



NEIA CONNECTIONS

Volume 1, 2016



WHAT'S HAPPENING IN QUANTICO, VA

Benny Lamanna, program director of the NEI, is hard at work with his staff putting the current NEI in motion. The dates for Session 39 have been scheduled for March 20-25, June 19 -24, and Sept. 18 -23. Benny is looking for feedback regarding what matters most to Law enforcement leaders and what past NEI graduate's feel is important to explore and discuss with the NEI. It is important that the NEI program provides the quality and kind of instruction that is vital to the nation's public safety, the management of one of the most important institutions in the country – law enforcement. Benny mentioned that there is a new addition to his staff, Joy Asekun who is working to shape the new curriculum. However, we were saddened to find out the Mike Harrigan is now leading the Academy's Firearms Unit. We only had Mike for a short while but we sense that our organization was benefiting from his stewardship. We wish Mike the best in his new assignment.

MCCA/FBI NEIA/PERF Conference – May 25 -27 New York City

Join your colleagues in this unique opportunity to participate in timely, informative presentations on Police Responses to an Unthinkable Event. Our organization is delighted to have Ted Koppel, who will share insights from his bestselling book, Lights Out, in which he predicts that a major, devastating, cyberattack on America's power grid is not only possible but likely. Koppel makes clear that the Federal government, while well prepared for natural disasters, has no plan for the aftermath of an attack on the power grid. TED KOPPEL, a 42-year veteran of ABC News as well as anchor and managing editor of Nightline from 1980 to 2005. In 2012, New York University named Koppel one of the top 100 American journalists of the past century. His extraordinary list of accolades includes 8 George Foster Peabody awards, 11 Overseas Press Club awards, 12 DuPont-Columbia awards, and 42 Emmys.

On Friday morning, May 27th, this outstanding journalist will share insights in which he predicts that a major, devastating, cyberattack on America's power grid is not only possible but likely. While well prepared for natural disasters, has no plan for the aftermath of an attack on the power grid. While Koppel will share his concerns with what can only be described as an unthinkable catastrophic event that would rock this nation to its foundation, a number of the nation's Chief's and Sheriff's will participate in a two hour table top exercise on a similar potentially alarming topic. That exercise will be led by Randall Larson, a moderator who is not only well versed in weapons of mass destruction, but is also a frequent speaker before Congress, the Defense Department and the Joint Chiefs of Staff. He will lead the group in creative, critical thinking on how to prepare for the possibility of a pandemic in America. Sixteen to twenty top law enforcement executives will participate in this timely, highly informative presentation on the possibility of confronting a deadly virus rampant in our country. Dealing with the possibility of an unthinkable event may disturb us, but failure to include an assessment in our preparedness can prove to be even more disturbing.

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The conference schedule will also include the Major Cities Chiefs day-long meeting and PERF's Town Hall meeting.

Note: Given the public safety importance of this project, we are taking the liberty of providing an abridged memo that might better explain why this program has importance to our economic and social well-being.

FBI NEIA Project: Confronting the Unthinkable – A Police Assessment

THE UNTHINKABLE

Many Americans have witnessed examples of catastrophes of epic proportions. Fortunately, such observations are witnessed in the movies, television series, possibly even novels. Probably most gave little thought to how they would deal with such horrific threats. In the western world, people are used to and believe that their stores will always be available, their pharmacies stocked with drugs, clean water will continue to flow, heating and air conditioning will continue to function. Even civil order, though occasionally disrupted for short intervals will be restored. They choose to rely on government, primarily law enforcement, to wrestle with the appropriate responses. Imagine how society is to cope with hospitals unable to care for the number of patients, people avoiding contact with others, transportation systems in disarray, police officers and other emergency personnel having insufficient numbers, overworked and going sick, financial and other corporate entities unable to function. How would we prepare for any physical and psychological impacts? Do authorities view potential Unthinkable events through too narrow a prism? How would society and the law enforcement respond to implementing Martial Law or carrying out quarantined evacuations or other required constraints? How would police handle calls for assistance? Would revisions or alternate methods be required regarding arrest and detention, investigative procedures, handling of property and relationships with other elements of the criminal justice system? FBI NEIA's is addressing that issue that essentially would be an assessment of the police response to the Unthinkable. The proposed scenario, a pandemic episode involves a contagious and deadly virus that threatens vast regions, population in the millions, hundreds of police/sheriff agencies required to collaborate and cooperate in some form of unison over a protracted time frame. This threat largely untested and often referred to as "terror in slow motion", appears to have been hiding in plain view and according to experts should no longer be confined to movie or television screens.

Why is the FBI NEIA initially pursuing a subject that quite frankly takes us out of our comfort zone and doesn't promise a ready-made solution? Probably because the law enforcement role is somewhat ignored or simply marginalized. In some instances it is taken for granted. Law enforcement is rarely asked to present its case in terms of their functionality and capacity to confront an unthinkable catastrophe. To a great extent, the field of preparedness planning is left to federal agencies and various private sector interests. If invited to participate the focus of their invitation is to identify how law enforcement will implement their recommendations and service the needs of the other non-law enforcement institutions. The private and federal sector preparedness Continuity/Contingency plans have a completely different mission objective narrowly focused on remaining relevant to its business survival and recovery. The federal response primarily focuses on delivering a specific service, drugs, food, water, shelter, etc. All of these initiatives are worthy and necessary. Yet, they do not have an equal responsibility for the success of the overall task – restoration of law and order and public safety. There is only one institution, with the exception of the military in limited circumstances, which has the unique and specific role of maintaining law and restoration of order – law enforcement.

It is the police that is the institution that is the linchpin or thread that connects the collaborative value of all the others. Should the police be unable to fulfill its responsibility, the preparedness planning efforts of others simply cannot succeed. Therefore, law enforcement must take the lead in identifying the primary and sub issues that will surface in any unthinkable chaotic situation. .

Less anecdotal and more to the point is the recent report by the bipartisan Blue Ribbon Study Panel on Biodefense (10/15/15), the 82-page report provided one of the most comprehensive examinations ever undertaken regarding the response challenges to a large-scale pandemic; however not one of the 33 recommendations addressed the challenges of local law enforcement. The Police role is not mentioned. This Blue Ribbon Study Panel report to the President, Congress and the American people indicated that the United States is not prepared for such an event and that a pandemic attack is now more likely to occur.

Similarly, the Bipartisan WMD Terrorism Research Center's Bio-Response Report Card from 2011 is still frequently quoted as one of the most comprehensive bio-response assessments, yet it did not have a single sentence regarding local law enforcement challenges. While there has been efforts by federal, state and local public health departments to prepare for a response to "unthinkable" scenarios, man-made or naturally-occurring, much less time and effort has been devoted to preparing law enforcement for such events. The fact is local police departments are rarely part of the planning process. Law enforcement organizations (LEO) are not generally part of a cohort of public and private preparedness sectors. Their intelligence and protection functions may be considered for missions like Critical Infrastructure Protection, but the police's crucial role in providing immediate security and long term stability after a major disaster has not been seriously examined. In fact, law enforcement is not a full partner in the National Preparedness Goal or System envisioned by Presidential Policy Directive -8. It is left out of the entire Risk Management process (as described in DHS Compressive Planning Guidance 201). LEO at the national level is mentioned as only one of the 14 required capabilities in the new National Response framework, and not at all (at any level) in the National Disaster Recovery framework. The Police response to the "Unthinkable" study is designed to address these shortcomings.

Motorola Solutions has graciously agreed to sponsor this event and tentatively host one of the subsequent conferences at their headquarters. Motorola continues to support law enforcement in pursuit of more effective and humane policing practices. We anticipate with additional funding to have 4 to 6 regional conferences with a focus on what transpired in New York. An added Value benefit is that the development process in any preparedness planning can be replicated probably to any unthinkable scenario. That's because the core police response mechanism functions in a similar fashion regardless of the specifics of that event, an economic cyber-attack, disabling the nation's electrical grid, etc. For those wondering why have a project without a solution, at some point, police officials and elected officials may be asked a "What if" question by members of their city administration, the media, activist groups or worse from their biggest critic. While they may not have the solution, minimally our nation's chiefs and sheriffs will have a rational if not reassuring response to the question – "We are working on it".

In Defense of Law Enforcement

The late President John F. Kennedy, in his book "Profiles in Courage," describes the terrible pressures that discourage most elected officials from acts of political courage. According to his book, "politicians prefer praise to abuse, popularity to contempt... also face the pressure of getting elected, and the pressure from interest groups and organized constituents." JFK also wrote that it's understandable that many of them "tend to take the easier, less troublesome path" and find a way "to rationalize what first appears to be a conflict between their conscience... and the majority opinion of their constituents." Kennedy further wrote that most politicians have "developed the habit of sincerely reaching conclusions inevitably in accordance with popular opinion." Let's assume that our late president didn't change his opinion after he became a politician. Let's further assume that there is more than a ring of truth in his statement.

What is the best approach in dealing with the political culture that our late president described? We thought you might enjoy a little self-examination.

1. Policing may not be subject to as many sudden changes and shaken by questions as the political sector or even the private sector, but it cannot avoid the impact of such changes. Is it accurate and do you have any comments?
2. In addition to dealing with a variety of public opinions and media criticism, it has been suggested that police work is appreciated by many, but not always understood and that may be the new challenge.
3. In discharging our law enforcement responsibilities, sometimes there are problems for which there are no good solutions. Is that an accurate statement?
4. If there are problems for which there are no good solutions, should we have a responsibility to educate the public.

5. Regardless of a group's motives, the police most often have to deal with a group on its terms. In dealing with such change agents, is it prudent to publicly ask what actually is driving the change (demand). It could be a reaction to criticism from specific sectors of the community, media, and political culture. Finally, is such change the result of a well thought out understanding of what the police are not doing, but should be, or more likely, what they should not be doing?
6. Rather than engaging community activists and political "wannabes" as they move up the community chain, is there a better way for a department to deal with them? Would it be appropriate to identify members of the community and encourage them to become more identifiably active in their communities, e.g. Clergy, business people etc.?
7. Success requires a partnership between law enforcement and a diverse community in understanding, not only the dynamics of positive change, but equally as well the misunderstandings that surface from time to time during the process. How well do we deal with the latter part of that statement?
8. It's been suggested that many organizations' approaches are designed not to solve problems, but to refuse to recognize the problem exists or ignore it. Authorities too often are afraid of uncomfortable truths. Do you think police departments might be similarly affected? If so, how could a leader change that environment?

American policing is probably the most researched, evaluated and monitored governmental service as people continually advocate the adoption of a mindset that makes the system fairer, flexible and aware of its responsibilities as well as vigilant in its application. According to some folks, such advocacy is not always based on actual need but perception. What say you?!

Today's law enforcement appears to be enjoying what might be defined as its greatest success. Yet, its critics seemingly demand more accountability. Do the current demands for change make sense? If change is necessary, does it necessarily have to follow the form of contemporary criticism? Some journalists and politicians have the unique ability to tell us what the conventional wisdom should be – such as law enforcement can be employed without conflict or violence if the police would simply commit itself to such a policy.

1. Racial Profiling may need to be addressed intelligently, factually and with a sense of compassion. If the need to answer that question more forthrightly as to whether some minorities are arbitrarily selected for excessive law enforcement, is there a better answer than presently given by the police or its critics?
2. Is it possible that such disparities are more understandable when viewed as economic disparities rather than color or accent?
3. Police Misconduct – Is it something that "we know it when we see it?" Despite the fact that police misbehavior appears to have been marginalized over the years, there is little reduction among elites in understanding the dynamics that involves policing. How do we deal with some well-meaning, and others not so well intentioned, who demand a level of safety and police behavior that cannot be produced?
4. If the issue is not one that can be addressed by funding, resources or even better recruitment, how should it be addressed?
5. Do police officers have the right to be cynical and frustrated when engaging self-appointed community leaders whose life's work seems solely to target police activities often with unfounded police misconduct accusations or grossly exaggerating a police situation? What is the best vehicle to show police officers that we not only understand but publicly support their efforts?
6. Should we articulate a more forceful voice in securing community support with regard to understanding the limitations of police officers' interactions, both physical and verbal, with members of the community?

Distrust of the police is not necessarily based on past or current police practices, but in factors not under our control, such as immigrants fleeing oppression, much of which was carried out by militia or police like agents. Immigration from Asia and South America held the same anti-police history for many of the new arrivals. Those African Americans who were raised particularly in the South brought their experiences and fears of police misbehavior and retaliation upon their migration to other parts of the country. Unfortunately, some of our own behavior aided and abetted a fear, if not a bias, against police. The unintended consequence was that such perceptions were passed along to first, second, and continuing generations within the household. There may be other factors involved, so let us focus on your comments or thoughts on how or whether this issue can be successfully addressed.

The Myth of Cop Killings

by Michael Walsh.

To hear the media tell it, America is in the grip of an unprecedented crime wave, an orgy of wanton murder in which heavily armed thugs randomly gun down innocent unarmed people, some of them teens, just for sport. Except that these homicidal goons are wearing the blues and badges of American police departments. It's the narrative that's given rise to the protest movement Black Lives Matter and to a growing public mistrust of the police in general. From Michael Brown in Ferguson, MO, to the recent shooting of a middle-aged woman and a teen in Chicago, the body count seemingly keeps rising, exacerbating racial tensions and keeping the nation on edge. And each incident is breathlessly reported by a media determined to show that America remains deeply, irredeemably racist.

Problem is, it's simply not true. Despite the fact that there are often disparities in the statistical data we received. That includes policing statistics. Unlike many of its critics however, it has some factual basis. Yet, even when the statistical data varies, the conclusions often do not! My point is that our police are often maliciously slandered with emotional driven rhetoric aided by a media that ignores its fact checking responsibilities.

Last week, the Washington Post published a study of the police shootings that took place in 2015. Likely they intended the story to be shocking — as on Dec. 24, 965 people were killed by police! Instead, the report quells the notion that trigger-happy cops are out hunting for civilian victims, especially African-Americans. Among its key findings:

- White cops shooting unarmed black men accounted for less than 4 percent of fatal police shootings.
- In three-quarters of the incidents, cops were either under attack themselves or defending civilians. In other words, doing their jobs.
- The majority of those killed was brandishing weapons, suicidal or mentally troubled or bolted when ordered to surrender.
- Nearly a third of police shootings resulted from car chases that began with a minor traffic stop.

The moral of this story is: Don't point a gun at the cops and don't run when they tell you stop, and you're likely to survive. Since the population of the US is about 318 million people, a thousand deaths at the hands of police comes to 1 in 318,000. You have a better chance of being killed in a violent storm (1 in 68,000) or slipping in the tub (1 in 11,500) than being shot by a cop, no matter what color you are. But even these figures are deceptive. On those 965 killed, only 90 were unarmed, and the majority of those were white. (And that doesn't take into account other extenuating circumstances besides a weapon that would have caused a police officer to fire.)

Still, the "killer cop" narrative refuses to die, and the Washington Post decided to throw fuel on the racial fire with context-free statements like these: "Although black men make up only 6 percent of the US population, they account for 40 percent of the unarmed men shot to death by police this year." This ignores the fact that black violent-crime rates are far higher than those of whites. According to the Department of Justice, blacks committed 52.5 percent of the murders in America from 1980 to 2008, when they represented 12.6 percent of the population.

This certainly does not excuse cases of police misconduct. Bad cops should be investigated and tried. The death of Walter Scott in South Carolina last spring — shot in the back while fleeing a white police officer after a routine

traffic stop — resulted in the indictment of the cop, who is now awaiting trial. And the killing of Quintonio LeGrier and Bettie Jones in Chicago on Dec. 26, after the troubled LeGrier allegedly became “combative” with officers, cries out for further investigation. But these incidents don’t prove that the “real problem” is cops. This isn’t an “epidemic.” And it isn’t racist to suggest that some perspective is warranted here. Yet, encouraged by liberal politicians, the rhetoric of protesters has become more heated, poisoning relations between local police and the folks they serve. Most tragically, it’s resulted in the murders of police officers, such as NYPD Officers Wenjian Liu and Rafael Ramos, killed in a Brooklyn ambush just over a year ago.

Against the numbers cited by the Washington Post, what about this one: The worst neighborhoods in Chicago — say, West Garfield Park, where gangs run rampant — have a higher murder rate (116.7 per 100,000) than world murder capitals like Honduras (90.4). But no, best not to mention. That only distracts from the real problem — the cops trying to stop it.

After the tragic Charleston shooting that left 9 Americans dead, President Obama said the following:

“But let’s be clear: At some point, we as a country will have to reckon with the fact that this type of mass violence does not happen in other advanced countries. It doesn’t happen in other places with this kind of frequency.”

But is that true?

Since most statistics on mass shootings in the world compare apples and oranges by not correcting for population, let’s get a chart that makes sense, shall we?

	Rampage Shooting Fatalities (2009-2013) Per 1,000,000	Total Rampage Shooting Fatalities (2009-2013)*	Fatal Rampage Shooting Incidents (2009-2013) Per 1,000,000	Total Fatal Rampage Shooting Incidents (2009-2013)*	Population**	Level of Firearm Regulation***	GNI (US\$)†
Norway	15.3	77	0.19	1	5033675	Restrictive	8889
Iceland	1.85	8	0.37	2	5421827	Restrictive	4842
Slovakia	1.47	8	0.19	1	5445324	Restrictive	1607
Israel	1.38	11	0.25	2	7941900	Restrictive	2893
Switzerland	0.75	6	0.25	2	8000000	Restrictive	7638
United States	0.72	227	0.12	38	314941000	Permissive	4845
Belgium	0.63	7	0.09	1	11041266	Permissive	4616
Netherlands	0.42	7	0.06	1	16751323	Restrictive	4973
Germany	0.31	25	0.04	3	81799600	Restrictive	4398
United Kingdom	0.19	13	0.02	1	62262000	Restrictive	3778
Canada	0.17	6	0.06	2	35010000	Restrictive	4556

Boom, here we go: The Rampage Shooting Index. Taken from a now-defunct website, it assembled data from around the world to construct a per capita mass shootings index that controls for population differences.

And since we’re just talking about members of the OECD (Organization for Economic Co-operation and Development), we can assume these 34 countries are sufficiently “advanced” to enter into the discussion.

The bottom line: The United States falls from number one due to its frequency of 38 mass shootings from January 1, 2009 to December 31, 2013 (which would be number one without correcting for population) to number seven.

Security Magazine commented on the following MASS SHOOTING data findings:

Between January 1, 2009, and December 31, 2013, there were 413 fatalities from mass shootings in the 34 member states of the Organization for Economic Cooperation and Development (OECD). From the five-year period of 2008-2012, there were 373 total spree shooting fatalities.

According to the OECD's latest version of the Rampage Shooting Index, a pair of deadly shootings in Switzerland in early 2013 pushed the U.S. out of the top five OECD nations for the most per capita fatalities, but the U.S. continues to have the most rampage shooting deaths (one reason could be its size – The U.S. population accounts for 25 percent of the OECD total). However, the U.S. saw a drop in mass shooting deaths from 93 in 2012 to 68 in 2013.

The U.S.' index of 0.12 per 5,000,000 places it behind Norway (recall the Anders Breivik massacre), Finland, Slovakia, Israel, and Switzerland – at half the ratio.

Another thing one might note: The top 5 countries for mass shootings per capita all have “restrictive” gun policies.

CIVIC CENTER — Federal prosecutors will not bring civil rights charges against the NYPD officer who shot unarmed 18-year-old Ramarley Graham to death in 2012, U.S. Attorney Preet Bharara told Graham's family on Tuesday. With tears in their eyes, the Graham family addressed the media after their 90 meeting with Bharara and vowed to press on, seeking to get all the officers involved in the shooting fired. “Black lives don't matter,” Graham's father, Franclot Graham, said about Bharara's decision. On Feb. 2, 2012, officers from a special narcotics unit chased Graham from White Plains Road and East 228th Street to his home at 749 E. 229th St. in Wakefield because they believed he had a gun in his waistband. NYPD Officer Richard Haste pursued Graham into his home and fatally shot the teen in the bathroom. No weapon was found. Lawyers for the officer say he was responding to reports from his fellow officers that Graham had a gun. Haste was indicted for manslaughter by a Bronx grand jury but a judge dismissed the indictment because of improper jury instructions from the Bronx District Attorney's office. Haste testified before a second grand jury in August 2013, but it did not indict him again.

Note: The Bronx District Attorney and his office have an anti-cop reputation. Obviously, I can't testify to the merits of the case. The officer was tried twice, one indictment was dismissed and in the other case the Grand Jury did not return an indictment. The U.S. attorney investigation resulted in a decision not to bring civil rights charges against the officer. Justice not only prevails it is often redundant.

Second of two editorials from the St. Louis Post dispatch

The decision to use deadly force shouldn't depend on municipal boundaries. Police agencies here can and should lead the way by coming together around a common set of standards and practices that protect both police officers and the citizens they serve. On Aug. 19, 2014, 10 days after Michael Brown was shot to death by a Ferguson police officer, two St. Louis police officers shot and killed Kajieme Powell, 25, outside of a Riverview Boulevard convenience store. Powell was armed with a steak knife. Cellphone video of the incident shows him beginning to step down an embankment toward the officers. He was well within 21 feet of the officers when he was shot. The two officers were not charged in the shooting. Twenty-one feet is a key measurement for police officers faced with someone carrying an edged weapon. An informal study in 1983 showed that it takes an average man 1.5 seconds to close that distance. It takes an average cop just slightly less than that to draw his weapon and fire. There are so many complicating factors that St. Louis Police Chief Sam Dotson calls the 21-foot rule an “urban myth.”

Now the Police Executive Research Forum, a law enforcement think tank, proposes throwing out the 21-foot rule. It is one of the “30 Guiding Principles” that the forum has suggested as one revision to police use-of-force guidelines. It draws upon expertise from Scotland, where only 2 percent of officers carry guns. Most suspects don't either. The typical confrontation there involves a knife. And the policy in Scotland is to mitigate the threat, slow down, move back and talk. That is, de-escalate.

De-escalation is the key to many proposals unveiled Jan. 29 at a meeting in Rosslyn, Va., attended by Dotson and 200 other police commanders. Dotson said St. Louis police already employ many of these principles, including de-escalation techniques. We don't hear about it because someone not being shot just doesn't make the news. But further de-escalation tactics may be adopted. The "gun-centric" environment in the United States poses different challenges from Scotland's, Dotson said. Not only do criminals here have guns, some police officers fire when they can, not when they should.

"There's a lot of old-school mentality out there," Dotson said. Attitudes prevail such as, "Take names and kick ass.' 'It's us versus them.' 'Better to be judged by 12 than carried by six.'" Police forces around the country are engaging in this reform conversation, Dotson said. "Major city chiefs are saying this is the way to go." But other chiefs are hesitant. Differing standards and attitudes are of vital importance in the St. Louis region, with its multitude of police agencies. But there should be one bottom-line rule followed by all: Use of lethal force must be the option of last resort.

Note: PERF has for many years and continues to contribute to Law enforcement's progressive journey of innovative and enhanced policing. Where public debate on policing was necessary PERF's research efforts provided a much needed stimulus. PERF's 30 Guiding Principles is no less part of that debate. Not surprisingly, their latest effort appears to have created a debate. While I intend to "put my two cents in," probably in the next newsletter, I think it appropriate to offer some of our NEIA member comments that I have received. But first let's put PERF's announcement up front and then some comments that I have received. The comments by the following FBI NEIA members indicate that some of the Thirty Points provide the basis for concern and further inquiry. No one is condemning PERF's recommendations but rather disagree as to the need and importance at this time to go forward on all the Points. Undoubtedly, policing will always be a "Work in Progress". The difference, I suspect will question as to how much progress is necessary or appropriate and then how is it to be applied. In any event, let's agree to disagree without being disagreeable. In seeking solutions among serious social behavior application and theories there is rarely a clear path to victory.

Dear PERF member,

I'm writing again to bring you up to date on PERF's new 30 Guiding Principles on Use of Force, outline next steps, and answer questions we have received.

Additional resources: Our Guiding Principles have received tremendous interest. Many PERF members who want to adopt the principles have asked us for the training videos, PowerPoints, and other materials we used at the January 29 PERF conference and other meetings that produced the Guiding Principles. We are in the process of putting these materials together, and will make them available to police departments asap.

By mid-March, we expect to release our full report detailing the Guiding Principles, the Critical Decision-Making Model, the discussions by police chiefs and others at the January 29 meeting, and other aspects of this work. And in the coming months, we will continue to develop curriculum materials and will be working with a number of leading agencies in implementing our Guiding Principles.

We also have posted a new page on our website, "How PERF's Use-of-Force Guiding Principles Were Developed," to provide some detail about the work to date behind the "PERF 30."

Comprehensive approach: Many of the 30 Guiding Principles can be implemented immediately, such as adopting a policy on the sanctity of human life, or establishing a duty to intervene when officers witness colleagues using excessive force or engaging in other misconduct.

But as we say on the first page of the 30 Guiding Principles document, many of the proposed changes in training and tactics must be "undertaken in a comprehensive manner, [and] backed up with thorough, integrated retraining of all officers" in order to protect officers' safety. We cannot simply tell officers, "Try to de-escalate, and don't rely so much on your firearm." The changes we are proposing require new ways of combining de-escalation with tactics, new ways of thinking about equipment, and holistic, integrated training in decision-making skills for complex situations. This will take a lot of work, and PERF will be actively helping departments accomplish this. We want police agencies to take careful, measured steps as they review their strategies.

Officer safety is embedded in this: It is important to note that the police in Scotland developed their current approach to handling persons with knives after a Scottish officer was stabbed to death in 1994 as he struggled with a mentally ill person on the street. Police in Scotland responded by building an entire approach on protecting officer safety.

Police across the United Kingdom have successfully used these approaches to protect officer safety as well as reduce the likelihood of lethal force against mentally ill persons and others who behave erratically. In Greater Manchester, for example, a city of 2.7 million people with 6,700 officers, Chief Inspector Robert Pell told us at one of our conferences that in the last 10 years, his officers have not used deadly force in a single case involving a person with a knife, and none of his officers have been killed as a result of not using deadly force in these situations.

These ideas are not foreign to U.S. police agencies. The NYPD's Emergency Service Unit, for example, has a high level of expertise and experience with these approaches, as do the tactical units in Houston and other cities. In fact, when we went to New York City, the NYPD ESU members and the Police Scotland officials said they were amazed at how closely their strategies and training mirror each other.

So the question is, why reserve the best and safest practices for a small percentage of officers in special units? How can we expand these ideas to the patrol officer? That is what the PERF 30 Guiding Principles are attempting to do.

Obviously, "slowing it down" is not possible in every situation where police confront a person with mental illness who is armed with a knife. Incidents occur where police are suddenly attacked, such as the ambush attack on a group of New York police officers by a man with a hatchet in November 2014, which took place in less than 10 seconds. But in other situations, as officers respond to a call, they have opportunities to keep a safe distance and evaluate what is happening before taking action.

Moving forward: Helping departments to implement the PERF 30 Guiding Principles will be a top priority for PERF over the next year and beyond. I'm gratified that many agencies are asking for help to accomplish this. Together, we can make our communities and our officers safer.

Best, Chuck

Hello Charlie,

I know you keep pretty well informed but I thought I would send you this link to an article that challenges some of the recent PERF 30-point plan. I have also attached a pdf version of the article. I believe it is good food for thought and debate. <https://www.linkedin.com/pulse/taking-policing-higher-standard-rebuttal-dave-blake-m-sc-cci>. I am sure this topic will serve as the foundation for lively debate at our joint NEIA-PERF-MCC conference in New York.

Best Regards. **Chief Harlin R. McEwen**, Honorary President International Association of Chiefs of Police.

One of our great NEIA members from Canada, Julian Fantino provided some insights on PERF's 30 Point Plan. Julian's insights are not only reflective of his many years of police leadership in several Canadian agencies but more recently as a member of that country's parliament.

I certainly appreciate the spirit, intent and motivation for PERF tackling the issue and am very cognizant of the need to do everything possible, all the time, to achieve optimum police officer and public safety; always in an ethical, professional and caring way. I know that you and others will thoroughly study/analyze the content of the report; in particular the "30 guiding principles" which for the most part are benign and basically framed in what may be more simplistically referred to as a common sense approach to incidents where conflict, confrontation and threats to officer and public safety are in play, but more on point the whole aspect/complexity of police use of force and related policies, training, standards and accountability.

That said however, in my respectful view, it seems to me that merely throwing the spot-light solely on the police when confronted with situations of conflict/confrontation with violent persons, mentally ill or otherwise and not, at the same time, focus on the lead-up situations, the pre-cursors of failed systems and other societal gaps known to be the predominant issues that all too often end up being the contributing factors resulting in confrontations with a police officers; is patently unfair and woefully naive.

I perceive that the genesis of the recommendations seems to be anchored in the real or perceived notion that police today are not behaving in a way that is respectful of the “sanctity of human life” and that police training has evolved into a mechanical and less caring regard for human life, the lawful use of force if/when police officers make the decision to use force and that as such, neither the training and the accountability are adequate. In some cases I am sure that view is correct; but not as pervasive as the document suggests.

There now appears to be a rush to elevate a standard of perfection regarding the actions of when a police officer feels that under the circumstances use of force is justified. The courts in both the US and Canada have ruled on such issues up, down and sideways and although I agree that accountability in such circumstances is paramount, to me at least, what the 30 Guiding Principles are driving at is absolute perfection (perfection is not of this world) and in doing so elevates considerably the test of reasonableness and proportionality of an officer’s response and about which he/she will now be judged.

How in the world can a police officer’s response to a violent/dangerous situation be judged in a dispassionate, calm and controlled environment where people can calmly debate the distance and time factors involved in edge weapons threats or attacks, or how quickly a police officer can draw their service firearm in time to counter the threat? What about the police officer’s fear factor, the individuality and quirks of the human dynamic, the inability to get a second opinion. While most of PERF’s 30 Guiding Principles make good sense, are doable and no doubt well meaning, I fear that some, in my respectful view, best apply to programmable robots.

It appears that a relatively few incidents in both the US and Canada have propelled the issue of police use of force/conduct into a fever pitch and admittedly not always in agreement with policing when measured against the facts. In any event, taking police to a higher standard is not a bad thing. However, expecting perfection and flawless performance, such as I perceive the spirit and intent of the guidelines appear to suggest, is in itself an unrealistic effort to dehumanize a police officer’s response when he/she face circumstances that require a use of force response. That is not to say that de-escalation is not an essential element to any situation. However having been on the front lines for the majority of my police career I know full well the frailties of the job. Still, never have I believed that either I or the thousands of police officers I worked with needed a new infusion or transfusion of appreciation for the sanctity of human life, including that of police officers.

In this apparent attempt to remake and second guess the job of front line police officers I hope that police leaders especially, politicians, the media and whoever takes time to reflect who in their community is on the front lines doing the heavy lifting and who in the end is the most vulnerable person on any police department. I cringe at the thought that in this day and age police officers need to be educated, trained and even reminded about the “**sanctity of human life.**” If that’s the status in the contemporary world of professional law enforcement; police leadership and their political establishment have failed our brave men and women in uniform; far too many of whom are killed in the line of duty, simply doing their job in the fulfillment of their oath of office.

Charlie You are a respected voice and a credible one at that. I fear that if so much of the undeserved negative hype about police continues, it won’t be long before police will be relegated to become the janitors of society made out to be responsible for all the warts and screw-ups caused, in the main, by entities over which the police have no influence, little alone, control.

You did a great piece a few years back along the same theme. We need another. Let me know if I can help. Feels good to vent once in a while. Take care. Best regards. Julian

The following is from Tom Manger, Chief of Montgomery County Police Department and the President of the Major Cities Chiefs Association. Tom and Julian are not only principled law enforcement people but Thought Leaders as well. If there is to be a debate on some of the PERF points, it is their voices that need to be heard.

Charlie, I have been paying very close attention to the debate. I was one of the folks that went to Scotland and listened to their training for 5 days. It was excellent. But not all of it was applicable to what we experience in the U.S. 98% of the Scottish police do not carry firearms. And there are very few calls for service involving guns. We live in a gun culture here. We take guns off of the streets everyday...multiple guns.

I read the attached article, as I have read many things written in response to PERF's 30 principles. I don't agree with all 30, but I agree with most of them. Many folks are latching on to the few that are not as sound (like, "what would the public think") and condemning the whole concept. That's too bad. The story you attached about the cop who holstered her gun and raised her hands in an effort gain a suspect's trust was awful. But it has no relevance to what PERF is espousing. In fact, I recall Chuck Wexler saying, "75% of all police shootings last year involved individuals armed with guns...let's take those off of the table and focus on the ones where the suspect did not have a gun." Our response to a knife, a baseball bat, or to an unarmed person is where the concepts of de-escalation, time and distance, are most appropriate. How many times in your career did you hear someone say, "the most important thing is for you to home safe at the end of your shift." I heard it thousands of times...still hear it. If we can make sure that EVERYONE we deal with goes home (or to jail) safely, isn't that a noble goal? I know you would agree that it is.

So I will continue to listen to the debate, and I hope that folks finally get to the point where they realize that more training on tactics, effective communications, de-escalation, time and distance, and smart approaches to dangerous situations is what we all want...and if we teach our cops to not "create the moment" that requires deadly force (if it can be avoided), that will reduce the number of Officer involved shootings and keep our cops out of a courtroom facing a criminal charge, and most importantly, safe to go home to their family at the end of their shift. Tom Manger

The trial of Randall Kerrick, the Charlotte-Mecklenburg police officer who shot and killed an unarmed black man in 2013, "nearly tore this department apart," CMPD Chief Kerr Putney told a group of Charlotte leaders on Wednesday.

Putney made the remarks at the monthly luncheon of the Hood Hargett breakfast club, a collection of 300 business and civic leaders. He touched on a number of policing issues that have cropped up in his first year on the job, including his recent request for more officers. But he was most reflective about the impact of the Kerrick trial on his department. Kerrick's trial began less than a month after Putney was appointed as CMPD chief and raised questions about the department's training and procedures. "That trial really impacted the CMPD family," Putney said. "It almost ripped us in half. There's still some healing going on around that issue. It caused a significant morale issue." Kerrick was tried last summer after being charged with voluntary manslaughter in the September 2013 death of Jonathan Ferrell. Kerrick shot Ferrell 10 times during an early morning encounter in the Bradfield Farms neighborhood near Charlotte's eastern edge. Prosecutors said Kerrick ignored his police training and acted out of fear. Kerrick testified that he fired his gun as Ferrell aggressively ran toward him. Ferrell was black, and Kerrick is white, and the case fueled racial tensions and drew the city into the national debate about whether police officers are too quick to use deadly force against blacks. A jury was unable to reach a verdict in the trial. Eight jurors were in favor of acquitting Kerrick, and four believed he was guilty. With the jury hopelessly deadlocked, Superior Court Judge Robert Ervin declared a mistrial. About a week later, the N.C. Attorney General's Office decided not to re-prosecute the case. Minutes after the mistrial was declared, protesters held a die-in on a street outside the courthouse. Demonstrators roamed city streets later that day.

The city ultimately settled with both Ferrell's family and Kerrick. The city gave Kerrick \$179,989.59, most of which was back pay. The city settled with Ferrell's family for \$2.25 million. The trial also sparked departmental changes, Putney said. He formed internal and external advisory committees to talk about CMPD policies. Putney joked that the external committee is composed of "community leaders and people that give me more advice than I care to hear, and they give it to me when I least want it, but they give it to me when I need to hear it the most." The internal committee is composed of about 35 police officers, detectives, sergeants and detectives who help the department determine police policy. "What I realized pretty quickly from them ... is that they needed to have a say," Putney said. "If they have to actualize what that policy embodies, why don't they get to at least have an influence on what it says. And that was something that was foreign to us. We hadn't really done a lot of that."

Read more here: <http://www.charlotteobserver.com/news/local/crime/article59603751.html#storylink=cpy>

By Tina Moore — Thursday, March 3rd, 2016 'The New York Post'

NYPD Chief of Detectives Robert Boyce is so concerned about the citywide spike in slashings and stabbings that he has demanded to be informed directly and immediately of any new attacks, The Post has learned. While Mayor de Blasio and Police Commissioner Bill Bratton continue to publicly downplay the 20 percent hike in so-called “cut-type” assaults, Boyce behind the scenes has assumed centralized control over all knifings. That includes the latest harrowing random attack, an altercation early Wednesday in which a Bronx Dunkin’ Donuts worker and mom of two was slashed in the face. “Effective immediately, at the direction of Chief Boyce, ALL Precinct Detective Squads, Night Watch units, and Specialized Units will make an immediate telephone notification to the Detective Bureau wheel [the officer on duty who reports to Boyce] for any stabbing/slashing incident they become aware of,” reads the memo, which was sent out on Feb. 24 and obtained exclusively by The Post.

The new notification requirements are “Effective immediately, at the direction of Chief Boyce,” the memo reads. So far this year, there have been 645 assaults and homicides involving “cut-type” injuries, according to NYPD statistics. That’s up 20 percent from the 536 recorded for the same period in 2015. The mayor and the NYPD have insisted that the public is safe and that very few slashings are committed by emotionally disturbed people against random strangers. The NYPD is not revealing the number of these random attacks — but Boyce is keeping particularly close tabs on them, the memo shows. “Any apparent unprovoked slashing or stabbing (random act of violence) requires that a PIW [Preliminary Investigative Worksheet] be prepared and forwarded as appropriate,” the memo states. “Of particular importance is the motive or possible motive, if known.” Early Wednesday, homeless mental patient Ronald Thompson, 31, approached the drive-in window of a Dunkin’ Donuts on East Kingsbridge Road on foot, reached through the window and slashed Daxa Patel, 35, of Queens, in the face. Thompson, who has a history of 30 arrests, including for assault, was apparently furious over having been kicked out of the store minutes earlier. “I felt, ‘Poom!’ Patel told The Post of being slashed, a wound that required seven stitches. “He was not talking,” she said of the madman. “It was very quick. He ran away.” Additional reporting by Lorena Mongelli

Note: The following article ordinarily would be a local issue. But it's not. Unfortunately, it is a story that reflects the conflict in evaluating an officer's action. It's story of a rookie cop on vertical patrol in one of the city's many large multi storied housing projects. He and his partner while walking up a darken stairwell (lights are often broken and not replaced) Was he nervous when he heard a noise on the stairwell. Was the trigger cocked? Possibly yes on both counts. The Gun discharged and bullet ricocheted off a cinder-block wall and struck Gurley, an unarmed black man, who was on the stair below. Years ago, there was a famous comedian, Jimmy Durante who always used the phrase, “everybody wants to get into the Act!” This is a serious tragic story but note just how everybody got into the act.

Nearly 15,000 mostly Asian-American protesters rallied in Brooklyn Saturday for former NYPD Officer Peter Liang, claiming that the rookie cop was a “pawn” of anti-police politics and was wrongly prosecuted for a tragic accident. The crowd filled Cadman Plaza Park, with many carrying signs with slogans like, “One tragedy, two victims” and, “Scapegoating won’t bring peace.” Many placards bore Martin Luther King Jr.’s photo and quote, “Injustice anywhere is a threat to justice everywhere.” Many in the crowd maintained Liang was prosecuted because he is a minority, while white cops involved in fatal incidents against African-Americans were not.

Protesters handed out petitions demanding Brooklyn Supreme Court Justice Danny Chun, who presided over the case, “set aside the illogical verdict handed down by the jury” or at least sentence the cop to probation only. Liang, 28, a Chinese-American, faces five to 15 years in prison after he was convicted on Feb. 11 on manslaughter and misconduct charges in the fatal November 2014 shooting of 28-year-old Akai Gurley in a stairwell of the Louis Pink Houses in East New York. Liang fired his gun after hearing a noise while conducting a vertical patrol in a darkened stairwell. The bullet ricocheted off a cinder-block wall and struck Gurley, an unarmed black man, in the chest. “What happened could have happened to any one of us,” said retired cop Joe

Murray, now a criminal-defense attorney. “I’ve been in that situation, and it’s very scary. He [Liang] is absolutely being used as a scapegoat. This is their opportunity to try to redeem themselves through a conviction.”

Businessman Don Lee, who is running for Sheldon Silver’s Assembly seat in a lower Manhattan district that includes Chinatown, called for Brooklyn DA Kenneth Thompson “to state publicly to the sentencing judge that Peter Liang did not intend to kill Akai Gurley,” noting the prosecutor said as much “in an interview with Chinese TV.” Local Chinese activists have begun crusading against Thompson, whose prosecution they call “persecution.” They handed out leaflets with Thompson’s face crossed out. Liang, who was fired from the force upon the verdict, will be sentenced by Chun on April 14. One of his attorneys, Robert E. Brown, who received scattered boos as he took the stage, told the crowd Liang is “not doing well.”

“There’s some false rumors that he tried to commit suicide,” Brown said. “He’s extremely upset. He’s distraught. Seeing this type of support is helping his overall demeanor get through this.” One of the protest organizers, Phil Gim of the Coalition of Asian Americans for Civil Rights, said Liang’s family is looking for a new lawyer to handle his appeal. “I think if Peter Liang was white, he would have lots of support,” Gim said. “The city, the Police Department, his union all abandoned him and hung him out to dry. Not one person from the PBA stood behind him. If we didn’t come out to support him, it would be a slap in his face.” The Brooklyn protest — the largest of at least 40 across the nation — began with the national anthem and Pledge of Allegiance and included a moment of silence for Gurley. Liang’s mother, Fenny Liang, speaking in Mandarin through a translator, said she “understands the pain of losing a loved one.” “They’re deeply sorry for the tragic accident,” the translator added. One popular protest sign bore the slogan, “Stop injustice to minority officers,” and paired pictures of Liang and Kizzy Adonis, the black NYPD sergeant charged last month with failure to supervise at the scene of Eric Garner’s July 2014 death in Staten Island. Daniel Pantaleo, the white officer who took Garner down, was not indicted in the case.

Note: This is the first time it’s been mentioned that the officers involved in the Garner’s Choke hold incident were supervised by a black sergeant at the scene. In fact, the officers who were directed to this scene were acting upon the direction of other black police officials. The problem is not who were supervising, it’s that this fact would screw up the narrative of white cops once again on their own assaulting a black man.

“There are two white police officers who didn’t even have a trial, in Ferguson and Staten Island,” said protester Tiu Wu, 24, a student who came from China six months ago. “That makes Chinese people very nervous. It is obvious it was an accident.” A counter protest of about 20 people was held nearby by the Black Lives Matter movement. They held signs that read, “Jail killer cops,” and, “Justice for Akai Gurley.” They would not speak to The Post. Eric Allens, 19, was not part of the Black Lives Matter group, but disagreed with the Liang rally. “I feel the verdict is absolutely correct. Justice is already served,” he said. “Saying it’s racism against Liang is basically nonsense. Peter Liang is not being used as a scapegoat. He needs to serve time because he committed a murder.” Similar protests took place in Dallas, Denver, Chicago and Miami. An estimated 5,000 people marched in downtown Philadelphia. Hundreds gathered on Boston Common and at the Washington Monument. Thousands more rallied in the Chinatown districts of San Francisco and Los Angeles. Tweets with photos from the rallies said they were in part an effort to get Asian-Americans more politically engaged. “Register your anger by registering to vote!” tweeted Chung Seto, a longtime Chinatown resident and former executive director of the New York State Democratic Committee, who rallied in Brooklyn. Karlin Chan, executive director of the Chinese Action Network (CAN), last week reiterated that the death was accidental. “This wasn’t an intentional shooting,” he said. Chan, who stood by Liang throughout the trial, said the group is seeking a candidate to run against Thompson next year. A Facebook page dedicated to Thompson’s defeat, titled Vote Out Ken Thompson 2017, features a link to CAN’s Web site and calls the black DA a “racist.”

Note: On 3/23/16, Brooklyn D.A. Kenneth Thompson requested that the sentencing judge not impose any prison time.

WHAT ARE OUR MEMBERS DOING?

Crime statistics for 2015 showed a sharp increase in violent crimes in Los Angeles — and the rest of the country — over previous years. One much-discussed rationale for the crime spike is the so-called Ferguson effect. This is the theory that law enforcement has withdrawn from protecting communities as a result of the fatal shooting of Michael Brown by police in Ferguson, Mo., in August 2014 and the nationwide public outrage that followed. Some argue that officers have become reluctant to engage in proactive policing and are arresting fewer suspects because they fear intense media scrutiny and public condemnation.

That is not what's going on in Los Angeles. In 2015, LAPD officers made 8% more arrests for violent crime than the year before and arrested 28% more people on auto theft charges. In addition, weapons-related arrests went up by 5%.

If our patrol officers and detectives were not aggressively investigating crimes and stopping suspects, arrest rates would be flat or lower. Instead, we see only lower arrest rates for certain crimes modified by Proposition 47 and other legislation. In short, LAPD officers are in no way avoiding their duty to protect the public.

Nevertheless, there is a Ferguson effect being felt in Los Angeles. It's just not the effect that is being discussed.

The events in Ferguson highlighted how many communities in America do not believe that the police are using their authority fairly and legitimately. This perception — and in some unfortunate cases, reality — has created a barrier to cooperation between cops and residents to combating crime. That is the real Ferguson effect.

There are any number of theories on what causes crime rates to swell, but nearly everyone agrees that public trust is essential to successful law enforcement. Police alone cannot reduce crime. Community partnerships, joint problem solving and open communication with the public are critical. When those links are weak, police are less effective, particularly at preventing crime.



The legitimacy of the whole criminal justice system, in fact, starts with the public's perception of policing. Every day, officers have to take actions that are often misunderstood or unpopular, most especially the use of physical, even deadly, force. Every community — including people of color and residents of poor neighborhoods — needs to have faith that officers will apply force in the right way, at the right time and for the right reasons. It isn't sufficient to simply say that police officers used force appropriately, to protect their own lives or the lives of others, after the fact. Without legitimacy, law enforcement will always struggle. The Los Angeles Police Department has confronted and overcome many such challenges in recent decades. But we know there is still much work to do, especially in communities that have been underserved and suffered the most from violent crimes. This is why the LAPD is taking a dual approach to responding to the city's increase in crime. We have doubled the size of the Metropolitan Division, a squad of highly trained officers who concentrate on the most dangerous criminals and violent crime. This unit has the geographic flexibility to focus on areas where crime is rising, bringing extra help to make neighborhoods safer.

At the same time, we are investing in efforts to build strong bonds and promote mutual understanding between the police and the public. In August, for instance, we formed the new Community Relationship Division to better consolidate, coordinate and improve our public outreach efforts, which are so essential for building strong partnerships with the public.

We also have developed a nationally recognized Community Safety Partnership Program. In less-privileged communities, police officers organize activities, provide mentoring and play in sports leagues with local young people. This program has proved its value in six public housing projects that historically suffered from high crime rates. In 2015, these communities saw violent crime drop 17% and property crime drop 27% compared with the year prior.

Investigating crimes and making arrests, the core functions of any police agency, are dramatically hampered if we don't have the trust and confidence of the communities we serve. Addressing that part of the Ferguson effect is crucial if we are to reduce crime and make our communities safer together.

Charlie Beck is the chief of the Los Angeles Police Department.

Former D.C. Police Chief sees opportunity in challenging times

By Dick Uliano February 10, 2016 11:20 pm



Chief Ramsey says new polices, as a result of police scrutiny, will make police forces better nationally. (WTOP/Dick Uliano)

WASHINGTON — Former Washington, D.C. Police Chief Charles Ramsey says heightened scrutiny of police departments across the country will strengthen and improve policing nationwide. The 2014 police shooting in Ferguson, Missouri and last year's death of Freddie Gray in Baltimore, fatally injured while in police custody, are just two of the incidents that have brought a long, hard look at police. "These are challenging times that we're in now but they're also times when a lot of opportunity exists for us to be able to really strengthen the profession," Ramsey says. The National Law Enforcement Museum in downtown Washington hosted the retired Philadelphia police commissioner Wednesday. Ramsey left the Metropolitan Police Department in 2006 after serving nearly 9 years as chief. Ramsey acknowledges that high profile police shootings and viral videos have contributed to eroding trust of police in some neighborhoods. "We have to deal with it. We cannot have any community that feels alienated and feels as if they're not getting fair and impartial policing services," Ramsey says. The retired police commissioner and chief says police must strengthen ties to communities, review their own practices and make aggressive changes when they're needed.

Smart gun industry may have found its test bed -- San Francisco

San Francisco Police Chief Greg Suhr on Tuesday offered his department as a test bed for smart guns once the technology is more fully developed. Suhr, speaking at an event sponsored by smart-gun technology proponents, said he'd be willing to give tech-savvy officers the option of trying a weapon that can be fired only by its authenticated owner. "Officer safety is huge, so you wouldn't want to compel that upon officers," Suhr said. "But we have so many officers who are so into technology, I am all but certain there are officers that would be willing to do such a pilot."

<http://www.sfgate.com/business/article/Smart-gun-industry-may-have-found-its-test-bed-6850142.php#photo-9446225>

Judd elected vice president of Major County Sheriff's Association

By Clifford Parody

TheLedger.com February 11, 2016 11:32 PM

WINTER HAVEN — Polk County Sheriff Grady Judd, who is no stranger to the national stage, has been elected vice president of the Major County Sheriff's Association. "I've been a member of the Major County Sheriff's Association since I was first elected to sheriff," Judd said. "It's true honor to have this position." Executive Director Michael Ferrence said Judd, who is the former president of the Florida Sheriff's Association, "has demonstrated his leadership in the state of Florida ... consistently comes to our meetings and is very well informed ... (and) he offers a point of view but always listens to others." These qualities, Ferrence said, led his fellow association members to nominate Judd for the position last year. He was elected by his peers in June and officially took office Wednesday. Ferrence said, after Judd's two-year term as vice president, he will automatically move into a two-year term as president. Formed in 1998, the association - which is funded through corporate partnerships, member dues and grants - is made up of elected sheriffs representing counties or parishes with populations of 500,000 or more. Overall, the group's 79 members represent more than 100 million Americans. "You are with the sheriffs of the largest and most professional offices in the nation," Judd said. "We also work with legislators to influence legislation that affects all law enforcement on a national level." Together with the National Sheriffs' Association, FBI Training Division and other groups, the association works to, among other tasks, develop innovative educational practices, and prevention and enforcement strategies, while serving as an information resource to law enforcement nationwide. "We have the ability to draw key members of Congress and the administration to sit down and have

unfiltered conversations,” Ferrence said. Recently association members have meet with the attorney general, director of the FBI and the secretary of Homeland Security, among many others. “It is a unique opportunity,” he said, “to interact with the very top layers of federal government executives and federal law enforcement executives and communicate directly with them about what we think the strengths are regarding federal law and what we think needs to be approved upon.”

Reinventing America’s Police Forces

By Adam Wisnieski and Matthew Williams



Faced with one of the nation’s highest crime rates, Camden County (NJ) Police Chief Scott Thomson gave his officers a simple message a few years ago. “I’m not looking at your outputs [arrests], I’m looking at your outcomes,” Thomson told them. “When we drive through the neighborhood we want to see little kids riding on their bicycles and people sitting on their front steps. So go make that happen.” It sounded obvious—but in many ways it was a profound reinvention of traditional police culture. Thomson, who also serves as president of the Washington-based think tank, Police Executive Research Forum, told a panel last week at the 11th Annual Harry Frank Guggenheim Symposium

on Crime in America, that without that kind of reassessment American policing will continue to have a troubled relationship with the communities it serves.

“If arrest is your benchmark for success...it’s a failed policy,” said Thomson. He said four years ago Camden “hit the reset button.” In response to what seemed to be an insurmountable amount of violence in 2012, the city of Camden decided, in a very controversial move, to eliminate its police force and create a new one run by Camden County. The new force would be one focused on community policing, rather than arresting their way out of the problem. “We created positive interactions between police and communities,” he said, including everything from putting more cops on street corners to buying ice cream for residents during a spate of shootings. Rather than continue to focus on making arrests and writing summonses, police in Camden changed how it judges its officers. The verdict? Crime remains high, but officials say they are making tremendous progress since initiating changes.

A Model for 21st Century Policing Camden’s approach is held up as a model for the kind of policing envisioned by last year’s Task Force on 21st Century Policing. Thomson, who testified before the task force, is considered to be an example of the new generation of police chiefs who recognize that cops need a major “culture change” to respond to contemporary needs. But will Thomson’s approach work for a larger, big-city force? Christine Coulter, deputy commissioner of the Philadelphia Police Department, believes it can. She told the panel how her department, under former Commissioner Charles Ramsey, was transformed from the “tough-on-crime” model used by former police commissioner Frank Rizzo in the 1970s. Like Thomson, who talked about changing the metrics of how police are judged, Coulter spoke about rewarding restraint in situations where deadly force could have been used, rather than rewarding officers who are exonerated for using deadly force. She also said police managers have started giving out awards for saving someone’s life, not based on how many arrests were made. While many of the changes in philosophy have been implemented from the top down, Coulter said change from the bottom up should also be a focus. She cited flaws in how departments recruit officers.

“The recruitment fairs focus on police work, such as chasing criminals, breaking down doors, and high speed car chases. These actions make up 2 percent of what a police officer does,” she said. “We need to recruit people with a mindset of guarding and not just chasing criminals.” In Camden, Thomson admits, it wasn’t easy. Getting officers and unions to buy in to the new philosophy was a concern, he said, because police officers are generally resistant to change. “There is some disruption in comfort levels that happen with change,” he said. “One thing you find in policing is generally people won’t like the way things are, but don’t want change either. “It’s a paradox.” When asked about resistance from police unions, Thomson said there was some reluctance. Some officers, he conceded, were “resistant to really getting out of their squad cars and engaging in this.” But, he said, officers liked hearing a top-down message that they would no longer be measured by how many summonses they wrote or arrests they made. “The things that matter most can’t be quantified,” said Thomson.

A Response to Outrage

The Task Force was established following widespread outrage over the deaths of unarmed African Americans at the hands of officers in Missouri, New York City, Ohio and elsewhere in 2014. The report, co-chaired by Philadelphia's Ramsey and former assistant attorney general Laurie Robinson, offered 59 recommendations including more police diversity, better training, smart use of technology, and greater accountability and transparency in law enforcement policies and practices. "We are confident we can implement many of the recommendations," Coulter said. Nevertheless, widespread change in police departments around the country is going to take time, said Jerry Ratcliffe, chair of the Department of Criminal Justice at Temple University. Ratcliffe said some departments might not even read the report's recommendations because of its association with President Obama. Far more worrying, he added, is the fact that "there's nothing in this report that is enforceable (at the federal level) because of America's decentralized government." A major problem, he said, is making widespread change in a U.S. justice system that has 17,000 police departments, half of which have less than 10 officers and police chiefs who were "appointed by a mayor who was a real estate agent last week." "You have a very political environment," he said. Ratcliffe also expressed skepticism about the effect of community policing. "It doesn't bring down crime," he said. He quoted a study by Wesley Skogan of Northwestern University that found it takes four to 14 positive interactions with police to recover from a single bad incident. Still, he said, the 21st Century Policing report was a good start. "This is a marker in time and place that says something about what police should be talking about. To some degree, I think policing in the next 15 or 20 years will be held accountable to the response to the report," Ratcliffe said. "While it feels great to be at the end of 20 years of crime reductions, we still have a long way to go before we match other civilized countries," he added.

Adam Wisnieski is a contributing editor of The Crime Report. Matthew Williams is editor of the John Jay College Sentinel. They welcome readers' comments.

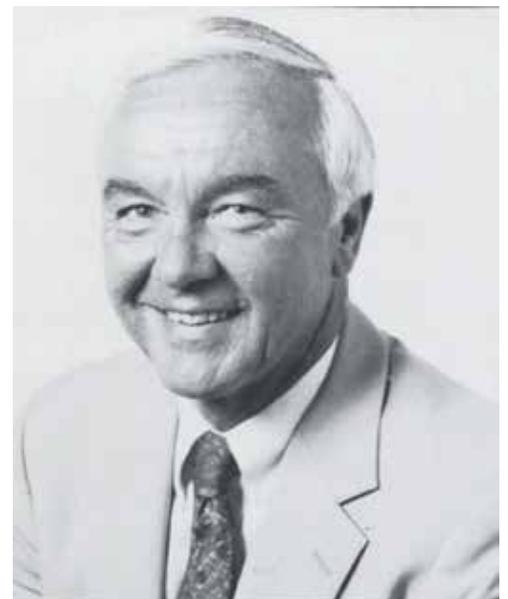
REST IN PEACE

We heard from Chuck Wexler about the passing of Jimmy Carvino, an NEIA member and former president of PERF. Jim was a ranking member of the NYPD, Chief of the Racine, Boise, and the U.S. Capital Police in Washington, DC. While he never sought attention, his passing shouldn't go unnoticed.

I got to know Jimmy after he left the NYPD. From my observation and contact, he had a number of great attributes. He was thoughtful in what he had to say and wasn't afraid to say it. After retiring from public life, he chose to stay informed. Jim was always willing to talk about the job but rarely, if ever, speak ill about his colleagues.

He was conscientious and cared about his profession. For a New York City guy, he loved to mention looking out his window in Boise watching the wild life. More important, you always knew what he loved best, his wife Mary. Obviously, there's nothing positive about hearing about the loss of an old friend. But I appreciated the opportunity to have him in my thoughts today. He led departments during a time of enormous challenges and change.

Though humble in many ways, Jim Carvino never backed down from a challenge.



NATIONAL NEWS

Paying criminals to stay out of trouble? D.C. could be next city to try experiment.

Under a measure that advanced in the D.C. Council last week, the city would pay 50 of its most troubled young residents annual stipends, perhaps \$9,000 or more, to stick with programs to turn their lives around. Most participants would be those who have committed offenses involving firearms and who D.C. police think are likely to resort to gun violence again. The taxpayer-funded stipends would be paid if offenders keep up attendance with programs for behavioral health, education and job training, among others.

https://www.washingtonpost.com/local/dc-politics/paying-criminals-to-stay-out-of-trouble-dc-could-be-next-city-to-try-experiment/2016/02/07/f3cc2d76-ca9e-11e5-a7b2-5a2f824b02c9_story.html

Is the “Broken Windows” theory broken – Maybe not?

It was this specious distinction between “serious” and insignificant offenses that Commissioner William Bratton torpedoed in his first tour as head of the New York Police Department in 1994. Bratton was then the most influential exponent of Broken Windows policing; that theory recognizes that allegedly minor offenses are often committed by individuals engaged in more “serious” crimes. Get a criminal off the streets for a low-level misdemeanor and you stand a good chance of preventing a felony. New York State’s prison population gives evidence for that proposition: the state prison rolls dropped 17 percent from 2000 to 2009, even as misdemeanor arrests in New York City (the overwhelming source of the state prison population) more than doubled. The reason for that decrease in the prison population (even as felony sentence lengths were rising) was that officers were intervening in criminal behavior earlier, before it had the chance to ripen into a felony.

But even if there were not a great chain of being in criminal offending, responding seriously to Broken Windows offenses is a moral imperative. Residents of high-crime neighborhoods complain to the police most frequently about the public disorder in their neighborhoods, rather than about violent felonies. They rightly want the same of quality of life that residents of more affluent neighborhoods take for granted.

Manhattan D.A. Vance and Mayor Bill de Blasio justify a change in policy as a way to free up more police and court time toward the pursuit of “serious offenders.” These policy makers are signaling to police officers that the NYPD and Manhattan prosecutors no longer regard public-order offenses as a high priority. Some officers still equate “real” police work with arresting a robber; motivating them to take quality-of-life offenses seriously has always been a challenge. After this official recalibration of response, it is unlikely that officers will continue to devote much attention, if any, to public disorder. The litter on Manhattan streets has already become intolerable over the last year, signaling a city in decline. Such urban filth will now only grow worse.

The change in policy signals to offenders as well that the police department no longer regards offenses against the public order as serious. In theory, a summons and fine could be an adequate deterrent to anti-civil behavior. But arrested criminals already have a sky-high rate of evading court and of skipping out on warrants. Compliance with the law is not likely to increase under this change.

Like all of the ongoing seismic changes in the criminal-justice system, the attack on Broken Windows policing is driven by race. But if the majority of arrests for public-order offenses occur in minority neighborhoods, that is because the majority of such offenses occur there as well. The solution to racial disparities in the criminal-justice system is not wholesale decriminalization of offending behavior. It is to bring the black crime rate down, something that depends first and foremost on revalorizing the two-parent family. Until that happens, however, downgrading the police response to public disorder does a disservice to the residents who have to live with its consequences.

An unprecedented experiment in mass forgiveness in California, once a national innovator in draconian policies to get tough on crime, voters and lawmakers are now innovating in the opposite direction, adopting laws that have released tens of thousands of inmates and are preventing even more from going to prison in the first place. Progressives across the nation have applauded California's U-turn. But with crime in some of California's largest cities ticking up after years of sustained decline, many law enforcement leaders and victims' advocates say the state has gone too far.

https://www.washingtonpost.com/national/an-unprecedented-experiment-in-mass-forgiveness/2016/02/08/45899f9c-a059-11e5-a3c5-c77f2cc5a43c_story.html

Hacker posts FBI, DHS employee data

A hacker on Monday published information that exposes the names, titles, phone numbers and email addresses for thousands of FBI employees, after leaking similar data about 9,000 Department of Homeland Security employees Sunday.

<http://www.usnews.com/news/articles/2016-02-08/hacker-threatens-to-release-fbi-employee-data>

New York's kindest

Citywide, the NYPD responds to these so-called emotionally disturbed persons cases more than 300 times a day. They are both routine and unpredictable. In the worst cases, someone gets injured or dies. The CIT training is meant to build empathy and compassion, and teach officers how to stay calm. So far, close to 600 officers have received CIT training.

<http://www.wnyc.org/story/new-yorks-kindest/>

Police brace for 911 calls as open carry starts Jan. 1 across Texas

<http://www.dallasnews.com/news/metro/20151223-police-brace-for-911-calls-as-open-carry-starts-across-texas.ece>

What cities are doing to solve more homicides

<http://www.dailynews.com/general-news/20151226/what-cities-are-doing-to-solve-more-homicides>

Anxiety aside, New York City sees drop in crime

The Police Department is reporting a 2 percent decline, as measured by seven major felonies that are tracked by the Federal Bureau of Investigation: murder, rape, robbery, serious assault, burglary, grand larceny and car theft. At the same time, arrests recorded by officers fell steeply, to 333,115 through Dec. 20, down 13 percent from 384,770 over the same period the year before. The number of criminal summonses dropped to 292,372 from 358,948. There was a small rise in murders, to 339 as of Dec. 25, already more than last year's historic low of 333. Still, the number is well below the 536 murders recorded five years ago.

<http://www.nytimes.com/2015/12/27/nyregion/anxiety-aside-new-york-sees-drop-in-crime.html>

FBI director says take deep breath on iPhone spat

By Elizabeth Weise — Monday, February 22nd, 2016 'USA Today'

SAN FRANCISCO — In a surprisingly plain spoken open letter on the issues of privacy and safety swirling around the FBI's demand that Apple help it unlock a smart phone used by one of the killers in the San Bernardino, Calif., massacre, the agency's director is asking that everyone "take a deep breath and stop saying the world is ending." "The San Bernardino litigation isn't about trying to set a precedent or send any kind of message. It is about the victims and justice. Fourteen people were slaughtered and many more had their lives and bodies ruined. We owe them a thorough and professional investigation under law. That's what this is. The American people should expect nothing less from the FBI," Director Jim Comey said in an open letter released Sunday night. He said that the legal issue in question is actually quite narrow. "We simply want the chance, with a search warrant, to try to guess the terrorist's passcode without the phone essentially self-destructing and without it taking a decade to guess correctly. That's it," he wrote. The phone in question was in the possession of Syed Rizwan Farook. He and his wife Tashfeen Malik, went on a shooting rampage in December that killed 14 people and wounded 22.

Farook's phone, which belonged to his employer San Bernardino County Department of Public Health, is believed to be locked using a security feature that automatically deletes the cryptographic key necessary to un-encode it if ten failed password attempts are made. U.S. Magistrate Judge, Sheri Pym ruled Feb. 16 that Apple must provide the FBI the means to overcome that particular security feature. That would allow the agency to make unlimited tries to guess the passcode and thereby gain access to whatever is on the phone. "We don't want to break anyone's encryption or set a master key loose on the land," Comey said. "I hope thoughtful people will take the time to understand that. Maybe the phone holds the clue to finding more terrorists. Maybe it doesn't. But we can't look the survivors in the eye, or ourselves in the mirror, if we don't follow this lead," he wrote. The issue has quickly become a flash point in the tech world, with Apple's CEO Tim Cook writing a public letter on Feb. 16 saying the FBI was asking for something "we consider too dangerous to create. They have asked us to build a backdoor to the iPhone." Comey responded that he hoped "folks will take a deep breath and stop saying the world is ending, but instead use that breath to talk to each other. Although this case is about the innocents attacked in San Bernardino, it does highlight that we have awesome new technology that creates a serious tension between two values we all treasure — privacy and safety."

The issue shouldn't be decided by "corporations that sell stuff for a living" or even the FBI, but should be "resolved by the American people deciding how we want to govern ourselves in a world we have never seen before. We shouldn't drift to a place – or be pushed to a place by the loudest voices — because finding the right place, the right balance, will matter to every American for a very long time," he wrote. It is his hope that with the memory of those who died in San Bernardino in mind, "Americans will participate in the long conversation we must have about how to both embrace the technology we love and get the safety we need." Since a federal magistrate ruled Apple must assist the FBI, the Silicon Valley-based company and federal government have engaged in a legal and public-relations game of ping pong. Late Friday, Apple executives said the ID passcode to the iPhone the FBI wants Apple to hack for information about one of the San Bernardino, Calif., terrorists was changed less than a day after the government gained possession of it, accidentally re-setting the passcode.

That same day, the Justice Department filed a motion seeking to force Apple to comply with Tuesday's court order. The filing said Apple's refusal was "based on concern for its business model and public brand marketing strategy." In the government's filing, the Justice Department acknowledged the password was re-set in the hours after the attack by authorities with San Bernardino County. The county owned the phone and provided it to Farook.

On 3/23/16 Justice Department indicated that the FBI may have found a way to unlock the encryption without court action.

Almost half of boards lack real understanding of cyber threats: survey

Published: Thursday, 28 January 2016 09:29

45 percent of cyber security professionals believe their board of directors have a major gap in their understanding of cyber risk, or simply don't understand the risk at all. This is despite over half (54 percent) of boards being ultimately accountable for the cyber strategy. This is according to the second annual Harvey Nash / PGI Cyber Security Survey, representing the views of almost 200 senior cyber security professionals.

The survey also reveals that lack of cyber risk awareness affects the senior executive team: one third of cyber professionals (33 percent) believe their CEO has major knowledge gaps and almost half (49 percent) believe so for their CFO. CMOs, many of whom have increasing responsibility for customer data and driving customer facing digital strategies, were also rated poorly in the survey, with 43 percent of cyber professionals believing they had major knowledge gaps, and one in ten (11 percent) believing they had no cyber risk awareness at all.

Whilst most cyber professionals feel their organizations have the basics covered, 85 percent still think there is more to do, and one quarter (26 percent) believe there is significantly more work to do.

The top three factors holding back the cyber security strategy were: budget (selected by 57 percent); security aware culture (49 percent) and understanding of the real threat (43 percent). The survey also reveals that four in ten (38 percent) of cyber leaders believe they lack the internal skills to achieve their security strategy. The skillsets most in demand were senior or business focused, rather than technical, with 50 percent citing they lacked security architects, 43 percent lacking training and awareness skills and 38 percent lacking project managers and leaders.

INTERNATIONAL NEWS

Police in England and Wales are producing new guidelines designed to avoid "criminalising" children caught sending indecent images to each other. Under current Home Office rules any such "sexting" incident reported to the police must be recorded as a crime. The National Police Chiefs Council (NPCC) will advise teachers on when they should report such incidents. It confirmed to the BBC that new guidelines were being developed but were in very early stages.

Criminal offence

Sending indecent selfies to a friend or lover using a smartphone is known as sexting. Typically, in England and Wales, producing and distributing sexual images of anybody under 18 is a criminal offence, even if two under-18s are sexting one another. If an incident of teen sexting is reported to police, the names of those allegedly involved can be stored on the Police National Database for at least 10 years, even if no criminal charges are brought. In 2015, a Freedom of Information request by the Sun revealed that 1,000 under-18s had been investigated by police for sexting between 2012 and 2014. The new guidance, which will be sent to schools and police forces in England and Wales, will advise teachers on when they should report sexting to the police. "These incidences do not need to be reported in every situation," said Deputy Chief Constable Olivia Pinkney, of the NPCC. "Parents and professionals can use their own judgement on when to involve the police."

The Sunday Times newspaper suggested that the guidance might advise that incidents involving children being blackmailed or bullied over their naked pictures were the sort of more "serious cases" where teachers might decide to involve the police.

Speaking on BBC Radio 4's Today programme, children's charity the NSPCC welcomed the news. Alan Wardle, its head of policy, said: "Clearly it is an issue. It is how young people are living their lives and expressing their sexuality... we have to deal with the reality of that." "What we don't want to be doing is necessarily criminalising 15-year-olds sending pictures of themselves in a consensual relationship... it is an issue that needs to be looked at. "If they're going to university, they're going for jobs... they don't want something that happened when they were younger haunting them for years to come." The police chiefs' council said it would work with schools and

families to help prevent young people becoming “the victims and perpetrators of crime.” “Sexting may seem like a harmless or normal activity but there are many risks involved,” said DCC Pinkney. “It is essential that we work, alone and alongside partners such as schools and families, to intervene early.”

British effort to identify potential radicals spurs debate over profiling

By Kimiko de Freytas-Tamura New York Times February 10, 2016

LONDON >> The boy’s teachers were growing increasingly concerned. He was speaking admiringly in school of Jihadi John, the notorious British executioner with the Islamic State, and expressing a desire to travel to Syria. Twice, the teachers referred the boy — a teenager from Blackburn, in northern England — to a government program called Prevent set up to spot early signs of extremism and intervene before it was too late. On both occasions, the boy — struggling with his studies after his parents separated and socially withdrawn because of a degenerative eye disease that blurred his vision — refused to participate in sessions intended to keep him from becoming radicalized.

The need for such programs has become all the more apparent in the wake of the Paris attacks in November, which were carried out primarily by European citizens who became radicalized at home. Britain’s program is viewed as something of a model by other European countries and the United States. But encouraging fellow citizens to identify potential radicals has also raised questions about racial and religious profiling and the balance between security and civil liberties, igniting a debate here over whether Prevent holds the risk of further alienating Muslims in Britain.

At the same time, the British program has exposed the limitations of an approach that relies on voluntary cooperation from those who are identified as potential threats. In the case of the boy in Blackburn, whose name has not been publicly disclosed because of his age, the police later arrested him after they found that he had made a detailed plan for an Islamic State-inspired massacre in Australia.

Last October, he was sentenced for inciting terrorism overseas and became, at 15, the youngest person to get a life sentence in Britain in a terrorism case.

The Prevent program, started by Prime Minister Tony Blair in the aftermath of the July 7, 2005, London bombings, encourages and in some cases requires Britons to watch for signs of radicalization in their communities and to alert the authorities about people who could become risks, before they turn violent. Once someone is identified, the authorities judge whether the threat of radicalization is sufficient to justify further counseling; if so, the at-risk person is offered a place in a voluntary portion of the Prevent program known as Channel, which seeks to steer participants away from extremism. Last year, Prime Minister David Cameron’s government expanded the program’s scope, making it a legal duty for schools, hospitals, local governments, social services and prisons to flag extremist behavior with the authorities. Opponents say that requirement risks turning Britain into a surveillance state where one section of the public is encouraged to snoop on everybody else.

Prevent’s 65 million-pound (\$94 million) annual budget covers the cost of supporting community organizations that help at-risk groups, such as disaffected youth or British Muslim women isolated from mainstream society. Last month, Cameron announced a 20 million-pound fund to teach English to Muslim women. Communities that are cut off, he said, are potential breeding grounds for terrorists. The Prevent program provides instruction to teachers, doctors, social workers, and prison and housing officials on how to detect early signs of radicalization. The program’s officers explain, for example, the influence of Anwar al-Awlaki, a U.S.-born cleric who was killed in an American drone strike in Yemen in 2011 but who continues to inspire young Islamic militants through videos of his lectures available online.

Teachers are supplied with dictionaries to help them identify Arabic words used by the Islamic State such as “Dawla/Dawlah,” a term used to describe the group by its supporters; the pejorative “kaffir/kuffar” to mean non-Muslims; and less obvious words like “rafidha,” a derogatory term for Shiite Muslims. The Home Office said more than 400,000 public sector employees had attended lectures about the program. They are given a list of 22 “contributing factors” that signal an individual’s potential engagement with an extremist group, including a loss of interest in friends and activities, unwillingness to listen to other points of views, using derogatory names for another group and condoning

violence. Those indicators, described in a Prevent guidance booklet, also include people with “occupational skills that can enable acts of terrorism” such as civil engineering, pharmacology, or technical expertise, including knowledge of information technology, chemicals, or military training. As part of the effort, schools have installed monitoring devices on school computers, enabling teachers and administrators to see what kind of material their students are viewing online.

However imperfect, Prevent is about “making teachers aware that some of their kids might go in the direction” of terrorism, said Raffaello Pantucci, director of international security studies at the Royal United Services Institute. He raised the example of four girls from the Bethnal Green Academy in London who traveled to Syria last year. “Clearly a mini social movement was going on within that school,” he said. “Those teachers now know what to look for and how to tell authorities.” Patsy Kane is the executive director of two all-girls high schools in Manchester. Most of the 2,500 pupils are Muslim, she said, and the schools have already dealt with sensitive issues, such as students being forced into marriage. Prevent, she said, “is an added duty, a moral duty.”

“You can’t take away the risk, and we can’t control who is influencing our students outside of school,” she said. “But what we can do is to find alternative narratives, like those given by Islamic State defectors, and try to chip away at the group’s missionary zeal.” Anyone flagged by the program is screened several times by the police and local officials. If a formal referral is made, the person is encouraged to take part in Channel, the de-radicalization program. This often involves an imam who plays the role of counselor, psychotherapist and religious scholar. Intervention is voluntary because referred individuals are in what the government calls a “pre-criminal” stage.

The teenager from Blackburn and his family, for example, refused to participate in Channel after a referral from Prevent in July 2013 and another in November 2014. Although he was within his rights to decline, he was nonetheless put into a special school for youngsters showing unruly behavior. In court later, the schoolboy said that his exclusion from regular school further radicalized him. That culminated in threats he made against a teacher in early 2015 that he wanted to “stab him in the neck with his pencil and kill him like halal.” He told another: “You are on my beheading list.”

When the police arrested him over the threats, they uncovered the terrorist plot in Australia. His phone contained images of the Islamic State, a Twitter account with 24,000 followers, Internet searches for bomb recipes, and encrypted instructions to a militant to behead a victim and run over police officers. Pretending to be a much older man, the teenager advised the militant on using a knife with a handle “perfect for tearing through throat.” In the first six months of 2015, a total of 3,228 referrals were made, according to the latest figures from the National Police Chiefs’ Council.

Two-thirds of the referrals came from schools, social services and health care practitioners. Less than 10 percent came from local communities, suggesting that Muslims, among others, view Prevent with suspicion. As a result of the referrals, 46 people were prevented from traveling to Syria and 225 “are being successfully dissuaded from undertaking extremist activity related to Syria,” the police chiefs’ council said. A majority of referrals were of Muslims. But success on the individual level can come at a cost. Shashank Joshi, a senior research fellow at the Royal United Services Institute, said he was concerned that even “peaceful, legitimate debate could be dragged into the clutches of a security state.” That could undermine the government’s efforts and drive true extremists deeper underground, he said.

Some Muslims say they have been unfairly singled out and that Prevent has increased distrust of the government. The program is “very subjective, and it very much depends on which eyes are looking,” said Mohammed Khaliel, an independent adviser to the Metropolitan Police in Prevent-related matters. “It’s disproportionately focused on Muslims when the government says it isn’t,” he said. Occasional news reports about children being interrogated over spelling mistakes (living in a “terrorist” instead of “terraced” house, in one recent case) has stoked further anger, he added.

The London-based Waltham Forest Council of Mosques, which represents 70,000 worshippers, said in a statement that it had “no confidence in Prevent” and called the program racist. It reacted angrily to a questionnaire distributed by the Waltham Forest Council last year that asked primary-school children about their beliefs. Children were asked to respond to statements including: “Religious books are to be understood word for word,” “I believe my religion is

the only correct one,” and “I would do what a grown-up told me to do even if it seemed odd to me.” In the case of the Blackburn schoolboy, his lawyer said he knew that what he had done was wrong, but the presiding judge said that the teenager had paid only “lip service” to attempts to reform him. The boy is being put through a mandatory program in a youth detention center and may be released from custody in five years, but only if he is considered purged of Islamic State views.

INTERESTING ARTICLES

After receiving notice to comply with the First Amendment of the U.S. Constitution or face a lawsuit, the city of San Diego has reversed its attempt to force employees to speak in “gender-neutral” terms.

The Southern California city had warned its employees that they could get in trouble for using terms such as “Founding Fathers,” “the common man,” “man-made” and “man up.” Those instructions appeared in a new policy manual, in a section called “Bias-Free Language.” But in a demand letter to San Diego Mayor Kevin Faulconer, Pacific Justice Institute called for the guidelines to be rescinded – which the city has now done on the eve of President’s Day and George Washington’s birthday. “We’re glad to see [the city] revoke this type of censorship and PC insanity,” says PJI president Brad Dacus. “At a time set aside to honor American icons to whom we owe our constitutional freedoms, it is offensive and indefensible that [the city] had directed its employees not to even mention the term ‘Founding Fathers.’” The attorney argues that the policy on bias-free language was unconstitutional. “The Constitution doesn’t allow [the city] to dogmatically impose their worldview and their perspective on the employees, much less dictate what an employee can say with regards to this perspective,” he states. And as Dacus points out, even justices on the U.S. Supreme Court and other courts have used the phrase “Founding Fathers” for a long time – not to mention that more than 1,500 decisions from those same courts have directly invoked the phrase. “You can be assured that we’ll continue to monitor the city to ensure that such censorship does not continue,” he concludes.

What is going on in America? Kids aren’t allowed to play tag, because it might be too rough. They play in leagues where no score is kept, so there won’t be a winner. They are taught that it’s ok to come “pretty close” to the answer as long as the kid “tries hard.” Now, there is a girls’ basketball team that got kicked out of its own league... because the team was too good!

That’s right. We have now come to the point where mediocrity is not only accepted, but it’s demanded. American exceptionalism? That concept appears to be long gone. As reported in the Daily Mail, a “girls’ basketball team has claimed they have been told they can no longer play in their local league because they are ‘too talented.’” The Rogers Area Youth Basketball Association (RAYBA) girls’ high school team in Minnesota say they were told by the North West Suburban Basketball League that they would be no longer welcome to play matches due to their ‘skill level’. They say that the news came in a letter just the day before they were due to play in a showcase tournament and while the girls were on a three game winning streak.

It read: ‘The Northwest Suburban Basketball League decided RAYBA does not fit into the league. ‘The main reason they made this decision is because other teams do not want to play RAYBA due to the skill level.’ This is what happens when the liberal mentality invades our schools and society. We get a mindset that thinks it’s better to be average than the best. We get rules that don’t let the crowd cheer too much so as not to make the other team feel badly. And now, we get a league in which the best team is kicked out

HUMOR

Air Lingus

Shortly after take-off on an outbound evening Air Lingus flight from Dublin to Boston, the lead flight attendant nervously made the following painful announcement in her lovely Irish brogue:

Ladies and gentlemen, I'm so very sorry, but it appears that there has been a terrible mix-up by our catering service.

I don't know how this has happened, but we have 103 passengers on board, and unfortunately, we received only 40 dinner meals. I truly apologize for this mistake and inconvenience.

When the muttering of the passengers had died down, she continued, "Anyone who is kind enough to give up their meal so that someone else can eat will receive free, unlimited drinks for the duration of our 5-hour flight.

Her next announcement came about 2 hours later: "If anyone is hungry, we still have 40 dinners available.

Hide and Seek

A wife gets home from work early and hears strange noises coming from the bedroom.

She rushes upstairs only to find her husband naked lying on the bed, sweating and panting. "What's up?" she asks. "I think I'm having a heart attack," cries the husband.

The wife rushes downstairs to grab the phone, but just as she's dialing, her four-year-old son comes up and says, "Mummy, Mummy, Auntie Tiffany is hiding in the wardrobe and she has no clothes on!"

The wife slams the phone down and storms back upstairs into the bedroom right past her husband. Rips open the wardrobe door and sure enough, there is her sister, totally naked and cowering on the floor. "You rotten witch!", she screams. "My husband's having a heart attack, and you're running around naked playing hide and seek with the kids!!"

Last but not Least – A Little Inspiration

No Matter how you feel –

Get Up –

Dress Up -

Show Up –

Never Give Up –

REMEMBER I've Seen Better Days but I Also seen Worse

I Don't have Everything That I Want

But I Do have All That I Need

I Woke up with Some Aches and Pain

But I Woke Up

My Life May Not Be Perfect –But I Am Blessed

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