tiny town make nearly \$200K a year

By **Bob Fredericks** and **Daniel Prendergast** — Friday, December 11th, 2015 'The New York Post'

The 12 officers in a sleepy Suffolk village earn the fattest average paychecks of any police department in the state — a lavish \$187,973, more than double the pay of the average NYPD cop, a report said Thursday. Lloyd Harbor — where there hasn't been a murder, rape or robbery in at least 14 years — also pays Chief Charles Flynn an annual salary of \$285,693, making him the fourth-highest-paid local public employee in New York state, according to the report from the Empire Center. Village Attorney John Ritter said the department keeps crime low and that taxpayers were happy to cough up big bucks to keep it that way. We are fortunate not to have major felonies. I cannot remember a homicide, and I've been with the village since 1985," he said. The median family income in the village of roughly 3,660 is \$596,650.

N.Y. Times War on Your 2nd Amendment Rights Packing Guns in the Day Care Center

The gun lobby's drive to extend the range of citizens with gun permits to the most vulnerable circles of society — from college campuses to busy restaurants — is now advancing on day care centers. That's right: Legislation approved two weeks ago by the Republican-controlled Ohio House would allow state residents with concealed-carry permits to pack their loaded, hidden guns into day care centers when they drop off the kids.

Is this really necessary? The bill's sponsor claimed the legislation would end "undue hardships" for license holders under current law that requires them to leave guns in the car while dropping off children. Under the proposed law, citizens would be able to tote their weapons into what gun lobby propaganda describes as "victim zones" — places presumably in need of vigilantism.

The measure was denounced as a dangerous effort to promote gun sales by the Ohio chapter of Moms Demand Action for Gun Sense in America. It feeds the fantasies of people who think they have the power to stop criminals — even though, in practice, concealed-carry weapons inflict more harm on gun owners and other innocent victims than on actual criminals.

The Ohio bill also extends concealed-carry privileges into the public areas of airports and police stations, other places high on the gun lobby agenda. Strong objections were offered by the Ohio Association of Chiefs of Police.

The gun lobby's campaign to make armed citizens common in American society has resulted in hundreds of laws enacted in the last decade to extend concealed carry into public places, often by overriding the right of individual communities to enact gun safety laws. Historically, this reverses the trend of Wild West days when communities like Dodge City, Kan., wisely prohibited hidden, loaded firearms. In a recent three-year period, at least 22 states have weakened laws limiting the range of concealed carry, according to the Law Center to Prevent Gun Violence.

One notable exception has been the statehouses where these laws are enacted. Since the Newtown, Conn., massacre of schoolchildren three years ago, 18 legislatures have opened up more public places to concealed weapons. But according to a Bloomberg News report last year, only four of the 18 have exposed to the same threat the statehouses where the legislatures conduct business.

The day care center measure now goes to the Ohio Senate. A vote against final passage would be a rare vote for sanity and gun safety.

Note: Obviously gun regulation and safety divides the nation possibly because we haven't had a real honest debate. I suspect that I am like most Americans who might agree on some compromised solution if there were a realistic understanding of why some fear regulation because they believe it is only the first step to confiscation. Conversely, too many in opposition may feel that is the ultimate solution. In any event, campaign funding will continue to flow to the advocates of both sides. Maybe Rudyard Kipling can help by this centuries old personal assessment, "I keep six honest serving men. They taught me all I knew. Their names are What and Why and When and How and Where and Who."

INSPIRATIONAL

The lack of MEMORY -The Explanation

Brains of older people are slow because they know so much.

People do not decline mentally with age, it just takes them longer to recall facts because they have more information in their brains, scientists believe. Much like a computer struggles as the hard drive gets full, so, too, do humans take longer to access information when their brains are full. Researchers say this slowing down process is not the same as cognitive decline. The human brain works slower in old age, said Dr. Michael Ramscar, but only because we have stored more information over time.

The brains of older people do not get weak. On the contrary, they simply know more. Also, older people often go to another room to get something and when they get there, they stand there wondering what they came for. It is NOT a memory problem; it is nature's way of making older people do more exercise.

SO THERE. Now when I reach for a word or a name, I won't excuse myself by saying "I'm having a senior moment". Now, I'll say, "My disk is full!"

Anyway, that's my story and I am sticking to it ... if I remember it.

HUMOR

A motorcycle police officer stops a driver for shooting through a red light. The driver is a real jerk, steps out of his car and comes striding toward the officer, demanding to know why he is being harassed by the Gestapo! So the officer calmly tells him of the red light violation. The motorist instantly goes on a tirade, questioning the officer's ancestry, sexual orientation, etc., in rather explicit offensive terms. The tirade goes on without the officer saying anything.

When the officer finishes writing the ticket he puts an "AH" in the lower right corner of the narrative portion of the ticket. He then hands it to The 'violator' for his signature. The guy signs the ticket angrily, and when presented with his copy points to the "AH" and demands to know what it stands for. The officer says, "That's so when we go to court, I'll remember that you're an asshole!"

Two months later they're in court. The 'violator' has a bad driving record with a high number of points and is in danger of losing his license, so he hired a lawyer to represent him. On the stand the officer testifies to seeing the man run through the red light. Under cross examination the defense attorney asks; "Officer is this a reasonable facsimile of the ticket that you issued to my client?"

Officer responds: "Yes, sir, that is the defendant's copy, his signature and mine, same number at the top."

Lawyer: "Officer, is there any particular marking or notation on this ticket you don't normally make?"

"Yes, sir, in the lower right corner of the narrative there is an "AH," underlined."

"What does the "AH" stand for, officer?"

"Aggressive and hostile, Sir."

"Aggressive and hostile?"

"Yes, Sir."

"Officer, are you sure it doesn't stand for asshole?"

"Well, sir, you know your client better than I do."

How often can one get an attorney to incriminate his own client?

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

**THE FBI NATIONAL EXECUTIVE INSTITUTE ASSOCIATES WOULD
LIKE TO WISH EACH AND EVERY ONE OF YOU A MERRY CHRISTMAS,
HAPPY HOLIDAY, AND SAFE AND HEALTHY NEW YEAR!**

Best wishes,

Charlie Connolly, President

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