



SOUTHERN POLICE INSTITUTE ALUMNI ASSOCIATION

2022 SPIAA QUARTERLY

The SPIAA QUARTERLY is the newsletter of the
Southern Police Institute Alumni Association

Assistant Editor Ron Cook, 34th President SPIAA

Assistant Editor Patrick Swift, 60th President SPIAA

Assistant Editor Terri Wilfong, Past National Secretary SPIAA



Karen Cordray
President
Southern Police Institute
Alumni Association



North Charleston, SC
Here We Come in 2022!

JANUARY 2022

**NEW YEAR
NEW BOARD**

Meet The Board



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ABOUT THE SPIAA

The Association Name: The name of the organization is the Southern Police Institute Alumni Association (SPIAA). The SPIAA was incorporated in 1951 by graduates of the SPI under the laws of the Commonwealth of Kentucky. The Southern Police Institute, University of Louisville (SPI), agreed to maintain an office onsite at its campus for the SPIAA. The mailing address for the SPIAA is: Southern Police Institute Alumni Association, University of Louisville, Louisville, KY 40292.

Purpose of the SPIAA: The purpose of the SPIAA is to support the SPI; to provide training and retraining for the alumni of the SPI; and to provide a means of communication among the alumni, the SPIAA and the SPI. SPIAA members may raise funds to support scholarships for the Institute and assist the other activities of the SPI.

Membership in the SPIAA: A graduate of the SPI courses (Administrative Officers Course-AOC, Command Officers Development Course-CODC, and SPI Seminar) may join the SPIAA by completing an application at [SPIAA.org](https://spiaa.org) and paying the dues. An SPIAA Life Membership is requested through the Secretary and approved by the Board during its annual business meeting.

Gold membership = Life time membership \$375.00 (restricted to members of the SPIAA Board)

Silver membership = 5 year membership \$225.00

Bronze membership = Annual membership \$50.00

Retired membership = Annual membership \$25

Membership details are in the bylaws of the SPIAA, available online at [SPIAA.org](https://spiaa.org).



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MESSAGE FROM THE EDITORS of the SPIAA QUARTERLY

We are embarking on a new year—2022. After 2020 and 2021, we are as ready as you for new experiences, the in-person closeness and warmth of family and friends, and new adventures . We wish everyone a safe and happy 2022.

The National Law Enforcement Memorial Foundation Honor Guard signup registration will begin in February for National Police Week May 2022. Signup detail will be available on their website, <https://nleomf.org/memorial/programs>.



The latest numbers of law enforcement officer deaths are on page 12, or view the source at <https://nleomf.org/memorial/facts-figures/officer-fatality-data/causes-of-law-enforcement-deaths/>.

In 2021, the names of 394 officers killed in the line of duty were added to the National Law Enforcement Officers Memorial in Washington, DC. These 394 officers included 295 (182 fatalities are COVID-19-related) officers who were killed during 2020, plus 99 officers who died in previous years but whose stories of sacrifice had been lost to history until now.

The NLEOMF wants to remind everyone about the family programs at The National Law Enforcement Museum in Washington, DC. Explore and learn through a variety of educational experiences involving hands-on activities and enriching experiences for the entire family. Visit the website at <https://nleomf.org/museum/programs/family/> for details.

If you have news you wish to share with the membership, please contact the editors below.

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MEET THE SPIAA BOARD



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127th AOC

Deputy Chief Karen Cordray began her law enforcement career with the North Charleston Police Department in June 1992. She worked with the City's Information System Department in implementing the first computers as well as assisting with the selection/installation of the Police Department's Record Management System.

Deputy Chief Cordray started the first Crime Analysis Unit in the area in 2000. She was a member of the Geospatial Working Group as well as being certified in Geographic Profiling with the National Institute of Justice.

Deputy Chief Cordray has spent time in the Patrol, Investigations, Administrative Services Divisions as well as the Office of Professional Standards/Accreditation. She was promoted to the rank of Deputy Chief in June 2018, becoming the department's first female in the position. Deputy Chief Cordray's current assignment is Commander of the Patrol Division.

When not working, Deputy Chief Cordray enjoys watching sports (especially NFL football), reading and spending time with her friends, family, and dogs.

Deputy Chief Cordray was highlighted in the series, Women in Blue. You can watch the video at <https://fb.watch/9NPYuGn0Oq/>.



1st VICE PRESIDENT
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138th AOC

The headlines read: **The first female officer ever hired by**

the Erlanger Police Department is now the first female Lieutenant in the department's history.

The headlines are about Lieutenant Kim Klare and you can read more at <https://erlangerky.gov/news-and-announcements/erlanger-police-promote-kim-klare-as-departments-first-female-lieutenant/>.

Kim's career began at the Erlanger Police Department in July of 2001. She served as a Hostage Negotiator with the Regional SWAT team for 14 years, a Detective from 2009-2012, and as a Field Training Officer. In February 2016, she was promoted to the rank of Sergeant and attended the Academy of Police Supervision at the Department of Criminal Justice Training. In 2017 she was awarded the Cynthia Jean and George Nichols III National Scholarship to attend the Southern Police Institute Administrative Officers Course, class 138. 1st Vice President Klare says she is looking forward to hosting the National Conference in 2023, as the SPIAA President!

She was promoted to the rank of Lieutenant in January of 2021. She says, "My career has been very rewarding to serve in the city in which I grew up. I am very proud of our community and believe it is one of the best! I am blessed to have the support of my family throughout my career. I have been married to my husband, Doug, for 14 years and we have 3 amazing children Jaiden, Drew, and Chloe."



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2nd VICE PRESIDENT

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133rd AOC

Captain Kurt Zempel has been with the Sheboygan Police Department since 2003 and is currently the captain of the patrol division. His previous assignment was as the lieutenant and shift commander on third shift patrol, a position he held for more than three years. Prior to this assignment, he was the commander of the Sheboygan County Multijurisdictional Enforcement Group, the county's drug unit, for more than two years, and also spent three years as a sergeant and field supervisor for second shift patrol. He served as committee chair of the department's Law Enforcement Explorer Post, supervised the crash and crime scene reconstruction team, and is an instructor for Fair and Impartial Policing and member of the Honor Guard. He was co-commander of the Emergency Response Team (SWAT) for four years.

Prior to his promotion to sergeant, Kurt spent three years as a general-assignment detective. He also was assigned to the Sheboygan Police Department's Street Crimes Unit, a specialized investigative, interdiction and intelligence-gathering unit focused on street-level crime, for more than two years.

In 2017, Kurt was selected as an instructor in the Leadership in Police Organizations™ curriculum by the Wisconsin Department of Justice, a three-week leadership course developed by the IACP, and instructs law enforcement leaders from agencies around the state.

Kurt received a bachelor's degree, summa cum laude, in Criminal Justice Management from Concordia University – Wisconsin in 2003. He obtained a Master of Public Administration (MPA) degree from the University of Wisconsin – Oshkosh in 2013, receiving the Steven Hintz MPA award which recognizes academic excellence and community involvement among MPA graduate students. His graduate field project, "Putting Police in the Box: The Effectiveness of Data-Driven Law Enforcement", was nominated for the UW-Oshkosh Distinguished Masters Research Award in 2013. He was class president of the 133rd Administrative Officer's Course at the Southern Police Institute, University of Louisville, where he received the Dr. William Walsh Director's Award for academic achievement.

Kurt lives in his hometown of Sheboygan with his wife and has two adult sons, and was proud to be their Scoutmaster and help them both earn their Eagle Scout rank. He is a lifelong musician, performing in various capacities on piano, voice and trumpet, and completed his first Ironman triathlon in 2018.



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3rd VICE PRESIDENT
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88th AOC

Chief Delmore entered law enforcement in 1979 as a police dispatcher in a suburb of St. Louis. In 1982 he became a police officer in southwestern Illinois where he served as a patrol officer, undercover narcotics investigator, major case squad investigator, patrol sergeant, watch commander, criminal interdiction unit commander, deputy chief of police, and chief of police.

In 2010 following a nation-wide recruitment, Delmore began leading the Gulf Shores Police Department.

He earned a Bachelor of Arts Degree from Western Illinois University and a Master of Arts Degree from Webster University in St. Louis, Missouri. He is a graduate of the Administrative Officer's course at the University of Louisville's Southern Police Institute (88th) and of the FBI National Academy (205). Delmore has instructed thousands of officers throughout the United States in leadership, interviewing techniques, body language, criminal apprehension techniques, and officer safety.

He is a private pilot, certified scuba diver, rescue diver and public safety diver.

He and his wife, Ann, have three grown children and one granddaughter. Ann is retired veteran police officer with more 22 years of service. Their daughter, Alyssa, is a Foley, Alabama Police officer and their son, Ryan, is a Baldwin County, Alabama Deputy Sheriff.



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138th AOC

Kathy was born in Kansas City, Missouri, and grew up in a small rural town in Kansas. She started her career in law enforcement in 1995 in Overland Park, Kansas. Overland Park is a suburban community of the Kansas City Metropolitan Area.

Kathy worked in the Patrol Division and Community Policing Unit as an officer. Kathy was promoted to sergeant in the Patrol Division in 2000, where she remained until her promotion to Lieutenant in 2007, where she served in the training unit. She oversaw the Field Training Program for recruits, scheduled in-service training, and liaison with the Johnson County Regional Police Academy.

Kathy rose to the rank of Captain in 2012 and served in various roles, such as a commander in



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Patrol, Traffic Safety, Communications, and Investigations. In addition, she was instrumental in implementing and coordinating a Peer Support Program for the police department and privatizing the School Crossing Guard Program.

In 2021, Kathy was promoted to Police Major and served as a Division Commander for the Downtown Division, which serves North Overland Park. The Downtown Division encompasses the Patrol Section, the Behavioral Health Unit, School Resource Unit, Community Policing Unit, and the Traffic Safety Section. In addition, she has oversight of the newly expanded behavioral health unit, which she and the staff named the Overland Park Crisis Action Team (OPCAT). The OPCAT consists of Crisis Intervention Specialists (CIT) and licensed civilian social workers known as Co-Responders, who respond to mental health crisis calls.

Kathy holds a Master of Public Administration from Kansas University and a Bachelor of Science in Criminal Justice from Washburn University. In addition, Kathy is currently completing a second Master's Degree in Criminal Justice from the University of Louisville. Kathy is a proud graduate of the Administrative Officer's Course, AOC 138 at the Southern Police Institute, Louisville, Kentucky. Additional training includes Northwestern University, FBI-LEEDA, Supervisor Leadership Institute, Kansas University Supervisor Leadership Training, IACP Leadership in Police Organizations (LPO). She is a graduate of the Overland Park Leadership Forum.

In her spare time, Kathy volunteers helping families in the nationally known "Strengthening the Families Program," teaching life skills to families. In addition, due to her love for animals, she volunteers her time to an organization, "Always and Furever," helping senior or misplaced dogs.

Kathy contributes her strong leadership skills back to the inherent values she gained in her youth. She strongly believes our ability to lead and inspire others begins with our back-story and core values. Kathy is passionate about diversity and equality for all in law enforcement. Kathy states, "Treat everyone with respect and dignity because it is a foundation for a healthy and successful organization." She has been a long-time participant in a local women's public safety network, including women from various public safety careers providing support and mentorship. Kathy states, "My career in law enforcement has been so rewarding. I cannot imagine doing anything else."



IMMEDIATE PAST PRESIDENT

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130th AOC



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QUARTERLY NEWS



Eric Daigle, Daigle Law Group <https://daiglelawgroup.com/>

SCOTUS and Qualified Immunity – City of Tahlequah, Oklahoma v. Bond, 20-1668

November 2, 2021

In the second of two SCOTUS opinions released on the subject of qualified immunity, the Court overturned a 10th Circuit Court of Appeals decision. The Tenth Circuit Court relied on case law that “allows an officer to be held liable for a shooting that itself is objectively reasonable if the officer’s reckless or deliberate conduct created a situation requiring deadly force.¹” SCOTUS emphatically stated, “[w]e need not, and do not, decide whether the officers violated the Fourth Amendment in the first place, or whether recklessly creating a situation that requires deadly force can itself violate the Fourth Amendment. On this record, the officer plainly did not violate any clearly established law.²” The Supreme Court continued that none of the cases which the 10th Circuit Court of Appeals relied on “clearly established” that the officers conduct was unlawful.

FACTS

On August 12, 2016, officers responded to a 911 call from a woman who stated that her ex-husband, Dominic Rollice, was in her garage, intoxicated and would not leave. The caller told the dispatcher the police assistance was needed otherwise, “it’s going to get ugly real quick.” And although Rollice did not live at the residence, he stored his tools in the garage.

Officers arrived on scene and were led to the garage where they encountered Rollice; body-worn cameras captured the interaction. Officers remained in the doorway and began speaking with Rollice who “appeared nervous” and was “fidgeting with something in his hands.” Rollice was also concerned that he was going to be taken to jail. Officers asked

if they could pat Rollice down for weapons, but Rollice refused.

As officers continued speaking with Rollice, one of the officers took a step forward toward the doorway and in response, Rollice took a step back. Rollice, while still speaking with officers, turned and walked towards the back of the garage where tools were hanging above a workbench. Officers followed Rollice into the garage, but no officer came within six feet of Rollice. According to officers they repeatedly ordered Rollice to stop, but he did not comply.

Rollice then grabbed a hammer from the wall and turned towards the officers. Rollice then “grasped the handle of the hammer with both hands, as if preparing to swing a baseball bat, and pulled it up to shoulder level.” Officers ordered Rollice to drop the hammer. Rollice did not drop the hammer, rather he moved to his right, coming out from behind a piece of furniture, providing him with an unobstructed path towards one of the officers. At this point, Rollice “raised the hammer higher back behind his head and took a stance as if he was about to throw the hammer or charge at the officers.” In response to Rollice’s actions, two of the officers discharged their weapons, killing Rollice.

Rollice’s estate brought suit against the officers under 42 U.S.C. §1983 for violating Rollice’s Fourth Amendment right to be free from excessive force. The District Court granted the officers’ motion for summary judgement stating that the officers’ use of force was reasonable and the officers were protected by qualified immunity. The case was then appealed to the Tenth Circuit Court of Appeals.



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10th CIRCUIT COURT OPINION

The Tenth Circuit Court of Appeals allows for an officer to be held liable for an objectively reasonable shooting if the officer’s “reckless or deliberate conduct created a situation requiring deadly force.³” The 10th Circuit concluded that a jury could find that officers’ actions of stepping towards the suspect and “cornering” him in the back of a garage “recklessly created the situation that led to the fatal shooting, such that their ultimate use of deadly force was unconstitutional.⁴” The 10th Circuit relied heavily on the case of *Allen v. Muskogee* to hold that the officers’ conduct was unlawful.

SUPREME COURT’S OPINION

The Supreme Court noted that the case relied on by the 10th Circuit Court was “dramatically different from the facts here” and therefore concluded that such did not “clearly establish” that their “conduct was reckless or that their ultimate use of force was unlawful.” The Court noted that the facts of the *Allen* case were that officers responded to a potential suicide call by sprinting towards a parked car, screaming at the suicidal party and attempting to remove a gun from the suicidal party’s hands. In contrast in *City of Tahlequah*, officers engaged in conversation (de-escalated), allowed the subject to move around and gave him 6-10 feet of room, and did not raise their voices until the subject picked up a hammer.

The Court again discussed the legal standard for qualified immunity stating that qualified immunity protects officers from liability so long as their conduct “does not violate clearly established statutory or constitutional rights of which a reasonable person would have known.⁵”

The Supreme Court continued its discussion by addressing the need for “specificity” in the Fourth Amendment context and warned the courts about addressing “clearly established” law at too high a

level of generality. The court stated, “[i]t is not enough that a rule be suggested by then-existing precedent; the ‘rule’s contours must be so well defined that it is “clear to a reasonable officer that their conduct was unlawful in the situation confronted.⁶”

As the court noted in the companion case, *Cortosluna*, neither the court nor the respondent identified any precedent finding Fourth Amendment violation under similar circumstances thereby indicating that the officers’ conduct was unlawful. As such, the Supreme Court concluded that the officers are entitled to qualified immunity.

TAKEAWAYS

The facts matter. In order to receive the protection of qualified immunity, officers must not violate “clearly established” statutory or constitutional rights. As we have now seen from the two qualified immunity cases of this Supreme Court session, the Court has reaffirmed that in order to be “clearly established” through precedent case law, the facts must be specifically similar and not generally the same. The court made this statement in both *Cortosluna* as well as in this case here. Therefore, officers need to be aware, and department training must consist of a review of relevant case law on point and on a regular basis. This review should not only discuss the holding of the cases, but a review of the facts as well.

1 595 U.S. __ (per curiam) (slip op at 2)

2 Ibid at 3

3 595 U.S. __ (per curiam) (slip op., at 2)

4 Ibid at 3

5 *Pearson v. Callahan*

6 *District of Columbia v. Wesby*

Download as PDF



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Eric Daigle, Daigle Law Group <https://daiglelawgroup.com/>



If You Have to GOOGLE It, It Isn't Probable Cause

In our review of the United States v. Arredondo, 996 F.3d 903 (8th Cir. 2021) [[view here](#)] we discuss the plain view exception. The plain view exception authorizes an officer to seize an object without a warrant if: (1) the officer lawfully arrived at the location from which he or she views the object; (2) the object's "incriminating character" is "immediately apparent"; and (3) "the officer has a lawful right of access to the object itself."

Our case today involves the seizure of drugs after a Deputy had to use his phone to research if what he was holding was a controlled substance or not. As we all know researching the internet for help at our job doesn't always turn out in our favor. Let's see if Deputy Fenton had any luck with his search.

FACTS

On January 5, 2019, around 10:00 p.m., Deputy Eric Fenton was dispatched to Dane Arredondo's house after a neighbor reported hearing a woman screaming and crying inside the residence. When Deputy Fenton arrived, Dane's brother, David answered the door. David volunteered that his girlfriend, Ashley, who was "really drunk," was down in the basement. In the basement, Deputy Fenton found Dane and Ashley sitting on a mattress on the floor.

After other officers arrived, Deputy Fenton accompanied Dane upstairs to retrieve his identification. At some point, David came upstairs, and Deputy Fenton directed him to sit on one of the couches. During that time Deputy Fenton happened to glance at a different couch behind David and saw some small clear medicine vials. Picking one up, Deputy Fenton asked, "What are these?" David responded that Dane is a paramedic "so he has a prescription". Deputy Fenton then grabbed another small vial off of the couch and held it up to read the label, identifying it as a Ketamine vial. Deputy Fenton asked David if Dane had a prescription for Ketamine.

David indicated Deputy Fenton should look in a black box, which contained Dane's paramedic license. Deputy Fenton, uncertain of the nature of the drugs, researched on his phone if any of the vials contained controlled substances. In addition, another officer told Deputy Fenton that he would have to investigate whether Dane could be charged with possession of a controlled substance, as Dane was a paramedic.

After determining that at least some of the empty vials previously contained controlled substances, the officers placed the vials in evidence bags.

The government subsequently charged Dane with several drug-related offenses. Dane filed a motion to suppress the vials, arguing their warrantless seizure by the officers violated the Fourth Amendment. The district court agreed and suppressed the vials because their "incriminating character" was not immediately apparent; therefore, they were not subject to seizure under the plain view exception to the Fourth Amendment. The government appealed.



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EIGHTH CIRCUIT OPINION

In this case, even assuming that the first and third prongs of the plain view exception were satisfied, (the officer entered lawfully and had a right to the object) the court held the second prong was not met because the “incriminating character” of the vials was not “immediately apparent.” For an item’s “incriminating character” to be “immediately apparent,” the officer must have probable cause to associate it with criminal activity.

The court concluded that Deputy Fenton possessed no such probable cause. When he came upon small glass containers that looked similar to containers that hold common household items, such as contact lenses, essential oils, or medications for insulin or fertility, there was no basis to immediately suspect contraband. Whether the vials contained contraband was even less immediately apparent here, as they were observed on a dark couch in a poorly lit room in a residence where Deputy Fenton knew one of the occupants was a paramedic. While Deputy Fenton believed that the vials laying on the couch “seem[ed] a little odd,” something seeming “a little odd” is usually a hunch and not probable cause. In addition, although the officers witnessed strange behavior from Dane, David, and Ashley, the presence of bottles and cans strewn about the basement floor and upstairs living room gave the officers reason to believe that the three individuals inside the house were drunk, which is not a crime. When Deputy Fenton picked up the vials, held them higher to get a better view, and turned them to read the labels, he had no idea of the contents. At that moment, the vials had been searched and seized before Deputy Fenton had probable cause to believe they were an illegally possessed controlled substance.

The court also noted that there were no facts to suggest that Deputy Fenton had specialized expertise or training regarding narcotics, so his specific knowledge could not be a basis for finding probable cause. In fact, after picking up and reading a vial, Deputy Fenton did not know whether Ketamine was even a controlled substance. He also used his phone to conduct research. Similarly, another officer told Deputy Fenton that he would have to look into whether Dane could be charged with possession of a controlled substance since Dane was a paramedic. Deputy Fenton had nothing more than a hunch that the vials could be incriminating, which is not enough for the plain view exception to apply.

TAKEAWAYS

As we have said in past updates, we may have years of experience or a gut feeling that something is off, but that will not hold up in court. If Deputy Fenton had a suspicion that something was off with the vials he found, he could have gotten a warrant or even called in an expert on controlled substances. As the Court said here, Deputy Fenton had to look up on his phone whether what he had found was a controlled substance, and another officer wasn’t even sure if they could arrest a paramedic on those charges. In this situation officers would have been better off documenting everything they found with pictures and writing a detailed report so that there was no tampering of evidence, and they could come back with an expert and a warrant. Deputy Fenton felt that something was off, and it is those gut feelings that make a good investigator, but we also must follow proper protocol.



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CAUSES OF LAW ENFORCEMENT DEATHS 2016-2020

Causes of Law Enforcement Deaths	2016	2017	2018	2019	2020	TOTAL
AIRCRAFT ACCIDENT	1	2	0	0	1	12
AUTOMOBILE CRASH	29	32	30	25	25	311
BEATEN	1	6	3	2	1	19
BOATING ACCIDENT	0	2	0	0	0	3
BICYCLE ACCIDENT	0	0	0	0	0	0
BOMB-RELATED INCIDENT	0	0	0	0	0	8
FIRE-RELATED INCIDENT	0	0	0	1	0	1
DROWNED	2	5	4	1	3	25
ELECTROCUTED	0	0	0	0	0	3
FALL	2	0	0	0	0	18
HORSE-RELATED INCIDENT	1	0	0	0	0	2
JOB RELATED ILLNESS	49	74	71	38	21	456
COVID-19 RELATED DEATHS	0	0	0	0	182	182
MOTORCYCLE CRASH	10	6	5	1	3	56
POISONED	0	0	0	0	0	0
SHOT	67	46	53	51	45	514
STABBED	1	1	0	0	0	11
STRANGLER	1	0	0	1	0	5
STRUCK BY FALLING OBJECT	0	0	0	0	0	0
STRUCK BY TRAIN	0	0	2	0	0	4
STRUCK BY VEHICLE	16	10	15	19	14	131
TERRORIST ATTACK	0	0	0	0	0	1
	180	184	183	139	295	1762
	2016	2017	2018	2019	2020	TOTAL
MALE OFFICERS KILLED	171	168	167	128	271	1632
FEMALE OFFICERS KILLED	9	16	16	11	24	130
PERCENTAGE OF OFFICERS KILLED WEARING BODY ARMOR IN GUNFIRE DEATHS	73%	67%	79%	72%	82%	



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U.S. DEPARTMENT OF JUSTICE

Office of Justice Programs

BJS RELEASES CAPITAL PUNISHMENT, 2020 – STATISTICAL TABLES

Office of Justice Programs 12/10/2021 10:09 AM EST

FOR IMMEDIATE RELEASE CONTACT: TANNYR WATKINS, 202-532-3923

FRIDAY, DEC. 10, 2021 TANNYR.M.WATKINS@OJP.USDOJ.GOV

WASHINGTON — The Department of Justice’s Bureau of Justice Statistics today released *Capital Punishment, 2020 – Statistical Tables*. This report presents statistics on persons who were under sentence of death in 2020, state and federal death penalty laws in 2020 and historical trends in executions. It provides data on which jurisdictions have the death penalty, which jurisdictions carried out an execution in 2020 and which methods of execution are authorized in each jurisdiction. The report also presents demographics (including sex, race and ethnicity, age and education) and criminal history of prisoners under sentence of death. An advance count of executions in 2021 is also provided. BJS collects information about capital punishment each year through the National Prisoner Statistics program

TITLE: *Capital Punishment, 2020 – Statistical Tables* (NCJ 302729)

AUTHOR: BJS Statistician Tracy L. Snell

WHERE: bjs.ojp.gov

Other New Releases

[Capital Punishment, 2020 – Statistical Tables](#)

[Mortality in State and Federal Prisons, 2001–2019 – Statistical Tables](#)

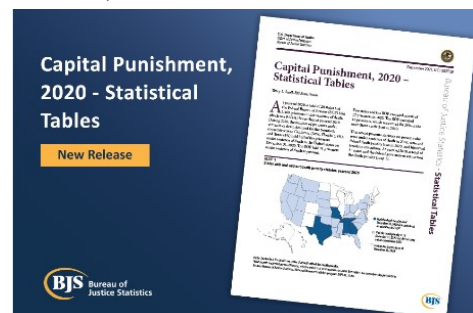
[Mortality in Local Jails, 2000–2019 – Statistical Tables](#)

[Non-U.S. Citizens in the Federal Criminal Justice System, 1998–2018](#)

[Federal Prisoner Statistics Collected under the First Step Act, 2021](#)

[National Crime Victimization Survey \(NCVS\) Dashboard \(N-DASH\) Tool](#)

[Census of State and Federal Adult Correctional Facilities, 2019 – Statistical Tables](#)





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Evidence-Based Policing: A Foundation for Strategic Recruitment

December 2021 | Volume 14 | Issue 12



COPS

Community Oriented Policing Services
U.S. Department of Justice

Recruitment videos can be a valuable branding and recruitment tool for law enforcement organizations. In addition to attracting potential applicants, recruitment videos have the potential to increase community support and boost officer morale by highlighting the agency's unique attributes. To create a video and generate recruitment materials that achieve these goals, it is important to have a foundation on which to base strategic planning and marketing efforts.

South Carolina's [City of Charleston Police Department](#) (CPD) has been successful at using evidenced-based policing research to formulate creative marketing and recruitment content. The recruitment unit collaborated with researchers at [Clemson University](#) and the [University of South Carolina](#) to examine the impact of different recruiting imagery on those universities' criminal justice students. The CPD considered the study's findings, which indicated what draws good candidates to the field, in designing and developing their first recruitment video for the department.

This effort was led by Senior Police Officer Terry Cherry, a [National Institute of Justice](#) (NIJ) [Law Enforcement Advancing Data and Science](#) (LEADS) scholar, in collaboration with Clemson professor and NIJ LEADS academic Kyle McLean. It was executed by the CPD's Recruitment and Selection Unit Supervisor, Sergeant Anthony Gibson.

SPO Cherry and Sgt. Gibson were aware that in the private sector, companies traditionally conduct a market analysis to understand their customer base and develop a successful marketing strategy. But after online investigation and communication with other agencies, they discovered that law enforcement agencies seldom use such research and analysis tools and that decisions on what content goes into recruitment videos are often made by executive leadership based on traditional beliefs and personal opinions.

Creating a Branding Message Based on Research and Analysis

The Clemson and USC researchers began by surveying 254 students in the colleges' criminal justice programs to evaluate their reactions to tactical versus community imagery and messaging. The researchers examined how these images and messages affected students' willingness to become police officers.

In addition to collecting the students' demographic information, the survey asked three questions: (1) Can you see yourself becoming a police officer; (2) can you see yourself as an officer at the CPD; and (3) do the video's message and visual content reflect a police department you would want to join?

The students were then asked questions about traditional recruiting videos to assess their interest in a law enforcement career. Two of the strongest positive motivators were (1) a chance to make a positive impact as police and (2) a chance to make a positive impact on the community.



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Using what they learned from these efforts, the CPD recruitment unit developed their video's storyline, showcasing the ability to make an impact and welcoming all individuals to apply to an organization where they can make a difference.

Branding a Department in an Age of Social Media

Asked how the survey's findings were applied to their video, SPO Cherry said, "Everything we did was intentional." To keep the scenes with officers organic and natural, they did not script the content. "Though they knew the general themes, we didn't tell them what we were going to ask before filming started, so their answers were unrehearsed," said Sgt. Gibson.

He added, "We filmed situations that demonstrated the message we wanted to convey without actually saying it, to communicate more visually with imagery than verbally with words."

"Though the tactical imagery appealed to some of the surveyed students, the service imagery was more attractive so that is what we focused on," said SPO Cherry.

They also tried to keep the video as realistic as possible. "Though we did have to close roads for the motorcycle scene, we conducted the scenes like real training scenarios to capture organic footage," said Sgt. Gibson.

The entire evidence-based project, beginning to end, took approximately three years. The final product, a video titled **No Better Time Than Now**, was released in July 2021 and can be viewed on YouTube through <https://www.youtube.com/watch?v=NNT9Ce-geTU>.

A Morale Booster as Well as a Recruitment Tool

The video gained overall support both within the department and from the public, drawing a lot of online views and praise on social media.

"It was a morale booster," said Sgt. Gibson. "Just from speaking to officers who saw it, we know that they were proud of it and they saw, on a larger scale, what the department can accomplish."

As for its effect on recruitment, Sgt. Gibson said that since the video's posting in July, the CPD has had applications from qualified and talented people who related to the video's messaging, and the department is hiring diverse candidates with a heart of service.

National Efforts to Advance Evidence Based Recruitment

According to Sgt. Gibson, police departments from around the nation have reached out to learn more about the CPD's evidence-based recruitment strategies and research efforts. "Though our video is Charleston-specific, we are sharing information and lessons learned that can be useful to others and have support from our executive leadership to do this," he said.

Asked what she would say to other departments thinking about creating future recruitment videos, SPO Cherry said, "Your decision-making should be driven by research, and your big push should be social impact and service."

To learn more about the CPD's collaborative recruitment research and how it was applied to the project, please reach out to SPO Cherry at cherryt@charleston-sc.gov or 843-725-9619 or to Sgt. Gibson at gibsona@charleston-sc.gov or 843-870-4175. They are willing to provide a copy of their 2021 IACP Conference virtual presentation on evidence-based policing or assist with recruitment questions.



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THE BEAT

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NEW EPISODE

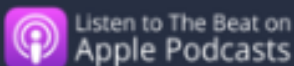
Marc Hildebrand – First Responder Fitness: Rethinking the Work-Life Balance



Marc Hildebrand is a currently serving law enforcement officer with over 18 years of experience. He struggled through a 100-pound weight loss journey while losing touch with his family and blamed it all on the unavoidable demands of police work. After successfully getting into the best shape of his life and establishing emotional balance, he now works to help other officers get in shape, connect with their families, and change

the trajectory of their careers through his First Responder Fitness program.

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Download https://cops.usdoj.gov/html/podcasts/the_beat/10-2021/TheBeat_Marc_Hildebrand.mp3

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QUARTERLY NEWS

Background Investigations – Your department’s most important investigation.



Joseph A. Race, Esq., Daigle Law Group
Captain (Ret.) Madison Police Department

While it seems like an overstatement, let’s examine further. There is no doubt that the applicant pool is shallower than it has ever been. We have witnessed a precipitous decline in applications, and of those who apply, a substantial number are unqualified for the position. We are finding it nearly impossible to fill our ranks from the applicant pool and this, coupled with our already declining ranks due to retirements and resignations, has led to a frantic situation where we feel we need to fill the seats fast; we need to get officers on the road. However, I will caution everyone that despite the need, we need to approach our background investigation process pragmatically, systematically and with a plan.

Failure to conduct a proper background investigation can lead to years of irreparable damage to your agency.

A proper background investigation can take between three and six months; a small period of time in a career that could span twenty to twenty-five years or more. A failure in this small window of time can lead to an employee who does not fit the agency culture or doesn’t mesh well with the other members of the agency or even worse, with the members of your community. This can lead to a disgruntled employee for the duration of their career and years of work after their departure to fix the damage that was done. Damage could be caused in the form of civilian complaints, civil lawsuits, Internal Affairs Investigations, increased training costs, depleted morale of the other employees and damage to the extent that it could cause the loss of the job of the CEO. Sounds like a stretch? As an agency falls, it will be the leader that falls first; bad press and questions from the public about institutional integrity will lead to the end of the term of the CEO. We have witnessed this before.

What do we do? How can we prevent this? We need to have a plan on how to conduct a complete and thorough background investigation and we must adhere to that plan.

While you should already have a recruitment plan, we will start with the process after the applicant has made it through the written exam, oral boards and physical testing. Once an applicant has their Conditional Offer the background process can begin.

Your background investigation process needs to be consistent, reasonable, relevant and job related. Consistency is crucial. Every candidate must be subjected to the same investigatory elements and the same process. The process itself must be reasonable, relevant and job related. This is why a consistent plan is important; to ensure that all candidates are treated fairly, are completely vetted and are evaluated on relevant, job-related criteria. It is important that this investigation process be documented; both in terms of the results of the investigation as well as having a documented background investigation plan. If the results of a background investigation are ever called into question, the agency can rely on its documented



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background investigation plan to demonstrate the appropriateness and consistency of the investigation and ward off any potential liability.

The same qualifying credentials must be reviewed for each candidate. The background investigation must include a review of the same minimum standards: a criminal history check, professional and personal reference checks, education verification, employment history, military history (if applicable) and review of any state or federal database for officer certification (lateral candidates). Additionally, if polygraph, psychological and medical examinations are used, the exams and the use of the results from the examinations must also be consistently applied. It is important to remember that it will likely not be a single incident, save a major criminal violation, that disqualifies a candidate, but rather, a culmination of numerous smaller incidents which will paint a clearer picture of the character of the candidate you are evaluating.

These standards are no less important when hiring a lateral candidate. In fact, it may be more important, and you may have more investigatory information available with the lateral candidate's employment history. Furthermore, the lateral candidate's influence within a department can be more influential and can therefore cause even more internal and external damage if not properly vetted.

Despite the current bleak outlook on hiring, we cannot take shortcuts in the process. To do so would be the self-fulfilling prophecy; we would be hiring the caliber of candidate that will cause the problems that society currently believes we are creating. We must continue to thoroughly vet all candidates. We need to have a systematic process to find the caliber of candidate that will successfully represent our agencies for years to come.

Joseph Race is an attorney with the Daigle Law Group where he specializes in policy and accreditation issues. Mr. Race is a retired Captain from the Madison (CT) Police Department where he worked as the Administrative Officer in charge of training, accreditation, public information, and policy issues. Mr. Race is a graduate of the 270th FBI National Academy and the Southern Police Institute's 76th Command Officer Development Course.



The National Police Foundation, with funding support from, and in collaboration with, the Office of Community Oriented Policing Services (COPS Office) has established a mental health and wellness (MHW) community of practice (CoP). We are proud to be able to make available a series of recorded webinars that address a

number of MHW concerns. A new webinar will become available the 1st and the 15th of each month with the last webinar being posted April 15, 2022. This month, two webinars were released:

- [Peer Support in Small and Rural Organizations](#)
- [Getting Your Mental Health and Wellness Program Started: Considerations and Complications](#)

View these and other informative videos on the National Police Foundation Vimeo Channel, and check back for new releases over the coming months.



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QUARTERLY NEWS

Nashville, Tennessee



2022 Wellness Summit

January 31 – February 1, 2022
Sheraton Music City

The National Fraternal Order of Police is deeply committed to improving the lives and wellness of our members. Realizing that wellness is holistic, the National Officer Wellness Committee has assembled an engaging event featuring expanded course offerings and an interactive format.

Features:

- Impactful presentations on current wellness topics featuring nationally renowned speakers
- Panel discussions with experts working in the field
- Opportunities to participate in wellness activities
- A variety of training sessions which will ensure participants carry away a wealth of wellness tools
- Opportunities to learn more about FOP Vetted & Approved Wellness Programs and Providers

Cost:

- The seminar fee is **\$350 per person**
- The deadline for registration is **January 10, 2022**
- **Note: The registration deadline is after the hotel room deadline**

Scholarships Available:

Thanks to the generosity and sponsorship of the **American Arbitration Association**, a number of scholarships are available to cover the cost of the registration fee (\$350). Scholarships are available to FOP members only.

How to Apply:

- A scholarship application must be completed and returned to Stephanie Simpson at ssimpson@fop.net.
- Scholarships will only cover the \$350 registration fee, up to a maximum of \$500 per lodge if more than one (1) person from a lodge applies.

Location/Hotel Information:

- Sheraton Music City | 777 McGavock Pike | Nashville, TN 37214
- **Room Rate: \$152 + Tax**
- Deadline for booking rooms at the group rate is **December 30, 2021**, if the block is not already filled.
- The hotel will fill up quickly. Rooms are first come, first served, so once the block is full, you are responsible for finding your own room.



For More Information Contact:

Stephanie Simpson: ssimpson@fop.net | 800-451-2711 or Sherri Martin: sherrimartin@fop.net

⇒ **Download Flyer Above ([PDF Format](#))**

⇒ **Download Registration Form ([PDF Format](#))**

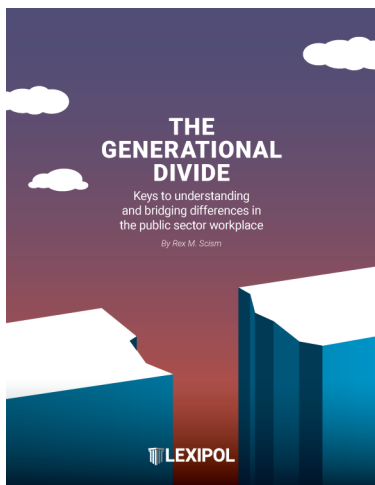


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BRIDGING THE GENERATIONAL DIVIDE

How do government organizations navigate the rough waters of humanity, while motivating employees to work toward critical organizational tasks?



A generation is defined by age, period and groups commonly referred to as cohorts. Cohorts are generally born in the same time and place and are presumed to have similar life experiences and trajectories. As a general rule, each generation evolves over a period of roughly 20 years.

Each generation is framed by four unique qualities: Personality Traits, Values, Attitudes, Motivations

These unique qualities accompany individuals into adulthood and, ultimately, the workplace. How and where individuals are raised, coupled with their life experiences, frames the employees they will become. Society also contributes to these generational paradigms.

As one researcher pointed out, shifting societal norms over the past three decades have resulted in adjusted values among both men and women, and between one generational cohort to the next.

This white paper focuses on the four generations that comprise most of today's public sector workforce: Baby Boomers, Generation X, Generation Y and the newcomers, Generation Z. [Read the paper here.](#)

Lexipol "Share this Post" White Paper by Rex M. Schism.



Rex is a 32-year law enforcement veteran who has been involved with nearly every facet of the profession; he currently serves as a content developer for Lexipol. Rex is also a public safety consultant and instructor with more than 20 years of instruction experience in the public safety, private sector and academic communities. He frequently lectures on public safety topics around the country. Rex holds bachelor's and master's degrees in Criminal Justice.



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Southern Police Institute Alumni Association, Inc. Financial Report Fiscal Year July 1, 2020-June 30, 2021 Ending date June 30, 2021

Current Account Balance	7/1/2020	6/30/2021
PNC Money Market Savings	\$54,734.50	\$54,745.43
PNC Business Checking	\$38,556.14	\$37,661.34
SPIAA Auxiliary 2020-2021	-\$3,553.30	-\$3,823.83
Pay Pal Balance	\$13,672.53	\$20,625.42
2020/2021 Funds forward to 2022 Conference Account - PayPal fees	-\$1,563.00	-\$933.00
Total Current Assets	\$101,846.87	\$108,275.36
Deposits PNC Money Market		
Interest 7/1/20 to 6/30/21	\$10.93	
Deposits PNC Checking		
Merchant Deposits for Membership (cks & credit)	\$1,790.00	
Auxiliary Deposits	\$140.00	
Expenses		
Checks Written	\$2,692.80	
PNC Merchant Fees	\$132.00	
PayPal		
Beginning Balance	\$13,672.53	
Collected	\$7,785.00	
Two conference fees refunded w/\$20.00 fee	-\$630.00	
Total PayPal Fees	-\$202.11	
TOTAL	\$20,625.42	
Scholarship Donations		
Donations Collected for the Klotter Scholarship <i>Campbell Memorial amount out of \$690. is 500.00</i>	\$690.00	
Donations Collected for the Clore Scholarship <i>Campbell Memorial amount out of \$175 is \$175.</i>	\$175.00	
2022 Conference		
Carry Over 2022 Conference Funds	\$933.00	
2020/21 Conference Funds Refunded minus PayPal fees	\$630.00	



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END OF YEAR MEMBERSHIP REPORT 2021

Summary Membership levels	Active members	
	Start 01/2021	End 12/2021
Regular Membership - Bronze	119	129
Gold Membership - LIFE	46	45
Retired Membership	48	43
Silver Membership - 5 Year	8	10
Gold Membership - LIFE - Retired	7	7
Summary	228	234

Note that some of these fields are not completed in the database. Counts are for those completed.

STATES

Alabama (3)
 Alaska (1)
 Arkansas (2)
 Colorado (3)
 Connecticut (4)
 Delaware (3)
 Florida (62)
 Georgia (21)
 Illinois (6)
 Indiana (1)
 Iowa (1)
 Kansas (6)
 Kentucky (27)
 Louisiana (1)
 Maryland (5)
 Michigan (1)

Minnesota (6)
 Mississippi (1)
 Missouri (7)
 Nevada (4)
 New Jersey (1)
 New York (2)
 North Carolina (15)
 Ohio (7)
 Oklahoma (4)
 Pennsylvania (1)
 South Carolina (16)
 Tennessee (4)
 Texas (2)
 Virginia (17)
 Washington (1)
 Wisconsin (3)

TITLE/RANK/POSITION

Assistant Chief/Director/Professor
(11)
 Associate Director (2)
 Captain (38)
 Chief /Director/Sheriff/Inspector
(17)
 Colonel (1)
 Commander (6)
 Deputy Chief/Director/Inspector /
 Sheriff (19)
 Lieutenant (68)
 Major (33)
 Sergeant (21)
 Sheriff (5)



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QUARTERLY NEWS

FROM THE SPI 2022



Flagship Courses

The Southern Police Institute offers two flagship training courses in police administration and command.

Schedule of Courses

JANUARY 2022

[January 3-14, 2022 - Homicide Investigation - Louisville, KY](#) - *FULL. Waiting list only.

[January 24-28, 2022 - Police Training Officer \(PTO\) Basic Course - Louisville, KY](#)

[January 31 - February 11, 2022 - Homicide Investigation - Eugene, OR](#) - *FULL. Waiting list only.

FEBRUARY 2022

[February 14, 2022 - May 13, 2022 - 147th Administrative Officers Course - Louisville, KY](#)

[February 14-18, 2022 - Sex Crimes Investigations - Fletcher, NC](#)

MARCH 2022

[March 7 - July 22, 2022 - 90th Command Officer's Development Course - Fort Myers, FL](#)

[March 14-18, 2022 - Internal Affairs: Policy, Practice & Legal Considerations - Marshalltown, IA](#)

APRIL 2022

[April 4-8, 2022 - Internal Affairs: Policy, Practice & Legal Considerations - Louisville, KY](#)

[April 11-14, 2022 - Crime Prevention through Environmental Design - Louisville, KY](#)

MAY 2022

[May 16-27, 2022 - Homicide Investigation - Rochester, MN](#)

[May 23-27, 2022 - Sex Crimes Investigations - Louisville, KY](#)

JUNE 2022

[June 6-17, 2022 - Homicide Investigation - Louisville, KY](#)

[June 20-24, 2022 - Intelligence-Led Policing: Turning Theory into Practice - Louisville, KY](#)

[June 27 - July 1, 2022 - Police Training Officer \(PTO\) Basic Course - Louisville, KY](#)

Administrative Officers Course (AOC)

The AOC is a twelve week (480-hour), in-residence, accredited college level educational program. The course curriculum is designed to develop informed, effective, ethically and technically competent law enforcement managers who are capable of assuming positions of leadership in their respective agencies.

Command Officers Development Course (CODC)

The CODC is a 400-hour continuing education course for law enforcement managers provides the foundation for practical law enforcement administration. This training is traditionally held

Leadership & Management Courses

SPI's comprehensive educational environment and world-recognized methods of instruction encourage a commitment to learning, self-improvement and peer networking long after courses are completed. Our management courses prepare officers for the rigors of leading a police agency in an ever-changing world. Our courses provide cutting edge management practices and are facilitated by forward-thinking faculty.

Specialized Skills Courses

Since 1951, the Southern Police Institute's mission has been to *enhance the professional development of law enforcement practitioners* by providing educational and career development programs that are designed to challenge and prepare practitioners for the demands of today and tomorrow. Our specialized skills courses expose participants to current trends in law enforcement, providing tools necessary to improve technical skills, diagnostic problem solving, communication skills, as well as knowledge of current administrative law and investigative practices.

MARK YOUR CALENDAR

JULY 18-21, 2022



PLANNING UNDERWAY
SPIAA PRESIDENT
KAREN CORDRAY

CONTACT ME
NOW

KCORDRAY@NORTHCHARLESTON.ORG