SOCIAL MEDIA

In this issue: Challenges And Tactics For Law Enforcement Professionals Using Social Media

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LifeLock partners with FBI-LEEDA, Inc. (Law Enforcement Executive Development Association), a non-profit training agency, to present educational programs about identity theft and fraud across the United States. Summits are open to all law enforcement including: prosecutors, command level, investigative personnel, and patrol officers. Also open to financial industry investigators and analysts. Together, we have educated more than 11,500 law enforcement officials representing over 4,000 agencies in all 50 states.
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Tel: 877-772-7712 • Fax: 610-644-3193 www.fbileeda.org
Greetings!

As we review and ponder the recommendations made by the President’s Task Force on 21st Century Policing, it’s obvious that our job as police leaders continues to evolve … or does it?

While many of us have focused our education and training on the tactical skill sets needed for this job, along with the administrative functioning that comes along with it, fewer of us have focused on the soft skills around which so many of the Task Force recommendations revolve. Communication, branding, wellness, and community relations are not topics covered in great depth in criminal justice or public administration degree programs.

Interestingly, those of you who lead one of the more than 17,000 police agencies around the country under 50 sworn members are probably the most cognizant and well-versed in these soft skills that have been so aptly highlighted in the report. So, our jobs may not be evolving so much as coming full circle to those policing principles Sir Robert Peel made famous in 1829.

This issue of The Insigher features a number of articles about social media, an excellent tool to help foster relations with our communities and one of the often-mentioned methods of connecting and creating legitimacy with our communities. It’s a tool most of us are becoming more familiar with, but not without trepidation.

When it comes to Association business, your Board met in August to preview our business plan, budget and conference agenda for 2016. As I noted in my first letter to you back in August, the financial stability of FBI-LEEDA is very important to me. We now have an investment strategy in place that will ensure the financial stability of the Association well into the future. I am happy to report that we continue to forge ahead in all fields, and our 25th anniversary conference in Memphis is going to be incredible!

We continue to work hard to obtain POST certification in every state for the Trilogy program, and have our first MOU in place with the University of Oklahoma to provide credit hours for those participating in the Trilogy leadership program (see details page 14). This is a huge step forward as we look to create partnerships with three to five universities across the country.

As we head toward December (where did the year go?), I would like to take this opportunity to wish you and yours a very safe, happy and healthy holiday season.

David Boggs
President, FBI–LEEDA

2015-2016 Executive Board
Pictured (left to right): Charles “Skip” Robb, Sam Pennica, David Boggs, Paul Shastany, Thomas Alberean, John Horsany, and Dominic Rizzi.
One of my personal goals upon taking on the role of Executive Director at FBI-LEEDA was to ensure opportunities for life-long learning and to broaden the academic potential of the Association. To borrow a saying from our Faculty Coordinator Dean Crisp, “Leaders are readers.” That being said, I am pleased to announce in this issue that our first agreement for college credit for FBI-LEEDA Trilogy classes is signed, sealed and delivered. The University of Oklahoma, which has one of the most highly touted Criminal Justice programs in the country, will provide up to nine hours of course credit for Trilogy recipients, and up to three hours course credit for each leadership institute. We are aiming for similar agreements with several universities across the country to give you plenty of choices in your continuing educational goals.

Our efforts at POST certification continue as well. As you may or may not be aware, this is not an easy task. Each state has different requirements in order to certify a course. Some allow it only through host agencies, while others require reams of paperwork. We want to extend heart-felt thank you to all our host agencies that work so closely with us to ensure our students get the greatest return on investment for their time with us.

While our sights remains on education, I’d be remiss if I didn’t also mention the importance of networking. More and more, the actions of one police department are affecting the environment of other agencies around the country. Social media has exacerbated this trend. The ability of one police leader to reach out to another for guidance, advice, or to simply act as a sounding board before making a decision is a huge benefit of this Association. Our education programs provide the law enforcement community a platform for building strategic partnerships. This fellowship and mutual support helps get us through our most difficult times.

I continue to be extraordinarily proud to be associated with law enforcement leadership and continuing education. It’s the premise this Association was founded upon, and continues to espouse. We are here to support you in whatever way we can, and during the holiday season, we give thanks to all our members and students, and on behalf of the entire staff of FBI-LEEDA, warmest wishes.

All the best,

Charles Robb
Executive Director
FBI–LEEDA

Skip
Changes in Recruiting Strategies
— Larry Barton, Ph.D.

Recruiting police officers has become a more complicated challenge with significant news media coverage this year regarding alleged abuse by officers nationwide. All of us affiliated with law enforcement understand that much of the coverage is unfair, but some of the new scrutiny will help identify abusive officers and help us review a variety of policies and practices.

Now, a reality check: you are a 25-year-old, fit, educated and engaged citizen who has several career options. The runway of your career is likely to be 30 years and occupational studies tell us that you are likely to have between six to eight promotions during your working years. You will ponder many professions, but will you ever consider law enforcement?

We need to consider whether those who recruit for your department are aggressively marketing your job openings on social media on college campuses. We need to ask if they are working with Deans at area universities that have a strong criminal justice program to offer in-classroom presentations. And we need to see if your web site offers any appeal to millennials or whether it is littered with pages of senior officers receiving awards.

This is hardball

It’s time to rethink the basics and benchmark with those departments nationwide that are attracting the very best candidates via social networking and the web. We need to ask if the PowerPoint presentations being deployed in classrooms and at job fairs look like something from the 1970’s or if they are dynamic, reflect cultural diversity and emphasize the benefits of becoming a law enforcement officer.

In working with departments nationwide, here are ten messages to consider embedding into your HR recruitment efforts. As a leader, you may be told: “we’re doing that,” but I still think that President Ronald Reagan was right: trust, but verify:

1. In a world of uncertainties, we offer unmatched career stability. Trends, products and innovations come and go. By joining us, you create your own path to success. Can you name a police department that went out of business?

2. You serve society. You will work with the homeless, those who have addictions, those who are victims of abuse and those who injure society. You can make a difference in helping families, the elderly, children, the vulnerable. Can you do that by working for a software company?

3. Our benefits are superb. Many employers are cutting and revising their benefit platforms in reaction to share price and sales numbers. In most cases, you have a community and local leaders who insist that your retirement and medical coverage is superb. Let’s look at a 30-year promise of strong benefits vs. 30 years of companies that come and go. If you want to retire at a young age with a stable retirement package, that second life is inevitably better if you served in law enforcement.

4. You will be challenged. There is no boredom. You will see people at their worst, and deviant behavior is real. You will help us bring people to justice who have eluded any punishment for their actions. You will be asked to see and do things that few can stomach, including car crashes where citizens need great first responders. There will be daunting, difficult days. Can you stomach that?
5. You will work, like soldiers, in an environment of trust and teamwork. It is a noble calling to have colleagues whom you will rely upon to watch your back, and vice versa, on and off duty. You will not be at sales meetings in Aruba and you won’t be rewarded with gift bags on your birthday. However, you will build lifelong alliances with people who, like you, have passed the most important tests: physically fit, ethical, committed to community safety. You will give up some frills in return for being continually measured by how well you serve others and serve yourself.

The change in recruiting strategies, as you can see, has moved from “great pay and benefits” to a higher calling, a sense of solving problems and of serving a social need. The new recruits care about a fair wage and benefits, but they think and prioritize their needs very differently from us. By adjusting our career opportunity message accordingly, we can attract an entirely new group of candidates.

Finally, think about this. You will see I mentioned the typical criminal justice at your local university because that has consistently been, and remains, one successful platform. However, when have your recruiters spoken to IT and psychology majors? When did they last create a blog that features digital videos of your best officers in action, and then promoted that in the media you will find at the local Starbucks?

We cannot measure the impact of the Baltimore and Ferguson tragedies upon your recruiting efforts, but they are real. We CAN, however, measure what changes, tomorrow, in how you position the challenges and rewards of taking an oath, and protecting a citizenry.

Dr. Larry Barton teaches Threat Assessment at The FBI Academy in Quantico, VA and can be reached through his web site, larrybarton.com
Community relations with law enforcement in the United States are ever-changing, and recent events have led to new and difficult challenges for law enforcement leaders. With the attention of the 24/7 news cycle increasingly focused on policing in America, leaders in the law enforcement community are perhaps under the greatest public scrutiny they have seen in recent times. As the former police chief in San Francisco, and having served in the San Francisco Police Department for over 30 years, I have experienced first-hand the challenges in leading an organization under heightened scrutiny.

In my current role as Assistant Secretary for State and Local Law Enforcement at the Department of Homeland Security, one of my responsibilities is to work on a national level with our federal, state, local, and tribal law enforcement partners to provide support for local law enforcement and the communities we serve. We do this by working to adopt applicable recommendations of the Task Force on 21st Century Policing within DHS and by providing jurisdictions with the tools they need help build and maintain trust between the law enforcement officers who put their lives on the line every day, and the communities they have sworn to serve and protect.

Whether it’s leadership in crisis training provided by the Federal Law Enforcement Training Centers or preparedness grants administered through the Federal Emergency Management Agency, DHS is committed to supporting our law enforcement partners as they navigate the changing terrain of policing in America.

Over the past few years, events in American cities involving law enforcement have received extensive public attention. These types of situations provide an opportunity for law enforcement leaders to take an introspective look into their policing practices and to enhance their commitment to the community and the agency for which they serve.

The Call for Police Reform

The key to effective leadership is recognizing the need for periodic review and identifying and implementing improvements. While this can be challenging at times, it could be as simple as updating agency protocols, improving the delivery of services and interactions with communities, or making a decision to seek departmental accreditation.

Day-to-day decisions by law enforcement leaders can have significant implications, and it is important to recognize that long-lasting and effective transformation cannot be made overnight. Worthwhile improvement takes time and commitment. The most effective reforms for your community are also predicated on a good understanding of the challenges an agency faces and the goals that are sought by the change.

Finding the Right Solution

Law enforcement agencies seeking to make changes to policies have a variety of options. Though sometimes a quick fix is necessary, we need to take a step back to assess the broader implications of any immediate changes. The result of that assessment should inform the next course of action. Taking a holistic view of the situation will allow for the establishment of achievable objectives and a methodical means of achieving goals.

Developing the Next Leaders

Strong leaders naturally bring a particular set of skills to an organization, but to ensure long-term success, leaders must commit to further development, both for themselves and for those they lead.
ment with associations like FBI-LEEDA, one can ensure a commitment to both. A significant factor in the development of a leader’s legacy is the training of future leaders – both sworn and unsworn – from within the organization. By providing the proper tools for career development, a good leader can ensure that there is no shortage of well qualified candidates to fill leadership roles within an organization.

Leaders must encourage individuals within the organization to expose themselves to diverse experiences in order to understand agency operations. We also have a responsibility to not be myopic; we need to afford individuals the opportunity to learn from the greater law enforcement community both domestically and internationally. Implementing programs that promote diversity in hiring, promotions, and specialty team selection is one way to provide significant leadership. Through various educational programs such as command colleges, leadership development courses, and professional association trainings afforded to state, local, and tribal law enforcement personnel, we can ensure their success. Providing adequate training and experience to personnel makes an individual’s presence more valuable.

**Collaboration with Communities**

Collaboration between fellow law enforcement executives is not the only important way to contribute to effective policing efforts. Community groups, business owners, and individuals within our communities are all stakeholders in the success of any law enforcement agency. Community engagement is critical for law enforcement organizations; whether it helps solve a crime or leads to support for community and agency initiatives.

**Hometown Security**

In these times, our responsibility as law enforcement executives is public safety, not just in the context of crime suppression, but also in the context of terrorism (continued on page 22)
"This is not your grandfather’s al Qaeda."

"(Terror) recruits have a devil in their pocket all day long that says ‘Kill, kill, kill.’"

The words were those of FBI Director James Comey, in testimony before the U.S. Senate Judiciary and Intelligence Committees in early July, 2015, regarding the increasingly widespread and sophisticated use of social media platforms by ISIS and other terror groups to propagandize and reach potential recruits and “lone wolves” around the world. Director Comey told the Senate panels that ISIS had more than 20,000 followers on Twitter alone, while a recent estimate from European police agency Europol put the number of Twitter accounts linked to the Islamist extremist group at 45,000 to 50,000, and the daily number of tweets issued at a stunning 100,000.

Partially as the result of that intense recruiting effort, the International Center for the Study of Radicalization and Political Violence (ICSR) says that the number of foreign fighters who have flocked to Syria and Iraq in support of ISIS now exceeds 20,000.

While those numbers are clearly alarming, the strategic and growing use of social media to recruit and radicalize followers has at least one silver lining: It offers law enforcement and intelligence agencies a treasure trove of open source data and information that can be studied with advanced crime analytics software tools to determine connections between known or suspected extremists, criminals, sympathizers, the groups suspected of funding and harboring them and those who are vulnerable, impressionable, and responding to the messages of hate and violence.

There are a number of technologies being used by law enforcement agencies for social media data collection and use that allow analysts to layer social media data and activity on top of other existing and legally obtainable data sets such as user names, email and IP addresses, physical addresses, flight manifests and department of motor vehicles information. Using a range of advanced techniques, the crime analytics software then allows analysts to connect the different data types, discover links, and uncover people, entities, patterns, locations and relationships of interest. In addition, it uses unstructured data such as text documents and posts to message boards to recognize words and phrases as additional “entities” that can be analyzed and linked automatically.

By working outward from the social media activity of, and other information about, known extremists, recruiters and financiers to a wider network, law enforcement agencies can use advanced crime analytics software to identify and filter those who are responding to the ploys of terrorist recruiters versus those who may simply be curious but do not pose any immediate threat or risk.

The result: authorities are able to intervene and help prevent terror-related criminal activity. Having the right information available to spot people who are orbiting vulnerable groups and individuals can further help law enforcement understand who poses a risk – and who is at risk. At the same time, advanced crime analytics software also protects the civil liberties and privacy of those who are innocent bystanders and observers of the social media postings of extremist groups, their recruits and their sympathizers.

For more than 14 long years, the United States has been on high alert, and on point, in the fight against Islamist...
Join our Team

Members who wish to take a more active role in FBI–LEEDA are encouraged to submit a letter of intent to run for the office of Sergeant-at-Arms. This is an excellent opportunity to channel the direction of your organization. Any active member in good standing who wishes to run for the office of Sergeant-at-Arms must submit a written statement of his or her intention to seek office at least thirty days prior to the 2016 Conference.

Deadline to submit your candidacy statement is Saturday, March 26, 2016.

Send to: FBI–LEEDA, Attention David Boggs
5 Great Valley Parkway, Suite 125
Malvern, PA 19355
I never imagined when I started my policing career thirty-seven years ago that I would ever be discussing anything to do with “media,” let alone how to maximize the use of 140 characters; “liking,” “friending”; Tweeting, inserting “LOL” or “OMG” into sentences, or how many “followers” I might have. I just wanted to be a detective!

However, social media has evolved into a mission-critical tool that has many important applications for law enforcement, including our ability as leaders to communicate effectively – both internally and externally.

Real leaders communicate 360 degrees. They inspire those around them to be the very best they can be. They use every communication tool at their disposal to get their well-intended messages out far and wide, in the best interests of those they serve and those they lead.

Sadly, some leaders are merely photographs on the company wall or business plan. They don’t communicate with anyone (unless of course, if it’s in their best interests from a career perspective), let alone through social media platforms.

From the broader law enforcement perspective, as a tool for communicating the public safety programs we deliver; passing on crime prevention and traffic safety tips; broadcasting alerts for wanted or missing people; announcing organizational successes; building community trust; seeking witnesses of crimes; delivering youth engagement strategies; and so much more, social media utilization is a must. It is simply a no-brainer.

But how many leaders – particularly the old-school, dyed-in-the-wool leaders that were dragged into the digital age kicking and screaming (like me) are using this valuable tool to communicate the right things at the right times for the right reasons?

The current generation of employees does not readily accept any other form of communication. They want quick and timely hits of concise information that Facebook, Twitter and other platforms provide. Many don’t want to wait to read the memo or lengthy email. They want to know snippets of what and why, how it impacts them, and they expect to know it now. They also don’t accept “corporate speak”, so quoting your strategic plan or espousing on Maslow’s Hierarchy of Needs will put them to sleep. Plain and simple grammatical sound-bites – with images, will grab and hold their attention more easily. We are not going to change all of them to blindly read and obey like we did decades ago. It is us as leaders that have to amend our communication style to suit their needs.

If leaders don’t use social media effectively and make it worth reading, they will fall behind the curve. Frankly no one cares that you “ate a salad and jogged” or “bench pressed 250 pounds”, but I continue to read such drivel from executives. Too many leaders use social media tools to sell themselves rather than effectively message the good things done by the people they have the honor to lead.

We do not hire stupid people. These folks recognize sincere praise when they see it. They also know when someone is undeservedly taking credit or passing
“...The current generation of employees does not readily accept any other form of communication...”

blame. They will quickly read through the self-serving postings of egotistical and/or career-motivated leaders. If you fall into that trap, it will result in a loss of their trust in you and future messages will be written off as “more nonsense from above”. That fragile commodity of trust may never be regained.

So think before you post on social media. You’ll lose credibility if you attack others or toot your own horn non-stop. Your posts will be on display and accessible somewhere – by someone, for all eternity. Don’t be the leader to put the “Twit” in Twitter, or your audience will put more faith into the nonsensical Tweets of so-called “celebrity” bloggers (they do follow them too by the way).

Employees want, need and deserve to feel connected to those they follow. Your communication efforts will make or break that connection, and ultimately the building and maintenance of critical trust in their leader. Communicate with them through the variety of available means – including social media, so you can connect effectively with all of your intended audiences.

Chris Lewis is the former Commissioner of the Ontario Provincial Police (OPP), retiring after 36 years of service. Lewis joined the OPP in 1978 and began his career as a Provincial Constable in Kapuskasing. He has served across the province in a variety of front-line, specialized and management positions. Among his accomplishments, Lewis is the first police officer to have been awarded all three levels of the Canadian Order of Merit of the Police Forces, presented by three successive Governors General.

Remember to renew your membership
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Membership renewal invoices are sent via email in early November.

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Members’ Spotlight

SHARE YOUR EXPERIENCE.
GET YOUR VOICE HEARD.

Our Members’ Spotlight highlights articles written by FBI-LEEDA members, for FBI-LEEDA members. We welcome your article submissions.

Articles should be approximately 750 words; please include your professional portrait (.JPG or .TIF file), and send to the FBI-LEEDA office, Attention Lynn Weber.
Today’s criminals are more sophisticated than ever before, making the job of law enforcement officers tougher every day. The National Insurance Crime Bureau (NICB) – the property/casualty industry’s not-for-profit national fraud-fighting organization – is constantly adapting its methods to help battle vehicle crimes and insurance fraud.

The good news in the auto-theft arena is that anti-theft technology has made stealing a car quite a bit more difficult than in the days of “jimmying” door locks and hot-wiring ignitions. Keyless technology means (almost always) that the person with the fob is the only one who can open or start the car. Our analysis shows that since the advent of this technology in the late 1990s, auto theft fell from a peak of 1.7 million stolen vehicles per year to fewer than 700,000 in 2014, despite a significant increase in population and vehicle registrations. What this means is that the chances of having a vehicle stolen today are significantly less than at any other time since 1960.

The “Mystery Device”

As anti-theft technology advances, thieves are always looking for new ways to beat it. One of the most widely publicized new trends in vehicle-related crime is a perfect example. Recent reports tell of thieves using a “black box” or “mystery device” that appears to use electromagnetic frequencies to pop open car door locks, allowing criminals to steal personal items left inside without ever having to break a window or “jimmy” a lock. NICB is working hard with law enforcement and auto manufacturers to learn how to “beat the technology that beat the technology.”

VIN Cloning

VIN-switching or “cloning” is another growing trend, and one that requires considerable sophistication. Thieves steal a luxury car, fabricate a new VIN plate by copying one from another vehicle of the same make and model, then sell the stolen car with the “new” VIN. Often, no one is the wiser until at least one party goes to sell the vehicle. NICB agents are, without question, the nation’s experts in identifying cloned vehicles and frequently work with law enforcement to help identify VIN-switched vehicles. Our experts can help law enforcement look for secondary VINs on vehicles, which are frequently unchanged and can establish the vehicle’s true “identity.”

Keys Left Inside

One of the newest trends we’re seeing is at the opposite end of the spectrum and is very “low tech.” While national auto theft figures are dropping overall, one type of auto theft is actually rising: thefts due to drivers leaving their keys inside a vehicle. The sad truth is that regardless of all the anti-theft technology a car may have, it is rendered useless if the driver leaves the keys inside. A recent NICB analysis of FBI crime data shows that between 2012 and 2014, more than 126,000 vehicles were stolen with the keys left inside. That’s an increase from 5.4 percent of all vehicle thefts in 2012 to 6.7 percent of all vehicle thefts in 2014. It just goes to show that we can’t stop “driving” home the message that drivers still have to employ traditional anti-theft measures, such as locking their doors and windows, removing the keys, not leaving valuables inside and parking in well-lit areas.

The “Craigslist Scam”

Earlier this year, NICB issued a warning to used-car buyers referred to as the “Craigslist Scam.” Working with law enforcement agencies across the Midwest, NICB identified nearly 100 cases where private auto sale transactions went sour when phony bank checks were used to pay for the vehicles. One Kentucky couple sold their 2010 Corvette on Craigslist, only to learn that the check their bank initially said was valid was actually bogus. Fortunately, quick action by law enforcement agencies in Kentucky and Illinois, with assistance from NICB, led to the recovery of the Corvette after it had been picked up, driven to Chicago and listed for sale again on Craigslist. These scams may appear legitimate, but they are very well organized and difficult for the average consumer to recognize.
“Crash-and-Buy” Schemes

The State of Maryland may be the first to officially recognize that “crash-and-buy” schemes are growing in that state. Perhaps as a result of the recent financial crisis and strain on many households, more people are opting to go without auto coverage, then quickly buy a policy after an accident and file a false claim. No hard data exists on these “crash-and-buy” schemes, but the Maryland Insurance Administration believes they constitute 25 percent of all the fraud investigations it conducts. Unfortunately, many states do not prosecute these crimes criminally. Sometimes insurers are able to discover the fraud before the claim is paid, but there is little chance of getting the money back once the insurer pays out a fraudulent injury or collision claim. This leaves honest policyholders taking the hit in the form of higher premiums.

Airbag Thefts

While statistics on the number of airbag thefts in the U.S. are difficult to come by, law enforcement and NICB agents see sporadic rashes of these thefts in cities nationwide. Thieves may target a particular neighborhood and steal several airbags over the course of a few weeks. Airbags can be stolen in under a minute and the payoff can be big; thieves can sell them to unscrupulous body shops for $50 to $200. The body shops then sell them as “new” to unsuspecting customers for upwards of a thousand dollars. Insurance companies are obligated to pay claims from customers whose airbags were stolen. The ultimate cost of this crime can be devastating to victims who unknowingly purchase used airbags that later do not deploy in a crash.

Airbag thefts can also occur in body shops, stolen by dishonest individuals repairing a vehicle. For example, a mechanic may remove a perfectly intact airbag after an accident, then insert a cheap knockoff (or even old rags, cardboard, etc.) and charge the insurance company full price for “replacing” the “damaged” airbag. Another scheme is to replace an intact airbag with an old deployed one to make it seem like the original inflated during the accident, then re-install the original airbag and charge the insurance company for a new one.

Consumers can avoid the above scenarios by having their car inspected first by their insurance company estimator and insisting on receiving a new, brand-name airbag still in the original, sealed box.

Tow Truck “Bandits”

Certain large cities, such as Los Angeles, Houston and Chicago, are being plagued by tow truck “bandits.” These unscrupulous operators are tantamount to ambulance chasers; they listen to police scanners for reports of accidents and then show up on the scene, usually before law enforcement has even had a chance to take a report. They tell the driver of the damaged vehicle they have been “authorized” to tow the vehicle, usually pressuring the victim to sign a release form on the spot. Then, off the vehicle goes – and the driver may not find out for days where it is located. At that point, the “bandit” tow truck company charges inflated towing fees, storage fees and other add-ons. Drivers should never allow their car to be towed by a company that has not been called by the police or their insurance company, and some states have laws to this effect.

On the Horizon

In the coming years, criminals will no doubt pursue new ways to ply their craft. NICB will continue to solidify its vast and growing partnerships with law enforcement agencies, manufacturers, legislative bodies and industry groups – to share in cutting-edge intelligence and data systems – to help reduce this type of criminal activity.
Electronic Stake Out®

Agencies deploying ESO® are arresting career criminals committing pattern crimes. ESO is an innovative GPS/RF application that is a force multiplier for law enforcement operations.

Find out how you can maximize resources and minimize crime. Contact Mike Grajewski, 3SI’s Assistant Director, Crime Analysis Group, Law Enforcement Division at 800.523.1430 or mike_grajewski@3sisecurity.com.
Law enforcement standards across the country set forth the need for policies to govern the actions and decision-making of officers. In the age of Internet use and online social networking, has law enforcement provided the comprehensive policies and procedures to give officers proper guidance regarding appropriate use of social media, and take viable disciplinary action against officers who use social media to the detriment of the department?

Twitter and Facebook allow users to provide minute-by-minute updates on their actions and activities, along with the user’s thoughts and opinions on a host of topics. Let’s not forget Instagram and Snapchat, which allow users to share what they are doing as well as what they are seeing. What implications does this have on law enforcement operation?

It all started in 2009, when an Indiana state trooper was faced with an Internal Affairs investigation for what some call compromising photos and statements that he posted on the Internet. An investigation conducted by a news organization found that the trooper had photographs in which he was posed with a .357 Magnum pointed at his head, drinking what he described to be lots of beer with his buddies, and lewd horseplay. The investigation of the trooper’s Facebook page revealed that it was used to brag of heavy drinking as well as updates as to his location and what he was doing while allegedly working. The biggest concern for the State was that the trooper was Facebooking while on duty. It is alleged that records show multiple occasions when the trooper was on duty Facebooking about what he was doing and how he was doing it.

This type of situation can create far-reaching implications for departments and officers. Not only will agencies have investigation and disciplinary issues resulting from actions of officers on Facebook or other social media, but departments may also face credibility issues regarding the offending officer. Let’s use, for example, the New York officer who utilized his MySpace account to express his views. The officer’s use of social media became a concern when a man he arrested for carrying a loaded gun went on trial in the State Supreme Court in Brooklyn. A large portion of the case relied on the credibility of the officer who arrested him. The man on trial claimed that the officer and his partner stopped him, beat him, and planted a gun on him to justify breaking three of his ribs. In cross-examination, the attorney for the accused, who had done his research and had viewed the arresting officer's MySpace page, asked him questions regarding why he had posted a description of his mood on his MySpace account as “devious.” Moreover, jurors learned that a few weeks before the trial, the officer had posted this status on his Facebook page: “Vaughn is watching ‘Training Day’ to brush up on proper police procedures.” The jury’s actual take was on

(continued on page 24)
Develop a Brand Image for Social Media Structure

— Eric Kowalczyk, Instructor, Media & Public Relations, FBI-LEEDA

Creating and promoting a brand image is vital to ensuring that your social media presence resonates with your community. Establishing a brand begins when agency leaders decide on keywords that reflect the mission of the department. Words like service, honor, and integrity are easy to use. They are also a staple of law enforcement and should be part of the overall mission. But do these words convey the whole picture of what your community wants from you? Do these values resonate with the community you are trying to connect with? Consider words like mentoring, community partnership, coach, and friend. They might not be words you first think of, but they might be words people who want a human connection with their officers want to hear. Take time to consider the words you choose, the brand you create carefully. If you can tap into the needs and wants of your town, or city, then you are already ahead of the curve. When you begin to develop a social media plan, you should ask, “Does this work with the values we have established? Does this help promote our core values?” If you answer yes, then you are ready to tackle the fast-paced, challenging world of social media. You are ready to promote your brand.

Branding is more than just a buzzword. Branding means creating a recognizable, identifiable image and presence that the public will associate with your organization. It is the framework in which social media interaction is built and how the agency can better connect. National companies use their brand image every day for advertising and self-promotion. An agency’s ability to engage with their community is easily built upon the same principles used by corporate America. Take the Starbucks logo as an example. It is easily identifiable. More importantly, people know what it means in terms of a customer experience. Whether or not a consumer likes the product is irrelevant. They still have an understanding of what that experience is going to be like. The same thing should be true of the brand you create for your organization. When people see your patch, or your badge, it is going to come with a preconceived notion of what the experience is going to be like. The more you pay attention to your brand image, the more you work to tie your messaging in with that brand image, the more opportunities you will have to create a positive impression of your department.

So why does this matter? Social media is the new means of communication. Two people join LinkedIn every second1. In the time it took to read this, six people just joined. Millions upon millions of Americans use social media for their news, social interactions, or in times of crisis – direction and guidance. That means people who live, work, or plan to visit your city are very likely to use social media to form their impression of your department. Studies have shown that people trust peer experiences over independent reports or self-promotion. TripAdvisor tapped into this fact early on and now has 38,000,000 independent visits each month2. Proving the power of peer-to-peer reviews.

Tapping into that growing market doesn’t end with the creation of a social media account. Users want vibrancy, strong interaction, and creative content. A number of departments simply post crime statistics to their social media accounts. While this information is important, it does not create a sense of connectivity. Posting statistics does not reflect the brand image of the organization. Content should not only be informative, it should also be engaging. That means not being afraid to respond to questions, or criticisms. The responses should always be professional, though sometimes humor goes a long way. If you would respond to the question at a community meeting, why wouldn’t you respond to it on social media? Users will appreciate the response. They will be more likely to engage in further discussions as well. This allows you to promote your brand and promoting your brand will only serve to grow your connectivity to your community, making everyone partners in the crime-fight!

FBI-LEEDA offers a week-long training course: Media and Public Relations. For details visit: www.fbileeda.org

1 http://expandedramblings.com/index.php/by-the-numbers-a-few-important-linkedin-stats/
2 http://www.ebizmba.com/articles/travel-websites

J. Eric Kowalczyk is formerly Captain of the Baltimore Police Department’s Media Relations Unit, and is the newest instructor for FBI-LEEDA’s Media and Public Relations course.
The Epidemic of Street Crime Involving The Theft And Resale Of Mobile Devices

— Max Santiago
Director of Law Enforcement Relations, ecoATM

Bamboo Mobile estimates that in 2015 there are approximately 422 million idle devices in the U.S., which may rise to 461 million by 2018, of which only 24% will be recycled or reused. As more consumers learn their used or broken devices have value, we expect there would be a marked increase in the sales of these devices. Meanwhile, the issue of smartphone theft continues to take place across the United States as thieves too recognize the resale value of used devices.

The growing resale market combined with the pervasive nature of cell phone theft demands regulation; law enforcement needs reliable and accurate transaction records so they can identify stolen property. Likewise, consumers need a safe and secure place to sell their used or broken phones.

“The epidemic of violent street crime involving the theft and resale of mobile devices is a very real and growing threat in communities all across America,” said New York State Attorney General Eric Schneiderman in a 2013 speech introducing the Secure Our Smartphones Coalition (S.O.S) Initiative. “According to reports, roughly 113 smartphones are stolen or lost each minute in the United States, with too many of those thefts turning violent.”

ecoATM, Inc., a company founded to incentivize consumers to properly recycle their used electronics, recognizes that cell phone theft is a major issue and is committed to deterring the sale of any stolen goods. Since the company’s inception in 2009, ecoATM has dedicated itself to working with law enforcement to combat the issue. Under the guidance of its law enforcement partners, law enforcement advisory board members, and directors of law enforcement relations, ecoATM has implemented layers of processes and technology to deter and reduce the sales of stolen devices at its kiosks.

“Data is collected on transactions so ecoATM can comply with secondhand dealer laws and for quality assurance, loss prevention, and fraud management. The frequency with which ecoATM provides information to law enforcement is stipulated by local secondhand dealer laws or by specific law enforcement request,” said Retired Chief of the San Diego Police Department and ecoATM advisor Bill Lansdowne (FBI-LEEDA and FBI NEIA member).

Additionally, many of the online reporting systems used by ecoATM query national or state stolen property file databases and notify law enforcement if a stolen device has been purchased by ecoATM. Law enforcement agencies that receive ecoATM’s reports can run the reported transactions (sellers and device serial numbers) on their local systems to identify stolen devices or suspicious transactions. ecoATM has the ability to create watch lists tailored to the needs of law enforcement which can ban or flag individuals or devices.

In the rare occurrence that a stolen phone is sold to an ecoATM® kiosk, law enforcement is notified of the purchase and a detailed record of the seller, including photographs of the seller, identification used, and thumbprint is provided to assist with the prosecution. This allows law enforcement to identify the thief and/or accomplices and return the property to its rightful owner at no cost, without the need for a search warrant or subpoena.

“I’m impressed with the positive feedback we receive from law enforcement agencies across the nation about how ecoATM works in collaboration with them,” said Doug Muldoon, Director of Law Enforcement Relations – South, ecoATM and Chief of Police (Ret.), Palm Bay Police Department, Florida. “Our close partnership and transparency with law enforcement where our kiosks are installed has greatly reduced the ability of thieves to traffic in stolen devices.”

Learn more by visiting www.ecoatm.com/law-enforcement

... Roughly 113 smartphones are stolen or lost each minute in the United States, with too many of those thefts turning violent.”
ANALYZE SOCIAL MEDIA TO UNCOVER THREATS AND RISKS.

Thomson Reuters CLEAR® records resource.

Need a fast, efficient way to filter and analyze social media? CLEAR delivers enhanced social media analytics that help you quickly search, organize, and evaluate real-time social media content from a variety of sources. Identify potential threats, strengthen investigations, maintain tighter event security, and gain even more accurate situational awareness. CLEAR also provides real-time arrest records, 50-state DMV data, and alerts – so you can be confident that nothing is missing from your investigation.

Ready to learn more? Email us at clear@thomsonreuters.com.
FBI–LEEDA Regional Representative
Program Update
— Mark Sullivan, Program Coordinator, FBI-LEEDA

The mission of the Regional Representative Program is to introduce state and local law enforcement to all the many benefits of membership in FBI-LEEDA and keep them updated on the many training classes offered in their areas. With the recent increase in the number of trainings offered by FBI-LEEDA, our Reps work hard to get the information about our classes out to the law enforcement community.

FBI-LEEDA’s Regional Representatives have just completed another busy training year, with the end of the federal training calendar in September. Serving as FBI-LEEDA’s ambassadors to state and local law enforcement, our Reps have logged thousands of miles to reach out to officers all across our country. In 2015, our Reps have visited 22 regional command college and LEEDS programs in as many states. More than 1,800 chiefs, sheriffs, commanders and officers have benefited from our Reps’ presentations, with nearly 40% of those immediately joining FBI-LEEDA. Thanks to all of our Regional Reps for your time, travel and for a job well done!

**Regional Representatives**

Region 1 (ME NH MA RI)  
Capt. Matthew Canfield  
Laconia (NH) Police Department, mcanfield@laconiapd.org

Region 2 (NY VT CT)  
Chief Randy Szukala (Ret.)  
State of New York, Rds140@roadrunner.com

Region 3 (PA NJ DE)  
Capt. Steve Dembowski (Ret.)  
werfive@optonline.net

Region 4 (WV MD VA NC SC)  
Chief Andy Robinson  
York (SC) Police Department, an Robinson@yorkcitysc.com

Region 5 (AL MS GA FL)  
Capt. Mike Wills  
Biloxi (MS) Police Department, mwills@biloxi.ms.us

Region 6 (MI OH KY TN)  
Chief Joe Monroe  
University of Kentucky Police Department, jmonroe@uky.edu

Region 7 (WI IL IN)  
Chief Joel Brumlik  
Winthrop Harbor (IL) Police Department, jbrumlik@whpd.org

Region 8 (ND SD NE MN IA MO AR)  
Chief Joe Wellington  
Gower (MO) Police Department, jwellington@gowerpd.org

Region 9 (CA NV AZ HI AK)  
Chief Mark Pazin  
State of California, mark.pazin@caloes.ca.gov

Region 10 (WY UT CO KS NM OK)  
Col. Richard Powell  
Sedgwick County (KS) Sheriff’s Office, rpowell@sedgwick.gov

Region 11 (TX LA)  
Assistant Director Frank Woodall  
Texas DPS, Frank.Woodall@dps.texas.gov

Region 12 (WA OR ID MT)  
Capt. Eugene Smith  
Boise (ID) Police Department, esmith@cityofboise.org

Region 13 (Latin America)  
Connie Gautreaux  
Procuraduría General Dominicana Republica, Connieatkinson216@gmail.com

Program Coordinator  
FBI-LEEDA, msullivan@fbileeda.org
FBI-LEEDA is proud to announce its first official association with a university that will provide up to three (3) semester hours credit per trilogy course (Supervisor Leadership Institute, Command Leadership Institute, Executive Leadership Institute), not to exceed a total of nine (9) semester hours, towards the completion of a Bachelor of Science in Criminal Justice or Bachelor of Arts in Administrative Leadership.

The University of Oklahoma has signed an MOU with FBI-LEEDA to allow this consideration for all those who successfully complete any of the Trilogy leadership courses. Sworn law enforcement personnel will also be considered for additional undergraduate prior learning credit based on professional education, training, and experience. All prior learning credit will be evaluated and awarded in accordance with the established standards of the University and the Oklahoma State Regents for Higher Education.

In addition, the University of Oklahoma has agreed to offer FBI-LEEDA graduates of any of the Trilogy programs, and who are sworn police officers, course fees equal to those offered to active duty military while stationed in the State of Oklahoma.

In order to participate in this program, submit proof of completion of the FBI-LEEDA program completion and agency in-service training records. For graduate credit, students will be required to submit an internship paper. The guidelines will be provided by the OU College of Liberal Studies faculty upon your application. Keeping a leadership log or journal throughout your Trilogy classes will be helpful.

The agreement with OU is the first of a number of universities that FBI-LEEDA is pursuing on behalf of FBI-LEEDA Leadership Institute graduates.

For more information about the OU program, contact:

Dr. Todd Wuestewald
Assistant Professor of Criminal Justice
(and former chief of the Broken Arrow Police Department)
twuestewald@ou.edu
Each year, the FBI-LEEDA/LifeLock scholarship program offers five $1,000 scholarships. The scholarships are awarded at the Annual Executive Training Conference. The guidelines for eligibility are listed below.

**BASICS**
Applications for the 2016-2017 academic school year are now being accepted. Your application must be postmarked by March 1, 2016 in order for your application to be considered. FBI–LEEDA selects final candidates based on the following criteria:

- Eligibility
- Quality of application
- Commitment to leadership

**PROVISIONS**
An individual may receive only one scholarship award of $1,000 per year from FBI–LEEDA/LifeLock. FBI–LEEDA will make the scholarship award payment to the recipient’s school on or before August 1. An applicant may re-apply each year providing eligibility requirements are fulfilled.

**ELIGIBILITY**
To be eligible, you must be the child or grandchild of a member of FBI-LEEDA who is an Active or Life member. You must be enrolled or be accepted by an undergraduate at the time you submit the application. You must maintain a 3.0 cumulative grade point average for three years to be eligible to submit an application. You must have graduated from high school prior to disbursement of funds.

**HOW TO APPLY:**
Applicant must provide the following items:

- Application
- Transcript
- Answers to essay questions
- High school verification form
- Documentation of acceptance to college/university

Application, essay questions, and high school verification forms are available on the Members Only web page of the FBI–LEEDA website: www.fbileeda.org.

Send your completed application to:

**FBI–LEEDA**
Executive Board Scholarship Program
5 Great Valley Parkway, Suite 125
Malvern, PA 19355

Visit our website for quality logo apparel and promotional products from RaSport

http://fbileeda.rasportinc.com/home.jhtm

- Clothing
- Outerwear
- Bags
- Accessories
terrorist groups. Early on, even from its cave hideouts in Afghanistan, Al Qaeda demonstrated a certain technical savvy, producing and broadcasting video missives by its notorious leaders, including the late Osama bin Laden. In the last few years, extremist groups have taken online jihad to a new level, deploying a social media outreach strategy which is working . . . but which also can be combatted, and used, against extremist groups.

Armed with new, powerful analytical tools, law enforcement at the local, state and federal levels are using the social media onslaught unleashed by radicalizing groups as digital ammunition to thwart terrorist plots, identify and apprehend suspected terrorists, and prevent these terrorist groups’ twisted ideology from taking hold with our most vulnerable and impressionable.

(continued from page 7)

From the Desk of DHS

using Social Media Data to Help Identify Home-Grown Extremists

In the ongoing fight against ISIS and related terrorist groups and activities, advanced crime analytics software enables law enforcement to:

- Layer and examine open source information on top of existing data on suspected extremists.
- Identify related persons of interest.
- Identify and protect those at risk of being drawn into terrorist activities or organizations.
- Protect civil liberties and privacy.

Heather Fong is the Department of Homeland Security’s Assistant Secretary for State and Local Law Enforcement. She has served in this role since November 17, 2014. As the head of the Department’s Office for State and Local Law Enforcement, Assistant Secretary Fong is the Department’s primary liaison with nearly 18,000 state, local, tribal, and territorial law enforcement agencies across the country.

Assistant Secretary Fong previously served as the Chief of Police of the San Francisco Police Department for five years, culminating a 32-year career with the Department.

Louis E. Quijas, an Advisory Council Member of the Wynyard Group, previously served as Assistant Secretary for the Office for State and Local Law Enforcement (OSLLE) for the Department of Homeland Security; Assistant Director at the Federal Bureau of Investigation; and Chief of Police for High Point, North Carolina.
First of all, I just wanted to thank everyone at LEEDA who was involved in picking me to represent LEEDA, it truly was an honor. The FBI Youth Leadership Program Session 17 was a once in a lifetime experience. Walking into the experience I have to admit I was a little nervous because it was my first time flying alone and I would be with 60+ other people for a week that I wouldn't even know. All of my worries were for nothing though because the FBI YLP truly was the best week of my life.

There were various things that played an important role throughout the experience and the two main ones were: teamwork and friendships. Teamwork played a vital role throughout the experience. Whether it was us all picking each other up when we were down, helping and supporting each other to finish a run, chanting while we ran, pushing each other through PT every morning, or the biggest one of all where we all came together to help each other finish the Yellow Brick Road. We were all there for each other from start to finish. Everyone was always inspired and willing to help someone else out. We learned throughout the week that there was no I's. Besides teamwork playing an important role at the FBI YLP, friendship also played a huge role. The friendships that were built during the short period are truly what make the FBI YLP amazing. It was so easy to make friends there. We all bonded and got along so quickly. The friendships that were made will truly last a lifetime. From just hanging out in the break room downstairs each night to struggling in PT together, we always stood by each other's side no matter what and helped each other out. No matter what we did or were doing, we were always laughing and having a good time, especially when we played dodge ball a couple nights during the week or on our side trip to DC.

After experiencing the FBI YLP Session 17 I formed a family with other kids from different states or even different countries that I will hold onto and cherish forever. We were all always there together from start to end. Although it was pretty emotional to say goodbye to everyone and pretty hard, I knew that it wasn't a goodbye for forever, it was simply a “see you later”. Looking back on the experience and all the friends that I made, it makes me realize how lucky I am to have experienced something that meant so much to my peers and me and that made us get so emotional. We created memories together that we will cherish forever and friendships that will last a lifetime.

The FBI YLP Session 17 is, and always will be one of the most memorable moments in my life, mostly because of the friendships that I made. I brought back leadership skills to build on what leadership I already contained, to not only make myself a better leader, but to help those around me and the organizations that I am involved in and lead become better too. The classes that ranged from: speech, social media and Internet survival, resume writing, financial responsibility, organization, time management, etc. I left the FBI YLP with new information and skills that truly had a meaning and would help make me into a better leader. As for the instructors, I met a lot of amazing mentors that may stick with my peers and I for the rest of our lives. Whether it was time in between classes, the bus rides around DC, or PT at 5:30 in the morning, they were always there to support and push us, and I am extremely grateful for that. All of this wouldn't have been possible without the DEA's hospitality and support of the FBI YLP and all of the work Mr. Foster put into the program.

I am so grateful that I was given the opportunity to be apart of such an amazing experience and got to meet and form relationships with some an incredible people! I cannot thank LEEDA enough for choosing me to be their representative for the FBI YLP Session 17, it was an honor and it truly was the best week of my life!

Sincerely,

Allie Braun

YLP Session 17
the officer’s posting a description of his mood as devi-
ous, and the officer’s response to questions regarding
“Training Day”, is unknown. What is known is that the
accused, who was on parole for a burglary conviction
when he was arrested, beat the most serious charge –
felony possession of a weapon and a bag full of ammu-
nition -- and was convicted of resisting arrest.

In addition to the comments listed on MySpace, the
defense attorney had tracked down comments the of-
caller made on the Internet about video clips of an ar-
est in which an officer punched a handcuffed man. The
arresting officer stated “If he wanted to tune him up,
he should have delayed handcuffing him.” He added
“If you’re going to hit a cuffed suspect, at least get your
money’s worth because now he’s going to get disciplined
for ‘a relatively light punch.’”

In New Bedford, MA, the chief initiated an internal
affairs investigation when the department received in-
formation that an officer had uploaded a crime scene
photograph of a deceased male on her Facebook page.
Unfortunately, it is reasonable to expect to see more of
this type of conduct as most officers carry personal cell
phones on the job, and interest in these types of photo-
graphs is extremely high.

Comments and statements made in the cyber world
can be saved for everyone to see for all times in perpe-
tuity. Whether it’s on your Facebook page, Twitter feed,
commenting on a newspaper article or YouTube video,
specific rules must be put in place to protect not only
the officer, but the officer’s credibility and the image of
the department. While we may have policies that have
some value in this area, agencies must strongly consider
putting in place an order to govern the use of social me-
dia and identify acceptable and unacceptable conduct.

We continue to preach the theory that when a policy
is proper and officers are properly trained on that policy,
any violation of that policy should result in discipline.
Enforcing this theory requires serious consideration for
the need of a social media policy.

So the question now is “What should be included in a
social media policy?” While we all have policies regard-
ing the proper use of the Internet and email within the organization, specific issues directly related to the use of social media should be addressed. Such direction should include but is not limited to:

- **Ensuring officers do not indicate their affiliation with the department;**
- **Officers being prohibited from posting photographs that are taken on department property and/or while in uniform, to include official department training, activities or work assignments;**
- **Ensuring that utilization of social media websites, blogs, Twitter, or other medium or electronic communication is not done during on-duty time, and that any proof that this has occurred in their on-duty time and/or on department computers will result in discipline;**
- **Prohibiting the posting of confidential and sensitive information along with photographs of ongoing criminal or administrative investigations;**
- **Officers should be advised that an appropriate level of professionalism should be followed so as not to broadcast in a manner which is detrimental to the mission and the function of the agency.**

While we take specific interest in the Facebook and Twitter accounts of new applicants, we may have forgotten to provide guidance to officers who are currently employed and utilizing them. Officers should be advised that during an administrative investigation, employees may be ordered to provide the agency with access to social media sites when the subject of the investigation is directly, narrowly, and specifically related to an employee’s performance or ability to perform his or her function within the operation, or when the subject in the investigation is potentially adverse to the operation, morale, and efficiencies of the agency. In a time where
the legal standards as to privacy issues and an employee’s freedom of speech are being interpreted at all levels, the need to ensure clear standards are in place is more important than ever.

When drafting a social media policy, departments should ensure that the policy provides comprehensive guidelines regarding: department-sanctioned use of social media, including conduct during department-sanctioned use; recognized uses for a department-sanctioned media presence; and personal use of social media, including precautions and prohibitions. Given the widespread use of social media, a proper policy should also provide guidelines regarding the employment screening process and a review of internet-based content during the background investigation process.

This article presented provides general information. It is with the understanding that the publisher is not engaged in rendering legal or preconception services. It should not be used as a substitute for professional services. If legal or other professional advice is required, the services of a professional should be sought.

Attorney Daigle practices civil litigation in federal and state court, with an emphasis on municipalities and public officials. His area of focus is civil rights actions, including police misconduct litigation and employment actions. He is an FBI-LEEDA instructor and serves as its General Counsel.
The FBI’s Police Executive Fellowship Program

— Machelle Reid, Program Manager, Police Executive Program
Manager, Office of Partner Engagement, Federal Bureau of Investigation

The Police Executive Fellowship Program (PEFP) was established in 2002 under the office formerly known as the Office of Law Enforcement Coordination (OLEC). In 2014, the OLEC merged with the Office of Partner Engagement (OPE) and was renamed the Law Enforcement Engagement Unit (LEEU).

The OPE administers the PEFP, a six-month program which offers an opportunity for state, local, tribal and campus law enforcement executives to provide their expertise in areas which will improve information and intelligence sharing within the law enforcement community. The PEFP involves the selection of management-level law enforcement officials to work at FBI Headquarters in Washington, DC. Police Fellows contribute expertise and provide a local perspective to national and international law enforcement issues.

PEFP Eligibility Criteria:

- Must be a full-time, sworn officer of a duly constituted law enforcement agency of a state, county, municipality, tribal or campus community (excluding elected officials) having at least five years of substantially continuous experience
- Must be nominated by the head of his/her agency and hold equivalent rank of lieutenant or above
- Must undergo a full background investigation and counterintelligence polygraph examination
- Must remain in law enforcement for three years upon completion of the PEFP
- Nominating agency must continue candidate’s salary for the duration of the six-month program

Executive Fellows Receive:

- Lodging, subsistence, and travel costs will be borne by the FBI. The FBI will also afford each fellow three return trips home to conduct personal business.
- A Top Secret security clearance
- United States Marshals Service special deputation

For more information about the PEFP or to find out how to apply, please contact

Management and Program Analyst Machelle Reid at (202) 324-8997
Training Seminars and Summits

IDENTITY THEFT
FBI–LEEDA and LifeLock®, present one- and two-day summits on Identity Theft, its economic, personal and employment impacts. The Summit is open to all law enforcement personnel and addresses a range of identity theft issues presented by distinguished law enforcement personnel with specialized skills and experience in identity theft, high technology crimes and fraud.

Check our website for dates, locations and to register for this FREE law enforcement training, or contact:

Paige Hanson (Tel:) 480-457-2108
email: paige@lifelock.com, or

Mark Sullivan (Tel:) 913-238-2745
e-mail: msullivan@fbileeda.org

DRUG DIVERSION
FBI–LEEDA and Purdue Pharma are expanding the Drug Diversion Summits. These are FREE interactive summits covering local area specifics involving drug diversion crime. Local case studies are presented along with information on specific law enforcement resources available in your area and how to access these resources. An enhanced RxPATROL® program is introduced as well. RxPATROL® is a collaborative effort between industry and law enforcement designed to collect, collate, analyze and disseminate pharmacy theft information.

Visit our website for upcoming dates and information on these one-and two-day programs. To host a summit, please contact:

Elizabeth Percheson (Tel:) 203-588-7817
e-mail: elizabeth.percheson@pharma.com

Solving Crime Trends With Electronic Stakeouts
TRACKING & APPREHENDING CRIMINALS
Learn how GPS technology can be a force multiplier and help police set up electronic stakeouts that target pattern crimes. This interactive event will help departments developing strategies to help solve these cases and gain community support.

This one-day summit will address a range of topics:

- Establishing Electronic Stakeouts
- Addressing Property and Violent Crime Trends
- Targeting Career Criminals
- Various Tracking Techniques
- Impact on Community Policing

This free course is designed for law enforcement personnel only (must show ID) including officers, supervisors, investigators and administrators.

Questions? Contact Mike Grajewski at mike_grajewski@3sisecurity.com

Call FBI–LEEDA for upcoming dates and locations at 877-772-7712 or email info@fbileeda.org
FBI-LEEDA Training

Three Steps to TRILogy

FBI-LEEDA’s Trilogy program is a series of three core education programs that provide mid to upper-level management intensive training in the latest management concepts and practices faced by today’s law enforcement professionals.

These dynamic, cutting-edge courses are taught by executive level law enforcement experts with extensive leadership experience that help engage and prepare participants for command level positions.

1. Supervisor Leadership Institute
   A cutting edge 4-1/2 day program built especially for first-line supervisors and middle managers with the goal of enhancing leadership competencies. Attendees will be engaged in personality diagnostics, leadership case studies, mentoring, developing your people, performance management, risk management and credibility.
   
   The registration fee for Supervisor Leadership Institute is $650.

2. Command Leadership Institute
   A dynamic and challenging 4-1/2 day program specifically designed to prepare law enforcement leaders for command level positions. The Command Institute focus is to provide real life contemporary, best-practice strategies and techniques for those aspiring to command level assignments.
   
   The registration fee for Command Leadership Institute is $650.

3. Executive Leadership Institute
   An innovative 3-1/2 day program designed for senior law enforcement executives focusing on the emerging challenges facing our profession. This highly interactive program follows the FBI-LEEDA “Cops Talking to Cops” model of professional development, using a wide range of source material and calls upon the participant’s professional experience to facilitate individual development and enrich the learning environment.
   
   The registration fee for Executive Leadership Institute is $550.

Coming April 2016
Expanded 4-1/2 day program

Contact FBI-LEEDA at 877-772-7712 or email us at info@fbileeda.org for additional information concerning any of these training opportunities or interest in hosting any of these programs in your area.

SEMINAR REGISTRATION IS OPEN TO ALL LAW ENFORCEMENT – SWORN AND PROFESSIONAL STAFF

You do not need to be a member of FBI-LEEDA to attend a seminar.
Training Opportunities

Leadership and Management Seminar

*Procedures for Conducting and Managing Internal Affairs Investigations*

This 3-day seminar is interactive and attendees participate in various scenarios presented by the instructors.

Procedures for Conducting and Managing Internal Affairs Investigations focuses on ethics and integrity, agency policies and procedures, the complaint process, investigation of personnel complaints, administrative law, and the interview process.

The registration fee for the Leadership and Management Seminar is $300.

Call FBI–LEEDA for upcoming dates and locations at 877-772-7712 or email info@fbileeda.org

Media and Public Relations

FBI–LEEDA is pleased to present a 4-1/2 day class on media and public relations. Police cannot succeed without the support of the community they are sworn to protect. The image of an agency as a professional and ethical organization is vitally important. By promoting a consistent, positive public image of your department, your community will come to perceive their police as an agency they can depend on and trust.

Day 1 focuses on various key influencers and how to communicate with each. Day 2 and Day 3 deal solely on traditional media relations and key messaging complete with active role play and a mock news conference, Day 4 is spent entirely on crisis communications and a desk top crisis exercise, and the last day concentrates on how to strategically use social media to improve and augment community relations. Class size is limited to ensure individual participation in exercises. Participants are encouraged to bring a laptop, as writing exercises will be assigned during class.

Participants will learn how to craft and deliver messages that will help create a positive public perception and how to best utilize various forms of communication.

The registration fee for the Media and Public Relations is $695.

Call FBI–LEEDA for upcoming dates and locations at 877-772-7712 or email info@fbileeda.org

Leaders Without Titles

*How to Influence Others Without Using Authority / Force*

Many leaders are placed in positions of power due to connections, education, personal charisma, experience, and/or socio-economic status. Although these criteria may have a correlation with leadership ability, they often leave out the fundamental criterion for being a good leader: a person's personal make-up, or characteristics, as a human being. A leader's human inadequacies can often lead to leadership failure. This 3-day class will explore the human attributes leaders should have before given the formal authority.

The registration fee for the Leadership and Leaders Without Titles is $550.

Call FBI–LEEDA for upcoming dates and locations at 877-772-7712 or email info@fbileeda.org
Phase I – Basic Supervisory Liability

FBI–LEEDA’s Basic Supervisory Liability is an online instructor lead program offered to law enforcement agencies. The four week course is accessible via the Internet and is divided into four modules – each focusing on specific issues facing today’s law enforcement supervisors.

- Identify and analyze the legal standards applicable to supervisory liability and how liability is established
- Identify and review the specific allegations that establish supervisor and municipal liability
- Address legal standards applicable to basic internal affairs functions and foundation
- Focus on the constitutional use-of-force standards and the interpretation of current case law to ensure a level of liability protection

The Basic Supervisor Liability Program is recommended for all newly promoted and seasoned supervisors to equip themselves with the knowledge of legal standards and best practices in protecting themselves and their department from liabilities. The registration fee for Basic Supervisory Liability class is $350.

Phase II – Advanced Supervisory Liability

FBI–LEEDA’s Advanced Supervisory Liability supplements the Basic Supervisory Liability training. The goal of this enhanced program is to ensure effective and constitutional policing through the training of proper supervision standards which includes a review of the current legal standards, case law interpretation, and common police practices.

- Module One: Supervision Pursuant to Proper Police Practices
- Module Two: Current Trends in Law Enforcement Supervision
- Module Three: Use of Force Investigations
- Module Four: Conducting Internal Affairs Investigations

Supervisors are required to take the Basic Supervisor Liability course prior to enrolling in this training. The registration fee for Advanced Supervisory Liability class is $350.

For registration and course details visit www.fbileeda.org or contact the FBI–LEEDA office.

Ethics for Police Leaders

FBI-LEEDA is proud to present this new course

Soon, we will be hosting both an online distance learning and a 3-1/2 day classroom course on Ethics for Police Leaders. As with all FBI-LEEDA classes, this course is specifically tailored to law enforcement. It includes numerous case studies and ethical dilemma scenarios to help leaders understand ethical considerations, personal character and how to employ ethical decision-making processes. Procedural justice and police legitimacy will also be discussed.

Book your classes now. On-line distance learning will start Fall of 2015.
FBI–LEEDA Instructors

Dean Crisp,  
Faculty Coordinator

David Allen

Ron Bayne

Keith Bushey

Eric Daigle

Rob Devine

Jennifer Harris

Larry Horak

Anne Kirkpatrick

Eric Kowalczyk

Carlos Maldonado

Neil Moore

Judy Pal

Tim Plotts

Todd Radford

Dan Primozi

Jerry Thompson

Terri Wilfong
Welcome Our New Instructors

FBI-LEEDA is pleased to welcome three new instructors to our cadre of experts. All are experienced veterans of law enforcement leadership.

Eric Kowalczyk

Eric Kowalczyk spent more than a decade with the Baltimore Police Department, the last few as head of the public communications section. He served as the primary department spokesperson during numerous critical incidents including the protests and rioting that ensued after the death of Freddie Grey. Handling local, national, and international media, Eric focused on transparency and accountability to connect with an already distrustful public.

Today, Eric specializes in strategic planning, communications and crisis mitigation planning and social media management. He has developed a reputation of being dynamic thinker, drawing on a diverse set of skills to quickly identify problems and develop innovative solutions and long-term prevention strategies.

Neil Moore

Dr. T. Neil Moore is a veteran police trainer. As the former Director of the Institute for Law Enforcement Administration (ILEA) in Plano, Texas, he directed the delivery of leadership and ethics programs for police supervisors and executives. Prior to that, he served as the Executive Director of the Indiana Criminal Justice Institute and also as Director of the Center for Criminal Sciences at the Indiana Institute of Technology.

He began his police career with the Fort Wayne Police Department in 1977, being promoted to chief in 1988 and served as the departments lead executive for ten years. He holds a bachelor’s degree in criminal justice from Kent State University, a master of public affairs degree from Indiana University, and a doctor of education degree from Ball State University.

MEDIA & PUBLIC RELATIONS

“The course was presented in a manner that stimulated both thought and involvement. I have been fortunate to attend several FBI-LEEDA trainings, and this was a great example of an outstanding class and instructor.”

– Lt. Kevin Lully, Augusta Police Department
Jerry Thompson

William G. Thompson, Jr. (Jerry) is a retired 31-year veteran of law enforcement having served with the Ohio State Highway Patrol (OSHP). Jerry started with OSHP as a cadet dispatcher and ended his career as the Northeast Ohio LCS Unit Commander.

During his tenure with OSHP to present, Jerry continues to teach various law enforcement classes at Kent State University in Ohio at their Main and Trumbull branches. He holds a Bachelor of Science Degree in Human Resource Management, and a Master’s of Science in Organizational Leadership. He is a graduate of Northwestern University Staff and Command School.

MANAGING AND CONDUCTING INTERNAL AFFAIRS INVESTIGATIONS

“This course exceeded my high expectations, in large part due to the preparedness, insight, and delivery method of the instructor. I only get to attend a couple courses each year, and drove several hundred miles for this course. It was well worth the effort and my agency’s training dollars. I can employ the techniques provided immediately.”

– Lt. Jon M. Wright, Cleveland County (NC) Sheriff’s Office
FBI-LEEDA Corporate Partners

**DIAMOND LEVEL CORPORATE PARTNERS**

**LifeLock**
Contact: Paige Hanson, Manager of Educational Programs
60 East Rio Salado Parkway, Suite 400
Tempe, Arizona 85281
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Facsimile: 480-907-2946
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**PLATINUM LEVEL CORPORATE PARTNERS**

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**ecoATM**
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10121 Barnes Canyon Road
San Diego, California 92121
Telephone: 858-461-9968
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E-mail: mvbowles@ecoatm.com

**Justice Federal Credit Union**
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Chantilly, Virginia 20151
Telephone: 770-3-480-5300 Ext. 3148
Facsimile: 703-480-5400
E-mail: taylorhk@jfcu.org
3SI Security Systems
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E-mail: mike.grajewski@3sisecurity.com
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5.11 Tactical
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American Military University
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Elite Interactive Solutions, Inc.
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E-mail: Clay@taser.com www.taser.com www.evidence.com

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Telephone: 202-589-3747
E-mail: john.monroe@verizonwireless.com
Glock, Inc.
Contact: Bob Schanen
P.O. Box 1444, Brookfield, Wisconsin 53045
Telephone: 262-790-6823
E-mail: bob.schanen@glock.us

National Insurance Crime Bureau (NICB)
Contact: Ivan Blackman, Director of Vehicular Investigations
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Telephone: 847-544-7042
Facsimile: 847-544-7101
E-mail: lblackman@nicb.org

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www.clear.thomsonreuters.com

FBI-LEEDA Trilogy Award

All individuals who successfully complete FBI-LEEDA’s Supervisor Leadership Institute, Command Leadership Institute and Executive Leadership Institute will receive the FBI-LEEDA Trilogy Award.

This award is presented annually during FBI-LEEDA’s Executive Training Conference - next stop, Memphis!

Check out this year’s recipients on the Austin Conference photo site: https://2015austinconference.shutterfly.com/
Training Graduates
SUPERVISOR LEADERSHIP INSTITUTE

Congratulations SLI
Pictured are the attendees from the Alpharetta (GA), Supervisor Leadership Institute class held in August 2015. We would like to thank Chief Rusty Grant and the Roswell Police Department for their hospitality.

Congratulations SLI
Pictured are the attendees from the Augusta (ME), Supervisor Leadership Institute class held in March 2015. We would like to thank Chief Robert C. Gregoire and the Augusta Police Department for their hospitality.

Congratulations SLI
Pictured are the attendees from the Homewood (AL), Supervisor Leadership Institute class held in August 2015. We would like to thank Chief Jim Robertson and the Homewood Police Department for their hospitality.

Congratulations SLI
Pictured are the attendees from the Lexington (NC), Supervisor Leadership Institute class held in August 2015. We would like to thank Interim Chief Mark Sink and the Lexington Police Department for their hospitality.
Congratulations SLI
Pictured are the attendees from the Manchester (CT), Supervisor Leadership Institute class held in June 2015. We would like to thank Chief Marc Montminy and the Manchester Police Department for their hospitality.

Congratulations SLI
Pictured are the attendees from the Minneapolis (MN), Supervisor Leadership Institute class held in August 2015. We would like to thank Sheriff Richard W. Stanek and the Hennepin County (MN) Sheriff's Office for their hospitality.

Congratulations SLI
Pictured are the attendees from the Prescott Valley (AZ) Supervisor Leadership Institute class held in August 2015. We would like to thank Chief Bryan Jarrell and the Prescott Valley Police Department for their hospitality.

Congratulations SLI
Pictured are the attendees from the Sumter (SC) Supervisor Leadership Institute class held in July 2015. We would like to thank Chief Russell F. Roark and the Sumter Police Department for their hospitality.
Congratulations SLI
Pictured are the attendees from the Texas City (TX) Supervisor Leadership Institute class held in July 2015. We would like to thank Chief Robert J. Burby and the Texas City Police Department for their hospitality.

Congratulations SLI
Pictured are the attendees from the Tilton (NH), Supervisor Leadership Institute class held in August 2015. We would like to thank Chief Robert Cormier with the Tilton Police Department for their hospitality.

Congratulations SLI
Pictured are the attendees from the Westfield State College (MA), Supervisor Leadership Institute class held in August 2015. We would like to thank Executive Director Zivkovich and the Municipal Police Training Committee for their hospitality.

SUPERVISOR LEADERSHIP INSTITUTE
“It is obvious that both instructors had the experience needed to teach a class like this, and comforting for a new first line supervisor to realize that mistakes are going to happen. I learned that it is not the mistakes but how you learn from them that makes you a true leader in the end. Thanks for the great instruction!”
– Sgt. Joseph Christiansen, Independence Police Department
Congratulations CLI
Pictured are the attendees from the Albuquerque (NM), Command Leadership Institute for Law Enforcement Executives class held in June 2015. We would like to thank Chief Gorden E Eden, Jr. and the Albuquerque Police Department for their hospitality.

Congratulations CLI
Pictured are the attendees from the Augusta (ME), Command Leadership Institute for Law Enforcement Executives class held in June 2015. We would like to thank Chief Robert Gregoire and the Augusta Police Department for their hospitality.

Congratulations CLI
Pictured are the attendees from the Cincinnati (OH), Command Leadership Institute for Law Enforcement Executives class held in June 2015. We would like to thank Chief Rob Browder and the Springfield Township Department for their hospitality.

Congratulations CLI
Pictured are the attendees from the Dover (DE), Command Leadership Institute for Law Enforcement Executives class held in July 2015. We would like to thank Chief John Horsman and the Delaware Chiefs Association for their hospitality.
Congratulations CLI

Pictured are the attendees from the Lancaster (SC), Command Leadership Institute for Law Enforcement Executives class held in June 2015. We would like to thank Sheriff Barry S. Faile and the Lancaster County Sheriff’s Office for their hospitality.

Congratulations CLI

Pictured are the attendees from the Martin County (FL), Command Leadership Institute for Law Enforcement Executives class held in April 2015. We would like to thank Sheriff William D. Snyder and the Martin County Sheriff’s Office for their hospitality.

Congratulations CLI

Pictured are the attendees from the Middletown (PA), Command Leadership Institute for Law Enforcement Executives class held in August 2015. We would like to thank Chief Kevin Stoehr and the Penn State University Harrisburg Campus Police for their hospitality.

Congratulations CLI

Pictured are the attendees from the Oklahoma City (OK), Command Leadership Institute for Law Enforcement Executives class held in June 2015. We would like to thank Chief James Albertson and the University of Oklahoma Health Sciences Center Police for their hospitality.
Training Graduates
COMMAND LEADERSHIP INSTITUTE

Congratulations CLI
Pictured are the attendees from the Raleigh (NC), Command Leadership Institute for Law Enforcement Executives class held in August 2015. We would like to thank Sam Pennica, Director and the Raleigh/Wake City County Bureau of Identification for their hospitality.

Congratulations CLI
Pictured are the attendees from the Savannah (GA), Command Leadership Institute for Law Enforcement Executives class held in July 2015. We would like to thank Director D. Everett Ragan and the Chatham-Savannah Counter Narcotics Team for their hospitality.

Congratulations CLI
Pictured are the attendees from the San Antonio (TX), Command Leadership Institute class held in June 2015. We would like to thank Chief Wayne Davis and the Castle Hills Police Department for their hospitality.

“"It is always a privilege to come to an FBI-LEEDA class and meet with and learn from the experts who present the material. The courses provide a huge rejuvenation for me to return to my job and make attempts to put the lessons learned into effect.”
– Detective Dennis E. Garrett, Williamson County Sheriff’s Office
Congratulations ELI
Pictured are the attendees from the Birmingham (AL), Executive Leadership Institute class held in June 2015. We would like to thank Chief A. C. Roper and the Birmingham Police Department for their hospitality.

Congratulations ELI
Pictured are the attendees from the Boulder (CO), Executive Leadership Institute class held in June 2015. We would like to thank Executive Sheriff Joe Pelle and the Boulder Sheriff's Office for their hospitality.

Congratulations ELI
Pictured are the attendees from the Conroe (TX), Executive Leadership Institute class held in August 2015. We would like to thank Constable Ryan Gable and the Montgomery County Precinct 3 Constable Office for their hospitality.

Congratulations ELI
Pictured are the attendees from the Johnston (IA), Executive Leadership Institute class held in July 2015. We would like to thank Director Judy Bradshaw and the Iowa Law Enforcement Academy for their hospitality.
Training Graduates
EXECUTIVE LEADERSHIP INSTITUTE

Congratulations ELI
Pictured are the attendees from the New Bern (NC), Executive Leadership Institute class held in June 2015. We would like to thank Chief Toussaint E. Summers, Jr. and the New Bern Police Department for their hospitality.

Congratulations ELI
Pictured are the attendees from the Washington (D.C.), Executive Leadership Institute class held in July 2015. We would like to thank Training Director Dennis Smith and the Pentagon Force Protection Agency for their hospitality.

Congratulations ELI
Pictured are the attendees from the Tucson (AZ), Executive Leadership Institute class held in July 2015. We would like to thank Director Frank L. Milstead and the Arizona Highway Patrol Association for their hospitality.

EXECUTIVE LEADERSHIP INSTITUTE
“I have enjoyed this course and would encourage executive staff members of all levels to attend and implement the fundamentals of leadership that were taught here. The instructor did a great job of being relevant and teaching opposed to just lecturing.”

– Lt. Shawn Eastman, Palm Beach County Sheriff’s Office
Congratulations MPR

Pictured are the attendees from the Cincinnati (OH), Media and Public Relations class held in July 2015. We would like to thank Colonel Rob Browder and the Springfield Township Police Department for their hospitality.

Congratulations MPR

Pictured are the attendees from the Fort Lauderdale (FL), Media and Public Relations class held in July 2015. We would like to thank Chief Franklin C. Adderley and the Fort Lauderdale Police Department for their hospitality.

Save the Date: April 25-27, 2016
The 25th Annual FBI-LEEDA Executive Training Conference
Memphis, Tennessee

SUPERVISORY LIABILITY - ONLINE

"Great class! Above and beyond typical law enforcement training. Should be a requirement for all supervisors. The overall content of the course was exactly what I was looking for. I feel it was great that we had to read, research and write to show comprehension of the material."

– Mark Pfetzer
San Juan County Sheriff's Office
Welcome New Members

Todd Abromitis, Sergeant – Harrisburg City Police, Harrisburg, PA
Rodolfo Acuna, Sergeant – Balcones Heights Police Department, San Antonio, TX
Tory Adams, Officer – Yakima Police Department, Yakima, WA
Richard Adams, Lieutenant – OUHSC Police, Oklahoma City, OK
Atah Akakpo-Martin, Sergeant – Harrisburg Bureau of Police, Harrisburg, PA
Coyse Allen, Agent – Texas Department of Public Safety, Amarillo, TX
Brent Allred, Captain – Wichita Police Department, Wichita, KS
Tony Alsleben, Captain – Allentown Police Department, Allentown, PA
Louis A. Alston, Captain – National Security Agency, Ft. Meade, MD
Martin C. Ancia, Detective – Rockland County New York District Attorney’s Office, New City, NY
Christopher L. Anderson, Captain – East Hampton Town Police Department, Wainscott, NY
William Andrew, Sergeant – Windham Police Department, Windham, ME
Fernando L. Aragon, Lieutenant – Albuquerque Police Department, Albuquerque, NM
David Arbizo, Agent – Chatham Savannah Counter Narcotics Team, Savannah, GA
Albert Anthony Arenal, Chief of Police – Punta Gorda Police Department, Punta Gorda, FL
Tommy Arguillo, Patrol Lieutenant – Lamesa Police Department, Lamesa, TX
Chris Armstrong, Lieutenant – Texas Department of Public Safety, Garland, TX
Andrew Arnsdorff, Agent – Chatham Savannah Counter Narcotics Team, Savannah, GA
Eric Audette, Sergeant – Auburn Police Department, Auburn, ME
George Austin, Captain – Charlotte-Mecklenburg Police Department, Charlotte, NC
Doyle Baker, Officer – Nicoma Park Police Department, Nicoma Park, OK
Keith W. Banks, Chief – Rehoboth Beach Police Department, Rehoboth Beach, DE
Daniel W. Barcus, Chief – Ocean Port Police Department, Ocean Port, NJ
Thomas W. Bardugon, Captain – Lilburn Police Department, Buford, GA
Kieran T. Barrett, Lieutenant – Mont Clair State University Police Department, Montclair, NJ
Shawn Beachley, A/Capt. – National Geospatial-Intelligence Agency, Springfield, VA
Ronald Bennett, Sergeant – Bee Cave Police Department, Bee Cave, TX
James Bennett, Sergeant – Middletown Borough Police Department, Middletown, PA
Keith B. Benton, Sergeant – Dorchester County Sheriff’s Office, Cambridge, MD
Tim Biggins, Sergeant – Cumberland Township, Gettysburg, PA
Kara Blackwell, Sergeant – Greer Police Department, Greer, SC
Joseph Bloch, Lieutenant – New Castle County Police Department, New Castle, DE
Chris Blodgett, Detective – Augusta Police Department, Augusta, ME
Christopher Blugis, Lieutenant – PA State Police, Reading, PA
Carl David Bocchicchio, ASAC, ASAC – OIG/Health & Human Services, Peachtree City, GA
Clint T. Bordley, Sergeant – Easton Police Department, Easton, MD
James Boudreau, Lieutenant – Windham Police Department, Windham, ME
Michael S. Boyd, Sergeant – Harford County Sheriff’s Office, Bel Air, MD
Rhys A. Bradshaw, Corporal – Ocean View Police Department, Ocean View, DE
Jamie Bridgeman, Lieutenant – Alexandria Police Department, Alexandria, VA
John J. Bringmann, Sergeant – Upper Gwynedd Township, West Point, PA
Rhett Brotherton, Captain – Oklahoma City Police Department, Oklahoma City, OK
Daniel Brown, Sergeant – Camden Maine Police Department, Camden, ME
James Brown, Captain – Orangetown Police Department, Orangeburg, NY
Robert Bryan, Major – Statesboro Police Department, Statesboro, GA
Gerald Bryda, Sergeant – Newark Police Department, Newark, DE
Scott Buchanan, Sergeant – Cedar Park Police Department, Cedar Park, TX
Michael J. Buckley, Det. Captain – Morristown Police Department, Morristown, NJ
Stephen M. Buehm, Lieutenant – Metro Transit Police Department, Washington, DC
Jeffrey C. Buhrt, Sergeant – Worcester County Sheriff's Office, Snow Hill, MD
Christopher T. Bulger, Sergeant – River Vale Police Department, River Vale, NJ
LaKeshia Burgess, Command Staff Training Officer – Lake City Police Department, Lake City, SC
Megan Burrell, Sergeant – Spartanburg County Sheriff’s Office, Spartanburg, SC
Thomas Burrell, Captain – PA Fish & Boat Commission, Harrisburg, PA
Dominick Campalone, Sergeant – Delaware State University Police Department, Dover, DE
Anthony Camporale, Sergeant – City of Rockland Police Department, Rockland, ME
Landis Cannady, Lieutenant – Carrboro Police Department, Carrboro, NC
Julie Cannafarina, Sergeant – Portland Police Department, Portland, ME
Steven Carr, Lieutenant – Alexandria Police Department, Alexandria, VA
Steve Cash, Investigative Captain – Chickasaw Nation Lighthorse Police, Ada, OK
Bobby Castillo, Sergeant – Texas Alcoholic Beverage Commission, Odessa, TX
Brock Caton, Chief of Police – UMF Campus Police Department, Farmington, ME
Michael J. Cavallaro, Lieutenant – Lindenwald Police Department, Lindenwald, NJ
Eric Charles, Captain – Roanoke Police Department, Roanoke, VA
Kyle Charles, LTC – National Geospatial-Intelligence Agency, Springfield, VA
Mike Childs, Major – Lee's Summit Police Department, Lee's Summit, MO
Timothy Chilton, Captain – Culpeper Police Department, Culpeper, VA
John T. Christman, Deputy Chief – South Whitehall Police, Allentown, PA
Joseph Claypool, Officer – Round Rock Police Department, Round Rock, TX
Matt Cline, Officer – Nicoma Park Police Department, Nicoma Park, OK
Norman Coleman, Sergeant – Baltimore City School Police, Baltimore, MD
Kevin Coles, Police Sergeant – Maryland Park Police, Riverdale, MD
Warren Cook, Chief – Chapelhill Police Department, Chapelhill, TN
Patrick Cooke – Hempstead Police Department, Massapequa, NY
Frank J. Coppinger, Lieutenant – Town of Dover, Dover, NJ
Larry B. Cornett, Sergeant – Clearcreek Township Police Department, Springboro, OH
Stephen Cover, Corporal – Lower Paxton Township Police Department, Harrisburg, PA
Joseph Coxon, Chief – West Brownsville Police, West Brownsville, PA
Scott J. Craig, Lieutenant – City of Rye Police Department, Rye, NY
Joshua J. Craine, Commander – Garfield County Sheriff's Office, Glenwood Springs, CO
Troy Crawson, Chief – South Bethany Police Department, South Bethany, DE
Lori Cresap, Sergeant – Fairfield Police Department, Fairfield, OH
Shawn Crowley, Chief of Police – Absentee Shawnee Tribal Police, Shawnee, OK
Benjamin Crum, Patrol Sergeant – Balcones Heights, Balcones Heights, TX
Michael K. Crutchley, Sergeant – Dillon Police Department, Fairplay, CO
Nick Curry, Lieutenant – Johns Creek Police Department, Johns Creek, GA
Nick Curry, Lieutenant – Johns Creek Police Department, Johns Creek, GA
Scott Dahlgren, Lieutenant – Sandusky Police Department, Sandusky, OH

Remove duplicate name "Nick Curry"; allow remaining names to move up into space.
Welcome New Members

David M. Dailey, Lieutenant – Monroe Township Police Department, Williamstown, NJ
Bran C. Daniels, Corporal – Havre de Grace Police Department, Havre de Grace, MD
Wayne Davis, Chief – Castle Hills Police Department, San Antonio, TX
Lee Davis, Corporal – SBPD, South Bethany, DE
Jerome Deidesheimer, Lieutenant – City of Mason Police, Mason, OH
Lisa DeLaurentis, Chief – Penn State University Police, Lehman, PA
Greg M. Delia, Corporal – Newark Police Department, Newark, DE
Thomas DeLitta, Lieutenant – Loudoun County Sheriff’s Office, Leesburg, VA
Robert M. Delmuro, Deputy Chief – Port Washington Police Department, Port Washington, NY
Thomas DelPericio, Sergeant Major Crimes – Horry County Police, Conway, SC
Glen Demarco, Lieutenant – Beachwood Police Department, Beachwood, NJ
Stephen Francis Derenze, Sergeant – Floral Park Police Department, Floral Park, NY
David Desforges, Lieutenant – Kenner Police Department, Kenner, LA
Gerald Devlin, Lieutenant – Capital Police, Harrisburg, PA
John Devlin, Lieutenant – Fenwick Island Police Department, Fenwick Island, DE
Jacob Diaz, Deputy Fire Marshal – Amarillo Fire Marshal’s Office, Amarillo, TX
John Ditrolio, Sergeant – Springfield Township Police Department, Springfield, PA
Braxton Ditty, Sergeant – Newberry Township Police Department, Etters, PA
Jeffrey R. Ditz, Sergeant – West Chester Police Department, West Chester, PA
Francia Done, Lieutenant of Community Technical Services – Susquehanna Twp. Police Dept., Harrisburg, PA
William R. Donnelly, Deputy Chief – Voorhees Police Department, Voorhees, NJ
Glen Dorney, Captain – Allentown Police Department, Allentown, PA
Robert J. Dowd, Chief – North Bergen Police Department, North Bergen, NJ
Anthony Dragani, Special Agent In Charge – Norfolk Southern Railway Police Department, Mt. Laurel, NJ
Robert Dyson, Sergeant – Mooresville Police Department, Mooresville, NC
Daniel East, Captain – Wichita Police Department, Wichita, KS
Jody Eberhart, Police Officer – Ebensburg Police Department, Ebensburg, PA
Gregory Patrick Egan, Chief Deputy – Dubuque County Sheriff’s Office, Dubuque, IA
Scott Ellis, Sergeant – Lexington County Sheriff’s Department, Columbia, SC
Wayne English, Patrol Lieutenant – Apex Police Department, Apex, NC
Linda Erwin, Sergeant – Alexandria Police Department, Alexandria, VA
Jose Escribano, Lieutenant – Travis County Sheriff’s Office, Austin, TX
Donald Evans, Captain – Laurens Police, Laurens, SC
Brooke Fail, Senior Agent – Wake County City/County Bureau of Identification, Raleigh, NC
John Ferguson, Sergeant – North College Hill Police Department, Cincinnati, OH
Samuel Ferguson, Sergeant (Ret.) – University of Texas, Austin, TX
Robert J. Finnegan, Lieutenant – Delaware River Port Authority, Camden, NJ
Matthew Fior, Sergeant – UNC Charlotte Police & Public Safety, Charlotte, NC
Maurice Fisher, Lieutenant – Texas DPS, Laredo, TX
Haley Fleming, Patrol Sergeant – Winslow Police Department, Winslow, ME
Stephen J. Forzato, Lieutenant – Montgomery County Detective Bureau, Norristown, PA
Kevin Foster, Major – Norman Police Department, Norman, OK
Ashleigh Foster, Senior Agent – Wake County City/County Bureau of Identification, Raleigh, NC
Michael Everett Fowler, Captain – Hanahan Police Department, Hanahan, SC
<table>
<thead>
<tr>
<th>Name</th>
<th>Title/Position</th>
<th>Location/Office</th>
</tr>
</thead>
<tbody>
<tr>
<td>Robert Francaviglia</td>
<td>Chief - Hillsdale Police Department</td>
<td>Hillsdale, NJ</td>
</tr>
<tr>
<td>Venetta Freeny</td>
<td>Lieutenant - Metro Transit Police Department</td>
<td>Washington, DC</td>
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<tr>
<td>Tony Frye</td>
<td>Lieutenant - Carrboro Police Department</td>
<td>Carrboro, NC</td>
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<tr>
<td>Donna L. Fuhrer</td>
<td>Major - NSA, Ft. Meade</td>
<td></td>
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<tr>
<td>Robert A. Galpin</td>
<td>Sergeant - Herndon Police Department</td>
<td>Herndon, VA</td>
</tr>
<tr>
<td>Eric F. Garcia</td>
<td>Chief - Santa Fe Police Department</td>
<td>Santa Fe, NM</td>
</tr>
<tr>
<td>Bobby Gardner</td>
<td>Agent - Chatham Savannah Counter Narcotics Team</td>
<td>Savannah, GA</td>
</tr>
<tr>
<td>Richard A. Gates</td>
<td>CIV/GS-12 - 436 Security Forces Squadron/Dover AFB</td>
<td>Dover Air Force Base, DE</td>
</tr>
<tr>
<td>Michael Geary</td>
<td>Lieutenant - Camden Police Department</td>
<td>Camden, ME</td>
</tr>
<tr>
<td>Mark Dewayne Gibson</td>
<td>Captain - Cleveland Police Department</td>
<td>Cleveland, TN</td>
</tr>
<tr>
<td>Chet Giersz</td>
<td>Lieutenant - New Britain Police Department</td>
<td>East Haddam, CT</td>
</tr>
<tr>
<td>Thomas A. Gilligan</td>
<td>Lieutenant - Loudoun County Sheriff’s Office</td>
<td>Leesburg, VA</td>
</tr>
<tr>
<td>Steven Gosselin</td>
<td>Sergeant - City of Auburn Police Department</td>
<td>Auburn, ME</td>
</tr>
<tr>
<td>Gregory Gottschall</td>
<td>Captain - Bethlehem Township Police Department</td>
<td>Bethlehem, PA</td>
</tr>
<tr>
<td>Brian Green</td>
<td>Sergeant - University of Massachusetts Police Dept</td>
<td>Amherst, Whately, MA</td>
</tr>
<tr>
<td>Laura Green</td>
<td>Sergeant - Harrisburg Bureau of Police</td>
<td>Harrisburg, PA</td>
</tr>
<tr>
<td>Jennifer Griffin</td>
<td>Captain - Delaware State Police</td>
<td>Newark, DE</td>
</tr>
<tr>
<td>Adam J. Grosz</td>
<td>Chief - Twin Lakes Police Department</td>
<td>Twin Lakes, WI</td>
</tr>
<tr>
<td>Vincent A. Gruppuso</td>
<td>Sergeant - Town of Bedford Police Department</td>
<td>Bedford Hills, NY</td>
</tr>
<tr>
<td>Tim Guise</td>
<td>Lieutenant - Cumberland Township Police Department</td>
<td>Gettysburg, PA</td>
</tr>
<tr>
<td>Harold M. Gullion</td>
<td>Major - Harford County Sheriff’s Office</td>
<td>Bel Air, MD</td>
</tr>
<tr>
<td>Kevin Hammond</td>
<td>Sergeant - Oklahoma City Community College</td>
<td>Oklahoma City, OK</td>
</tr>
<tr>
<td>Carey Hartfield</td>
<td>Sergeant - Fayetteville Police Department</td>
<td>Fayetteville, AR</td>
</tr>
<tr>
<td>Herbert H. Hasenpusch</td>
<td>Acting Police Major - Anne Arundel County Police Department</td>
<td>Millersville, MD</td>
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<tr>
<td>Steve Hauck</td>
<td>PIO - Utica Police department</td>
<td>Utica, NY</td>
</tr>
<tr>
<td>Andrew Haues</td>
<td>Captain - Arlington County Sheriff’s Office</td>
<td>Arlington, VA</td>
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<tr>
<td>Robert Hawkins</td>
<td>Captain - Texas Department of Public Safety</td>
<td>Austin, TX</td>
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<tr>
<td>Ricardo Hayes</td>
<td>Lieutenant - Duke University Police</td>
<td>Durham, NC</td>
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<tr>
<td>Kelly Heany</td>
<td>Sergeant - Bluffton Police Department</td>
<td>Bluffton, SC</td>
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<tr>
<td>Tom Heck</td>
<td>Sheriff - Hall County Sheriff</td>
<td>Memphis, TX</td>
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<tr>
<td>Curtis O. Hensley</td>
<td>Sergeant - Clearcreek Township Police Department</td>
<td>Springboro, OH</td>
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<tr>
<td>Frank Herridge</td>
<td>CID Lieutenant - Lamesa Police Department</td>
<td>Lamesa, TX</td>
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<tr>
<td>Jeff Hilton</td>
<td>Captain - Lancaster County Sheriff’s Office</td>
<td>Lancaster, SC</td>
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<tr>
<td>Genaro Hinojosa Jr.</td>
<td>Sergeant - Texas Department of Public Safety</td>
<td>Laredo, TX</td>
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<tr>
<td>Michael Hobson</td>
<td>Chief of Police - City of New Deal</td>
<td>New Deal, TX</td>
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<tr>
<td>Jason Hoffman</td>
<td>Sergeant - Elkin Police Department</td>
<td>Elkin, MD</td>
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<tr>
<td>Kenneth Hofmann</td>
<td>Lieutenant - Surfside Beach Police Department</td>
<td>Surfside Beach, SC</td>
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<tr>
<td>Davis Holland</td>
<td>Sergeant - Fairview Township Police Department</td>
<td>New Cumberland, PA</td>
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<tr>
<td>Thomas Holman</td>
<td>911 Shift Supervisor - GJRCC</td>
<td>Grand Junction, CO</td>
</tr>
<tr>
<td>DeJuan Holmes</td>
<td>SSgt. - Beaufort County Sheriff Office</td>
<td>Beaufort, SC</td>
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<tr>
<td>Milo Hooper</td>
<td>Sergeant - City of Harrisburg Police</td>
<td>Harrisburg, PA</td>
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<tr>
<td>James Hoppes</td>
<td>Lieutenant - Forest City Police</td>
<td>Forest City, NC</td>
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<tr>
<td>Ronnie Horn</td>
<td>1st Lieutenant - Spartanburg Sheriff’s Office</td>
<td>Spartanburg, SC</td>
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<tr>
<td>Daniel Hoyme</td>
<td>SMSgt. - 463 SFS USAF, Dover AFB</td>
<td>Dover AFB, DE</td>
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</tbody>
</table>
Welcome New Members

Scott Hughes, Sergeant – Springfield Police Department, Cincinnati, OH
Bruce E. Hurley, Senior Investigator – Secretary of State, Auburn, ME
Kent Iglesias, Sergeant – Live Oak Police Department, Live Oak, TX
Keith Jackson, Corporal – Muscogee Creek Nation, Okmulgee, OK
Enrique Jackson, Captain Deputy Sheriff – Fulton County Sheriff, Atlanta, GA
John Jahanara, Patrol Lieutenant – Balcones Heights Police, San Antonio, TX
Dennis James, Lieutenant – Virgin Islands Police Department, Kingshill, VI
Bryan John, Cpl/3 – Delaware Natural Resources Police-State Parks, Dover, DE
Tommie Johnson, Officer – OUPD, Norman, OK
Greg Johnston, Captain – OCPC, Oklahoma City, OK
Brent Jones, Lieutenant – Oklahoma Highway Patrol, Oklahoma City, OK
Justin W. Jones, Sergeant – Madisonville Police Department, Madisonville, KY
Matthew T. Jones, Sergeant – Sanford Police Department, Sanford, ME
Les Kachurek, Chief of Police – SUNY Alfred State University Police Department, Alfred, NY
Edward P. Kane, Detective – Upper Saddle River Police Department, Upper Saddle River, NJ
Ginger Keel, Master Officer – Knightdale Police Department, Knightdale, NC
Robert J. Kelly, Sergeant – Stratford Police Department, Stratford, NJ
Michael A. Kelly, Deputy Chief – West Norriton Township Police Department, Norristown, PA
Craig Kelly, Sergeant – Fairview Township Police Department, New Cumberland, PA
Michael Kennedy, Lieutenant – Newberry Police, Newberry, SC
Christopher Kenyon, Chief Sheriff’s Office – Mercer County Sheriff’s Office, Trenton, NJ
Ken King, Lieutenant – Shawnee Police Department, Shawnee, OK
Rodney King, Sergeant – Northern Lancaster County Regional Police Department, Stevens, PA
Stephanie Klein, Sergeant – UNC Charlotte Police & Public Safety, Charlotte, NC
Jayme Klym, Sergeant – Riley County Jail, Manhattan, KS
Steve Knafelc, Captain – Kershaw County Sheriff’s Office, Lugoff, SC
John R. Knott, Lieutenant – City of Bowie Police Department, Bowie, MD
Jonathan M. Koretzky, Corporal – Solebury Township Police Department, Solebury, PA
Kevin Kronenberger, Sergeant – Denton Police Department, Denton, TX
George L. Kurz, Lieutenant – Union County Sheriff’s Office, Elizabeth, NJ
Jamie Land, Deputy Chief – Elizabethtown Police Department, Elizabethtown, KY
Hazen Lango, Lieutenant – Cedar Park Police, Cedar Park, TX
Shawn Lasher, Div. Chief – Alexandria Police Department, Alexandria, VA
Phillip B. Lawrence, Sergeant – Carroll County Sheriff’s Office, Westminster, MD
Gerald Lee, Lieutenant – Capital Police, Harrisburg, PA
Robert LeGates, Jr., Detective Sgt. – Millsboro Police Department, Millsboro, DE
Matthew Leitzel, Lieutenant – York City Police Department, York, PA
Daniel Leon, Jr., Lieutenant – Burlington County Prosecutor’s Office, Mount Holly, NJ
Jason Leverton, Commander – DeKalb Police Department, DeKalb, IL
Dale Lewis, Lieutenant – OUPD, Norman, OK
Danny Lewis, Lieutenant – Sandusky Police Department, Sandusky, OH
Jeffrey Lewis, Lieutenant – National Security Agency Police, Ft. Meade, MD
Anthony Linares, Trooper – Oklahoma Highway Patrol, Oklahoma City, OK
Ricky Lindsay, Corporal – Muscogee Creek Nation Lighthorse Tribal Police, Okmulgee, OK
Scott Linnborn, Sergeant – Cedar Park Police, Cedar Park, TX
John J. Liss, Sergeant – West Goshen Township Police Department, West Chester, PA
Robert Longo, Chief – Bridgeville Police Department, Bridgeville, DE
Edward Lopez, Sergeant – Harris County Sheriff’s Office, Houston, TX
Raymond Lyda, Sergeant – Harrisburg Bureau of Police, Harrisburg, PA
Creston Mackey, Sergeant – Fayetteville Police Department, Fayetteville, AR
Peter Maggio, Lieutenant – City of Glen Cove Police Department, Glen Cove, NY
Garland Major, Captain/Criminal Investigations – Anderson County Sheriff, Anderson, SC
Peter Malinky, Sergeant – Delaware Capitol Police, Dover, DE
Andrew Manning, Senior Corporal – Delaware Natural resource Police, Lewes, DE
Russell Marburger, Senior Deputy – Travis County Sheriff’s Office, Austin, TX
Henry L. Marchesani, Sergeant – Bel Air Police Department, Bel Air, MD
Dustin Markgraf, Lieutenant – OUHSC Police, Oklahoma City, OK
Michael Marks, Lieutenant – Whitehall Township Police, Whitehall, PA
Tammy Marsh, Lieutenant – East Hempfield Township Police Department, Landisville, PA
Michael A. Marucci, Captain – Maplewood Police Department, Maplewood, NJ
Michael May, Lieutenant – Alexandria Police Department, Alexandria, VA
Tara McDonald, Sergeant CID – Levelland Police Department, Levelland, TX
Patrick McFerrin, Lieutenant – Wichita County Sheriff’s Office, Wichita Falls, TX
Glen McGary, Lieutenant – Portland Police Department, Portland, ME
Michael P. McGinnis, Detective – Chester County Detectives, West Chester, PA
John J. McKenna, Lieutenant – South River Police Department, South River, NJ
Joe Medrano, Lieutenant – DPS-Highway Patrol, Lubbock, TX
Philip E. Meehan, Deputy Chief – Hazlet Township Police Department, Hazlet, NJ
Carilyn Mello, Sergeant – Manassas City Police Department, Manassas, VA
Douglas J. Messeck, Captain – Fish and Wildlife Enforcement, Dover, DE
Timothy Metz, Captain – Spartanburg County Sheriff’s Office, Spartanburg, SC
Heath Meyer, Lieutenant – Oklahoma Highway Patrol, Oklahoma City, OK
Mike Miller, Lieutenant – Lancaster County Sheriff’s Office, Lancaster, SC
Benjamin L. Miller, Sergeant – Hightstown Borough Police Department, Burlington, NJ
Frank Miller, Lieutenant – Union County Sheriff’s Office, Elizabeth, NJ
Christopher T. Mills, Lieutenant – Lenoir Police Department, Lenoir, NC
Joshua Mitchell, Lieutenant – Madisonville Police Department, Madisonville, KY
Andrew Moore, Sergeant – Supreme Court, Alexandria, VA
Thomas W. Moreland, Lieutenant – Greenbelt Police Department, Greenbelt, MD
Ricardo Moreno, Sergeant – Great Neck Estates Police Department, Great Neck, NY
Ruben Morin, Lieutenant – TXDPS, Austin, TX
Dennis Morrison, Lieutenant – OUHSC Police, Oklahoma City, OK
Timothy M. Mullin, Lieutenant – Maryland State Police, Perryville, MD
Welcome New Members

Joseph G. Mullinax, Lieutenant – Knox County Sheriff’s Office, Knoxville, TN
Eddie T. Murphy, Corporal – Mount Rainier Police Department, Mount Rainier, MD
John Murphy, Chief – Millsboro Police Department, Millsboro, DE
Jerry Newcomb, Lieutenant – Alexandria Police Department, Alexandria, VA
Darrell Nichols, Lieutenant – Fairfax County Police Department, Alexandria, VA
Peter Nickischer, Lieutenant – Upper Macungie Township Police Department, Breinigsville, PA
Christopher A. Nitti, Lieutenant – Robbinsville Township Police Department, Robbinsville, NJ
Robert Scott Nitz, Detective – Perryville Police Department, Perryville, MD
Robert Noble, Lieutenant – Town of Yorktown Police Department, Yorktown, NY
Paul Norris, Investigator – Spartanburg County Sheriff’s Office, Spartanburg, SC
Michael O’Connell, Lieutenant – Newberry Police, Newberry, SC
Kevin O’Connell, Captain – Amtrak Police Department, New York, NY
William J. Odell, Lieutenant – City of New Rochelle Police Department, New Rochelle, NY
Gabriel Olivera, Sergeant – Harrisburg Bureau of Police, Harrisburg, PA
Charles Oppermann, Sergeant – Travis County Sheriff’s Office, Austin, TX
Kenneth Ortiz, Patrol Sergeant – Balcones Heights Police Department, San Antonio, TX
Chris Ovenden, Sergeant – NVCC Police, Annadale, VA
Thomas Parody, Sergeant – Apex Police Department, Apex, NC
Brian Parsons, Sergeant – Fenwick Island Police Department, Fenwick Island, DE
Ross R. Passman, Captain – Anne Arundel County Police Department, Millersville, MD
Marcus Pearson, Lieutenant – Cary Police Department, Cary, NC
Joyce Pena, Interim Chief of Police – Balcones Heights Police Department, San Antonio, TX
Aaron Pepin, Lieutenant – Portland Police Department, Portland, ME
Shannon Persuhn, Corporal – Aberdeen Police Department, Aberdeen, MD
Scott E. Peter, Lieutenant – Westminster Police Department, Westminster, MD
Frank Petrocelli, Lieutenant – North College Hill Police, Cincinnati, OH
Chrisovaladis Petrou, Agent – Chatham Savannah Counter Narcotics Team, Savannah, GA
Tara Petty, Lieutenant – Manassas City Police Department, Manassas, VA
Daniel Piazza, Sergeant – Oklahoma City Community College Campus Police Department, Oklahoma City, OK
Clarence Pinnell, F/Sgt. – Duke Police, Durham, NC
James H. Plumer, Sergeant – Harford County Sheriff’s Office, Bel Air, MD
Juan E. Portillo, Lieutenant – Montgomery County Sheriff’s Office, Rockville, MD
Kenneth J. Potts, Lieutenant – Horsham Township Police Department, Horsham, PA
David Prado, Sergeant – Wilmington Police Department, Wilmington, DE
Thomas Preiser, Chief – Harvey Cedars Police Department, Harvey Cedars, NJ
Cindy Pruitt, Lieutenant – Alamo Heights Police Department, San Antonio, TX
Kenneth E. Pryor, Lieutenant – Hillsborough Township Police Department, Hillsborough, NJ
Linette Quinn, Lieutenant – Pennsylvania State Police, Hershey, PA
Benjamin Quinnell, Sergeant – Auburn Police Department, Auburn, ME
Allan Gomes Rafael, E3/Reserve Deputy Sheriff – Air National Guard/Worcester Sheriff’s Office, East Falmouth, MA
Emory Randolph, Sergeant – Tybee Island Police Department, Tybee Island, GA
Michael Rapa, Sergeant – Seaford Police Department, Seaford, DE
Robert Regalbuto, Chief – Wildwood Police Department, Wildwood, NJ
Michael J. Rein, Deputy Chief – Rutgers Police Department, New Brunswick, NJ
John Renner, Corporal – Forks Township Police Department, Easton, PA
William L. Ricca, Lieutenant – Northport Police Department, Northport, NY
Jaimie B. Riddle – Rehoboth Beach Police Department, Rehoboth Beach, DE
Barry Ripley, Agent – Chatham Savannah Counter Narcotics Team, Savannah, GA
Bryan Rippee, Major – Texas Department of Public Safety, Lubbock, TX
George E. Robinson Jr., Lieutenant – Wichita County Sheriff’s Office, Wichita Falls, TX
Derek Rodriguez, Captain – Texas Highway Patrol, Houston, TX
John Rodriguez, Lieutenant – New Britain Police Department, New Britain, CT
Donnie Rogers, Lieutenant – Lancaster County Sheriff’s Office, Lancaster, SC
Joseph R. Rose, Lieutenant – Bowie Police Department, Bowie, MD
Timothy D. Rumbaugh, Sergeant – Harford County Sheriff’s Office, Bel Air, MD
Michael Russo, Sgt. Inv. – Balcones Heights Police Department, San Antonio, TX
Danny Rust, Sergeant – Levelland Police Department, Levelland, TX
Justin Rutland, Sergeant – Marietta Police Department, Marietta, GA
Joelle Ryan, MCpl – University of Delaware Police Department, Newark, DE
Lincoln Ryder, Sergeant – Waterville (ME) Police Department, Waterville, ME
Ralph Sade, Major – OUPD, Norman, OK
Ashley N. Sanborn, Detective – Danvers Police, Danvers, MA
Ronald Sanders, Lieutenant – Travis County Sheriff’s Office, Austin, TX
Tara Saunders, Commander Lieutenant – Philadelphia Prison System Office of Professional Compliance, Phila., PA
Christopher Sawyer, Lieutenant – Loudoun County Sheriff’s Office, Leesburg, VA
William Henry Schauman, III, Sergeant – Maryland Transit Administration Police, Baltimore, MD
Judy Lynn Schiavone, Lieutenant – Mount Laurel Police Department, Mt. Laurel, NJ
George Schmerer, Lieutenant – OUHSC Police, Oklahoma City, OK
Sean N. Schmidt, Lieutenant Detective – Town of Brookfield Police, Brookfield, WI
Barry Schmiesk, Training Supervisor – Auburn Police Department, Auburn, ME
Scott Schoellkopf, Lieutenant – Mercer County Sheriff’s Office, Trenton, NJ
Charlie Schoepflin, Investigations Commander – Commerce City Police Department, Commerce City, CO
Edward C. Schreier, Lieutenant – Worcester County Sheriff’s Office, Snow Hill, MD
Thomas B. Schuch, Lieutenant – Baltimore City School Police, Baltimore, MD
Lawrence P. Schurek, Captain – Southampton Town Police Department, Hampton Bays, NY
Harvey Scott, Sergeant – Clayton Police Department, Clayton, DE
Kailie Sheehan, Lead Criminal Identification Unit Supervisor – CCBI, Raleigh, NC
Wesley Robert Sheets, Chief – Penn State New Kensington, New Kensington, PA
Steven Shissler, Lieutenant – Hampden Township Police, Mechanicsburg, PA
Scott Sicard, Sergeant – Saco Police Department, Saco, ME
Lou Siderio, Lieutenant – Berlin Township Police, West Berlin, NJ
Johnny Siemens, Captain – Castle Hills Police Department, Castle Hills, TX
Mark A. Silk, Senior Detective – Secretary of State, Augusta, ME
Joi Simmons, Sergeant – Delaware State University Police Department, Dover, DE
Scott Simpson, Sergeant – Delaware Capitol Police, Elkton, MD
Michael Sitoski, Lieutenant – Upper Macungie Township Police Department, Breinigsville, PA
Zygmond Sleivinski, Sergeant – Alexandria Police Department, Alexandria, VA
Wayne Smith, Lieutenant – Palmer Township Police, Easton, PA
Welcome New Members

Diane Smith, Lieutenant – New Castle County Police Department, New Castle, DE
Stacey Sneider, Senior Agent – Wake County Bureau of Identification, Raleigh, NC
Douglas C. Snell, Lieutenant – Loudoun County Sheriff’s Office, Leesburg, VA
Michael Sorrentino, Lieutenant – Township of Ocean Police Department, Oakhurst, NJ
Dennis Dale Southerland, Captain – HHSC - Office of Inspector General, Round Rock, TX
Jonathan M. Sova, Corporal – Havre de Grace Police Department, Havre de Grace, MD
William Spalding, Sergeant – NVCC Police Department, Annadale, VA
Joseph Sparich, Sergeant – Pennsylvania State Police Troop M Belfast, Nazareth, PA
Donald Spears, Sergeant – Castle Hills Police Department, San Antonio, TX
Alec F. Sprouse, Sergeant – Perkasie Borough Police Department, Perkasie, PA
Zachary G. Spudis, Corporal – Ocean View Police Department, Ocean View, DE
Wallace Stacy, Administrative Sergeant – Clearcreek Township Police Department, Springboro, OH
Keith Stambaugh, Sergeant – Silver Spring Township Police, Mechanicsburg, PA
Carlon Stapleton, Lieutenant – Texas DPS, Denton, TX
Lawrence E. Stoots, Captain – National Security Agency Police, Rosedale, MD
Kevin Streadwick, MCpl – Dover Police Department, Dover, DE
Brian K. Street, Corporal – Smyrna Police Department, Smyrna, DE
Cliff Strout, Lieutenant – Portland Police, Portland, ME
Gail Struss, Captain – Allentown Police Department, Allentown, PA
Jason Stuhr, Lieutenant – Newberry Police, Newberry, SC
Hiram Stump, PFC – Keyser City Police Department, Keyser, WV
James Sweatt, Lieutenant – Portland Police Department, Portland, ME
Karen Switzer, Sgt. Investigations – Balcones Heights Police Department, Balcones Heights, TX
Arturo Emry Sylmar, Sergeant – Vienna Police, Vienna, VA
Tom Szimanski, Sergeant – Travis County Sheriff’s Office, Austin, TX
Nathaniel Tarver, Captain – Oklahoma City Police Department, Oklahoma City, OK
James C. Tee, Lieutenant – Upper Merion Township Police, King of Prussia, PA
David Teuscher, Captain – Norman Police Department, Norman, OK
Mavis Thomas, Captain – Alexandria Sheriff’s Office, Alexandria, VA
Kerry Thomas, Deputy Director – Chatham-Savannah Narcotics Teams, Savannah, GA
Ranell Thompson, Lieutenant – Duke University Police Department, Durham, NC
Justin Thompson, Captain – Bentonville Arkansas Police Department, Bentonville, AR
Scott R. Titus, Captain – Totowa Police Department, Totowa, NJ
Mark Tolerico, Major – HHSC OIG, Austin, TX
Robert Tompkins, Lieutenant – Oklahoma City Police Department, Oklahoma City, OK
Floyd Toomey, Chief – Dagsboro Police Department, Dagsboro, DE
Jonathan Tortora, DAC – Social Security Administration, Baltimore, MD
Robert Townshend, Sergeant – Fair Haven Police Department, Fair Haven, NJ
Tori Tracy, Detective – Augusta Police Department, Augusta, ME
Marie A. Triesky, Captain – Greenbelt Police Department, Greenbelt, MD
Colie Trimal, Lieutenant – Lancaster County Sheriff’s Office, Lancaster, SC
Thomas Trinchere, Lieutenant – Palmer Township Police Department, Palmer, PA
Timothy A. Troxel, Lieutenant – Upper Moreland Township Police Department, Willow Grove, PA
Andrew M. Tuer, Sergeant – Elkton Police Department, Elkton, MD
Wendell Turner, Director of Public Safety – Statesboro Police Department, Statesboro, GA
Joshua S. VanDeburgh, Assistant Chief of Police – Weatherford Police Department, Weatherford, OK
Terrence Viel, Sergeant – Hamilton Township Police, Maineville, OH
Angela Viens, Master Sergeant – Beaufort County Sheriff’s Office, Beaufort, SC
Christopher Viverette, Corporal – Greenville Police Department, Greenville, NC
Jeremy Vogt, Corporal – Maryland State Police, Bel Air, MD
Wayne Waggoner, Patrol Sergeant – Castle Hills Police Department, San Antonio, TX
Wayne M. Wagner, Lieutenant – Manheim township Police Department, Lancaster, PA
Nathan Walker, Patrol Officer – Augusta Police Department, Augusta, ME
Jeffrey Walker, ASAC – F.B.I., Philadelphia, PA
Bret Wallace, Master Sergeant – Dover Air Force Base/436 SFS, Dover Air Force Base, DE
Darren Walters, Lieutenant – LISD Police, Lubbock, TX
Vincent Walters, Police Captain – Chickasaw Lighthorse Police, Ada, OK
Jim Ward, Captain – Pooler Police Department, Pooler, GA
Terry Wealand, Sergeant – Harrisburg City Police, Harrisburg, PA
John B. Weed, Lieutenant – Cheltenham Township Police Department, Elkins Park, PA
Dan Weese, ASAC – EPA, Glynco, GA
Aaron W. Welch, Lieutenant – Middletown Police Department, Middletown, NY
Kelly Wells, Sergeant – Delaware State Police, Georgetown, DE
Jeffrey Wendling, Chief Deputy – Ingram Marshal’s Department, Ingram, TX
Rocky Charles Wernick, Corporal - Field Supervisor – Azusa Police Department, Azusa, CA
Phillip Wesseler, Sergeant – Beaver Creek Police Department, Beaver Creek, OH
Bertram M. Whitley, Sergeant – Tybee Island Police Department, Tybee Island, GA
Donald Whitten, Patrol Officer – Augusta Police Department, Augusta, ME
Chad Willett, Chief Deputy – Noble County Sheriff’s Department, Albion, IN
Shelbert Williams, Captain – Alexandria Sheriff’s Office, Alexandria, VA
Justin Williams, Sergeant – Herndon Police Department, Herndon, VA
John Wilson, Lieutenant – OUHSC Police, Oklahoma City, OK
Richard D. Wolfe, Sergeant – Carroll County Sheriff’s Office, Westminster, MD
Cindi Wood, Lieutenant – Duke Police, Durham, NC
Lowell Woodman, Sergeant – Maine Drug Enforcement Agency, Augusta, ME
Christopher Workman, Chief – Cheswold Police Department, Cheswold, DE
David Woziak, Lieutenant – Loudoun County Sheriff’s Office, Leesburg, VA
Michael Wysock, Lieutenant – Delaware State Police, Odessa, DE
James Yates, Officer – Yakima Police Department, Yakima, WA
Steve Yatko, Captain – Homeland Security, Nicholson, PA
James Yazell, CO1 – Massachusetts Department of Corrections, Concord, MA
Scott Young, Sergeant – Lower Swatara Township Police, Middletown, PA
Kenneth Yount, Sergeant – Owasso Police Department, Owasso, OK
Richard Zitzke, Chief of Police – Whitehall Ohio Division of Police, Whitehall, OH
Casey Zolper, Lieutenant – Delaware Fish and Wildlife Enforcement, Georgetown, DE
Esteban Zuniga, Patrol Sergeant – Castle Hills Police Department, San Antonio, TX
## FBI-LEEDA POST Approvals by State (as of September 29, 2015)

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<td>Arkansas Commission on Law Enforcement Standards &amp; Training</td>
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<td>Colorado Peace Officer Standards &amp; Training Board</td>
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<td>District of Columbia Police Officers Standards &amp; Training Board</td>
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*ATA = Apply Through Agency; X = Approved; P = Approval pending*
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