

NEIA CONNECTIONS



FOR ACTIVE AND RETIRED FBI NEI ASSOCIATES

Just Say Hello and Then Goodbye

Since October last year, I seem to be saying hello and goodbye to so many nice people. Starting at the FBI Academy we say hello to Penny Hoback and Russell Kleber, our new program co-managers and goodbye to Mike McAuliffe and Susan Hasnay. I hope they enjoyed their relationship with us as much as we enjoyed their presence with us. They did a fine job, thank you Mike and Susan.



change will be no stranger to this organization. Change can be that which makes us perform better. Besides it can be a lot fun as the need and struggle is often that which excites and inspires us.



In any event, we must participate in change or we run the risk of being its victim. Change can be financial as well as political, social etc. Nonprofit organizations will be dealing with the possibility of diminished revenues and even corporate sponsors. Yet, we have the right team in

place and ideas that should encourage increased interest and conference attendance. It is our intention to provide a training theme that links the speakers with our new emphasis on research workshops.

Next year at Sun Valley, we will have the usual amenities associated with a great resort accompanied by a presentation program that will encourage everyone's attention. We will also be sending our notices as we move closer to the event, June 13 -16, 2012.

Let us not forget our own NEIA team, Gary Penrith, Mac Connoles and Nita Wright. Nita is still with us but we owe all of them a large note of appreciation for their handling of the FBI NEIA. As a fairly new President, I enjoy working with our Executive Director Dick Ayres, Dave Corderman, the Treasurer, and Lee Colwell, our Vice President.

Change is somewhat of a constant but we have to prepare for it. If I get my newsletter notes correct, you will recognize that

NEIA President's Itinerary

FBI Partnership Day – 7/14/11

Ron Ruecker, FBI Assistant Director Office of Law Enforcement Communication and NEIA graduate (XXIX), initiated a first-time meeting at FBI Headquarters. It proved to be a worthwhile initiative with speakers from the Bureau's top echelon, including Director Mueller. The presentations were informative and surfaced some ideas for future NEIA conferences. Hopefully, it will be an annual event.

FBINAA Conference in Long Beach, CA (7/23—26/11)

Steve Tidwell (XXXI), FBINAA Executive Director, invited his fellow Bureau organizations--NEIA & LEEDA--to participate in their conference. In addition to the social networking and relationship building, some sponsorship potential, conference ideas, and technological innovations were recognized that may improve our delivery of service system.

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WE'RE ON THE WEB

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NEIA News

By Charlie Connolly, President, NEIA

John Timoney's (XVIII) career is still in full motion. The former number two man in NYPD, later the Police Commissioner, Philadelphia, and Miami is currently Senior Vice President, Andrews International Security, the largest privately owned security firm. John, I am told, recently finished a teaching fellowship at Harvard and had been hired by the Camden County to examine the potential for a countywide police department that would include its largest, the city of Camden, New Jersey. Timoney is a good



choice given that he oversaw the merger of the NYPD and the city's Transit and Housing Police in 1995. These are difficult times for police resources, as Camden, at one point, laid off half of its 450 sworn personnel. As of November, 74 have been reinstated.

Louis Quijas (XXVI) is another mover and shaker. A frequent attendee at the Sun Valley conferences while serving as an Assistant Director to FBI Director Mueller. Homeland Secretary, Janet Napolitano, recently announced his appointment as Assistant Secretary for State and



Local Law Enforcement serving as the principal department-wide liaison with state, local and tribal law enforcement. Louis is no stranger to local law enforcement, having served 25 years with the Kansas City, Missouri Police Department and five years as Chief of Police, Highpoint, North Carolina. Louis, we welcome you back.

One of the graduates from XXXIV, Roberto Villaseñor, and Chief of Tucson, AZ Department is well into

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NEIA News continued...

the social media. Their Facebook page and Twitter account have been up for months. The department uses such to release information on arrests, suspects, upcoming events and public assistance. Well in July of this year, the department uploaded videos of collisions from traffic cameras at various intersections on a You Tube channel called Tucson AZPD. This is another attempt to promote traffic safety. No collisions associated with criminal investigations drunk driving or fatal crashes will be posted.

While attending the FBI NAA conference in Long Beach, CA, I met another NEIA graduate, Tarique Ghaffur (XXVII). I have been told that he was the first Muslim to attain the rank of Assistant Commissioner with the Metropolitan London Police. Prior to his retirement, he played a key role in the security provisions for the 2012 Summer Olympics. He led a group to China to monitor the Beijing Olympics. Apparently he has had an interesting career since 1974 when he joined the Greater Manchester Police, then the Leicestershire Constabulary and in 1999, the Metropolitan Police. I believe he is currently Dean of London Community College.



Former Chicago Superintendent, Phil Cline, is undergoing a tough battle with cancer. In August, it was reported how this well liked and respected Chief was in difficult circumstances. At one point, the Chicago Tribune reported, "More than 200 Chicago officers packed a makeshift chapel offering a unified program to heal a popular former police superintendent." That's quite a testimonial. Those prayers as the news spread are working. Terry Hillard (XXIII) another retired Superintendent advises that Phil is feeling better and ask that we keep those prayers coming. For a friend, that's a small commitment to keep. He has two more treatments to go which he will begin in mid-November. Superintendent Cline appears confident, has kept his well known sense of humor, and is upbeat about the future.



While attending the IACP conference in Chicago, I met and had an enjoyable conversation with Julian Fantino (XXIV) who after a great police career, successfully entered the political arena. He is an elected member of the Canadian Parliament. Just as important, Julian was appointed Associate Minister of National Defense. The Prime Minister made a great call on that appointment. Many folks are not aware that Julian arrived in Canada at the age of eleven unable to speak the English language. Julian has contributed greatly to his country and will continue to do so. I was glad to hear that Julian was interested in getting back on the FBI NEIA track.

While I am on the subject of Chicago, a great city, I noted that their newly appointed Superintendent, Garry McCarthy, is proposing to set up a police foundation that would raise money for the department from the private sector. It is a concept that is working well in a number of cities and can be force for good given today's budgetary shortcomings. I read recently that the New York City Police Foundation raised over a hundred million dollars the past 30 years. While



Garry brings a tremendous skill set to his new position, he is fortunate to have so many of the former Chicago superintendents among the FBI NEIA to welcome Garry to their ranks.

By the way, the Major City Chiefs and National Executive Institute meetings were an apparent success. Our annual reception held at the Sheraton Hotel and Towers on Sunday, October 23rd hosted some 270 plus guests. While I obviously missed a number of our NEI associates, I do recall saying hello to John Hogan (VI), Kathleen Kiernan (XXVI), Odd Malme (XXVIII), Dale Watson (XXIII), Gary Penrith (XIV), Buck Revell (XIV), Tom Stretcher (XXII), Bobby Parker (XXVIII), Bob Olsen (XI), Kathy O'Toole (XXI), Bob Pence (XI), John Diaz (XI), Rod Brewer (XXXV), Bobby White (XXXIII), George Turner (XXXIV), Doug Gillespie (XXXII), among others.

We recently heard from Dan Roberts (XXXIII) who retired as an Assistant Director of the FBI and has taken a position with a private firm in the Detroit area. Dan is a Vice President/ Principal with the Rehmann Corporate Investigative Services. Dan can be reached at 248.267.8445. We are delighted to have you back.



Another voice from the past, Jim Skinner (XIV) contacted us about renewing his membership. Jim has been a Police Chief for 22 years, initially with the Omaha, Nebraska, Police Department and currently at Golden Beach, FL, the past seven years. He and his wife, Marie, a state court judge, live in Coral Gables. Apparently, Jim made some attempts to correspond with us and somehow we failed to reconnect. We are continuing to reach out to our lapsed members. Oftentimes we do not have their home emails or addresses and we are a small cadre of volunteer staff. So, if any of you know someone who might want to "reconnect," get in touch with us. Our email addresses are in the newsletter. Jim, we thank you for continuing to make the effort.

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**For more NEIA News,
visit us on the web at
www.neiassociates.org**

NEIA News continued...

John Miller's (XXVII) career has been an exciting roller coaster. He is an individual of many talents, one of which is an extraordinary reporter. That's why CBS News just named him a Senior Correspondent. John will have a major role in the mornings and he will report for all CBS News platforms and broadcasts, including *60 Minutes*. For those who haven't had the pleasure of a John Miller presentation at Sun Valley, allow me to expound. Miller from 1973 to 1994 reported on many of the major stories of the time. In 1994 – 95, he went over to the good side, serving as the NYPD Deputy Commissioner, Public Information. In 1995 to 2002, John then returned to journalism, co-anchoring the ABC broadcast *20/20*. In 1998, he had an on-camera interview with Osama bin Laden. His investigative reporting earned him nine Emmy awards, two Peabody's and an Alfred DuPont-Columbia award. From 2002 to 2005 Miller again rejoined the good side when he accepted Bill Bratton's (XII) offer to serve as head of the Counterterrorism and Criminal Intelligence Bureau with the Los Angeles Police Department. John then went "federal" on us serving across a wide spectrum of agencies, FBI, CIA, NSA and a few others. We are looking forward to asking our colleague to speak at Sun Valley again.



In our last newsletter, we reported that Dean Esserman (XXXI) resigned from his post as Chief of Providence, Rhode Island. It's been reported that Dean will be assuming the New Haven Chief of Police's position sometime in mid-November. Esserman, a graduate of Dartmouth College and New York University Law School will be returning to familiar surroundings, having served as a Deputy Chief in that department.

Anthony Batts (XXVII), Chief of Police in Oakland, CA, is having some interesting times. It wasn't that long ago that the department suffered the murder of



four of its officers in one day. More recently, the city has been encountering the disorders created by the "Occupy Wall Street Movement." I am sure many of you are aware of the difficulties that a number of police departments are having with regard to that protest movement. Last June, Chief Batts was engaged in a somewhat unusual legal injunction. The injunction approved by the city council was to restrict the movements of people suspected of being gang members in a violent neighborhood of Oakland. The injunction basically serves as a restraining order within designated "safety zones" against specific individuals named as gang members. Those designated persons are prohibited from recruiting and associating with one another in public, and are subject to a 10 p.m. curfew as well as extra penalties for illegal activities

such as carrying guns and harassing witnesses. A review of the news article suggests that the game of politics is very much alive in this issue.

Being involved with the newsletter and the presidency involves some work. The good part though is that I get a chance to communicate with some old acquaintances. Alfred Broadbent (XXV) is an example. I met Al many years ago when he was with the Washington Metropolitan Police. In fact, I believe it involved several FBI seminars. I was aware that he took a Chief's position in Cleveland or somewhere in the surrounding area. Well after a number of years, Al has been back in the Washington, DC area. The last five years he has been the Director of Security for the Department of Commerce.

When the phrase, "If you want to get something done, give it to a busy man," was coined, they must have had Chuck Ramsey (XXII) in mind. Chuck is not



only a busy and productive Police Commissioner in Philadelphia but also the President of the Police Executive Research Forum (PERF) and the Major Cities Chiefs Association, as well as an active FBI NEIA board member. Regardless of what Chuck is currently involved in, you get the full measure of the man. When you can cite 30 years with the Chicago Police, 9 years as Chief of Washington Metropolitan Police Department, and currently 31 1/2 years as Commissioner with the Philadelphia Police Department, he has earned the right to be paid attention. On September 13, he addressed the House of Representatives Committee on the Judiciary urging them to oppose H.R. 822 the "National Right to Carry Reciprocity Act." The bill, if passed, would compel every state to honor other state's permits to carry concealed loaded firearms regardless how different their standards and criteria for securing a permit. Even though the Conference of Mayor's Association also opposes its enactment, Chuck Ramsey and his organization actions should carry the day.

Promotions are generally a cause for celebration while retirements may not always be so clear cut. In any event, I was told that several of our leaders have chosen to retire. Terry Sheridan (XXII), former Chief of Baltimore County and Maryland State Police has chosen to enjoy more time with his family and friends. He was recently joined by Richard (Rick) Myers (XXXI), Chief of Colorado Springs Police Department

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NEIA News continued...

since January 2007. I have been told that Rick enjoys writing articles. After 35 years of police service, I suspect he has a lot to write about. Congratulations to both.

Jim Corwin (XXXII), Chief of Kansas City Missouri has pulled the proverbial pin after 32 years, seven as its Chief. Miguel Esposito (XXXIV) is reportedly leaving his post as Chief of Miami Police Department. Esposito replaced John Timoney (XVIII) in November of 2009. His tenure had been described as "tumultuous." Obviously, politics played a major role in the Chief's decision. Esposito may also have something to write about in the near future.



While I am on retirements, some of our colleagues have had interesting second or even third careers. Currently, we have a NYS Lieutenant Governor, Bob Duffy (XXIV) former Mayor of Rochester, NY and prior to that its Police Chief. Clarence Harmon (XV) a former Chief was Mayor of St. Louis. Jim Zagel, a former classmate (VI) is a sitting U.S. District court judge in Chicago. In the U.S. Senate, we have Terry Gainer (XVI) the U.S. Senate's Sergeant at Arms who escorts the President down the aisle during his annual State of the Union address to Congress. More recently George Gascon (XXIV) was elected District Attorney of San Francisco after being its Chief of Police. I would like to hear about the others who are having successful career changes. Don't be bashful!

I mentioned we have two new program co-managers participating in the NEI program. Penny Hoback joined the Bureau in 1999. Prior to that, the Indiana native graduated from Indiana University with a BA in Linguistics and German Language studies. She obtained her Juris Doctorate degree from Harvard University and practiced law for six years. Penny started her FBI career in Anchorage, AK, working investigations involving financial fraud, human trafficking and civil rights. Her post-9/11 service involved counterterrorism and terrorist financing investigation with a Joint Terrorism Task Force. In 2005, Penny was transferred to the Training Division at the FBI Academy where she worked as a Supervisory Special Agent in the International Training and Assistance Unit. Her initiatives in that program led to assignments with the International Law Enforcement Academy (ILEA) in Budapest, Hungary, and subsequently promotion to Program Director from 2008 to her current assignment today.

Russell Kleber was born in Massachusetts--and a probable Red Sox and New England Patriots fan--joined the Bureau in 1995 after obtaining his Bachelor and Master's Degree from Westfield State and Anna Maria Colleges, respectively. I suspect some of us would be pleased to note that Russell spent ten years in two police departments, Charlton and Auburn, MA. His initial assignment with the Bureau was Providence, Rhode Island, and subsequently in 2002 reassigned to the Boston Division's Special Operations Group. For seven years, Russell was the Training Coordinator for the Division. In 2010, he was promoted to Supervisory Special Agent and reassigned to the FBI Academy where he is on the FBI's Leadership Development program. Russell, in addition to his local law experience is a former member of the Bureau's Evidence and Hazardous Materials Response teams. Kleber has taught for the Bureau's international and domestic sectors on a variety of topics involving crime scene, hazardous materials, interview and interrogation, human intelligence, cultural diversity, and is certified as an advanced instructor focusing on Instructor Development Courses. Russell Kleber's training skills made him an obvious choice for receiving the coveted FBI Master Police Instructor Award in 2010.



Penny and Russell's experience and skill sets are an excellent addition to the Bureau's NEI program and NEIA's organizational support requirements. Welcome aboard!

IACP president Mark Marshall announced on October 21, 2011, that Bart R. Johnson was selected by the governing board to succeed Dan Rosenblatt as Executive Director. Dan has held that position



since 1989. I have known him prior to that position. Dan's track record has been that of a competent gentleman. His successor, Bart Johnson is currently serving as Acting Undersecretary for Intelligence and Analysis at the U.S. Department of Homeland Security. Prior to that assignment he was the Director of Homeland Security and Law Enforcement in the Office of the Director of National Intelligence. In addition to those assignments, he brings to the post 24 years of law enforcement experience with the New York State Police. Congratulations.

Humor is Good for the Soul

An atheist was seated next to a little girl on an airplane and he turned to her and said, "Do you want to talk? Flights go quicker if you strike up a conversation with your fellow passenger."

The little girl, who had just started to read her book, replied to the total stranger, "What would you want to talk about?"

"Oh, I don't know," said the atheist. "How about why there is no God, or no Heaven or Hell, or no life after death?"

She smiled smugly. "OK," she said.

"Those could be interesting topics, but let me ask you a question first. A horse, a cow, and a deer all eat the same stuff — grass. Yet a deer excretes little pellets, while a cow turns out a flat patty, but a horse produces clumps. Why do you suppose that is?"



The atheist, visibly surprised by the little girl's intelligence, thinks about it and says, "Hmmm, I have no idea."

To which the little girl replies, "Do you really feel qualified to discuss why there is no God, or no Heaven or Hell, or no life after death, when you don't know sh*#t?"

And then she went back to reading her book.



What's Happening in Your Neighborhood?

If Atlanta, GA, city officials have their way, parents are going to pay when their kids break the curfew.

In May of this year, city officials stated they will enforce a longstanding youth curfew ordinance, often ignored, fining parents of multiple offenders \$1,000 and making them subject to 60 days in jail or community service. First offense draws a warning; a second leads to tougher standards. Teenagers 16 and under can't be out of their homes without adult supervision from 11 p.m. to 6 a.m., Sunday through Thursday, and from midnight to 6 AM on Fridays and Saturdays. Chief George Turner (XXXIV), accompanied by Mayor Kasim Reed, indicated they want to create safe havens for youths and the nighttime curfew will coincide with an increased police presence including 24-hour park patrols to all city-wide sponsored recreation facilities. Atlanta has experimented with curfews for years, most notably in the late 1970's and early 80's when the city dealt with series of child murders, with 28 young adults abducted and killed.



According to the Washington Post, Chief Tom Manger (XXIII), Montgomery County, MD, was successful in rolling back some union bargaining rights. The Montgomery County Council voted unanimously in support of the Chief's concern about managing his department. At issue was a rare, decades old provision in



Montgomery County labor law known as "effects bargaining" which gave the police union the right to bargain over issues that have an effect on officers. Manger pointed out that this special provision turned basic management decisions into cumbersome and time consuming points of contention. This "effects bargaining" had nothing to do with salaries, benefits and working conditions but issues such as the department's inability to require officers to check e-mail, and excessive reliance on seniority. Manger and his department advocated that the reversal was a common sense change intended to make the department run more smoothly. One council member stated, "The bottom line is this bill will un-tie the chief's hands. Montgomery will continue to have an excellent police

force. We have an excellent Police Chief as well."

Chief Manger is not alone in his quest to serve his public and yet be fair to his officers. It's happening all around the country as police staffing is no longer off the bargaining table. LAPD Chief Charlie Beck, according to the Los Angeles Times, has issued a public warning that unless an agreement can be reached with union officials to extend a deal on overtime benefits, there will be serious consequences. On November 1, 2011, the Sacramento, CA city council voted to make dramatic and unparalleled cuts to police and fire service. Their actions were intended to send a message that Sacramento can no longer afford a benefits package that's richer than what most private and even many public service employees receive. Police Chief Rick Brazil (XXXIII), will have his hands full steering his way through some potentially divisive cutbacks.

NYPD is pioneering a system to detect a "dirty bomb." In August, they began testing some ground breaking counter-terror technology hoping to increase its ability to detect and thwart potential radiation attacks. The technology allows a command center in lower Manhattan to monitor 2,000 mobile radiation detectors carried by officers around the city. "Dirty bombs" are designed to spread panic by using a small explosive to create radioactive cloud in selected urban settings.



Though broader in scope and sophistication, New York's overall plan was inspired by the "ring of steel" encircling London's business district. The initiative will rely largely on 3,000 closed circuit security cameras covering the southern and mid-town parts of Manhattan and the city's subway system. Presently, 1,800 cameras are operational with the rest expected to come online by the end of the year.

They are also developing a "video analytic" computer software designed to detect threats like unattended bags and retrieve stored images based on descriptions of terror or other criminal suspects. Lastly they seem to be "going to the dogs." In June, they introduced specially trained canines to smell explosives in a moving crowd. It's said the

dogs can smell out bombs concealed in shoes, underwear or even tucked in luggage. Successful demonstrations occurred in both the Grand Central and Times Square subway stations. Incidentally, there was a report out of Miami that correction officials are successfully experimenting with canines capable of sniffing out cell phones in some of their prisons. If these dogs learn how to drive, some of us will be out of a job!

On the west coast, San Diego Sheriff Bill Gore (XXIII) is preparing to launch a new crime prevention strategy that uses data analysis and other intelligence to focus on incidents and



offenders causing the most harm to the community. The goal is to know where parolees and probationers live in each beat and rely on that information to solve crimes more quickly. Gore says, "This way we can target a particular crime problem in a particular area of San Diego county and really have an impact." Intelligence-led policing is not new to San Diego. What is new is the predicting and forecasting, looking at locations that are more prone to crime and targeting serious and prolific offenders. The investment of a small number of personnel aligned with the type of intelligence-led policing originally developed in the United Kingdom appears to be a sound investment in crime control and budget enhancement.

FUTURE CONFERENCE MEETINGS

MCC Winter 2012 Meeting
Las Vegas, NV
February 2012

NEIA Meeting
Sun Valley, ID
June 10—16, 2012

What's Going On Over There?

There is always a price to be paid when you are in the wrong place at the wrong time. Sir Paul Stephenson resigned his post as Commissioner of the Metropolitan London Police over his forces handling of the "phone hacking" scandal. His second in command, John Yates (XXXIV), also choose to retire. Neither has been accused of actual wrongdoing only that they were in charge when the allegations surfaced. America's policing executives are not immune from such circumstances either.



Appointed in Sir Stephenson's place was Bernard Hogan-Howe. According to one newspaper article, Hogan-Howe is a "proven police leader who has risen to the most important job in British policing. But he has done it at a time when the force, in London as elsewhere, faces funding and staffing cuts, is struggling to recover from the phone hacking furors and the riots." Plus the London Olympics are only nine months away. He will be third Metropolitan Commissioner to hold the office in less than three years.



Another colleague of ours, Sir Hugh Orde (XXVII), according to news sources, "He was considered by many as the most qualified." The former Northern Ireland Police Chief and head of the Association of Chiefs of Police Officers (ACPO) reportedly had the strongest resume and had the backing of two official panels, one comprising civil servants and police experts and the other, members of the Metropolitan Police Authority. According to news reports, the Home Secretary and the London Mayor thought otherwise. Consistent with his role as president of ACPO in August of this year he issued a strong and inter-

esting statement about the issue of 'perceived political interference.' Sir Orde without attacking the political culture provided a rational response as to the mission and responsibilities of the British policing system. It has been my experience over the years that our colleagues over there are true "wordsmiths." They display an ability to correct a misunderstanding without correcting the misunderstood.

On a lighter note, our Norwegian colleague, Odd Berner Malme (XVIII) currently assigned to the permanent mission of Norway to the United Nations will be leaving for home sometime during 2012. He and his lovely wife have been regular attendees at the Sun Valley conferences. While the Malmes will be missed from the New York and Sun Valley scene, hopefully Odd will play a role in a European NEIA conference in 2013. Peter Wilson, Fachna Murphy, and Odd have volunteered to work with us on this project. Our present objective is to attend Europe's FBI NAA conference in Monaco in mid-October 2012. We are hoping to encourage those NEIA graduates who are also FBI NA associates attending that conference to spend an extra day. That day would be dedicated to exploring NEIA conference alternatives in 2013. If not able to attend the FBI NA conference, possibly our European members would consider arriving only for the day and a half and participate in our planning preparations.



We will be sending our notices as we go along. However, if anyone is interested in attending a 2013 NEIA event, it would be appreciated if you would notify me cpcrtnypd@aol.com and Peter Wilson, greenmount12@btinternet.com. Obviously, if this event is to take place it will be because a sufficient number of our European colleagues want to make it happen.

NEIA President's Itinerary continued...

Visit with the NEIA staff in Salt Lake City, UT (8/30—9/2/11)

As a result of the change in leadership and administration, Dick Ayres, our Executive Director, and I received a firsthand account on the financial and operational undertakings of the organization. Mac Connole is to be complemented for his financial stewardship leaving us in a far better place than other organizations undergoing a similar change. Mac, we thank you for your service.

Visit with NEI Class XXXIV

On September 15, 2011, I was invited to address the latest graduating NEI class (XXXIV) in Gettysburg, PA. It was the first time that we were invited to do so and proved to be an enjoyable event. The members displayed a great sense of esprit de corps, obviously not only enjoyed the social contact but the program as well. They elected Rodney Brewer, head of the Kentucky State Police to be their NEIA Board representative (a one-year assignment). Rod attended the Chicago board meeting in October and added some depth to the discussion. Hopefully, the members of NEI class XXXIV will continue to keep their NEI ties by remaining in our association.

Sun Valley, ID Conference (6/13—16/12)

This year's annual conference was by all appearances a successful event for all who attended. In 2012, we intend to replicate that effort. Most, if not all attendees would agree that this year's presentations were

quality and timely driven. In addition to a briefing by FBI Director Robert Mueller, there was a panel discussion on enforcement of illegal immigration by three Chiefs of Police. Doctor Jasser, a former naval officer, practicing cardiologist, and Muslim provided some clear direction on how to deal with Muslim representatives. The Chief of Counterterrorism for the NYPD gave his presentation on the lessons learned from one of the Mumbai terrorist attacks. Another NEIA member provided some enlightening insight in dealing with one's department, other agencies and the families of four murdered police officers killed in one day.

In any conference setting it can be difficult addressing the preferences of various people. But, if peer relationships, exchanges and learning are the primary objectives, Sun Valley has to be at the top of most lists. If a secondary objective is to function at a site where professional and social networking is to take place our current location is ideally suited to accommodate such with a minimum of distractions and absence of any media or other intrusive interruptions. The ability to participate in golf, swimming, horseback riding, hiking, biking, outdoor barbecues as well as breakfasts and lunches amidst a generally relaxing environment is included within the registration fee.



Interesting Opportunities

FBI NEIA Executive Board Elections

FBI NEIA Mission Statement: The FBI National Executive Institute Associates (FBI NEIA) will provide a learning environment where its members can network, mentor, and share unique executive leadership experiences. The FBI NEIA is committed to be a recognized center of excellence in law enforcement education, research, and training, and will provide members lifelong opportunities for the free exchange and dissemination of ideas, information and personal association with our national and international law enforcement peers.

We remind you of our mission as the context to this notice to those candidates interested in running for the office of FBI NEIA Executive Board Member. Those currently serving on the Board are Dick Ayres, Rod Brewer, Chris Burbank, Lee Colwell, Charlie Connolly, Dave Corderman, Rocco Diina, Mike Flaherty, Frank Gallagher, Doug Gillespie, Bud McKinney, Gary Penrith, Chuck Ramsey, and Elmer Tippet.

There will be four positions in contention for this election. The incumbents who will be running for re-election to these seats are Rocco Diina, Mike Flaherty, Elmer Tippet, and Lee Colwell. The election will be held on June 15, 2012, in Sun Valley. Candidates desirous of running for election to the Board shall have a minimum of two years paid membership subsequent to their graduation from their NEI class. In order to be placed on the ballot, FBI NEIA Executive Director Dick Ayres must receive the request to run for election from the candidates by March 1, 2012. Requests to run for the Board can be submitted to him either by email or via mail to:

Dick Ayres, Executive Director
National Executive Institute Associates
121 Hawks Nest Drive
Fredericksburg, VA 22405
ayresclms@verizon.net

The request for candidacy must contain a (1) one-page bio, (2) an acknowledgement to fulfill a four-year volunteer commitment, and (3) an acknowledgement that the candidate understands the commitment to the expenditure of time and financial expense.

The names of all candidates will be published in the last newsletter, and/or in a special notice prior to the Sun Valley Conference. President Connolly will introduce the candidates and their bio will be made available for those voting. Ballots will be collected and counted and the results will be announced at the Penrith Award Banquet. Bud McKinney and his election committee deserve our appreciation and thanks for their work on such an important aspect of our organization.

The Larry Monroe Scholarship Award

The Larry Monroe Scholarship Award is presented annually in Sun Valley in memory of former FBI Agent Lawrence J. Monroe, one of the founders of the NEI. Larry played a crucial role in the initial program design, curriculum development and administration of many NEI programs during his distinguished career at the FBI. His untimely death in 1999 led to the creation of this coveted scholarship. Candidates for this award include all eligible NEIA members' children and grandchildren who are enrolled in an accredited two or four-year undergraduate program or who are pursuing a higher level degree.

The Larry Monroe Scholarship application can be found on the NEIA website at www.neiassociates.org. Part I of the application must be completed by the sponsoring member and must include a brief statement on behalf of the candidate. Parts II and III must be completed by the student.

The Penrith Award

The Penrith Award is given to a law enforcement executive that has had an important impact on law enforcement. To be eligible the candidate must be a graduate of the FBI NEI and nominated by a fellow graduate. National leadership, personal courage in the face of adversity, or substantial or innovative contributions in the administration of a law enforcement agency are among the traits that are considered.

This award is given out at the Penrith awards banquet in Sun Valley, which will be held on June 16, 2012. If you wish to nominate someone please do so by May 2, 2012, and attach a brief explanation on what accomplishments you feel the person has had in his/her law enforcement career. Please submit your nominee to Dick Ayres.

Youth Leadership Program

We have been invited by the FBINAA, through their Executive Director, Steve Tidwell, to participate in their Youth Leadership Program (YLP). The YLP is an opportunity for young men and women age 14 – 16, to participate in an eight-day leadership development program at the FBI Academy facility in Quantico, Virginia. The NEIA's selectee must have demonstrated high academic achievement (3.0 or higher on a 4.0 scale), good citizenship, and the medical/physical ability to accomplish the training. This exciting program includes participants from the NEIA, NAA, LEEDA, the Society of Former Special Agents of the FBI and it is offered through the cooperation of the FBI. Further, the counselors and instructional staff for the program consist of NA graduates who are members of the FBINAA and select FBI Special Agent personnel. Guest lecturers in various professional disciplines also address the students.

Although the program is not limited to young persons interested in a future career in law enforcement, interested candidates should possess a desire to gain knowledge of the American system of criminal justice, police organization and function, criminal law, the structure and operation of our criminal courts, as well as leadership skills and personal development. Upon successful completion of the program and final exams, graduates of the program may be eligible to apply for 3 college credits.

We will accept nominations from any NEI graduate who has maintained their membership in the Association for the past 2 years. The eligible candidates will be restricted to the family of the member, including children, grandchildren, nieces and nephews. The application packets for next year (2012) will be available in late December or early January. The \$400 dollar sponsorship fee for incidental expenses related to field trips and excursions in the Washington, DC and the air fare costs to and from Washington will be covered by the FBI NEIA.

As stated above, the program is open to qualified 14 – 16 year old males and females, and we encourage them to send an email to Bud McKinney who is coordinating our selection process by sending an email to bud@strategicleader.net requesting the information packets. Bud McKinney also can be reached at 678.787.5359, or via mail to P.O. Box 1068, Huntersville, NC 28070.



Charlie's Corner

National Executive Institute Research Project

As the recently elected President of the NEIA, I want to take this opportunity to talk about the future of our organization. We have to deal with the change that is thrust upon us. It is not a choice. Yet, we will not be creating a new reality as to what we are and how to proceed in the future. Simply put, we want to do one thing incredibly well – providing training and research opportunities that make sense and have value. In contrast to other law enforcement organizations, the FBI NEIA institutionally is a small membership organization. But our thinking and peering into the future need not be small. But if we are to remain a prestigious entity then it is important that we find comfort in an appropriate niche. The niche we are exploring is the ability of law enforcement to address public safety issues that do not get the attention they deserve.

Today's policing systems are led by a highly competent executive corps successfully attacking contemporary issues. Yet, are there activities that law enforcement is not performing and should? Conversely, are there activities that we currently engage in that we shouldn't?

FBI NEIA is proposing to do research projects that question whether we tend to respond to the urgent at the expense of the important. Why? Because the law enforcement response is often predicated on external criticism. As a profession, law enforcement is probably the most examined and criticized group in society. In a democracy, it is understandable given that public safety issues are often determined by the media, political culture or to comfort community anxiety. Our performance and function dictates greater scrutiny and accountability. Indeed, these are understandable and acceptable. We don't quarrel with what is being accomplished, just asking what is left undone that emerging circumstances may require.

The research we are proposing is not to ignore traditional responses, but to expand our critical thinking to the unthinkable events and possibly the technological potential for creating social disorder to such catastrophes. Conversely, are there technologies that can improve the police delivery of services system?

Going forward we want to examine the what, when, where and how catastrophic impacts could be applied to a policing system where the circumstances are not the sole responsibility of one law enforcement jurisdiction. Time, technology and social change

assisted by unrest suggest that the unthinkable catastrophe, whether nature's or manmade, is an increasing possibility. Such circumstances could cover as many as several states with little predictable end in sight.

Remember, America's policing system includes some 17,500 agencies of which probably 90% have fifty or less sworn personnel. In the event we have a natural or a man made catastrophe some obvious needs would have to be addressed regardless of the event's origins, e.g. a deadly contagious disease, mass public disorder, continual cyber attacks on our communications, financial, energy, or public utility systems. If it were a health related disaster, how would we protect health facilities and its personnel? What effect would quarantine provisions have on the social and economic sector? How would multi law enforcement agencies participate, schedule, coordinate, extend and deploy police personnel. Can we enlist other public and private institutions within our protection responsibilities? If such were possible, how could we accomplish it?

Presently, 85% of the nation's infrastructure is privately protected. What role would the 750,000 law enforcement personnel play in its protection? Currently, the U.S. Military, other than the National Guard, is forbidden to participate internally to such responses. Any number of other different catastrophic scenarios can emerge where issues and answers would exponentially increase. In any event, we would have massive chaos. The issue is whether we can control such chaos and to what extent.

Traditionally, most "interruptions" have a limited shelf life. Initially, the police would not have control of the situation, but over a short period of time, the law enforcement apparatus would recapture a sense of orderliness. But can we design plausible scenarios that might not be the case? The will to succeed in any endeavor should be accompanied by the will to prepare for such eventualities.

Recognizing such a perceived need and the attendant struggle should excite and inspire us. Our initial efforts may not bring forth a solution. Understandably, our efforts might only be a prelude to a larger study requiring a much wider net of participants. We don't seek ownership of a problem; we want to focus some light on such issues. Maybe, we will only be providing a "seed" of critical thinking. In my judgment, it's important that law enforcement lead in this venture. Too often we have been the focus of law enforcement studies rather than its creator. The importance of our initial efforts can be

underscored by noting how the private sector plans its contingency response. Continuity planning in the private and to some extent the public sector generally finalizes their crisis continuity planning with a notion that the local police will respond to its site protection, provide its perimeter with additional security, and expedite any anticipated crowd control, disorders or transportation emergencies. In the unthinkable scenario, such public policing provisions may not be available.

We are exploring a new phase of research—research that should benefit the general public and the economic community. Our emphasis is on when we should be involved in such research. Today's law enforcement leaders have the education, experience and wisdom to initiate public safety objectives in lieu of simply responding to the recommendations, if not demands of external influences. Why shouldn't law enforcement raise the issues that they feel the need to address?

During the process, it's our intention to bring to the table other experts, particularly those with technical expertise, to audit some of our research efforts. If we fail to participate in change, we run the risk of being its victim.

Hopefully, I have managed to pique your interest and that of your associates that this is a civic investment serving the public and economic sectors in recognizing and responding to the lesser known challenges of the future. Our mission is not new, only how we propose to address them. Hopefully, a number of our active and retired members will be able to participate. We have the expertise, experience and skill sets to engage and make a difference. What is also needed and not always readily available is funding.

Internally, our Gold Star dues members are supporting such efforts. I encourage those who have the resources and make charitable donations around the holidays to consider our tax deductible organization. Should any of your business associates or good friends wish to donate to our research project their checks should be made out to *National Executive Institute*, and forwarded to:

David Corderman, Treasurer, FBI NEIA
701-A Caroline Street
Fredericksburg, VA, 22401

Again, we are a 501c 3 and our tax exemption number is 87-0520263. Thanking you in advance for your support.

Charlie Connolly, President
FBI National Executive Institute

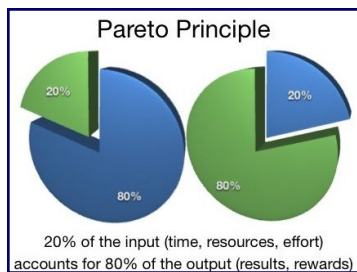
Some Food for Thought

How prevalent is group thinking in our society or within our own group? Do we search for it or does it find us? Do we get comfortable by creating our own information cocoon or silos? They are easy to create by restricting the programs you watch or the newspapers you read or the television commentators you watch. Does our comfort level excise or at least minimally challenge those information outlets or personal conversations that we disagree with? Do you ever ask yourself is there anything that might make me change my opinion on this or that issue. Do I restrict my social interaction with those I tend to disagree with or am I willing to engage debate in a civil manner. Some folks might feel that these are philosophical questions. Given the sharply divided attitudes that exist in our society, just maybe it is important that we view these questions in greater content and context.

While we are examining our intellectual conscience, let's give some validity to another concept, Pareto's Principle. In 1895, the Italian economist Vilfredo Pareto noticed and wrote about the natural divide between the "vital few" the top 20 percent in terms of money and influence, and the "trivial many," the bottom 80 percent. Over time he discovered that almost all economic activity fell

within his principle. Therefore, it appears that 20% of your activities will account for 80% of your results, 20% of your customers will account for 80% of your sales, 20% of your products or services will account for 80% of your profits, 20% of your tasks will account for 80% of the value of what you do.

Simply put, if you list ten items to do, two of those will have five or ten times or more the value of the other eight items combined. According to Pareto's rule, each item



may take the same amount of time. Therefore, does it make sense for you to ignore the 80% until you have accomplished the vital 20%? To some, this may seem to be simply another exercise in time management. But is it? Obviously, you are taking control of the sequence of events. You are free to choose

between the important and the unimportant, a key determinant of success in life and work. As such, time management is really life management.

Are all the questions that I pose in the proceeding paragraphs relevant? Maybe. If we free ourselves from the perils of group thinking we can sort out Pareto's rule more effectively. If this works for you, perhaps those who work for you could use a little help.

More Humor

If you ever testify in court, you might wish you could have been as sharp as this policeman. He was being cross-examined by a defense attorney during a felony trial. The lawyer was trying to undermine the police officer's credibility....

Q: "Officer --- did you see my client fleeing the scene?"

A: "No sir. But I subsequently observed a person matching the description of the offender, running several blocks away."

Q: "Officer -- who provided this description?"

A: "The officer who responded to the scene."

Q: "A fellow officer provided the description of this so-called offender. Do you trust your fellow officers?"

A: "Yes, sir. With my life."

Q: "With your life? Let me ask you this then officer. Do you have a room where you change your clothes in preparation for your daily duties?"

A: "Yes sir, we do!"

Q: "And do you have a locker in the room?"

A: "Yes, sir, ... I do."

Q: "And do you have a lock on your locker?"

A: "Yes, sir."

Q: "Now, ... Why is it, officer, if you trust your fellow officers with your life, you find it necessary to lock your locker in a room you share with these same officers?"

A: "You see, sir -- we share the building with the court complex, and sometimes lawyers have been known to walk through that room."

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**Have a wonderful holiday season,
Merry Christmas & Happy New Year!**

