



NEIA: The Best of Us



March 2021

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Message from FBI NEIA President



I want to report-out on the work of the FBI NEIA board. I believe our Board members deserve a large “thank you.”

This is because each of them has stepped forward, and invested time and talent in re-energizing the FBI NEIA. They made a commitment to the organization and to one another. That commitment is yielding results.

Over the last several months they have re-set goals and objectives and re-established our committees with accelerated working momentum.

Partnerships and memberships are growing.

Soon we will begin delivering information to members and others in the profession with a new format for us: virtual panel presentations.

Our first panel will be on the burden which America’s current immigration policies place on law enforcement at our nation’s borders and beyond. We will continue to provide information and thoughtful policy approaches to the kind

of pressing issues which occupy those of us guiding agencies through a time of conflict and controversy.

With your help we can continue to step up for you, as FBI NEIA members, our non-member colleagues, and our national and international communities the benefit of the combination of intelligence and experience and heart offered by ethical law enforcement leaders.

Thank you to our Board and our membership and our partners for stepping-up to move the FBI NEIA, its vision and its goals forward.

Sheriff Paul A. Pastor

NEI SESSION 43: AN EXTRAORDINARY ASSEMBLY OF TALENT



Sheriff Earnell Lucas
Milwaukee County, WI
NEI SESSION 43 REPRESENTATIVE

“I think this is the most extraordinary collection of talent, of human knowledge, that has ever been gathered together at the White House, ... with the possible exception of when Thomas Jefferson dined alone.” ~~President John F.

Kennedy Remarks on the occasion of honoring 49 Nobel Prize Winners at a White House Dinner on April 29, 1962.

President John F. Kennedy’s comment captures the sentiments of many entering the room on the first day of the National Executive Institute Session 43 in Fredericksburg, VA, on March 9, 2020. Fifty-three leaders representing six countries with over 1,200 years of knowledge



and experience in law enforcement, public safety and military operations from around the country and the world assembled to advance the cause of freedom and liberty throughout the globe. This truly does represent an extraordinary collection of talent and human knowledge.

Session 43 was welcomed by FBI Assistant Director Renae McDermott and FBI Deputy Director Dave Bowdich. They both offered words of inspiration and encouragement from their years of executive leadership experience at the FBI. They also touted the opportunity for our members to learn from the outstanding presenters and through our own lived experiences while at the NEI.

National Executive Institute Associates (NEIA) outgoing Executive Director Dick Ayres joined us to talk about the value of staying connected through the NEIA, an association of over 1,500 NEI graduates from around the world. NEIA assists law enforcement executives in developing partnerships and building networks to help make stronger and safer communities. We were also visited by incoming Executive Director Luther Reynolds.

The NEI Session 43 curriculum addressed topical issues and emerging trends in law enforcement and public safety by hosting practitioners from fields such as Wellness and Suicide Prevention, Leadership, Effective Communications, Constitutional and Legal Matters and Physical Fitness. Session 43 had the privilege of touring the home of James Madison, the fourth President of the United States in Montpelier, VA; the National Museum of the Marine Corps in Triangle, VA; the FBI Laboratory in Quantico, VA; and traveled along roads where some of the famous battles of the American Civil War were fought.

We departed Fredericksburg on Friday, March 13, 2020, returning to our homes and met by the Coronavirus pandemic. It remains one of the most pressing leadership challenges of

our generation. The pandemic caused all of us to find creative measures for keeping our members safe while continuing to serve and protect the people in our communities. It also presented a challenge for FBI leadership in hosting the second and third cycles of NEI Session 43, scheduled for Charlottesville, VA, and the Scottish Police College in Scotland, UK, in June and September 2020, respectively.

Then all the world witnessed one of the worst acts of man's inhumanity to man on May 25, 2020, with the murder of George Floyd at the hands of four former Minneapolis police officers. The video of Mr. Floyd's life being ended sparked protests around the country and the world by people demanding justice and calls for police reform. Cities across America, including a number in communities with law enforcement agencies led by Session 43 members, were rocked by protests, some turning violent. The turbulence brought on by the protests and the lingering pandemic brought changes in law enforcement leadership throughout 2020.

And if the forces of the pandemic and the protest were not challenging enough for our profession, the Presidential election of November 2020, brought additional challenges arising from the political divide in the United States.

[Click here to read the full article](#)



National Executive Institute
Session XLIII - Cycle One
March 9 - 12, 2020





A Look at Some New Initiatives

As outlined in our last newsletter, the FBI NEIA is enhancing our leadership training with a focus not only how we can deliver our collective experience and knowledge on the important issues we all face today to our own membership, but also share this with others in law enforcement. When appropriate we will also look to extend these “learning moments” beyond those who serve and protect, to those who are still involved in the challenges we face and developing the right solutions to meet them.

As part of this effort, we are looking at a variety of ways to accomplish this goal. One of the first initiatives is the launch of a new Webinar Series with the help of our partner ecoATM. While many organizations have been utilizing webinars for some time, this is new for the FBI NEIA and we are excited to use this avenue to further support our mission.

The first webinar will take place on April 27th at 4p.m. Eastern Time. It will deal with our Nation’s Border Security and the far-reaching issues across the country related to what takes place along our Southern Border. Please watch your email for more information.

Register Today

We are also looking at various in-person meetings, based on any limitations due to Covid. These meetings may be national, regional, and/or local in scope.

The FBI NEIA was created specifically for our members. With each new NEI graduating class we are fortunate to have leaders join our family bringing new perspectives, experience, and the ability to strengthen our Association. We are also reaching out to any NEI grads who may not have joined or have not been as active so we can continue the strong bonds and relationships which began at the NEI.

These are just a few areas we are working on and as plans progress we will share them with you. However, we want additional input and help from you on the further development of the work being done by our committees. These committees are:

- Membership/Diversity
- Corporate Partnerships
- Mentoring/Coaching
- External Partnerships
- Training
- FBI Relations
- Grant Development
- Marketing/Communications
- Awards

Please let Chelsea Frances know if you are interested to hear more about these committees and their goals and she will get you in touch with that Chairperson(s). She may be reached at Chelsea.fbinea@gmail.com



LAW ENFORCEMENT LEADERS

To Reduce Crime & Incarceration

Note: We recently spoke with Professor Ron Serpas, Ph.D. a Professor of Practice, Criminology and Justice at Loyola University in New Orleans. Prior to this he spent 34 years in law enforcement and served as the Superintendent of the New Orleans Police Department among other top positions.

His work with Law Enforcement Leaders is an important step in criminal justice reform.



1. Tell us about the organization. When was Law Enforcement Leaders formed and why?

Law Enforcement Leaders to Reduce Crime & Incarceration (“LEL”)

is comprised of over 200 current and former police chiefs, sheriffs, federal and state prosecutors, attorneys general, and correctional officials from all 50 states and across the political spectrum. Based on our collective experiences and data-driven and innovative practices, LEL believes that the country can reduce crime while also reducing unnecessary arrests, prosecutions, and incarceration.

LEL officially launched in 2015 in Washington, D.C., with a commitment to identify and implement solutions to be smart on crime and change the narrative on criminal justice reform. As police, prosecutors, and other system actors, LEL members know that the country can – and should – reduce incarceration while keeping down crime are committed to identifying and implementing solutions for lasting, sustainable change.

2. There is a lot involved in law enforcement reform, but what are your priorities?

Our founding priorities include:

- Reforming mandatory minimums
- Strengthening community-law enforcement ties

- Increasing alternatives to arrest and prosecution
 - Particularly: Mental Health, Substance Abuse, Chronic Homelessness
- Restoring balance to criminal laws
- Improving juvenile justice

In recent months, as the national conversation has focused extensively on improving policing practices and reimagining public safety, we have provided recommendations to improve law enforcement accountability and transparency and held a virtual event [Reimagining Policing: Building Community Safety and Police Accountability](#) to discuss potential areas for reform. In June, I provided [testimony](#) before the President’s Commission on Law Enforcement and the Administration of Justice (under the Trump Administration), which focused on the urgent need for law enforcement reform around police culture and use of force policies. LEL Senior Counsel Taryn Merkl and I also submitted extensive [written testimony](#) to the Commission, including detailed recommendations on those topics and reforms that will: (1) promote law enforcement accountability, (2) help build trust and legitimacy in communities, and (3) encourage the implementation of strategies to reduce unnecessary incarceration by addressing the social factors that often lead to criminal justice system involvement. This link will provide more information <http://lawenforcementleaders.org/priority-issues/>



3. I know this past year, you published a report which a lot of work went into. At the end of this article, we will have a link for our members to be able to download the full report. Can you talk about the major areas it covers?

Our report *Ensuring Justice and Public Safety Federal Criminal Justice Priorities for 2020 and Beyond* focuses on the following recommendations at the federal level:

- Reduce Unnecessary Incarceration by (1) ensuring First Step Act funding and implementation to reduce recidivism, (2) providing federal incentives to reform cash bail, and (3) ending license suspensions for traffic fees and fines.
- Increase Mental Health and Drug Treatment and Alternatives to Arrest and Prosecution by (1) assisting states in the implementation of diversionary programs, (2) funding the administration of treatment programs in jails and prisons, and (3) funding community treatment for drug addiction and mental health .
- Bolster Community Policing by (1) increasing federal funding for local departments through COPS and Byrne-JAG and (2) encouraging adoption of new, modern metrics of successful policing.
- Improve Juvenile Justice by incentivizing states (1) to “raise the age”, (2) reduce reliance on juvenile incarceration, and (3) end the practice of imposing criminal justice debt on youth and by (4) encouraging the federal government to provide national leadership on juvenile justice through OJJDP.
- Preserve and Expand Recidivism Reduction by (1) improving education and vocational training in jail and prison, (2) expanding access to housing and Medicaid, and (3) providing relief from collateral consequences for those with federal convictions.

[Click here to read full report](#)

4. Have you seen legislation changes as a result of the work you are doing?

Most recently, as a result of ceaseless advocacy from many groups, Congress restored Pell grant access for all eligible incarcerated people. Over the course of two years, we worked with many allies in our advocacy efforts, which included submitting several [letters](#) to Congress advocating the passage of the Restoring Education and Learning Act (the “REAL” Act) ([S.1074/H.R. 2168](#)); holding a [congressional briefing](#) together with Unlock Higher Ed, which brought together the perspectives of law enforcement and formerly incarcerated people; engaging in advocacy on the Hill with formerly incarcerated people and representatives of Unlock Higher Ed; and issuing a [briefing memo](#). Pell grant restoration was ultimately included in the federal budget bill—which [passed](#) in late December of 2020. Pell grant restoration was also included as a recommendation in our report under Preserve and Expand Recidivism Reduction (pg 19-20).

LEL also supported and engaged in [advocacy](#) in advance of the First Step Act’s passage, for which we were [recognized](#) by Senator Grassley.

5. Do you have any partnerships with other organizations within and outside of law enforcement

Many of our members are involved with or lead other law enforcement organizations including Law Enforcement Action Partnership (LEAP), International Association of Chiefs of Police (IACP), Fair and Just Prosecution (FJP), Major Cities Chiefs Association (MCCA), the Police Foundation, National Organization of Black Law Enforcement Executives, Center for Policing Equity, LEAD National Support Bureau, National Association of Former United States Attorneys, National Sheriffs’ Association, National Black Police Association, and many other groups in the field.

[Click here to read full article](#)



A Conversation With MCSA President and FBI NEIA Board Member Sheriff Peter Koutoujian, Middlesex, MA



1. What are some of the top priorities of America's Sheriffs?

I think a good deal of our efforts will focus on informing the debate around police and criminal justice reform.

In addition, as in the past MCSA is prepared to engage with members on issues related to investigations, corrections, behavioral health as well as officer safety. Another key area we are focused on is enhancing our abilities to access and analyze digital evidence, as well as preserving access to investigative tools and data.

Additionally, a key issue we were hoping to gain some traction on is the elimination of the Medicaid Inmate Exclusion Policy (MIEP), which currently bars incarcerated individuals from accessing their Medicaid benefit while in custody. This is a top priority of Sheriffs across the country because it would not only help our bottom line but significantly improve continuity of care for our returning citizens.

2. What are the challenges you and your peers face in running your offices?

Sheriffs face many of the same challenges that our local, state and national law enforcement partners are confronted with. This includes the ability to recruit and retain qualified diverse staffs that reflect the communities we serve. Across the nation, law enforcement agencies large and small are working to strengthen our workforce.

Community-based resources to address things like gang involvement, behavioral health and other issues also continue to be a challenge in many jurisdictions, but with these challenges, we're also seeing some incredible innovation.

In many counties we're seeing sheriffs partnering with non-profits, medical providers, educational institutions, clergy and others to develop diversion and treatment programs, as well as other interventions.

3. We spoke with Ron Serpas of Law Enforcement Leaders to Reduce Crime and Incarceration. Sheriffs clearly have a stake in what happens in this area. Can you discuss anything that MCSA as an organization is doing or perhaps you and others individually in the area of jail reform?

Law Enforcement Leaders (LEL) is a fantastic organization, and I was honored to join this impressive group as a founding member. In late 2019, I joined a LEL panel to present at a Congressional briefing on Capitol Hill calling for the restoration of PELL Grants for incarcerated individuals. We were elated to see it included in the most recent stimulus package passed back in December. The Middlesex Sheriff's Office is working diligently to prepare for the implementation of the law so we can be ready when PELL becomes available. Having greater access to post-secondary educational opportunities is one of the social determinants of health that we believe will reduce recidivism and increase public safety.

4. With more focus being placed on Mental Health in our society, are there any unique programs you can share of how Sheriffs are looking at or already working on reducing their role as Mental Health providers?

After the closing of mental health institutions across the country over the last few decades, we never saw the capacity for treatment replaced in the community. The responsibility to respond to the behavioral health needs of

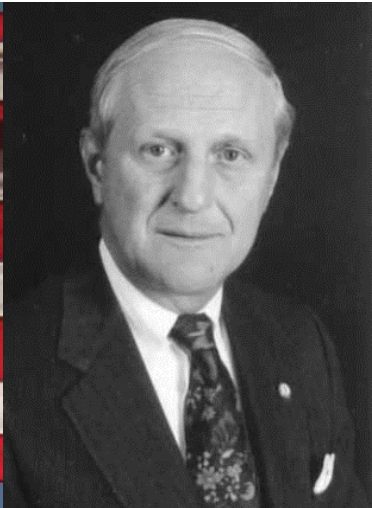
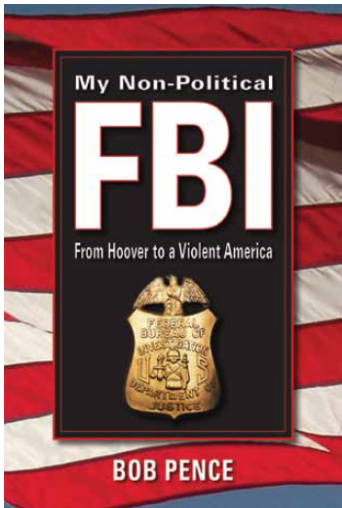


individuals in our community largely fell on local law enforcement and jails. For example, at the Middlesex Sheriff's Office 51% of inmate population has a history of mental illness. We have become the de facto treatment centers for our communities. The largest mental health institutions in the country are Cook County, Los Angeles County & Rikers jails. It is time that we lift this burden foist upon our local police departments and jails by re-investing in the necessary community supports to avoid future interaction with law enforcement. We are fortunate here in Middlesex County to have a robust network of clinicians working

alongside local police officers to respond to individuals in crisis as part of area co-responder initiatives. The co-responder model has proved to be tremendously successful at diverting individuals away from the jail and emergency departments and into treatment, which over time has saved millions in valuable tax payer dollars.

[Click here to read full article](#)

My Non-Political FBI by Bob Pence



Bob Pence of NEI Session 11, has been an FBI NEIA member and long time supporter of our association. He is excited to announce the publication of his book "My Non-Political FBI".

Pence found his dream job in being an FBI Agent.

Working his way up to Special Agent in Charge, Bob was assigned throughout the United States to combat crime for the Bureau. He was in the South during the civil rights unrest of the 1960s, was trained in Cantonese Chinese for assignments in the Big Apple, was responsible

for security at FBI Headquarters and all FBI properties throughout the world, and helped thwart the efforts of bank robbers, drug dealers, and outlaw motorcycle gang members.

Pence covers Bureau history, the addition of female Special Agents, and comments on the troubling trend he sees of violence in America. This book is an informative and loving look at the Bureau and the Special Agents who serve there.

"My Non-Political FBI" is available for \$30.

Two Easy Ways To Order

- 1) Website: www.FulcrumGroupBooks.com
- 2) Phone: 303-277-1623, M-F, 7 am–3:30 pm MST

FBI NEIA WEBINAR

CONDITIONS ON THE MEXICAN BORDER

CONDITIONS ON THE MEXICAN BORDER: IMPACT ON U.S. PUBLIC SAFETY

This presentation will provide public safety professionals with a detailed summary of conditions on the border delivered by expert panelists. We will provide a true global perspective on these issues from the very local perspective to a national level.

This information will be invaluable to attendees across the country as it will put into better focus the challenges we face and their potential impact on public safety.

Tuesday, April 27, 2021
4:00 p.m. Eastern

Register Today

This is a free webinar hosted by the FBI NEIA with support from our partner ecoATM.
For law enforcement only.

Panelists:



Chief Mark Napier
Cochise County, AZ SO



Colonel (ret.) Frank Milstead
AZ Dept. of Public Safety



Sheriff Peter Koutoujian
Middlesex, MA SO





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FBI NEIA Website

Visit FBI NEIA online at our association website. It has information, articles, newsletters and more.

www.neiassociates.org