KENTUCKY
LAW ENFORCEMENT
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PHOTO BY PABLO ALCALA (LEXINGTON HERALD-LEADER)

News Worthy

A helpful, how-to guide for interacting with today's media.

PAGE 40

As an officer, a list of your least favorite scheming snoopers waiting to make front page news of the

thing to the media.' All members of the media are not evil, looking for ways to twist your

The antagonistic relationship between police and the media isn't a healthy one. It benefits

Volume 13, Number 2
Summer 2014

KENTUCKY

LAW ENFORCEMENT

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Steve Beshear
Governor

J. Michael Brown
Justice and Public Safety Cabinet Secretary

John W. Bizzack
Commissioner

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DEPARTMENT OF CRIMINAL JUSTICE TRAINING

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INTERNATIONAL ASSOCIATION OF CONTINUING EDUCATION AND TRAINING

This publication is produced quarterly as a training and marketing tool for the Kentucky law enforcement community as well as public officials and others involved with law enforcement or the oversight of law enforcement. It includes best practices, professional profiles, technology and law updates of practical application and news-to-use for professionals in the performance of their daily duties.

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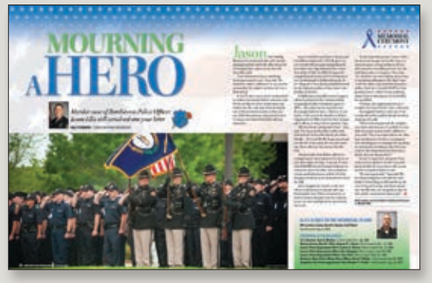

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The Kentucky Law Enforcement staff welcomes submissions of law enforcement-related photos and articles for possible submission in the magazine and to the monthly KLE Dispatches electronic newsletter. We can use black and white or color prints, or digital images. KLE news staff can also publish upcoming events and meetings. Please include the event title, name of sponsoring agency, date and location of the event and contact information.

Secretary's Column

Laws Passed Will Aid Kentucky Law Enforcement

J. MICHAEL BROWN | SECRETARY, JUSTICE AND PUBLIC SAFETY CABINET

More than 800 bills were filed during the 2014 legislative session, dealing with everything from heroin to automatic restoration of felon voting rights to juvenile justice reforms. As always, only a percentage of these bills made it all the way through the legislative process and were signed into law by the governor. Some high-profile bills, such as the proposal to deal with the growing heroin problem, failed to win final approval by the time the legislature adjourned on April 15. Still, the legislature took action on other significant issues.

Most significantly, the General Assembly approved a two-year budget for the commonwealth, which included, for the first time in six years, an annual cost of living increases for state employees. (Raises are between 1 percent and 5 percent the first year, depending on the employees' current salary. In the second year, all employees will receive a 1 percent increase.)

The approved budget also included language establishing a pilot project to increase the use of medical parole for inmates who are substantially dependent on others for daily living. Inmates paroled under this program are anticipated to be covered under Medicaid, resulting in significant savings for the department, and can be returned to the custody of the Department of Corrections if their conditions improve.

In other legislation, legislators approved HB 343, which requires sex offender treatment for offenders convicted of possessing or viewing matter portraying a sexual performance by a minor, and allows the department to award less than 90 days sentence credit for the successful completion of shorter term, evidence-based programs. The new law also specifies that the state pay for convicted offender from the date of sentencing, to conform to current practice, and includes cells phones within the definition of dangerous contraband.

OTHER BILLS OF INTEREST THAT WERE ENACTED INCLUDE:

HB 128: A broad based gun bill, which eases some requirements for holders of concealed-carry permits, including one provision that allows domestic violence victims to obtain permits on an expedited, but temporary basis. Among other provisions, it also permits a retired peace officer to carry a concealed deadly weapon at any location within the state except for a detention facility, makes special law enforcement officers employed by school districts eligible for certain Kentucky Office of Homeland Security grants, allows honorably discharged service members to waive the training requirement with certain documentation and allows current and retired corrections officers of urban-county governments or consolidated local governments to use their professional training to satisfy the training requirement in applying for a concealed-carry permit.

HB 105: Allows Kentucky State Police and sheriffs to charge a fee when persons request fingerprinting and photographs for professional, trade or commercial purposes or for personal use.

HB 179: Allows local law enforcement agencies to sell a government-issued firearm to the officer to whom the firearm was issued upon that officer's retirement.

HB 359: Allows continuous alcohol monitoring device to be ordered as a condition of pretrial release, as a condition of probation or conditional discharge, during pretrial diversion and for domestic-violence protection orders.

HB 405: Allows law enforcement agencies to seek reimbursement for training costs if new law enforcement telecommunicators accept employment with another law enforcement agency.

HB 90: Requires parents or guardians to make a court appearance when a driver under 18 is cited for a traffic violation.

SB 45: Allows the court system to authorize a search warrant to be applied for and issued electronically if the process complies with constitutional and other specified safeguards.

SB 109: Prohibits the sale of e-cigarettes to those under the age of 18.

SB 138: Allows a court clerk to electronically transmit court process to the secretary of state.

SB 184: Allows a person to seek expungement of a non-violent offense if the offense, resulted from being a victim of human trafficking.

SB 200: Encourages community-based alternatives for children younger than 18 who are charged with "status" offenses, such as skipping school or running away from home, and limits the length of out-of-home placements and the length of court supervision for youth, based on the seriousness of the offense.

Two Ways to Support

KENTUCKY'S LAW ENFORCEMENT COMMUNITY

June 26
Golf Tournament

Registration is still open - sign up your team today.

Contact Pam Smallwood at (859) 622-8081 or Pam.Smallwood@ky.gov to register.

Oct 18
5K Run/Walk

The second annual KLEMF 5K Foot Pursuit Run/Walk is coming up this fall.

Contact Gina Smith at (859) 622-8548 or Gina.Smith@ky.gov for more information.

www.klemf.org

NEW APPOINTMENT

Bob Hayter Named Acting Commissioner for Juvenile Justice

Justice and Public Safety Secretary J. Michael Brown named Bob Hayter acting commissioner for the Department of Juvenile Justice, effective May 1.

"Bob has the leadership experience and skill set necessary to lead this department, particularly as it implements the provisions of the recently enacted juvenile justice reforms," Secretary Brown said.

Hayter joined DJJ as a regional director in 2006, responsible for the operation of several residential juvenile facilities across the state. He was promoted last year to deputy commissioner of support operations, overseeing the department's administrative, medical, program services and professional development divisions.

In addition, he has extensive background in leadership roles with the Kentucky National Guard, including chief operations officer of Kentucky's Military Emergency Operations Center (EOC) immediately after 9/11; liaison officer to multinational forces for the U.S. Army's 35th Infantry Division in Bosnia and Herzegovina; and the officer in charge of planning, training, development and operation of the commonwealth's Joint Operations Center.

He has received numerous awards for his duties, including three Bronze Star medals, the Meritorious Service Medal and the Joint Service Commendation Medal.

"I would like to thank Secretary Brown for the opportunity to 'lead change,' which will advance the overall effectiveness of Kentucky's juvenile justice system and improve public safety," Hayter said. Hayter holds an MBA from Touro University in Cypress, Calif. and a bachelor's degree from Western Kentucky University.

DOCJT Complies with EKU's Non-smoking Policies

DOCJT fully complies with Eastern Kentucky University's non-smoking/non-tobacco usage policies. Effective June 1, the use of all tobacco on all property that is owned, leased, occupied or controlled by the university is prohibited, including the DOCJT campus or in DOCJT facilities. The tobacco-free policy, which replaces the Smoke-Free Zone Policy that had been in effect since 2006, encompasses all university facilities and grounds. It also prohibits the use of tobacco in vehicles owned, leased or rented by the university as well as in personal vehicles while on university property.

Attorney General Announces Adolescent Substance Abuse Prevention and Treatment Project

The University of Kentucky has been awarded $1.5 million over two years to develop a comprehensive plan for the prevention and treatment of substance abuse by adolescents. The funding is a direct result of two settlements Attorney General Jack Conway secured with two pharmaceutical companies.

The grant is intended to address all aspects of adolescent substance abuse, including community and physician outreach and education, treatment plans and outcomes measurement. Funding will be used to create and implement "UK Kentucky Kids Recovery," a program that addresses every stage in the continuum of adolescent substance abuse.

History of Settlement Funds
Attorney General Conway settled cases against two pharmaceutical companies for $32 million. The court orders filed in both settlements require that the funds be spent on substance abuse treatment programs.

The settlement also is providing $500,000 to complete construction of a Recovery Kentucky Center in Ashland, $2.5 million for almost 900 scholarships over two years to Recovery Kentucky centers and $560,000 to create 14 drug-free homes for people completing and transitioning out of residential substance-abuse treatment programs.

Numerous other entities will receive funds over the next two years from the settlement:

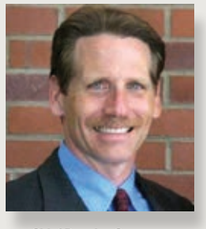
Competition Shoot Scheduled for September

The 23rd Annual Department of Criminal Justice Training Competition Shoot will be Sept. 13 at the Boonesboro Firing Range. This year's shoot offers an all-new multi-gun format. Participants will shoot reactive-steel targets with the handgun and rifle in multiple stages. Scores will be based on the time the course is fired with penalties for missed targets. For more information, or to register, contact Joe Wallace at joseph.wallace@ky.gov or (859) 622-6485.

NEW CHIEFS

JAMES KIRK
Clay City Police Department
James Kirk was appointed chief of Clay City Police Department on March 18. Kirk began his law enforcement career with the Stanton Police Department and he also served the Montgomery County Sheriff's Office. He graduated from the Department of Criminal Justice Training Basic Training Class No. 329.

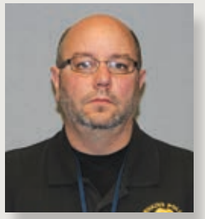
DOUGLAS SWEENEY
Audubon Park Police Department
Douglas Sweeney was appointed chief of Audubon Park Police Department on Feb. 18. Sweeney began his law enforcement career in 1991 with the Louisville Division of Police, which became the Louisville Metro Police Department. He retired in 2013 with the rank of lieutenant. He has a bachelor's degree from the University of Louisville. Sweeney is a graduate of SPI/AOC Class No. 115.



Chief Douglas Sweeney

JAMES JACKSON
Sturgis Police Department
James Jackson was appointed chief of Sturgis Police Department on April 17. He began his law enforcement career with Sturgis in 1997 and he also has served with the Morganfield Police Department before returning to Sturgis. Jackson graduated from the Department of Criminal Justice Training Basic Training Class No. 265.

JAMES STEPHENS
Jenkins Police Department
James Stephens was appointed chief of Jenkins Police Department on March 23. Stephens served in the U.S. Air Force for four years as a military policeman. He began his law enforcement career with the Danville (Ill.) Police Department. Stephens also served the Manatee County (Fla.) Sheriff's Office, and the Letcher County Sheriff's Office. He came to Jenkins in 2002.



Chief James Stephens

New Law Grants Protections to Human Trafficking Victims

Individuals forced into prostitution as victims of human trafficking can take steps to clear their record of those offenses, under a bill by Gov. Steve Beshear.
Senate Bill 184, sponsored by Senator Morgan McGarvey of Louisville, allows individuals to seek expungement of non-violent offenses that are the result of being a victim of human trafficking. The measure passed unanimously in both the House and Senate during this year's legislative session.
"It's important that we recognize those traumatized by human trafficking as victims of a crime, not as criminals themselves," Beshear said. "I want to commend Senator McGarvey for this thoughtful, common-sense law that seeks to remedy just one of the tragic consequences victims of human trafficking face."
The law specifies that documentation from a federal, state, local or tribal governmental agency indicating the individual was the victim of human trafficking at the time of the offense creates a presumption that his or her participation was a direct result of being a victim. The individual can file to have the records of the offense expunged once 60 days have passed after final judgment is entered.

Domestic Violence and Abuse Victims May Vote Without Addresses Being Made Public

Kentuckians who are victims of domestic violence and abuse previously had to make the impossible choice between their safety and exercising the fundamental right to vote. Now, with the recent launch of Kentucky Secretary of State's Address Confidentiality Program, these individuals may be eligible to have their names and addresses kept out of publicly-available voter records and vote via mail-in absentee ballot, allowing them to safely register to vote and participate in elections.

The Address Confidentiality Program initiative began with a task force and domestic violence victims' advocates early in 2012. In 2013, House Bill 222, which created the program, was unanimously approved by the General Assembly.

To be eligible, an individual must either have a current emergency protective order or domestic violence order under KRS Chapter 403, or be a victim of a specified offense in an ongoing criminal case or a criminal case that resulted in a conviction. Specified offenses include domestic violence and abuse, stalking, sex crimes, crimes against minor victims and similar offenses under federal law or the laws of another state or territory. Applicants must also believe that disclosure of their addresses would endanger their safety, or the safety of the applicants' children.

The Kentucky State Police Announce the 2013 Trooper of the Year and Other Awards

Flatwoods, Ky. resident Tpr. First Class Shane L. Goodall was named 2013 Trooper of the Year. A 13-year veteran of KSP, he is assigned to Post 13 in Hazard.

During the past year, Goodall issued 573 citations with 18 DUIs while answering 490 complaints. School safety is also a priority for Goodall, who regularly patrols and visits local schools and participates in school-lockdown drills.

Henderson, Ky. resident Officer Harold E. Mosley was named the 2013 Jason Cammack Officer of the Year for the KSP Commercial Vehicle Enforcement Division. A four- year veteran of the division, Mosley is assigned to CVE Region 1 based in Henderson.

In 2013, Mosley led his region in commercial vehicle activity with a total of 902 citations and 96 arrests including 18 DUI arrests. He conducted 591 commercial vehicle inspections: 336 of these were Level 1 inspections and 21.4 percent contained hazardous materials.

Kentucky State Police Commissioner Rodney Brewer presented 83-year-old, Pikeville, Ky. resident Chester Potter with a Colonel, Aide de Camp certificate on January 30. Potter, who retired from KSP in 1975 as a lieutenant after 27 years on the force, was a member of the first KSP cadet class in 1948. "The most important thing that I have ever done was giving someone else a helping hand," Potter said. Thanking Potter for his service, Brewer said, "We stand on the shoulders of folks like you who went before us, those who have blazed the trail for the agency we enjoy today. That is a very strong signal for us not to soil that reputation. Many, many people have endured many, many hardships, trials and tribulations to make our agency what it is today."

(left to right) KLEMF Board Member Chuck Melville, Hillary Kelley, Rachel Smith, Slade Adams, Nicholas Early, Bailey Latham and KLEMF Exec. Dir. Drexel Neal

KLEMF Awards $28,000 in scholarships

A total of $28,000 in scholarships was awarded to 25 students across Kentucky by the Kentucky Law Enforcement Memorial Foundation. The Gerald F. Healy Kentucky Law Enforcement Memorial Foundation Scholarships were awarded to law enforcement officers' dependents and survivors of officers killed in the line of duty.

Fall 2014 semester Gerald F. Healy scholarship recipients are:
Hannah East, Berea College
Holly McFarland, Blue Grass Community Tech
Carissa Smith, Ashland Community and Technical College
Kendall Orange, Madisonville Community College
Rachel Smith, University of Kentucky
Justin Nichols, Kentucky Wesleyan College
Austin Sanford, Murray State University
Chance Palmiter, University of Louisville
Nicholas Early, University of Louisville
Brandi Mundo, University of Louisville
Emily Sticklin, Northern Kentucky University
Mary Sticklin, Miami University
Bailey Latham, Morehead State University
Bailey Holder, Somerset Community College
Slade Adams, University of Kentucky
Benjamin Kramer, Northern Kentucky University
Dennis Humbert, Northern Kentucky University
Hillary Kelley, Hazard Community College
Rebecca Keen, Western Kentucky University
Melissa Martin, Murray State University
Amelia Hyatt, Northern Kentucky University
Kayla Hall, University of Kentucky
Dylan Phillippi, Western Kentucky University
Kolby Richardson, Eastern Kentucky University
Milton Spalding II, Elizabethtown Community and Technical College

KLEMF 5K Set For Early Fall

Get your running shoes ready — the Kentucky Law Enforcement Memorial Foundation's annual 5K Foot Pursuit Run/Walk will be Oct. 18. Beginning in front of the memorial monument, the race will traverse Eastern Kentucky University's campus. For more information on the run, visit http://www.klemf.org/KLEMFEvents1110.html or contact Pam Smallwood at (859) 622-8081 or pam.smallwood@ky.gov, or Gina Smith at (859) 622-8548 or gina.smith@ky.gov.

KLEC Presents CDP Certificates

STAFF REPORT | KLEC

The Kentucky Law Enforcement Council's Career Development Program is a voluntary program that awards specialty certificates based on an individual's education, training and experience as a peace officer or telecommunicator. There are a total of 17 professional certificates; 12 for law enforcement that emphasize the career paths of patrol, investigations, traffic and management; and five certificates for telecommunications. The variety of certificates allows a person to individualize his or her course of study, just as someone would if pursuing a specific degree in college.

The KLEC congratulates and recognizes the following individuals for earning career development certificates. All have demonstrated a personal and professional commitment to their training, education and experience as a law enforcement officer or telecommunicator.

INTERMEDIATE LAW ENFORCEMENT OFFICER

Ashland Police Department
Richard L. Bohanon Jr.
Jeremy M. Helms
Nathanial T. Patrick
Joshua R. Steele

Bullitt County Sheriff's Office
Thomas J. Schank

Eminence Police Department
O. C. Jones Jr.

Fayette County Schools Police Department
Myron Pedroche
Antoine Sims

London Police Department
Darrel L. Kilburn

Louisville Metro Police Department
Timothy E. Burkett
Hugh Hall III
Scott D. Perry

Pikeville Police Department
Chadwick Branham
Joseph M. Slone

Sadieville Police Department
Bobby R. Bruner Jr.

Western Kentucky University Police Department
Brian A. Kitchens

ADVANCED LAW ENFORCEMENT OFFICER

Ashland Police Department
Orrin G. Patrick

Boone County Sheriff's Office
Michael N. Gross

Bullitt County Sheriff's Office
Thomas J. Schank

Cincinnati/N. Kentucky Airport Police Department
Tamara L. Humbert

Covington Police Department
Bryan N. Wells

Fayette County Schools Police Department
Eileen W. Welch
Allen K. Wilford

Frankfort Police Department
Scott M. Wilcoxson

Henderson Police Department
Jennifer L. Richmond

Hopkinsville Police Department
Raymond W. Beaird III

London Police Department
Darrel L. Kilburn

Louisville Metro Police Department
Hugh Hall III

Rowan County Sheriff's Office
Ruford A. Abner Jr.

Taylor Mill Police Department
Kenneth R. Honchell Jr.

LAW ENFORCEMENT SUPERVISOR

Ashland Police Department
Jason A. Moore

Berea Police Department
Jason B. Slone

Campbellsville Police Department
Jason T. Simpson

Covington Police Department
William G. Webster

Daviess County Sheriff's Office
Morgan D. Palmiter

London Police Department
Darrel L. Kilburn

Louisville Metro Police Department
Timothy E. Burkett
Scott D. Perry

LAW ENFORCEMENT MANAGER

Western Kentucky University Police Department
Robert L. Deane

LAW ENFORCEMENT OFFICER INVESTIGATOR

Bullitt County Sheriff's Office
Michael S. Murdoch

Cincinnati/N. Kentucky Airport Police Department
Kenneth D. Coyle

Dayton Police Department
James L. Black Jr.

Eminence Police Department
John A. Wilson

Hopkinsville Police Department
Jack D. Lingenfelter II

Louisville Metro Police Department
Timothy E. Burkett

Nicholasville Police Department
Christopher A. Love

Rowan County Sheriff's Office
Ruford A. Abner Jr.

LAW ENFORCEMENT TRAFFIC OFFICER

Bullitt County Sheriff's Office
Thomas J. Schank

Covington Police Department
Robert C. Fulton
Anthony L. Hill

Danville Police Department
Samuel O. Butler

Louisville Metro Police Department
Hugh Hall III

Paducah Police Department
Joshua D. Bryant

INTERMEDIATE PUBLIC SAFETY DISPATCHER

Bowling Green Police Department
Sanja Dudaric

Cincinnati/N. Kentucky Airport Police Department
Amanda F. Collins
Brian L. Davis
Brian D. Gurley

Danville Police Department
Robin D. Vest-Parks

Elizabethtown Police Department
Darrell L. Brangers
Melissa Dover
Billy J. Haycraft
Christopher Lee

Hardin County 911
Steven R. Johnson

Jessamine County 911
Tammy A. Durham
Jennifer A. Miller
Anthony J. Ruggiero

Morehead State University Police Department
Penny H. Bond

St. Matthews Police Department
Kyle W. Allen
Susan Horvath
Jennifer M. Newman

ADVANCED PUBLIC SAFETY DISPATCHER

Campbellsville 911 Communications
Gregory S. Chelf
John W. Jessie

Campbellsville Police Department
Anne G. Sanders

Cincinnati/N. Kentucky Airport Police Department
Amanda F. Collins
Brian L. Davis
Brian D. Gurley

Danville Police Department
Robin D. Vest-Parks

Elizabethtown Police Department
Darrell L. Brangers
Billy J. Haycraft
Christopher Lee

Frankfort/Franklin County 911
Earl S. Mitchell

Jessamine County 911
Tammy A. Durham
Sue Greene

PUBLIC SAFETY DISPATCH SUPERVISOR

Elizabethtown Police Department
Darrell L. Brangers

LAW ENFORCEMENT TRAINING OFFICER

Covington Police Department
David M. Griswold

LAW ENFORCEMENT OFFICER ADVANCED INVESTIGATOR

Daviess County Sheriff's Office
Morgan D. Palmiter

Taylor County Sheriff's Office
Brian M. Pickard

CRIME SCENE PROCESSING OFFICER

Bullitt County Sheriff's Office
Michael S. Murdoch

COMMUNICATIONS TRAINING OFFICER

Paris/Bourbon County 911
Jeannette M. Benson

KLEFPF

KENTUCKY LAW ENFORCEMENT FOUNDATION PROGRAM FUND

Earned. Not Given.

Under the 1998 Peace Officer Professional Standards Act, Kentucky law enforcement officers who meet all hiring and selection standards and successfully complete mandatory basic training, become certified police officers. They also become eligible to receive an additional $3,100 annually from the Kentucky Law Enforcement Foundation Program Fund, *IF* they successfully update that certification with at least 40 hours of additional proficiency training each calendar year. The KLEFPF grant must be earned; it is not automatically given.

Kentucky has assumed the responsibility through proficiency grants to assure all communities in the commonwealth have qualified and uniformly well-trained peace officers, certified by a nationally-accredited training program unique to law enforcement.

The basic salaries are the responsibility of the communities and the government entities employing those officers, explained John W. Bizzack, Commissioner of the Department of Criminal Justice Training.

"Contrary to popular opinion, even among police officers, the $3,100 is not a salary supplement," he said. "In essence, the state compensates qualified officers for successfully completing and annually maintaining their professional proficiency through regular training.

"At the same time, KLEFPF funds encourage job-related proficiency while advancing and professionalizing the Kentucky law enforcement community," Bizzack added.

If, on the other hand, an officer fails to maintain certification by completing annual proficiency training, the $3,100 is not granted. In fact, Kentucky statutes require that the entire law enforcement department must participate in KLEFPF in order for individual officers to be recipients. If a single officer fails to achieve required proficiency, the entire department's KLEFPF can be jeopardized and even halted.

The KLEFPF grants have been crucial to standardizing and improving law enforcement across the state. More than 7,300 Kentucky officers currently participate, each annually updating their proficiency training and receiving KLEFPF's $3,100. That annual training also allows Kentucky communities to lower liability insurance costs while boosting the safety of their neighborhoods and citizens.

"Law enforcement is an ever-evolving activity," Bizzack said. "Technology changes, crime changes, laws change, tactics change … it remains vitally important that every Kentucky law enforcement officer is up to date and keeping pace with all these changes.

"Annual training requirements — based on empirical studies that identify the basic and advanced tasks police at all levels must perform — allow Kentucky to make sure its officers are professionally enforcing the law seamlessly across the state," Bizzack continued. "Whether officers are on the streets in Paducah or in Ashland, they are all trained the same, the playing field is level and the foundation for equitable, efficient law enforcement is enhanced."

Unfortunately, many in Kentucky seem to think that KLEFPF funding is tied solely to salary, Bizzack said. He believes the misunderstanding is rooted in KLEFPF's distribution mechanism and, perhaps, in its history.

After proficiency training has been successfully completed, KLEFPF distributes the $3,100 to the department of each officer. The department then disperses the money via payroll, Bizzack explained.

"That is where confusion sometimes arises and why many think this $3,100 is intended as a salary supplement," he said.

Additionally, when KLEFPF was originally launched in the late 1960s, it was designed to encourage departments to voluntarily participate in training and to further the individual officer's formal education. In essence, the original KLEFPF stipends did boost officers' paychecks.

"Once training evolved from merely encouraging participation to legislatively mandating participation in order for an officer to be certified, the entire concept changed," Bizzack explained. "That history plays into the continued misunderstanding. So with the 1998 advent of POPS — which established entry standards and training requirements for all Kentucky law enforcement officers — stipends were converted to proficiency grants and specific accomplishments were required in order for officers to receive the $3,100."

Currently, there are 288 police departments in Kentucky and 120 Sheriff Offices. Of those, only 54 police departments and seven sheriff's offices have chosen not to participate in KLEFPF.

Additionally, there are 263 officers — primarily in state agencies — who earned certification and have met all the requirements to receive KLEFPF grants, yet they do not because their participation has not been approved by the General Assembly.

"KLEFPF proficiency awards must be earned. Since the advent of POPS, they can no longer be considered an annual entitlement or pay supplement," Bizzack concluded.

"KLEFPF is an example of imminently-sound logic," said J. Michael Brown, Secretary of Kentucky's Justice and Public Safety Cabinet. A surcharge on "insurance to protect property-at-risk provides training for Kentucky's first responders, who protect this property."

A survey of Kentucky law enforcement officers concerning KLEFPF and their opinions about the fund will soon be available online. Watch DISPATCHES for details. A similar survey for chiefs and sheriffs is being directly emailed. Your participation is encouraged.

KLEFPF Payments to Individual Kentucky Officers

1972-82: flat 15 percent of pay
1982: changed to $2,500 for all
1983: $2,500
1984: $2,500
1985: $2,500
1986: $2,500
1987: $2,500
1988: $2,500
1989: $2,500
1990: $2,500
1991: $2,500
1992: $2,500
1993: $2,500
1994: $2,500
1995: $2,500
1996: $2,500
1997: $2,500
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2005: $3,100
2006: $3,100
2007: $3,100
2008: $3,100
2009: $3,100
2010: $3,100
2011: $3,100
2012: $3,100
2013: $3,100
2014: $3,100

PHOTO BY JIM ROBERTSON

Vickie Wise Appointed Deputy Secretary of Justice and Public Safety Cabinet

STAFF REPORT

Vicki Wise, former general counsel for the Office of Legal Services, recently was appointed by Justice and Public Safety Secretary J. Michael Brown to serve as deputy secretary for the cabinet.

"I'm proud that Secretary Brown has the confidence in me to take on this role, and I'm looking forward to the new challenge," Wise said.

With more than 27 years of law experience, Wise said she was most interested in taking on the new role because of the opportunity to develop and implement policy and programs within the justice cabinet.

"Our goal and vision is to position the cabinet for long-term success by implementing policy change, promoting new legislation and completing major projects, such as the Kentucky State Police Academy and a new home for our medical examiner," Wise said.

Prior to her tenure at the Justice Cabinet, Wise worked for the Office of the Kentucky Attorney General, where she served as director of the Office of Victims Advocacy; chair by proxy of the Child Sexual Abuse & Exploitation Prevention Board, which administers the Child Victims' Trust Fund and provides grant funding to regional child sexual abuse prevention programs; and supervised the toll-free Crime Victim Information line and Appellate Notification program.

Wise has served the Office of Legal Services since 2008.

"Serving as the cabinet's general counsel for two administrative terms has given me a unique understanding of its organization and the interaction between its major departments," she said. "I know the challenges each department faces in carrying out their difficult missions."

In addition, she served as director of the General Administration and Support Division, and was an assistant attorney general in the Criminal Appellate Division. Wise received her juris doctor from the University of Kentucky, and bachelors' degrees in political science and economics from Murray State University.

"Vickie has been my most trusted, professional colleague," Brown said. "Simply put, there is nobody more prepared to do this job."

The Justice and Public Safety Cabinet oversees the Kentucky Department of Criminal Justice Training, as well as the Department of Corrections, Department of Juvenile Justice, Department of Public Advocacy and the Kentucky State Police.

Additionally, its branches include the Office of Drug Control Policy, the Kentucky Medical Examiner's Office, the Kentucky Parole Board, Grants Management Branch and the Office of Investigations.

For more information, visit justice.ky.gov.

▲ Recently-appointed Justice and Public Safety Cabinet Deputy Secretary Vicki Wise assists a staff member. Wise has more than 27 years of law experience and has worked for the cabinet since 2008.

PHOTO BY JIM ROBERTSON

PHOTO BY JIM ROBERTSON

ALWAYS UP FOR A CHANGE

Profiling Clark County Sheriff Berl Perdue Jr., as he strives toward professionalism, fairness and funding for the advancement of Kentucky's law enforcement community

ABBIE DARST | PROGRAM COORDINATOR

Change is what he wanted, change is what he got and change, for the betterment of Kentucky's officers, is what he still is seeking.

After a successful 25-year career with the Winchester Police Department, now-Sheriff Berl Perdue Jr. wanted to shake things up in his life and affect positive change in his community and profession — running for sheriff was his ticket. But Perdue already was making his mark on Kentucky law enforcement through his two-decade involvement with the Fraternal Order of Police. Whether he's lobbying for pro-law enforcement bills in the General Assembly or securing better pay and equipment for his deputies, Perdue's commitment to excellence and professionalism are evident. In fact, he was honored as Kentucky's Sheriff of the Year in 2008. He was named president of Kentucky's FOP in 2012, where his desire to best serve Kentucky's law enforcement community is one of the only things he is unwilling to change.

HOW DOES SERVING CLARK COUNTY RESIDENTS AS SHERIFF DIFFER FROM YOUR TIME AT THE POLICE DEPARTMENT?

It is as different as night and day. I thought being a police officer for 25 years I knew everything already, but working at a sheriff's office is totally different. Law enforcement is just one aspect of it. That's the easy part for me because I did that for 25 years. But there is so much more we do here with so much less, especially personnel wise. We have 13 deputies and we cover 250 square miles and about 17,000 people in the outlying county, as opposed to five square miles with about 17,000 people in the city. So we are covering a whole lot of ground with very few people.

We are unique in that we don't have any Kentucky State Police troopers assigned to the county, so we cover everything — all criminal investigations, law enforcement activity, calls for service. We stay pretty busy. In addition, we have court five days a week; sometimes we'll have three different courts going at the same time. Then there's tax collection — that's the bad one. I'm responsible for every penny that comes in, personally. I'm very fortunate because my bookkeeper is a retired state auditor, who spent the last five to six years as a forensic auditor for the Attorney General's Office. She's done sheriffs' office audits and fiscal court audits for most of her adult life. She knows the ins and outs. The auditor we have now, she trained him when he first came on the job. Tax collection is a major job and a big responsibility.

Then you have the courts; prisoner transport, not just in state, but out of state; civil process; and evictions. There is so much more you have to do. >>

As the FOP president and vice president, I have traveled all around the nation for 20 years and I see a lot of states that are far behind us, and I don't see anyone ahead of us.

>> We serve probably, on top of everything else, 6,000 papers a year. It's a much more detailed job with more responsibilities. If you're a police officer and on patrol you answer the radio and calls and do reports. If you are the police chief you are responsible for all the law enforcement activities and it stops there. Here at the sheriff's office, it doesn't stop there. It's very time consuming. I work 55 to 60 hours a week. I come in on Saturdays. And I still work patrol every once in a while. I get out as much as I can — not as much as I'd like. Sometimes I feel like I'm chained to the desk too much. I don't ask my deputies to do anything I wouldn't do.

WHEN YOU WERE ELECTED SHERIFF, WHAT WERE YOUR SHORT- AND LONG-TERM GOALS FOR THE AGENCY? HOW HAVE YOU SUCCEEDED IN REACHING THOSE GOALS?

I was fortunate. I came in with a real good, solid group of deputies. I didn't let anyone go, I kept every employee. That's the right thing to do. But though I had solid, well-trained deputies, there were problems with equipment, uniforms and technology — things really needed to be updated. We had guys wearing mismatched uniforms from two sheriffs. So they were wearing whatever they thought looked good, but it didn't.

The fleet was totally worn out. We had two cars under 100,000 miles. They didn't even have shotguns; they bought their own weapons. We were way behind. I wanted to turn that around quickly — and we did. First thing I did, instead of turning a bunch of money back to fiscal court or spending it on things that weren't needed, we updated equipment. We bought everybody the same uniform. I started replacing cars immediately and got the fleet into good standing. We bought shotguns and the same handgun for everybody. So now everyone has the same equipment.

We are getting new cruisers now, phasing into the new Interceptors. Every year we're replacing older cars and changing them out. When I first got here, I worked toward getting the old ones road worthy because some were dangerous, to be honest. I spent $40,000 just on maintenance in the first year. Now with rotating cars in and out, our maintenance is $12,000 a year. That's a big savings.

However, I always try to take care of my people first. Equipment is one thing, but that doesn't pay the bills and put food on the table. So, I gave them a raise because they hadn't had a raise in four years. They receive a raise annually of no less than 3 percent. That's a morale booster in itself.

I've always tried to make it a work-friendly environment. We don't have cliques, animosity or arguments. If you've ever heard, 'It's a team effort' — well here it is. They all work well together. That makes it easy on me when I don't have morale or discipline problems. It makes you enjoy coming to work.

Investigations was another area in which we were lacking. We had two detectives, but one was more of a supervisor than a working detective. So I changed that, added another, and all three do general investigations, and do an absolutely fantastic job. Our clearance on burglaries was 48 percent last year, and the national average is about 12 percent or less.

WHAT CHALLENGES DO KENTUCKY SHERIFFS AND SHERIFFS' OFFICES FACE WITH WHICH KENTUCKY'S LAW ENFORCEMENT COMMUNITY MAY NOT BE FAMILIAR?

One of the biggest challenges is covering 250 square miles of county — sometimes we can't be as quick and responsive as the general public, or we, would like. We may have deputies on one end of the county and get a call on the other end. In the city — they cover five square miles — they have four to eight officers depending on the time of day, and they just are going across town. They can be there in less than five minutes. But with us, it's a challenge to be as quick, safe and responsible as we'd like to.

Another thing that I didn't realize working for the police department is the number of fatalities and injury accidents we have in the county. We have rural roads and interstate. We average four to five fatalities a year. In the 25 years I spent with Winchester Police Department, and 15 of those on patrol, I worked one fatality. It's a rare thing to have a fatality in the city.

I also thought when I became sheriff I wouldn't allow there to be a bunch of deputies 'lollygagging' around on day shift — but then I got over here and I quickly learned why they were here. Sometimes we have more transports than just two guys can handle. Doing transports, sit outs on evictions, having to fill in with court — there is just so much more going on during the day than I ever realized.

WITH MORE THAN 30 YEARS OF LAW ENFORCEMENT EXPERIENCE, WHAT DO YOU SEE AS THE MOST SIGNIFICANT STRIDES KENTUCKY LAW ENFORCEMENT HAS TAKEN TOWARD PROFESSIONALISM IN RECENT DECADES?

I started in 1982, and at that time, I thought we were very well trained and professional for our state. I was very proud of that. But in the past 32 years I have seen the training just go through the roof. I think the law enforcement training we have in this state is second to none. The professionalism has jumped by leaps and bounds. I am very proud of the professionalism, training and progressiveness we have in Kentucky.

As the FOP president and vice president, I have traveled all around the nation for 20 years and I see a lot of states that are far behind us, and I don't see anyone ahead of us.

HOW HAS YOUR POSITION ON THE PEACE OFFICER PROFESSIONAL STANDARDS COMMITTEE FOR THE KENTUCKY LAW ENFORCEMENT COUNCIL INFLUENCED THE WAY YOU LEAD YOUR AGENCY?

I've been on KLEC for two years. It does affect the way I lead this agency. It made me look at the career development program, which was something I knew about, but not a lot. Being an administrator you're busy with everything else and not looking at those things. It is good to recognize officers and deputies for their training.

Also, seeing how standards and curriculum evolve. When I thought about curriculum before, I only thought about what is in the booklet each year. But now I see what DOCJT is looking at doing and what it's not going to do. So it's a very all-encompassing task — but everyone works together. I see the big picture now, and what they are trying to do.

YOU HAVE BEEN INTEGRALLY INVOLVED IN THE KENTUCKY FRATERNAL ORDER OF POLICE FOR MANY YEARS. HOW DOES FOP SERVE KENTUCKY'S LAW ENFORCEMENT COMMUNITY?

I think we were formed in 1942 in Kentucky, and actually next year is the national FOP's 100th anniversary. FOP was formed for >>

PHOTOS BY JIM ROBERTSON

PHOTO BY JIM ROBERTSON

>> better benefits and working conditions for police officers because they were working seven days a week, as many hours as they were required to work. They had no days off and low pay — and they were tired of it. I call FOP the guardians and watchdogs for law enforcement. We are a fraternal organization, but we have a lot of labor needs. We're a very conservative group, but when it comes to labor, we're fairly liberal. Our main goal and function is making better working conditions and better retirement and benefits for our members, statewide. In Kentucky, we have almost 10,000 members.

If you look at all the bills that have passed and laws that benefit law enforcement officers — like the 40-hour work week for police officers and three weeks of vacation — those were FOP bills. Until the 1950s or early 60s, police officers worked when they were told to work. They received what little vacation the city/county decided they could have.

The 20-year retirement system, which was once great, was the result of FOP bills. Having your and your spouse's health insurance paid were FOP bills — and we were fortunate to get those paid.

In September 2008, our first change to the retirement system that was going to save us, didn't work. Now it's 25 years. Health insurance will be very minimal. After Senate Bill 2, retirement will still be 25 years, minimum health insurance, and a defined contribution plan (401K so to speak). I think it's one of the worst laws ever passed. I say that because the Kentucky Law Enforcement Foundation Program Fund program and training in Richmond started so we would be more professional and better trained, and wouldn't have 65-year-old police officers on the street. Now with this latest pension change, I'm afraid when these officers come in — hired Jan. 1, 2014 forward — as they get near retirement, they will look at their 401K and say they can't live off that. They will have to wait until social security age. Now they will go that whole circle back, and have 65-year-old policemen on the street, because they can't afford to retire.

As word gets out about the changes and people are more educated about the retirement system they are going into, I think it will be harder to find quality candidates to hire, and retention will be tough. In the future you will see recruitment and retention suffer greatly — and it already suffers.

In smaller Kentucky agencies, there are not many options as far as taking older officers off patrol and putting them somewhere else. They will be on patrol, and it will be hazardous to them.

SPEAKING OF THE PURPOSES OF KLEFPF, IN A NUTSHELL, HOW DOES THE KENTUCKY LAW ENFORCEMENT FOUNDATION PROGRAM FUND WORK?

It works in several ways. The one most important to your officers is the training proficiency pay for continuing education and training. That's money in their pockets, that's a big deal to them. I remember being a young patrolman many years ago, and that money was a big help. So that's one aspect, but the fund encompasses more than that.

It funds the training facilities and technology in Richmond for training Kentucky law enforcement officers. It covers their staff and all aspects of training. It pays for the brick and mortar of the buildings, the instructors, the administrators, the cadets — everything.

We've grown leaps and bounds in training in the past 30 years because we have KLEFPF. When I first started, training wasn't mandatory. Most everyone was in KLEFPF and had their officers sent to basic training, but it wasn't mandatory and some didn't attend. Of course, training is mandatory now, and that's good. But still the proficiency pay is good for officers because they deserve it for training. When you go through basic training now — it's 18 weeks, and that's not counting other training like mobile-data computer certification, breath-alcohol recertification and highway safety training. There is more than just that 40 hours each year. They have other training they have to do, and they deserve to be paid for that. And the training has exponentially jumped in 30 years. You can't put a dollar figure on training. Especially from a liability standpoint — it just cuts liability so much.

In our profession, law suits are a reality. Lack of training is a very big liability. Officers must take 40 hours mandatory training annually. Most of my guys take between 50 and 80 hours a year. Some of that is out of state for specialized training. Professionalism is very important to me — not just looking professional, but being professional.

WHAT IS THE FOP'S STANCE ON THE KLEFPF SITUATION?

We had a bill this legislative session to increase the proficiency pay for POPS-certified officers. The proficiency pay has not increased in 15 years, and FOP had a bill to increase it to $4,000. If you add inflation from 1999, it should be around $4,800. But the bill was road blocked, and it failed.

CAN KLEFPF COVER THE EXPENSES OF EVERYTHING IT IS SUPPOSED TO COVER?

Absolutely, if the money was left in KLEFPF for what it's intended, there is more than enough. But we only see a portion of the money. We're not getting the whole pie — we're getting a slice. Every two years, the state sweeps KLEFPF money into the general fund and leaves just enough to operate, and that's wrong. That money is there under statute for a reason: training and proficiency pay. We've been able to do great things in 30 years. But also in that 30 years, more than $100 million has been taken out of KLEFPF for the general fund

It's not a Democrat or Republican thing — every governor has taken that money. The only exception is when Paul Patton was governor, and that was the last time we had an increase in proficiency pay. That was 1999. There is so much more we could have done, and could still be doing, if that money had been left there for the purpose for which it was put there.

Not only could we be ahead of the curve and ahead of everyone else, we could have been leaps and bounds ahead of everyone else.

For instance, we have approximately 330 POPS-certified law enforcement officers who are not part of KLEFPF. They receive no KLEFPF-proficiency pay, even though they are required by law to undergo the very same training all others who are in KLEFPF are required to take to become certified and qualify as Kentucky peace officers. It's been that way for 12 years, and they have been left out of this fund. I hope to rectify that in the next session, or two at the latest.

> *There is so much more we could have done, and could still be doing, if that money had been left there for the purpose for which it was put there.*

As one representative told me, KLEFPF is one of the best-funded and steadiest streams of income in all of state government. It is an insurance surtax — everybody has to have insurance and that money is coming in. It is bringing in about $81 million a year. Out of that, proficiency pay, training, building upkeep, staff, technology and everything else is supposed to be budgeted, but it's not. There's enough money to give proficiency pay to most officers and deputies — leaving out those 330 officers unfairly excluded — and fund law enforcement training if they set aside that much funding first, before sweeping the fund. As long as the money is swept out, it's hard to get ahead and stay ahead of the curve.

WHAT ARE THE CORRECTIVE STEPS FOP WOULD ADVOCATE TO CORRECT KLEFPF DEFICIENCIES?

We understand that constitutionally the governor and legislature can take the money. Constitutionally, they have to balance the budget. All they have to do is say, 'We need that money,' and they sweep it.

All we can do is keep lobbying. I have three lobbyists from FOP there every day the legislature meets. Even during the summer when there are committee meetings, my guys are there. Sometimes I go and testify before committees and sub committees — we show the needs and justify the needs. We just hope that one day our KLEFPF money will be left alone.

In the past, FOP's biggest problem with bringing those 330 officers into KLEFPF was bringing people in who didn't fall under KRS 15.520, which is the Police Officers' Bill of Rights. There's no reflection on those agencies or officers, but it was just a concern of ours that if we brought people in who were not under 15.520 then maybe the Kentucky League of Cities or a municipality would say, 'You let this person in, and we like that better. We don't want to be under 15.520 anymore.'

KRS 15.520 is just a minimum standard of due process. That's all I ask is that anyone who comes in, whatever their due-process-procedure standards are, that it is the same or greater than 15.520. If it's better, great — but at least the same, not less. I have an idea I floated around with our members that we can get around this issue in the future, and get these 330 POPS-certified officers in the program. That's one of my goals. I think it's an injustice for them not to be in it.

ARE ANY OF THOSE 330 OFFICERS MEMBERS OF FOP?

Yes, probably half of them and believe me, I hear about it every day. And they are right. In the past we've been inflexible and haven't looked for a solution, but I think I've found a solution, and we will get something worked out.

Abbie Darst can be reached at abbie.darst@ky.gov or (859) 622-6453.

MOURNING A HERO

Murder case of Bardstown Police Officer Jason Ellis still unsolved one year later

KELLY FOREMAN | PUBLIC INFORMATION OFFICER

PHOTO BY ELIZABETH THOMAS

MEMORIAL CEREMONY

Jason Ellis had big dreams. He envisioned a life with a family, playing baseball and finally, Ellis dreamed of serving in law enforcement, his wife, Amy Ellis, said.

"Law enforcement was something he always wanted to do," Amy said. "He wanted to make a difference. It was just his personality. He couldn't sit from 9 to 5 at a desk all day.

In his 33 short years, Jason worked hard to achieve his dreams before someone took his life on May 25, 2013. As his name was etched into the cold steel of the Kentucky law enforcement memorial on the campus of the Department of Criminal Justice Training, the name of his killer still was unknown.

Jason Scott Ellis was born to Denny and Pam Ellis in September 1979. He grew up just outside of Cincinnati and graduated from Glen Este High School in the Union Township of Ohio. In 1998, he began his college baseball career at the University of the Cumberlands in Williamsburg, Ky. In his 186 games there, Jason smashed records for the highest number of hits, home runs, doubles and more.

In 2003, Jason joined the minor leagues, where he played for the Cincinnati Reds organization before leaving the game in 2004 — the same year he married Amy. The couple had two boys — Hunter, 8, and Parker, 7. He joined the Bardstown Police Department in 2006, where he later became a K-9 officer, serving with his partner, Figo.

"He was funny, caring and honest," Amy said. "He was a hard worker and he had faith in God. He loved his family, loved his friends — he loved life. He lit up a room and was the life of the party. He was just amazing. There will never be anyone else like him."

The Kentucky State Police still are investigating just what happened to Jason on that dark night last May. A reward of more than $100,000 has not brought forth any information about the killer, who is believed to have ambushed Jason on Exit 34 of the Bluegrass Parkway as he headed home from his shift.

Jason stopped his cruiser on the exit when he observed a brush pile that was blocking the road. When he exited his vehicle to remove the pile from the roadway, Jason was shot multiple times and died at the scene.

"In the back of my mind, I knew a little bit about the danger of a traffic stop or a domestic gone wrong, but Jason always did a great job of making me feel safe, like nothing would ever happen," Amy said. "So, therefore, we never talked about what if something did happen. We didn't have a will. We had a very small life insurance policy. I had never heard of COPS or Supporting Heroes. I didn't know anything about what would happen if, God forbid, he was killed.

"Without the support of everyone, I wouldn't be where I'm at," Amy continued.

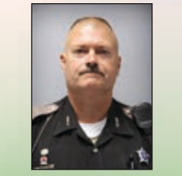
The support that has come out of the woodwork for her and her family has been amazing, she said.

"When it first happened, the chaplain was there, and because of our faith, he was able to remind us that God is still there," Amy said. "That was important to me. They have continued to be there in a support role, checking on us, helping with anything we need and reminding us that God is in control. The department has been like a family, they are always there."

As can be expected, raising her boys without their dad isn't the life Amy had pictured. But she hopes they will remember the wonderful father he was.

"He was a great dad," Amy said. "He loved spending time with [Hunter and Parker]. Everything he did was for us. He was loving and caring, and there was no one else like him. He was good at what he did, and he cared about what he did."

Kelly Foreman can be reached at kelly.foreman@ky.gov or (859) 622-8552.



ALSO ADDED TO THE MEMORIAL IN 2014

McCracken County Sheriff's Deputy Chad Shaw
End of watch Aug. 6, 2013.

HISTORICAL OFFICERS ADDED:

U.S. Marshal John C. Mullins / End of watch Dec. 25, 1908
Nelson County Sheriff's Office Deputy R.L. Hagan / End of watch Dec. 15, 1926
Louisa Police Department Chief Lazarus A. Vinson / End of watch Oct. 13, 1930
Louisa Police Department Officer Bert Hampton / End of watch June 28, 1937
Louisa Police Department Officer Fred Pack / End of watch May 16, 1946
Kentucky State Police Water Patrol Officer David T. Childs / End of watch April 8, 1972
Tompkinsville Police Department Chief Herbert D. Proffitt / End of watch Aug. 28, 2012

PHOTO BY ELIZABETH THOMAS

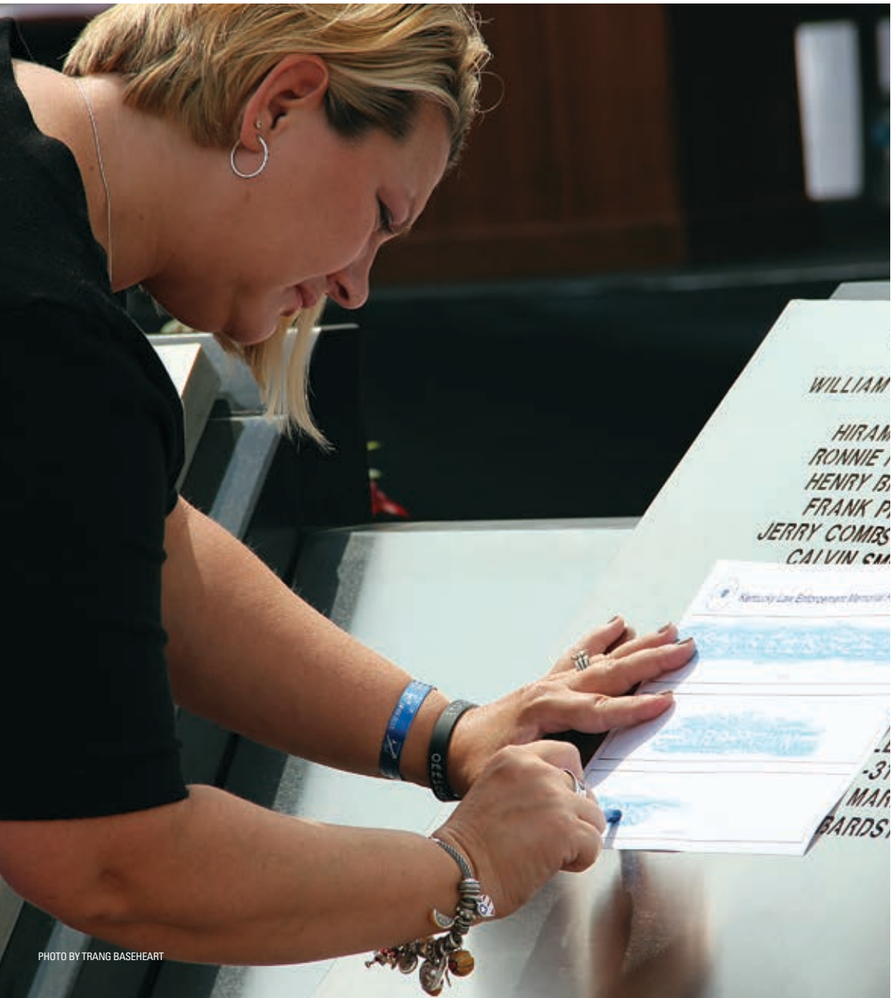


PHOTO BY TRANG BASEHEART

PHOTO BY ELIZABETH THOMAS

FEELING THE IMPACT

The Kentucky Law Enforcement Memorial has supported Kentucky's officers and families for 15 years

ABBIE DARST | PROGRAM COORDINATOR

MEMORIAL CEREMONY

For more than a decade the KLEMF golf tournament has brought golfers from across the state to support the foundation.

PHOTO BY ABBIE DARST

Every day, Kentucky officers don their uniforms and duty belts and leave home to protect the safety and security of their communities. Rigorous training and years of learned skills bring Kentucky's nearly 9,000 officers home safe after each shift. But the world they enter each day is not always friendly, and some officers leave the safety of their homes and embrace of their families, never to return.

It is for these fallen officers and their families that Kentucky Law Enforcement Memorial Foundation was created. Through immediate financial support, the foundation joins with its law enforcement brothers and sisters to remember and honor fallen officers and console their hurting family members.

Fortunately, the loss of officers in the line of duty is infrequent, allowing KLEMF to use its funds to support Kentucky officers and their families in numerous other ways throughout each year.

The everyday monotony of life easily can be shattered in the blink of an eye. A thunderstorm sends a tree crashing through your roof. Faulty wiring sets your home ablaze. Your child is diagnosed with a rare form of cancer.

And just like that, your life is forever changed.

Danville Police Officer Brandon Klein and his wife awoke to every parent's worst nightmare — their infant son lying unresponsive in his crib. In a wave of panic, he called for EMS.

"The first people to arrive were brothers at the police department," Klein recalled. "The first shift sergeant, and two officers were at my doorway. They took my other son and packed his diaper bag while Officer Adams transported me to the hospital. Once at the hospital, outside my son's room, the rest of the shift and the in-town, off-duty officers were standing outside my son's room."

Sudden Infant Death Syndrome claimed the life of the Kleins' baby boy. In the weeks that followed, Klein said he and his wife were surrounded by love and assistance from his department.

"The guys and their wives prepared food, cleaned our house, gave us money and would periodically check in on me and my wife," he said.

No one ever wants to be on the receiving end of tragedy that upheaves his or her life and sense of stability and control. But for Kentucky's peace officers, there stands a promise of hope and a helping hand through all of life's most difficult moments.

The KLEMF embraces more than just the names of fallen officers etched on a monument — it stands in support of Kentucky law enforcement personnel and their families. Through financial assistance for anything from unexpected medical bills to picking up the pieces after a devastating disaster, for 15 years KLEMF has existed to honor all Kentucky officers, in communities big and small across the state, with the helping hand they need and the respect they deserve for their unwavering commitment to serve their fellow citizens of the commonwealth.

Each year, KLEMF provides approximately $10,000 in emergency and medical assistance to Kentucky's law enforcement families to assist with the unforeseen circumstances they are facing. Since its inception in 1999, KLEMF has provided more than $225,000 in relief of all kinds.

"I had heard about [the memorial foundation,] … I thought they did good work and that it was a good cause," Klein said, "but I never imagined an incident would happen to me that they would get involved in my life. With the assistance we gained from the KLEMF, my wife and I were able to afford a headstone for our son. We purchased a beautiful headstone and were able to get the one we desired instead of settling for one we could afford.

The KLEMF 5K Foot Pursuit, held each fall, had more than 160 participants last year.

PHOTO BY ABBIE DARST

"Once the chief handed me the letter and I read it, I instantly began crying," Klein continued. "I was so happy that someone was caring for me and my family, and words will never express how grateful I am to my brothers and sisters in law enforcement."

The support of the foundation does not stop there. Beginning in 2004, the memorial foundation created a scholarship program to ease the burden of higher education for officers and their family members. In the past decade, KLEMF has awarded $250,000 in scholarships, which can be used toward expenses such as tuition, books, and room and board at colleges and universities across the nation.

For students like Callie Edrington, that support has been invaluable.

"It was very helpful with books and dorm fees, and later commuting when I moved into an apartment," Edrington said.

As the surviving daughter of Kentucky State Police Trooper Johnny Edrington, Callie received $2,000 scholarships for several years as she completed her degree in Interdisciplinary Early Childhood Education. The scholarship support stands as her only memory of her father, who was shot and killed during a traffic stop in December 1988, just four days before Christmas — leaving Edrington's pregnant mother widowed. Callie would never know her father.

"It's been 25 years since my father died and I am very thankful that there are things out there that I can use since I don't have him to help me through [life]," Edrington said. "I don't have his guidance, and I'm sure he would have helped me with his income, so it was helpful throughout my schooling to know that somebody out there cared about it."

Edrington graduated in May 2013 and now is working as a preschool teacher in Lexington. She is just one of hundreds of law enforcement officers, survivors, dependents and spouses, as well as telecommunicators and their dependents who have benefitted from the scholarship program.

The college scholarships, along with all the other forms of support provided by KLEMF, has been made possible partly through generous supporters and contributors like Gerald Healy. As a founding member of KLEMF, Jerry's support and guidance was crucial to the success of the fund and the memorial itself.

As the owner of multiple McDonald's franchises in central Kentucky, Healy embraced the corporation's philosophy of giving back to the community — whether in time, money or both — to say, "thank you." When it came to law enforcement specifically, he understood the sacrifice that officers make every day to keep others safe.

After his death in January 2009, KLEMF named the scholarships after Healy in memory of his immense support.

Other forms of support for the foundation are raised through annual events, such as golf tournaments, 5K runs and Blue Knights motorcycle rides. But despite these fund-raising efforts, 70 percent of the foundation's cash flow comes from the sale of KLEMF license plates. The $10 received from each plate sold or renewed makes the charitable efforts of the foundation possible.

"Proudly displaying a KLEMF license plate is a simple way that every law enforcement officer in the state can help support the memorial foundation that stands ready to support them and their families in their time of need," said KLEMF Executive Director Drexel Neal. "Whether an officer ever needs the financial support of the foundation personally, purchasing a license plate gives them the opportunity to stand in the gap for their brothers and sisters across the commonwealth when they need it most."

Abbie Darst can be reached at abbie.darst@ky.gov or (859) 622-6453.

With Pride and Professionalism

Radcliff Police Department

ABBIE DARST | PROGRAM COORDINATOR

Quaintly tucked between Louisville and Elizabethtown, Radcliff, a city of about 23,000 residents situated right outside the gates of Fort Knox, is home to a police department dedicated to serving its community.

"I think for most every agency in America, the mission is to provide quality service and protection," said Radcliff Police Chief Jeff Cross. "You can put all the description on it you want, but that's the goal, is to get out in the community and get things done.

"Our header is 'serving our community with pride and professionalism,'" Cross continued. "I always treat people the way I want to be treated — that's how I was raised, and that's what I expect of our employees here."

That 'Golden Rule' sets the tone for every program and endeavor undertaken by the agency.

A FIRM FOUNDATION

Chief Cross has lifelong ties to the Radcliff community. Though born and raised just north in Muldraugh, his family owned a business in Radcliff for 20 years so he was part of the Radcliff community growing up, too, he said. At age 29, Cross joined the Radcliff Police Department, where he has served his entire 21-year career.

"I've never worked anywhere else, and I never wanted to be anywhere else," Cross said.

That same commitment to the agency is what Cross desires for every officer he hires. Cross begins building a firm foundation for every officer from the moment of hire.

"The day I went on pay roll was the day I left for the academy," Cross recalled. "That's what [our agency has] been doing since 1993. We want you to go there with a clean mind on what they need to teach you. We don't want you to take habits in with you."

After completing basic training and the agency's PTO program, Cross requires that his officers attend Rapid Deployment and Crisis Intervention Team training as their first Advanced Individual Training classes.

"It's about three years before they are ready to be independent," Cross said of new recruits. "The first year they are in training, the second year their supervisor is checking in on them a lot, and that third year is when they pick up."

But all that preparation creates officers who are equipped with the level of skill, pride, professionalism and relationship competencies that characterize the department. >>

PHOTO BY JIM ROBERTSON

>> KEEP 'EM HOPPING

Officer Levi Mattingly just passed that three-year mark with the Radcliff Police Department, and said he thoroughly enjoys the diverse job experience he has gained working in the community.

"Being that I'm young, it is very high-paced and that's what I like," Mattingly said.

A Meade County native, Mattingly began his career in the quiet town of Hardinsburg. A year later, he joined Radcliff.

"The call volume and intensity is what I really enjoy about this place," he said. "It keeps you on your toes. And the diversity of what you deal with here keeps your training and muscle memory to a tack."

In addition to the everyday calls Radcliff officers receive, the agency partners with the local school board to offer training specific to active-shooter situations. In 2013, Radcliff, along with other surrounding Hardin County law enforcement agencies, participated in a mock active-shooter scenario at North Hardin High School.

"We had five minutes' notice that it was going to happen," Mattingly said. "But it was fantastic — to go inside a school, not knowing the layout, and see how you would do in that situation with your local law enforcement agency.

"At the academy (in Rapid Deployment training) you go in with a stranger — your fellow brother, but a stranger — but here you go with people you know and work with, and most likely would interact with during that type of scenario," Mattingly added.

This collaborative event was just one portion of an overall school safety program implemented by Radcliff and other local agencies, Cross said. The first stage of the program was to conduct school safety analyses in schools throughout the county. Radcliff officers paired with an officer from Elizabethtown, Hardin County Sheriff's Office, Vine Grove, West Point or the Kentucky State Police. They performed assessments in all the schools, using a security checklist, based on best practices for school security across the nation, Capt. Willie Wells explained.

"We visited every school in Hardin County and talked to them about what they could do to better support and protect themselves," Wells said. "We meet every three months with the schools and the school board, and we are doing all we can to educate the schools on how we operate. It also allows us to learn how other agencies are communicating so we'll be ready when something happens."

"We're creating one big team," Chief Cross added.

Cross said this school security program does more than ensure the safety of the school, but it picks up where the DARE program and former SRO program leave off.

"DARE only touches fifth graders' lives, but who's reaching out to kindergartners through 12th graders?" Cross asked. "With this program, we're not only going in for security checks, there is a lot more to gain. It allows officers to become familiar with the schools as far as structure is concerned. While there, they are not just looking around, they are developing a rapport with the staff and kids, and that's a big help."

▼ **Officer Levi Mattingly peruses the halls of a local high school in Radcliff. Mattingly, who has served the Radcliff Police Department for three years, says that learning the layout of local schools and training for active-shooter events is critical to a fast and appropriate response, if a situation ever occured.** PHOTO BY JIM ROBERTSON

BUILDING POSITIVE RAPPORT

The school safety program is just one of many programs the Radcliff Police Department conducts to promote positive relationships and grow trust in the community. When Cross first became chief in 2008, he quickly implemented a business contact program. His officers are given perforated cards to distribute to local businesses, which ask, 'What can we do to better serve you as an agency?' The officer fills one part out and returns it to the chief and then the business mails back the other part, giving them a direct line of communication with Chief Cross.

"They feel like they can communicate with me and let me know how my officers are doing in the community," Cross said. "It's one way to get feedback and open up lines of communication — and it also gets my [officers] out of their cars and interacting with folks."

Radcliff also instituted a six-month shift rotation for the entire department, which allows the community to get to know all officers in the department, not just the ones on their shift, Cross said.

"The community has always been really supportive of the police department," Cross said of the more than two decades he's spent with the agency.

That support and rapport is not by accident, but a direct result of the attitude Chief Cross continues to ingrain in his department, from the inside out.

"Radcliff has always been a family-oriented, tight-knit group, and that's because of [Chief Cross]," Sgt. Mike Holeman said. "He knows all his officers on a first-name basis and knows probably all the [spouses] by first name, too. He's a people person — that's a strength for the department."

"You won't find a more down-to-earth person," Capt. Wells agreed, speaking of Cross. "I've witnessed civilians come in with complaints, and he treats them as a family member. You can rest assured that if you have a problem in Radcliff, it won't fall on deaf ears."

Going back to Cross' Golden Rule perspective, he expects everyone in his department, from the clerks to the dispatchers to the officers to treat everyone they encounter with respect and courtesy.

"When someone comes in with a complaint — no matter how small it may seem — it is huge to them, and we need to sincerely treat it that way, no matter how it appears on the surface," Cross said. "I have a lot of compassion, maybe too much for this job, but that's just me."

STANDARD OF EXCELLENCE

Now in the first year of the agency's second accreditation, Radcliff has always held itself to a higher standard, Cross said.

"I think the department was living up to those standards before we went through the (accreditation) process, but even still, getting all the parts together was a monumental task the first time," Cross said. "But this second time, the book that Willie Wells put together for accreditation, they are now using as an example to talk to other agencies."

Setting them apart from other surrounding agencies, Radcliff also employs a certified-forensic artist. Kim Chatoney, who has served at the Radcliff Police Department for 18 years, first became certified in composite artistry in 2006. A talented artist, Chatoney has taken her ability and refined to help Radcliff and surrounding agencies literally put a face to witness statements, solving multiple cases around the area.

"I love it," Chatoney said. "I do it mainly for the victims, because they are the ones that need the comfort of knowing someone is helping them — my heart goes out to them.

"And it helps with the investigation," she continued. "It's not a photograph; it's a memory of a person. And visual recognition is stronger than mental recall by itself."

Whether it's applying for grants to obtain the most up-to-date equipment, upgrading and redesigning their cruisers to increase efficiency and visibility or simply offering that compassion-filled demeanor when engaging Radcliff's citizens, the 56 employees of the Radcliff Police Department put service and professionalism on the top of their priority list every day — and it shows in the positive impact they have on their community.

Abbie Darst can be reached at abbie.darst@ky.gov or (859) 622-6453.

▲ **Kim Chatoney is the Radcliff Police Department's composite artist. She has been trained in forensic artistry since 2006 and has helped the department, and numerous departments in Hardin County, solve multiple cases through her work.**

▼ **The gates to Fort Knox are inside the Radcliff city limits. This close proximity has fostered a positive working relationship between the base and the Radcliff police.** PHOTOS BY JIM ROBERTSON

BIKING
THE STREETS

PHOTO BY ELIZABETH THOMAS

Is a bike patrol right for your community?

KELLY FOREMAN |
PUBLIC INFORMATION OFFICER

When the U.S. Postal Service refused to continue mail delivery in a troubled downtown neighborhood, the Richmond Police Department knew it would have to get creative to alleviate the crime and quiet concerns. The agency dispatched its Crime Suppression Unit — three well-trained, specialized bike patrol officers — to patrol the area, and it didn't take long to see results.

"The postal service quit delivering the mail on Race Street because they were scared to go down there," said RPD Assistant Chief Bob Mott. "We sent the bike guys down there, and they basically lived there. If you send a patrol car, [the residents] can just look down the street and see it's there. They can't always see the bike guys slipping around through the alleys. And they smoked 'em.

"To say they're a save all or they fix everything, they don't do that," Mott elaborated of the CSU. "But they take care of problems you can't solve in a regular patrol car."

The popularity of bike patrols has ebbed and flowed based on a variety of factors, including gas prices, manpower and technology. But many Kentucky agencies that have employed the units swear by their success.

Covington Police Chief Spike Jones knows firsthand the benefits of officers patrolling on bikes.

"I rode as a community policing officer for a couple years and loved it," he said. "Now we are getting a generation, hopefully, of chiefs coming into the commonwealth who have ridden and understand the benefits."

Covington is well known for its bike patrol expertise and training. In fact, once RPD selected officers to join their unit, the agency sent them to Covington to be trained. However, Jones said Covington has experienced a downsizing during economic cuts that has limited the program's mileage.

"We are trying to add people slowly back into the program," Jones said. "We still have officers who are trained, certified bike patrol officers. When we have sufficient units available to staff the city, if we have the opportunity to put one or two of them on a bike, we use them as supplemental units in our urban core, which gives them a quicker response to alleys and sidewalks."

'THE PROOF IS IN THE PUDDING'

In Richmond, Mott has organized crime data to show the impact its bike patrol — and the lack thereof — has had in the city over the years. The department had employed a bike patrol for several years and realized its success. However, like Covington, the agency dismantled the program in 2005 when manpower became an issue.

Larceny statistics for the agency had been on a steady decline in Richmond and nationally until 2005, according to Mott's statistics.

"In 2005, guess what happened to the national average?" Mott asked. "It was going down while ours began going back up."

It's no coincidence, Mott said, that this occurred the same year the bike patrol was taken off the streets. The program stayed on the back burner for several years, responding only to local parades, festivals and school programs as needed. But in 2013, the opportunity arose to return the program to one focused on crime suppression. A strenuous selection process was put in place and plans for new equipment began unfolding.

"They can't have any disciplinary issues or problems like that," Mott said of CSU candidates. "We do a case review. Obviously they have to be a strong, proactive person. They can't be somebody who doesn't hustle, because that's all they do — they have to generate their own activity. So you have to have your high-drive people doing it. That's why there's an interview process."

The agency budgeted $4,000 for new equipment. From the previous years' patrol, several older bikes were available for trade in, which allowed for the purchase of three, high-quality police mountain bikes, Mott said. However, the bikes were just the beginning. Specialized uniforms, shoes, helmets, gun belts, cold gear and more were needed to outfit the officers, who would be riding rain or shine, in freezing temperatures or sweltering heat.

"Someone asked me once, 'What do you do when it rains?'" Jones said. "I told them, 'You get wet.'"

But despite the cost, Mott and Jones both argue the benefits the unit brings to their agencies far outweigh the expense.

"The proof is in the pudding, so to speak," Mott said. "If you're decreasing larcenies by a third — if you had those third, are you going to be able to solve any of them? When you prevent them in the first place, you're way ahead of the game. If you had something stolen out of your house, would you be glad that it didn't get stolen or that the police caught them later?"

The crime data in Richmond shows that within months of the CSU getting out on the streets, larcenies in fact did decrease by a third from the same time period the previous year, and other statistics also were affected.

"When we started the bike patrol last year, they went to training in April or May, but they basically didn't get all their uniforms and gear together and on the road until June," Mott said. "They were still brand new and figuring out what they should be doing and how to do it. Still, comparing June 2012 to June 2013, total Part One crimes were down by nine — which is negligible when you're talking about that many. However, total arrests were up 33 and total cases assigned were down 33. That tells you that you're arresting more people for dope, but you're actually driving your property crimes down. When you're looking at larcenies, those cases will go down because you're arresting the people who are doing them. That's just the first month.

"In July, obviously they started getting a little better," Mott continued. "Total cases assigned were down 21, which reduces overall calls for service and the patrol guys aren't answering as many calls. The decrease in larceny was still negligible, but overall cases were down again. And total drug arrests were up. Again, what would you rather do? Arrest the people who are doing dope and small stuff like that, and work a bunch of burglaries or preventing it?"

By August, only the third month the bike units were on the street, the impact really was seen in the numbers.

"Larcenies were down 39 — that's almost a 30 percent drop, and that's significant," Mott said. "Total drug arrests were up 13 from the prior year, total Part Ones are down and that's a pretty big deal. The broken window and social disorder theory, that's the theory behind it. You get the bike guys to take care of all the smaller stuff >>

◀ Richmond Police Officer Paul Richardson takes a set of stairs on his bike — a skill he learned in training with the Covington Police Department. Bike patrol's versatility makes them a valuable asset to an agency.

PHOTO BY JIM ROBERTSON

▲ While Covington Police Department has suffered financial woes limiting its bike patrol, Chief Spike Jones still said the bike patrol benefits the agency in many ways. PHOTO BY ELIZABETH THOMAS

▼ Georgetown Officer Rodney Johnson serves as one of the agency's bike patrol officers. Georgetown employs both bicycles and segways as part of their unit. PHOTO BY JIM ROBERTSON

>> — prostitution, street dealers and the guys doing the small assaults, disorderly conduct outside of bars — you keep that to a minimum and it keeps your assaults and larcenies down. You're not going to prevent your murders or serial burglars, but you will probably drive down your overall calls for service and small thefts, which helps keep your numbers lower.

"You can really have an effect when you're taking care of the social disorder, and that's what the bike patrol does," Mott continued. "They focus on that kind of crime and drive those numbers down considerably."

THE FACE OF THE CITY

Covington Chief Jones considers the police department the city's ambassadors, and the face of the community to most of the public.

"This really makes the face more approachable," Jones said of bike officers. "It is easier to walk up to them and have dialog with them. In that respect, it is a wonderful community relations tool."

Georgetown Police Sgt. Mike Wagoner — who leads the agency's bike patrol and rides himself — agreed. In addition to bikes, the eight members of the department's bike patrol also employ two Segways.

"The interaction with the public is huge," Wagoner said. "Especially with the Segways, so many people are interested in them. They ask all kinds of questions. We use them for special details, 5K events, parades, and we used to use them at the [Cincinnati] Bengals camp. When we have the Festival of the Horse, they are very beneficial."

Richmond's CSU officers are in high demand in the community, and are asked to participate in everything from community events to school assemblies.

"We have to limit how many appearances they make a month because everybody wants them," Mott said. "We make them go to parades, city festivals, stuff like that — so if you're going to drive your crime numbers down, you have to limit that or they will be doing that all the time. But as far as a public relations tool, they are the very best."

Like Richmond and Covington's units, Georgetown's bike patrol rides as much as possible regardless of season. They, too, have seen the results in burglary cases, larcenies and crime in areas that are easier for the bikes and Segways to maneuver.

"The bikes and Segways allow us a quiet approach and quiet patrol," Wagoner said. "At parades and festivals, the Segways have been good because we are so much taller and can see over the crowds. The maneuverability is great to get us from point A to point B. They are cost effective — you don't have to buy gas."

Georgetown budgets for regular tune ups on the bikes, tubes for the tires, helmet replacement and more — maintenance that's as much a necessity as regular oil changes and tire replacements are for patrol cruisers. But even with those costs in mind, Wagoner also agreed the expenses are worth the result.

"It's really not that expensive," he said.

IS A BIKE UNIT FOR YOU?

"Agencies that start are going to have to have some patience," Mott said, "because without a knowledge base or some experience there, the new guys are not going to get it right away. It's something that's going to take a while. Obviously, you have to go to a really good >>

> *"Agencies that start are going to have to have some patience, because without a knowledge base or some experience there, the new guys are not going to get it right away."*

▲ **Officers on bike patrol often interact more with the public because citizens are more apt to wave them down than they are an officer closed up in a cruiser.** PHOTO BY JIM ROBERTSON

PHOTO BY ELIZABETH THOMAS

▶ Richmond Police Officers Paul Richardson and Daniel Ellis stop to talk to a citizen in a busy neighborhood. Both officers find benefits in being able to sneak up on suspects in alleyways and between homes.

>> school. Starting one of these things from scratch and expecting big things to happen overnight — or even within months — that's not going to happen."

Jones recommends reviewing your community's topography to determine if there are areas where a bike patrol could be effective.

"Some of our south end areas, the bike is not as effective in those suburban communities as it is in the urban core," Jones said. "It really depends how your city is constructed whether it is more or less effective."

There are certain drawbacks, of course, to weigh with the benefits. In Georgetown, Wagoner said if a call comes out on the other side of town, their officers may have to get off the bike and pick up a patrol unit. Grumblings from other officers not involved in the program may also become a hassle.

"It's just like any other specialized unit," Mott said. "A lot of your patrol guys don't like them because they're not out there answering calls, standing in the rain, and you don't see them. The only time they call is when they've got somebody arrested, because they can't drag somebody to jail — somebody else has to go get them. So they don't always like it, so to speak, but the numbers prove themselves."

Uniform costs are higher because officers require a set of Class A's as well as their bike gear.

"You have to buy them good gear, too," Mott said. "They're just hard on it. If they ride through some alley that has a bunch of briars in it, they'll come back with their clothes all torn up."

There are other effects caused by the implementation of a bike patrol unit that cannot be measured, Mott said.

"I remember when I worked narcotics, when the bike guys would get out a lot of times in the summer, there would be a lull," Mott said. "They really pick up on the street narcotics deals and crimes like that. Then everybody will get scared of them and the bad guys will change tactics. The bike guys think they're not doing as good of a job, when really, they're driving dope dealers back in the houses and it makes it easier for narcotics guys to get buys down inside the house, which is important to be able to go back with warrants. Instead of trying to get a video in some dark alley, they're back in houses with the lights on.

"Small things like that, you can't say how important they are, and you'll get some benefit out of that, too," Mott continued. "They produce a lot of informants because they have contact all the time. You'll see a lot better information going back and forth."

Jones encourages any administrator considering a bike patrol to determine what they hope to accomplish with the unit and look at its application specific to the area they serve.

"I don't think it's a perfect fit for everybody," he said. "I don't know that you'll see the Kentucky State Police riding bikes any time soon because they have a different mission than a lot of our urban police departments. And that's understandable. Taking those things into consideration, I'd advise any police chief interested in connecting with the community on a more personal basis to look into it."

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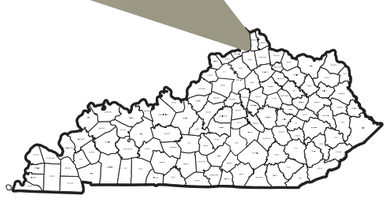
PHOTO BY JIM ROBERTSON

PHOTO BY JIM ROBERTSON



Florence Police Officer

Adam Argullin

ABBIE DARST | PROGRAM COORDINATOR

Having played drums since he was 5 and recording his first album at the age of 11, Officer Adam Argullin always dreamed he'd find a way to combine music and law enforcement — and his 'Stay Tuned' program now is rocking communities across the commonwealth. Argullin's 13-year law enforcement career has been varied and unique, to say the least. Beginning his career with the Kentucky Horse Park Police Department shortly after graduating from Eastern Kentucky University, Argullin served there two years before being persuaded by friends to apply at Florence Police Department. Once at Florence, Argullin immersed himself in narcotics investigation, working undercover with the FBI and serving with the Safe Streets Task Force for three years. He also began taking instructor certification courses. Earning certification as a defensive tactics, DARE, drug recognition expert and general KLEC instructor, opened the door to one of his true passions — educating. Now as an officer in the Community Resource Unit, Argullin is combining his fervor for law enforcement and education and his first love of music into a dynamic presentation package for schools and community groups.

My first real job was as an actor at an amusement park. I was a cowboy/gunfighter, so I had to do research on historic law men. I found the office of the sheriff and the office of the marshal fascinating. I always thought in the back of my mind it would be an interesting career path. But it wasn't until the summer of my junior year in college that I made the switch from music to criminal justice.

I had this crazy idea when I switched my major that I might find a way to combine the two, one day. Music is all I'd known since I was 5 years old. In my junior year, at the age of 19, I'd been drumming for 14 years, I didn't want to give it up. But I put it on the back burner. Fast forward 15 years, I've finally come to the point where I can combine policing and my love and life for music.

I'm assigned to our Community Resource Unit. I teach DARE, Citizens' Police Academy and our teen academy, and speak at any kind of public speaking or training event. Given my drug recognition expert training, I commonly participate in heroin town hall meetings. I'll speak about how to tell if a friend, family member or loved one is under the influence of heroin — learn to catch those tell-tale signs before it spirals out of control.

> *I fully believe my station in life is to educate in some way. The fact that I get to educate while still being a police officer is even better.*

This past summer I spoke at a family resources conference and a woman called me and said, 'You mentioned to me that you also play drums; will you write us a school assembly program, where you teach what you talked about at the conference and play drums?' That was the kick in the pants I needed. I sat down to write the program and, literally, didn't leave my apartment for a week. I did my first school assembly at Central Hardin High School, which became my 'Stay Tuned' program.

'Stay Tuned,' is a drum-infused, anti-drug, motivational experience. I combine the harmful effects of drugs and alcohol, but I infuse it with music to keep them entertained, and motivation because I tell them how I never went down the wrong path and stayed focused. Stay Tuned is a double entendre. Tuning of the drums is one part, but staying tuned into what's important and what you're focused on is the other. Whatever this idea is you want to do one day, no matter how crazy it is, that's what you should be doing.

In DARE, I tell them my generic bio — 'I've done this assignment and that assignment, but that's not who I am. It's what I do and have done, but it's not who I am as a person. Everyone is something other than what they do for 40 hours a week.' Even at the fifth-grade level, when they see me out at McDonald's I am Adam — I have them call me Officer Adam, not my last name, so it sort of bridges that personal barrier most officers have with people.

Throughout the DARE curriculum I tell them bits and pieces of personal information about me. They'll start asking questions. In most DARE classes, before I started doing this, they asked questions like, 'Have you ever shot anybody, ever been shot at, have you arrested my …?" Since I started this approach, they have started asking questions about me.

Then I surprise them at graduation dressed like them, in a DARE T-shirt and jeans. Graduation will go smooth until I pull back the stage curtain and play drums for them. Then it all comes home because they think, he told me all this, but now I get it.

Florence Police Department allows me to drum for DARE graduations because whereas most agencies' DARE funding is drying up — we celebrate ours a little more. I love when people say, 'DARE doesn't work.' Wrong — you just didn't have the right person in the classroom. If you make that personal connection with those students, it works — absolutely.

Some people think I've had a joke of a career because I don't work the road, but I think I've had a very blessed and charmed career. All the training I've received builds upon the next thing, and I'm able to use all of that now. I'm able to use it for the people who will move into the positions that will take care of us one day.

I think every single person has their own niche, and mine is educating. That is one thing you can do that will continue on. Someone will learn something from it. I fully believe my station in life is to educate in some way. The fact that I get to educate while still being a police officer is even better.

I wish more people could draw their personal side into their professional side. There is life other than behind the badge, and I don't think people should wait until retirement to figure that out. I've had too many friends that have retired and been like, now what? Officers should think that through and continue with whatever it is they enjoy. It helps for after policing, but it also helps during policing to prevent burnout.

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PHOTO BY PABLO ALCALA (LEXINGTON HERALD-LEADER)

News Worthy

KELLY FOREMAN
PUBLIC INFORMATION OFFICER

As an officer, a list of your least favorite people may rank media reporters at the top alongside criminals and defense attorneys.

In some cases, that ranking may be well deserved. But for the most part, the stereotype that the media is full of scheming snoopers waiting to make front page news of the most harmless mistakes is just that — a stereotype.

"The easiest way to break it down is to say, 'You know how people apply prejudices blankly to police?'" said Sherelle Roberts, public information officer for the Lexington Division of Police. "You can't do the same thing to the media.' All members of the media are not evil, looking for ways to twist your words or manipulate circumstances for their benefit. Just as all police officers are not what you see on TV — into corruption, brutality or profiling.

"You have to judge everyone according to their merits and their faults," Roberts continued.

The antagonistic relationship between police and the media isn't a healthy one. It benefits neither side and leaves the public in the dark. If the goal of both cops and reporters is to serve that public, how can you effectively reach them if a mutual relationship doesn't exist — or worse — is adversarial?

IT'S YOUR RESPONSIBILITY

When Spike Jones was appointed chief of the Covington Police Department, he decided to maintain the role of primary communicator with local media that he assumed as assistant chief. Jones developed relationships with many members of the media in his previous role and recognized the value of those relationships.

"We say our patrol officers are the ambassadors to the city," Jones said. "When people come into contact with them, more than likely, that's the impression they leave the city with. In respect to mass media, the person who is the public information officer is the face

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of the city that is in living rooms on the evening news. So I think it's important that you develop a very positive working relationship with the media."

In his first week as assistant chief, Jones said a journalist came into his office wanting a comment for a story.

"I invited them to come in and sit down and offered them a cup of coffee," he said. "They looked at me like I had three heads. I said, 'Do you want coffee or a coke? And we can sit here and kind of go through this.' That was an approach they weren't familiar with. Prior to that, there wasn't a sense of trust that had been developed between the two entities. I wanted to work on that first.

"They got the story they were looking for, I found the paperwork they needed and made a few sound bite comments they wanted," Jones continued. "The next time they came in they weren't so shocked. Then there develops a kind of respect and understanding that there are times I can tell you things, and if I tell you I can't, I'm not just doing it to yank your chain. It could jeopardize an investigation or worse, someone's life. As this has gone on since about 2006, I would say the great majority of folks who are professional journalists in the area realize that when I give them information, they can take it to the bank. And when I say I can't, I really can't. It's not just because I'm trying to manipulate them."

Fostering those media relationships is not something Jones does simply out of the goodness of his heart or because he likes to see his name in print. He believes firmly in a philosophy that working with the media is his responsibility as an officer sworn to uphold the constitution, he said.

"What they do is the First Amendment," Jones said of his media cohorts. "It is not by coincidence that it is the first. It is first because it is the most important, in some respects. If we as law enforcement don't really appreciate and embrace that fact, then we ourselves are not doing what we are sworn to do. It's every bit as important to how our government was created, and how it should exist."

> *What they do is the First Amendment, Jones said of his media cohorts. It is not by coincidence that it is the first. It is first because it is the most important, in some respects.*

HUMAN TO HUMAN

"On a day-to-day basis, sometimes I feel like I'm more of a diplomat than I am a PIO," Roberts said. "I'm constantly talking and learning people, treating them first as human beings and second as reporters."

While she recognizes not every PIO or media-responsible officer has time to do this, Roberts said she makes an effort to stop by the newsroom every now and then, go out to lunch with reporters and show a genuine interest in them, human to human, in an effort to enrich those relationships.

"Our officers sometimes say, 'I just don't see the merit in doing that,'" Roberts said. "Here's why you do it. Because one day you're going to need them. You're going to need them to either not report a story or to report a story. And that's where that relationship comes into play."

Roberts offered the example of a financial crimes case in which the detectives planned to use the element of surprise when they arrested the suspect. A local reporter wanted to run with the story prior to the arrest.

"I said, 'Hey, give us two days. Let us arrest this person, then run the story,'" Roberts said. 'And they said, 'OK.' Because we have that relationship and they trusted me. Another example is when we have something good going on, like we just got an award from CALEA, or our awards banquet is coming up. That's not always front page news, or A block news. But I can say, 'We really want you guys to come and cover this,' and they come. Because they know we're going to be there for them when they need something."

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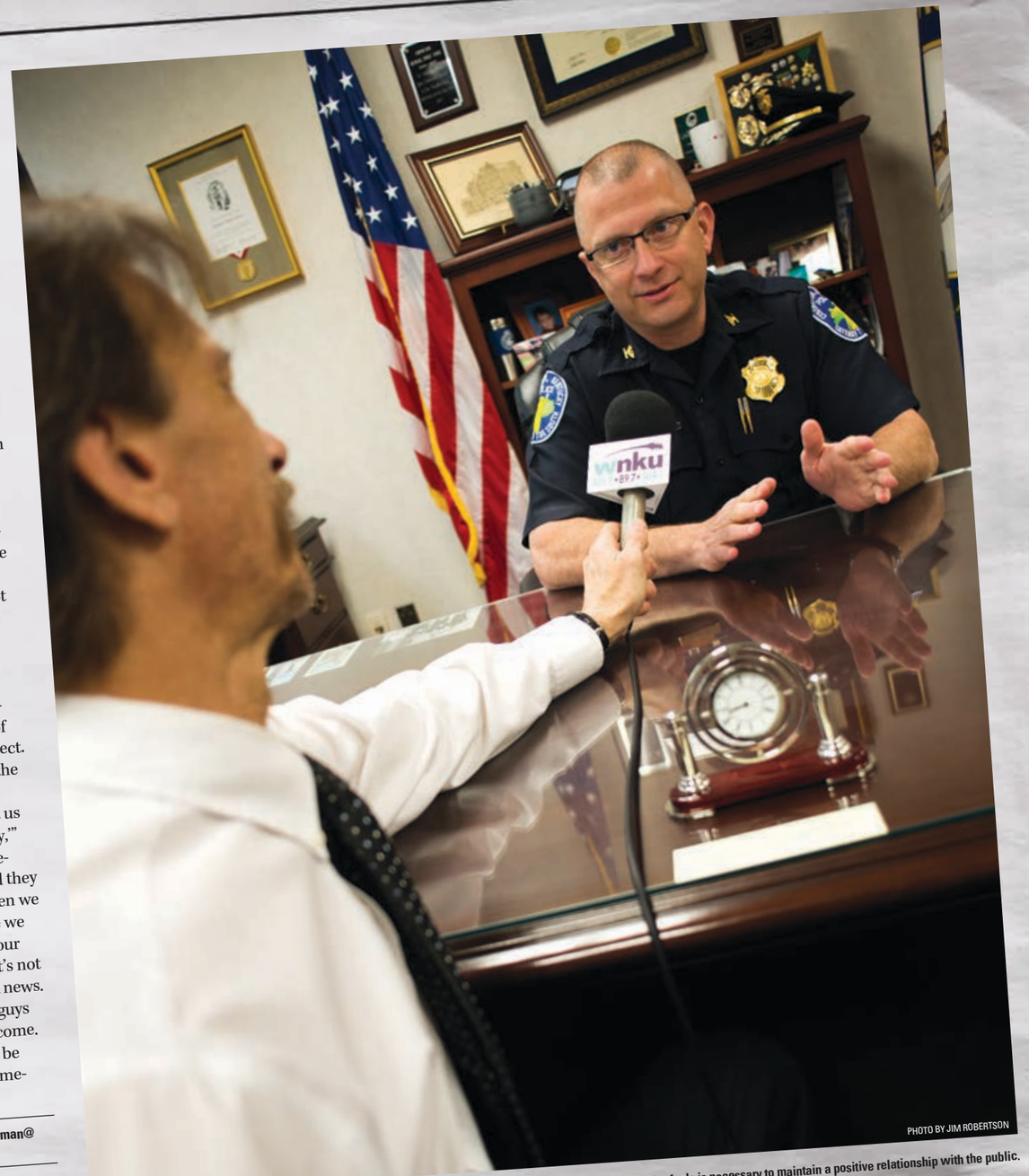

PHOTO BY JIM ROBERTSON

Covington Police Chief Spike Jones talks openly with local media about the agency — something he feels is necessary to maintain a positive relationship with the public.

Can't I Just Say "NO COMMENT?"

Tips for working with media

KELLY FOREMAN
PUBLIC INFORMATION OFFICER

Sitting in your cruiser with your lights still swirling above you, you're reviewing your notes and gathering your thoughts. Investigators are working all around you to preserve evidence while yellow police tape blocks the coroner's van from the throngs of onlookers gathering at the scene's edge. Another officer taps on your window, breaking your concentration.

When you look up, the officer's frame is shadowed by the bright lights of a TV news camera, and an anxious reporter is waiting with microphone in hand for you to answer his questions.

Butterflies begin to fly in your midsection as you wonder, "What do I say? What if I say something stupid? Can't I just say, 'No comment?'"

"The big thing I always say to our people is, 'You are in control of the story,'" said Sherelle Roberts, Lexington Division of Police public information officer. "Don't be afraid of the media. If you do everything you're supposed to do, it will come out the way it is supposed to 95 percent of the time. The media is kind of like a wild animal. If you show them that fear, they're going to pounce on it. I can say that because I was a reporter. But if you're confident, transparent and cordial, you are going to own the show. You really are."

So, what are you supposed to do to get it right? Follow Roberts' media tactics and there will be little left to screw up.

START WITH THE BASICS

Before you jump into any details, start with the basics. Who is involved? What happened? When, where, why and how did it happen? Give them the meat of the story before anything else.

TAKE CONTROL OF THE INTERVIEW

"Always start out by saying and spelling your first and last name and your official title," Roberts said. "By then, you have established control. After that, go immediately into the who, what, when, where and why. At that point, you've been doing all the talking. And if you do it effectively, then the journalist will have very few questions on the back end because you've covered everything.

"The most important thing to remember is the media is your vehicle," Roberts continued. "You should always drive the bus."

TELL THE PUBLIC WHAT YOU'RE DOING

"If it's a flooded roadway, if it's a fire, if it's a bomb threat — don't just say, 'This is happening,'" Roberts said. "Say, 'This is what we're doing about it.' Secondly, put their minds at rest. Tell them what they need to do or what they don't need to do. For example, if there's an accusation that somebody tried to lure a child into a car. Speak to the community. Tell them, 'We're doing extra patrols, we're out there, and what you need to do is watch out for your kids.' Or, maybe, 'Don't worry at all, because there's no merit to the situation.'"

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Lexington Division of Police Public Information Officer Sherelle Roberts has had the benefit of working on both sides of the microphone. As part of her duties, Roberts teaches an inner-agency course to assist Lexington officers with media relations.

PHOTOS BY JIM ROBERTSON

Can't I Just Say "NO COMMENT?"

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SPEAK IN SOUND BITES

"What makes a good sound bite?" Roberts asked. "Funny things, analogies, quotes, throwing in things that are useful, or tying it to something relevant that's going on in society. For example, let's say you have a situation at your local airport. Everybody is thinking about this missing plane in Malaysia, so you can draw parallels. If you use sound bites correctly, you'll know even before your interview is over which bites are going to be used."

LEARN TO DANCE

"There's this thing called blocking and bridging where we talk about transitioning from one question that you maybe don't want to answer to something else," Roberts said.

For example, if a reporter asks for a victim's name, instead of saying, "I can't tell you that," Roberts suggests saying something like, "It's against our policy to release victim information, but what we want the public to remember is that the suspect is still out there. So if you see him, give us a call."

Bridging and blocking allows you to provide a reasonable, quotable answer without answering questions you don't want to. If the reporter keeps asking, just keep doing it, Roberts said.

"Sometimes it turns into a funny little game until they realize you're not going to answer," she said.

DON'T SPEAK COP

"We know what an ATL is, or an RDL or an ERU, a CRU and an FSU, but people in the real world, don't," Roberts said. "So you have to translate that jargon into civilian speak. Also, remember not to use military time when doing interviews. That's a big one."

RELAX

"I think police officers really believe that it's mandatory to look robotic and tough on TV, or even in their interviews." Roberts said. "Sadly, that's more of a disservice than it is being helpful. You can still be very authoritative and be informed about what you're doing without being a robot."

PHOTO BY JIM ROBERTSON

In Lexington, the cameras are always rolling, said Lexington Division of Police Public Information Officer Sherelle Roberts. Whether it's about University of Kentucky basketball games or another tragic shooting, Roberts said she does on-camera interviews daily for the agency. Press conferences like this one also are a regular occurrence with so many local news agencies vying for the same information.

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Media: BY THE NUMBERS

238
Journalism majors enrolled at the University of Kentucky in the 2012-13 school year

57,600
Reporters, correspondents and broadcast news analysts employed in the U.S. in 2012

179
Kentucky Press Association member newspapers, including daily, weekly, associate and university, across the commonwealth

50%
Social network users sharing or reposting news stories, images or videos

$35,870
Median annual wage for reporters and correspondents in May 2012

30%
of U.S. adults consume news on Facebook

382
Radio stations broadcasting across Kentucky

42
Broadcast TV stations serving cities in Kentucky

2ND
The web was the second most popular source of news; local television news is still the number one source for the majority of people, according to Pew's annual *State of the Media* report

Summer 2014 | Volume 13, Number 2

How to: Press releases and news conferences

Creating a system and preparing for news conferences will go a long way in ensuring news gets out the way you want it to

KELLY FOREMAN
PUBLIC INFORMATION OFFICER

If a fellow officer asked you about a case you worked during your shift, how would you tell them the story?

Would you matter-of-factly report the name, age and address of the suspect and their charges without further details? How would you explain an ongoing concern of telephone scams that are targeting the elderly to your grandmother? What does she need to know to protect herself?

The media's job is to tell the public a story. When you begin to think of releasing information to the press as recounting a story instead of providing "just the facts," your job gets a little easier.

"I remember working on a homicide story with a detective years ago," said Fred Petke, a Winchester Sun reporter with more than 20 years of experience covering law enforcement news. "I happened to have the press release the agency sent with me and was asking him more in-depth questions. He asked me if I got the press release and I said, 'Yeah, here it is,' and showed it to him. He said, 'Oh wow, that's all they gave you? Now I know why you always call me.'

"Any kind of crime story, we will want to know where it happened, what people said, if there were people hurt and the names and ages of suspects," Petke continued. "At a bare minimum we need the who, what, where, when, why and how. That is square one. But we need more. We need a lot more."

ESTABLISH A FORMAT

In Lexington, Public Information Officer Sherelle Roberts said she writes about 98 percent of the press releases distributed by the Lexington Division of Police. However, because of an established format designed for releasing information, Roberts said the local media shouldn't notice a difference between what comes from her and what is released by any member of the agency.

"Our format is so simple," she said. "We do it just like a news story. We do the lede, then we do the background information, then we do the most important stuff at the end. A lot of times if our press releases are written well, the media will just copy and paste them onto the web, because we've written it in news format."

(NOTE: A lede is the opening of your release — the first sentence or sentences that quickly catch the reader's attention and "leads" them to read the rest of the story.)

In Covington, Police Chief Spike Jones also said he has a media template

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PHOTO BY JIM ROBERTSON

When breaking news hits, expect the media to be there. Know what you're going to say before the cameras start rolling.

How to: Press releases and news conferences

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readily available for creating the agency's press releases.

"Anywhere I have my iPad, I can operate," Jones said of working with the media. "I generally get updates pretty rapidly and can put together a quick media release, often within minutes of being notified. That template also is available to the bureau commander. If I happen to be out of the office, [the media] can speak with one of my watch commanders and they can crank out a quick release."

Included in that format should always be details about who the media should call with questions, and that person should be made available to the media and prepared to answer those questions.

"I always prefer to talk to whoever was on scene," Petke said. "That way you get first-hand knowledge and information rather than second or third hand. Some departments have it set up where the policy is that all statements to the media come from the chief, sheriff or command staff. As long as I know who to seek out, that's good. That can be much easier than trying to catch up with an officer who works third shift for a robbery story. Whatever the policy is, we'll work with it."

Whoever is designated as the media spokesman, though, make sure they have the correct information.

"There was one public affairs officer I dealt with for several years who was almost impossible to find," Petke said. "He hardly ever returned phone calls and he was little help. There was a homicide that broke one day, and I called to find out more. The officer was there and spoke to me. I took all the notes and I wrote my story based on what he told me. It went to press, and the next day the victim's family and the detective working the case both called me wanting to know where I got my information because it was wrong. There's not much I could say other than, 'I got it from y'all.'

"That's the quickest way to ruin trust," Petke continued. "I'd rather have somebody tell me, 'I don't know the answer right now, let me get back to you, or, 'Give me a call back at this time and I'll know more.'"

> *Whoever is designated as the media spokesman, though, make sure they have the correct information.*

PRESS CONFERENCES

There may be times, particularly in high-profile crime situations, that calling all the local media together to provide information and answer questions at one time is the most effective way to release the news.

Just as with establishing a format for press releases, Jones and Roberts share a similar philosophy when it comes to holding press conferences, too.

"I wait until the last minute to tell the media," Roberts said. "I know that sounds crazy. People think you have to tell the media days in advance. I know that's a bit unconventional, but when you're the police you can do that. Because they're going to drop everything else they're doing and come to your press conference. They want to hear what you have to say. So you can wait until the last minute. If not, they drive me crazy all night texting, 'What are you doing? Come on, tell me? We're friends, aren't we?'

"I give them just enough time to get here, get the info, shoot the B roll (secondary footage) and go live," Roberts continued. "I usually say about three hours is enough time, if it's simple."

Jones agreed.

"If we do large, all-media press conferences I will let them know a couple hours in advance," the Covington chief said. "I'll send a press release and let them know there's a press conference to be held, the location, time, date and what it's in reference to."

Before the cameras come on, Jones said he does a casual meet and greet with everyone who attends. He also has a policy of communicating what he is about to say before the cameras go live.

"I tell them, 'here is what I'm going to tell you when the cameras are on, and here's what I'm not going to tell you. If you ask, I'm not going to address it on camera.' That way they know going into it that I understand they may have to ask *that* question, but don't pry for an answer, because you're not going to get it. They really understand that."

Roberts' theory behind keeping the amount of lead time before the conference short is not just about minimizing annoying texts from the press.

"It also doesn't allow them to get a head start and do the research on your story or shape the narrative the way they might want to," she said. "Let's say, for example, that yesterday I said we're going to have an NCAA press conference about enforcement safety. They had hours to spin up stories. They could have just gone wild. Then, ahead of our press conference, they could have run all these stories that may be completely contradictory to the message we want to put out.

"So I don't give them too much time, because they'll screw it up," Roberts continued. "And I don't give them too little time — because they'll screw it up. About three hours is all they need. And that works."

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PHOTO BY JIM ROBERTSON

Clark County Sheriff Berl Purdue talks with Winchester Sun Reporter Fred Petke. Even if you include good information in a press release, it is likely local news reporters still will want to have quotes from you to accompany their story.

PHOTO BY JIM ROBERTSON

Whomever is designated to be the media spokesperson, always make sure they have the right information before they speak to the media. Reporters will want details. Be sure the spokesperson knows what they are able to release and what is being withheld.

LAW ENFORCEMENT

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Managing BAD NEWS

Protecting reputations and correcting misperceptions

KELLY FOREMAN
PUBLIC INFORMATION OFFICER

Sooner or later, bad news is going to happen. An officer on your staff is going to make an ugly mistake. A journalist will report a story from an angle not aligned with your perspective on the situation. The department will get sued or a disgruntled officer will make an off-color remark to the press.

It's not a matter of if it happens, but when it happens. And when it does, you need to have a plan for how you're going to handle it.

"We define crisis as anything that affects our reputation, or where the public or one of our officers' lives are in serious danger," said Sherelle Roberts, public information officer for the Lexington Division of Police. "Crisis communication is really different. Every single decision, every interview, every word that is spoken during, in and around a crisis situation can impact your agency's reputation going forward for whoever knows how long."

If an agency has committed itself to building relationships with the media and establishing a positive reputation within the community, a crisis situation is the best time to cash in those chips. That way when something does happen, you have the opportunity to handle the situation effectively, and the public is left with the impression that one bad egg doesn't spoil the dozen.

The best way to do that is to meet any negative situation head on, before it becomes a crisis. Ignoring it should never be an option

"If something was to occur, I feel pretty comfortable getting out ahead of it with the media," said Covington Police Chief Spike Jones. "I can say, 'It may or may not be newsworthy, but in all fairness, we're dealing with it this way.' It just seems to go a lot better.

"Don't ever try to hide it or act like something didn't happen when you know it did," Jones continued. "That can lead down an even more treacherous path."

In Lexington, Roberts said when situations arise that could possibly become a media issue, the command staff brings her into the discussion pretty early to establish a plan for response.

"I immediately begin creating talking points and thinking about a strategy for how to deal with it," Roberts said. "So by the time the media members do get ahold of the story, we already have a plan, we've already vetted it and we've already worked it out. Then it's just a matter of letting it play out like we know it's going to play out."

Part of that preparation includes making sure everyone involved has the story straight, Roberts said. Ensuring everyone has the same basic understanding of the situation and understands

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Managing BAD NEWS

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how it's being handled extends beyond the agency in scenarios that involve more than just the police.

"Let's say we have a situation where you and the fire department are involved," Roberts said. "You want to get your heads together and make sure you all are in agreement about how you're going to handle it from the public relations standpoint. You never want the fire department, police department and the mayor's office giving out different messages about what's going on."

Failing to take an active role in how bad news gets out to the community can destroy even the best agency reputations.

"Never count on your reputation to carry you," Roberts said. "Because the public can really love you today, and something bad can happen tomorrow. If you don't deal with it, your reputation may not carry you through."

The quickest way to watch your reputation crumble is to lie to the media — especially in uncertain circumstances.

"We are public servants," Roberts said. "Once you break that trust with the public, it's very hard to get it back. The public can accept an honest mistake, but they really can't accept a cover up. It's ugly. Don't do it.

"[Lexington Division of Police Chief Ronnie] Bastin's philosophy is, 'always do the right thing, always tell the truth,'" Roberts continued. "That's why I love working for him. Not once has he ever asked me to lie or to spin or to cover something up or to make it seem untruthful. And I appreciate that."

When the cameras start rolling, Jones encourages officers to be patient — both with the media and with themselves. Remember that it is OK to measure your words mid-interview to make sure the story comes out correct.

"It's OK to stop and say, 'That's not what I meant to say, let me rephrase that,'" Jones said. "'That's not accurate or may seem misleading.' It's OK to be very clear about your position and points when you talk to the media. Unless you're doing a live shot, it's ok to say, 'Wait, that didn't sound right,' or 'that's not the message I want to convey, let's go back and cover this again please.'

"They have never not honored that request when asked," Jones continued. "Again, I think that comes through providing reliable, accurate information in a timely fashion. That doesn't mean you have to write the story for them. Nine times out of 10, when a story breaks, all they want is a sound bite."

From a media perspective, Winchester Sun Reporter Fred Petke encourages officers to remember that 99 percent of the time, journalists aren't there to dig up dirt or crucify the agency.

"I am looking for the best, most complete story I can find," Petke said. "We aren't all network news people, and we aren't all going to be aggressive, in-your-face reporters."

CORRECTING MISPERCEPTIONS

"We are human, too," Petke said. "We can mess things up and not mean to."

If the press publishes something you're unhappy with, tell them. If they made a mistake, let them know. Allowing a mistake to go un-noted leaves the public with misperceptions and damages the relationship between officers and the press.

"If a source has a problem with me, I did something they didn't like or printed something that was wrong, I'd much rather them call me and explain their side," Petke said. "That also gives me a chance to explain as well, rather than letting things fester or getting shut out and not knowing why. If folks just let me know, I can fix it and clear the air."

Jones agreed that a straight-forward conversation about a mistake is the best way to address it.

"Call the source that has misrepresented what you said and have a very professional conversation with them," he said. "Say, 'You ran this story and it appears this is going on, but that is not the case. Here is what is actually occurring.' If the journalist, for whatever reason does not see that as the right way to handle business, you don't have to work with them in the future. If that person is not being a professional toward you, you certainly have an obligation to protect the agency and reputation of your city or department. If that person is going to misrepresent what is going on, they need to be held to task for that.

"I have been fortunate in the past eight years there have been very few instances where that has occurred, and I can't even count one that has been a detriment to the agency," Jones continued.

Once while reporting a story about a K-9 who stopped a fleeing suspect, a local TV station aired "Police dog attacks man" at the bottom of the screen, Roberts said.

"I was like, 'Wait a minute! No. Police dog apprehends suspect,'" Roberts said. "So I sent them an email and said, 'Hey guys, I think it's more appropriate to say the officer dog apprehended the suspect — can we get this fixed in future shows?' And they said, 'No problem.'

"Always if you want something changed, you should have an idea about what the alternative should be," she continued."

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Bad news is going to happen. Hiding from the situation will only make it worse. Know how you're going to handle it and confront it head on.

PHOTO BY JIM ROBERTSON

The Devil is in the Details

Excerpted from an interview with Winchester Sun Reporter Fred Petke

FRED PETKE
Winchester Sun Reporter

"All readers have eyes. They have that car or own that gun. If somebody took a credit card in a fraud case, you want to ask what the victim did and how that happened, so our readers hopefully won't do the same thing.

If someone's car gets stolen because they didn't lock their doors and left the keys in it, then we can say, OK, you need to lock your car. Those details could also open a door to other thefts or crimes that may not have been reported. It could jog someone's memory for something else.

Details like that also make the difference in how we tell our readers about that incident. There is a huge difference between getting shot with a .22 and getting shot with a 12-gauge shotgun. If we are just told that a person has been shot, that's an important detail. How many times were they shot? Where were they shot? Are there life threatening wounds?

All those things add to the story." ■

From a Personal Perspec tive

Make Media Relationships Your Priority

KELLY FOREMAN
PUBLIC INFORMATION OFFICER

In nearly 10 years as a journalist working almost exclusively with law enforcement, there is one thing I know for certain.

Kentucky's officers care about the people they serve. Most go into law enforcement because that service to their community is what drives them. And after years on duty, when asked what the best part of their job is, nine times out of 10, officers still speak about their passion for working with the public, the joy they get from helping people, and the satisfaction they feel as they build relationships within the community.

As a journalist, I feel the same way.

The first time I told an officer that I considered news reporting to be a public service, he looked at me with confusion — as if the alignment of purpose between law enforcement and journalism was foolish.

But the truth is that cops and reporters are not unalike. In many ways, our chosen professions mirror one another. We both face a ticking clock, work with limited resources and are at the mercy of public opinion. We work odd hours and when crisis strikes, we're there. We make decisions that affect the lives of others, and we question everything. We are lied to, lambasted and feared.

At the end of the day, we both do what we do because we care about people. What we do is hard. All too often, we make it harder on each other.

As a young reporter learning the ropes, I was lucky. I had good teachers — fellow journalists who had experienced the ups and downs of news gathering and taught me the value of trust and relationships. I already had a healthy respect for the law and those who uphold it. When meeting chiefs and sheriffs in the area I covered for my first daily newspaper, I will never forget the stern reminders I received closely following the "how do you do's."

"Don't misquote me."

"If you burn me, I'll never talk to you again."

"Think you can get it right?"

I was committed to making the police trust me, building relationships with them and making sure that when they saw me coming I was met with a handshake and not a closed door. I spent months learning the names of every officer I worked with, understanding who they were and what they did. I saw their passion, their frustrations and their hesitancy with the careful details of every investigation. I worked hard to serve their needs in an effort to cultivate the best information I could provide to the public in each day's newsprint.

We worked together, and we got things done.

When I moved on to a new newspaper and assumed the role of crime and court reporter for that community, I inherited a mess. The trail of short-term reporters who had filled my seat before me left a bitter taste in the mouths of local law enforcement. The attitude in the newsroom regarding those same officers was hostile at best.

> *We worked together, and we got things done.*

The tumultuous relationship between the two entities meant one thing. Everyone — including the public — suffered. Rebuilding that relationship didn't happen overnight. But when it did, the level of support the police and the newspaper enjoyed from the public soared. Our work together was based on a foundation of not only trust, but also friendship and respect. As a result, we conquered tough issues that helped move everyone forward and better served the community.

The truth is, the police and the media need each other. Like it or not, the media can help define a law enforcement agency's reputation in the community. A bad relationship with the local media means there likely will be no positive stories for the public to read about the good programs an agency has in place. The stories they do read about criminal activity in the community will be dry and uninformative without comments from the investigators working them.

As law enforcement, sometimes you'll get lucky and have reporters who understand the benefit of these relationships, who will commit themselves to working with you and establish a foundation of trust. But if they don't, the responsibility falls on you to make sure the public gets your message.

Taking an active role with the media should not be considered an inconvenience, or worse, unnecessary. Instead, it should be valued as a critical part of your job. Once, an officer I knew complained about another reporter he didn't want to work with. He didn't trust her to get the story right and instead, chose to ignore her phone calls and let her figure out the story on her own.

I reminded him then that it wasn't her job to get the story right. It was HIS job.

Reporters have deadlines to meet, and will get their story one way or another. Would you rather release the information YOU want the public to know about a rash of burglaries downtown, or would you rather Jim Bob and Shirley be the face on camera talking about how their friends Cindy and Ernie had their TV stolen and the cops "ain't doin' nothin' about it?"

Talk to the media. Learn how to manage them. Create a policy for public information and tell the story the way you want it told. When they make a mistake, call them on it and move on. And as Mark Twain once said, "Never pick a fight with people who buy ink by the barrel."

Remember at the end of the day that just like you, they are just people with a job to do.

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PHOTO BY JIM ROBERTSON

Lexington Division of Police Public Information Officer Sherelle Roberts is committed to establishing and maintaining a healthy relationship with local media.

PHOTO BY JIM ROBERTSON

Winchester Sun Reporter Fred Petke has spent more than 20 years working with law enforcement. Building a relationship with officers based on trust and understanding is a crucial part of his job.

Open Records

Maintaining Public Trust

SHAWN HERRON | STAFF ATTORNEY, DOCJT LEGAL TRAINING SECTION

It is the nature of government business, and law enforcement in particular, to generate a tremendous amount of paperwork — from investigative reports, citations and timesheets to fuel records and uniform purchases. Law enforcement also generates thousands of hours of recordings, dash-cam video recordings, 911 calls and radio dispatches, as well as other recorded telephone lines. All these items might be of interest to the public and as such, might be subjected to an open records request from a media outlet.

> *The biggest change in recent years with respect to what should be released specifically involves 911 recordings.*

As quoted in numerous open records decisions and case law, the case of Fiduccia v. U.S. Dept. of Justice, 185 F.3d 1035 (9th Cir. 1999) emphasized that "the value of information is partly a function of time." In other words, if information is needed, it may be needed right now. That fundamental premise underlies the entire Kentucky Open Records Act, KRS 61.870 -.884 and is further emphasized by the three-day response time required of the agency holding the records. In prior decisions, the Attorney General has stressed that the "Act contemplates records production on the third business day after receipt of the record, and not simply notification that the agency will comply" at some time in the future. Unless the item fits a particular exemption, for example, it is in long-term storage, it is anticipated the requested item will be produced immediately.

Although the benefits accorded by the Kentucky Open Records Act are available to everyone, it is no surprise that perhaps the most common requestor of records is the media, whether television, newspaper, radio or even Internet bloggers. And when the media is pursuing a story, it is likely that it is a "fresh" story and their need for the records is immediate. (And, of course, multiple media outlets may be seeking the same material and be in competition with each other.) It is certainly not unusual, and perfectly permissible, for agencies to release records to media requestors even more quickly than the three days provided by the statute.

Although certainly any records generated by law enforcement might be likely fodder for news media, the most problematical records will be those directly involved in a current or active investigation. Many of these records may, and should be, at least initially denied to the media under KRS 61.878, but others, although directly involved, have, in recent years, been required to be released by the Attorney General.

For example, in recent decisions, 911 calls, although previously allowed to be held back under the investigative exception, have been required to be released. In most cases, such calls hold little information that, if released, would cause a negative impact on an investigation. If in fact, information contained in the call might legitimately impact an investigation, it certainly may be denied, at least at the outset, but if not, the call must be released. If portions of an EMS call might implicate the Health Insurance Portability and Accountability Act, those small portions may, of course, be redacted. The biggest change in recent years with respect to what should be released specifically involves 911 recordings.

In some cases, the call information may be of public interest and thus subject to release. In a recent decision, for example, the Attorney General reiterated that the approach must be case specific, and that each request and responsive item must be assessed individually. Further, although selected parts of a 911 call recording may be subject to redaction, it is not proper to extend blanket protection to the entirety of a recording. Withholding, for example, a 911 call because the caller's voice might be recognized, is improper.

In some situations, agencies may seek to hold back certain records because they contain certain medical information, such as a toxicology report. As a rule, however, the Attorney General has not agreed that such material has privacy protections that require the records be >>

>> denied. (As a general legal principle, a deceased subject has no expectation of privacy.)

Another matter that comes into contention on occasion is records that a law enforcement agency has taken into evidence, such as surveillance videos. Again, the release of such items must be done on a case-by-case basis, and if release is denied, it must be specifically supported by the reason why it is being denied, with appropriate citations and a factual application to the applicable statute.

A related issue with media requests occurs when two or more media outlets make, essentially, the same request, but do not receive the same items. Once one outlet receives an item, even if, in fact, it could have, and perhaps should have, been withheld, it is extremely difficult to support a denial to all other media outlets. As a general rule, it is critical that agencies treat all media outlets equally.

Finally, if a record is denied because it is not available, that denial might trigger a question as to whether the agency is properly following the Records Retention Schedule that applies to that particular item. Every document, recording or other record created by an agency has a particular time frame for which it must be retained, as determined by the Kentucky Department of Libraries and Archives. If a response indicates that an item is unavailable, and it should be available, the Attorney General will refer the matter to the KDLA for further evaluation as to whether the agency has a records retention problem. Likewise, if an item is inadvertently destroyed, for any reason, prematurely, or even destroyed as allowed at the expiration of the required time, it is necessary to file the appropriate information with the KDLA, using a records destruction certificate.

Each request for records is unique and as such, it is impossible to give a blanket answer that applies to all of a particular record as opposed to none of such records. For law enforcement and telecommunications agencies, it is critical to develop a consistent and defensible policy with respect to media relations, including the release of records. Although a good working relationship with the media develops over time, a misstep, by either side, can undermine that connection quickly. The media has a vital, even constitutional role, to play and serves as the conduit for information to the public. By understanding and complying with the requirements of the Open Records Act, law enforcement agencies will not only help the media fulfill its constitutional role, but also help in maintaining the trust of the public that such information that can be shared, is being shared.

"We have instituted a bike patrol to make officers more accessible to the citizens and established partnerships with surrounding agencies and civic groups. I have strived since the beginning to make our department more transparent to the community and involve citizens in all aspects of our organization."

Chief Rodney Kidd

Lancaster Police Department

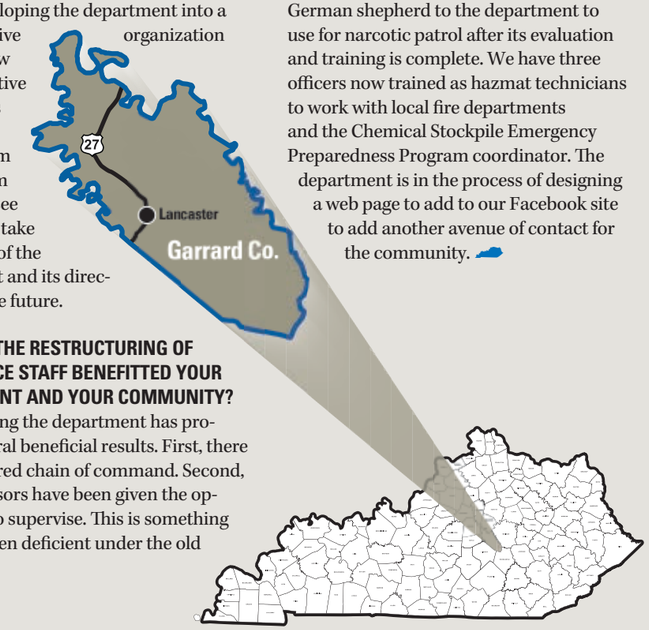
Rodney Kidd began his law enforcement career with the Shelbyville Police Department in 1984 and 24 years later retired from the Louisville Police Department as a commanding officer from within the Special Operations Division. Not quite ready to stop serving the citizens of the commonwealth, he was hired by the Simpsonville Police Department in 2008 and in January 2012, he was approached to take the chief's position at Lancaster. Kidd has two grown children and four grandsons. He is currently working on his major in Criminal Justice and attends the University of the Cumberlands.

YOU HAVE BEEN CHIEF OF LANCASTER POLICE DEPARTMENT FOR TWO AND A HALF YEARS. WHAT HAVE YOU ACCOMPLISHED DURING THIS SHORT TIME?

Immediately after assuming the role of chief, I developed a three-year strategic plan that outlined the changing demographics of Lancaster and how the department must develop a partnership with the community to serve its needs in a professional, efficient and effective manner. This included a complete restructuring of the police department, updating antiquated policy and procedures, developing a promotional program to showcase LPD's community involvement and having our officers interact with the youth in community settings. These are just a few of the components of the plan. I am encouraged to see my officers actively participate in refereeing youth sports, reading to school children at the library and being actively involved in the local Girl Scout organization. The department is currently working with the local low-income housing developments to place a substation in one of the vacant apartments to increase our presence. We have instituted a bike patrol to make officers more accessible to the citizens and established a variety of partnerships with surrounding law enforcement agencies and civic groups. I have strived since the beginning to make our department more transparent to the community and involve citizens in all aspects of our organization.

WHAT ARE YOUR SURVIVAL SKILLS AS CHIEF OF THE LANCASTER POLICE DEPARTMENT?

The most rewarding part of being a chief is watching your officers advance in their respective careers and become an integral member of the department. I have been fortunate to have access to new and exciting training opportunities that are available to the officers and then have the pleasure to see them seize these opportunities and use their training to take an active role in developing the department into a more effective organization through new and innovative approaches to community problem solving. I am pleased to see the officers take ownership of the department and its direction into the future.



HOW HAS THE RESTRUCTURING OF YOUR OFFICE STAFF BENEFITTED YOUR DEPARTMENT AND YOUR COMMUNITY?

Restructuring the department has produced several beneficial results. First, there is a structured chain of command. Second, my supervisors have been given the opportunity to supervise. This is something that had been deficient under the old administration. Most importantly, I have given the patrol officers the opportunity to be a valued part of the organization by delegating administrative tasks to those who want them. One officer is now head of our vehicle fleet services, one officer is assigned as our Alcoholic Beverage Control officer. We have an officer actively involved in ordinance enforcement and one who works our narcotic complaints. Providing our officers with these types of leadership opportunities empowers them to see that the department, as a whole, succeeds in its mission to consistently improve the quality of service that we provide to the citizens of our community and become a recognized leader in law enforcement in central Kentucky.

DO YOU HAVE ANY NEW PROJECTS?

Currently the department is facing the same budget crisis as other departments in the commonwealth, along with the influx of narcotics into our community. Fortunately, a local citizen has donated a German shepherd to the department to use for narcotic patrol after its evaluation and training is complete. We have three officers now trained as hazmat technicians to work with local fire departments and the Chemical Stockpile Emergency Preparedness Program coordinator. The department is in the process of designing a web page to add to our Facebook site to add another avenue of contact for the community.

SET THE DIRECTION OF YOUR AGENCY

How mentoring programs can place your department personnel on the path to dedication, loyalty and success

mentor *[men´tər, -tôr´]*
noun
Mentor is defined as someone who guides another to greater success.

ABBIE DARST | PROGRAM COORDINATOR

If you've reached success, at any level, you probably have someone to whom you can point and say they helped guide, advise or support you on your journey — a trusted friend, parent, supervisor, spouse or pastor. Learning from the lessons of others is a natural part of life and relationship. In Greek mythology, Mentor was the name given to Odysseus' loyal friend and advisor and his son's teacher.

There are multiple definitions of mentoring to be explored in relation to law enforcement. In his article, "Mentoring Our New Warriors," 36-year law enforcement veteran Neal Rossow lists three specific definitions that examine various angles on what it means to mentor in the law enforcement profession.

The first comes from Indiana State Police Superintendent Paul Whitesell, who defines mentoring as "the art of taking someone under your wing for the purpose of teaching them to do what you do, but leaving them with their own individual strengths and talents that might be far different than your own."

Second, the U.S. Army defines mentoring as "the proactive development of each soldier through observation, assessing, coaching, teaching, development, is counseling and evaluating, which results in people being treated with fairness and equal opportunity."

The International Association of Chiefs of Police's publication, "Best Practices for Institutionalizing Mentoring into Police Departments," defines it as "a mutually beneficial relationship in which a knowledgeable and skilled veteran officer (mentor) provides insight, guidance and developmental opportunities to a lesser skilled and experienced colleague (protégé)."

"All three of the definitions deal with one simple concept," said Rossow, who is recognized as an expert on police leadership, supervision, ethics, mentoring and team building. "The mentor and the new officer enter into a relationship where the less-experienced officer can learn techniques, strategies, secrets and beliefs from the experienced, seasoned officer."

Going beyond simple definitions, the goal of intradepartmental mentoring is to shape the future of the agency and a community's police force for decades to come. Promoting professionalism, inspiring personal motivation and enhancing the effectiveness of law enforcement services within the community, are mentoring goals that can lead to a stronger department and uniquely dedicated personnel.

WHY MENTORING? WHY NOW?

While in basic training, Kentucky's officers are expected to follow a Student Honor Code, through which they commit to "recognize the badge of our office as a symbol of public faith and accept it as a public trust to be held so long as we are true to the ethics of the public service. We will constantly strive to achieve these ideals, dedicating ourselves to our chosen profession — law enforcement."

Promote values

The challenge of today's law enforcement leader is finding men and women in today's society who possess more than just the physical skill set to perform the duties of an officer, but those who will remain committed to the values necessary for a successful professional career.

"They come on the job for similar reasons — they feel they can make an impact in their community, they believe in right over wrong and good over evil," Rossow said of law enforcement recruits.

"Mentoring takes place within an agency whenever experienced members help those less experienced, but the mentoring of new recruits is most critical," Rossow continued. "The law enforcement belief system that stresses honor and integrity must be introduced in the beginning and reinforced throughout the officer's career."

To ensure new recruits maintain a belief system where words like honor, fairness, integrity, nobility, leadership and character are not just words, but a way of life, Rossow said, is something that must go beyond basic training — and be fostered from the moment they enter the agency as its representative to the local community. A healthy mentoring program makes fostering such beliefs a priority.

Build loyalty

Closely connected to promoting values is the importance of building loyalty. Issues of retention have long plagued law enforcement agencies across the country. A vast amount of money, time and energy are spent on recruiting the best employees and training them to take on the difficulties of the profession, only to watch them walk out the door — either to another agency or to another profession altogether.

"Mentoring has long been an informal way of building loyalty and giving a sense of belonging in the profession," said Maj. Mark Aviles of the Panama City (Fla.) Police Department. "One program that may serve to bridge the gap between officer retention and declining experience is mentoring."

Studies have shown that appreciation and recognition often are more desired from workers than salary increases.

"Having a mentor transition them into their new position shows the department values their role within the agency and that they are willing to invest in them to help ensure their success," Aviles said. >>

Instill confidence

In a mentoring relationship, mentors not only help recruits gain the necessary skills to succeed, they also help them avoid pitfalls along the way.

"I think it's a shame when we don't help them out — call it mentoring or training or getting used to the agency — I think it's a shame when [older officers] have experienced and done things, yet they allow younger officers to make the same mistakes or have problems facing the same issues," Rossow said. "I think that's a huge responsibility."

WHAT'S THE APPROACH?

Just as there are multiple reasons and benefits to implementing a mentoring program in a department, there are numerous ways to approach mentor implementation. The two over-arching types of mentoring programs are formal and informal programs. Informal mentoring has long been a part of many law enforcement agencies. Rossow stressed that any law enforcement officer who loves the profession has been mentored and has mentored others.

"You are often mentored by or mentor people with whom you have like thinking," Rossow said.

It is common for veteran officers to encourage friends or acquaintances to apply for positions in their departments, leading to a natural inclination for these officers to encourage, support and give information to their acquaintances during the hiring and training period. This type of informal mentoring relationship provides an advantage to new employees by helping them feel connected to their new departments.

Often, it is these informal relationships, kindled through commonality, that last a lifetime. Because there are no formal guidelines for the relationship, the mentoring can permeate the officer's personal life, and the effects are not exclusive to his or her career path.

However, when looking at mentoring as a program that can benefit the entire department and have a lasting impact throughout the future of the agency, a casual, informal program may not be the most effective avenue.

"I would recommend implementing a formal program, otherwise people fall through the cracks, and that's unfortunate for the officers," Rossow said. "The biggest advantage to that is everybody gets it instead of just finding people you like, which is human nature, and telling them what you think they should know."

Career Track

Though the benefits of a mentoring program are most often associated with guiding and supporting new recruits, agencies ought not confine their mentoring programs to recruits and young officers. Mentoring can be effective and beneficial at any level in one's career. Agencies can create career development mentoring programs to foster an expectation for and encourage officers to make a plan for their overall career in the law enforcement profession and where they want to fit into the department in five, 10 or 15 years.

Such career-development mentoring would encompass drafting career-planning and goal-setting policies and procedures and defining mentor and protégé roles and responsibilities to make the developed career plan successful.

Organizing mentoring relationships at every stage of an officer's career, not only fosters a sense of belonging and purpose within the agency, it also creates an atmosphere of accountability that will help each officer, supervisor and commander strive for excellence in every aspect of the agency's service.

Officers can mentor new hires, supervisors can mentor line employees, commanders can mentor supervisors and chiefs/sheriffs can mentor commanders, eventually grooming and preparing an internal commander to be his or her successor.

MUTUAL BENEFITS

The protégé's benefits from a mentoring relationship are substantial and critical to the success of the officer's career and the agency's future. Some specific protégé benefits include:

- An increased likelihood for success, by gaining competency and avoiding failure through the direction and advice of the mentor
- Assistance in setting goals and charting career paths
- Encouragement and opportunities for new experiences and professional growth
- An enhanced feeling of worth to the mentor and the organization
- A boost in self-confidence resulting from positive feedback on their achievements

But few stop to consider the tremendous benefit mentoring can have on the mentor as well. Mentors can enjoy:

- A personal sense of reward for spotlighting and developing talent >>

> "Mentoring can be effective and beneficial at any level in one's career."

> **Being a successful mentor takes humility, tolerance and patience.**

- Enhanced knowledge of department policies and procedures as well as contemporary policing practices
- Paving the way for others, thereby leaving a positive legacy in the agency
- Gaining a reputation as a valuable member of the organization and the respect of colleagues
- Receiving varying perspectives from protégés, which fosters creativity

Mentors become career-long learners themselves, by being ever aware and up to date on department policies and by taking in new perspectives from the experiences, opinions and unique viewpoints of their protégés.

"By fulfilling the role of teacher, a mentor's legacy will influence far more new officers than the ones they mentor personally," Aviles said. "Their values will continue to be part of the agency as many protégés return to the program as mentors after having received positive rewards from their mentoring relationship."

CHOOSE CAREFULLY

There are many similarities between mentoring and field training — the difference is distinct yet complementary, according to the IACP's best practices guide to mentoring. FTOs train and develop effective law enforcement officers and they evaluate recruit performance on a daily basis. In contrast, the mentor's role is supportive and relational. Mentors do not evaluate skill performance, but instead provide support, guidance and encouragement.

"The mentor needs to deal with the spirit of the officer — instead of the body, if the body is the skill and task and the spirit is how they think when it comes to belief system, " Rossow said.

"Too many departments make a mistake in selection of the FTO,"Rossow continued. "What you are telling that person is, that in your belief, he's the kind of officer you want to train new people because you want your new people to look and act like him and deal with the public like him. The FTO is the one who is creating what the police department will look like for 10, 15 or 25 years.

"It is exactly the same with a mentor, and the selection of mentors should be taken just as seriously," Rossow added. "You want a seasoned officer … who has been in situations they can mentor officers about. He or she needs the ability to communicate with younger officers and the ability to empathize with what that younger officer is going through. They must be willing to take on the responsibilities of mentoring and be able to set an example. They must ask themselves, 'Does the model of my life deserve a following?'"

Being a successful mentor takes humility, tolerance and patience. Mentors must be open to allowing their protégés to develop their own way of dealing with situations and making decisions. Indiana State Police's Whitesell describes it as a mentoring triune. He tells the mentor, "Give them your vision, teach and train them in the basics and then … let them go."

But when you are releasing these protégés into an atmosphere of accountability in an agency that values the principles imparted through the mentoring process, there is a high likelihood that officer will continue on a positive path.

"Ensuring a constant, fair accountability for all members of the agency must start at the top of the organization, "Rossow said. "Agencies that are successful in recruiting, hiring and retaining good, honest officers are led by a chief executive who is an example of professionalism and integrity."

For generations, officers have faced danger and ethical dilemmas throughout their careers, but agency heads and seasoned officers can help prepare new officers for these challenges by mentoring them about the topics that are important to their physical, legal and emotional survival, Rossow said.

"Mentoring is not something we should do," Rossow said. "It is something we must do to improve our profession. The responsibility to properly prepare our new warriors lies within the old warriors."

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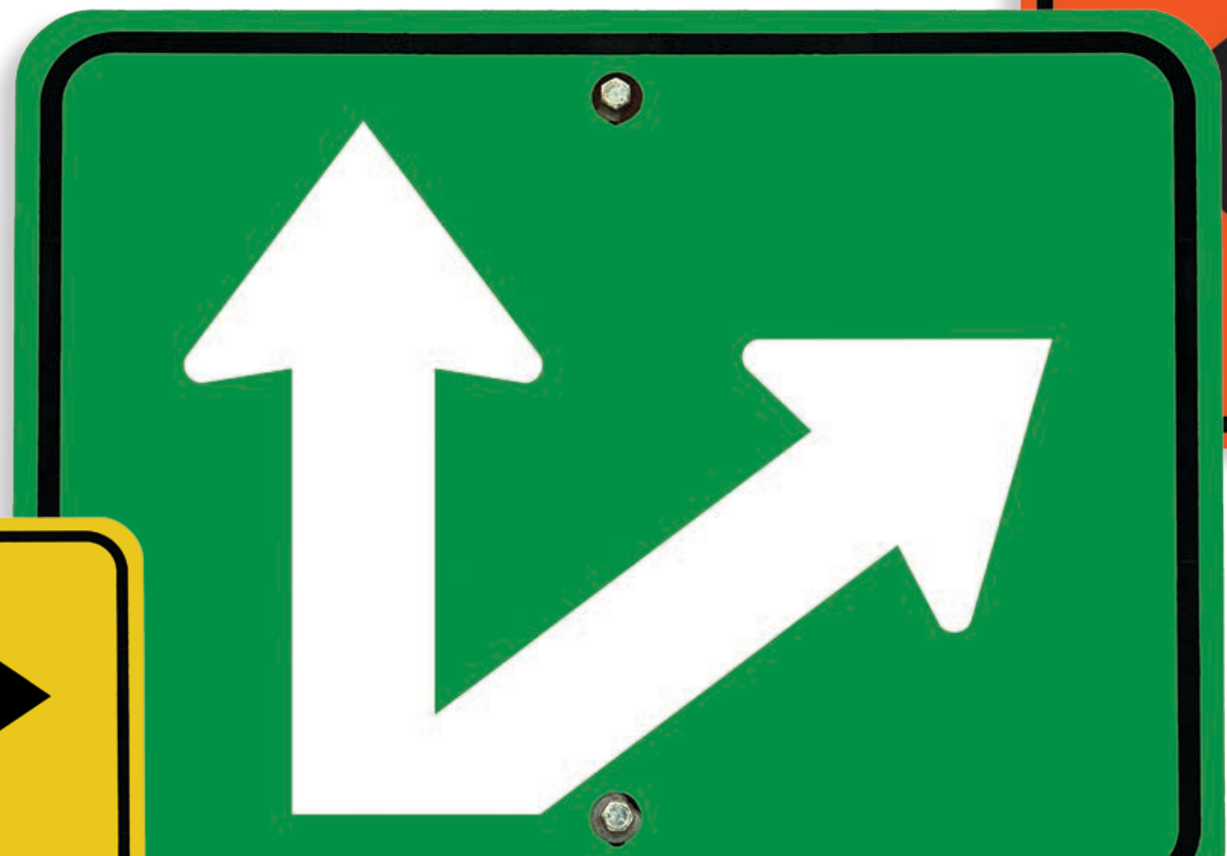

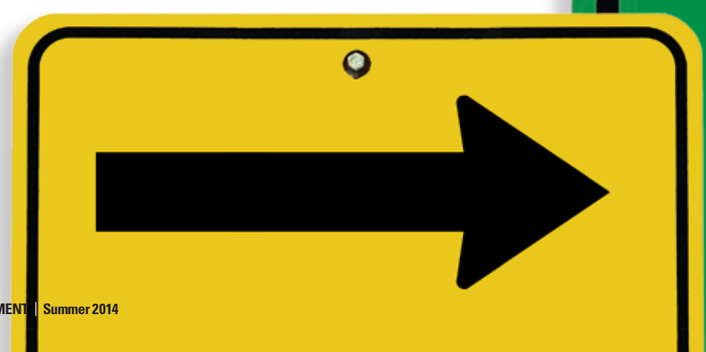

AIT

ABBIE DARST |
PROGRAM COORDINATOR

LEN Response to Special Needs Persons

UNDERSTANDING THE 'SPECIAL NORMAL'

Law Enforcement Response to Special Needs Persons provides information on special needs populations in Kentucky, such as persons with mental and or physical impairments, and behaviors and response to these citizens. The class is scheduled for its second offering in 2014 in Richmond Oct. 6 to 10.

"All people want sometimes is someone to respect them for who they are — for the special normal they are," said Van Berry.

After completing the Department of Criminal Justice Training's course, Law Enforcement's Response to Special Needs Persons, Berry was struck with a new perspective, he said. As a former deputy with the Fayette County Sheriff's Office, Berry spent many hours serving in the court system, where he encountered a diverse selection of individuals.

"This class was an eye-opening way to look at folks that we say have special needs," Berry said. "It was very educational in reference to people we deal with in law enforcement and in the court room — that they have these issues going on, and how to communicate and how to have more patience."

These same skills will continue to serve him well in his newest position with the Fayette County Public Schools Police Department.

Berry is just one of dozens of law enforcement officers whose perspectives have been transformed by this course, taught in collaboration with the Department for Behavior Health, Development and Intellectual Disabilities. BHDID's Rae Williams serves as the course facilitator and coordinator. With 18 years of experience in the field of public health and developmental disabilities, Williams sets the tone for the class with experiential activities on the first day that compel officers to redirect their understanding of special needs. Williams also has assembled a stellar group of individuals to teach the various course sections.

PHOTO BY JIM ROBERTSON

"I've picked the best of the best because this is really, really important to me," Williams said of her instructor selection. "They are not in this for play, they are in this because they believe in it."

DRIVEN TO MAKE A DIFFERENCE

The Law Enforcement Response to Special Needs Persons course was originally developed to meet a need because people were outraged at how some people treated those with special needs, Williams recalled. Intended to be taught for just two years, the class' overwhelming success and enthusiastic response propelled it on to what is now its eighth year.

For Williams, her driving force is passion.

"My passion is people with intellectual disabilities," Williams said. "There is an 80 to 90 percent sexual-assault rate among this group, and their perpetrators make them scared of police. If there was another population that had that high of a sexual-assault rate, people would be screaming. The police are really good, but they don't know about it. They don't see it, and they don't know what to do.

"The reason I'm passionate is because I want police to be able to spot it and know it happens," Williams continued. "I get the opportunity twice a year to talk to them about it and they become aware, and they are really cool about it when they do."

Building awareness and an understanding of available resources are the class's main focus. By exploring a wide variety of special needs, the 40-hour course expands officers' understanding and familiarity with what needs individuals may have and how to best serve those citizens.

Covering topics such as intellectual disability, mental illness, mental inquest warrants, acquired brain injuries, Alzheimer's disease, autism, substance abuse, deaf and hard of hearing individuals and suicide prevention, the course instructors zero in on evidence-based information and prominent issues in each field, Williams said.

"In other words, if autism proponents had an hour and a half, what are the most important things they would want law enforcement to know and understand about autism?" Williams explained. "We're not trained police officers, so we can't teach them tactics, but we try to demonstrate that sometimes when there is an intersection with an officer and someone with a mental illness or intellectual disability, they are not drunk or trying to get away with something. There may be something different going on, and normal methods of take down may not work as well, and some really serious consequences may happen."

> *I think the [two systems] could work better in tandem more so than against each other — or silently beside each other.*

LEARN IT, APPLY IT

Shortly after completing the course in October 2013, Berry had an encounter with a man who was homeless and dealt with schizophrenia. The man had a scheduled court date, but because of the way he was behaving when he entered the courthouse, it caused a commotion and a call was issued to remove the person from the building, Berry recalled. However, knowing that the individual had an actual court date and was in the building on legitimate business, he went downstairs and handled the situation.

"Knowing what I had just learned from class, I simply called his name and walked upstairs and he followed me," Berry said. "Everybody calmed down. The courtroom was filling up and I told him to have a seat and I was going to get him in and out as quickly as I could. I told [the judge] he was there and explained his situation. I didn't want him to sit through that whole situation, and I knew his condition. We got him in and out, and I met him at the back door and thanked him for his cooperation and sent him on his way.

"It works," he continued. "You just have to fall back on what you have learned and apply it. There's no need in learning something and not applying it — so it worked for me that day."

Berry and Williams both emphasized another valuable use for the lessons of this course that stretch beyond an officer's beat.

"Some of our family members have special needs, and I couldn't think of a better way … to get this education that not only helps with our careers, but helps with family living as well," Berry said. "Some of us deal with it every day, yet don't know how to deal with it at home. It's a great class to be able to open our eyes to face the elephant sitting in the middle of the living room."

Williams said that in every class, she stays behind during the lunch break and shares her contact information with students to help them work through any situation they encounter, whether on the job, or in their personal life.

"My life is to be of maximum service," said Williams, "So it doesn't matter — I'm there to help."

In addition, Williams wants every officer who completes the class to know there are resources available to them and ways to network to handle special cases in the best way possible.

"I can't say I want them to look at people differently, because they have to do their job the way they're trained, and one week will not retrain them to do something they are trained to do, but this course gives them more resources," Williams said. "It's just another tool to help their work.

"This has been one of the most fulfilling things in my career," Williams added. "Inevitably the intersection [of those with special needs and officers] could lead to such a better working situation of collaboration between the systems in an all-around holistic approach. I think the [two systems] could work better in tandem more so than against each other — or silently beside each other."

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DANA M. TODD | GENERAL COUNSEL, DOCJT

NEW LEGISLATION

BOATING IN KENTUCKY

Right to enter public waters

Officers maintain the right to enter all public and private waters for inspection of certificate of registration of boats; however, reasonable and articulable suspicion that a violation of KRS has occurred is required before an officer may stop or enter a boat on private or public waters.

Boater Freedom Act

KRS 235 now includes the Boater Freedom Act which requires a report on or before Oct. 31 of each year by Kentucky Department for Fish and Wildlife detailing measures to train law enforcement officers in the areas of enforcement of policy, hospitality toward participants in outdoor activities regulated by the department, tourism promotion and any changes the department implemented during the past year regarding law enforcement practices and interactions with the public.

ALCOHOL, TOBACCO AND MARIJUANA

Cider definition

Cider means a fermented fruit-based beverage containing seven percent or more alcohol and includes hard cider and perry cider. Weak cider contains less than seven percent but more than one percent.

Wet, moist and dry laws

This session saw multiple technical changes to wet, moist and dry laws found in KRS Chapter 243, such as changes to percentage of "receipts" rather than "income" and requirements for licenses for NQ1, NQ2 and distillers' and transporters' licenses. State parks, commercial airports and other businesses are affected by these changes.

Alternative nicotine

EFFECTIVE IMMEDIATELY KRS Chapter 438 has been amended to include additional products. It is unlawful for vapor products or alternative nicotine products to be distributed or sold to anyone under 18. It is unlawful for anyone under 18 to possess or use tobacco products, alternative nicotine products, or vapor products and if any of these is in possession of a person under 18 in plain view of a law enforcement officer, the officer shall confiscate them. Alternative nicotine product means a noncombustible product with nicotine but does not include any tobacco product, vapor product, or any other product regulated as a drug or device by the U.S. Food and Drug Administration. Tobacco product includes: cigarette, cigar, snuff, smokeless tobacco product, smoking tobacco, chewing tobacco, and any preparation for chewing or smoking, or suitable to be placed in a person's mouth. Vapor product is any noncombustible product containing nicotine that employs a heating element, power source, electronic circuit or other means that can be used to produce vapor from nicotine. Vapor product includes: electronic cigar, electronic cigarillo, electronic pipe or similar product but does not include any product regulated as a drug or device by the U.S. Food and Drug Administration.

Small-farm wineries

Small farm wineries may be allowed to sell alcoholic beverages on Sundays.

Cannabidiol

Cannabidiol may be transferred, dispensed, or administered as part of a university school of medicine study and is not within the definition of marijuana.

DRIVING IN KENTUCKY

The Denzel Steward Act of 2014 related to juvenile drivers

The court shall not adjudicate a traffic violation involving a defendant under 18 unless the person that assumed liability for the minor is present. KRS 189.999 (Named for a Jefferson County teen who died in an automobile collision; he had kept a prior speeding ticket a secret from his parents.)

Bioptic driving

KRS 186.579 was amended to add restrictions for bioptic drivers. (According to the Kentucky Office for the Blind, "Bioptic driving is a method of driving that uses both the patient's general vision and intermittent vision through a small telescopic system that improves the sharpness of the patient's vision. The bioptic telescope is only used to do quick spotting such as to read a traffic sign, check a distant traffic light or check events far down the road."(see http://blind.ky.gov for more information.))

ATV drivers

ATV drivers do not have to wear approved headgear when crossing a public highway with a posted speed limit of 55 mph or less.

GUNS IN KENTUCKY

CCDW

Requirements for retired law enforcement officers to maintain CCDW licenses pursuant to KRS Chapter 237 have been amended.

LEN service weapons

KRS 65.041 now allows officers to purchase their duty weapon at fair market value upon retirement.

DOING BUSINESS IN KENTUCKY

Confidentiality of records

KRS 210.235 contains new exceptions to allow disclosure of protected health records where necessary for care.

Breach of security records — public

Chapter 61 now requires public agencies that collect, maintain, or store personal information to notify the Kentucky State Police, the Auditor of Public Accounts, and the Kentucky Attorney General of a breach of security within 72 hours and notify all individuals whose information has been compromised within 35 days. Multiple additional notices are required. These notice requirements may be delayed upon written request from law enforcement. This law also requires implementation of cyber-security measures within state executive branch agencies.

Breach of security records — private

Chapter 365 now requires any person or business entity that conducts business in this state to disclose any breach of the security system. Notice requirements may be delayed upon written request from law enforcement.

E-SEARCH WARRANTS AND E-CIVIL PROCESS

E-warrants

KRS Chapter 455 requires that rules be created to allow electronic application and issuance of search warrants under certain circumstances.

Civil summonses

Civil summonses can be transmitted electronically by the clerk of the court pursuant to KRS 454.210.

COMMITTING CRIMES IN KENTUCKY

Abuse of vulnerable adults

A new section of KRS Chapter 209 creates a registry for reports of abuse, neglect or exploitation of vulnerable adults at facilities such as adult day health care, home health care, and group homes for individuals with intellectual or developmental disabilities.

Human trafficking

KRS Chapter 529 allows expungement of charges or convictions where the crime is determined to be the direct result of being a victim of human trafficking under certain circumstances. Where no violent offense is involved, a defendant may assert being forced to participate in an offense as a victim of human trafficking as an affirmative defense.

Contraband

Cell phones are now within the definition of dangerous contraband in a detention facility. KRS 520.010.

New class D felony: possession of automated business record falsification device

Possession of a device that electronically falsifies business records, such as a computer system that keeps a register designed to eliminate true records in order to represent a false record of transactions (also known as zappers or phantom-ware) is now a class D felony and users of such devices face revocation of their business permit for a period of 10 years.

ALSO OF INTEREST TO LAW ENFORCEMENT

FOP

The Fraternal Order of Police license plate now costs $38 instead of $45.

City classification

A lengthy and detailed bill passed that redefines how municipalities are classified.

Re-employment

KRS Chapter 70 now allows for re-employment of officers who retired after 20 years of service for a one-year contract.

Telecommunicator contracts

KRS Chapter 70 also has been amended to allow law enforcement telecommunicators to be placed under an employment contract. If the telecommunicator is hired by another agency, the cost of the training time may be reimbursed by the second agency.

Emergency management

KRS Chapter 39B has new provisions related to multi-county emergency management.

USE OF FORCE:

Employing the TASER

TOM FITZGERALD | STAFF ATTORNEY, DOCJT LEGAL SECTION

[This is an abbreviated version of an article about how the Courts have rendered decisions in cases where the situation demonstrates a circumstance of passive resistance, and where there is no threat to an officer, the use of a TASER is not an appropriate force option.]

What is the law within our Sixth Circuit Court of Appeals when it decides cases of qualified immunity?

On Aug. 26, 2013, in the case of Wells v. City of Dearborn Heights, 2013 WL 4504759, C.A.6 (Mich.), 2013, the Sixth Circuit Court of Appeals examined a fairly-common law enforcement situation.

On Feb. 12, 2008, officers from the Dearborn Heights police department executed a search warrant at the home of Robert Wells, authorizing the search of Wells' home and seizure of all controlled substances and drug paraphernalia. The various depositions of defendant officers indicate that Officer Patrick Mueller entered the residence first, followed by officers Timothy Ciochon and Christopher Pellerito, and that one of the two dogs, a bulldog weighing approximately 80 pounds, came growling towards Mueller, teeth bared. According to the officers, Mueller shot the dog, only once, when it lunged at and tried to bite his leg. Mueller claims that Wells became enraged at the shooting of the dog and approached Mueller. When Wells ignored Mueller's instructions to "drop to the ground" and pushed aside Mueller's outstretched hand, Mueller kicked him, but Wells continued to advance. Mueller recounted that he then kicked Wells a second time, knocking him to the ground. Once Wells was on the ground, Wells began to kick Mueller and tried to stand back up, prompting Mueller to deploy his TASER on Wells in the abdomen. Mueller claims that he handcuffed Wells only after Wells had been tased.

A subsequent search of the house revealed marijuana, various drug paraphernalia and methadone pills. Wells later pled guilty to possession of marijuana.

Wells alleges that Mueller used excessive force when he kneed him to the ground and when he tased him while handcuffed.

The Court's analysis was made by looking at several cases, and the opinion provides: "The Fourth Amendment prohibits the use of excessive force by arresting and investigating officers." In evaluating whether this prohibition has been violated, we employ an "objective reasonableness" test, which requires us to determine "whether the officers' actions were 'objectively reasonable' in light of the facts and circumstances confronting them, without regard to their underlying intent or motivation."

> *The 'reasonableness' of a particular use of force must be judged from the perspective of a reasonable officer on the scene, rather than with the 20/20 vision of hindsight ...*

In citing from the United States Supreme Court case of Graham v. Connor, 109 S.Ct. 1865, (1989) the Court states that "The test is fact specific, not mechanical, and the three most important factors for each case are: **(1) the severity of the crime at issue; (2) the threat of immediate danger to the officers or bystanders; and (3) the suspect's attempts to resist arrest or flee.**" [emphasis by author] "

The 'reasonableness' of a particular use of force must be judged from the perspective of a reasonable officer on the scene, rather than with the 20/20 vision of hindsight;" and our inquiry must be conducted with "allowance for the fact that police officers are often forced to make split-second judgments in circumstances that are tense, uncertain and rapidly evolving about the amount of force that is necessary in a particular situation."

The Supreme Court of the United States has acknowledged that "the execution of a warrant to search for narcotics is the kind of transaction that may give rise to sudden violence," Michigan v. Summer, 101 S.Ct. 2587, (1981), and thus that the detention of occupants in the place to be searched, through the use of reasonable force, is constitutional. In this case, Mueller was justified in attempting to detain Wells at the outset of the search, and Wells' apparent failure to drop to the ground quickly enough provided him adequate justification to knee Wells to the ground.

On the issue of Mueller's tasing of Wells, the Court found that Mueller did indeed employ excessive force. According to Wells, Mueller tased him after he was handcuffed and lying on the ground. Wells recounts that once he was on the ground, he shouted profanities at Mueller and attempted to "turn my body around, all the way around, trying to get on my back and my butt just to see what was going on."

The Sixth Circuit's prior opinions clearly establish that it is unreasonable to use significant force on a restrained subject, even if some level of passive resistance is presented. The Court also has ruled it is considered excessive force when an officer attempting to search a handcuffed, but still belligerent, suspect used an arm-bar takedown to bring the suspect to the ground. This is especially true when the suspect is already handcuffed, and noting the "well-established" rule that "**the gratuitous use of force on a suspect who has already been subdued and placed in handcuffs is unconstitutional.**" [emphasis by author]

And there are a number of cases explicitly addressing **the illegality of using "non-lethal, temporarily incapacitating force, such as a TASER, on a handcuffed suspect who no longer poses a safety threat, flight risk and/or is not resisting arrest.**" [emphasis by author]

ACTIVE RESISTANCE

In another case, Eldridge v. City of Warren, 533 Fed.Appx. 529, C.A.6 (Mich.), 2013, the Court was asked to determine what constitutes "active resistance" by a suspect that justifies a police officer's use of force?

The Warren Police Department received a call complaining of a man erratically driving a truck. The caller watched as the truck drove into her condominium complex, over a curb, and through patches of grass. It eventually came to a halt at a construction area, by temporary construction barricades.

Officers Patrick Moore and Robert Horlocker were dispatched to the scene, where they found the truck parked behind the barricades it had knocked over. The motor was still running.

The officers asked the driver what was wrong. Eldridge, sitting in the driver's seat, muttered something inaudible. Moore then asked Eldridge to step out of the vehicle.

As Eldridge was unresponsive to Moore's instruction, the officer repeated his command. Eldridge's reply was a softly-spoken, "I'm fine, thank you."

The officers continued to ask over and over again for Eldridge to get out of the car. He only said, "I'm fine," and never moved. The scene escalated as the officers' demands were seemingly ignored and Moore threatened to use his TASER if Eldridge did not comply.

Two minutes and nine seconds after the encounter began, Moore activated his TASER. After Eldridge crashed into a construction barricade, the officers grabbed him and pinned him to the side of his >>

PHOTO BY ELIZABETH THOMAS

Generally, a confrontation leading to an excessive-force suit unfolds in a manner where the suspect causes the officers to be exposed to volatility, hostility and danger in a way that increases with the passage of time, thus justifying (and often requiring) the use of force.

>> car. They repeatedly yelled, "Get on the ground!" Eldridge seemed slow to comply. "Get on your knees!" Horlocker instructed. Eldridge weakly responded, "I'm trying." He slowly began lowering his knees.

After Eldridge was secured, Horlocker began searching his body. A few seconds later, the officer found something. Moore remarked, "What is that?"

It was an insulin pump. Eldridge was a diabetic. He was suffering from a hypoglycemic episode.

Eldridge filed suit under 42 U.S.C. § 1983, alleging violations of the Fourth Amendment's prohibition against the use of excessive force. He later amended his complaint to allege an additional Eighth Amendment violation for the officers' deliberate indifference to his medical condition.

Of the three factors cited in Graham v. Connor, the first two factors are not at issue here. The severity of the crime at issue could not justify the type and degree of force used in this incident. Eldridge was suspected of driving under the influence. Such a crime is undoubtedly serious, but not categorically "severe" nor severe on this particular occasion.

The Court stated that these facts also belie the notion that Eldridge posed "an immediate threat to the safety of the officers or others." Once Officer Moore turned the car off, Eldridge posed little risk to the public at-large. As for the safety of the officers, the facts taken in the light most favorable to Eldridge require reaching the conclusion that Eldridge presented no risk—he was not threatening either verbally or physically, as demonstrated by his polite responses to the officers' questions about his physical incapacity to move from his stationary vehicle.

The Court found that "the true flashpoint of this controversy is the third Graham factor - whether Eldridge "actively resisted" in a manner that warranted the use of a TASER." To Officers Moore and Horlocker, Eldridge was noncompliant and therefore actively resisting. They argue that their actions are protected under Sixth Circuit precedent establishing that when an officer employs a TASER on a suspect who is actively resisting, such action does not constitute excessive force. The Court disagreed, stating, "a reasonable officer faced with the same circumstances could not have determined that Eldridge's actions bore the hallmarks of active resistance. Rather, these facts demonstrate that Eldridge was not actively resisting, and under our precedent it is unreasonable to tase a non-resisting suspect."

When the totality of the circumstances is considered, it is clear that the interaction at issue here does not follow the typical course of active resistance. Generally, a confrontation leading to an excessive-force suit unfolds in a manner where the suspect causes the officers to be exposed to volatility, hostility and danger in a way that increases with the passage of time, thus justifying (and often requiring) the use of force. Here, we have the opposite – officers Moore and Horlocker approached Eldridge's vehicle and disabled it without incident. During the sequence of events that followed, the only individuals conveying any sense of aggression were the two officers. The Court concluded in the case of Eldridge v. City of Warren, 533 Fed.Appx. 529, C.A.6 (Mich.), 2013, that Eldridge played no role in escalating the aggression. Under our precedent, such a scenario does not justify the use of a TASER.

In denying the officers' qualified immunity, the Court noted "that the two officers' actions violated a clearly-established right: the right of a suspect to be free from the use of physical force when he is not resisting police efforts to apprehend him.

Officers must recognize that the use of a TASER is use of force. In addition to the statutory provisions of Chapter 503 of the Kentucky Revised Statutes that govern the use of force, officers need to consider the three factors from the United States Supreme Court case of Graham v. Connor.

Officers can read the entire article online in the July issue of the Kentucky Law Enforcement Dispatches e-newsletter, at www.kledispatches.ky.gov.

6 Ways Cops Can Aid Their Lawyers to Win Use-of-Force Litigation

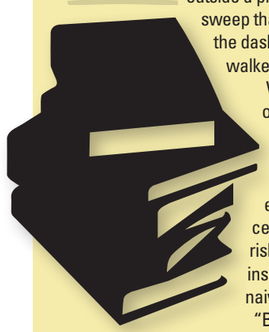
REPRINTED WITH PERMISSION FROM FORCE SCIENCE NEWS

Force Science News asked Heather White, a Salt Lake City police liability attorney, for tips on how an officer can best help a lawyer prepare the strongest defense possible after an officer-involved shooting or other major force confrontation. After nearly 20 years defending officers in federal civil rights/excessive force lawsuits, White offered six tips to officers. Note that some suggestions have to do with officers' actions before a lawyer is even involved.

1 DETAIL YOUR TRAINING

"It's important to educate your lawyer, in detail, about what you were trained to do, how you were trained to do it, and why you did it in the circumstances you faced," White said. "This helps the attorney talk about the 'objective standard' behind your actions in a way that judges and jurors can understand."

Example: An officer standing with a DUI suspect outside a pickup truck suddenly performed a foot sweep that tumbled the driver to the ground. "On the dash-cam video, it looked like the officer just walked up and dumped the guy," White said.



What the camera didn't show was the offender tensing up when the officer touched his shoulder, then starting to lurch back toward the cab. The officer explained, from his training and experience, about the danger cues of certain body language and the potential risk of the suspect reaching for a weapon inside the truck — concepts the average naive juror wouldn't think of.

"Being able to show that officers are trained to see and react to things differently from civilians helps jurors accept that in that situation, they would have done the same thing," White said.

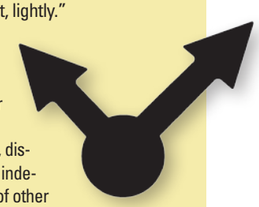
2 DROP YOUR FACADE

"It's very important for judges and juries to see an officer who has been in a shooting as a human being and not just a robotic force," White said.

She urges clients to "take off the emotionless professional facade" and express their feelings to her honestly. "I want to know how they felt after the act, and what emotion went through their mind just before they shot, when they thought they were about to be separated from their family forever or realized they were about to take a human life."

Some are "sad, even weepy," others angry about having been forced into a him-or-me choice. "Whatever their genuine emotions, a good attorney can work with it in court to humanize the officer and counter the media image of cops as people who like guns and like being aggressive. Digging through the tough mental armor can help build the picture of an officer who didn't take a necessary decision to shoot, lightly."

3 LEAVE WIGGLE ROOM



"When describing your shooting, in your statement or in testimony, leave a little bit of room for error. This is critical," White said.

"Rather than being too specific about times, distances and other factors that can be measured independently and also compared to the testimony of other witnesses, it's usually best to avoid absolutes. Forensics may prove you and your certainties wrong.

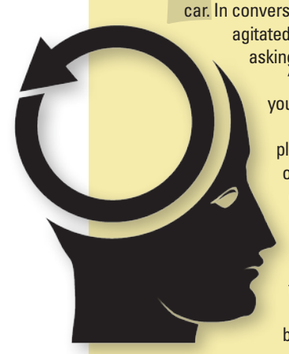
"When life-threatening events happen as fast and under as much stress as most shootings, it's usually impossible to register all details with precision. So it's really more accurate to describe what you thought you saw or experienced — how things seemed to be from your unique perspective.

"When you don't lock your attorney into rigid specifics, you make it easier to introduce human limitations of perception and memory and to address or avoid potential inconsistencies."

4 THINK AHEAD

Evaluate what you say and do at the scene of a confrontation in terms of "whether you'd like to see it replayed on a big screen in a federal court house," White advised.

Example: A woman who tried to help her husband escape from police was handcuffed in the back of a patrol car. In conversation with an officer, she became highly agitated and belligerent, baiting him at one point by asking: "What are you gonna do, stomp on me?"



"No," the officer replied, "I'm gonna smash you in the face!"

"He was being sarcastic," White explained, "but what he said was captured on the audio of a back-facing camera." In court, "this didn't play well to the jury," and gave White, as the officer's attorney, a problem of "unprofessional conduct" to deal with that distracted from the core of the case.

"The officer could have prevented that by simply ignoring her," White said.

5 PROVIDE REAL-TIME COMMENTARY

"If you're not recording your encounters these days, chances are that someone else is," White said. Thus, your communication style becomes indelible and not easily back peddled in court.

When circumstances permit, White strongly favors explaining to subjects why you are instructing or asking them to do things rather than simply ordering them to comply. "In litigation, this can be helpful to have recorded," she says. "If you're able to explain as you go along why you're asking or doing something, it helps the jury understand your thinking and your actions.

"Of course, don't compromise your safety by talking when you should be acting immediately. Officer safety is paramount. But when possible, explaining creates better rapport and tends to give you more credibility with a jury."

6 NAIL WITNESSES ASAP

"Never underestimate the value of getting statements from witnesses right away, before they have a chance to fabricate things to suit their biases," White says. "The sooner you get even an informal preliminary statement, the less tainted it's likely to be."

Example: When a long pursuit of a stolen truck through multiple jurisdictions finally ended in the barnyard of the suspect's own rural residence, the driver hopped from the cab and started walking toward an open field. "As officers came after him, he suddenly whirled around in a shooting stance, with an object in his hand," White recalled. Without hesitation, two officers fired at the subject and killed him.

"Turned out he was not holding a gun," White said. "He was pressing a knife against his wrist."

As the smoke cleared, a county officer immediately approached a man who'd been working on a truck in the yard and asked him what he'd seen. He wrote down the man's exact words: "I even thought he had a gun."

The witness was the suspect's brother-in-law. Later when the family filed a suit claiming that the shooters should have known the suspect was not brandishing a gun and posed no urgent threat, "the statement was critical to the jury's determination that the officers were justified in shooting," White said.

If you're a shooting officer at a scene, your involvement with witnesses will likely not be practical or desirable. "But often," she said, "there are other officers present who can readily take up this important task." ■

Heather White is a partner in the law firm of Snow, Christensen & Martineau.

Book Review

Leslie Gannon | Deputy Commissioner

Greater Than Yourself

The Ultimate Lesson of True Leadership

The Golden Rule … we all know it, but do we exercise it? Even more, can we add to it? As leaders, we strive to leave things better than we found them. We also strive to develop, mentor and guide the next generation of leaders to take the reins upon our departure. But do we really want to take that extra effort to develop them so they will surpass our own level of expertise?

According to Steve Farber's theory in his most recent book, "Greater Than Yourself," he shows the goal of true leadership is to help others become more capable, confident and accomplished than their leaders. "Knowledge is power" is the traditional leader's way of thinking. However, the real pay-off comes in the giving of knowledge, not keeping it. According to Farber, the only way for knowledge to truly lead to power in a person's life is for that person to give it away.

Farber unfolds a parable about how the best leaders help others be more capable and successful than they are themselves. He has a love for guitars and buys a used one. He finds a note in the guitar case indicating the guitar was a gift to "Jessica," the student, from GZ, the music teacher. GZ's note defined Jessica as having a wonderful musical talent who could become an even better guitarist than him.

GZ advised Farber how he always thought of the concept of greater than yourself or GTY.

"It's not my job to just raise the skill level of my students; my job is to do whatever I can to make sure … as a result of our having worked together, my student will be a better guitarist than I am," he said.

Farber sets out on an adventure to find the original owner of his new guitar. He unveils the power that comes from helping another person become greater than himself and how to apply this principle to his life.

The principles of the GTY concept are:

1. Expand yourself

2. Give yourself

3. Replicate yourself

During his adventure locating the guitar's original owner, he discovers that the idea of GTY is not merely coaching or mentoring, but to do whatever he can to offer himself to another, with the expressed purpose of elevating that person above himself. The first step of GTY is to start with yourself. You must have a deep and expansive sense of who you are. Your self-confidence has to be unshakable and you have to care about another's hopes and dreams, at least as much as you care about your own. You must get smarter, more experienced, more competent and more connected to others.

Expanding Yourself — you expand yourself in order to give yourself to others. Shift your perspective from isolated to connected, from alone to interdependent, from me to us. Take a personal inventory of the things you do well, experiences and life lessons that propelled you to your current position. Then determine what you can do to improve the quality and depth of your knowledge.

Give Yourself — You must be generous. If you are going to make another person greater, you have to give freely of not only your knowledge, but also all of your resources: your connections and networks, your experiences, your insights, advice and counsel — even your time. You must give … it … all … away. According to Farber, if you earn a reputation for being one who elevates others, someone who gives freely to those around him, for turning out superstars, you will have changed lives. And in turn, your life will be changed in that everyone will want to work with you. People will know by the time your projects are completed, your ideas implemented, your visions realized, they'll be all that much better for having worked with you.

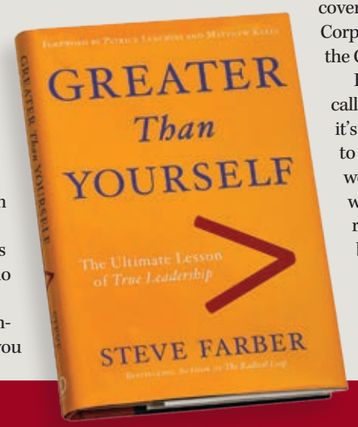
Replicate Yourself — It's not enough to accomplish the most important leadership act of all — to change the world by making sure the people you elevate are doing the same for others. You must replicate yourself by teaching others to do exactly what you've done for them. In other words, pay it forward.

To successfully incorporate GTY, one must wholeheartedly embrace philanthropy and the elevation of others in daily life. GTY is the road map toward putting the Golden Rule into action. It is about transforming a workplace into a culture of giving.

When choosing your GTY project, it is important to pick a person who is able to improve from your gifts right now, not later down the road. You must be fully dedicated to the GTY challenge. The greatest thing about GTY is that it allows you to examine your strengths.

Farber finally meets Jessica and GZ. GZ is a master guitarist, retired music teacher and retired executive vice president of a Fortune 500 company. Jessica did exactly what GZ desired — to be greater than him. Farber discovers she is the CEO of the YSC Corporation, which is based on the GTY principle.

Real leadership is not about calling yourself 'leader,' rather, it's about taking up the cause to change some piece of the world for the better. In other words, it is an extreme act rooted in love and motivated by a desire to create a better world — whether it's the world of your agency, team, neighborhood or family.



By Steve Farber, Random House, 2009

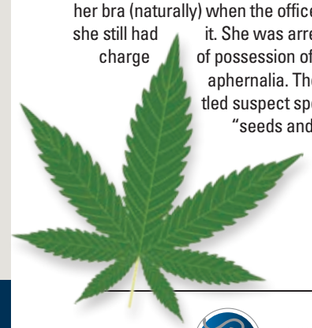
STRANGE STORIES FROM THE BEAT

Male cop goes undercover as Amish woman to catch pervert

A male western Pennsylvania police officer dressed as an Amish woman to scare off a man suspected of exposing himself to Amish children. The Amish who live in the area didn't want their children to testify in court and agreed to lend the officer women's bonnets, aprons and dresses to catch or scare away the suspect. The Amish were not concerned about his cross-dressing methods, despite their conservative beliefs.

Marijuana quality weak, woman complains to police

Police in east Texas said they arrested a woman after she called to complain about the quality of the marijuana she had purchased from a dealer. An officer went to the home of the 37 year old to hear her complaint — the dealer refused to give her money back after she argued that the drug was substandard. The officer said she pulled the small amount of marijuana from her bra (naturally) when the officer asked if she still had it. She was arrested on a charge of possession of drug paraphernalia. The disgruntled suspect spent $40 on "seeds and residue."



Pot brownies for prom dress? Now teen could be deported

A California teenager is in danger of being deported after she tried to raise money for a prom dress by selling pot-laced brownies. The student wanted to go to the high school prom, but when she couldn't afford a dress, she had an idea: marijuana treats. The teenager, who was 18 at the time, held a bake sale, and hired a fellow student to sell her goodies. The plan reportedly went awry when a student got sick and was taken to the hospital in an ambulance.

Man comes to courthouse in stolen car

Police arrested a man after he used a stolen car to get to a court appearance in California. He was taken into custody after police said they received a call from an auto dealership reporting the vehicle was stolen. The 2001 Mitsubishi's GPS indicated it was parked in front of the courthouse. Officers found the car, which already had a different set of license plates on it.

Missing child found stuck inside claw machine

A 24-year-old woman called 911 one night to say her 3-year-old son had disappeared from her home. She said he slipped out of the unlocked apartment while she was in the bathroom. At the same time, employees across the street at the bowling and billiards establishment called police. They said a customer alerted them that a young child was stuck inside a coin-operated claw machine. Sure enough, police found the missing boy inside the machine, where he was happily playing with stuffed animals inside the machine.

IF YOU HAVE ANY funny, interesting or strange stories from the beat, please send them to jimd.robertson@ky.gov

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