

Jerrard F. Young  
DC Lodge #1

# SIMULCAST

Winter 2010  
Volume 29, Issue 1

## Remembering Lakewood

**T**his issue is dedicated to the memory of the four Lakewood Police Officers who were murdered on November 29, 2009.

The four were all veteran law enforcement officers, with between 8 and 14 years of experience each. All four had been members of the Lakewood Police Department since it was founded five years ago in the community outside Tacoma.

The Lakewood police officer shooting took place on Sunday, November 29, 2009, when four Lakewood, Washington police officers were murdered at a coffee shop in the Parkland unincorporated area of Pierce County, Washington, United States. One gunman, later identified as Maurice Clemmons, entered the coffee shop, fired at the officers as they sat working on their laptop computers, and then fled the scene. After a 2-day manhunt that spanned several cities in the Puget Sound region, the alleged gunman was shot and killed by a Seattle Police Department officer in south Seattle.

The shooting is believed to have been a targeted attack against police officers, and came less than a month after a Seattle police officer was murdered and another injured under similar circumstances nearly 40 miles to the north. Another shooting involving Pierce County sheriff's deputies occurred three weeks after in Eatonville, on December 21, when two deputies were shot and critically injured by a man, who was then shot dead.

It is believed to be the most deadly attack on law enforcement in the state of Washington, and the deadliest attack on law enforcement in the United States since the March 21, 2009 shootings that left four Oakland, California police officers dead. The four were the first Lakewood police officers to be killed in the line of duty since the department's establishment in 2004.



*Sergeant Mark Renninger*



*Officer Tina Griswold*



*Officer Greg Richards*



*Officer Ronald Owens*

Those interested in supporting the families of the slain officers are welcome to make a donation through the

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Officer Jerrard F. Young

The Fraternal Order of Police D.C. Lodge #1 was Chartered in 1966. The Lodge was later Named for the first member killed in the line of duty, Officer Jerrard F. Young.

The Lodge is composed of Members from over 40 different law enforcement agencies and civilian associate members from all walks of life. The Lodge is involved in many community projects, charities, and social functions as well as their efforts to improve law enforcement.

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# THE PRESIDENT’S MESSAGE

By Marcello Muzzatti, President

Happy New Year! And what a year we have had! I’d like to take the time to reflect back on 2009 and update you on recent events.

First of all, thank you for re-electing me as your President for another two year term. I am humbled by your confidence in my leadership and I look forward to working with all of you over the next two years.

The National F.O.P. has announced the new committees for the next two years and I am happy to report that we have some new and some returning members to the National Committees. Lou Cannon is the Chairman of the Federal Officers, Andy Maybo is the Chairman of the Memorial Committee, Kenny Rodgers has been appointed to the Constitution and By-Laws Committee and Yvonne Smith in on the Labor Services Committee. I will remain on the Memorial Committee, but my role will be to transition leadership to Andy Maybo and act as the liaison to the NLEOMF Board. Congratulations to all of the Committee Members!

On December 5th the F.O.P. lodge hosted the annual Holiday Party. Everyone danced, ate and drank well into the wee hours of

the morning. Special thanks to Kenny Rodgers for maintaining a secure environment, Andy Maybo for his creative door prizes including a weekend stay in D.C., Talar Festekjian, our photographer, Tori Beauchemin and the volunteers for the decorations, (the lodge never looked better!) and last but certainly not least, Demetrius Cole of MPD whose company Cole’s Creative Catering did an excellent job with the food and drinks (my cup was never empty and my plate was always full). Needless to say the F.O.P. Holiday Party will be at the lodge from now on.

In addition to the festivities we also took time to honor and acknowledge two members of our Lodge. The Achievement Award is awarded annually to a member who is a strong supporter of all F.O.P. programs and activities and continues to seek out additional responsibilities for the good of the order. This year the Achievement Award recipient was Robert Hathaway for his work during Police Week and all other events. He is a constant presence and supporter of the Lodge’s events. The President’s Award is awarded annually to a member who is consistent, dependable, reliable and trustworthy in the



carrying out duties. This year the President’s award recipient was my mentor, Tommy Tague. He has devoted countless years of service and support to the Lodge. I was honored to present these awards to these two exceptional men.

In closing, I hope you all had a wonderful and safe Holiday Season. God bless you all and a great new year!

P.S. - Please remember that Lodge meetings are held the second Wednesday of every month and start at 7:00 pm. We look forward to seeing you this year.

Sincerely,  
  
Marcello

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# LODGE OFFICERS

## From the Vice President

By Andy Maybo

*Brothers and Sisters,*

I hope you all had a Happy and Healthy Holiday season. We should all be excited that the warmer weather is just around the corner.

I would like to thank everyone for returning me to the position of Vice-President. I am extremely humbled to serve you and I look forward to my next two years in office.

I would like to congratulate all those returning to office and those who have been newly elected to the Lodge #1 Board of Directors. I also want to acknowledge all the labor committees who recently had elections. Congrats to each and every one of you who took an office.

Recently, I had the opportunity to work with some labor committees on some minor issues. While working with the labor committees, I realized that very few of the labor committees work with one another. This is not the case with all but most. For the newly elected labor boards, I encourage you to reach out to all the labor committees within our lodge for support, guidance, and knowledge. For the labor committees who are well-seasoned and experienced, please make yourselves available. Together we can build our own Labor Network that will be stronger than any state lodge can offer.

I also want to take a quick minute to tell you, the men and women who make up the membership of the labor committees, as well as the Lodge, that you are the backbone of our organization. A "union" is only as strong as its membership. Get involved by attending meetings and volunteering for open positions such as committees, shop stewards, and board positions when they become available. Approach your leadership and tell them you want to get involved.

National Fraternal Order of Police Day on the Hill will be February 8th – 10th. On February 8th, our Lodge will host to all our fellow brothers and sisters from across the Country who will be in town to lobby Senators and Members of Congress on Capitol Hill for their various issues. I encourage everyone to please attend on the evening of the 8th and help out around the Lodge. Not to mention, it is a great opportunity to meet fellow brothers and sisters from across the Country. Please watch for more information as the time nears.

I had the honor and privilege of representing our Lodge at the funeral for the four (4) officers who were shot and killed in Lakewood, Washington. As I joined the 30,000 officers in the Tacoma Dome, I couldn't help but notice where officers were from. From all over the United States and Canada, officers endured long and short

travels to be present at this tragic funeral. Among the thousands of officers, I was extremely proud to see officers and officials from MPD and the US Capitol Police. The fact that local agencies within our Lodge stepped up to send representatives was incredibly overwhelming to me. I thank all the officers who attended and the Chiefs of Police who were able to coordinate the resources to send them.

After the three hour funeral, there was a reception where many attended. Among attendance was the Chief of Police and officers from the Lakewood Police Dept. Many of them continued to share stories about their fallen brothers and sister. Some were close friends, some were the partners of the fallen, and some were those who had to investigate the crime and respond to the "officer down" call and see their four friends executed.

I share my experience with you for two reasons:

1. To remind you that life is precious and to live it to the fullest. You never know what is going to happen tomorrow. Remain vigilant, alert, and often question yourself to keep yourself thinking with the "what if" game...so that you do not fall complacent in the field. The 4 Lakewood officers had no time to react before their lives were cut so short. They were executed without any warning or opportunity to react.

2. To remind you of the fraternal brotherhood and sisterhood we all share within the FOP. These very officers, from rookie to chief, will be with us during Police Week. They will travel across the country to pay respects to their fallen heroes during Police Week in May 2010. Many of them will visit the Law Enforcement Memorial Wall, the CandleLight Vigil, various planned events and then will visit our site ("tent city") to unwind with a beer or share a story with fellow officers at the venue that we, Lodge #1, provides for them. This is just one aspect of what Police Week is about. So many officers in our Lodge can make a difference in these grieving officers' lives. They need us, Lodge 1, to organize, set-up, and work the Police Week site so that they have somewhere "safe" to attend. For some it will always be a party, but for others, it is a "safe" environment where they can escape to in order to recompose themselves after a difficult night (Candlelight Vigil) or prepare for the next day to come (Police Memorial on 15th). This is why we need so many of our Lodge members to get involved. I know it's extremely early to get this reminder out but planning will start in the next few months because May is less than five (5) months away!

If you haven't volunteered for Police Week before, I ask you to please give it a shot. For the veterans returning to volunteer please be reminded that you are making such a difference in the lives of our fellow brothers and sisters. I'm proud to serve with each and every one of you!

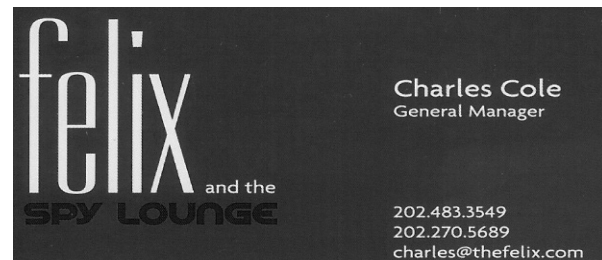


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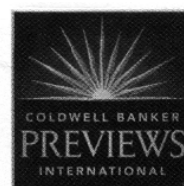
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# LODGE OFFICERS

## Blossoms of Today

*Lou Cannon, Immediate Past President and Conductor*

Let me start by saying I make no apologies for being a Chief as I remain committed to my roots as an officer and the seeds that I help plant throughout my career first with MPD and then in the federal sector.

My current job routinely takes me to the Reeves Center located in the heart of the Third District where I served many years as a Sergeant along with my stint in the Rapid Deployment Unit. I gazed upon the area as I traveled the streets thinking I never would have believed the transformation would occur in my lifetime.

Where I and other long forgotten officers chased down drug dealers, robbers and thieves of all nature now appeared sidewalk café's with fancy names, upscale shops, and well priced condos. Where Officer Snyder of 3D made the ultimate sacrifice gunned down by a drug dealer business men and women walk not knowing the price that was paid for them to walk unmolested to get their designer coffee.

In talking with another old dinosaur of MPD heritage, it was the seeds of the work of many that now blossoms today in all parts of the city, and throughout agencies in

the Washington Metropolitan Area. During my travels I still come across some who call out "Hey Sarge!" I now see people that I supervised in roles of leadership passing on what was handed down to me by my mentors. These are also the seeds of the past that blossom today and will continue to blossom for many years.

Technology improves and provides us with enhancements to do our job faster, but the knowledge and skills honed over years provide the instinct that all true police will never forget or lose. Regardless of the area this is happening and we should be thankful to those that have gone before us and confident in those that now have taken up the call for service in law enforcement. I also feel that we must continue to respect those that have forged the paths that we now travel.

Yes at some point I and others will have to pass the torch, hang up the gun, pull the pin, and move on. But as long as someone can and wishes to contribute we should give them the respect they have earned. For if they had not planted the seeds in the past there would be no blossoms now to enjoy.

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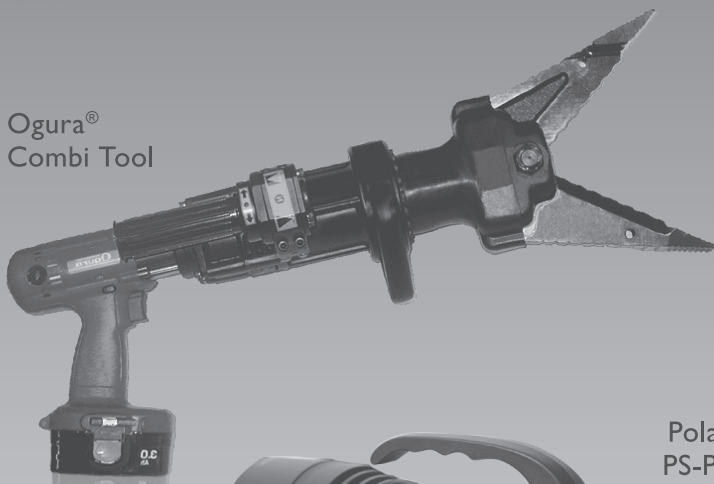
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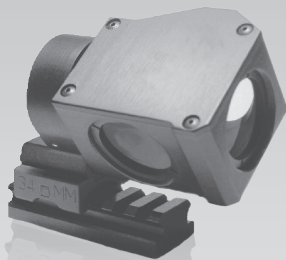
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# LODGE OFFICERS

## The Importance of the Building Fund

*Kenny Rodgers, Treasurer (MPD retired), with Bob Poggi (MPD retired)*

I don't often write articles for the *Simulcast*, but I wanted to take this opportunity to talk about the importance of the Building Fund for DC Lodge #1.

My first meeting in the DC FOP Lodge was back in the late 60's. I remember, the meeting was held in an American Legion Hall on Capital Hill. We had to take up a collection from the members present to pay the rental fee.

I was invited to this meeting by then Chaplain Lacy Ellerbe. Brother Ellerbe was a National Capital Zoo Police Officer. He loved to sneak up on us old #13 guys who happened to be in Rock Creek Park during the midnight tour of duty. We used to love to study our Police Regs and DC Code in those quiet and out of the way places.

Meeting places are funny things. Whether an American Legion Hall, the Park or a large fancy building, it's not the location, but the people in the meetings that count. Since that time, the DC FOP has had many homes for meeting places. For you newer members, a list of pass lodge homes; Second Street NW (above My Brothers Place); 600 Block Pennsylvania Avenue NW; 10th and E Street NW; 510 5th Street NW; 5th and D Street NW and finally, our current location 711 4th Street NW.

It's still the people who count, not just the building. However, this building is ours unlike some in the past. The members own it, or will as soon as the mortgage is paid. Past President Tommy Tague had a vision in the mid 80's to purchase a building we could call our own. Throughout the years it has been a struggle to pay all the bills including the mortgage to have this asset we can call "OURS".

Many times the members would take up collections to pay one bill or another, most often to make up for a shortage for the mortgage payment. Wouldn't it be great if we could pay off the mortgage and begin to establish a reserve fund to maintain and improve our facility and to be prepared to meet any challenges that may come up in the future?

To do this, we need each of us, who can, to reach into our pockets and donate something to help retire the mortgage on our building. The *Simulcast* has recently been publishing names of members who have donated to the current Building Fund. I would like to acknowledge the past members who donated to the first building fund, which got us started to be in the building we are today. They are in part, the following persons:

Bob Poggi  
Kenny Rodgers  
Lou Cannon  
Tom Tague  
Danny Marafino  
Pete Randell  
Adrian Rymer  
Al Cassinelli  
Barry Goldstein  
Bernard Geffen  
Betty McCormick  
Bill Stevens  
Bob Haynes  
Bob Schubert, Jr.  
Bruce Swank  
Carol Spivey  
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Please forgive us if we missed anyone.

These members gave from five dollars to one thousand dollars to the Building Fund and many have given more than once. Please help if you can, remember donating to yourself is the first step of good financial planning.

### Marines in Law Enforcement



DC Lodge #1 member, MPD Officer Dwayne Johnson would like to start a local chapter of **Marines in Law Enforcement**, to include DC, Maryland and Virginia active and retired Police Officers that have served in the United States Marine Corps. This project is in the very beginning stages. If you are interested in becoming involved and/or receiving news and information please contact Officer Johnson for more information At [usmcjarhead81@aol.com](mailto:usmcjarhead81@aol.com)

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# LODGE OFFICERS

## Thank You from a Past President

*Tommy Tague, Past President*

On December 5, 2009, The Fraternal Order of Police, D.C., #1, held a holiday party at the lodge. At this party, President Muzzatti presented me with a President's Award. This award was given to me for the time and effort I put in working on the Annual Golf Tournament. As I stated at the party, this award should be given to all of those people who have participated to make this a successful event. Those who should be recognized are: Barbara and Bill Hampton, The Cunningham family, the Triggs family, Bob Poggi, Danny Marafino, Dick Catalano, the Walsh family, Linda Short, Julie Yarosh, Don Sabino, Craig Royal and, last but not to be forgotten, "The Hole Sponsors."

This event is a team effort and without the loyalty, dedication, and hard work of these volunteers, this annual affair would not have become a reality.

I would also like to thank the members of the Board of Directors who have supported me in the past. They are President Muzzatti, Recording Secretary Beauchemin, and Treasurer Rodgers.

In closing, I would like to thank those men who came before me, Past Presidents: McGoldrick, Gamble, Devlin, Bell, DeMoss, Galifaro, and Lodge Chaplain Lacy Ellerbe. It was these men who instilled in me a pride that I will never forget. The fine examples displayed by all of them had a major impact on me. They contributed immensely to the driving force behind my desire to be a law-enforcement officer. These men believed that the FOP was the best way to obtain better working conditions for the police community. They also should be included in the Presidential Award given to me. I believe these men would be happy with the new FOP leadership and the goals that have been established for the lodge.

A wise man once said that you can tell how rich a person is by the amount of friends he has—and I believe that I am one of the richest men alive.

*Merry Christmas and Happy New Year!*

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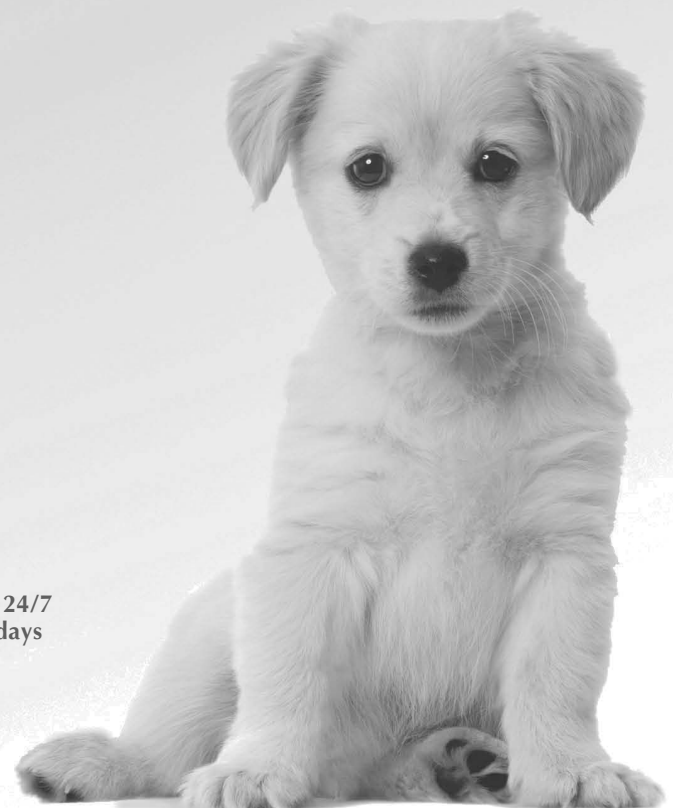
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# LABOR

## National Institutes of Health (NIH) Police Labor Committee

*Wallace Carter, Chairman*

**B**rothers and Sisters of DC Lodge #1, I hope that you all had a wonderful Holiday; and I pray this article finds you and yours in good health and spirits. We had our latest union elections this past November 2009 and I would like to congratulate my new brothers and sisters on their victories. I proudly introduce to you the entire FOP NIH Police Labor Committee;

*Wallace M. Carter—Chairman*

*Carey F. Anderson—Vice-Chairman*

*Raymond J. Sambataro—Secretary*

*Richard D. Brenner—Treasurer*

*Dexter Moore—Agency Trustee*

*Steven T. Cradlin—Chief Shop Steward*

*Matthew Catherwood—First Relief Shop Steward*

*Vacant—First Relief Alternate Shop Steward*  
*Keleigh Anderson—Second Relief Shop Steward*

*Tawania McKinzy—Second Relief Alternate Shop Steward*

*Derek Jeter—Third Relief Shop Steward*

*James Washington—Third Relief Alternate Shop Steward*

We indeed have our work cut out for us. Hopefully by press time, we will have completed the ground rules with NIH labor relations personnel, for our upcoming contract negotiations. We look forward to working with NIH management, and will exhaust every avenue to improve the working conditions for all Police Officers

affected by our Collective Bargaining Agreement.

I believe in quality more than quantity. When you speak, be sayin' something; you should be heard, as well as listened to. I welcome any sound advice that would benefit my order; and if there is any assistance that I may provide, please do not hesitate to contact me, 703.798.8667 or Wallo42@aol.com

*May God continue to BLESS US ALL, take care, and stay safe.*



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# LABOR

## Wage Agreement for 2010 Signed

Chairman Hardwick and President Muzzatti along with the Public Printer of the United States sign wage agreement giving the Police a 9.48 percent wage increase for 2009.

In 2010 the officers will receive an additional 3.50 increase. The three were joined by other agency management staff to witness the event. Under federal law, USC 44 sec 305 the GPO Police Labor Committee have the right to directly negotiate over wages. The GPO Police are part of the legislative branch of the government. In the recent past the Library of Congress police was merged with the USCP to make a larger department. The GPO police is expected to merge sometime in 2011. When that occurs it will effectively combine the three departments into one under the USCP.



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# LABOR

## Labor Services Office is Ready to Help

### Labor Services

The Labor Services Division provides a comprehensive set of resources and services designed to ensure that no officer goes to the bargaining table alone. In addition, we provide assistance to your lodge to obtain the right to become your bargaining agent or to try to influence the public officials who determine your hours, wages, terms and other conditions of employment.

Whether your department requires contract information, experienced legal experts, training seminars or personalized labor research, the Labor Services Division stands ready to provide you with the people and resources you need.

The FOP is the largest professional police labor organization in the country. We know that no one can represent an officer as well as a fellow officer. FOP members have worked through thousands of labor situations. The Labor Services Office has access to the collective knowledge of more than 325,000 law enforcement professionals.

### Resources:

The Labor Services Division is staffed by full-time professionals who provide highly skilled support services on behalf of the Grand Lodge to state and local lodges in the area of labor relations.

Our staff includes experienced veterans in the field of Law Enforcement employment relations. These representatives are available to travel extensively throughout the country to assist member lodges. In addition, the Labor Services staff is available to answer members' questions and to provide information and/or advice. The Labor Services Division is the hub for FOP labor information.

We are frequently asked "What labor services are available to assist our members?" A sample of our labor services include:


- Dispelling the myth that right to work states cannot bargain.
- Helping form bargaining organizations that can provide the expertise needed to bargain effectively.
- Training leaders to represent members in disciplinary matters.
- Working with lodges to determine how they can better represent the interests of their members outside the framework of a formal collective bargaining agreement.
- Developing training programs for lodge negotiators.
- Providing expert advice and guidance during the negotiation process.
- Providing expert advice and guidance during the contract administration process.

- Providing expert advice and guidance in campaigns to obtain bargaining representation.
- Assisting lodges to gain the right to bargain. Additional services are available.

In addition to the above services, Labor Services travels to local and state lodges to develop and conduct classes specific to your membership's needs. These classes will be tailored with your local and state laws in mind.

*If you have questions or desire assistance, please contact:*

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# LEGISLATION

## Legislative Committee

Steve Franchak, Chairman

I hope everyone had a safe holiday season.

When Congress comes back after their Christmas break, their first concern will be passage of the *Health Care Reform Act*, if they didn't pass it before. Next on their priority will be Afghanistan and the unemployment rate. We need to keep our two primary legislative issues on their minds by making frequent contacts to them and their Legislative Assistants, both on the Hill and in their District Offices.

The first bill is *H.R. 235*, the "Social Security Fairness Act," which will repeal the "Government Pension Offset" (GPO) and "Windfall Eliminating Provision" (WEP). This will help our retired members, and our active duty members when they retire. Though we have 312 co-sponsors, Steny Hoyer from the 5th Congressional District in Maryland, Thomas Perriello from the 5th Congressional District in Virginia, and Eric Cantor, 7th District in Virginia have not signed on as co-sponsors of this legislation. We ask members who live in these districts, or who have family or friends in these districts, to contact these Representatives and urge them to sign on as co-sponsors.

The second bill is *H.R. 413*, the "Public Employer-Employee Cooperation Act," legislation which would recognize the right of public safety employees to bargain collectively. We have 178 co-sponsors. We have 5 from Maryland who have not signed on. They are Donna Edwards, District 4, Steny Hoyer, District 5, Roscoe Bartlett, District 6, Elijah Cummings, District 7 and Chris Van Hollen, District 8. In Virginia, we have

9 who have not signed on. Most of the Virginia representatives say that Virginia is a right to work state, and passage of this legislation would infringe on the state. Never the less the following Representatives need to be contacted and asked to sign on as co-sponsors. Robert Whitman, District 1, Glenn Nye, District 2, Randy Forbes, District 4, Tom Perriello, District 5, Bob Goodlatte, District 6, Eric Cantor, District 7, James Moran, District 8, Rick Boucher, District 9 and Frank Wolf, District 10.

There are two other pieces of legislation which this Legislative Committee seeks help on. The first is *H.R. 2219*, Federal Law Enforcement Pension Adjustment Equity Act of 2009, which affects retired U.S. Park Police and retired U.S. Secret Service Uniformed Division only. Passage would correct language of the Law Enforcement Pay Equity Act of 2000 to permit certain annuitants of the retirement programs of the United States Park Police and United States Secret Service Uniformed Division to receive the adjustments in pension benefits to which such annuitants would otherwise be entitled as a result of the conversion of members of the United States Park Police

and United States Secret Service Uniformed Division to a new salary schedule under the amendments made by such Act.

The second bill is, *S 1510*, United States Secret Service Uniformed Division Modernization Act of 2009. We need help from your state Senators to kill this bill. The intent is to transfer members of the Service Uniformed Division from the District of Columbia Code to the United States Code for entitlements to pay and hours of work. They say that this will also close the time to reach top pay, and give a pay raise. Under the current pay system, the top pay for a sergeant is \$109K+. Under this bill, it would take a shorter time to reach top pay for a sergeant, but top pay is \$107K+.

I would like to congratulate the newly elected Lodge Officers.




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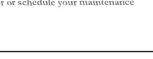
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# LEGISLATION

## Top Legislative Priorities for the 111th Congress

### I. Social Security Issues

#### A. Support H.R. 235/S. 484, the "Social Security Fairness Act"

The FOP strongly supports legislation to restore full Social Security benefits for law enforcement officers by repealing both the "Windfall Elimination Provision" (WEP) and the "Government Pension Offset" (GPO).

B. Opposing any legislation that would require the participation of public employees in Social Security

The FOP also vehemently opposes legislation which would mandate participation in Social Security for current or newly hired public employees who participate in their own retirement systems and do not pay into Social Security.

### II. Support H.R. 413, the "Public Safety Employer-Employee Cooperation Act"

The FOP strongly supports this legislation, which would guarantee the right of public employees to bargain collectively with their employers over hours, wages and conditions of employment. The bill mandates that each State pass laws providing minimum collective bargaining rights to their public safety employees and outlines certain provisions to be included in those laws. Strikes and lockouts are prohibited by the bill and States with collective bargaining laws already on the books will be exempt from the Federal statute.

### III. Support H.R. 1972, the "Law Enforcement Officer's Procedural Bill of Rights Act"

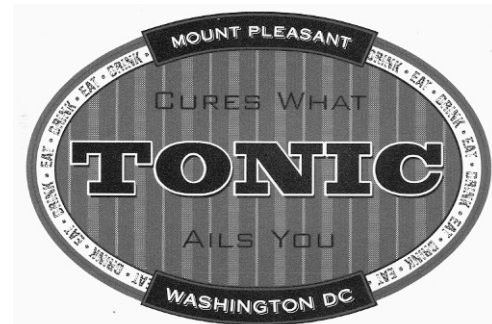
The FOP strongly supports a "bill of rights" for law enforcement officers who are, in a number of jurisdictions, denied their due process rights by police administrators and management in noncriminal proceedings. There is a need for a minimum level of procedural protections for law enforcement officers accused of administrative wrongdoing because of the gravity of potential harm to officers created by this lack of uniform safeguards.



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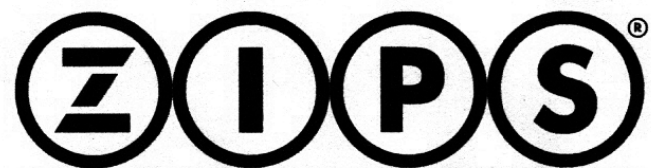
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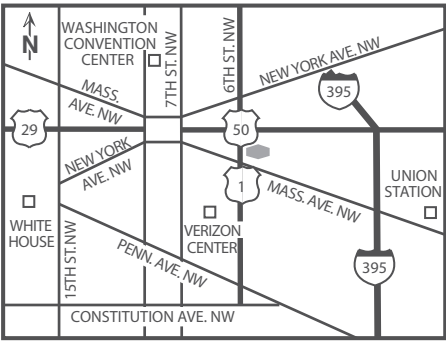
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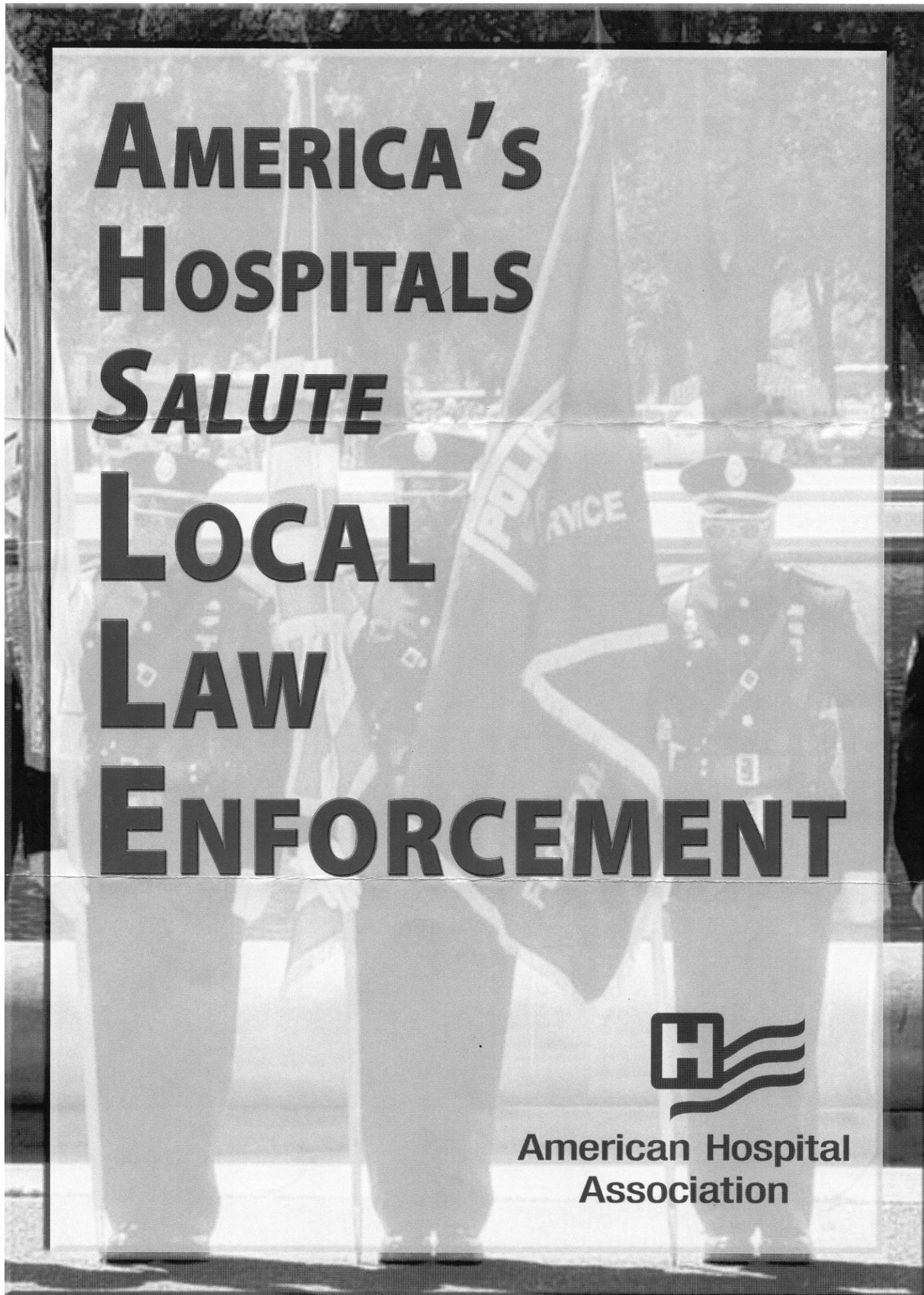
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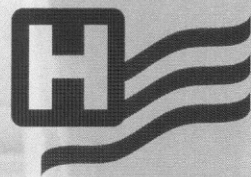


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# LEGISLATION

## Legislation Supported by the National Fraternal Order of Police

**PASSED!!! H.R. 1/PL 111-5** (Obey, D-WI), the “American Recovery and Reinvestment Act,” specifically the funding for State and local law enforcement programs;  
**H.R. 18** (Bartlett, R-MD), the “Powder Crack Cocaine Penalty Equalization Act,” would eliminate the disparity in sentencing between crack and powder cocaine offenses by changing the applicable amounts for powder cocaine to those currently applicable to crack cocaine;

**Top Priority—H.R. 235** (Berman, D-CA), the “Social Security Fairness Act,” would repeal both the “Windfall Elimination Provision” and the “Government Pension Offset” in current Social Security law;

**H.R. 248** (Green, D-TX), the “Law Enforcement Officers Flag Memorial Act,” would provide the families of deceased law enforcement officers with a flag that has been flown over the U.S. Capitol;

**Top Priority—H.R. 413** (Kildee, D-MI), the “Public Safety Employer-Employee Cooperation Act,” would recognize the right of law enforcement and other public safety officers to bargain collectively with their employers;

**H.R. 560** (Brady, R-TX), the “Safe Prisons Communications Act,” would authorize the director of the Federal Bureau of Prisons or the chief executive officer of a state to petition the Federal Communications Commission (FCC) to permit the installation of devices to prevent, jam, or interfere with wireless communications within the geographic boundaries of a specific prison, penitentiary, or correctional facility under his or her jurisdiction;

**H.R. 583** (Lee, D-CA), the “Community Partners Next Door Act,” would establish a housing program that would provide a fifty percent (50%) discount for teachers, teacher assistants, administrators, and public safety officers purchasing certain eligible asset properties for use as their primary residence, including a \$100 downpayment on any related insured mortgage, and a higher Federal Housing Administration (FHA) loan limit for such purchases in high cost areas;

**H.R. 673** (Filner, D-CA), the “Law Enforcement Officers Equity Act,” would provide 6 (c) benefits to approximately 30,000 Federal law enforcement officers who currently do not have them;

**H.R. 675** (Filner, D-CA), legislation which would grant statutory arrest authority to law enforcement officers employed by the U.S. Department of Defense;

**H.R. 958** (Moran, D-VA), the “Federal Employee Retirement System Sick Leave Equity Act,” would allow Federal employees under FERS to be credited for unused sick time;

**H.R. 959** (Murphy, D-PA), the “Officer Danny Faulkner Children of Fallen Heroes Scholarship Act” would provide increased Federal Pell Grants for children whose parent or guardian died as a result of performing duties of a law enforcement or other public safety officer;

**H.R. 1006** (Stupak, D-MI), the “Secondary Metal Theft Prevention Act,” would require secondary metal recycling agents to keep records of their transactions in order to deter individuals and enterprises engaged in the theft and interstate sale of stolen secondary metal;

**PASSED!!! H.R. 1105** (Obey, D-WI), the “Omnibus Appropriations Act, 2009,” specifically, the appropriations for the U.S. Department of Justice and its State and local law enforcement assistance programs;

**H.R. 1139** (Weiner, D-NY), the “COPS Improvement Act,” would provide full funding for the Office of Community Oriented Policing Services (COPS) and the programs it administers;

**H.R. 1221** (Brady, R-TX), the “Public Servant Retirement Protection Act,” would repeal the Windfall Elimination Provision (WEP) and replace it with a more equitable, individualized calculation of Social Security benefits;

**Top Priority—H.R. 1972** (Stupak, D-MI), the “Law Enforcement Officers’ Procedural Bill of Rights Act,” would protect the due process rights of officers during internal investigations;

**H.R. 2064** (King, R-NY), the “See Something, Say Something Act,” would expand the current immunity from liability to cover all persons who report suspicious activity to authorities, not just suspicious activity which occurs on Federal property or transportation systems;

**H.R. 3752** (Forbes, R-VA), the “Law Enforcement Officers Safety Act Improvements Act,” which would amend certain the provisions of the Federal statute which exempts qualified active and retired law enforcement officers from State and local prohibitions on the carriage of firearms; reducing the sentences of offenders

*Continued on page 18*



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# LEGISLATION

## Supported Legislation

Continued from page 17

convicted for offenses involving crack cocaine;

**H.J.Res. 8** (Emerson, R-MO), would amend the Constitution to give Congress the power to prohibit the physical desecration of the flag of the United States;

**S. 132** (Feinstein, D-CA), the "Gang Abatement and Prevention Act," is a comprehensive, national approach to the problem of gang violence which would establish a High Intensity Interstate Gang Activity Area (HIIGAA) program to facilitate greater cooperation between local, State and Federal law enforcement in identifying, targeting, and eliminating violent gangs in areas where gang activity is particularly prevalent and define new offenses which will enable law enforcement to fight gangs and gang-related activity more effectively;

**S. 167** (Kohl, D-WI), the "COPS Improvement Act," would establish the Office of Community Oriented Policing Services (COPS) as a distinct entity within the U.S. Department of Justice and reauthorize the law enforcement officer hiring program, as well as reauthorizes funds for technology grants and community prosecutors;

**S. 251** (Hutchison, R-TX), the "Safe Prisons Communications Act," would authorize the director of the Federal Bureau of Prisons or the chief executive officer of a state to petition the Federal Communications Commission (FCC) to permit the installation of devices to prevent, jam, or interfere with wireless communications within the geographic boundaries of a specific prison, penitentiary, or correctional facility under his or her jurisdiction;

**S. 252** (Akaka, D-HI), the "Veterans Health Care Authorization Act," specifically, Title VII, which would expand the arrest authority of the VA Police Service and increase the uniform allowance for these officers;

**S. 256** (Feinstein, D-CA), the "Combat Methamphetamine Enhancement Act," will strengthen Federal law by improving the self-certification process for retail sales of ephedrine and pseudoephedrine;

**S. 258** (Feinstein, D-CA), the "Saving Kids from Dangerous Drugs Act," would increase penalties on those who tailor market illegal drugs to entice children to purchase them;

**S. 386** (Leahy, D-VT), the "Fraud Enforcement and Recovery Act," which would strengthen the ability of law enforcement to investigate and prosecute fraudulent activity in connection with bailout and recovery legislation;

**S. 418** (Klobuchar, D-MN), the "Secondary Metal Theft Prevention Act," would require secondary metal recycling agents to keep records of their transactions in order to deter individuals and enterprises engaged in the theft and interstate sale of stolen secondary metal;

**Top Priority—S. 484** (Feinstein, D-CA), the "Social Security Fairness Act," would repeal both the "Windfall Elimination Provision" and the "Government Pension Offset" in current Social Security law;

**S. 490** (Hutchison, R-TX), the "Public Servant Retirement Protection Act," would repeal the Windfall Elimination Provision (WEP) and replace it with a more equitable, individualized calculation of Social Security benefits;

**S. 569** (Levin, D-WI), the "Incorporation Transparency and Law Enforcement Assistance Act," would help law enforcement combat the misuse of U.S. corporations by requiring States to obtain beneficial ownership information for corporations and limited liability companies formed under State law;

**S. 879** (Collins, R-ME), the "See Something, Say Something Act," would expand the current immunity from liability to cover all persons who report suspicious activity to authorities, not just suspicious activity which occurs on Federal property or transportation systems;

**S. 1039** (Kerry, D-MA), the "Protect Those Who Serve Act," which would authorize up to \$500 million in grants to States to provide up to eighty percent (80%) of the costs of the renovation, modernization, and construction of law enforcement facilities;

**S. 1132** (Leahy, D-VT), the "Law Enforcement Officers Safety Act Improvements Act," would improve the provisions related to carriage of concealed firearms by qualified active and retired law enforcement officers;

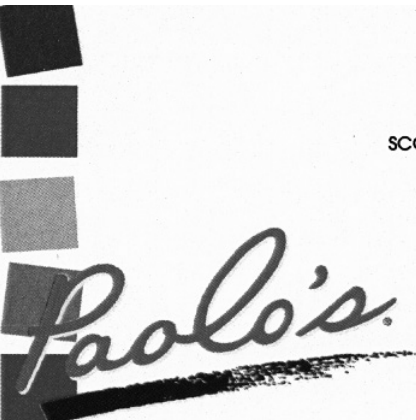
**Top Priority—S. 1611** (Gregg, R-NH), the "Public Safety Employer-Employee Cooperation Act," would recognize the right of law enforcement and other public safety officers to bargain collectively with their employers;

**S.J.Res. 2** (Vitter, R-LA), would amend the Constitution to give Congress the power to prohibit the physical desecration of the flag of the United States;

Legislation to provide Federal law enforcement officers with a rebuttable presumption that a causal connection exists between their occupation and heart, lung, and hypertension disorders;

Legislation which would protect the personal information of law enforcement officers and their families from public access.

For more information, please feel free to contact the National Legislative Office at (202) 547-8189 or via e-mail.



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# LEGISLATION

## Legislation Opposed by the National Fraternal Order of Police

- H.R. 59** (Jackson-Lee, D-TX), the “Ex-Offender Voting Rights Act,” would allow convicted felons to vote in Federal elections if these felons are denied the ability to vote by the State in which they reside;
- H.R. 68** (Jackson-Lee, D-TX), the “No More Tulias: Drug Law Enforcement Evidentiary Standards Improvement Act,” which would significantly limit States who fund anti-drug task forces from receiving Federal funding from the Edward J. Byrne Memorial Justice Assistant Grants program;
- H.R. 73** (Jackson-Lee, D-TX), the “Traffic Stops Along the Border Statistics Study Act,” would require the U.S. Attorney General to collect race and other data on traffic stops made by State and local law enforcement officers;
- H.R. 1409** (Miller, D-CA), the “Employee Free Choice Act,” which would replace the current democratic process of secret ballots in the selection or certification on a union as the bargaining units with a “card check” system;
- H.R. 3245** (Scott, D-VA), the “Fairness in Cocaine Sentencing Act,” which would remove references to “cocaine base” from the U.S. Code, thereby greatly reducing the sentences of offenders convicted for offenses involving crack cocaine;
- H.R. 3251** (Gingrey, R-GA), legislation that would repeal certain provisions of Title 5, United States Code, that allow Federal employees, including law enforcement officers, who represent their colleagues, to negotiate collective bargaining agreements on official time;
- H.R. 3335** (Conyers, D-MI), the “Democracy Restoration Act,” would allow convicted felons to vote in Federal elections if these felons are denied the ability to vote by the State in which they reside;
- S. 560** (Kennedy, D-MA), the “Employee Free Choice Act,” which would replace the current democratic process of secret ballots in the selection or certification on a union as the bargaining units with a “card check” system;
- S. 650** (Feingold, D-WI), the “Federal Death Penalty Abolition Act,” would abolish the death penalty option for all Federal crimes which currently carry that penalty;
- Top Priority**—Legislation which would mandate participation in Social Security for all newly hired State and local employees;
- Legislation which would weaken the overtime protections for law enforcement officers in current Federal regulations;

Legislation or amendments that would have the effect of weakening P.L. 106-185, the “Civil Asset Forfeiture Reform Act of 2000”;

Legislation which would create or fund “civilian review boards” of law enforcement at any level of government;

Legislation which would normalize relations with Cuba until that nation ceases to be a safe harbor for cop-killers and other fugitives.

For more information, please feel free to contact the National Legislative Office at (202) 547-8189 or via e-mail.

### FOP Day on the Hill 2010!!!

The FOP Day on The Hill 2010 will begin on Monday, 8 February 2010. The National Legislative Office and the National Legislative Committee will host a short briefing on our legislative agenda at the District of Columbia Lodge #1 at 711 4th Street, NW. The briefing will take place on Monday afternoon and last approximately one hour. Additional details will be forthcoming.

Tuesday and Wednesday, 9-10 February, will be devoted to your meetings with Members from your home States and districts. These appointments should be made in advance!!! Event participants should make every effort to have their Representative or Senator attend the meeting along with the appropriate staff person.

#### Accommodations for Day on the Hill Participants

The National Legislative Office will be arranging a room block with a local hotel. We will make this information available as soon as possible—watch your email and the Grand Lodge website for the latest news!!



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# LEGISLATION

## National Fraternal Order of Police PAC (NFOP PAC)

The National Fraternal Order of Police PAC is the power behind our organization's punch on Capitol Hill. It provides opportunities for all police officers to get involved and keeps the FOP at the forefront of important legislative debates in Washington. Entering the 2008 Presidential and Congressional election cycles, the NFOP PAC is working aggressively to grow its funds to help elect candidates that help make the rank-and-file law enforcement officer's voice heard.

### What is a Political Action Committee (PAC)?

A political action committee is a vehicle through which individuals with similar interests pool their personal contributions for greater impact. PACs support candidates for federal office who can affect legislation of interest to the group.

PACs are independent of any political party or any specific candidate, and make contributions regardless of party affiliation.

The Federal Election Commission administers and enforces the Federal Election Campaign Act, which governs federal election activities.

### What is NFOP PAC?

NFOP PAC is the National Fraternal Order of Police's political action committee (PAC). It is an integral part of the FOP's efforts to support and promote the federal legislative and political interests of all FOP members. The PAC provides access and exists to give a voice to many FOP members who otherwise would not be heard.

The mission of NFOP PAC is to educate Members of Congress about issues important to law enforcement officers, such as providing for a safer and more professional work environment by electing candidates to office that support those issues.

The purposes of the NFOP PAC are to promote the FOP's top legislative priorities and to provide the opportunity for individuals who are interested in the safety, health and occupational security of the rank-and-file law enforcement officer to contribute to the support of worthy candidates for Federal office who believe, and have demonstrated their belief in, the principles to which the FOP is dedicated.

### Who can contribute?

As a Federally registered PAC, NFOP PAC may only solicit contributions from in-

dividual FOP members, executive and administrative personnel and their spouses and family members. The PAC cannot accept donations from a lodge or other organization.

### How is my contribution used?

Your contribution allows the NFOP PAC to educate Members of Congress about issues important to you and influence national policy making through political action.

The FOP is the nation's oldest, largest, and most influential organization of law enforcement professionals in the United States. We play a prominent role in the formation of national law enforcement policy. Last year, the National FOP supported candidates who best demonstrated their commitment to those issues that are of greatest concern for the rank-and-file law enforcement officer.

Our goal is to raise funds for these purposes, and from such funds to make contributions to assist candidates, without regard to party affiliations, who demonstrate their commitment to issues most important to members of the FOP.

### Do I really make a difference?

NFOP PAC's strength comes from you and your commitment to law enforcement. Each individual NFOP PAC supporter helps us stand together and promote the strength and future of law enforcement officers.

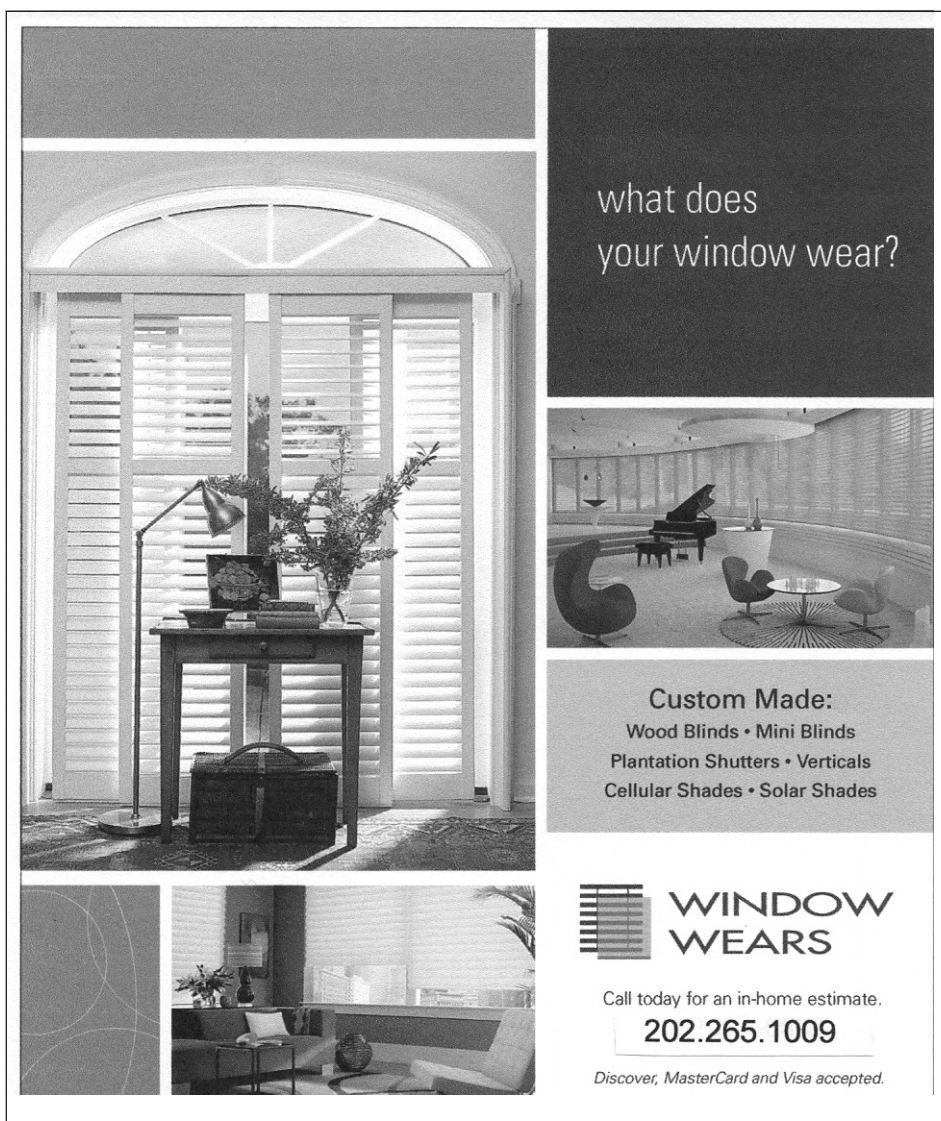
### Questions?

Please do not hesitate to contact Jon Gentile, PAC Director, in our Legislative Office at (202) 547-8189 or via e-mail with your questions.

Contributions or gifts to the National Fraternal Order of Police PAC are not tax deductible as charitable contributions for federal income tax purposes. Contributions to the NATL FOP PAC are strictly voluntary and FOP members have the right to refuse to contribute without reprisal.

Checks should be made payable to NFOP PAC and mailed along with the completed form to:

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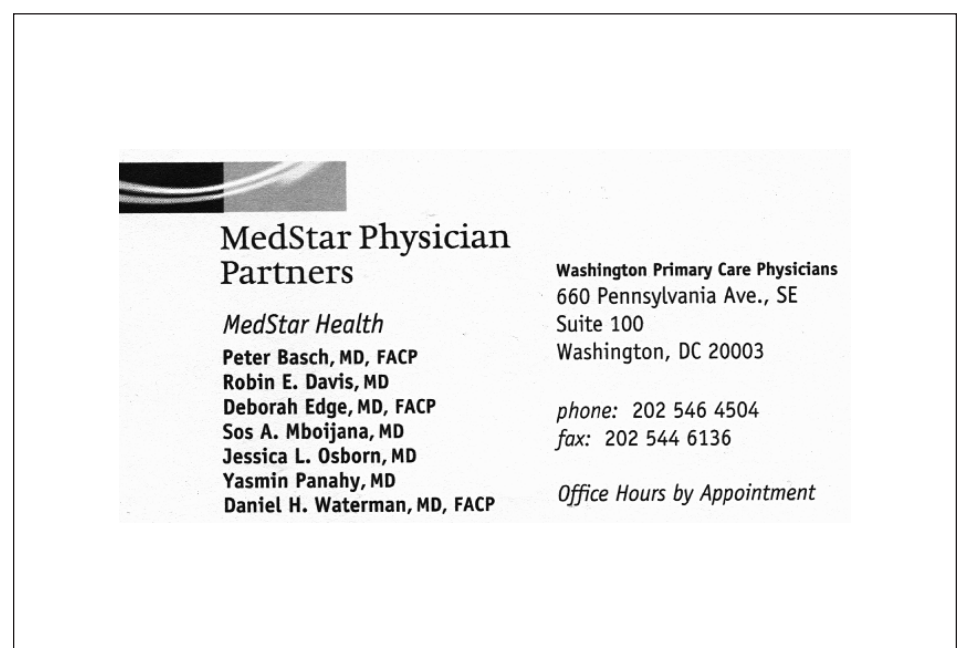
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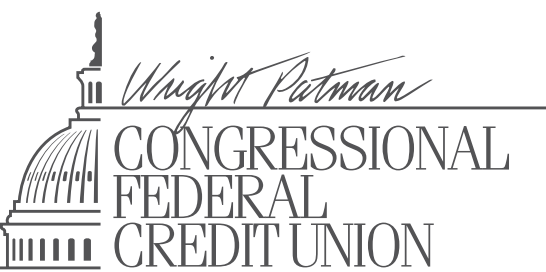
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# LEGISLATION

## National Fraternal Order of Police PAC Contribution Form

Please return the form and contribution to:  
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Contributions or gifts to the National Fraternal Order of Police PAC are not tax deductible as charitable contributions for federal income tax purposes. Only PERSONAL or NON CORPORATE checks may be accepted. A contribution of \$25 is suggested, but please contribute more if you are able, and a lesser amount if you are not. Contributions to the NATL FOP PAC are strictly voluntary and FOP members have the right to refuse to contribute without reprisal. Your contribution will be used to support candidates for federal office who support law enforcement. Federal law requires political action committees to report the name, mailing address, occupation and name of employer for each individual whose contributions aggregate in excess of \$200 per calendar year.

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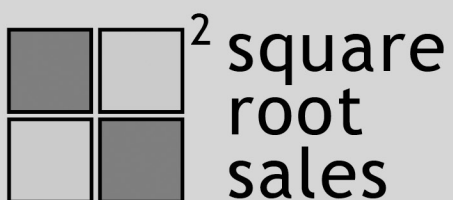
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# NLEOMF

## Law Enforcement Officer Fatalities 2009: A Tale of Two Trends

*Total line-of-duty deaths drop to lowest level in 50 years; firearms-related killings rise 23 percent with five multiple-fatality shootings*

Fewer U.S. law enforcement officers died in the line of duty in 2009 than in any year in the past half century—an encouraging trend tempered by a disturbing increase in the number of officers who were killed by gunfire, many of them in brutal, ambush-style attacks.

As of December 28, 124 law enforcement officers had died in the line of duty from all causes, a 7 percent reduction from the 133 fatalities in 2008, according to preliminary data compiled by the National Law Enforcement Officers Memorial Fund (NLEOMF). The last time officer fatalities were this low was in 1959, when there were 108 line-of-duty deaths.

“This year’s overall reduction in law enforcement deaths was driven largely by a steep, 21 percent drop in the number of officers killed in traffic-related incidents,” reported NLEOMF Chairman and CEO Craig W. Floyd. “However, that bit of good news was overshadowed by an alarming surge in the number of officers killed by gunfire.” According to Mr. Floyd, 48 officers were shot and killed in 2009, compared to 39 in 2008, which represents a 23 percent increase.

More than 30 percent of this year’s fatal shootings—15 in all—occurred in just five incidents in which more than one officer was gunned down by a single assailant. These multiple-fatality shootings took place in Lakewood, WA (four officers), Oak-

land, CA (four officers), Pittsburgh, PA (three officers), and Okaloosa County, FL, and Seminole County, OK (two officers each). The 15 officers killed in these multiple-death shootings were the most of any year since 1981, according to Mr. Floyd.

“To reach a 50-year low in officer deaths is a real credit to the law enforcement profession and its commitment to providing the best possible training and equipment to our officers,” Mr. Floyd declared. “But we cannot allow ourselves to be lulled into a state of complacency. There are nearly 60,000 criminal assaults against our law officers every year in this country, resulting in more than 15,000 injuries. And, over the past decade, more than 1,600 officers have been killed in the line of duty. Many of the cold-blooded career criminals our officers confront each and every day do not think

*Continued on page 28*

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# NLEOMF

## 2009 Trends

*Continued from page 27*

twice about assaulting or killing a cop," he said.

Fifty-six officers were killed in traffic-related incidents in 2009, compared to 71 in 2008. Of the 56 traffic-related fatalities in 2009, 40 died in automobile crashes, 12 were struck and killed by automobiles while outside of their own vehicles and four died in motorcycle crashes. Even with the decline, however, traffic-related incidents were still the leading cause of officer fatalities for the 12th year in a row.

The preliminary 2009 law enforcement fatality data were released by the NLEOMF in conjunction with Concerns of Police Survivors (C.O.P.S.), a non-profit organization that provides critical assistance to the surviving family members and loved ones of officers killed in the line of duty.

"Concerns of Police Survivors knows that with officer fatalities reduced in 2009, that means fewer new members will join C.O.P.S. than any other year since we organized in 1984. However, there are still more than 120 new families and agencies that will look to C.O.P.S. for the life-rebuilding support, as well as many of the over 15,000 families and affected co-workers who continue to cope with their officer's death from earlier years," said C.O.P.S. National President Jennifer Thacker. Her husband, Investigator Brandon Thacker of the Kentucky Department of Alcoholic Beverage Control, was shot and killed in the line of duty in April 1998.

"I am personally learning that it's never over for us, as my husband's killer was released from prison on December 28, 2009. Even 11 years later, my family, Brandon's co-workers and I are in need of the continued support from C.O.P.S.," Mrs. Thacker said. "C.O.P.S. continues to keep the promises made to law enforcement survivors, providing support and resources to rebuild their shattered lives today and years later."

Other preliminary findings from the report include the following:

- 2000-2009 was one of the safer decades in recent law enforcement history, although it also saw the deadliest single day: September 11, 2001, when 72

officers were killed in the terrorist attacks on America. An average of 162 officers a year died in the 2000s, compared with 160 a year in 1990s, 190 in the 1980s, and 228 in the 1970s, which remains the deadliest decade for U.S. law enforcement.

- Almost 23 percent of the firearms-related deaths in 2009—11 in all—involved officers responding to domestic disturbance calls. Unprovoked ambush attacks claimed another six officers' lives.
- After reaching an all-time high of 83 deaths in 2007, the number of law enforcement officers killed in traffic-related incidents has fallen each of the last two years. The preliminary total of 56 traffic-related deaths in 2009 was 21 percent lower than the 2008 figure and was the lowest annual number of traffic deaths since 1996.
- Thirty-five states and Puerto Rico experienced officer fatalities during 2009. For the third year in a row, Texas (11), Florida (9) and California (8) had the most fatalities—a combined total of 28, or nearly 23 percent of the national total for 2009.
- Six federal law enforcement officers died in the line of duty in 2009, including three special agents with the Drug Enforcement Administration who died in a helicopter crash in October while conducting counter-narcotics operations in Afghanistan.
- The average age of the officers killed in 2009 was 39; the average length of their law enforcement service was 10.5 years.
- All but one of the officers killed during 2009 were men; the one female officer was Tina Griswold, one of the four Lakewood (WA) officers ambushed in a local coffee shop on November 29. By contrast, nearly 10 percent of the officers killed in all of 2008 were women, the highest percentage in history.

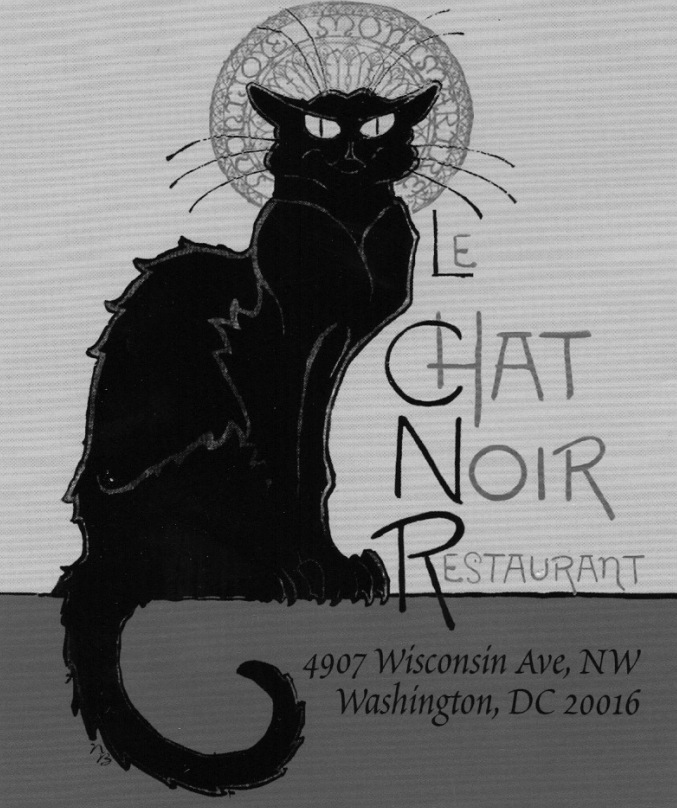
The statistics released by the NLEOMF and C.O.P.S. are preliminary and do not represent a final or complete list of individual officers who will be added to the National Law Enforcement Officers Memorial for 2009. The report, "Law Enforcement Officer Deaths: Preliminary 2009," is available at [www.LawMemorial.org/Research-Bulletin](http://www.LawMemorial.org/Research-Bulletin)

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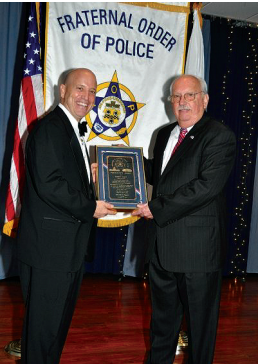
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# 2009 FOP Holiday Party

















# NLEOMF

## Vice President Biden Receives Distinguished Service Award from NLEOMF

*Honor recognizes nearly four decades of leadership and support for law enforcement officers, survivors of the fallen and victims of crime*

WASHINGTON, DC

In recognition of his steadfast support for the law enforcement profession over nearly four decades of public service, Vice President Joe Biden was presented with the National Law Enforcement Officers Memorial Fund's Distinguished Service Award for 2009.

The Memorial Fund's highest honor, the Distinguished Service Award is given annually to "an individual or organization that has made an exceptional and lasting contribution to the law enforcement profession." Vice President Biden received this year's award for his leadership on issues of critical importance to the law enforcement community, including putting more officers on the street, reducing violence against women, and protecting and honoring the nation's officers.

NLEOMF Chairman and CEO Craig W. Floyd presented the award to the Vice President during a ceremony at the United States Capitol Visitor Center. "Throughout his career, Vice President Biden has demonstrated his commitment, his compassion and his dedication not only to our law enforcement officers, but also to the survivors of the fallen, to the victims of crime and to all Americans who yearn to live in safety," Mr. Floyd said.

In selecting Vice President Biden for its Distinguished Service Award, the NLEOMF cited his role in the passage of a number of key federal laws that protect both officers and the community. These include the landmark 1994 crime bill that

helped to put 100,000 more police officers on the streets of America and ushered in the era of community policing; the Violence Against Women Act, which enhanced the investigation and prosecution of rape and domestic violence cases and provided new resources for the victims of these crimes; the 1985 ban on so-called "cop killer bullets" - ammunition that can pierce the body armor worn by law enforcement officers; and the Law Enforcement Congressional Badge of Bravery Act, establishing a Congressionally authorized honor for officers who display exceptional valor.

While in the Senate, Mr. Biden also supported creation of the National Law Enforcement Officers Memorial in Washington, DC, authorization for the National Law Enforcement Museum and enactment of a federal law requiring flags to be flown at half-staff each May 15, as a show of respect for officers killed in the line of duty. A champion for the survivors of officers who have died in the line of duty, he also sup-

ported establishment of the Public Safety Officers Benefits program and has been a strong supporter of Concerns of Police Survivors, especially its Delaware chapter.

Most recently, Vice President Biden was instrumental in ensuring \$4 billion in economic stimulus funds were directed to law enforcement. The new federal money has allowed policing agencies to hire new officers and maintain successful community policing initiatives, and has funded drug courts, juvenile delinquency prevention programs and other crime control initiatives.

Vice President Biden is the 14th recipient of the NLEOMF's Distinguished Service Award. *The previous awardees are:*

House Majority Leader Steny Hoyer (2008)  
Cynthia Brown, publisher of "American Police Beat" (2007)  
President Bill Clinton (2006)  
Motorola (2005)  
U.S. Senator Ben Nighthorse Campbell (2004)  
Police Unity Tour (2003)  
President George H.W. Bush (2002)  
United States Mint Police (2001)  
U.S. Attorney General Janet Reno (2000)  
John Walsh, host of "America's Most Wanted" (1999)  
U.S. Representative (ret.) Mario Biaggi (1998)  
The DuPont Company (1997)  
U.S. Senator (ret.) Claiborne Pell (1996)

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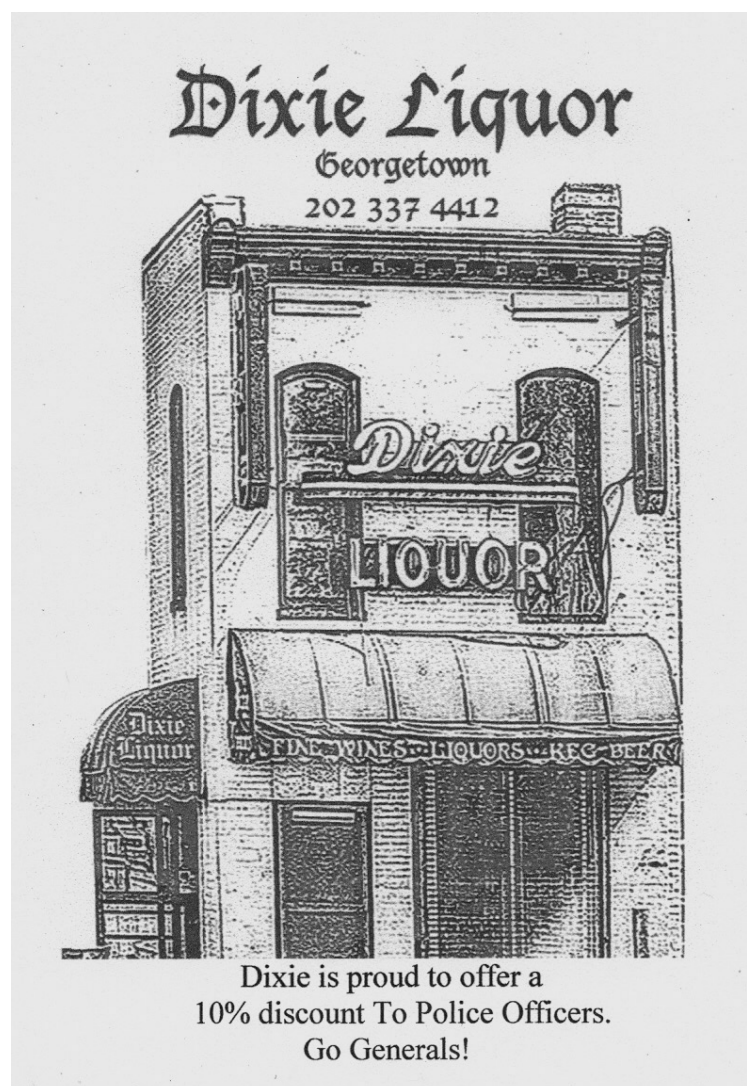


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# THE LIGHTER SIDE OF LAW ENFORCEMENT

**DUH !**

This was an actual page sent out to the department ... what do you think caused his death? And exactly how did the victim both remain on the scene and be transported to the morgue? We need a good detective on this! (good job MPD)

7D HAS A CONFIRMED HOMICIDE INSIDE 3064 STANTON RD SE #204. ADULT MALE VICTIM FOUND WITH A HOLE IN HIS HEAD AND TWO SHELL CASINGS ON THE SCENE, STILL INVESTIGATING CAUSE OF DEATH. VICTIM REMAINED ON THE SCENE AND WAS TRANSPORTED TO THE ME'S OFFICE.

**Illegal Turn**

A father in a hurry, taking his 8-year-old son to school, made a turn at a red light, where it wasn't allowed. "Uh-oh, I just made an illegal turn!", he said.

"That's OK, Dad," his son replied. "The police car right behind us did the same thing."

**BAR FIGHT**

A young boy went running down the street in search of a policeman. Finding one, he pleaded, "Officer, please I need you to come back to the bar with me. My dad is in a fight."

The officer accompanied him back to the bar where he found three guys in a fistfight.

"Ok, now which one is your father?" he asked the young boy.

"I don't know, officer. That's what they're fighting about!"

**GO AWAY**

A veteran officer with 18 years is running radar on a main street of a rural town. Along comes a young driver in a brand new sports car going 48 mph in a 30 mph zone. The officer stops the young man and explains the violation.

The driver becomes belligerent telling the officer his badge did not mean a thing. The young driver tells the officer to go ahead and write the ticket because his father knows people that will make the ticket "go away".

While the officer completes the ticket the young driver continues his barrage of insults.

Without flinching the officer completes the ticket and hands the young driver his copies.

The driver looks at his copies and becomes very agitated. The driver said, "What the #\$@%& do you think you are doing!?! I thought you said I was doing 48 in a 30. You wrote 88 in a 30?"

The officer, without hesitating said, "48, 88, what's the difference. Your dad is going to make it go away anyway, right?."

**A MATTER OF LIFE OR DEATH**

A police officer pulls a man over for speeding. As the officer approaches the car he can see that the man is very anxious about something.

"Good afternoon Sir. Do you know why I stopped you?"

"Yes, officer... I know I was speeding—but it is a matter of life or death."

"Oh, really? How's that?"

"There's a naked woman waiting for me at home."

"I don't see how that is a matter of life or death."

"If I don't get home before my wife does, I'm a dead man."



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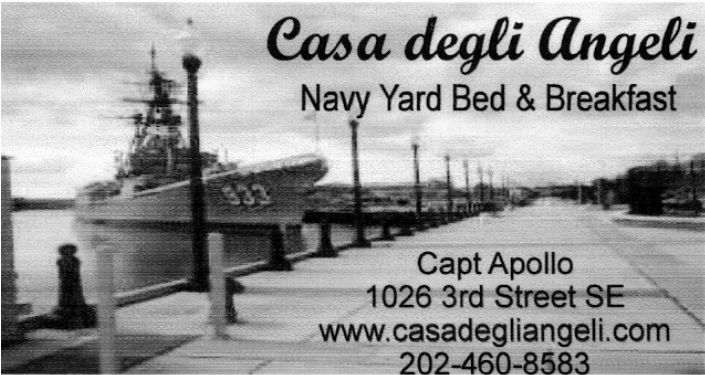
As many of you probably know, at the behest of the FOP, Representative Randy FORBES (R-VA) has proposed legislation, H.R. 3752 Law Enforcement Officers Safety Act Improvement Act of 2009, which will hopefully require DOD to reverse its interpretation and implementation of the original Law Enforcement Officers Safety Act of 2004. A companion bill, S.1132 has been introduced in the Senate by Senator LEAHY. DOD's current implementation of the 2004 legislation precludes NCIS Special Agents, who retired prior to 28 May 2002, from carrying a concealed weapon in retirement, even after meeting Agency and State requirements. It is requested that as many FOP members as possible contact their Representative and both Senators by letter, requesting that they support and co-sponsor this important legislation. There are approximately 425 retired NCIS agents that will be affected by this legislation. A letter is better than email. If you need a draft letter that you can prepare for your signature, please contact me at jack.oconnor@navy.mil, and I will send you one.

From my perch across the river in Crystal City, only "dark smoke" has been visible from NCISHQ at the Washington Navy Yard this fall. My most trusted sources have advised that the selection process for the next NCIS Director is still ongoing, has been narrowed down to five individuals and that we should expect to see "white smoke" before Christmas.

Recent legislation will now allow Federal Workers under FERS to get credit for unused sick leave when they retire, but before you run down to a travel agency to book a Carnival Cruise with this windfall, please note the following. FERS annuitants only receive 1% per each year of service after 20, while our CSRS annuitants received 2%. Until 2014, FERS annuitants will only receive 50% of the unused sick leave credit. That means that a retiring FERS employee that has one year of unused sick leave would receive ½% of his high three salary in his retirement check. Retiring after 2013

would get you 1%. A great victory yes, but continue to max out your TSP contributions!

By the time you are reading this the Holidays will be behind us, Saint Patrick's Day and Law Enforcement Week will be just around the corner. Consider getting out this year and attend the ceremonies, from the Blue Mass to the Candlelight Vigil and Police Emerald Societies massed pipe bands. Also please consider recruiting additional NCIS employees into the DC FOP.



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# TRAINING

## Conflict Resolution, Being a Team Player, and Other Stupid Cliches

Sgt. Betsy Brantner Smith  
Instructor Calibre Press Street Survival

About a decade ago, my husband and I jointly authored our first police management article, “Avoiding the Abilene Paradox,” for *Police Chief* magazine. We received such great feedback from that article that I began an unofficial, on-the-job study of the important role of conflict in successful organizations. I used some of what I had learned in 2004 when I presented a class called “Beyond The SWAT Team: Developing and Utilizing Teams Throughout Your Agency,” at the American Society of Law Enforcement Trainers conference. This is a class we continue to update and teach today. Using true conflict to build and strengthen a team, a unit, a shift, or an agency tends to be underutilized and misunderstood in police work and the private sector.

These days, there is a lot of buzz around the term “conflict resolution.” As a police supervisor, I was encouraged to attend several mandatory sessions put on by well-meaning human resource trainers teaching me how to “resolve conflict” with my managers, my employees, and my “customers” (read: the citizens). Hey, I’m all for learning great customer service skills, but when it comes to internal conflict, debate is essential to helping a team—or an entire organization—survive. Within an organization, conflict needs to be managed, not resolved. Unfortunately, in the typically rigid environment of your average police agency, debate is not particularly welcome. Why?

Let’s acknowledge that in a paramilitary organization, debate can sometimes be dangerous and unnecessary. Example: standing on the front porch of a crack house, about to ram in the door during a drug raid is an ideal time to follow the team leader’s directions, not debate him on the merits of his entry plan. If you didn’t like the entry plan, the time to say so was during the pre-raid planning meeting.

If you didn’t say something then, there’s a good chance you kept silent because:

- a) you didn’t want to make the boss mad
- b) you didn’t want to act as though you were trying to usurp his authority
- c) weren’t confident enough in your own objections to bring them forward
- d) there just wasn’t time for a productive discussion
- e) some combination of the above possibilities

When there is time for debate (in this example, during the pre-raid planning meeting) it should be *encouraged*—not stifled. Conflict should be embraced, and one of

the best ways to do that is to build an atmosphere of trust. If you’re a chief, sheriff, or other executive, your command staff members need to know that if they disagree with you an open meeting they won’t suffer for it now (by having you verbally humiliate them in front of the rest of the staff) or later (when you take half of their division’s training budget and give it to one of their peers; the one who doesn’t argue with you at meetings). Embracing and managing conflict really is one of those “top down” issues; it has to start with the team leader which in this case is the police executive. That executive has to view him or herself as a member of a team, not just “the boss.”

In Patrick Lencioni’s excellent book *The Five Dysfunctions of a Team*, he talks about a lack of trust in your teammates as the first stumbling block to creating a cohesive unit.

The word “trust” has been used so much in context with team-building that to some extent it has lost its meaning. If you’re on high-risk entry team, trust is truly a matter of life or death. But in a typical police staff meeting people tend to be fighting more for career advancement and ego gratification than they are for their lives. In that situation, you may be on a “team” with people who are looking to get promoted over you, take over your division or your job, or even eventually replace the chief executive. This is not exactly a great atmosphere for trust to flourish.

This is where the boss is going to have to step up into a true leadership role by helping the team adopt a set of common goals, a realistic way to measure them, and then actually use those goals to help the team make decisions. The team leader is going to have to set their ego aside and make the collective ego of the team (and of the organization) a priority. Only then can the boss ask the rest of the team to do the same. This involves being a bit vulnerable—admittedly something most police executives are not particularly comfortable with—but it’s essential to the team’s success.

Building trust is not easy and it doesn’t come quickly. And let’s be honest: you’re probably not going to build it by going on one of those weekend retreats where you attempt to bond over a ropes course, only to come back and talk behind each other’s backs for the next week. There are some great exercises you can do to strengthen your team that don’t involve anything remotely resembling a ropes course. Getting to

*Continued on page 38*

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# TRAINING

## Conflict Resolution

Continued from page 37

know each other's personal history is one, using standard personality profiles is another.

Years ago, when my own unit was suffering from a lack of trust and cohesiveness, we brought in an outside facilitator to spend a day with us. This can be time and money well spent if—and this is a BIG IF—you bring in the right person. Our facilitator was competent, but was clearly taken aback by our profanity, our boisterous nature, and the fact that most of us were wearing large handguns. Try to find someone who specializes in law enforcement. At the very least, find someone who understands the nature of your particular team, and then make sure as the team leader you share your specific goals and expectations with them before your session begins.

Lastly, make sure that *everyone* on the team participates, especially you. You are the team leader, but you are also a *member* of the team, and this is going to be one of those times where you must—and please pardon the cliché—lead by example.

Once you begin to establish real trust in each other, then the team leader has to embrace and encourage true debate.

In part two of this article I'll talk about why we love a good fight on the street but can't stand conflict in the station, how to distinguish between unproductive personal attacks and passionate (and sometimes loud) debate that produces quick, effective results, and how using conflict can actually reduce the departmental politics that tend to plague our organizations and often keep us from getting real work done. In the meantime, I'd love to hear about your own team experiences, good and bad, because as always, we learn best from each other.

Sergeant Betsy Smith has nearly 30 years of law enforcement experience and recently retired as a patrol supervisor in a Chicago suburb. A graduate of the Northwestern University Center for Public Safety's School of Staff and Command, Betsy is a police trainer, author and instructor for the Calibre Press Street Survival Seminar. Visit Betsy's website at [www.female-forces.com](http://www.female-forces.com).

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# TRAINING

## Overkill Training Mentality

By Tony Blauer

The overkill mind set is probably the most critical concept we embrace in our training. “Overkill” means to do more than necessary. For your purpose, it is not meant to be taken literally. We don’t want to burn out or injure ourselves, etc. So think of overkill as doing more than your opponent; don’t settle for less than you deserve, challenge your limits.

My favorite story that exemplifies the totality of this mind set is this: Mike Tyson, when training for his Larry Holmes fight was being interviewed while running at 4:32 A.M. in sub zero weather. On his very early morning run the interviewer asked him something to the effect of, “Mike, why are you running at this ungodly hour?” Tyson smiled and replied confidently, “Because I know my opponent is still asleep.”

The message in the story is “overkill” It epitomizes the way I train, read, study, research and govern myself. Embrace it. It’ll add a new dimension to your “warrior” attitude. Though there are so many aspects of this mind set that can be discussed, I’ve created some doctrines and included some fundamental points that should get you started.

**A: MENTAL RULES**

- 1. Do more than your opponent does
- 2. Know more than your opponent does
- 3. Think more than your opponent does
- 4. Have more than your opponent does
- 5. Want more than your opponent does

How can you embody these rules? Remember, on judgment day, you will not be asked what you have read, but, rather, what you have done.

**B: TRAINING RULES**

- 1. Procedure/Purpose
- 2. Mechanics
- 3. Mind-Set
- 4. Fear

- 5. Pain
- 6. Stamina/Endurance

For every technique and tactic you practice you must be “the scientist”, you must start with a theory and then create an experiment and then you must refine. I use the G.A.R acronym to create action. G.A.R. stands for Goal Action Result. Set a goal, take action, and analyze the result. Redo it, move on, store it, and so on. But stop theorizing. Talking never translated into experience. And theorizing is not true knowledge. G.A.R. every challenge.

**C: SYNERGY - Mind Body Spirit**

Remember to use your whole being when you train. For every physical action there should be an accompanying, congruous, strategy; a reason to take this action. And for every plan there should be an emotional essence; what was your motivation for taking this action? This is synergy. This is training with integrity. The result of this type of training is unshakable faith. Too often we simply imitate movements and parrot philosophies. In the end there is little substance. For “overkill” confidence you must be able to answer the “why” question for every action. Why should I move my leg like this? (Biomechanics body). Why would I do this technique and when? (Strategy mind). What would be my motive for employing this technique? (Emotional fuel spirit)

**D: DRILLS**

- Pain: Work on pain tolerance for nerves and strikes.
- Fear: Getting Hit Drills (watch the shot: how does it enter? what does it feel like? Start real slow and build in speed and impact.)
- The Sucker Punch: Learn how to read every type of sucker punch.

This article is an excerpt from Tony Blauer’s *“Personal Defense Readiness: Survival Philosophy and Psychology/Advanced Street Defense Fundamentals,”* and was reprinted with the permission of the author and was retrieved from Policeone. For more information on Tony Blauer’s motivation & combative seminars contact him directly at [www.blauertactical.com](http://www.blauertactical.com)

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# MISCELLANY

## The Last Call: Reflections on Retirement

Sgt. Betsy Brantner Smith, Instructor Calibre Press Street Survival

As I was finishing up in the range I heard one of my guys on the radio: "He's running from me, we're in a foot pursuit, southbound through the park!" As the radio came alive with units responding, I ran to my car, still loading one of my magazines. I got on my portable: "Sam-33 I'm responding from the PD!" The nineteen year old male was wanted on warrants and had committed some additional misdemeanor offenses and now he was on the run.

I was only two blocks away; the sun was shining, the traffic was light, it was a great day for a foot pursuit. I flipped on my red lights and was heading into the area when I heard the full description: white male, tall, thin, wearing a t-shirt, jeans, and a pink Mohawk.

A pink Mohawk?! Did I hear that right? This was too good to be true. I parked my squad car on the street and bailed out into the back yards, grateful that I work out as much as I do. Besides, how hard was it going to be to find a guy with a pink Mohawk?

We never found him, but we know who he is. There will be another warrant for him by the end of the week; one with a really high bond thanks to a local judge who doesn't tolerate people running from the cops. But I won't be there when the warrant is served. I won't get to help arrest him or hang out in the lock up when they

bring him in, just to comment on that pink Mohawk. I won't get to tell my guys "Good Job!" or sit with them while we laugh and recount the "man hunt" through the back yards of that suburban neighborhood, looking for a pink tuft of hair sticking out of someone's hedges. By the time that warrant is signed, I won't be their sergeant anymore; I won't even be a cop.

I'll be...retired.

When I got hired in 1980, I first heard the statistic that cops tend to die within the first five years of retirement. I didn't give that LEAA study much thought though. After all, I was never going to retire. I was going to die in that uniform, either in the line of duty or of old age, but I was certainly never going to retire. As I got older, the thought of retirement became more intriguing, but as the actual date got close it became somewhat scary. What is it that frightens us about retirement? Separation from the group, a loss of identity, knowledge that we'll miss the action, and general anxiety about the future.

One day we're in this incredibly stable job with friends, enemies, and a mission—the next day we're one of "them," just another

er citizen. I'm very fortunate because I'll still be part of the profession. I'll be training and writing, I'll continue to carry a gun every where I go, I'll still get to hang out with other crimefighters and hear their stories and tell a few of my own.

No matter what your thoughts are about your own retirement, just make sure you have a plan.

Meet with your pension reps, human resources, and any other people essential to your retirement income and benefits as early as possible. I discovered that retirement is more complicated than I had anticipated, and I'm glad that I had the extra time to look into various options. Announce your retirement date at least a month or so in advance. This gives you, your family, and your co-workers time to get used to the idea of your departure from the organization. It also gives the agency time to plan for your replacement. Don't retire in anger or

*Continued on page 43*



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# MISCELLANY

## Gerald Potts Jr., 19-year Veteran, Passes Away

CENTREVILLE, MD.

**G**erald "Jerry" Wayne Potts Jr., formerly of East Liverpool, died Saturday, Oct. 24, 2009, surrounded by his family and friends at his home in Centreville, Md. He was 44.

Born Aug. 4, 1965, in East Liverpool, he is the son of Gerald W. Potts Sr. of East Liverpool and the late Carlene Faye Endicott Potts.

Jerry was a graduate of East Liverpool High School Class of 1983. Following high school he attended drafting school in Ohio.

He later enlisted in the Air Force and was stationed at Andrews Air Force base in Maryland where he met and married his wife, Kim Lynch, in 1986. After he was honorably discharged, they resided in Laurel, Md., while he started his career in law enforcement. He worked for the U.S. Capitol Police for one year and later joined the Greenbelt Police Department, working predominantly as a K9 handler, until his retirement in April of 2009 following 19 years of service.

The couple moved to Centreville, in 2007. He was active in the Laurel community through the years as an assistant coach of the Laurel High School baseball team and volunteered at the boys and girls club in Laurel. He also enjoyed fishing, hunting and riding his scooter.

In addition to his father, he is survived by his beloved wife, Kim Potts of Centreville; a son Gerald W. Potts III and a daughter Megan Potts both of Centreville; as well as two sisters, Kay Deem, and her husband Steve, and Beth Watkins; and a brother Brian Potts, and his wife Heather, all of East Liverpool.

Jerry was a long time Police Week Volunteer and Great friend to our Lodge. He will be sorely missed.



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# MISCELLANY

## Retirement

Continued from page 41

frustration; if it all possible, leave on your own terms. Try to resolve any issues you have with the agency or individual co-workers, make peace, try to forgive those who may have wronged you, and certainly forgive yourself for any mistakes you’ve made over the years. Every retiring veteran is watched by those rookies who wonder what it must be like to retire; make a deliberate effort to be a role model for them and for everyone else in the agency. Finally, enjoy the celebration, be proud of what you’ve accomplished, and look toward the future. You’ve earned it!

I ended my last call on the street with mud on my boots, grass stains on my pants, both of my pistols still dirty from time in the range (don’t worry, they got cleaned the minute I got home) and a big smile on my face.

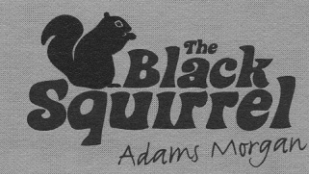
A couple of hours later, when I reluctantly pulled into the police department parking lot I sat in the cockpit of that black and white a long time. I ran my hand over the radio console, the overhead light controls, the siren buttons, the computer screen, the steering wheel. I canted the rear view mirror toward me and looked at my reflection...there she was, a cop. A veteran police officer, a sergeant, a crimefighter. The same girl who had decided in junior high (circa 1973) that being a police officer was the career for her.

We all joke about retirement and how on our last day we’ll just leave that squad car parked in the middle of the street, still running, while we run away as fast as we can, but that’s not really true. When the moment came for me to get out that car for the final time, it took an amazing effort to make myself to do it. I walked slowly into the station, trying not to make eye contact with people lest I burst into tears like a little girl. I hung around a long time, just soaking up the atmosphere, making myself remember every little detail.

Then I changed out of my uniform, packed up my gear, and headed home. To a new life as a full time trainer, writer, wife and mom; but I’ll always be a cop... *always*.

Sergeant Betsy Smith has nearly 30 years of law enforcement experience and recently retired as a patrol supervisor in a Chicago suburb. A graduate of the Northwestern University Center for Public Safety’s School of Staff and Command, Betsy is a police trainer, author and instructor for the Calibre Press Street Survival Seminar. Visit Betsy’s website at [www.femaleforces.com](http://www.femaleforces.com).

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- Absher, Roger D

Adamchik, Brandi J

Adamchik, Mark A II

Adams, Horace M

Adams, Tonia R

Aizkalns, Ivar A

Alston, Carolyn J

Alston, Monica N

Anderson, Theodore F

Armstead, Jonathan

Arsene, Kenneth M

Baah, Fred

Baker-Paul, Solomon S

Balch, Eric N

Ballou, Wallace J

Balough, Jeffery M

Banks, Daxzaneous R

Barlow, Jeffrey O

Barnes, McCarthy S

Barrett, Sharnett G

Beard, Robert C

Bell, Charlamayne V

Bell, Tania Y

Berarducci, Patrick J
- Best, Deon D

Blythe-Howard, Yvonne

Boley, Thomas F

Bowden, Ciera J

Boyd, Tamara M

Brinkley, Sinobia N

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Brooks, Charles D

Brown, Emily L

Brown, Paul V Jr.

Brown, Sandra L

Burke, Matthew R

Bush, Matthew L

Butler, Darryl A

Butler, Kevin L

Byrd, Mozelle

Calhoun, Charles T

Cannon, Linda M

Carl, Dennis W

Carrington, Capucine

Carter, Brenda M

Carter, Bryan K

Cary, Charles E Jr.

Castan, Daniel F

- Gibson, Gerald L

Gonell, Aquilino A

Goodman, Bernice V

Grant, Danielle M

Graves, Victor R

Gregory, Dorothy M

Guerra, James M

Guess, Hisham S

Haapapuro, Eric R

Hall, Christopher D

Hall, Valerie A

Hamilton, Richard A

Hamlett, Aaron L

Hammond, Kimberly R

Harris, Paulette

Hawkins, Robin R

Henley, Dennis M

Henry, James V

Hill, Joseph H

Hodge, Timothy E
- Holland, Donald L

Holt, Dawn R

Houde, Michael A

Howard, Robert III

Hustler, Sarah E

Irick, Sandra R

Jackson, Eduardo P

Jardner, Annie B

Jeffers, Michael

Jenkins, Michael L

John, Martin K

Johnson, Evander J

Johnson, Ivory G

Johnson, John N


Johnson, Latoya D

Johnson, Lee A

Johnson, Leon

Johnson, Martin Jr.

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Courtney, Harvey M

Creel, Ralph W

Cullens, Ebony T

Cummings, Kenneth A

Curtin, John P

Darling, Michael M

Davis, Charles E

Davis, Daryl J

Davis, Matthew S

De La Rosa, Alexis L

Deshommes, Kenneth R

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Dillingham, James A

Duncan-Woodland, Cheryl A

Dunn, Michael A

Durecka, Jayson D

Earls, Matthew P

Elkheir, Michael N

Ellis, Charles J Jr.

Ericsen, Kevin R

Ettienne, Michelle

Everett, Katrina M

Farrar, Joseph L

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- Johnson, Michael P

Johnson, Romeanna A

Johnson-Gamez, Eric D

Jones, Barbara D

Jones, Catreise R

Jones, Irene S

Jones, Jason A

Jones, Keisha L

Jones, Theortis E

Jordan, Thaddeus L

Karns, Braden S

Keaveny, Julie C

Kelley, Toledo R

Keymist, Barrington M

Kiballa, Joseph M

Kinard, James A

Kittrell, Byron

Klaich, Bretton W

Klebaner, Simeon N

Kolb, Charles J

Kornegay, Tyesha D
- Krogmann, Brian J

Lawrence, Angela

Lea, Anthony J

Leary, James S

Lee, Victoria J

Legger, Brian R

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Liggins, Alphonzo R Jr.

Lin, DeQuan

Littlejohn, James E Jr.

Littles, Jermain B

Loi, Vien C

Lordo, Anthony Jr.

Lowe, Timothy A

MacMaster, Jarett J

Manley, Jose A
- Mantilla, Francisco A

Massenberg, Alexandria F

Mathis, Robert W

Mattingly, Todd K

Mayfield, Cedric

McCall, Derrick R

McClam, Harold W

McCoy, Justen A

McCreesh, Roger J

McDermott, Denzil A

McDonnell, Sean M

McIlwaine, Mekiesha D

McKenna, Paul

McKnight, Gregory T

McKoy, Tiffany N

Miles, Jearlene

Miller, Patrick
- Milo, MacKenzie L

mith, Edward L

Mone, Kevin L

Montero, Gilverto A

Morgon, Neil C

Moses, Johnny E

Mucci, Leroy J

Mullins, Robert A

Muncy, James E Jr.

Nickelson, Bryan M

O'Leary, Jody T

O'Malley, Michael R

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Palumbo, Nicholas A

Parham, Ronald A

Parker, Eteirrah L

Parker, James E


Parker, Marlon B

Patterson, Edwin L Jr.

Payne, Monecia L

Perry, James W

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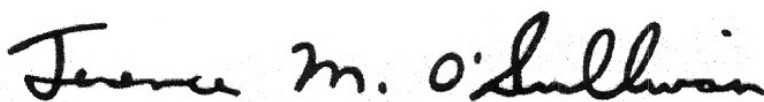
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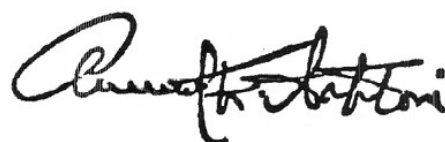
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Pipia, Sean D  
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Powell, Shane A  
Price, Odell Jr.  
Proctor, Kenneth M  
Putnam, Heathar J

Ratliff, Larry M  
Ray, Deborah J  
Reaves, Darren L  
Reed, Brandon J  
Reynolds, Ainsley E  
Richardson, Alonda F  
Richardson, Terrence D  
Rivera, Ricardo J  
Robinson El, Gwendolyn  
Robinson, Andre A  
Robinson, Charles E Jr.  
Robinson, George J

Robinson, Henry D  
Ryan, James T  
Sabir, Albert A II  
Sampson, Walter F  
Sands, Robert W  
Schmid, Jay L  
Schmidt, Alex M  
Settles, Walter  
Simpson, Raymond Z Sr.  
Singleton, Leah R D  
Slider, Benjamin C IV  
Smallings, Brian S  
Smith, Brian A  
Smith, Charline  
Smith, David T  
Smith, Leeanne M  
Smith, Te'Arnie P  
Stallard, Gregory L  
Stallings, Cathy L  
Steuernagel, Matthew W  
Strickland, Tony B  
Suber, Yolanda  
Sullivan, Gregory R  
Sullivan, Jaime L  
Suydam, William C Sr.  
Swayne, Altimese R  
Taylor, Beth A  
Tillman, Barren V  
Tomasiello, Benjamin R  
Trotter-Roeser, Mecca L  
Turner, Rick R

Turner, Spencer E  
Tyler, Antonio E  
Tyler-Green, Alfretta  
Verdesoto, Orly E  
Vi, Tron D  
Vigrass, Jack  
Voss, Robert D II  
Walker, Sheila D  
Wall, Johnny L Jr.  
Ward, Anthony L Sr.  
Warren, Steven P Sr.  
Washington, Marie A  
Watson, Sonya M  
Watts, Raymond E III  
West, Wendell T  
White, Dmitri A  
Whitehorne, David L  
Whitney, Jason P  
Whittaker, Charles W Jr.  
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Williams, Patrick S  
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## Police Work: A Family Affair

Karen L. Bune

It is not uncommon to observe police officers following in the footsteps of their brothers and fathers in police departments across the country. Oftentimes, the accomplishments demonstrated by these family members provide motivation for brothers and sons to join a department and effectively impact public safety.

If you ask for DeBenedetto in the Phoenix Arizona Police Department, the typical response is, “Which one”?

That’s because there are three—Michael, Brian, and Nick—and all are lieutenants.

Approaching 30 years on the force, Michael was the first one to join and he frequently talked about his work. “I did not recruit them. They probably saw how much fun I was having and it seemed like a natural choice for my brothers to do it,” said Michael. They all started in different places in the city. “Keeping us separated keeps our lives different,” said Michael.

“I’ve met so many people who know my brothers,” said Lt. Nick DeBenedetto. Wherever he goes, he hears good things about his brothers. “It’s our character that makes us who we are,” said Nick. For him, police work provides a real sense of worth.

“This is what I love to do. This is what I have been wired to do,” said Nick. “Everything you do, you feel you do it with the understanding you represent the family. It’s a career in which I represent everything my mother and father taught me.”

The three brothers don’t see each other often due to work and family responsibilities. Occasionally, howev-

er, they will all meet for lunch. When they are together, they usually don’t talk a lot about police work. “We are all very independent and have our own lives and families. “It’s nice to have the commonality of having the same profession because when one relates an experience, the other can understand it,” said Lt. Brian DeBenedetto. Brian believes he and his brothers have a tremendous work ethic, and he relates they try to be the best they can be.

Like the DeBenedetto brothers, Sgt. John Ravinskas of the Arlington County Virginia Police Department works in a different district from his brother, Corporal Michael Ravinskas, and his son, Officer Matthew Ravinskas, who are also members of the department. The Ravinskas brothers sometimes have lunch together and talk about work issues. John said he did not encourage his son to go into police work but, instead, told him to consider other options. Over time though, he observed that his son became more interested in police work. “I’ve always looked up to my dad,” said Matthew. “I think it’s great if you have a good relationship with your family. You develop the same perspective on a lot of things.”

“In a sense, everyone you work with is your ‘brother’ but working with your brother is a little deeper commitment because it’s your flesh and blood,” said Michael. He emphasizes that working with his brother is positive. “I think I was an influence on him. We both think very much the same, and we both are pretty good at what we do,” he said. He also admits they are teased at times. “We joke about everything,” said Mi-


chael.

James Guzowski, a retired detective from the Prince William County Virginia Police Department who is now employed as a civilian Investigative Technician, has a son, Joe, employed as an officer on the department. James believes his biggest indirect influence on his son was when he came home every day and shared his work with the family. “I encouraged him to explore what law enforcement was about,” he said. “Your people skills are your most important asset,” James told his son.

Officer Brandon Maroney of the Prince George’s County Maryland Police Department followed in his father’s footsteps. His dad, William Edward Maroney, is a retired Sergeant who served 27 years and worked in the same district where his son now works on patrol. “I never really discussed police work around the house. Brandon did ride with me a bunch of times,” said his father. When Brandon decided to join the department, his father said, “It came out of nowhere.”

Brandon feels he is a better police officer because of his dad. “I already have someone who made the mistakes so I know not to make them. He presents a different way of looking at things that only a guy with 27 years of experience can. I don’t expect an easy ride. I’m earning my own way here,” said Brandon. He acknowledged his father influenced him greatly on the importance of writing well. “I would say that’s my biggest strength. Writing is a huge part of police work,” said Brandon.

Continued on page 52



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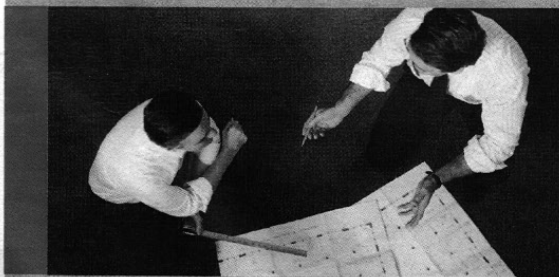
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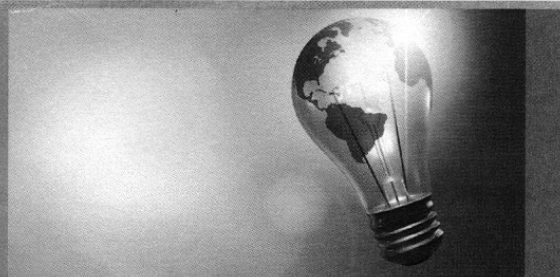
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# MISCELLANY

## Family Affair

Continued from page 50

Also in the Prince George's County Police Department is a brother team—Cpl. Carlton Sheppard, and his brother, Lt. Terence Sheppard. “We think a lot alike. We know each other. We trust one another. We have an opportunity to vent with one another. We definitely provide motivation for one another,” said Carlton. “It’s like having a good friend to work with. My brother is a good listener,” said Terence.

Though his brother is a higher rank, Carlton accepts that and is able to deal with it. “I checked my ego at the door. A lot of people are concerned about how I feel about it,” he said. Some tease him and tell him he should salute his brother. “People can co-exist and work in the same police department and can thrive and excel,” said his brother, Terence.

Well known in the Prince George's County Police Department is the Norris family. Henry Norris Sr. served 31 years on the department before he retired and is currently the Chief of Landover Hills Police Department in Landover, Maryland. His three sons—Henry, George, and Michael—are employed with the department, and he is proud of them. “It makes me feel

good because I know what kinds of cops they are, and they all do a good job,” said Chief Norris.

Corporal William (Billy) Norris engaged in ride-along every chance he could get. His father showed him how to prepare reports. “He’d actually teach me how to do paperwork,” said William. Teasing was common, and he was often asked how many more of the Norris’ were coming on the department.

“I didn’t want to ride my father’s coattails. I wanted to be my own person and develop my own reputation. I wanted to make my own name for myself,” said George. He explained he gives his brothers advice, suggestions, and steers them in the right direction when he can.

“It’s great to have family on the department because they know how it is to be a police officer,” said Michael. He explained that if he has experienced a bad day on the job, he can talk to his brothers or father to relieve the stress, and they will understand. “They give me strategies and ideas. It’s awesome,” he said. Being the youngest of the brother team, Michael admits there is more pressure on him to work harder.

The bond that exists between brothers and father/son teams in police departments is a strong one that thrives on the influence of example, guidance, cooperation, pride, a solid work ethic, and congeniality.

Family members who work in the same environment seem to have a genuine af-

fection for one another and are inspired with a mutual passion to excel. Though brothers and sons want to make their own individual mark in their law enforcement careers, they share a commitment and keen desire to make a genuine difference in people’s lives.

Karen L. Bune is employed as a Victim Specialist in the State’s Attorney’s Office for Prince George’s County, Maryland. She is an Adjunct Professor in the Department of Criminal Justice at George Mason University in Fairfax, Virginia and Marymount University in Arlington, Virginia. Ms. Bune serves as a consultant for the Office for Victims of Crime and the Office for Juvenile Justice and Delinquency Prevention, U. S. Department of Justice. She is a nationally recognized speaker and trainer. She is a Board Certified Expert in Traumatic Stress and a Diplomate of the Academy of Experts in Traumatic Stress and The National Center for Crisis Management. She is also Board Certified in Domestic Violence. Ms. Bune received the 2007 Notable Alumni Award from the Department of Public Affairs, American University, Washington, D. C. She is a 2009 inductee into the Wakefield High School (Arlington, VA) Hall of Fame. Ms. Bune appears in the 2009 edition of “Marquis Who’s Who in the World” and the 2009 edition of “Marquis Who’s Who in American Women.”

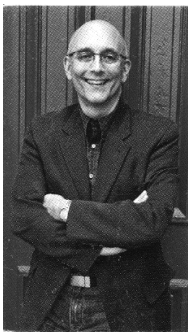
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The lodge holds its General Membership meeting on the second Wednesday of every month at 7:00 p.m. in the banquet room.

**Lodge Website**

Please visit your Lodge website at [www.dc-fop.org](http://www.dc-fop.org) there is much information that could be of use to you there.

**Lodge Emails**

Less than half of our membership has provided the lodge with valid email addresses. If you or another member you know, is not receiving weekly emails with the latest lodge information, please contact Sandy in the lodge office at 202.408.7767 to update your email address in the membership database.

**Lodge Facebook Page and Group**

You can now find us on facebook under [facebook.com/fopdclodge1](http://facebook.com/fopdclodge1) you can share information; meet other members, post news and events along with being updated on things going on at the lodge.

**Galls offers 10% discount to DC FOP Members**

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**FOP Grand Lodge Website**

Make sure to check the FOP Grand Lodge Web site for update on legislative issues along with calendar of events. For our members that live outside the Metropolitan area you may find that there is an FOP event in your area. Just a reminder, the “members only” calendar has more information than just the regular one. You can visit that site at <http://www.grandlodgefop.org>.

## ATTENTION MEMBERS

There are only 4 issues of this newspaper per year. Although we try to use this as a tool to keep you informed, there is so much more information that is distributed weekly by way of email. If you are NOT receiving the weekly email updates from the lodge please do the following.

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# OFFICER SAFETY

## Top 10 Social Networking Tips for Cops

In the wake of the widely-known “Texas waitress” photos which led to the firing of one Midland County Deputy and the suspension of three others, a look at how online technology has impacted the world of the law enforcement officer is warranted. This is not a new occurrence. Recall the Hoboken, N.J., SWAT team disbanded following “racy” Hooters girl pictures bearing weaponry on police vehicles. By virtue of the Internet’s viral nature, everyone eventually saw the pictures in question.

As someone who oversees Basic Police Academies, currently in Ohio and previously in Florida, I have long advised students on the benefits of the wise use of an online persona. While some officers totally bypass any use of online sites in a bid to protect themselves, I view that as throwing the baby out with the bath water. I advocate a more controlled use of those outlets.

I personally make much use of technology having accounts on a variety of social networking Web sites including Facebook, Twitter, MySpace, YouTube, Blogger, and LinkedIn among others. I have for many years, including when I served as a police chief, with no negative consequences.

These are useful tools for personal and professional networking and communication, but like any tool—such as a firearm or a TASER—can be abused. It is the professional officer who knows how to use these technology tools responsibly and in accordance with departmental policies and community morals who gets the benefits. It’s the officer who ignores policies—and common sense—who gets in trouble.

Many officers have forfeited an otherwise promising career for a few moments of posting euphoria. While other folks may garner only a chuckle in response to their online adventures, a professional law enforcer is held to a higher standard than ordinary citizens. But bear in mind that even in the private sector, many an employee has been sent packing by an employer unhappy over some social networking misstep.

From the advent of digital photography to omnipresent social networks like Facebook, the phenomenal growth of technological innovation has had an incredible impact on many aspects of law enforcement. Here are some tips for using the new online social networking tools without sacrificing your career.

**1) No gun glorification.** While this may upset Second Amendment supporters out there, the reality is that a significant number of the public does not like to see a glorification of firearms in pictures of law enforcers. Quite a few officers have lost their jobs after posing with weaponry in a way perceived as offensive or too “warrior oriented.”

While the depiction of guns in the course of their normal scope and use is not problematic, aiming the gun at the camera seems to trigger the pink slip. Shots of officers engaged in their normal course of fire at the gun range have not appeared to bring about a backlash. Posing with weaponry, involving either the officer or (worse yet) a civilian, has historically been problematic for the employee.

**2) No alcohol.** Officers have also found themselves in the hot seat after posting pictures of them partying and drinking alcohol.

Many agencies view this to be contrary to a professional image. Of even more concern is that sometimes others identified in the pictures turn out to be minors in possession of alcohol which opens up another can of issues.

**3) Watch your comments.** This is an important one. Posted comments on social networking sites are being dragged into legal proceedings especially when use of force is involved. Comments that imply the officer enjoys using force on people, especially certain groups of people, are being seized on by criminal defense and civil plaintiffs attorneys to show the officer had a pre disposition to be physical or has a documented bias against their client.

Be mindful that discussion boards and the like are a public written record of your communication. Like reports and radio dispatch conversations, they can be discovered and frame your actions in a context that you may not like.

Much like reports, if you don’t want it dragged into the legal arena, don’t type it online.

**4) Avoid bashing the department.** Another area that has gotten some officers into trouble—the First Amendment freedom of speech notwithstanding—are comments which bash the agency. Depending on how it’s framed, it could open you up to administrative charges and possibly civil liability. More and more bloggers and online posters are being held responsible for their critical speech online. Especially if it is later proved that the postings lack a factual basis and are intended to damage the target of the criticism.

At the very least, launching such a site or contributing to an existing Web site that bashes the agency does not endear you to the powers that be or position you as a “team player” ripe for promotion.

**5) Restrict personal information.** Much like we can use Facebook and the like as a tool to find people and research information, so can the bad guys. Be judicious in the posting of information and pictures. For example, some officers will not use pictures of their family members or going even further, of themselves. Others withhold their cell phone number.

**6) Picture Choice.** Make



*In this photo provided by the Midland County, (Texas) Sheriff, an unidentified waitress at Twin Peaks Restaurant and Bar poses for a photo in Round Rock, Texas, Aug. 10, 2009. (AP Photo)*

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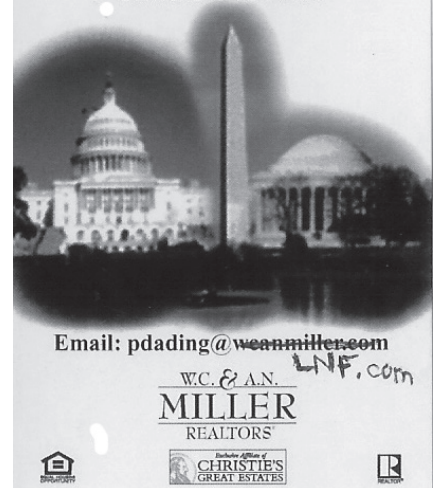
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# OFFICER SAFETY

sure that the pictures that you do choose to post don't have any of the aforementioned problem areas or have nudity. Many officers, including myself, have shirtless body-building or fitness oriented photos online. That is not a problem. The topless woman drinking at the party with you exemplifies what is a problem.

7) **Minimize status update complaints.** In this year of economic contraction, there are many people waiting in line for your spot in the agency. Administrators know this. This goes back to number four above, but we've all seen the officers that post their status with complaints about the shift, their sergeant, or the job. Some supervisors, after reading such negatively tinged status updates, say, "OK, let so and so find another job if they are so unhappy here."

While not every job is going to be great each and everyday, gripes should not be aired via status updates. The agency may be perfectly happy to find someone else that would appreciate them.

8) **Highlight accomplishments.** Many look to Facebook, LinkedIn, and the like as electronic resumes. Take advantage of that and use it to highlight your professional accomplishments. Post pictures of you learning some new technique (being careful not to show scores or other information). Post status updates of that advanced training course you take.

9) **Manage your privacy settings.** While I have my online presence open to the public, many have privacy settings that restrict access to family and friends that you have predetermined. While not foolproof, the settings should keep most interlopers locked out of your pages.

10) **When in doubt, leave it out.** I have long coached academy students and officers to pretend that I am perched on their shoulder and watching what they are doing. In the same vein, they could have their mother hovering overhead. If you wouldn't want us to see it or if either of us would be displeased with what is being contemplated to go online, it probably is not a good idea to upload it.

Dr. Richard B. Weinblatt is a criminal justice educator, former police chief, police media commentator and an instructor in multiple disciplines. He is Florida Crimi-

nal Justice Standards certified in general law enforcement topics, firearms, defensive tactics, and vehicle operations, as well as holding instructor certifications for Taser, pepper spray, and expandable baton. He holds the Certified Law Enforcement Trainer (CLET) designation from the American Society for Law Enforcement Training (ASLET).

Weinblatt is Director of the Institute for Public Safety at Central Ohio Technical College near Columbus, OH. He previously was professor and program manager for the Criminal Justice Institute at Seminole Community College in Sanford, FL. Dr. Weinblatt has worked in several regions of the country in reserve and full-time sworn positions ranging from auxiliary police lieutenant in New Jersey to patrol division deputy sheriff in New Mexico to police chief in North Carolina.

Dr. Weinblatt has written extensively on law enforcement topics since 1990. He had a regular column in Law and Order Magazine for a decade and he has also written for Police, Sheriff, American Police Beat, Narc Officer, and others. Dr. Weinblatt has provided media commentary on police matters for local and national media including MSNBC and CNN HLN.

Dr. Weinblatt earned a Bachelors degree in Administration of Justice, a Master of Public Administration in Criminal Justice, an Education Specialist degree in Educational Leadership and a Doctorate of Education.

Weinblatt may be reached through [www.policenews.com](http://www.policenews.com).



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Marcello Mazzotti  
President  
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Dear Mr. Mazzotti,

I wanted to write you with my sincere thanks to you and to the rest of the members of Lodge #1 for your continuing support of the USSS Uniformed Division Benefit Fund and our 4<sup>th</sup> Annual Benefit Fund Golf Outing. Because of your support, our golf outing raised over \$5,000.00 dollars for our Officer's Medical Relief Fund.

I would also like to thank your staff and Uniformed Division Technician James McGill for the fine article in the Fall Issue of the *Simulcast* about the history of the USSS Benefit Fund and the White House Gift Shop.

I would like to extend to all FOP Lodge #1 members that from now until January 1, 2010, all members will receive a 10% discount\* at the White House Gift Shop. Any member can shop at the store and at checkout, just show your FOP Lodge #1 membership card to receive the discount\*.

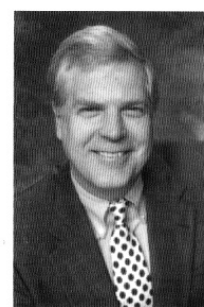
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# TECHNOLOGY

## New cell phone system improving covert operations

Hannah Simon, PoliceOne Associate Editor

When you think of a confidential informant out on the street, an image of someone with wires placed strategically underneath clothing and hidden microphones comes to mind. Or perhaps your informant has no wires at all, for fear that they'd be discovered and throw your operation out of commission.

While it's true that technology and remote-activated mobile phone mics have improved the state of covert operations over the years, one company has a solution that trumps any wire or physical recording device when it comes to officer safety.

Orion Systems' Law Enforcement Telephone System (LETS®) is a unique, digital quality versatile covert phone system that has been designed specifically for police officers and recognized government agencies.

LETS allows officers and their cooperators or informants to use any cell phone or landline, with new or existing phone numbers, to record both incoming and outgoing calls through a secure online server. That means no chips or bugs placed in the phone and no wires or mics on the informant while they're collecting info.

"We've been told by street cops who've worked for more than 30 years that this is the biggest change in [covert] technology that they've ever seen," Fitzgerald says. "It constantly surprises us how effective the system is. It's been used on everything from drug operations and gangs to homicide and arson investigations."

### How it works

Using any phone that has been registered, the LETS advanced recording system produces a digital archive of recordings in .wav format, instantly available via web interface. You don't have to modify the phone or attach a recorder; all calls will be automatically recorded and saved on the server for an agent to access. Moreover, an officer can get a cell phone text message whenever the confidential informant makes or receives a call.

"For an officer, this technology is innovative," Fitzgerald says. "Right now, an agent working with an informant would have to meet in person to set up a recording. With LETS, agents can deal with informants from a distance without compro-

ming their operation.

Also, cell phones registered with LETS can be used as a wire themselves. Used with speakerphone or Bluetooth devices, an officer can simply use the cell phone to record nearby conversations.

### Case study: Minneapolis Police Department

Agencies across the U.S., including ATF and local law enforcement, are subscribing to this service. Sgt. Matt Wentz, part of the Violent Offender Task Force at the Minneapolis (Minn.) Police Department has been subscribing to LETS for the past year. After meeting Fitzgerald at the California Narcotic Officers' Association (CNOA) in 2008, he thought the product was too good to be true.

"At first, I didn't pay enough attention to it," Wentz says. "But then a situation came up where we wanted to use something like it, and I called Mick [Fitzgerald] up."

"Normally, we'd use a one-watt transmitter-receiver package, but for a confidential informant we weren't using anything because we didn't want to wire them up," Wentz explains. "Now, we can digitally record all our conversations; my boss can even sit at his desk and listen to my undercover contact 10 miles away."

The Minneapolis PD subscribes to two lines, and at \$150 per month per line (after an initial \$100 set-up fee), it's a cost-effective method for handling investigations.



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# TECHNOLOGY

"You buy a bug kit and it's anywhere between five to nine thousand dollars," Wenthe says. "In my opinion, this technology is one of the single biggest steps for investigators. It's revolutionary because it gives you clarity, conceivability, digital voice imprints, and flexibility with regard to the number of people we can monitor."

## Adaptations to the technology

When asked if he would change anything about the LETS product, Wenthe said that his department actually suggested some changes to Fitzgerald.

"Mick doesn't come from our side of the line," Wenthe explains. "That's why he counts on his clients to contact him – he's more than willing to listen to us." In fact, Fitzgerald promptly made the fixes that the Minneapolis PD requested.

Wenthe's task force suggested that a Bluetooth device should be structured to hook into the phone. They connected Fitzgerald with *Saul Mineroff Electronics*, a company that has been known throughout the law enforcement community as an "expert" in audio recording, to develop a Bluetooth body worn audio transmitter. This small device enables an agent to transmit highly intelligible audio to a cell phone as far as 10 meters (approx 33 feet) away.

"The Bluetooth addition makes LETS flexible," Wenthe says. "It allowed us to discover applications for this software that we hadn't initially thought of."

## Expanded applications

Departments that are interested in purchasing LETS can expect to find an application beyond their own department's needs.

After the Minneapolis Police Department began implementing the system, nearby jurisdictions including the local sheriff's department and local cities like St. Paul and South Lake Minnetonka began using the technology.

"We take pride in helping other law enforcement agencies," Wenthe says.

For departments who want to adapt as much technology as they can and increase their available resources, LETS provides a low-cost method of expanding investigation opportunities. This is a secure, law enforcement-only product that hasn't been advertised anywhere, and if you visit their website it will prompt you to call them for secure access to areas that reveal sensitive information about the product.

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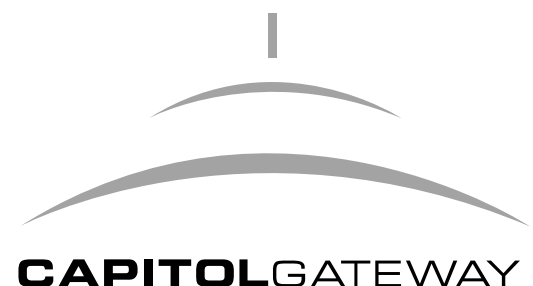


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