

SPIAA

QUARTERLY

The SPIAA Quarterly is the official
newsletter of the Southern Police
Institute Alumni Association

APRIL 2022



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Assistant Editor Patrick Swift, 60th President SPIAA
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APRIL 2022

QUARTERLY NEWS

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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).



APRIL 2022

QUARTERLY NEWS

MESSAGE FROM THE EDITORS of the SPIAA QUARTERLY

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

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**ALL TOO
FAMILIAR.**





APRIL 2022

QUARTERLY NEWS



Op-Ed by FBI Director Christopher Wray: The Cops Who Didn't Come Home

The following op-ed by FBI Director Christopher Wray was published on The Wall Street Journal's website and appeared in the print issue January 13, 2022

While many Americans celebrated the holidays with their families in the final week of 2021, law enforcement kept working. And, tragically, four officers didn't make it home to their loved ones that week. They were murdered while doing their job keeping others safe.

Baltimore Police Officer Keona Holley, ambushed while alone in her car, died on Christmas Eve. Five days later in Illinois, Wayne County Sheriff's Deputy Sean Riley was killed during a call for assistance. On Dec. 30, also in Illinois, Bradley Police Department Sgt. Marlene Rittmanic was shot while attempting to locate the owner of dogs left in a car. And on New Year's Eve, Cleveland Police Officer Shane Bartek was killed in an attempted carjacking.

These four murders brought the total number of officers feloniously killed in the line of duty in 2021 to 73, the highest annual number since the 9/11 attacks. That's the equivalent of one officer murdered every five days. In a year when homicides and violent crime reached distressing levels, this 20-year high hasn't received the attention it deserves.

Especially troubling is that a record number of officers killed—nearly half—had no engagement with their assailant before the attack. Each story is heartbreaking: A 30-year Florida deputy murdered one shift shy of retirement; an officer ambushed on his first day on the job, leaving behind a wife and 6-month-old son; a combat veteran and his police dog killed while serving together.

At the Federal Bureau of Investigation, we experienced loss in 2021, too. Special Agents Laura Schwartzenberger and Daniel Alfin were murdered while doing the difficult job investigating crimes against children. FBI Task Force Officer Greg Ferency of the Terre Haute, Ind., Police Department was ambushed and killed outside an FBI office.

When I started as FBI director, I made it my practice to call the chief or sheriff of every officer intentionally killed in the line of duty. I have now made more than 200 such calls. Each conversation reminds me that behind the uniform, the badge, and, yes, sometimes the flashing lights in your rearview mirror, there are real people. With each call, I think about the families and friends who lost someone they loved, the children who will grow up without a parent, and the communities deprived of a public servant.

We owe it to them to redouble our efforts to take the most violent offenders off the streets and to make sure officers have the resources, equipment and training they need to do their jobs safely. Even more, we need to ensure the brave men and women know that the communities they serve have their backs. Every day, officers willingly put themselves at risk not knowing what dangerous situation or traumatic event they might encounter. I won't pretend every person who carries a badge is beyond reproach, but the overwhelming majority do the job with the professionalism and commitment to equal justice citizens rightly expect.

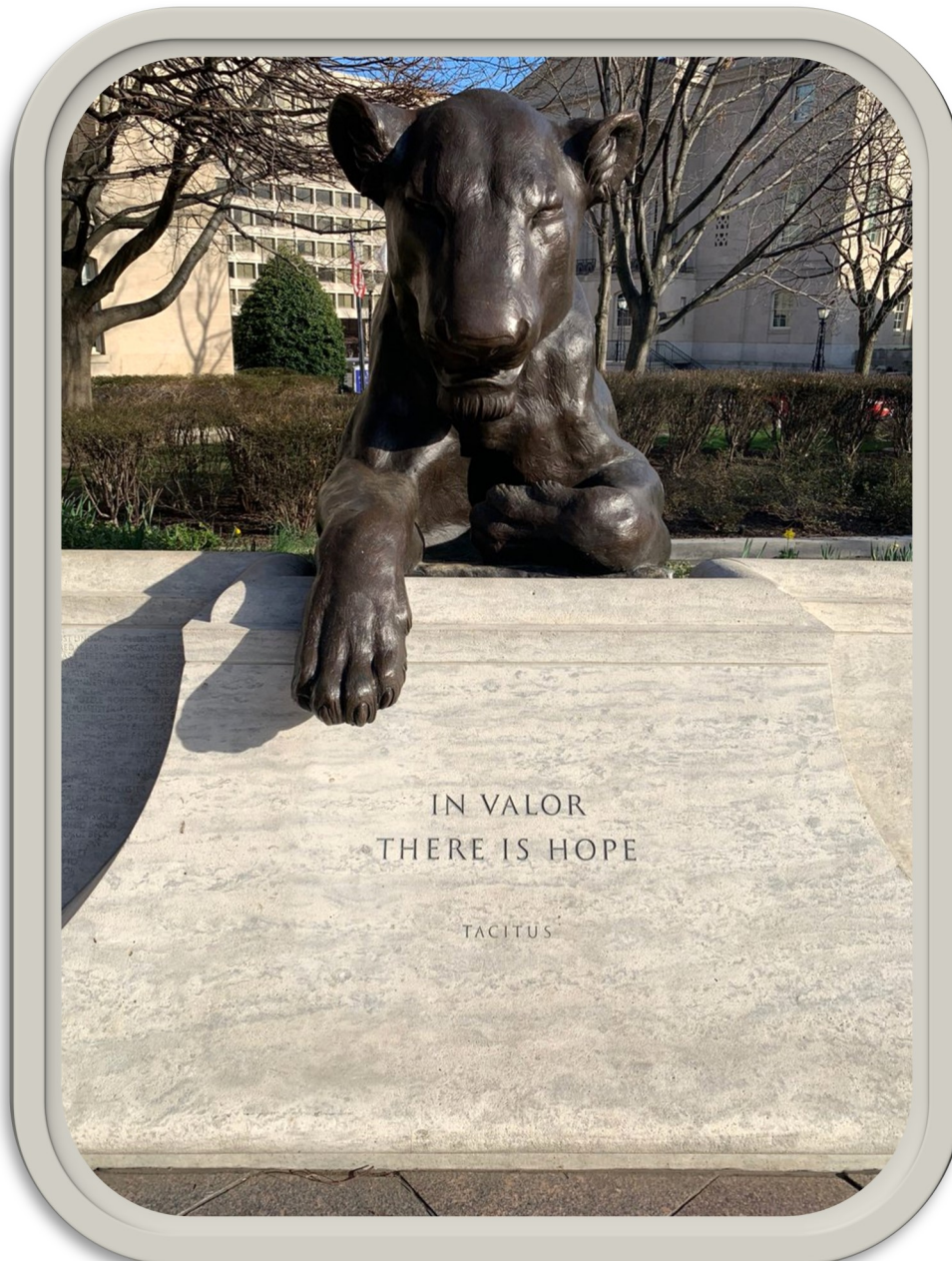


APRIL 2022

QUARTERLY NEWS

I meet frequently with chiefs and sheriffs across the country, and they are concerned about morale and the challenges of recruiting the next generation of officers. They understand that trust and transparency are vital to safety, and they are committed to finding ways to improve interactions. And while respect must be earned, if we are going to recruit and retain the kind of people willing to put their lives on the line to protect others, we have to show that we value their sacrifices. Civic and business leaders, government officials and responsible citizens need to consider how we talk about engaging with law enforcement. When police are miscast as lacking humanity—devoid of empathy and compassion—everyone suffers. Departments lose good officers who are hard to replace, and communities are less safe.

As we reflect on 2021, let's honor the memories of those who lost their lives protecting others. Let's commit to making communities safer, finding ways to improve interactions between law enforcement and those they serve, holding everyone to the high standards befitting men and women in uniform, and valuing those who do their jobs with honor.





APRIL 2022

QUARTERLY NEWS



A Message from the President, Karen Cordray

Hello Everyone,

It has been a trying past two years with the pandemic and other challenges in our profession. As the COVID numbers are decreasing and CDC restrictions are lessening, I am looking forward to the 70th Annual Southern Police Institute Alumni Association training conference here in North Charleston, South Carolina.

Just a little bit about North Charleston, we are the 3rd largest city in South Carolina behind Charleston and Columbia. The city was incorporated in June of 1972 so this is our 50 year anniversary. North Charleston is the number one (1) retail city in the state for the past 25+ years so plenty of shopping is available. We are about 15 minutes away from Charleston (or as we like to say – South Charleston) and 20-30 minutes away from the beaches.

This year's conference will be held at the Embassy Suites Charleston Airport Hotel and Convention Center located at 5055 International Boulevard from July 18-21st . This is less than a ½ mile from the Airport and in the heart of the Centre Pointe shopping area – Tanger Outlets, Wal-Mart and numerous restaurants are within walking distance. We were able to get free hotel parking as well as the hotel has a shuttle.

We will have sessions covering current issues facing law enforcement today such as dealing with mental health, violent crime, procedural justice, community engagement and the criminal justice process (from arrest to resolution). In addition, we will be having tours of Boeing, the North Charleston Fire Museum and many more family activities. This will enable you to enjoy the wonderful city and all it has to offer.

A rough agenda will be out this week as I am trying to lock down the days that each presenter is available.

I look forward to seeing everyone in North Charleston at this year's conference.

Karen R. Cordray
President SPIAA
Deputy Chief
North Charleston Police Department

Conference Fees:

Active Member: \$250.00

Retiree: \$200.00

Non-Member: \$300.00



APRIL 2022

QUARTERLY NEWS

70th ANNUAL SPIAA TRAINING CONFERENCE July 18-21, 2022 NORTH CHARLESTON, SOUTH CAROLINA

**Embassy Suites by Hilton
Charleston Airport Hotel & Convention Center
5055 International Boulevard
North Charleston, South Carolina 29418 USA**

**2 Room Premium Suite-2 Double Beds-nonsmoking \$149
2 Room Suite-1 King Bed-nonsmoking \$149**

[CLICK HERE TO RESERVE YOUR ROOM ONLINE](#)



Our hotel is next to the Charleston Area Convention Center and North Charleston Coliseum & Performing Arts Center, and we're five minutes from Tanger Outlets. We offer a free shuttle to Charleston International Airport, less than two miles away. Enjoy our indoor pool, and join us for free made-to-order breakfast and our complimentary evening reception.

OVERVIEW

Check-in 4:00 PM

Check-out 11:00 AM

Currency US Dollar

\$250 fee that is applied to anyone smoking in the room.

Parking Self parking - 10.00 / night

Pets Pets allowed, \$100.00 non-refundable fee, 65 lbs maximum, \$100 Non-Refundable fee for 5 nights.

Phone +1 843-747-1882

AMENITIES

Made to Order Breakfast

Complimentary Evening Reception

Connecting Rooms

Digital Key

Concierge

Airport Shuttle

On-Site Restaurant

Indoor Pool

Fitness Center

Pet-Friendly Rooms

Business Center

Exercise Facility

Swimming Pool



APRIL 2022

QUARTERLY NEWS

70th Southern Police Institute Alumni Association Training Conference North Charleston, South Carolina July 18-21, 2022

(Check One)

Delegate Name: _____ Active Retiree Spouse Non Member

Agency: _____ Rank: _____

Address: _____ City: _____ State: _____ Zip: _____

AOC Session: _____ or CODC Session: _____

Email Address: _____

Contact Phone #: _____ Shirt Choice: _____

Spouse/Guest Name: _____ Shirt Choice: _____

Conference Fees:

Active Member: \$250.00 _____

Retiree: \$200.00 _____

Non-Member: \$300.00 _____

The Shirts are polo style golf shirts in size small, medium, large, x-large or 2-Xlarge. Indicate your choice(s) above. Additional conference shirts will be available for purchase on site.

Make Checks Payable to:
Mail to:

City of North Charleston **SPIAA 70th Conference**
Deputy Chief Karen Cordray
North Charleston Police Department
P.O. Box 62558
North Charleston, SC 29418
(843) 740-2836
kcordray@northcharleston.org

Hotel Information: Embassy Suites-Charleston Airport Hotel & Convention Center
Hotel Room Rate: From \$149.00 a night
Hotel Phone #: 843-747-1882
Mention Group: Southern Police Institute Alumni Association for group rate

Reservation Deadline: July 2, 2022

CITY OF NORTH CHARLESTON ONLINE PAYMENT INSTRUCTIONS FOR POLICE CONFERENCE

1. GO TO THE CITY'S WEBSITE AT WWW.NORTHCHARLESTON.ORG

2. CLICK ON THE GOVERNMENT TAB

3. CLICK ON THE FINANCE WEBPAGE

ULTIMATELY YOU SHOULD BE AT (YOU CAN ACTUALLY PLACE THIS IN YOUR BROWSER)

WWW.NORTHCHARLESTON.ORG/GOVERNMENT/FINANCE

4. CLICK ON THE ONLINE PAYMENTS BOX IN BLUE

5. CLICK ON THE BOX ENTITLED ONLINE AUCTION PAYMENTS

6. HERE IT ASKS YOU TO FILL IN SOME FIELDS. IN THE BOX REQUESTING: SELECT A PAYMENT TYPE, PLEASE SELECT PROCUREMENT-OTHER IN THE BOX REQUESTING TELEPHONE NUMBER, PLEASE LIST THE BEST TELEPHONE NUMBER TO CONTACT THE PERSON COMPLETING THE ONLINE PAYMENT

7. CLICK CONTINUE

8. YOU SHOULD BE AT THE "ENTER PAYMENT INFORMATION" PAGE

A. IN THE FIRST NAME BOX, PLEASE LIST THE NAME OF THE CARD HOLDER

B. IN THE MIDDLE NAME (WHICH IS OPTIONAL), WE SUGGEST YOU LIST "CPI CONFERENCE"

C. IN THE LAST NAME BOX YOU CAN PLACE ANY OTHER IMPORTANT INFORMATION FOR VERIFICATION PURPOSES

D. COMPLETE THE REST OF THE INFORMATION BY PROVIDING YOUR TELEPHONE NUMBER & EMAIL ADDRESS

E. UNDER THE PAYMENT COMPONENTS SUBCATEGORY, WHERE PAYMENT TYPE IS LISTED AS PROCUREMENT-OTHER ALONG WITH YOUR TELEPHONE NUMBER, PLEASE COMPLETE THE BOX ENTITLED PAYMENT AMOUNT WITH THE AMOUNT OF YOUR TOTAL INVOICE

F. SELECT PAYMENT METHOD. COMPLETE CARD INFORMATION AND CARDHOLDER NAME BOX THAT POPS UP

9. CLICK CONTINUE

10. THE NEXT PAGE IS REQUESTING AUTHORIZATION OF THE TRANSACTION. CLICK THE BOX THAT YOU AGREE AND THE BLUE BOX WITH THE PAYMENT AMOUNT YOU HAVE AUTHORIZED

11. THE FOLLOWING PAGE THAT SHOWS UP AFTER THE PAYMENT PROCESSES WILL ALLOW YOU TO PRINT YOUR RECEIPT FOR YOUR RECORDS

12. YOU SHOULD ALSO RECEIVE AN EMAIL TO THE EMAIL ADDRESS YOU INPUTTED GIVING YOU CONFIRMATION OF PAYMENT.



APRIL 2022

QUARTERLY NEWS

Ga. Sheriff's Office Teams with U.S. Army to Recruit Ex-Soldiers

"Being a former Army man, I know the Army produces quality people ..., which is what we're looking for in our agency," said Cobb County's sheriff about the new partnership.

By Zach Edmondson Source Marietta Daily Journal, Ga. March 18, 2022 (Accessed via Officer.com)



Cobb County, GA, Sheriff Craig Owens (left) and Lt. Col. David Hensel, commander of the U.S. Army Atlanta Recruiting Battalion, signed a new partnership to help the agency recruit former soldiers.

AUSTELL, GA—After signing a partnership agreement between the Cobb County Sheriff's Office and the U.S. Army this week, Sheriff Craig Owens said he had tapped a new pool of quality law enforcement officers for his office.

"We're looking for quality people to come work at the sheriff's office," Owens said. "Being a former Army man, I know the Army produces quality people that are dedicated, determined and have core values, which is what we're looking for in our agency."

Owens enlisted in the Army after high school. After four years in the military, he joined the Cobb Police Department and transitioned his military service to the Army Reserves, with a stint in the Army National Guard. As a command sergeant major, he led a division of 14,000 personnel across 34 states. Owens trained soldiers and military police to investigate wrongdoings in conflict zones, including Kuwait and Guantanamo Bay before retiring from the service in 2020.

Wednesday's event was the latest in a series of efforts Owens has made to fill open positions in his office. When he became sheriff in 2021, his office had more than 70 vacancies among sworn positions.



APRIL 2022

QUARTERLY NEWS

The signing ceremony was held at the Cobb County Public Safety Training Center in Austell. Community members, local police officers, and past, present and future members of the Army were there to witness the partnership's beginning before sharing slices of a celebratory cake.

Lt. Col. David Hensel, commander of the U.S. Army Atlanta Recruiting Battalion, joined Owens in signing the partnership between the sheriff's office and the U.S. Army's Partnership for Youth Success Program.

Hensel wanted the program to partner with the Cobb Sheriff's Office so that a connection could be built between the Army and local police department, among other institutions.

"From an Army perspective, (this partnership) creates this connection that will persist over the years between the local community and the Army," Hensel said. "It's also an incentive for soldiers who are joining because, when they're done with their first term of service, they have a strong likelihood of jobs waiting for them."

The Army's program is a partnership between the Army and both private and public institutions that help soldiers find employment once they finish their service. Soldiers are made aware of the program when they join the Army, Hensel said. Through the program, soldiers are guaranteed five job interviews, making a successful job search more likely.

Depending on a soldier's interests and their role in the military, Hensel said, they will be paired with companies, law enforcement agencies or other local government agencies that make sense for them.

The program aims to encourage business owners to consider the Army a reliable recruiting source, and 1,067 employers have partnered with the program since it began in 2000.

Courtesy of Marietta Daily Journal, Ga.



U.S. DEPARTMENT OF JUSTICE
OFFICE OF COMMUNITY ORIENTED POLICING SERVICES
145 N Street, NE, Washington, D.C. 20530



FOR IMMEDIATE RELEASE
Thursday, March 17, 2022

[Justice Department Honors Fifth Annual Attorney General's Award for Distinguished Service in Community Policing](#)

WASHINGTON – The Justice Department today announced the recipients of the Fifth Annual

Attorney General's Award for Distinguished Service in Community Policing. This year's awards recognize the exceptional work of 18 law enforcement officers and deputies from 12 jurisdictions across the country.

Attorney General Merrick B. Garland announced the award recipients in Atlanta. Later, he attended a ceremony for three award recipients from the

DeKalb County Police Department.

"The work of law enforcement has always been difficult — but perhaps no more so than in the recent past, as officers have faced a host of significant challenges. The officers and deputies receiving this year's awards demonstrate how so many go above and beyond, even in the midst of trying



APRIL 2022

QUARTERLY NEWS

circumstances,” said Attorney General Garland. “Every day, thousands of people who work in law enforcement forge and maintain strong community ties that are essential for ensuring public safety. The recipients of this award represent quintessential examples of such critical efforts. It is an honor to recognize them.”

The Attorney General’s Award recognizes individual state, local, Tribal, and territorial police officers, deputies, and troopers for exceptional efforts in community policing. The awarded officers and deputies have demonstrated active engagement with the community in one of three areas: innovations in community policing, criminal investigations, or field operations. This year, the Department received 185 nominations from 145 agencies, recognizing a total of 347 individual officers, deputies, and troopers. There were 39 states represented in the nomination pool, covering state, local, campus, sheriff, and other agency types.

The work being honored this year reflects numerous examples of law enforcement officers working closely with the community to build trust, solve problems, reduce crime, and improve public safety.

The Department of Justice works closely with national law enforcement stakeholder groups during the award review period, taking advantage of their expertise and experience to determine the recipients in a competitive nomination process. The Department also works closely

with its components, utilizing the breadth of knowledge within the Department to ensure a successful program that honors the exceptional service of our nation’s law enforcement officers and deputies.

Complete information on the Fifth Annual Attorney General’s Award for Distinguished Service in Community Policing can be found at <https://www.justice.gov/ag/policing-award>.

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Attorney General Awards for Distinguished Service in Community Policing 2021

INNOVATIONS IN COMMUNITY POLICING

Detective Latosha Prather, Detective Khary Ricketts, and Detective Dan-nae Webber, DeKalb County (GA) Police Department

Detective Latosha Prather, Detective Khary Ricketts, and Detective Dan-nae Webber’s work for the Police Athletic League (PAL) has taken their outreach efforts to new heights and helped many children stay connected in the process. This was especially true during the summer of 2020, when the pandemic threatened to leave at-risk youth with no summer programs. The detectives implemented a Virtual Summer Academy that connected participants via Zoom, Instagram, and Facebook, focusing on mentorship, education, and athletics. Community leaders, teachers, coaches, business leaders, entrepreneurs, and other nonprofits partnered with the PAL to make this innovative event happen. The program reached a total of 1,018 children and adults. When the summer ended, the unit launched its Back to School Backpack Giveaway, providing supplies to students who otherwise would have had trouble getting

them. Next was the second annual virtual “Gaming with a Cop” event, to keep students busy while they were out of school for the Presidents’ Day holiday. The event allowed kids to bond with DeKalb County police officers while competing against them in live video games.

When officers began noticing children selling bottled water on interstate ramps, they knew this was both a safety hazard and a potential breeding ground for other crimes. The detectives of the DeKalb County PAL once again put their heads together and implemented a Career Development Program—a four-month life skills program to provide students with personal growth opportunities and to prepare them for future careers. PAL partnered with Georgia Piedmont Technical College, local entrepreneurs, youth mentors, volunteers, and other police department support units. After the first session, eight of the nine participants were helped through the interview process and are now employed, with the remaining participant enrolling in the Georgia Piedmont College dual enrollment program.

Deputy Sheriff Joseph Angelico, Martin County (FL) Sheriff’s Office

Since joining the Community Oriented Policing Unit in 2005, Deputy Sheriff Joseph Angelico has established excellent relationships with the community and earned the trust of community members, who often provide him with critical information. A recent example occurred in May 2021, when a local restaurant fire was declared a case of arson. Within days, Angelico had identified the suspect.

Deputy Sheriff Angelico views problems as challenges, and his goal is looking for solutions. For example, Angelico sought a proactive solution to the problem of crime in the summer, when the beach community is flooded with tourists. He coordinated countless hours of all-terrain vehicle beach patrols and bicycle parking lot patrols, giving out Criminal Opportunity Reports to visitors to educate them and enlist them in crime prevention efforts.



APRIL 2022

QUARTERLY NEWS

Deputy Sheriff Angelico has also established a strong working relationship with the local Department of Human Services to work on helping the homeless population. One homeless Navy veteran, who consistently refused services and shelter, now has both housing and a new outlook on life because of Angelico's compassion and tireless work.

Deputy Sheriff Angelico especially made his skills work for the community during the pandemic, when he spearheaded many small operations. He used a substation facility at the local mall to meet with community members, answering their questions and giving them information. During the summer of 2020, he also worked hard to allow protesters to voice their concerns while preventing violence and ensuring public safety. His professionalism and dedication are unparalleled, and his knowledge and experience in community policing have established him as a leader and mentor to others in the office.

Officer Tom Hart, Walpole (MA) Police Department

Officer Tom Hart's community policing efforts have gone a long way toward building relationships between law enforcement and the community in Walpole, and his efforts have had an impact well beyond the city limits. Hart joined the department in 2013 after a career as a special education teacher. He quickly became involved in many community policing initiatives involving Walpole's youth. He initially served as a mentor to Walpole schools, with a focus on positive interactions with children who suffer from developmental disabilities. Hart's efforts include a "positive ticket" campaign to reward "kids caught doing right"; a basketball-cop program, where officers play sports with area youth; and a ride to school program, where each month a student is given a full police escort from his or her home to school. Hart also serves as a leader in the Student Police Advisory Council, and he leads a community-based crisis intervention team that assists with finding resources for those with mental illness.

Officer Hart's efforts to bridge the gap between Walpole's youth and the police department resulted in him being named a school resource officer in 2017. He hit the ground running and established the Walpole Junior Police Academy, where middle school students spend a week learning about discipline, physical fitness, and police functions. He also took students with learning disabilities on a field trip to visit an organization called Golden Opportunities for Independence (GOFI), which trains service dogs for a variety of needs.

The visit was so well received that Officer Hart began discussing the idea of police using service dogs as an ice breaker, as well as to assist individuals when responding to traumatic incidents. Hart received approval from town officials, and GOFI donated a golden retriever named "Rebel" to the police. The program has proved such a success that a number of other departments in the state now have a service dog assigned to them, and the Norfolk County District Attorney's Office announced that they would be funding a grant to purchase service dogs for other jurisdictions. Other states have also expressed an interest in replicating the program. Hart's innovative ideas have proved invaluable in furthering the department's community policing efforts (and Rebel, the service dog, has now become the face of the Walpole Police Department).

Officer Danielle St. Peter, Barnstable (MA) Police Department

Officer Danielle St. Peter's commitment to the Barnstable Police Community Impact Unit (CIU) has dramatically benefited local residents. The CIU works with partner agencies to bring medical care, substance abuse treatment, mental health counseling, and housing services to homeless and disadvantaged populations. St. Peter routinely assumes the role of case manager, counselor, and problem solver by using an individualized approach to de-escalate tense situations and connect people with services tailored to their needs.

In the fall of 2020, the CIU received information about a mother with mental

illness living with her baby in a homeless camp. Officer St. Peter forged a relationship with the young mother, building trust with her over a period of time, and addressing her fear of criminal enforcement. She connected her with the appropriate services and eventually was able to move the mother and child into more suitable housing, watching as their quality of life improved dramatically.

Recently, Officer St. Peter skillfully managed a tense situation, as police officers tried to persuade a mentally ill woman who was living in her car to leave her vehicle for a psychiatric committal. Using compassion and skills honed over time, St. Peter provided comfort to the scared woman and de-escalated the situation. She ultimately oversaw her transfer to a care facility and reconnected with her after treatment, helping her to secure temporary housing and get the mental health treatment she needed. Because of St. Peter's compassion, care, and philosophy of community policing, the woman remains stabilized and they communicate regularly. St. Peter's upbeat attitude, conflict resolution skills, patience, and work ethic are part of her extreme effectiveness and a true demonstration of community policing.

CRIMINAL INVESTIGATIONS

Sergeant Kurt Berardino and Sergeant Christopher Perez, Miami-Dade (FL) Police Department

In July 2020, a ShotSpotter alert showed that 21 shots had been fired on a Miami street. The aftermath left a seven-year-old dead and another child and two adults injured. The investigation revealed that the victims were returning home from shopping and were fired on as they were getting out of their car. Detectives Kurt Berardino and Christopher Perez (now both sergeants) immersed themselves in the subsequent investigation, poring over multiple Crime Stoppers tips, reviewing hours of surveillance footage, and questioning potential witnesses. As Berardino and Perez developed the case, they established a rapport with two of the survivors, and those survivors provided a



APRIL 2022

QUARTERLY NEWS

positive identification of the subjects involved in the shooting. This positive identification was key in furthering other leads that were gathered. Evidence collected was crucial in solidifying victim statements and the timeline of the events. Arrest warrants were eventually issued, and in September 2020 the detectives traveled to Georgia, where one suspect was taken into custody and later confessed; a second suspect was also arrested. It was the tenacity, persistence, and determination of Detectives Berardino and Perez that closed this case and brought justice to the families of the victims and to the community.

Detective Victor Powell† and Detective Jonathan Smith, Norfolk (VA) Police Department

In September 1980, a woman was brutally murdered in her Norfolk apartment. No solid leads into the case were developed until Cold Case Detectives Victor Powell and Jonathan Smith took on the case 38 years later and pursued a DNA analysis. The results showed a potential suspect in Michigan. Powell and Smith conducted numerous witness interviews, on the basis of which they obtained a warrant and arrested the suspect. The suspect was extradited to Norfolk and eventually confessed to the 1980 murder. He also admitted to previously unresolved, uncharged sexual assaults between 1976 and 1977 in San Diego, California. In the summer of 2020, the defendant pled guilty to first-degree murder, rape, and burglary arising from the brutal attack on the victim in 1980. The court sentenced the defendant to a life term of imprisonment on both the first-degree murder and the rape convictions and a term of 20 years in prison on the burglary conviction. Also, as a result of the resolution of the case in Norfolk, the state of Michigan was able to return the defendant to the state to stand trial for pending charges related to the 1989 death of his adopted daughter. Smith and Powell's dedication to this investigation brought great credit to the Norfolk Police Department from across the United States and brought peace to a family who fought for justice for 40 years.

†Detective Powell, a 31-year veteran of

the Norfolk Police Department, passed away May 21, 2020; he is remembered for his outstanding service to the department.

Detective Ben Pender, Unified Police Department of Greater Salt Lake (UT)

In November 2010, a woman was found brutally murdered in her South Salt Lake, Utah bookstore. The scene was processed and fingerprints, a palm print, and DNA were recovered, which later provided a profile of an unknown male suspect. In 2018, cold case Detective Ben Pender worked with a genetic genealogist and was eventually given more than 300 names for target testing. Pender researched their names and addresses and sent letters to those individuals across the country, requesting voluntary participation in the investigation. He ultimately traveled to eight states and was able to foster relationships with 50 target test subjects, who provided swabs for DNA testing. In the fall of 2020, Pender was provided a close genetic match with the DNA left at the crime scene.

After more research and questioning potential relatives, Detective Pender identified the name of a suspect. Pender worked with detectives from the Major Investigations Unit to conduct surveillance on the suspect and collect a DNA sample, which turned out to be a match with the DNA collected at the murder scene. Pender arrested the suspect, who admitted to the murder and provided critical details. If not for Pender's tenacious efforts, this homicide might never have been solved and a grieving family might still not have found justice. Pender has closed several unresolved homicides and missing persons cases and worked homicides for other agencies. In addition, in 2018 he organized the first annual Hope Conference for families of unresolved homicide victims, during which participants learned that every open unresolved case would be examined no less often than every 18 months.

Detective-Sergeant Jeffrey Araujo and Major Christopher Reed, Central Falls (RI) Police Department

In July 2007, a cab driver was shot in his cab and died by the time he was transported to the hospital. Witnesses reported seeing three young men run from the scene, some tossing their baseball caps as they ran. When processing the scene, Detective (now Detective-Sergeant) Jeffrey Araujo and Detective (now Major) Christopher Reed discovered two baseball caps in the vicinity of the shooting. The detectives later spoke with the victim's wife, who said she was on the phone with her husband just before the shooting. She said her husband had called to say he was not comfortable with the three men in his taxi and wanted to keep her on the phone in case something went wrong. Shortly after, his wife heard a struggle and the phone disconnected.

Detectives Araujo and Reed were later contacted by a confidential informant, who identified a man he said had shot the driver. The detectives also received information about the other two men in the car. The detectives continued to pursue the investigation over the years but lacked hard evidence. Through their continued efforts, however, in May 2017 the detectives spoke with a subject who wanted to talk about the taxi driver's murder and provided information on the suspects who were involved. At the same time, the detectives spoke with another individual who reported the suspects had talked about the murder the day after it happened. Araujo and Reed then resubmitted both baseball hats and requested they be tested against the profiles of the three suspects. There was a match, and thanks to this match and other evidence, the detectives secured an indictment. After a trial, the suspect was convicted and sentenced. Although the victim's wife had passed away in the interim, because of the detectives' tenacious work, the victim's children and family were able to see that justice was finally served.

FIELD OPERATIONS

Deputy Sarah Merriman, Richland County (SC) Sheriff's Department

When Deputy Sarah Merriman was dispatched to a call for a domestic



APRIL 2022

QUARTERLY NEWS

dispute in progress, she was told in advance that the suspect had a firearm and had already assaulted a woman. Upon her arrival outside of the residence, she saw a very agitated man with a shotgun in his hand, and one of several women on the scene was bleeding profusely from her head. Merriman had to decide instantly whether to draw her weapon; recognizing the subject's state of mind, she chose to talk to him. She pleaded with him to drop the weapon—and once additional patrol deputies arrived and aimed their guns at him, she encouraged him to focus on talking to her. The suspect taunted Merriman for several minutes, yelling at her to pull her weapon and shoot him. Finally, Merriman was able to calm him down and he lowered the shotgun; she then took him into custody.

Deputy Merriman's actions exemplify what it is to be a guardian. Her ability to recognize the individual's state of mind—and her realization that drawing her weapon would escalate the situation—prevented a tragic outcome and saved at least one life that day.

Officer Kristen Schmidt, Portland (OR) Police Bureau

Officer Kristen Schmidt is part of the Enhanced Crisis Intervention Team at the Portland Police Bureau. She responded to a call from the local Humane Society, where a woman trying to recover her cats from the shelter had become belligerent. Schmidt did not know at the time that the woman was in the midst of an extended period of psychosis; the sudden appearance of several uniformed officers, an ambulance, and staff from a community health agency exacerbated her condition.

In an effort to calm the situation, Officer Schmidt sat with the woman and patiently explained the need to go to the hospital. When the ambulance driver told the woman to get on the gurney and her agitation returned, Schmidt then drove the woman to the hospital herself. She talked to her during the drive; the woman reported, "She treated me with dignity and respect and looked for ways to connect with me."

Officer Schmidt kept in touch with the woman during her three-week hospitalization, picked her up when she was released, and drove her to the shelter to retrieve her dog, who had also been left there. The woman said she felt treated with "compassion and humanity." A year after the incident, the woman met Schmidt at the precinct to express her gratitude and share how differently she felt that day could have gone if Schmidt had not been the officer on the scene. She believes that Schmidt is a powerful role model for sensitive and compassionate police work for people in vulnerable situations.

Officer Travis Allen and Officer Brendan Fowler, Irving (TX) Police Department

In the winter of 2021, officers responded to a call of a drowning in progress. A family had ventured out onto an ice-covered canal to take photos, but the father and mother had fallen through the ice into the frigid waters. When Officer Brendan Fowler arrived on the scene, he threw a lifeline out to both, telling them to wrap it around themselves to remain above water. Officer Travis Allen arrived next and communicated with Fowler to develop a rescue plan. The fire department arrived and slid two ladders

out onto the ice, but the woman was succumbing to the cold and began to go under. Allen immediately crawled out on the ladder and held the woman's face above the water. A firefighter crawled out on the other ladder just as the ice broke under Allen, dumping him into the water. Allen and the firefighter, now exposed to the extremely cold water, worked quickly and managed to lift the woman onto a ladder. Other officers who were now on the scene made sure that everyone was attached to the ladder and pulled the ladder onto the shore. The husband was responsive, but the wife was unresponsive and showed signs of hypothermia onset. They were then transported to the hospital, where both recovered. If it were not for the quick response and heroic actions taken by Allen and Fowler, the outcome could have been very different.

Officer Cody Hubbard, Pottsville (AR) Police Department

In May 2021, Officer Cody Hubbard responded to a call of a cardiac arrest of a three-week-old child who was not breathing. Immediately upon his arrival, Hubbard began life-saving efforts and started the Heimlich maneuver for infants. The baby soon began to cry and breathe on his own. The Pope County emergency medical services team then arrived and took over the scene. Hubbard was awarded the department's Life Saving Award for his actions. Under a very stressful situation, he was able to retain, recall, and apply the lifesaving training he had received. Officer Hubbard saved a young life and earned the respect of the community.

COPS Grant funding opportunity now open for the Law Enforcement Mental Health and Wellness Act (LEMHWA) Program. The 2022 Law Enforcement Mental Health and Wellness Act program is a competitive grant program that provides funding to improve the delivery of and access to mental health and wellness services for law enforcement through the implementation of peer support, training, family resources, suicide prevention, and other promising practices for wellness programs. Up to \$500,000 is available for this solicitation. Applications are due by April 29, 2022 at 7:59 PM ET. LINK for more information, <https://cops.usdoj.gov/lemhwa>

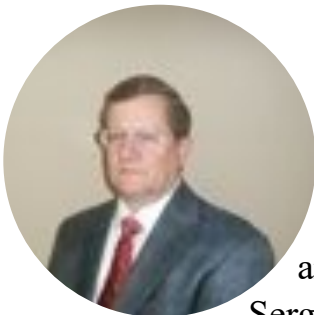


APRIL 2022

QUARTERLY NEWS

MEMBER SPOTLIGHT

Thomas D. Pye, Chief of Police (ret)
Bishopville, South Carolina
83rd AOC



I began my career with the city of Columbia Police Department as a Police Cadet and upon reaching the age of 21 transferred to Patrol Officer. During tenure as Patrol Officer served in the following roles; Patrol, Complaint Assessment, Crime Prevention, Vice and Narcotics. My first promotion was to Corporal and I served in Training, Columbia PD. My next promotion was to Sergeant where I served as Squad Sergeant in Patrol, Recruiting, Training Division and Special Response Team.

I was fortunate enough to be selected to attend the Southern Police Institute through a full scholarship from the now dissolved South Carolina SPIAA Chapter, graduating with the 83rd Administrative Officer's Course and receiving a promotion to Lieutenant. I served as Watch Commander and District Commander with the Columbia Police Department as a Lieutenant.

My goal was to serve as a Police Chief and accepted the position of Assistant Chief with a neighboring jurisdiction, City of Cayce also in South Carolina. After three years in this role, I accepted the position of Police Chief for the city of Bishopville where I served for six years. After retiring, I had a very successful career in private security at the corporate level. I was also a Retired Representative & District Representative Liaison of the South Carolina Law Enforcement Officers Association (SCLEOA).

I feel very confident in saying my experience and training received from the exceptional professors with the University of Louisville Southern Police Institute prepared me to reach my career goal. I often used my notebooks and the invaluable materials received as a reference for job interviews and professional reference in my leadership positions. My family and I were regular attendees of the annual SPIAA conferences for many years. In fact, my girls were known to the conference participants as the 'Pye triplets' because we adopted an infant girl then had twin girls.



APRIL 2022

QUARTERLY NEWS

AN IMPACT ON YOUTH

Sharing a personal story that is a case on point, Ron Cook, 34th President SPIAA

Lt. Conrad Stephen Tassin Sr., 5 Jul 1927 - 26 Aug 2005 (age 78) New Orleans, Orleans Parish, Louisiana, USA

When SPIAA Past President Henry Levenson (47th President SPIAA) was considering the 3rd VP position, I traveled to Gretna, Louisiana, to personally encourage him to seek the 3rd VP position. While there, I met a motorcycle officer for the Gretna Police Department, Lt Conrad Tassin. During the following months as Henry prepared to run for SPIAA 3rd VP and eventually host the SPIAA Conference in Gretna, and up to and during the SPIAA Conference, Conrad was a viable entity to President Levenson and to those of us who served and were attending the conferences. During the Louisiana Conference hosted by President Levenson and the Gretna Police Department, Conrad seemed to be everywhere 24/7, no job too menial. He provided a motorcycle escort to all functions away from the Conference hotel, and entertained the youth attending the conference.

My own son was only three years old but Conrad made a lifetime impression with Will who still talks about Conrad. The highlight of the Conference for Will was riding on the gas tank of "The Police Motorcycle" while Conrad escorted the busses (dangerous of course, but a real treat for Will). When we were departing, Conrad removed his badge and gave it to Will, who treasures it as much today as he did when it was given to him. For several years Will wore the badge on his shirts and told all that he was going to be a Gretna Police Officer when he grew up. Today, that badge is proudly displayed in a shadow box in the entrance to Will's home along with other law enforcement memorabilia and his South Carolina Highway Patrol photo.



A note to Conrad from Ron: You would be proud of the little Guy sitting on your motor. He is now a grown man and a South Carolina Highway Patrol Trooper. He still treasures the Gretna Badge you gave him in 1998 in Louisiana. Wonderful Memories !!!

When we discuss the impact law enforcement Officers can have on youth, it is immeasurable. I often wonder how many of the other youth attending the Louisiana Conference were equally impacted by Lt. Conrad Tassin and the time and effort he gave to each of them. Although Conrad did not attend the SPI, he was as committed as any Graduate/Alumni.

Tassin - Conrad Stephen Tassin, Sr., Died On August 26, 2005, At Baptist Memorial Hospital Of Congestive Heart Failure. Conrad Was A Lifelong Resident Of New Orleans, La. After Serving In The U. S. Navy For 20 Years, Conrad Retired As An Air Controlman First Class. Following His Naval Career, Conrad also Retired As A 20 Year Veteran Of The Gretna Police Department Reserve, where he was a Lieutenant in charge of the Motorcycle Unit.



APRIL 2022

QUARTERLY NEWS

DLG POLICY CENTER

Is Your Organization Ready for Accreditation?

Public Safety Accreditation is an extensive endeavor both in terms of monetary expenses and personnel hours. There are other costs, however, that need to be accounted for prior to embarking on this process.

First, are your policies ready for accreditation? If you have not updated your policies recently you need to consider this factor and it needs to be considered immediately, regardless of accreditation. As an example, with the multitude of police accountability legislation over the past two years, as an organization, you absolutely need to update your policies, especially your use of force policy. If you have not started on this process, this will be a substantial consideration for your accreditation program. Accreditation programs have between 100 and 400 individual standards, and you need to have policies that meet each of these standards (for the most part). Using that as a starting point, you can begin to see what lies ahead.

If you are under the assumption that you will use the accreditation standards as your policy manual, I will tell you that you are in dangerous territory. Remember, the accrediting bodies are providing you with standards for accreditation, not a policy manual. The standards alone, without more, will not even reach the level of accreditation (they require additional language/description), much less the level of Constitutional Policing. The standards are a foundation to be built upon as your tailor the standards to become the guidelines for the success of your organization, but they are not a policy manual.

Are you ready for the additional training? Many accreditation standards require training, and as you update your policies, you should absolutely include training components throughout your manual. The Daigle Law Group views training as one of the three tenets of Constitutional Policing, along with sound policies and appropriate supervision. Staff must be trained on all of the equipment that they use. Supervisors should be trained on their responsibilities on every subject from operations to personnel issues. Additionally, you need to be aware that policy review is not equivalent to training for accreditation purposes. That means each mandated training requires more than simple policy review. It will require creating presentations and/or quizzes that document some level of understanding of each training session presented.

Are you ready for the additional mandates? Additional mandates arrive in the form of reports, analysis, surveys, and inspections, in addition to the required training. These other inspections, reports, analysis, and surveys will require additional personnel time. It will require hours of time on your already thinly stretched staff. Each one of these activities will take time from their current activities. Does your organization have the ability to incorporate these new duties into your current organizational chart, or will this necessitate additional hiring and/or staffing?

At the end of the day, it will all come down to the budget. You will face the overt expenses of a document management system and registration fees and costs for the accrediting body, and you will have general expenses in terms of potentially hiring an Accreditation Manager, but have you considered all of the other expenses. The additional training requirements will take time and



APRIL 2022

QUARTERLY NEWS

perhaps even money for organization to achieve these training goals. It will take time to create complaint training and it will take time to meet all of the reporting and compliance requirements.

Is accreditation achievable for your organization? Absolutely! Accreditation is achievable with the right individuals managing the process and with support from the CEO after all of the other factors are considered. The point of this article is not to scare you away from accreditation but rather to assist you in factoring in all of the other issues that arise along with an accreditation program.

Addressing these issues early, both in terms of budgeting and personnel time, will assist in making your accreditation program successful.

If you have questions about your policies or your accreditation process, please reach out to the Daigle Law Group at (860) 270-0060. If you are an accreditation manager in need of training, please join the Daigle Law Group for your 8-week Accreditation Manager Certification Program beginning on April 6th through May 25th on Wednesday afternoons from 2:00pm – 5:00pm (eastern time). <https://dlglearningcenter.com/accreditation-manager-certification-program/>



The Benefits of the Public Safety Accreditation Process: The process itself benefits the agency and the community

Public Safety accreditation can be defined as the voluntary compliance with contemporary, internationally recognized standards for operation and administration. These professionally recognized and established standards are referred to as the “best practices” in public safety. Adherence to these standards not only benefit the agency and the manner in which they deliver services; adherence to these standards are a benefit to the community as well.

It is crucial to remember, however, that accreditation does not mandate “how” you, as an organization, must complete a task. Rather, the accreditation standards mandate an outcome, and it is up to the department to figure out how to achieve that outcome. For those who take the stance, “no one can tell me what to do with my department” you are right. Accrediting agencies are not going to tell you what to do, or how to do it, that’s up to you. The accrediting agencies are telling you what the end product needs to be; how you achieve that, and what you do to meet that

standard is up to the individual agency to determine.

The accreditation process demonstrates the strength of your agency. Embarking on this journey demonstrates that you are willing to ask the tough questions in order to enhance the service that you provide to your community. Accreditation is not easy, and it is not a quick process. Anyone selling you a quick fix, or an expedited accreditation should be viewed skeptically. This process forces you to look at every facet of your operation and ask the complex question, “can we do this better?” As you simply reflect upon the “can we do it better” question in light of the multitude of aspects of your organization, you can begin to see how extensive this process is, and how much time and effort it will take to truly embrace and institutionalize accreditation as an organization.

The Accreditation process directs you as an organization, to take an introspective look at your entire operation. The process will assist you in reviewing organizational structure and staffing needs, including how to recruit, select and retain



APRIL 2022

QUARTERLY NEWS

the best candidates. The process will force you to look at your operations function and ensure that not only are you providing the best service, but that you are doing so in light of the “best practices” in public safety. The process will also force you to look at your ancillary and support services to ensure that they are functioning in a manner to support the public safety function.

The accreditation process will direct your entire team, from CEO to the line officer to civilian staff, to provide “proofs of compliance” in order to meet the accreditation standards. Accreditation is not a project for the Accreditation Manager and the CEO; it is a project of, and the results of the hard work of each and every member of your organization. It is crucial that the “buy-in” comes from the CEO and filters down to all levels of the agency. Without the officers and staff generating and providing adequate “proofs of compliance” the accreditation process cannot and will not succeed. The officers and staff of the organization need to be aware of the reasons for accreditation and their role and responsibilities within the process.

Externally, the accreditation process will demonstrate to your community the agency’s commitment to providing the highest quality service possible. It will demonstrate that you are voluntarily seeking ways to enhance the delivery of service and the professionalism of your organization. In the accreditation world we say, “you would never attend an unaccredited university, would you?” Well, the same is true for your public safety organizations, although the public cannot mandate that their public safety agencies be accredited, the same applies, shouldn’t they want, shouldn’t they demand, that their public safety agencies be accredited? While individuals don’t necessarily have a choice when it comes to the public safety organization with whom they interact, the public should demand that their

community’s public safety departments strive to be the best and strive to provide the highest quality service to its community.

Remember that accrediting agencies are providing you with accreditation standards, not a policy manual. It is important to remember that these are a foundation, or a framework and not an operations manual to which you can rely for day-to-day activities. Therefore, it is imperative that you take this foundation and expand upon it in order to achieve the ultimate goal of Constitutional Policing.

When you achieve your accreditation goals you must understand that the accreditation award is a symbol of honor for the department and its members. It is a big deal – make it a big deal. As you now know, accreditation is not quick or easy and it takes the entire department’s contributions in order to achieve accredited status. Make sure that each and every member of your organization is aware of the results of their efforts and that the community is aware of the accomplishments of their department.

If you have questions about your policies or your accreditation process, please reach out to the Daigle Law Group at (860) 270-0060. If you are an accreditation manager in need of training, please join the Daigle Law Group for your 8-week Accreditation Manager Certification Program beginning on April 6th through May 25th on Wednesday afternoons from 2:00pm – 5:00pm (eastern time). <https://dlglearningcenter.com/accreditation-manager-certification-program/>



APRIL 2022

QUARTERLY NEWS

March 22, 2022

FBI Releases the Internet Crime Complaint Center 2021 Internet Crime Report

The FBI's Internet Crime Complaint Center (IC3) has released its annual report.

The [2021 Internet Crime Report](#) (pdf) includes information from 847,376 complaints of suspected internet crime—a 7% increase from 2020—and reported losses exceeding \$6.9 billion. State-specific statistics have also been released and can be found within the 2021 Internet Crime Report and in the accompanying [2021 State Reports](#).

The top three cyber crimes reported by victims in 2021 were phishing scams, non-payment/non-delivery scams, and personal data breach. Victims lost the most money to business email compromise scams, investment fraud, and romance and confidence schemes.

In addition to statistics, the IC3's *2021 Internet Crime Report* contains information about the most prevalent internet scams affecting the public and offers guidance for prevention and protection. It also highlights the FBI's work combatting internet crime, including recent case examples. Finally, the *2021 Internet Crime Report* explains the IC3, its mission, and functions.

The IC3 gives the public a reliable and convenient mechanism to report suspected internet crime to the FBI. The FBI analyzes and shares

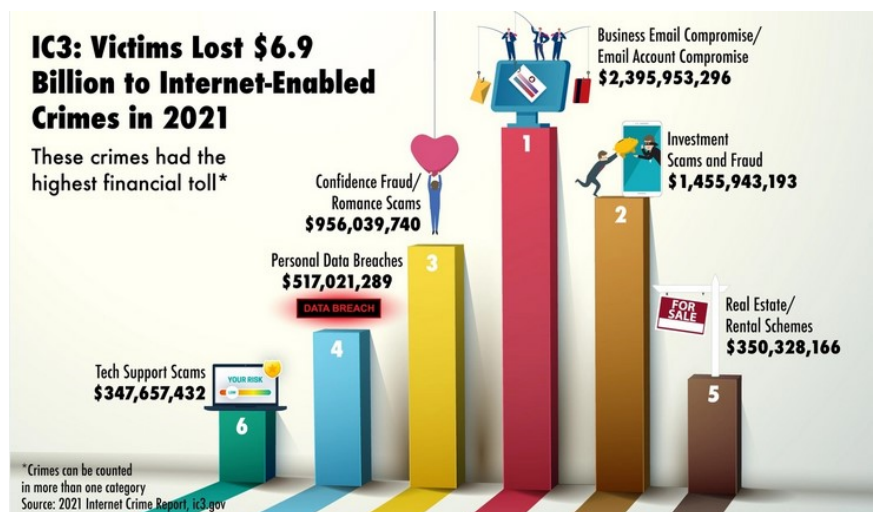
information from submitted complaints for investigative and intelligence purposes, for law enforcement, and for public awareness.

With the release of the *2021 Internet Crime Report*, the FBI wants to remind the public to immediately report suspected criminal internet activity to the IC3 at ic3.gov. By reporting internet crime, victims are not only alerting law enforcement to the activity but aiding in the overall fight against cybercrime.

To report an online crime or view IC3's annual reports and public service announcements, visit ic3.gov.

Resources:

[2021 Internet Crime Report \(pdf\)](#)
[2021 State Reports \(pdf\)](#)
[More IC3 annual reports](#)





APRIL 2022

QUARTERLY NEWS



What's New in Blue

[Season 3 Episode 2 | The “Lyin’ Tamer”:](#) [Interpreting Deceptive Body Language](#) feat. [Janine Driver](#)

Janine Driver is a New York Times best-selling author and award-winning keynote speaker who spent 16 years as a Special Agent with the Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF). Driver has trained over 60,000 lawyers, judges, and law enforcement officers on how to detect deception. Known professionally as the “Lyin’ Tamer,” she now shares her people-reading skills to help corporate and law enforcement professionals better understand others’ hidden emotions unintentionally expressed through body language.

THE BEAT

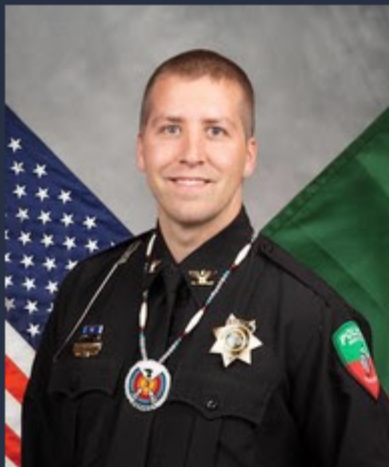
A COPS OFFICE PODCAST SERIES

KEEPING YOU IN THE KNOW

NEW EPISODE

MARCH 2022

Talking Tribal Policing and De-escalation with Chief Jacob Molitor



There are an estimated 18,000 state and local law enforcement agencies throughout the country, and while there are many similarities between jurisdictions, there are also many differences. Jacob Molitor, Chief of the Meskwaki Nation Police Department in Iowa and Chair of the Small and Rural Law Enforcement Executives Association, joins The Beat to discuss unique aspects of serving a small tribal jurisdiction. Chief Molitor also discusses an innovative approach that his department has implemented to institutionalize robust de-escalation practices.

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APRIL 2022

QUARTERLY NEWS

SPIAA Remembering Deputy Chief, Columbia Police Department

Willie Edward "Ed" Rabon, Columbia, South Carolina Dec 27, 1918 – Apr 29, 2007 (Age 88)

Chief Rabon was one of those totally dedicated SPIAA Members, attending all the conferences. His wife, Sara, was one of the cornerstones of the SPIAA Auxilliary. No matter where the conference was held, he and his family made attendance their annual vacation. He was also, along with Bob Wilbur, one of the silent workers that made the 1984 SPIAA Conference in Myrtle Beach an absolute success story. He always gave all credit to SPI for his professional success. He worked tirelessly for the SPIAA, no task was too minimal or too large!! As Chief of the Columbia PD, he was one of the early and constant supporters of Dr McCandless and SPI/SPIAA.

This April, the SPIAA honors Ed in the month of his death.

COLUMBIA - Funeral services for Willie Edward "Ed" Rabon, 88, were held Wednesday at 11 a.m. at Park Street Baptist Church, with interment in Crescent Hill Memorial Gardens. Honorary Pallbearers were Deacons of Park Street Baptist Church, Park Street Baptist Church Sunday School Officers and active and retired members of the Columbia Police Department. The family will receive friends 6-8 p.m. Tuesday at Dunbar Funeral Home, Devine Street Chapel.

Mr. Rabon died Sunday, April 29, 2007. Born in Lugoff, S.C. He was a son of the late Eddie and Sally Kelly Rabon. He attended Olympia High School and joined the Columbia Police Department in 1941. He attended the Southern Police Institute at the University of Louisville, Kentucky and graduated with a degree in Police Science and Administration. He also served as the Chaplain of his class there. He rose through the ranks as Desk Sergeant, Lieutenant, Captain and retired in 1984 as Deputy Chief.

Mr. Rabon was a pillar in all aspects of his life - family, church and work and is greatly missed. He was a member of Park Street Baptist Church, where he actively served as deacon chairman, SS Superintendent, and various committees. To honor Ed, you may still make a memorial in his name to Park Street Baptist Church, 2204 Park St., Columbia, S.C. 29201.

Photo Left: Deputy Chief Rabon talking with Lt. Luther Quick. (date unknown)





APRIL 2022

QUARTERLY NEWS

The Nation's Two Crime Measures, 2011–2020

NCJ Number: 303385

Author(s): Rachel E. Morgan, Ph.D., and Alexandra Thompson, BJS Statisticians

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Description

This report presents statistics from BJS's National Crime Victimization Survey (NCVS) and FBI's Uniform Crime Reporting Program Summary Reporting System (UCR SRS), both of which measure the magnitude, nature, and impact of crime in the nation. The NCVS was established in 1973 to complement the UCR SRS and measure crimes not reported to police. The NCVS and UCR SRS have different purposes, use different methods, and focus on different aspects of crime. The information they produce together provides a comprehensive understanding of crime in the United States. This report presents NCVS and UCR SRS statistical estimates as defined by each program.

Highlights

- The NCVS is a self-reported survey and the primary source of information on the characteristics of nonfatal criminal victimizations and on the number and types of crimes not reported to law enforcement. The UCR SRS provides a measure of the number of crimes recorded by law enforcement agencies throughout the country.
- The NCVS collects data on violent crime and property crime. Violent crime includes rape or sexual assault, robbery, aggravated assault, and simple assault. Property crime includes burglary, residential trespassing, motor vehicle theft, and other types of household theft.
- The UCR SRS also collects data on violent crime and property crime; however, crime types and definitions differ from the NCVS. Violent crime includes murder or nonnegligent manslaughter, rape, robbery, and aggravated assault. Burglary, larceny-theft, and motor vehicle theft are included as UCR SRS property crimes.
- During the 10-year period from 2011 to 2020, the NCVS rate of violent crime declined from 22.6 to 16.4 victimizations per 1,000 persons age 12 or older. During the same 10-year period, the UCR SRS rate of violent crime remained steady around 4.0 crimes per 1,000 persons.
- From 2019 to 2020, the NCVS rate of violent crime reported to police decreased from 8.6 to 6.6 per 1,000 persons age 12 or older (down 23%), while the UCR SRS violent crime rate increased marginally from 3.8 per 1,000 persons in 2019 to 4.0 per 1,000 in 2020.

Downloads

[Full report, \(PDF 584K\)](#)

[Data tables, \(Zip format 13K\)](#)

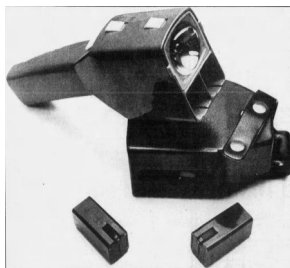


APRIL 2022

QUARTERLY NEWS

THE HISTORY OF THE TASER

The Taser has become one of the most popular less-lethal options for law enforcement. According to Reuters, they are used by more than 90% of the roughly 18,000 law enforcement agencies in the U.S. Civilian demand for the weapon increased by 300% in 2020 compared to the previous year, mostly driven by social unrest and rising violent crime rates. That contributed to the largest Taser contract in history—a \$20 million deal with an undisclosed customer. But as popular as the Taser has become, it is hard to imagine that it was mostly rejected by law enforcement. The Taser originally began as one man's invention created in a garage. The company was on the verge of bankruptcy until two brothers turned it into a multi-million dollar industry.

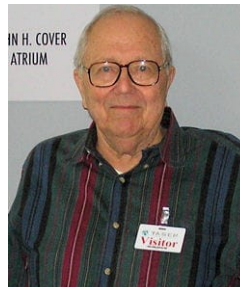


Picture left: The Defender

Less-lethal weapons were born out of the turbulent 1960s from the anti-war

protests on the college campus in Berkeley, California, law enforcement clashes with protesters in Chicago at the 1968 Democratic National Convention to the Kent State Massacre that left four dead and nine wounded. These events demonstrated the need for law enforcement to have other options available besides firearms. Although chemical mace had been invented during the 1960s, it had limitations. It required close contact to be effective, officers would inevitably be affected by the spray, and it may not be effective on those under the influence of drugs.

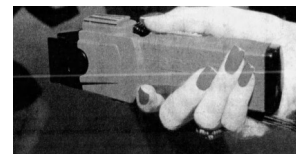
During the 1960s, a new weapon was being developed that would immobilize but not kill a person. This new weapon was the Taser, invented



by Jack Cover. Growing up in Chicago, he received his doctorate in physics from the University of Chicago. He trained as a nuclear physicist studying under Enrico Fermi, who created the first nuclear reactor and Edward Teller, “father of the hydrogen bomb.” During WWII, he served as an Army test pilot before becoming a NASA aerospace engineer where he assisted on the Apollo moon landing program. In his spare time, he was an avid inventor creating voice-activated switches, cooked food testers, and an electric toothbrush. But the Taser is what he will most be remembered for.

Cover came up with the idea for the weapon due to the increasing number of airline hijackings. Although armed officers were on board the flights, firing a bullet inside a plane could have disastrous consequences if it impacted the fuselage.

Picture right: The original model redesigned with a pistol grip.



He began working in his garage on a weapon to solve that problem. The result was a weapon that would fire electrically charged darts at a subject.

In 1970, he created TASER Systems, Inc. headquartered in City of Industry, California. The name Taser is an acronym derived from one of his favorite childhood books, “Tom Swift and his Electric Rifle.” The “A” was added for easier pronunciation. The 1911 story chronicles the adventures of Tom Swift and his rifle that shoots bolts of electricity.



APRIL 2022

QUARTERLY NEWS

After he acquired the patent, the Taser went into production with the hopes that it would be used by the airlines. However, when the airlines opted to go with searches and metal detectors, he turned his focus towards law enforcement as the first alternative to the gun. Taser unveiled their first weapon, named the “Public Defender” in March 1975 at a cost of \$200.

Shaped like a flashlight, there were two compartments below the light that contained darts attached to 15 feet of wire. The device was only nine inches long and weighed one pound and was powered by batteries. A trigger activates the gunpowder inside the compartment that was needed to propel the darts. As the darts made impact, they transferred 50,000 volts of electricity immobilizing the subject. The Taser was designed to allow the operator to pull the trigger repeatedly, sending another “zap” into the body.

The Taser was promoted as “the first effective means of defense that does not destroy living tissue or vital organs.” There was very little muzzle velocity and it was compared to being hit with a Ping Pong ball. The company pointed out that there was a chance that the electricity could injure someone with a pacemaker or who suffers from heart disease, but there is “no weapon, technique, or procedure for subduing attackers or restraining crowds that does not involve some risk of injury.”

While the company had put together a great marketing program, it was met with much criticism. Doctors testified that the taser posed major hazards to those suffering from heart related issues. It was for this reason that law enforcement mostly rejected it. After a brief trial period, a lieutenant from Akron, OH called the taser “a horrible device that should be banned from the marketplace.” However, some departments like Nashville praised it as an effective police weapon.

While the Taser was originally targeted for law

enforcement, only ten out of the first 1,000 units went to police departments. A majority of the sales were to private citizens and it wasn’t long before criminals began to use the Taser during the commission of crimes. The first reported incident was in Miami when a Taser was used on a gas station clerk during a robbery. The Taser was traced back to a robbery of a gun store two weeks earlier in which nine Tasers were stolen. Another incident occurred when four robbers used a Taser to torture a couple in Blue Bell, PA. The problem with the Taser was that it was unregulated and could be bought through mail order ads in magazines and through unlicensed dealers.

The taser came under scrutiny by the federal and state governments. The taser was being demonstrated at the International Security Conference in New York when the NYPD shut it down because the weapon was deemed a firearm and it required a permit under state law. Because the taser used gunpowder to propel the darts, the ATF was able to classify it as a “Title II” weapon, putting it in the same category as tommy guns, bombs, and silencers. In 1977, after some modifications, it was reclassified as an ordinary firearm. This allowed more registered gun owners to purchase them, but the government still retained the power to regulate its use.

States began to pass legislation banning the sale, possession, and manufacture of stun guns. With the restrictions by the federal and state governments, the company was losing money. They decided to change their focus audience from law enforcement to the general public. The Taser was given a new name, the TF76.

The company was headed towards bankruptcy in 1980 when the LAPD gave it a much needed shot in the arm. LAPD had rejected the taser twice during the 1970’s but an officer involved shooting in 1979 made the department take a third look. Eula Love, a 39 year old widow in south central Los Angeles, was



APRIL 2022

QUARTERLY NEWS

shot eight times by two officers. They originally responded to a dispute between her and a gas company representative over an unpaid bill of \$22. The officers claimed that she “menaced” them with a knife before they opened fire. Although the officers were cleared of any wrongdoing, the department began to explore other less lethal options.

The LAPD became the largest police agency to use the Taser and it was reported that it was used on average 2 to 3 times a day. While more police agencies began to use the taser, it was still not at the level that Cover had envisioned. Civilian sales were hampered by strict state and federal regulations. But in the early 1990’s, two brothers from Arizona would change all of that and turn Cover’s company into a multi-million dollar publicly owned company.

In 1990, Rick and Tom Smith bought their mother a gun for her birthday, but they began to wonder if there was a better alternative than a deadly weapon. They came up with the idea to revolutionize the Taser so they bought the company and patent owned by Jack Cover. They subsequently employed Cover in their new company, AIR TASER, Inc. based in Scottsdale, AZ.

The company’s first weapon, the Air Taser, was designed to address the problems that hindered the original taser invented by Cover. Instead of using gunpowder, the Air Taser used compressed air. This was a major change because the taser was no longer considered a firearm and therefore was free from regulation. The Air Taser also addressed the issue of criminal use by implementing “anti-felon” dots. When the taser is deployed, small paper dots are ejected which contain the weapon’s serial number that can be traced back to the seller and buyer.

The company began to experiment with other devices such as the Auto Taser. An auto theft device that resembled The Club, it attaches to the steering wheel. The device emits a five second alarm when it

detects that someone has entered the vehicle. After the alarm sounds, a jolt of electricity is administered to anyone that lingers near the steering wheel. It was endorsed by the National Fraternal Order of Police. But it also came with plenty of criticism, as one attorney remarked, “This is by far the most egregious example...of a product that allows people to take the law into their own hands.”

In 1999, the company was renamed TASER International. It also debuted a new model, the M26 Taser. This model was designed to resemble more of a handgun than a flashlight. It still maintained the 50,000 voltage but only for five seconds. Along with the “anti-felon” dots, it had an internal tracking device that kept track of the number of times the trigger was pulled. It had a button trigger instead of a firearm trigger and it came with yellow striping to distinguish it from a firearm and was equipped with laser sights. The taser probes were extended to 21 feet from 15 feet. There were two versions, one for law enforcement and the other for the general public.

In 2004, the X26 debuted which was lighter and 60% smaller than the M26. It came with a unique feature that records the date, time, and duration of the shock. This was added to protect the officer



from false allegations. The company continues to design new products such as the X2, a two shot Taser which eliminates the need to reload, or their newest weapon and most effective, the Taser 7.

TASER International became a publicly traded company in 2001. The company expanded into the body camera market in 2008. With that success, the



APRIL 2022

QUARTERLY NEWS

company renamed itself Axon in 2017. Jack Cover died in 2009 at the age of 88 from Alzheimer's disease but he will forever be remembered for his

innovative invention that forever changed law enforcement.



Congratulations to Dennis Hippert, of the Washoe County Sheriff's Office, Reno, who was promoted to Captain in a ceremony on February 22nd. Dennis is a graduate of the 141st AOC and also earned his Master of Science in Criminal Justice Administration from the University of Louisville. He will be taking command of the Detention Bureau. Your friends at SPI wish you luck in your new role!

Shoutout to the newly appointed Lieutenant with the Villa Hills Police Department (KY), Matthew Hall -- a graduate of the 144th AOC!

From a post from the Villa Hills Police Department: " Lt. Hall will serve as the second in command to Police Chief Bryan Allen. Lt. Hall has 18 years of experience and started with the Department in 2015. He was previously promoted to Sergeant in 2017."

Congratulations from your SPI family, Lt. Hall!





APRIL 2022

QUARTERLY NEWS

IN MEMORIAM of CAPTAIN THOMAS DANIEL MOORE

143rd AOC Greensboro Police Department

October 22, 1972 - December 27, 2021

Thomas Daniel Moore, 49, passed away at his home on Monday, December 27th, 2021, in Winston-Salem. Dan was born in Richmond, Virginia on October 22, 1972, to Barbara Hill and Frank Kenneth Moore. Capt. Moore graduated from Benedictine Military Academy in Richmond, VA, and received his degree from High Point University.



Dan was a 24-year officer with the Greensboro Police Department, who recently retired as a division commander at the rank of Captain. The consummate student, teacher, and warrior-poet, Captain Moore embodied the essence of a servant leader. Whether writing operational briefings, teaching firearms to new recruits at the range, going through a door, or commanding a division, Dan always raised the bar, created a new standard, and has left a hole that will not be filled.

He was preceded in death by his mother, Barbara H. Moore. Mr. Moore is survived by his wife of 24 years, Julie Hutchins Moore and daughter, Anna Kate Moore; father, F. Kenneth Moore; brother, Robert “Bob” Stephen Moore and wife Jodi of Richmond; mother and father-in-law, Linda and Phillip Hutchins; brother-in-law, Carlton Hutchins and wife Cynthia; sister-in-law, Martha Hutchins Bizzell and husband Ricky; 8 nieces and nephews, and 4 great-nieces and nephews.

A memorial service was held at Mt. Tabor United Methodist Church, 3543 Robinhood Rd, Winston-Salem, NC 27106 on Saturday, January 1, at 2:00, visitation preceding at 12:30. In lieu of flowers, donations may be

SPIAA MEMBERSHIPS

Gold Membership LIFE, 45

Retired Membership, 44

Gold Membership LIFE Retired, 7

Silver Membership 5 Year, 12

Annual Membership Bronze, 134

Auxiliary Membership, 4



APRIL 2022

QUARTERLY NEWS

IACP President's Message: Leading Through Change

Dwight E. Henninger, Chief of Police, Vail Police Department, Colorado

Dwight E. Henninger, IACP President



It could be said that the past two years have resulted in more change to the policing profession than any other time in the last few decades.

The pandemic has forced us to reexamine our previously established practices as we have adapted to a dynamic and uncharted climate. We have witnessed changes in the way agencies have conducted their work to ensure effective operations despite an incredibly challenging time. Examples include adjusting shift schedules to limit widespread exposure while also promoting officer well-being, proactively reallocating resources where necessary, and changing how we have utilized technology to enable increased remote and automated processes.

The death of George Floyd and other high-profile incidents have also had a profound impact on our profession. Calls for police reform have altered how we carry out our day-to-day operations as we cope with decreased funding and recruitment challenges and have further emphasized the importance of trust and transparency between our agencies and the people we serve. These changes have no doubt tested our ability to lead through the most unpredictable of times.

I've always liked John P. Kotter's model of leading an organization through change. Within his model, he speaks to the importance of the quality of leadership and stresses that change is very much a collective effort, one that requires the buy-in of all in order to successfully implement change at every level.

The IACP promotes the concept of every officer is a leader. Under this approach, leaders at every level of a policing organization have a responsibility to connect individual, group, and organizational behavior with defined values. While agency executives must be committed to the changes being implemented, leaders at all levels impact the success. First-line leaders, for example, may have the biggest impact as they are responsible for implementing policy, communicating command priorities, and maintaining morale among officers. Leadership is about setting examples and modeling appropriate behavior, such that your employees do the right thing for the right reason all of the time.

To that end, and perhaps most importantly, leaders are responsible for instilling a culture within their organizations that drives success. Our cultures help us cope with the external environment by developing a shared understanding about our mission, vision, strategy, and goals, along with a means to achieve them. It provides us with a collective understanding for which to hold each other accountable.

To continue serving our communities in the safest and most effective manner, while also ensuring the safety of our own throughout the pandemic, we've had to critically review our tactics, trainings and processes, ensuring a culture that not only embraces change but also aligns with community expectations.



APRIL 2022

QUARTERLY NEWS

Part of this has been placing an even greater focus on community-police engagement to ensure our agencies are able to build a solid foundation of trust. The IACP knows the importance of this concept and has created myriad resources and tools designed to enhance the culture, policies, and practices to further unite agencies with their communities by establishing trust, legitimacy, and collaboration.

Our profession has been thrust into the spotlight time and time again. It often feels as though perfection is expected of us even in the most difficult of situations. We've had to think innovatively and remain adaptable, relying on each other during our most vulnerable moments. I know we will continue to face challenges in the months and years ahead, and while not always easy, our ability to lean into change as leaders will continue to prove vital.

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<https://www.policechiefmagazine.org/presidents-message-leading-through-change/?ref=84c81b4981214e033c93dc7a89176c19>



AVAILABLE FROM THE BUREAU OF JUSTICE STATISTICS



Victimization in Different Types of Areas in the United States: Subnational Findings from the National Crime Victimization Survey, 2010–2015. Date Published March 2022

NCVS Juvenile Testing and Redesign Report. Date Published March 2022

National Crime Victimization Survey Redesign Field Test Topline Report: Comparing Condition 1 and Condition 2 by Interleaving Treatment. Date Published March 2022

Update on the NCVS Instrument Redesign. Date Published March 2022

Criminal Victimization, 2020 – Supplemental Statistical Tables. Date Published February 2022

The Nation's Two Crime Measures, 2011–2020. Date Published February 2022

Stalking Victimization, 2019. Date Published February 2022



APRIL 2022

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

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](#) -
*FULL. Waiting list only.

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

[June 20-24, 2022 - Management of the Small Law Enforcement Agency - Cincinnati, OH](#)

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

JULY 2022

[July 11-22, 2022 - Homicide Investigation - West Des Moines, IA](#)

[July 11-14, 2022 - Managing the Media in Law Enforcement - Louisville, KY](#)

[July 25-29, 2022 - Management of the Small Law Enforcement Agency - Louisville, KY](#)

AUGUST 2022

[August 1-12, 2022 - Homicide Investigation - Lincoln, NE](#)

[August 15 - November 11, 2022 - 148th Administrative Officers Course - Louisville, KY](#)

[August 22-23, 2022 - The Hiring Process and Background Investigation - Cincinnati, OH](#)

[August 22-26, 2022 - Intelligence-Led Policing: Turning Theory into Practice - Zionsville, IN](#)

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.



APRIL 2022

QUARTERLY NEWS

SPIAA BOARD



PRESIDENT
 Karen Cordray
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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
 Kim Klare
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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."



APRIL 2022

QUARTERLY NEWS

SPIAA BOARD



2nd VICE PRESIDENT

Kurt Zempel
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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.



APRIL 2022

QUARTERLY NEWS

SPIAA BOARD



3rd VICE PRESIDENT
 Ed Delmore
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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



TREASURER
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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



APRIL 2022

QUARTERLY NEWS

SPIAA BOARD

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

Alan Bledsoe, Lieutenant
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130th AOC