



# NEIA: The Best of Us

June 2020

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undetected. He decided to visit his mother in Arlington, Virginia, and spend Thanksgiving with her. The very next day, on November 27, 1987, Spencer raped and killed another woman, who lived about a mile from his mother's home.

The case was assigned to Arlington Police Detective Joe Horgas. Detective Horgas along with his colleagues from the Richmond Police Department were able to connect the cases, and Timothy Spencer, the so-called "Southside Strangler," was arrested and charged with the murders. In 1988, Spencer became the first person in the State of Virginia to be convicted of murder, based on DNA evidence. In fact, Spencer became a suspect in a number of other homicides, and his DNA was even linked to a 1984 homicide in which another man had been convicted. As it turns out, wrongfully convicted.

While using DNA to identify serial killers is a routine investigative tool for today's Detectives, it was not in the mid-1980s. The Arlington County, Va., police department had three key ingredients to successfully stop this dangerous serial killer, who eventually received the death penalty. First was the skill of Detective Joe Horgas and others involved in the investigation. Second, was a Commonwealth's Attorney who was willing to prosecute the case based on this previously untested strategy. And lastly,

## Leaving A Legacy...

### Chief William "Smokey" Stover: Leaving a Legacy By: Tom Manger

*Editor's note: I reached out to Chief Tom Manger asking him to contribute to our series Leaving A Legacy. I should not have been surprised that he decided to speak about someone else and not himself. It is my belief, that humility is one of the traits of a great leader and Tom is a great leader.*

In the Fall of 1987, Timothy Spencer raped and strangled to death two women in Richmond, Virginia. As Richmond PD worked around the clock on these cases, Spencer went

the courage of a police chief who knew that he would be held publicly responsible if this high-profile case did not result in a conviction.

That police chief was **William K. "Smokey" Stover**.

Chief Stover joined the Arlington County Police Department in 1956. He was quoted, years later, saying "There is more in law enforcement than arresting people. You can help people in the distressful times in their life. To help people during those times is a worthwhile endeavor."

A worthwhile endeavor, indeed. Stover "endeavored" for 40 years.

Chief Stover began, like everyone else, as a beat officer in patrol. His desire to become a detective landed him on the Vice squad for a number of years. He worked in Internal Affairs and was the Deputy Chief when his boss decided to retire. In 1978, "Smokey" was appointed as the Chief of Police. He would serve in that position until his retirement in 1996. Chief Stover never lost his passion for drug work, and took the lead with the Washington Metropolitan Area Drug Enforcement Task Force for many years.

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



## **Message from Executive Director, Chief Luther Reynolds**



I am truly honored to be your new Executive Director! Ever since I attended the 37th session of the NEI, I was anxious to take advantage of the new contacts I made not only in my class, but also as a result of my membership in the NEIA, of the more expanded network I was able to quickly tap into. I now have the opportunity to help lead our great association to further heights by enhancing the value for all of you and ensuring we have a “seat at the table” on any number of law enforcement issues.

I want to first thank all of you for the hard work you have had to endure with leading your agencies during the Coronavirus Pandemic and then if that wasn't enough, to add the George Floyd protests and riots. There are going to be many anecdotal stories that will surface from 2020 along with data to study and best practices to share. As a leadership organization compiled of members across all types of law enforcement agencies, we have the opportunity and duty to help our profession by leading discussions on the ways we can all enhance our operations when it comes to dealing with new and old issues.

For quite some time, there has been calls for a new Commission of Justice Reform, something that hasn't happened since 1964! While President Trump did launch a new Commission, its work was likely not viewed as closely as it will be now.

There are other excellent law enforcement associations that exist and we have worked closely with quite a few and we intend to broaden our collaboration not only with others in policing, but also with leaders from other government associations and organizations all looking to develop new models or solutions to what so many in our communities want.

We have been very fortunate to have corporate partners and private donors supporting us, some since we started in 1976. We value our relationship with them and look forward to working together as we continue to grow in size, awareness, and the value we bring to everyone in policing around the world.

We will remain focused on our mission and are looking forward to greater engagement by our members. This includes creating opportunities for members of your agencies to participate as well where they can offer subject matter expertise.

We also want to hear from you on any services you would like to see us provide, activity we do now you don't see a value from, and what we are doing now that we should continue to do.

Our Board is planning on meeting the end of September to work on our strategic planning and to ensure we have the resources necessary to meet association goals and your expectations of what the NEIA should mean and how we operate.

I would like to thank Dick Ayres who has worked and served the NEIA since 1976, most recently as the Executive Director. Dick elected to retire from his role and is helping through the transition.

We are grateful for the dedicated service Dick provided to our organization to date and look forward to his continued support in an advisory role and working on special projects.



## Retirement Perspective



### Retirement: The Loss of a Sense of Belonging

By: Chris Lewis

I'm not afraid to admit that I struggled with retirement after 36 years in policing. Quite a bit in fact. On occasion I still do.

It isn't that I'm no longer "the Commissioner" whatsoever. I loved my job and the ability to positively impact the lives of thousands of wonderful personnel, but I don't miss the politics, the financial pressures or the stress one little bit.

What I've come to realize is that retirement has brought me a lack of a "sense of belonging". I belonged to the same great police department for most of my adult life. With that I had ring-side seats to the greatest show on earth! Watching from the benches isn't near as gratifying. I'm not whining or complaining about my lot in life, I'm just being honest about the retired life versus a life in policing. I suspect many retirees feel the same.

Having a plan going into retirement certainly made my transition easier. I had a couple of contract jobs lined up; a motorcycle to ride; a fitness level to renew and a "honey do" list of tremendous proportions. I'm sure that those who retire and sit on the couch not sure what they are going to do for the remaining decades of their lives struggle even more than I did. And we all know others that simply don't care at all and maybe never really did care about the job or the people. They're not likely to miss what they were never passionate about.

My phone went from dozens of calls a day and hundreds of text messages, to complete silence. I initially had to shake it to see if it still worked. For a while it bothered me that I wasn't hearing from people I once heard from

hourly and met with daily. Then as time went on I thought, "I may not be as busy as I once was, but those folks still are." I also recalled that I hadn't always regularly contacted people I thought the world of when they retired.

I put former colleagues into 4 categories:

1. The people that were loyal and dedicated employees that truly enjoyed working with you and appreciated you, but are simply too busy in their lives to regularly connect.
2. People that never did really particularly care about you or dislike you, but interacted with you because their job forced them to.
3. People that never liked you in the slightest. And lastly,
4. People that went out of their way to be seen and heard because they thought you could help their career, but deep down didn't really care if you lived or died.

That's not a criticism, it's just the reality that a career as a police executive brings. Some love you, some hate you and some really don't care either way. I firmly believe that if you're truly a supportive and caring "leader" that people trust and connect with, you'll have way more loyal followers than haters, but all those categories come with the turf.

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

## **Nordic Master of Police Leadership (NMPL)**



### **Norway, Sweden and Denmark establish a Nordic Master of Police Leadership (NMPL)**

By: Odd Berner Malme

#### **Objective**

The Nordic Master Police Leadership program will help participants to increase their knowledge, insight and skills for the exercise of police leadership. Furthermore, it will contribute to strengthening their repertoire as proactive and action-oriented police leaders as well as developing analytical, knowledge-oriented, results-oriented and value-conscious police leaders. It will also promote and strengthen networks between Nordic police leaders and cross-border cooperation in order to better enable the police to handle the tasks they have and will receive in the years to come.

A need for a master's degree in police leadership was expressed as early as 2003 by police leaders who had completed the Leadership and Organizational Improvement Programme at the Norwegian Police University College say Project Manager Mr. Rune Glomseth.

Subsequently, questionnaire responses confirmed the existence of such a need. A further questionnaire was circulated, this time targeted at leaders in the Norwegian police, Labour Unions representing police service employees, police leaders and lawyers working in the police and public prosecution services expressed clear support for the establishment of a master's degree programme. In particular Sigve Bolstad, leader of the Norwegian Police Union, followed up efforts to develop and realize the master's programme.

#### **Financial support for developing the programme**

The Nordic Council of Ministers, granted significant funding for the development of the

master's degree programme. The funding totalled more than \$100 000, spread over three years.

#### **Accreditation**

NOKUT (the Norwegian Agency for Quality Assurance in Education) accredited the NMPL programme in November 2018, with Linnaeus University (in Småland, southern Sweden) and Copenhagen Business School (CBS, in Copenhagen, Denmark) as "sub-contractors" to deliver parts of the programme. Accordingly, a Nordic collaboration was established between three higher education institutions to deliver a master's degree programme in police leadership.

#### **Fees**

This is a fee-paying master's programme. All courses at CBS are fee-paying, and this course also has to be offered on a fee-paying basis. Accordingly, the three collaborating institutions prepared a financial agreement containing a distribution formula to allocate the fees paid by each student between the CBS, Linnaeus University and the Norwegian Police University College. The fee for the entire study programme is 15000 \$ per participant.

#### **Applications and decision**

The NMPL was advertised twice in 2019: the first time there were more than 60 applicants, but few from Denmark and Sweden.

However, The Norwegian Police University College decided not to run the programme due to the lack of non-Norwegian applicants.



## Reflections

The need is there. This is demonstrated by the number of Norwegian applicants. It is likely that Danish and Swedish applicants will materialize once the master’s programme is established. The study programme and course descriptions have been completed. The academic environment has been established.

I expect a rapid decision by the Norwegian Police University College to run the master’s programme in police leadership in collaboration with CBS and Linnaeus University says Rune Glomseth.



*Rune Glomseth is Associate Professor in Leadership and Organizational Theory at the Norwegian Police University College. He is educated as Police Officer in 1983 and have extensive experience from the police. He has had professional responsibility for a number of leadership education programmes and done research in the field of Police Leadership and Police Culture.*

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

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IACP/ecoATM Leadership in Crime Prevention Award



Message from Director Christopher A. Wray



U.S. Department of Justice  
Federal Bureau of Investigation

Office of the Director

Washington, D.C. 20535-0001

April 20, 2020

Dear Colleagues,

The COVID-19 pandemic has presented obstacles to everyone around the world, and those of us in law enforcement are no exception. Like the FBI, your agencies face an evolving array of challenges unlike any we've seen before. I want you to know that we stand shoulder to shoulder with you, and we'll get through this challenge as we have every other - together.

I want to express my deep appreciation for our law enforcement personnel across the country who bravely place themselves in harm's way every day - and who now face even greater risks to their health and safety because of COVID-19. I also want to extend my sincere condolences, on behalf of the entire FBI, for the loss of life in so many departments across the nation. When we lose members of our law enforcement family, it's not just our loss. Communities lose a protector. Young people lose a role model and a mentor. And families lose someone who meant the world to them. We know we'll lose others in the months to come, and we'll brace ourselves for that as best we can.

Like you, the FBI has had to mourn the loss of our own. And like you, we have colleagues and their family members falling ill and requiring quarantine, which is why we're doing our best to protect our workforce and help limit the spread of the virus within our communities. We're finding new and creative ways to keep charging forward, staying laser focused on our most critical functions to protect the American people and to ensure we have continuity of operations. As with any crisis, the people we serve count on us to answer the call at a moment's notice.

Beyond our usual national security and criminal work, we're investigating new fraud schemes and cyber crimes by those seeking to take advantage of innocent people already facing so much hardship. We're seeing criminals hoard life-saving medical supplies and equipment, which they then resell at exorbitant prices. We also remain concerned about the potential for hate crimes by individuals and groups targeting minority populations in the United States who they believe are responsible for the spread of the virus. We'll stay focused on these kinds of investigations, and we welcome any referrals your agency might have on similar incidents.

None of us knows yet what the lasting effects of this pandemic will be, but as always, law enforcement will play a vital role in keeping folks safe from harm. Standing together means supporting each other and helping each other in any way we can. I hope you will remain tightly connected to your local FBI field offices, who stand ready to assist as always. Stay safe, strong, and healthy.

Sincerely,

Christopher A. Wray  
Director



## DHS COVID-19 Guidance



### DHS GUIDANCE FOR COMPONENT LEADERSHIP, MEDICAL OFFICERS, & SUPERVISORS

As COVID-19 continues to spread throughout the Homeland, the concentration of community spread will vary from state, city, and county. Our DHS mission is critical to national security and the pandemic response. The Management OCHCO Workforce Health and Safety Division (WHS) continues to focus on workforce protection measures to mitigate operational risk in coordination with Component Medical Officers and Component Occupational and Safety Offices.

In April, DHS released a document titled: **DHS GUIDANCE FOR COMPONENT LEADERSHIP, MEDICAL OFFICERS, & SUPERVISORS.**

[Click here to view the DHS document](#)

## Active Shooter Incidents in the United States in 2019

In April 2020, the US Department of Justice released a report on Active Shooter Incidents in the United States during 2019. This report was written by the FBI's Office of Partner Engagement in collaboration with the FBI's Criminal Investigative Division, the FBI's Critical Incident Response Group, and the Advanced Law Enforcement Rapid Response Training (ALERT) Center at Texas State University.

[Click here to view the report](#)

## Member News

*Our members have said they would like to hear more about what each other is doing when there is a change. Please let Dave Weisz know so he can add updates to the newsletter.*

## IACP News

Given the global impact of COVID-19, the IACP has decided to move IACP 2020 from an in-person meeting to an online training event and expo in the fall of 2020!

Visit [theiacpconference.org](http://theiacpconference.org) for details

Since we will not have a reception now at IACP, we will look at other options for any award announcements and other ways we may be able to come together as an association.



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