

NEIA NEWSLETTER

For Active and Retired FBI NEI Associates



July 2010
Volume 6
2-10

Newsletter & Communication Suggestions, cpcretnypd@aol.com
www.neiassociates.org

What's Happening at Quantico

By Charles E. "Skip" Robb, Jr.
Chief Community Leadership Program, FBI Academy

The FBI Academy has recently undergone a number of Senior Executive personnel changes. After leading the academy for the past two and a half years as the Assistant Director, Brian D. Lamkin (XXXI) is now Special Agent in Charge of the Atlanta Field Office. Brian has been a terrific leader during his time at the Academy and we wish him and his family the very best in this new venue. Similarly Michael J. Folmar (XXXII) has been promoted from the Deputy Director Position, at the FBI Academy, to Assistant Director of the FBI's Security Division. Mike has our best wishes in his new assignment.

The new Assistant Director of the FBI academy is Janet L. Kamerman, whose wealth of experience includes prior service with the U.S. Military Police, as Assistant Director in Charge of the Washington D.C. field office, Special Assistant to the Director, a Special Agent in charge (Honolulu Division), and Associate Executive Assistant Director in Charge of the Leadership Development Program initiative. Janet has been with the FBI since 1989. She will continue heading up the Leadership Development program while doing double duty as the Assistant Director of Training.

Thomas J. Brown will be the Deputy Assistant Director of the Training Division. Mr. Brown, who joined the FBI in 1985, was the Special Agent in Charge of the FBI's Little Rock Office. Tom has worked a number of assignments in the FBI to include White Collar Crime, Financial Crimes, Drugs and Domestic Terrorism.

Supervisory Special Agent Suzanna M. Hasnay is now the NEI Program Manager. Suzanna has a wealth of operational, administrative, and international experience and is a great addition to the NEI Program. In case you were wondering, Mike McAuliffe is still with the Leadership Development Institute while on temporary duty assignment at FBI Headquarters with the Director's Leadership Development Program.

Tournament Winners - Sun Valley Conference

We need to thank our Sponsor's that make all of these activities possible. The Golf Tournament is sponsored by Taser International, with additional gifts from Morhpo Trak, and Thomas Baker Associates.

MENS TOURNAMENT

THE 1st Place Winners with a score of -7:

Bill Blauer
Bob Eckroade
Tony Lopez
Ryan Reynolds

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THE 2nd Place Winners with a score of -5:

Rick Graham
Jason Hannah
Don Dixon
Tim Convery

THE 3rd Place Winners with a score of -4:

Mike Wright
Bryan Baarz
Mike Mitchell
Roger Kemp

LONGEST DRIVE: Richard Ruminski 289 Yards

CLOSEST TO THE HOLE: Tim Convery 9 Feet

LADIES TOURNAMENT

1st Place Winners with a score of +9:

Kathleen O'Toole
Nancy Olsen
Deborah Pierce

2nd Place Winners with a score of +11:

Lynn Penrith
Charlene Thornton
Barbara Weisz

3rd Place Winners with a score of +15:

LaVerda Pohlman
Laurie Kemp
Carol Jensen

LONGEST DRIVE: Charlene Thornton 225 YARDS

CLOSEST TO THE HOLE: NONE

Your Golf and Activities Committee,
Benny and Carol Jensen, Ron & LaVerda Pohlman

Watch for the Bowling Tournament next year.

Please see *NEIA Speaker Series* on page 2

SUN VALLEY BUSINESS CONFERENCE – NEIA SPEAKER SERIES

For the second year in a row, we conducted a FBI NEIA/MCC Joint Training session. While a lot of people work behind the scenes to make such a training opportunity for members of both organizations to attend, we would be remiss were we to ignore the efforts of both organizational presidents, Gary Penrith and Rob Davis, Executive Director's Mac Connole and Tom Frazier. In addition to their message deliveries, there were a series of briefings as to what were going on in respective groups. Such as, Dick Cashdollar outlining the impact on our respective organizations from a consortium of other involved public safety groups, Skip Robb providing a briefing on what was happening at Quantico and the latest NEI Class. Dick Ayres gave us an inkling of the quality of the upcoming training sessions and a description of the instructors.

Later in the afternoon, the MCC had their business meeting and special briefing from FBI Director, Robert Muller. The director, as in the past, would come in the night before he was to address the membership of both organizations.

The following morning, for the 9th straight year, Director Muller found the time to come to Sun Valley and give his assessment on how the Bureau is dealing with its legislated law enforcement responsibilities. The Director took us through the process of revising and implementing a change in the FBI's mission since 9/11. The FBI is moving from the institutional to the digital age. It's a huge undertaking requiring an understanding of the business and technology side. We understand the business side, but it's necessary that we adapt to the technology component. In a very succinct presentation; he explained how the bureau had to deal with its post 9/11 role. Traditionally, the FBI was known for its investigative skill set, putting evidentiary pieces together to make the case. Most often the crime had been committed; the mission was to bring the perpetrators to justice. The attack on the World Trade Center changed their mission. The mission now was to prevent the crime from occurring in the first instance. Neither the FBI nor local police may have all the building blocks in which to try the attackers before they intervene. Changing such investigative behavior is not easy. But given the potential for body counts and economic destruction, it's an imperative that cannot be ignored. Director Muller advised that some of the Terrorist's previous tactics have been revised. While the training may still occur overseas, the radicalization of terrorists is more likely to occur on the Internet. There is a maximization of recruitment effort that is on going to identify potential bombers in possession of American passports. The Bureau's mantra is that no counter terrorism lead should go unaddressed. As comforting as such may sound, the Director pointed out this investigative journey has to take place despite that 99% of such threat leads have no value. Given the media's

presence, even failed attacks generate high value publicity for the attackers. In order to get the maximum impact on interrogating high value targets, the Bureau is setting up teams of their best interrogators who can be sent overseas. If applied appropriately and information is jointly shared, the Director hoped that such can prevent another serious attack. Moving away from the terrorist front, Director Muller stressed that we still need to address other criminal priorities. Cyber attacks are a continual concern with hackers capable of disabling command and control centers. The Bureau is expanding its capabilities particularly involving joint task forces in a variety of locals. He indicated that violent crime was up 5% and may reflect a trend. He was not too optimistic given that states are releasing a record number of prisoners due to budgetary and overcrowding conditions. Muller cited California, though they are not alone, that is releasing some 30,000 serious criminal offenders. He was concerned that municipalities think it prudent to have police cutbacks and reduce funding because crime has gone down. Other topics mentioned were better and more timely intelligence needed to identify when and where criminal enterprises will surface. Even in the Bureau the need to share and "play well together" is increasingly important. Another goal is to fill gaps in Intelligence with human input. This will include developing sources and identifying individuals who could be sources. In closing, Director Muller indicated that in order to enhance such Strategic Performance Standards focusing on priorities, principle threats, number of wires initiated, and sources identified they are taking a page from NYPD's comstat program.

On an organizational note, we owe Director Muller not only our respect but appreciation for taking the time the past 9 years to spend time with the nation's law enforcement leaders. Not only does he take the time to share his insights and concerns, but his manner is praiseworthy. As a member of the NEIA for thirty years, no FBI Director has transformed an audience of leaders into appreciative students as he has. But then again, we have never had a Director who was a Homicide Prosecutor and a Marine Combat Lieutenant of a rifle platoon. Hopefully, he will be with us as his term of office ends next year. He has honored us for nine years; hopefully we can honor him next year.

Our first speaker in our lecture series was a Professor at Arizona State and the author of ten books on ethics and business. Marianne Jennings had a 33 year career in academia, authoring books, and was a weekly columnist for a local paper. Her handout was an excellent tool for our future use and its contents told a story of the famous, and the near famous, who went to prison. Not because they didn't see what they were doing, but in every case they recognized that they were

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crossing the line. Her lecture and handout was entitled the *Seven Signs of Ethical Collapse*. It was obvious that her 33 years of investigations into personal and corporate ethical misbehavior were well spent. Starting off with some ethical issues that surfaced in 2010, we ask ourselves what can we learn? Sad to say, the obvious fact was that we were down that road before; focusing on the ethics, they were not even close calls and as previously suggested, the individuals knew that they had crossed ethical lines. Without going into an indepth description, it would suffice to say that one of the first indicators was pressure to maintain numbers, revenue, deadlines, budgets, stem losses, etc. Ironically, in the light of day and disclosure, it would not be unreasonable to inquire "What were you (they) thinking"? The second indicator evolved around fear and silence. The problem was not that other employees miss the violations or crimes. The problem was they would not speak up. It was suggested that studies show that possibly half of the employees would try to report the issue. We heard of a variety of reasons for such failures in reporting; they are team players, retributions, or retaliatory action. An interesting response was that those at the top assumed employees would tell, while those at the bottom assumed that those at the top didn't want to hear about it. The latest research shows that uncovering financial and fraud issues have its best shot with employees. I suspect most of us in law enforcement might agree that such also applies to our own organizations. The remedy in overcoming employee fear and silence when you want to know what's happening is to talk with the front line entry level personnel. She suggested that our best recourse is to manage by walking around, as they won't write or call, but information can surface in general conversation. Upper management should not hesitate to create some form of dialogue or debate where individuals can engage and defend their oppositional viewpoints. From past experience, I found that by visiting stations houses enroute to headquarters and going home, police officers were not shy in voicing their concerns. If handled properly, it was not always what they told you but what they didn't say that was equally important. Ms. Jennings' points, in my judgement, were equally valid when she asked, are you the last one to speak at a meeting as speaking first may shut down responses or get a lot more favorable responses. Do you attempt to draw out those who remained reticent? I also found it useful to be respectful to the command gadfly. In meetings, they can drive you to distraction but never forget that *they do know something*. Moreover, whether we like it or not, they speak for a fraction of the community. Last it might help to learn ways to tap into the sullen and the mute. They may be your greatest source of information. You have to

be good at drawing information from sources. Remember, it doesn't matter what you said; it's what they heard. I suspect that some of the points mentioned here could well be the source of another lecture.

The speaker spoke about the future work force listing a series of polls and student surveys that indicated a higher propensity to lie, cheat, copy on exams, even steal. A recent study showed a 50% false information rate. *Her findings indicated that if one cheats in school on a host of activities they probably will bring that attitude into the workplace.* Unfortunately, no one thought their ethical standards were lower than those of their peers. Despite their potential for great performances, there is a potential for ethical vulnerability. The good news, according to the author, is that ethics can be taught but it is a difficult task. It will require a realistic organizational credo as well as a personal one. The latter credo requires a statement as to things that you would never do. An added value is for you to consider such issues before any pressure hits your desk or unit.

Finally, after examining the fault lines of individual and corporate partners, her last summary dealt with "weak leadership". There isn't an organization, profit, non profit, or service, that doesn't suffer from that disclosure. Ms. Jennings also identified lack of experience, conflicts that flare up everywhere, and poor example, as negative drivers. While there are others, one can't disagree that some individuals for a number of good and negative reasons move swiftly through their organization. Lacking the feel and culture of their agency, such could result in a lack of trust on the part of its membership. Handling conflicts can help one bank their experience. Unfortunately, conflicts can be managed badly. Minimally, by failing to engage a conflict or failure to disclose it. A good example was incorporated in our second lecture involving a police cover up. While handling conflicts, we need to be mindful that many of them operate under the radar. Hence, managing while walking around can prove useful. We need to be aware that rationalization cannot only prove too comforting in decision-making but easy to enlist its support. Rationalization has a way of blocking out the consequences. How often do we make all the issues gray? If you think you are in a gray area, the safe bet is to think about it. Why? Because you will be functioning with a better margin of error on your side. The lecture concluded on a simple premise; bad news concealed does not improve with age, three people can keep a secret, if two are dead. Ask, "Are the cameras running?" And lastly, what are the implications if this discussion were made public.

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The second of our three featured speakers was Dick Lehr, author of *The Fence, a Police Cover-up along Boston's racial divide*. The speaker, a Professor of Journalism at Boston University, was a Boston Globe Reporter for nearly two decades, where he won numerous journalism awards and was a finalist for the Pulitzer Prize. He is also coauthor of the Edgar Award winning *Black Mass, author of Judgement Ridge, and the Underboss*. His book, the "*Fence*", was a somewhat unbelievable story that happened one cold, icy, night in 1998 when several Boston police officers mistook a black plainclothes officer for a fleeing felon that all had been chasing. The beating of a fellow officer, in plainclothes, and in close pursuit of his quarry was a result. What proved disturbing was that four officer's while at the scene discovered that their suspect was in fact a fellow officer and they left him alone at the scene. From that point on they never acknowledged the role they played. What initially was a mistaken identity followed by obviously over aggressive action on the part of some officers, a lack of supervisory accountability at the scene, which made possible the subsequent denial on the part of responding officers. The net result was a public relations disaster covered by the media as a massive cover up. The department took a public beating for its poor judgement and some misguided loyalty on the part of the responding officers and subsequently upper management. According to the author, some of the subsequent "punishments" were meted out to members not involved or extremely less involved. As I recall, a black officer was dismissed because of his silence but subsequently restored to duty while a white officer, who actually pursued and captured the perpetrator, went to prison for perjury. Ironically, the author believed that officer was innocent of the charges. In any event, lives and I suspect careers were destroyed. The injured officer did recover but had to file a civil rights violation charge, in order to bring the issues to light. Needless to say, racial tensions surfaced and have remained part of city life for quite some time. The "suspect" officers never went to criminal trial but were found guilty in a federal civil suit and later dismissed from the department. The injured officer went on to be a Deputy Superintendent later in his career. Silence has often been described as a gift. While true, it cannot be at the expense of the personnel or the reputational capital of the department and its city. Accountability can't be shelved or put on hold because the facts make us uncomfortable.

Our third and final leg of our lecture series was given by someone that we had the pleasure of hearing a few years ago. Dr. Dale Henry's presentation was entitled "**Ethics and Civility: Nobody Needs Them Until They Get Caught**". Dr. Dale Henry grew up in the foothills of the Smoky Mountains, an area that is bountiful in two things - hospitality and story telling. Our returning guest

has been a Teacher, Principal, Dean of the oldest college in Tennessee, a Businessman, Author, Speaker, and Trainer. He has presented over 1,000 programs to America's top professional and educational organizations. A story teller is a lot like a travel agent. He or she can help gather us up for wherever we have to go and put us down in another setting. During Dale Henry's two hour presentation he found us a place where intrinsically we would want to be. That is, we wanted to behave towards others that would insure success for both parties. Most important to our speaker was the question that at the end of the story, whether or not we would go home with a lesson learned. The reception he got at the conclusion of his talk suggested he made a sale.

According to Dr. Henry, regarding Ethics and Civility: Nobody needs them until the get caught is not only misunderstood but the most slippery slope of organizational empowerment. No one really gets hurt by twisting the truth a little - right? Everyone wants to do the right thing - right? Professor Henry disabused us of the notion real quick. Unfortunately, we are more likely to do the easy thing. And that's where our journey to gain a better understanding of and appreciation for the power of self - ethical and civility monitoring. One of the things that I chose to remember is that character is not created in a crisis. Rather it is part and parcel of our personal and public lives. It has to be part of our every day learning process. We have to talk it, walk it, and check ourselves every day to see if we still have it. We are again reminded that while we may communicate, we often fail to listen. We continue to be aware of an ethical and civil message that is known but not practiced. If we only would recognize that each day provides us an opportunity to act morally correct and behave civilly to those around us, our lives would be enriched. He reminded us that if only we could keep a smile on our face you can't help but encourage others to do likewise. Someone can have a situation that you can't fix - but you can always listen. In doing so, we uplift both of us. His antidotal stories on the dynamics involved in attempting to blame others for our distress forced us to look at our inner selves. Worse, how many times have you made someone feel they are doing wrong. We are accountable to ourselves for our actions, good and bad throughout our lives. He gave us insights that should help us put things in better perspective. Sometimes, we need to recognize the obvious. For example, the more you know about a person who is in distress the more you are in a position to relieve their distress.

Competition, we were told, is not our enemy as some suggest. It is a part of us that forces us to go the extra mile. It can be a most helpful reference that used properly can keep us humble. It encourages us to create a lot of events focusing on the most one individual can do. Remember it is always better for you and those around you to create the most not the least number of events you can do. How many people seem to take pride in their ability to avoid work? Civility in relationships can be

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improved by asking someone, "What can I do just for you". That simple phrasing of a statement can have a powerful effect on your communication skills. When faced with disappointment caused by another person can your level of acceptance allow a response, "It's all right"? It's been said that what is in our heart eventually comes out. If such is not in your best interest, you have to change what's inside. Can you make that adjustment? Don't ever forget that words have power. During his close, Dale Henry left us with a few simple rules if we want to improve our lives and those around us.

1. Never do unto others what you wouldn't want done to you. Treat others as you would want others to treat your children.
2. If you tell a lie, make sure you have a good memory. Always tell the truth and you have no need to worry or have a continual need for a memory.
3. Always do the most for people who could do the least for themselves. How many of us spend too much time doing things we don't need to do.
4. Never help a friend with a lie.
5. If you do the first four rules, everything is going to be alright.

Our problem is too often we recognize what can better benefit us but still won't "wake up". Keep in mind when you are taught a lesson, learn it twice. Our heritage is not about rules and regulations; it's what is passed down to us. No one will remember your material things but they will note the worth of your character to others.

All three of our speaker series reminded us of the importance to have real values, remain true to them, particularly when the going gets rough. They say, "Chance favors the prepared". If you are going to adjust your life to be more ethical, more civil in your personal and public life, then be better prepared. Recognize and avoid the perils, pressures, and inappropriate behavior that can put your character on the slippery slope. I sense that most of those at the sessions took away an important life long message; make a commitment to practice what was taught, don't be afraid to make others happy, recognize and understand those temptations that can weaken your resolve, then you are going to "be alright".

We owe a debt of gratitude for a number of folks whose sponsorship makes these presentations possible. Thanks to Jim Mortimer, of Versaterm, Inc. and the William Weisz family. They have both been truly supportive over the years and we are grateful.

SUN VALLEY AWARDS

The Larry Monroe Scholarship Award

The Larry Monroe Scholarship Award is presented annually in Sun Valley in memory of former FBI Agent Lawrence Monroe, one of the founders of the National

Executive Institute. Larry played a crucial role in the initial program design, curriculum development, and administration of many NEI programs during his long, distinguished career at the FBI Academy. His untimely death led to the creation of this coveted scholarship.

Candidates for this award include all eligible NEI Members' children and grandchildren who are enrolled in an accredited two - or - four year undergraduate program or who are pursuing a masters or higher level degree. Selection for the award is based on monetary need, demonstrated work ethic, scholarship record, and service orientation.

This year, the Scholarship committee unanimously decided that two scholarships should be granted, in the amount of \$5,000 each one to Theresa K. Lohn, daughter of Edward Lohn (XXVI), former Chief, Cleveland, Ohio. The other scholarship was awarded to Virginia Anne Baker, daughter of Thomas Baker (XV), retired FBI Legal Attaché, Paris.

Theresa Lohn is attending Gannon University, Erie, Pennsylvania. She is finishing her second year of studies in a five year Health Science specialty program. Upon successful completion she will have earned a Master's degree and pursue a career as a Physicians Assistant. Theresa is President of the Sophomore Honor Society, Lambda Sigma. She impressed the selection committee with her academic record, work ethic, and volunteer service at a nursing home as well as her involvement in campus ministry at Gannon University.

Virginia Anne Baker is enrolled in a Master's degree program in Early Childhood Education at Arizona State University, Tempe, Arizona. Virginia worked in private industry for a number of years upon graduating from college, but her love of children and sense of service has led her to a career change in elementary education. Virginia's strength of character, work ethic, and volunteer work with adolescent children at the Florence Crittenton home for Girls in Phoenix led to her selection for this scholarship.

We believe that Larry Monroe would be proud to have Theresa Lohn and Virginia Baker as recipients' of the 2010 scholarship award, presented at the FBI NEIA Annual Conference in Sun Valley, Idaho on June 9, 2010. Congratulations to the awardees and their families.

Richard M. Ayres
Chariman, Monroe Scholarship Committee

PREVIOUS WINNERS OF THE SCHOLARSHIP

2000	Kim Kerlikowske
2001	Lori Mc Cormack
2002	Michelle Bretzing
2003	Jessica Cashdollar
2004	Julie Bevan / Thomas J. Nestell III
2005	Katie Flaherty
2006	Molly Gallagher

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2007 Matthew Werder
2008 Matthew Jacocks
2009 Daniel Bevan

The Penrith Award

The annual Penrith award is given to a member who is a graduate of the FBI National Executive Institute who has shown national leadership, personal courage in the face of adversity, substantial or innovative contributions to the administration of a law enforcement agency. This year's awardee is an example of the traits that were just mentioned. Harlin R. McEwen (XXII), has been making his mark on America's law enforcement landscape for more than 50 years as both an advocate for public safety telecommunications issues and as a career law enforcement officer. Beginning his career in 1957 he served progressively through the ranks achieving the ultimate recognition as Chief of Police, Cayuga Heights, New York, a position he held for 13 years. In 1985 Harlin was appointed Deputy Commissioner of the New York State Division of Criminal Justice Services and Director of Municipal Police responsible for overseeing the training and registration of all police officers and peace officers in New York State. An additional duty was the development and implementation of the New York State Law Enforcement Accreditation Program. From 1988 to 1996 Harlin returned to his first love where he served as Chief of Police for the City of Ithaca, New York. He was instrumental in modernizing the department's technology and computerization capacity while advancing the Agency's training and professionalism. In February 1996, Harlin was sworn in as a Deputy Assistant Director of the FBI responsible for providing executive oversight for the development of the new FBI Criminal Justice Information Services such as the National Crime Information Center (NCIC) 200 project and the Integrated Automated Fingerprint Identification (IAFS). In April 2000, he retired from the FBI and was presented the prestigious FBI Medal of Meritorious Achievement.

Chief McEwen's contributions were not solely directed at one agency. Harlin was over the years a tireless promoter of securing the best technology to achieve the national law enforcement mission. He served as Chairman of the Communications and Technology Committee for the IACP since 1978. For many years, he was the Communications Advisor to the Major Cities Chiefs Association, and the National Sheriffs' Association. Harlin also serves as Advisor to the FBI, the NEIA, Department of Homeland Security, and various other local, state, and federal agencies. Harlin for more years than he would like to remember, have been law enforcement's go to guy as to the need for better, more reliable, communications and technology equipment. Essentially he was our expert witness in lobbying and protecting the law enforcement

interest. I am sure that I speak for all the NEIA in congratulation Chief Harlin McEwen as this year's Penrith Award Recipient.

Mac Connole, Executive Director
FBI National Executive Institute

PREVIOUS PENRITH AWARD WINNERS

1991 Neal Behan
1992 Sherm Block
1993 Fred Taylor
1994 Bud Willoughby
1995 Dan Guido
1996 Sam Gonzales / Weldon Kennedy
1997 Thomas Constantine
1998 Terrance Gainer
1999 Ruben Ortega
2000 Bill Kolender
2001 Bernard Parks
2002 Jerry Keller
2003 Mac Connole
2004 Maury Hannigan
2005 Terrance Mangan
2006 Charlie Connolly
2007 Ed Tully
2008 Charles Ramsey
2009 William Bratton

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PLAN AHEAD!!

*NEIA Reception at IACP in Orlando
Sunday, October 24, 2010*

*Sun Valley Conference 2011
June 12th - 16th, Sun Valley, Idaho*

Charlie's Corner

By Charlie Connolly

Immigration Reform, Are We Part of the Solution – If not us – Who?

Admittedly, I have a lot more “Unspoken Thoughts” than most. However, in sharing an opinion relating to law enforcement, I try to keep in mind that despite my four decades in three law enforcement agencies, I am not the oracle of expertise, experience, knowledge, or wisdom. The skills set and experience of today's leaders far exceed mine. Moreover, I am not out there on the firing line. Still, I am entitled to an opinion that respects and cares about the people on the front lines. I am aware that today's “smart policing” recognizes the value of transparency, building trust where it didn't exist and bridges through better communication. However, based on recent media reports I am concerned that some law enforcement executives may be missing an important dimension in the illegal immigration enforcement controversy. I am referring to a *public relations problem of omission* that can result in the loss of trust on the part of a citizenry that ordinarily comprise a core segment of their constituent body. I am referring to a majority of Americans who fail to see this issue with the same mind set of their protectors. Given our immigration enforcement history, it's not unreasonable for many of our citizens to believe that Arizona may be taking existing federal law too seriously and the “Feds” not seriously enough. Despite the current confusion, I suspect it is far better to be standing with the citizenry rather than apart from them.

Obviously, differences of opinion do exist even among law enforcement officials but recently a number of our nation's chief law executives were portrayed in the media as reluctant to be involved in the type of immigration enforcement raised most recently by the Arizona legislation. Understandably, aligning the local police role with that of the federal government's enforcement role could very well jeopardize its ability to interact with “illegal's” living in their communities. Such a relationship could limit crime reporting, intelligence gathering, and cooperation in such communities. There are Americans who share that belief. My concern is that the media is portraying law enforcement's policies as totally supportive with those who share an anti-enforcement policy. Law enforcement would be better served if somehow it also recognized the concerns of those who favor a much closer alignment with the federal government enforcement responsibility. More than 20 states are considering some form of Arizona type legislation. An Associated Press poll (June 2010) found 85% of Americans now rank immigration as an important issue. It is politically perilous for Democrats and Republicans as both parties are courting Hispanics, the fastest growing minority group. Still porous borders and “undocumented” aliens have national security implications as well as economic issues. According to a Pew Hispanic Center report (2005), 57% of illegal immigrants were from Mexico, 24% from other Latin American countries, primarily Central America (total Hispanic 81%). Others reportedly are from Asia 9%, 6% from Europe, and 4% from the rest of the world. The same Pew Center states that the flow from Mexico is creating a “network effect” in furtherance of building larger illegal communities in the U.S. The U.S. Department of Homeland Security, among others, has criticized one federal Mexican agency for advising its citizens on “how to get across the border illegally”, “where to find healthcare”, “how to enroll their children in public schools”, and “how to send money back to Mexico”. The Mexican Government even issues identity cards enabling its user to circumvent detection. Given its size, foreign workers become an important part of our economy, filling low paying jobs, and possibly depressing wage scales in higher paying ones. Schools, business and other public entities are forced to adapt to immigrant swelled populations. Family, race, social norms, welfare, and crime are also in play. Among the items noted, we find those who want a “get tough” policy. Some segments of the business world want a “less restricted, but controlled border” policy. And then there are those who seem to advocate “amnesty and paths of citizenship” and others who prefer “open borders”. Being on either side of the argument does not make one a racist. A nation has the right to safeguard its borders and decide who its future citizens should be. Moreover, the border is not the sole issue. Forty percent of our illegals arrive here on guest, worker, educational visas, or as tourists. It's not unlikely that with the passage of time and this difficult problem does not get resolved, additional public trust will be lost. The public, in increasing numbers will not accept local law enforcement's reluctance to engage a national problem solely due to a lack of resources, budgetary limitations, or a rational decision to operate within its traditional jurisdictional boundaries. They don't accept it now on a local community level. I suspect many Americans very simplistically see themselves as having some form of “social contract” with the police. Individual jurisdictions are merely a collection of a larger American community.

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I understand those police limitations but the public will not understand or accept local non involvement given the continuing long term federal failure to address this national threat to its sovereignty and safety. Wouldn't our communications message be better served if we recognized the complexity, and recommended a much larger federally funded local police community rather than an increase of federal law enforcement? Local needs will continue to expand should the "illegal enforcement" issue eventually be successfully addressed.

Why would the public misunderstand local law enforcement's reluctance to participate in what is essentially a federal responsibility? In reading many of the police responses, the publicized responses tend to strongly support unilaterally the anti-enforcement opposition much more than the concerns raised in the polling data of many Americans. May I suggest that concerns for racial profiling while providing an impression that American policing would tend towards such profiling is not consistent with the beliefs of the vast majority of Americans. Ironically the federal law suit filed in early July 2010 ignored the potential for racial profiling and civil rights violations. News reports quoted "experts" saying those are weaker arguments that do not belong in a federal legal challenge. Police officials, in my judgment, shouldn't be pushing that argument. The specter of an increase in crime, due to lack of cooperation on the part of 4% of an illegal population, may be possible but not necessarily at the top of most Americans' list. Most of us are not aware that Congress passed the U Visa in 2000 but not implemented till 2007. It helps illegal victims of crime cooperate with law enforcement without fear of deportation so that criminals can be brought to justice (Sharon Rummery, U.S. Citizenship and Immigration Services Spokesperson) Since December 2008; the federal government has approved more than 10,000 U Visas for primary applicants. Another 7,300 have gone to family members while nearly 12,400 more applications are pending. Isn't this at least a positive attempt to keep the lines of cooperation and communication within the "illegal" immigrant community? Most folks would not know that the federal government has deputized 1,100 plus local cops in 26 states to round up illegal immigrants (287(g) program). In addition ICE since 2007 has a program called SECURE COMMUNITIES in which the fingerprints of arrestees in 467 jurisdictions and 26 states are forwarded to FBI (criminal) and Homeland Security (immigration). Since 10/27/08 to May 2010 some 2,600,000 searches have resulted in 35,000 illegal's identified for serious crimes, i.e. homicide and rape while another 205,000 illegal's were identified for lesser grades of crime. Secure Communities program generally results in little or no costs to local jurisdictions. Most folks would probably ask why such programs can't be expanded. If you are not seen as part of the solution, you could be considered part of the problem. I doubt if President Obama is actually responsible for the Gulf Oil mess, no President ever is for such disasters. But, as time and lack of any success continues, he will be tagged with a responsibility that he has little control over. Whether the federal government is solely responsible for immigration enforcement won't matter if the problem is not at least mitigated. The oil crisis will be resolved long before immigration will. Local police will be equally tagged for the "Feds" failure, due to what might be described as a well intentioned public relations mistake. Quite frankly, many of us don't see any signs of federal success on the horizon given the politics, the federal governments past track record, including its reluctance to even act incrementally. President Obama reportedly will send 1,200 National Guard Members to the border, and committed 500 million in aid. The Guard can be pulled back at any time and announced funding doesn't always get in the budget. The issue of amnesty is not high on 60% of America's list. The President's recent speech announcing his law suit seeking an injunction against Arizona's recent legislation is not a plan; *it is a substitute for a plan*. Again, based on recent media reports, local police's strategic policy of non involvement and overly supportive of only one segment of the national debate, in my judgment, will prove to be a public relations omission with unintended negative consequences. I hope that I am wrong, but as in my past experience with the American Public, they first get angry before they forgive. The good news is we haven't seen such anger. The bad news is that the people aren't going to get any good news in the foreseeable future.

Permit me to further make the case, why the local law enforcement position needs to appear more bipartisan or even handed in dealing with the oppositional viewpoints governing the debate on illegal immigration. The public debate in the media is filled with sound bites, slogans, and spin by pundits liberal and conservative. Even the language used in their arguments can be described as definitions which end up being disputed. For example, Fairness and Equity (depends on for whom), Social Justice (depends on what group is applying it or receiving it), Equality (Equal opportunity or equal results). Our political process, for a variety of good and bad reasons avoids any semblance of rational debate; politicians and pundits prefer to demonize their opponents essentially avoiding responsibility for solving the problem.

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I suspect, from their perspective, the solution and its reality would be too painful and personally damaging to their political reputations. Hence, the current status provides an oppositional divide or denial that leave either unequipped to explore or find a remedy that a rational society could live with. We simply don't have strategic and deliberate thinkers in search of any potential for Federal, State, and Local cooperation in addressing this national dilemma.

Regardless of the quality of this debate, the "givens" are people, from all over the world; enter this country illegally, primarily through **the Mexican border. Mexico has a far harsher immigration enforcement program with prison penalties than could be found in the most critical assessment of the Arizona policy. There are citizens of some influence who actually favor "open borders", if you can get here, you can stay here. An even larger group advocates that the problem can be resolved through COMPREHENSIVE IMMIGRATION REFORM.** Complicating the matter is the desire to create a path to citizenship for initially some 12 million persons. Do we really know what the figure is? Depending on the media source, it ranges from 10 to 20 million. Regarding the processing of an amnesty and citizenship procedure, I don't have any great confidence that the Federal Government (Democrat or Republican) can establish a process capable of conducting interviews and examining documents to just determine how long an illegal was in the country. Given the numbers involved **(possibly the total population of Ireland, Sweden and Norway) checking criminal, civil, and health** backgrounds in foreign countries would be dicey. The need for documentation proving length of stay, employment, etc would just create another cottage industry of forged documentation. More importantly, in 1988 under President Reagan, we were told that amnesty and citizenship was the solution to our **THEN THREE MILLION** illegal immigrants. **Comprehension Reform was also part of that package.** In any event, nobody told the current 12 million that the problem of the illegal immigration was solved. Apparently our subsequent "illegal" visitors recognized that our government doesn't have the political will or ability to tackle one of our most pressing issues of our time.

Are there good and rational reasons why local police are divided as to their role in the immigration issue, lack of sufficient resources, operating at full capacity now, loss of community support, and cooperation with impacted minority groups? Traditionally, this is an accurate statement. But times change, and maybe we have to reexamine the roles we play in securing the well being of this country. Currently, the enforcement responsibility is located in the Department of Homeland Security, but only a portion of the 120,000 personnel is dedicated to immigration. The agency directly responsible is ICE or Immigration and Customs Enforcement. I am told that their personnel numbers approximate somewhere between 40 to 50 thousand employees. This sizable Border Patrol and Customs and Naturalization Agencies attempt to secure some 7,500 miles of border with Canada and Mexico covering a number of entry points. Google indicated that there are only 385 border agents assigned to the Canadian border. Consider the following statistical data that were available a year or two after 9/11; the 19,000 Border Patrol force check 50,000 trucks, 50,000 sealed containers, (then having a 2% inspection rate which has not drastically changed), 520 vessels, 348,000 vehicles, plus 1.3 million persons **legally crossing the border EVERY DAY.** Another growing budgetary concern is our overcrowded prisons (our prison population according to a 2008 Pew Center report is 1.6 million, about 25% of the world's prison population). The *annual cost per inmate* ranged from \$46,000 to \$77,000. You may ask, why not use other federal law enforcement agencies? Besides assuming additional duties enacted by congress, these agencies are not as large as many would believe. For example the FBI numbers around 13,000, Secret Service agents somewhere at 3,200, DEA is probably under 2,000, and the ATF with 2500 agents. From past experience, we needed to hire five employees to cover one post or station 24 hours a day, seven days a week. If the manning levels have not changed, it is not unreasonable to assume we have approximately 9,000 Federal Agents (some on administrative and staff positions) on duty covering the entire country, a population of 300 million plus.

Is the public going to tolerate continual perceived failure, or worse every day indifference to the negative aspects (*69,500 Americans reportedly killed by illegal's since 9/11, and a fairly large incarceration of illegal's*) involving illegal's whose presence continues to be an incentive for others to do the same. The issue that they are "performing jobs Americans won't do" may have some validity. However, is that assumption valid FOR 12 MILLION, 6 million, or maybe 3 million? Who really knows! The vast majority is law abiding, decent hard working folks, but that is *not the prerequisite for citizenship.* The vast majority of Americans are not accepting that premise.

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Are Americans in agreement that Americans who are chronically unemployed and those on generational welfare have an option to refuse honest labor? I doubt that's true. We are told that 25% of our high school students DO NOT GRADUATE. The Census postured that 22% of our children live below the poverty line. Between the high school dropouts and those below the poverty line some surely should be encouraged to take "jobs that Americans won't do!" I won't belabor the point further other than to suggest that public tolerance may be heading towards "critical mass" where we have seen a prior effort of citizenship for 3 million less than 20 years ago. If we have 12 million new illegals, then that policy failed. Statistically, we are told that the current 12 million, if given citizenship and allowing them the right to bring other family members to America, the net increase from this action by 2050 would be 50 million. The recent US Census estimated that America's population will soar to 438 million by 2050 and predicted that the Hispanic population will reach roughly 29% of the population. Do Americans have a legitimate and rightful concern as to an assimilation process that focuses in one swoop on the largest group of potential citizenship in its history? Consider that it took from 1880 to 1954 for 12 million to pass through Ellis Island. Unlike previous immigrant generations, most of this group possess a common language and from televised protest demonstrations already have an in place political structure. Unfortunately, America is trending toward a service and technological society that no longer demands immigrants with "strong backs and a less educated workforce". Government is more prone to creating entitlements than job creation. Still, we don't have the mechanism to prevent, investigate, audit, analyze, and review actions that would allow us to detain and deport a population the size of three European countries. Nor, can we allow, encourage, or incentivize a continual invasion of our borders regardless of the "visitors" good intentions and needs. Local law enforcement cannot allow its function and mission to be perceived largely favoring one side of the debate. Is some form of racism involved in this debate? More than likely, yes as it can be found on both sides of this debate. As long as we are a free and open society, charges of racism, unfortunately, will prevail.

The absence of a bipartisan strategy results in merely tinkering with some questionable tactics. Tactical strategies can outlive its usefulness in a decade. The current call for action is a duplicate of that enacted twenty years ago. It didn't work then and the polls indicate the public doesn't believe it will work now. Political correctness and a desire for diversity is not a justification to revise the constitution, or change the intent to control immigration. We are a constitutional society which at times, fails to provide clear direction even in determining cases that have real value. It may be difficult for many living in this country to choose **between the Rule of Law, versus some form of fairness** to those living beyond the law. However, by trying to alleviate the conflict between the "good and the superior good", we delude ourselves believing that a solution can be found to accommodate all sides of an issue. Rarely, if ever, is this true. Hard choices have to be made. The term "fairness" in this application has been used inappropriately in pursuit of a solution. Because someone had a bad childhood, it doesn't give that individual the right to be a bad adult. Similarly, if one chooses to violate the law of another country by entering or remaining illegal the length of one's stay doesn't provide that "visitor" a right to citizenship or additional "fairness" credits. We are at this moment in a crisis that not too long ago would have seemed unimaginable. We are living in a century amidst ideas and institutions that we once relied on for our safety, security and some form of assurance. Protecting our borders has never ceased to be necessary, even dangerous. What has changed is America has ceased to be vigilant about it. Maybe our immediate concern should not be big government versus small government but rather one of competent government.

As I have indicated, better men and women than me are going to have to solve this complex national problem. Despite the misgivings of many Americans, it will probably take the form of INCREMENTAL DISCOURAGEMENT, by somehow securing the borders, making employers financially accountable for their hiring decisions. Most of you were probably not aware that federal authorities used to alert employers of mismatches between social security cards and the actual names of card holders. In September 2007 a federal judge halted this practice. Establishing a national identity card, redefining the definition of "acceptable work", redefining citizenship (there are 4 million children of illegal parents born here) could be other considerations. Initially, we should focus on criminals here illegally. According to John Morton, his agency has the capacity to deport about 400,000 each year (Conference of National Sheriff's Association 6/22/10). Mass deportations or roundups are neither feasible nor part of our national character.

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Yet, we must find a way through steady pressure and subtle determination to prevent illegal's from attempting to enter our country, while simultaneously discouraging those that have managed to get here. According to the Department of Homeland Security, about 100,000 illegal immigrants left Arizona after that state passed a law in 2007 penalizing employers in hiring illegal migrant workers. Though anecdotal, reports have surfaced suggesting a similar pattern due to Arizona's most recent law. Hence, incremental steps accompanied by a strong **public will** can have meaningful results.

In lieu of amnesty and citizenship we need to **expand the visa and guest worker program** based on the actual number of jobs needed to be filled. The process should have less emotion and anecdotal miscarriage of justice stories accompanied by a minimum of cruelty and unfairness. Many of us forget that some 680,000 individuals received naturalized citizenship every year. Currently, any policy of incremental discouragement would not only be a thankless, but somewhat impossible job under today's circumstances. But if we set a great national goal that inspires our best and brightest to this task, just maybe we may be pleasantly surprised by the outcome. Over time, lessons could be learned and a more successful even humane policy adopted. Local law enforcement is a group best positioned to make creative and viable recommendations to the federal government on what can or needs to be done. If the local law enforcement is to be part of a cooperative alliance let us lead with "smart results". Initially, could we turn lemons into lemonade by making the Arizona legislation into some form of a pilot project? Can we consider some versions or refinements of the immigration enforcement programs mentioned in this article?

This article is not about the Arizona legislation. Nor is it an attempt to criticize today's law enforcement executives. It is questioning whether local law enforcement as portrayed by in the media could be defined as having a "failure to communicate" with its constituents on a matter of vital importance to their personal safety and economic well being. Racial profiling is a concern to be dealt with. But appearing to side with the group who sees America's law enforcement community as more likely to discriminate and engage in mass racial profiling does an injustice to our police officers and the character of our management skills as well. The vast majority of law enforcement officers are honorable and extremely capable in serving the diverse character of this nation. Those that are not honorable will be dealt with! This debate or political divide is generating a lot of heat and a host of emotions; cultural, language, historical perspectives on immigration, even questions of bias and prejudice. Notwithstanding the quality of this controversy, we must **remain a nation that is governed by the Rule of Law**. That is our most important tenet as it relates to whom and how we extend citizenship to those migrating to our shores. More important, however, should we fail to embed and reinforce the concept of the Rule of Law in our nation's DNA we will have failed those who have patiently and lawfully waited their turn. Silence, I have been told, makes a wonderful gift. Given the enormous task in front of us, this is not the time for such gift giving.

Charlie Connolly

I have had my say and now I would be interested in your opinion. If you have some thoughts or contrary opinions, let's hear them. This newsletter is one way of communicating. Besides, we can all learn from each other's experiences and beliefs.

Where Are They Now?

By Charlie Connolly

It was good to once again see Howard Safir (XXI) and his lovely wife Carol attending the business conference. The former New York City Police Commissioner has become quite a business entrepreneur since retiring from public life. If memory serves me correctly, Howard's career covered a number of diverse agencies, DEA, US Marshals, New York Fire Department, and obviously a key position in Mayor Rudolph Giuliani's Administration. Recently, he sold one business only to create another start up firm, VRI with offices in Rockefeller Plaza. I suspect he took a page from "Don Corelene's playbook" by keeping his family close to him. He put his son, an attorney, in charge of the new business. The former Commissioner is keeping a close watch on law enforcement via his daughter, an FBI Agent.

Police Chief Jake Jacocks (XXIV), Virginia Beach, announced his retirement on April 19th. At 57 he looks too young to retire. Yet, he spent 38 years with the department starting at age 19 which included 10 years as its Chief. Jake got a rousing and surprise farewell salute on his last day June 17th. He is leaving there with a reputation of a true professional and a first rate Chief. The Chief intends to take some time off, riding around on his Harley and eventually do some part time consulting work. Unlike some of his colleagues, Jake is choosing to leave with a relatively low crime rate and when things are good. The comments in the local papers echoed the sentiments that he was very proactive in neighborhood policing and combating crime. Most of us have found Jake to be a total gentleman but he has been cited for his outspoken style and advocacy. The Chief did not hesitate to defend what he thought was the proper interest of the city and its police department. He even got into a nationally televised debate with Bill O'Reilly of Fox News. Jake, congratulations on a great public career and we wish you the best going forward.

In our last newsletter, we mentioned that John Timoney (XVIII) left the Chief's position in Miami and went private taking a position with the largest privately owned private security firm. John, at least temporarily put his pistol down and has taken up the pen. He just wrote a book called "Beat Cop to Top Cop: A Tale of Three Cities". His Irish Charm got a nice foreword from Tom Wolfe, a noted author himself. John's story

is an interesting example of what a young man can do if he puts his mind to it. He was born in Dublin where his parents brought him, his younger brother, and sister to New York in 1961. As someone who considers John a personal friend, I don't know if this story is in the book. But it tells us why Timoney can take his lumps and just keep on ticking. Yes, his family brought John here at the age of 13. John attended the same High School in the South Bronx that I did. His father died when he was 16 and his mother chose to return to Ireland. John at that young age chose to stay in his newly adopted country. He kept his younger brother, Liam, who also went on to be a member of NYPD. John, given his age, had some time to wait before entering NYPD. He and his brother kept their apartment; John went to High School in the daytime, and washed dishes at Roosevelt Hospital, at night. Academically, he went on to obtain a Bachelor's Degree and two Masters (he got two because he forgot the first one). John's career in the NYPD was not that of an overnight success. Unlike some of his peers, he worked the street for the first eleven years. Still, he was the youngest Four Star Chief in its department and most of you know the rest of his somewhat spectacular career. The book is published by University of Pennsylvania Press and is available on Amazon. No, I am not getting a cut or commission for the free ad.

Recently, I had occasion to visit Rochester, New York and had the pleasure of dinner with that city's Chief, Dave Moore (XXX), and his lovely wife, Paula. Dave and his bride are frequent attendees at Sun Valley. Both at home and at Sun Valley, The Moore's are an enjoyable couple to be with. Dave's executive enforcement experience spans four police agencies: Laurel, Maryland, Foundation, Colorado, Colorado Springs, Colorado, and Rochester, New York. Dave, though gentleman in manner and somewhat soft spoken, is an excellent communicator (his Undergraduate and Master Degree are in Communications). Similar to many of his NEI colleagues, his career is a balance of tough operational assignments, administrative responsibilities, and a demanding outreach program within the community. Having visited the Rochester area a number of times, I noticed the respect he is held in by many of the other departments in the area. I attribute the respect he gets is a direct result of the respect that Chief Moore gives to his law enforcement partners in the region. While I may not fully understand the rationale, Dave is also an accomplished motorcyclist. I would be remiss if I were to omit that one of Dave's proudest accomplishments, is the decreasing crime rate over the past four years.

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I am sure that his Mayor, the former Police Chief Robert Duffy (XXIV) is glad to have Dave covering his back. The Mayor was recently chosen to be on the democratic gubernatorial ticket in New York's November's election as Lieutenant Governor.

Some good things have been happening. Former Houston Police Chief Harold Hurtt (XXII), former President of the Major Cities Chiefs Association and NEIA Board Member has accepted the position as Director of ICE's Office of State and Local Coordination effective July 2010. According to the report, Harold's role will be primarily tasked with outreach efforts, not oversight of ICE partnerships with local law enforcement. Dave reported that he plans to focus on providing accurate information on illegal immigration to law enforcement partners to "avoid emotional responses". IN particular, he hopes to "create a stakeholder's group to improve ICE's outreach efforts". Given the increasing emotions arising from the illegal immigration issue, Harold will have his hands full. However, from my observation of Chief Hurtt over the years, he has the right set of skills to do what needs to be done. Harold, we wish you the best in your new public service journey.

My job is not to make news but report it. As such, I need the help of my fellow NEIA graduates. My classmate, Sir John Woodcock (VI), is such a contributor. A while back, John reported that another classmate the late Angus MacLean's son Aaron graduated from Oxford and entered the U.S. Marines. Aaron was born while we were attending Session VI. John sent a series of articles on Lt. Aaron MacLean's deployment in Afghanistan. It's apparent that this young man is in the thick of battle as his unit was one of the first to be involved in the surge taking place in that country. In reading the dispatches, I can't help but be impressed with the quality of young men and women engaged on our behalf. As is our right, we can disagree with the purpose of their mission but never with the participants involved in that mission. Let's keep Aaron and all our troops in our prayers.

I recently heard from another classmate, John Hogan (VI). John, A Bronx boy also, had a great career with the FBI starting as a clerk in 1956 and retiring in 1986 as the Assistant Director in Charge of the New York Office. John mentioned that his assignment in New York was like having a ring side seat at the greatest show on earth. Just as important, the FBI and New York was the site where John met and married his wife Virginia, a fellow employee. Prior to New York, he held a similar command position in Philadelphia where he had the pleasure of working with its Commissioner and fellow NEI classmate Mort Solomon. John had an equally great career in the private sector. First with Kraft Foods in

Chicago, an area the Hogan's grew to love and currently reside. Philip Morris bought Kraft in 1988 and in 1991, Hogan found himself Vice President of Corporate Security for Kraft / Philip Morris. That promotion brought him back to New York and allowed Virginia to graduate from Marymount Manhattan College. Upon retiring they have circumnavigated the globe. From the Baltic to the Mediterranean, from Antarctic to Alaska, they have travelled! Moving around the country while in the Bureau may have stimulated the urge to travel. Apparently, the Hogan's will not stop; planning a Disney Cruise for 22 family members, celebrating their 50th Anniversary, China is on their calendar for this August, and next year plans have been made to visit Iceland. Their oldest daughter, Virginia, joined the FBI in 1987 only months after John's retirement. Her assignments have included New Haven, New York, and presently Chicago. She has worked Foreign Counter Intelligence, White Collar, and other assignments. While John is proud of all his children and grandchildren, the FBI daughter might have undergone greater scrutiny as she married another agent, Edgar Wright. He is now retired and has his own private investigation and polygraph business. While the Hogan's are enjoying the good life, they are still giving back to the community. John is active on his parish council and a volunteer at Lincoln Park Zoo while Virginia is a Docent at the Art Institute of Chicago helping children learn and appreciate Art.

Unfortunately, all news is not necessarily good. The Atlanta, Georgia media reported that former Atlanta Police Chief Richard Pennington (XIX) suffered a stroke on Memorial Day and is now recovering at Shepherd Center in Atlanta. Since retiring in December 2009, the Chief has been working as a security consultant for the Department of Justice. Few details about his condition were available due to privacy regulations. Moreover, it was reported that the family asked for privacy at this time. The Atlanta Police Department issues the following statement: "We are saddened to hear about former Chief Pennington's stroke but hopeful for a positive outcome. The Atlanta Police Department family is sending our best wishes and hopes for a speedy recovery. We are grateful for the leadership Chief Pennington provided the Atlanta Police Department; his career exemplifies that of a committed public servant. Our thoughts and prayers are with him and his family". Amen to that!

Bob Pence (XI) was kind enough to pass along a message from another NEI colleague. It appears that Sam Killman (XI) who retired as Chief Charlotte-Mecklenburg Police Department, North Carolina and later on Myrtle Beach, South Carolina has been diagnosed with a serious but not necessarily an imminent cancer condition. Recently, Bob talked with Sam and his wife, Helen and both expressed interest in hearing news about the NEI and their friends. They intended to attend the Sun Valley Conference but Sam's health would not allow such. More

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Importantly, they would welcome calls from friends. They can be contacted at 910.793.3980 and their e-mail is keithheart@aol.com. Bob, I want to thank you for taking the time to pass along the Killman's message. In fact, I would appreciate if other members of the NEIA would pass along similar messages, good or bad, that our colleagues would appreciate.

While the new Chief of Seattle, John Diaz, is not a FBI NEI graduate, he has been a familiar face at Sun Valley. Chief Diaz was named Interim Chief 15 months ago when Gil Kerlikowske resigned to become President Obama's Drug Czar. In June, Seattle Mayor, Mike McGinn, announced John as his choice. Chief Diaz, a thirty year veteran, will be the first permanent Chief picked from the ranks in more than 30 years. Congratulations John, and hopefully you will be welcomed into the NEI ranks shortly.

Speaking of Gil Kerlikowske (XVIII), he announced on June 22, 2010 that nominations for two high profile posts were confirmed. David Mineta was confirmed as Deputy Director of Demand Reduction and Benjamin Tucker was selected to be the new Deputy Director of State, Local, and Tribal Affairs. According to the ONDCP press release, Mineta has 20 years of nationally recognized experience in the design and delivery of effective demand reduction programs. Tucker has 40 years of board experience in both Law Enforcement and Criminal Justice from New York and Washington, D.C. As Chief Executive for NYC Department of Education, he was directly responsible for the safety and security of 1.1 million school children and 1,200 schools. If my memory serves me well, Ben was a member of the NYPD while I was with the department. He is an Attorney, and was well regarded during my time at the NYPD.

Rest in Peace

In our last newsletter, we reported that Daryl Gates (IV) was fighting for his life. Unfortunately, this was one struggle, he couldn't win. On Tuesday, April 27th, the venerated, innovative, and often controversial Chief was memorialized at his funeral at the Gates to the Cathedral of Our Lady in Los Angeles. The turnout underscored the strong devotion an older generation of police had for Daryl Gates, known to his supports simply as "The Chief". During the two hour ceremony, the 3800 seat church overflowed with those who came to pay tribute to the Chief. The City's tribute included a somber procession where his body was led by a rider less horse. A number of city streets were shut off as the procession began with a band

of bagpipers, followed by a phalanx of motorcycles, and mounted officers amidst a sea of blue. The Chief's family, accompanied by Mayor Antonio Villaraigosa and the entire LAPD Command Staff was escorted from LAPD Headquarters to the Cathedral. The department's current Chief, Charlie Beck during the memorial service said, "Daryl was the Los Angeles Police Department, and the Los Angeles Police Department was Daryl Gates. He loved this place. He loved it because he respected the men and women of the LAPD. He loved them unconditionally". It was fitting that the first song played at the ceremony was Frank Sinatra's "My Way". Daryl, there was never any question about that! It was reported that Daryl Gates family included a son, Scott, two daughters, Debby and Kathy, a brother Stephen (Retired LAPD Captain), and a number of grandchildren.

On a personal note, I knew "The Chief" since 1981. I respected him right off the bat because he wasn't afraid to speak his mind. Daryl was never hesitant to take a stand on issues he felt were important to law enforcement. This was at a time when many of his colleagues didn't hesitate to plant their feet solidly in mid air. He didn't seem to mind whether he had much company accompanying the issues. Whether I or others agreed with him didn't matter. He appeared or was uniquely qualified to go his own way. Over the years, we became good friends or at least I hope we were. I enjoyed his e-mails, and appreciated his constructive criticism as that was the price you paid for his friendship. He was generous with his praise. In the e-mail that I sent out at the time of his death, I closed with a hope that someone would honor his memory better than I. Apparently, the City of Los Angeles and the Los Angeles Police Department did just that. Rest in peace.

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So Long, for now!