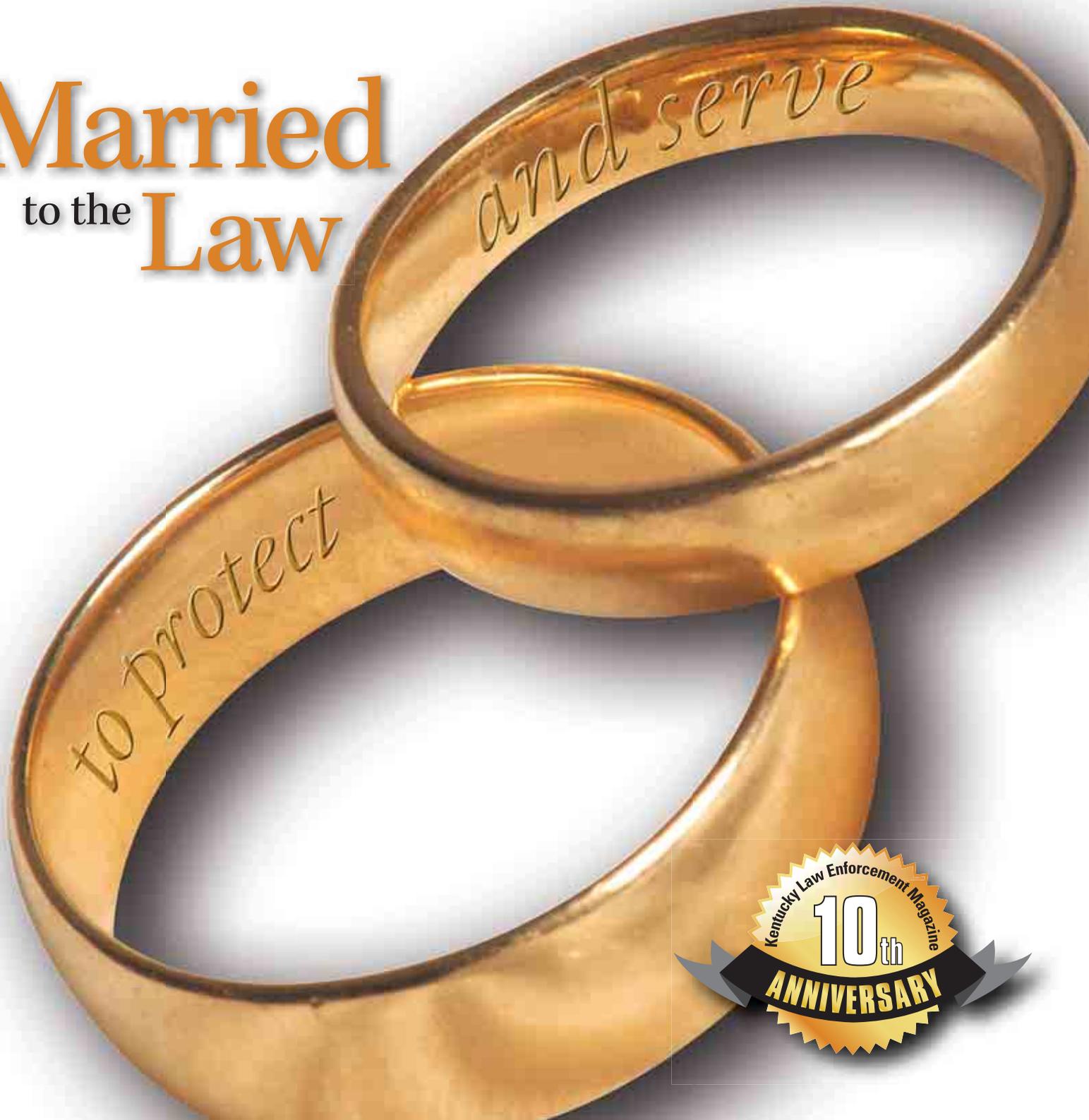


**KENTUCKY**

Spring 2011 | Volume 10, Number 1

# LAW ENFORCEMENT

Married  
to the Law



# LAW ENFORCEMENT CONTENTS

Steve Beshear  
Governor

J. Michael Brown  
Justice and Public Safety  
Cabinet Secretary

John W. Bizzack  
Commissioner

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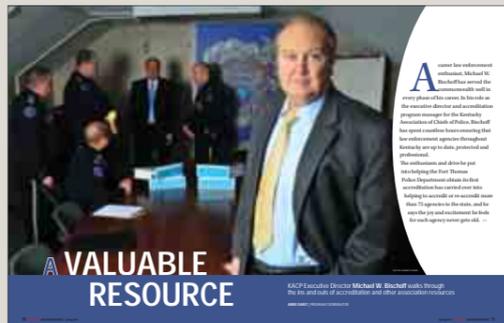
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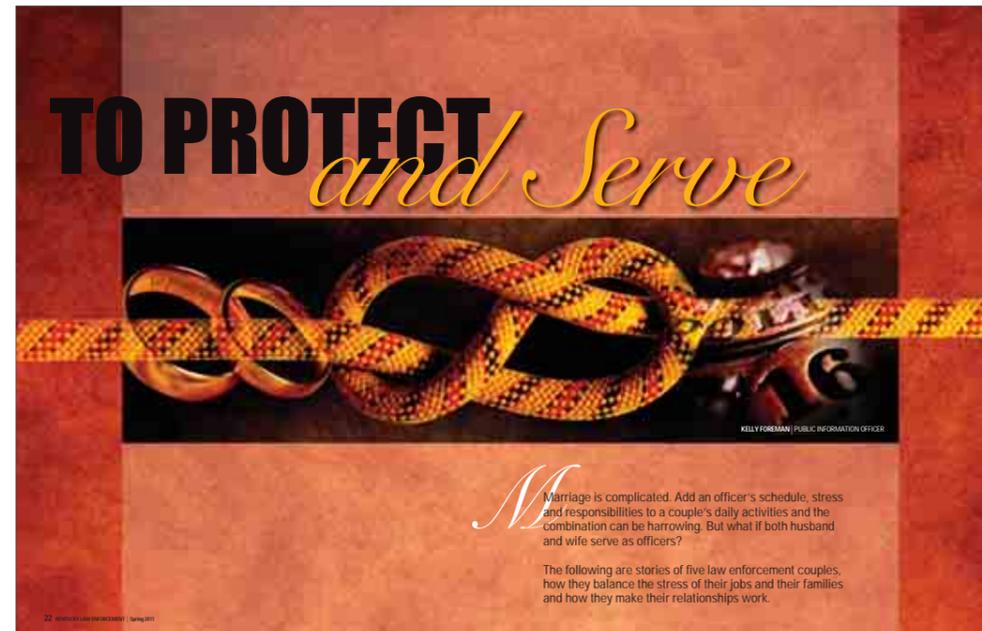
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» The Kentucky Law Enforcement staff welcomes submissions of law enforcement-related photos and articles for possible submission in the magazine and to the monthly KLE Dispatches electronic newsletter. We can use black and white or color prints, or 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

# Task Force Seeks to Reduce Recidivism and Control Spending

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

For more than six months now, members of the Penal Code and Controlled Substances Act Task Force have met to develop strategies that continue to hold offenders accountable, while reducing recidivism and controlling corrections spending.

Aided by the Pew Center on the States, the task force, which includes the chairs of both the House and Senate Judiciary Committees, Kentucky's chief justice, a former commonwealth's attorney, defense attorney, county judge-executive and myself, is finalizing details of a bill that makes common sense adjustments to some of our drug laws, and reinforces and bolsters our re-entry efforts. (As of this writing, the bill has yet to be filed with the General Assembly, but is expected to be formally introduced within days.)

One of the tremendous advantages of working with an organization such as Pew is having access to its resources and vast experience in evidence-based practices. This data helps guide us in making policies that are not based on emotion or assumption, but will improve public safety.

With respect to re-entry efforts, those policies include use of a risk assessment tool to determine the best level of supervision for an individual leaving prison on parole and to identify the programs they need. Studies have shown, for example, that low-risk offenders don't need a high level of supervision, and that there can be, in fact, a diminishing rate of return from intensely supervising someone who is unlikely to re-offend anyway. Our resources, then, can be targeted to individuals who are more likely to violate the conditions of their release.

The idea of having less intense supervision for low-risk offenders is one example of this. While the practice may seem counter intuitive (there is a natural inclination to think that higher supervision equals higher level of safety), data from Pew

indicates otherwise — that intensely supervising low-risk offenders doesn't reduce their odds of re-offending, and in some cases, actually increases it by becoming an obstruction in their daily lives and bringing them into contact with individuals who are at higher risk.

I believe we will also see efforts to codify some of the provisions related to parole that were included in the last budget, which capped deferments and instituted an additional review before someone was given a serve-out on a sentence with more than five years left.

As I've said before, prison is unquestionably the right place for chronic and violent offenders. But every dollar spent unnecessarily on prisons is a dollar not available for early education, higher education, health care or other public needs.

Kentucky's two- and three-year recidivism rate declined for the first time in a decade, which we believe is a direct result of our efforts to improve the likelihood that someone leaving prison will not come back.

Over a three-year period, which is what Pew tracked, the recidivism rate for inmates who left in 2007 and have since returned is 40.3 percent — the lowest three-year recidivism rate since 2001. In comparison, last year the three-year rate (those inmates released in 2006, and had returned by 2009) was 42.7 percent.

In addition, the Department of Corrections tracks recidivism over a two-year period, which also showed a decline. When the two-year rate was calculated last year (for inmates who went out in 2007), the rate was 32 percent. This year (for those released in 2008), the rate had dropped to 29.5 percent.

It is significant to note that the department has not had a two-year recidivism rate below 30 percent since 2000. J



## Commissioner's Column

# The Difference Between Leading and Managing

JOHN W. BIZZACK | COMMISSIONER, DEPARTMENT OF CRIMINAL JUSTICE TRAINING

Today, many businesses, corporations and government offices are largely over-managed and shamefully under-led. Striving to correct this problem, organizations often forget that strong leadership with weak management is no better, and sometimes actually worse, than the reverse. The real challenge to success revolves around combining strong leadership and strong management, each balancing the other.

Of course, not everyone can be good at both leading and managing. Once organizations actually appreciate the fundamental differences between leadership and management, they can start grooming people to provide both.

Managing is mostly about coping with complexity, and good management brings a degree of order and consistency to key dimensions like quality and profitability. Leadership, in contrast, focuses on coping with change.

Consider a simple military analogy: A peacetime army can usually survive with good management, including administration, up-and-down the hierarchy, coupled with good leadership concentrated at the very top. On the other hand, a wartime army requires competent leadership at all levels. After all, no one yet has figured out how to manage personnel effectively into battle: They must be led.

One of many reasons leadership issues have emerged as more of a central topic in recent years is that the business world and society have consistently grown more competitive and more volatile. The net result is that doing what was done yesterday, or doing it only five percent better, is no longer a formula for success. It requires adopting change in order to improve, and more change always demands more leadership.

### ULTIMATE TEST OF LEADERSHIP: IS ANYONE FOLLOWING?

Well-known leaders have been poked and prodded, their styles analyzed, their childhoods examined, their experiences compared and contrasted, and

their successes and failures dissected. In almost every analysis, however, leaders tend to be viewed in isolation, as if they were the only truly active agents in the picture.

Unfortunately, followers are often viewed as objects. If considered at all, followers are viewed as empty vessels, waiting to be filled with a leader's inspiration. How many of us look around and conduct the ultimate litmus test of leadership: Is anyone following?

Everyone in a position of leadership has some followers, but there is a difference between those who follow their leader blindly and those who follow their leader due to inspiration. That distinction obviously exists; otherwise, a never-ending debate would ensue about whether anyone who leads is a good leader.

Could it be that followers have more to do with leadership than we've suspected? While there may be a lot of negative baggage associated with the follower, it's curious that we make the assumption that leaders are effective and provide them specific training, but we assume that followers are ineffective and spend much less time training them.

Organizations with authentic leaders tend to be the kind of places that develop effective followers, although they may call them something more palatable. There is nothing sheep-like about effective followers. They do more than march in lock step toward fulfilling the vision their leader has laid out. Effective followers are partners in creating the vision in the first place. They take responsibility for getting their jobs done, take the initiative to fix problems of improving the process, and question leaders when they're wrong. In other words, they act a lot like leaders themselves. J

## HOWARD RECEIVES SHEIN AWARD



Less than a month after his death, Gary Howard was honored with the 2010 Melvin Shein Award in November. Howard served the Louisville Metro Police Department for 29 years, served as an instructor at the Department of Criminal Justice Training, and joined the United States Attorney's Office for the Western District of Kentucky as a law enforcement coordinator. Howard's wife, JoAnn, accepted the award in her husband's place.



Left to right: Luke Morgan, KLEC Vice Chair; KLEC Executive Director Larry Ball; JoAnn Howard; son Robbie Howard; University of Louisville Police Chief Wayne Hall, who nominated Howard for the award.

## NEW COURSE

### SEX-CRIMES INVESTIGATIONS COURSE TO BE OFFERED

A sex-crimes investigations course presented as a joint training effort through the Department of Criminal Justice Training, Kentucky State Police and the Kentucky Association of Sexual Assault Programs will be offered March 14 to 18 in Lexington and Oct. 24 to 28 in Bowling Green.

The course is designed to enhance officers' skills in reporting, investigating and prosecuting sex crimes. Topics will include victim interviews, documenting sex crimes, investigating difficult cases, drug-facilitated sexual assault, sex offenders, false reports and interviewing individuals with cognitive and/or communication disabilities. National experts in sex crimes investigations and forensic interviewing, retired Detective Joanne Archambault and Forensic Interviewer Nora Baladerian, Ph.D., will be the featured trainers.

The training is approved for 40 hours of KLEC in-service credit. Most meals and lodging at the conference centers are provided through a unique grant.



For details, contact Eddie Farrey at [eddie.farrey@ky.gov](mailto:eddie.farrey@ky.gov) or (859) 622-8432.

## KACP CONFERENCE IN AUGUST

The 39th Annual Kentucky Association of Chiefs of Police conference is scheduled for July 31 to August 4.

The Ashland Police Department is hosting this year's conference, which will be located at the Griffin Gate Marriot in Lexington, Ky.



For more information please visit the KACP Web site at [www.kentuckypolicechiefs.org](http://www.kentuckypolicechiefs.org) or contact Michael Bischoff at 888-403-3353.

## 2011 KLEMF GOLF TOURNAMENT IN JUNE

The Kentucky Law Enforcement Memorial Foundation's annual golf tournament will be conducted on June 6 at the Cherry Blossom Golf and Country Club in Georgetown, Ky.



For more information or to sign up for the tournament, please contact Pam Smallwood at [pam.smallwood@ky.gov](mailto:pam.smallwood@ky.gov) or (859) 622-8081.



## KLEMF SCHOLARSHIP DEADLINE IN MARCH

The deadline for Kentucky Law Enforcement Memorial Foundation scholarship applications is March 31, 2011.



Applications can be downloaded at [www.klemf.org](http://www.klemf.org). Contact Pam Smallwood at (859) 622-8081 for more information.

## NEW CHIEFS

### Jamie Stamper

#### Mount Olivet Police Department

Jamie Stamper was appointed chief of Mount Olivet Police Department April 28, 2010. Stamper has more than 17 years of law enforcement experience. He has served the Irvine and Danville police departments and the Montgomery County Sheriff's Office. Stamper graduated from the Department of Criminal Justice Training Basic Training Class No. 243. Stamper's goals are to increase staff, enroll his officers in DOCJT leadership courses and become more involved in the community.

### Jeff Liles

#### Murray Police Department

Jeff Liles was appointed chief of Murray Police Department Aug. 12, 2010. Liles has 20 years of law enforcement experience and has spent his entire career at MPD. Liles attended Murray State University and graduated with a bachelor's degree in secondary education. His goals are to add more staff, increase pay, acquire a new public-safety facility and make sure his officers are properly trained. Liles would like to see the department become more involved in the community through community-oriented policing.

### Amy Schworer

#### Park Hills Police Department

Amy Schworer was appointed chief of Park Hills Police Department Aug. 30, 2010. Schworer has more than 20 years of law enforcement experience. She began her law enforcement career at Xavier University and has served the Fort Wright Police Department and the Independence Police Department. Her goal is to pursue accreditation through Kentucky Association of Chiefs of Police, and she looks forward to the department becoming more involved in the community. For more information on Chief Schworer, see page 24.

### Eric Smith

#### Irvine Police Department

Eric Smith was appointed chief of the Irvine Police Department on Nov. 8, 2010.

### Stewart Walker

#### London Police Department

Stewart Walker was appointed chief of London Police Department Dec. 20, 2010. He has more than 18 years of law enforcement experience, spending most of his time with LPD. He graduated from the DOCJT Basic Training Class No. 250. Walker would like to reacquaint the community with law enforcement and his department and also advance the street-level narcotics program.

### Steven R. Johnson

#### Hodgenville Police Department

Steven R. Johnson was appointed chief of Hodgenville Police Department Jan. 1. Johnson has more than 33 years of law enforcement experience and his entire career has been at the HPD. He is a graduate of DOCJT Basic Training. His goals are to improve technology and vehicles for the department and recruit and retain more officers.

### D. J. Reynolds

#### Pioneer Village Police Department

D. J. Reynolds was appointed chief of Pioneer Village Police Department Jan. 1. Reynolds has 21 years of law enforcement experience. He began his law enforcement career with Jefferson County Corrections and served as chief of Strathmore Village Police Department. Reynolds graduated from DOCJT Basic Training in 2000. His goals are to increase patrol throughout the northern area of Bullitt County and maintain the good relationship the department has with the community. Reynolds' long-term goals are to pursue accreditation through KACP and add more staff.

### Joseph Weston

#### Lancaster Police Department

Joseph Weston was appointed chief of Lancaster Police Department Jan. 1. Weston has 15 years of law enforcement experience. He began his career with Monticello Police Department and served the Wayne County Sheriff's Office before coming to Lancaster. His long-term goals are to add more staff and implement a community-watch program and a community ride-along program.

### Wade Williams

#### Madisonville Police Department

Wade Williams was appointed chief of Madisonville Police Department Jan. 3. Williams has more than 13 years of law enforcement experience and his entire career has been at the MPD. He is a graduate of Murray State University with a master's degree in public administration and a bachelor's degree in organizational management from Oakland City University. Williams has served in the Army, both active and reserve. Williams would like to see a merger of community-oriented policing and intelligence-led policing. For more information on Madisonville Police Department programs, see the article on page 52.

### Kevin Smith

#### Oldham County Police Department

Kevin Smith was appointed chief of Oldham County Police Department on Jan. 3. Smith has nearly 29 years of law enforcement experience and retired from the Louisville Police Department. He is a graduate of the University of Louisville with a master's degree in community development and a bachelor's degree in English from Bellarmine University. Smith said the department is in good shape, very organized and friendly. He would like to see his department tackle drugs in the community and be more community focused.

### Timothy Layne

#### Carlisle Police Department

Timothy Layne was appointed chief of the Carlisle Police Department on Jan. 11. Layne has more than 13 years of law enforcement experience. In 1995, he served six months at the Paris Police Department as a dispatcher and then went on to serve Carlisle Police Department. Layne graduated from the Department of Criminal Justice Basic Training Class No. 336. He plans to hire more officers and pursue accreditation through KACP.

## NORTHERN KENTUCKY OFFICERS RECEIVE AWARDS

Two Northern Kentucky Officers were celebrated early this year during a banquet of the Northern Kentucky Police Chiefs Association.

Taylor Mill Ptl. Ken Holstein was honored with the Robert Shields Officer of the Year award for going into a burning apartment building to rescue its residents. Campbell County Police Sgt. Bill Birkenhauer was honored with the Charles T. Donaldson Leadership Award for his years of leadership excellence with the Northern Kentucky Drug Strike Force.

Both Shields and Donaldson are former northern Kentucky chiefs who each demonstrated outstanding performance and leadership. The Shields award is given annually to an officer who, like its namesake, demonstrates outstanding professional performance including valor, heroism, a meritorious act and/or more. Similarly, the Donaldson award annually recognizes the accomplishment, character and service of leaders in northern Kentucky.

Sgt. Bill Birkenhauer



## MILITARY FUNERAL PROTEST DECISION

The U.S. Supreme Court declined to hear an appeal in early January involving Kentucky's now-repealed law banning protests at military funerals, an Associated Press news report said. The high court turned away the appeal without comment.

A federal district judge in Lexington threw out the law, aimed at Kansas-based Westboro Baptist Church, ruling it was too broad. The state later repealed the law, but appeals continued.

The law banned protests within 300 feet of military funerals and memorial services. Westboro Baptist Church frequently announces plans to protest at military funerals, citing deaths and tragedies as a sign of God punishing America for tolerating homosexuality.

## STATE POLICE

### KSP CREDITS PLANNING, COMMUNICATION AND COOPERATION FOR WEG SUCCESS

The opening of the World Equestrian Games at the Kentucky Horse Park on Sept. 25, 2010 marked the end of 18 months of planning by KSP. As the lead law enforcement agency coordinating security inside the park, KSP faced a challenging task: ensuring the safety of an expected 500,000 people on a 1,200 acre site during 20 days of events.

Partner agencies for the event included the FBI; Secret Service; Bureau of Alcohol, Tobacco, Firearms and Explosives; Kentucky National Guard; Kentucky Horse Park Police; and state departments of agriculture, emergency management and public health, the Louisville and Lexington police departments; Fayette County sheriff; Lexington fire department and others.

According to Crawford, the most difficult part of the event was logistical: trying to sustain 24-hour coverage for a period of 20 days.

KSP assigned 246 sworn and civilian personnel to the games.

Crawford cites a number of reasons for the success of the event from a public safety standpoint including keeping open lines of communication with all agencies involved, venue-specific supervisors, roving patrols, dedicated bomb technicians and K-9 units.

Prior planning paid "great dividends," Crawford said. "Everyone was on the same playing field when it came to procedures on handling any situation. Inter-agency communications were always open and every agency was notified of any situation immediately. All partners worked well together and shared information in a timely manner."



KSP Trooper John Hindman, of Post 9 in Pikeville, stood guard in the stable area.

## 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  
– Robert W. Ratliff

Berea Police Department  
– Christopher R. Whicker

Bowling Green Police Department  
– Ryan C. Burnam

Covington Police Department  
– Jennifer L. Ervin  
– Jess A. Hamblin  
– Nicholas R. Klais

Daviess County Sheriff's Office  
– James W. Saddler

Frankfort Police Department  
– Thomas A. Schmidt

Hopkinsville Police Department  
– Albert R. Finley Jr.

Jeffersonton Police Department  
– Donald L. Meredith Jr.  
– Samuel J. Rogers  
– Mark A. Timperman

Kentucky Alcoholic Beverage Control  
– John A. Adkins  
– Robert D. Lane  
– Laura M. Staley  
– Christopher M. Thomas  
– Donald R. Woods

Louisville Metro Police Department  
– William A. Shingleton

Pikeville Police Department  
– Scotty Hamilton

Taylor Mill Police Department  
– Karen S. Spanyer

**ADVANCED LAW ENFORCEMENT OFFICER**  
Ashland Police Department  
– Angelleen H. O'Pell  
– Robert W. Ratliff

Bowling Green Police Department  
– Ryan C. Burnam

Cave City Police Department  
– Jeffrey M. Wright

Graves County Sheriff's Office  
– Jeremy K. Prince

Jeffersonton Police Department  
– Donald L. Meredith Jr.

Kentucky Alcoholic Beverage Control  
– Laura M. Staley

Lexington Police Department  
– Jeremy M. Russell

Louisville Metro Police Department  
– William A. Shingleton

**LAW ENFORCEMENT OFFICER INVESTIGATOR**  
Ballard County Sheriff's Office  
– Ronnie D. Harvell Jr.

Daviess County Sheriff's Office  
– William D. Thompson

Frankfort Police Department  
– Jeffrey A. Fogg

Hopkinsville Police Department  
– Albert R. Finley Jr.

Insurance Fraud-Kentucky Public Prot./Reg.  
– Ronnie D. Mosby

Owensboro Police Department  
– Jeffrey D. Payne

Pineville Police Department  
– Kevin B. Goodin

**LAW ENFORCEMENT TRAFFIC OFFICER**  
Covington Police Department  
– Jess A. Hamblin

Frankfort Police Department  
– Thomas A. Schmidt

Jeffersonton Police Department  
– Samuel J. Rogers

**LAW ENFORCEMENT SUPERVISOR**  
Ashland Police Department  
– Robert W. Ratliff

**LAW ENFORCEMENT MANAGER**  
Boone County Sheriff's Office  
– William A. Steinborn

Bowling Green Police Department  
– Gary A. Rich

Madisonville Police Department  
– Christopher F. Taylor

Newport Police Department  
– David A. Garnick

Paducah Police Department  
– Mark A. Roberts

**LAW ENFORCEMENT EXECUTIVE**  
Ludlow Police Department  
– Wayne A. Turner

**LAW ENFORCEMENT CHIEF EXECUTIVE**  
Cave City Police Department  
– Billy G. Minton

Kentucky Alcoholic Beverage Control  
– Michael L. Razor

Somerset Police Department  
– Douglas R. Nelson

**BASIC TELECOMMUNICATOR**  
University of Kentucky Police Department  
– Casey L. Henson

Campbellsville 911 Communications  
– Malissa L. McCarol

Madisonville Police Department  
– Corinne Radford

Muhlenberg County 911  
– Joe L. Ford II

University of Kentucky Police Department  
– Jason D. Jackson

Warren County Sheriff's Office  
– Richard C. Hayes

Western Kentucky University Police Department  
– Hannah M. Haeberlin  
– Connie Myers

**INTERMEDIATE TELECOMMUNICATOR**  
Jessamine County 911  
– Cathy D. Raiza

Madison County E-911  
– James H. Vandecar

**ADVANCED TELECOMMUNICATOR**  
Jessamine County 911  
– Thomas M. Houston

**TELECOMMUNICATION MANAGER/DIRECTOR**  
Muhlenberg County 911  
– Kristi D. Jenkins

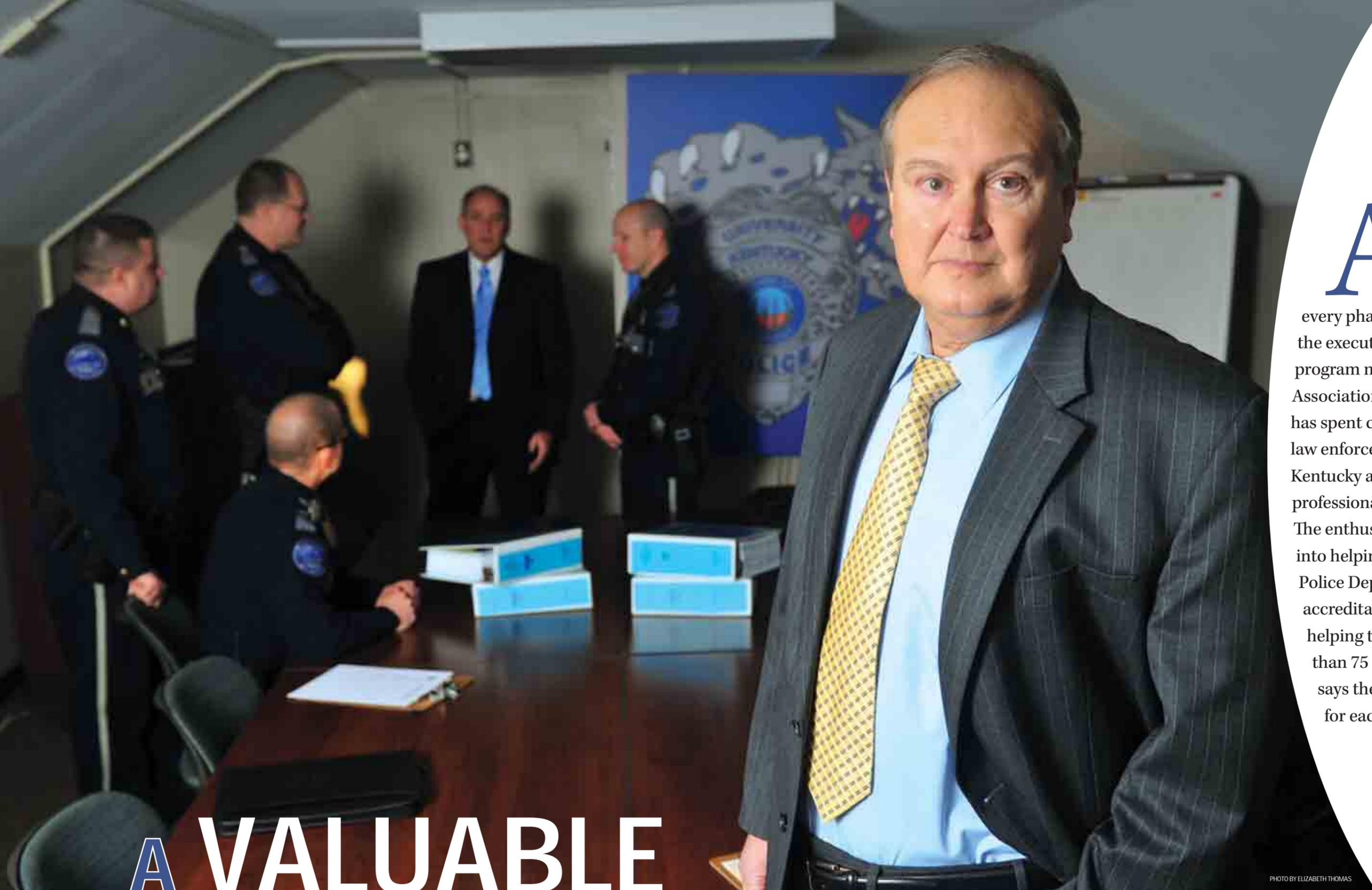
**CRIME SCENE PROCESSING OFFICER**  
KSP Academy  
– Luther A. Vanhoose Jr.

**LAW ENFORCEMENT OFFICER ADVANCED INVESTIGATOR**  
Carlisle Police Department  
– Benjamin V. Buckler Sr.

Covington Police Department  
– Ronald R. Wietholter

Daviess County Sheriff's Office  
– William D. Thompson

Ludlow Police Department  
– Wayne A. Turner



**A** career law enforcement enthusiast, Michael W. Bischoff has served the commonwealth well in

every phase of his career. In his role as the executive director and accreditation program manager for the Kentucky Association of Chiefs of Police, Bischoff has spent countless hours ensuring that law enforcement agencies throughout Kentucky are up to date, protected and professional.

The enthusiasm and drive he put into helping the Fort Thomas Police Department obtain its first accreditation has carried over into helping to accredit or re-accredit more than 75 agencies in the state, and he says the joy and excitement he feels for each agency never gets old. >>

# A VALUABLE RESOURCE

KACP Executive Director **Michael W. Bischoff** walks through the ins and outs of accreditation and other association resources

ABBIE DARST | PROGRAM COORDINATOR

**How long have you worked with the Kentucky Association of Chiefs of Police?**

I started working with KACP in 1995 when I was still chief of the Fort Thomas Police Department. We divided the state into areas, and there was another chief that worked the western part, and I took care of the people from the eastern part. After I retired in 1998, I was hired as the accreditation program manager. In 2001, I was hired as the legislative agent or lobbyist for KACP. I have been the executive director about four years now.

**What do you think is the association's most vital aspect to chiefs across the commonwealth?**

We want to be a resource center. A chief can call my office about accreditation, legislative questions, testing materials, the conference or policy and procedure, and they have a quick reference point. We always get back to everybody within at least one day. If I cannot answer their question, I usually know, after being around this long, to whom to refer them.

The main thing is I address the KACP's concerns to the legislative research

committee. They call at least two or three times a day wanting our opinion on bills, and they are so thankful because there is somebody they can call and receive a quick response. Legislatively, we try to keep our membership thoroughly informed about activity. But it means, a lot of times, getting up at 2 or 3 in the morning because they downloaded 100 more bills, and we want it to get out to our members by 8 a.m. I think that's what the job is. If you're going to do the job, you might as well do it right.

Accreditation, naturally, is the topic that gets the most e-mails. We recently held a class at the Department of Criminal Justice Training with 54 participants. Now, for several of months I'm going to get a lot of questions because they cannot absorb everything in one day.

**As executive director of the KACP, what issues and tasks keep you busy day in and day out?**

It depends on the season. When the new legislative session started in January, we got information to our members on what bills were coming up of interest to them.

Then we have the conference coming in August, which takes a lot of preparation. We have accreditation that is almost equal year round, but really gets hectic when it gets close to our conference.

What a lot of people don't understand is it is not just our members we serve. There are other executive directors from across the nation that I am constantly in contact with who are asking me questions or I am putting a question out to the group.

I was one of the charter members of forming what we call ACREDNET, which keeps all the states that have a state accreditation program up-to-date. I receive two to three responses a day with legislative issues, standards and policies.

The Kentucky Association of Counties redeveloped the foot pursuit policy for Kentucky for our standard. We must have received 40 responses on that from across the United States. I felt if I kept going to the State Association of Chiefs of Police meetings and they kept telling us that the No. 1 cause of injury is foot pursuit, then why shouldn't we have a policy on it? So, a lot of people copied ours. We also are one

“*They have pulled themselves up to where they meet or exceed national standards for a police department and that says a lot; and it is not easy.*”

of the only states that have OSHA standards in our program.

It would be nice if everybody only called between 8 a.m. and 12 p.m., but I do not feel like I'm doing a decent job unless they can get a hold of me. I've had people call and ask what the noise was in the background. I tell them, 'It is the ocean, I'm walking on the beach.' They say, 'I'll call you back.' Well, no, I tell them to ask me now because it doesn't help them if they have to wait a week. And it does not bother me.

There's somewhat of a joy in being able to help people when they have a problem and don't know where to go. That is what the association is about.

**With more than 75 KACP-accredited agencies across the state, what are some of the biggest transformations you have seen?**

I can go through the whole list of agencies and I can tell you a story about the transformation within each one. Even in my own agency when I first did this, I thought we were one of the better ones, but my eyes were opened as to how far we had to come.

The Louisville Metro Police Department's property room was one of the largest transformations. What it came from to the finished product was almost unbelievable; it was almost picture perfect. Their property room is a property building — it is five or six stories with thousands of weapons, but everything was immaculate. There was one gentleman who was in charge of it, who took it to heart and turned it from something that really needed work into a first-class property system.

Then, to stay in the Louisville area, take an agency like Hurstbourne Acres. When I first visited, it was a one-person department, but the city council members were there. They wanted to know about the program. I explained accreditation is attainable but the department was located in an old house. We spent the majority of a day going through the place and showing them what they needed to do.

The chief's enthusiasm is what really turned it around. They hired another officer right before the final assessment. They updated some things. I mean it benefited them, but the enthusiasm that people have is just unbelievable.

If it is an agency's first time getting accredited, we go to the city council and award a temporary certificate. In a lot of places, everybody is there. It is a big thing, and rightfully so. They have pulled themselves up to where they meet or exceed national standards for a police department and that says a lot; and it is not easy.

Almost every agency has issues with property rooms. In Kentucky, we are notorious for it. I don't know why, but in Kentucky we have more federal agents and state police going in and seizing property rooms and chiefs and sheriffs getting fired over them. So, we hit very hard on property rooms, but when they are done, they are so proud of it.

Sheriffs' offices are a unique animal because they are elected officials so they want to be as open as possible. Yes, you can be open to the public and still protect your employees.

We look for improvement each time an agency goes through accreditation. Once you go through the first time, we expect there is going to be some type of other improvement. Often, re-accreditation the first time is harder than the initial accreditation because a lot of times you can get by with some things. Say an agency has never done performance evaluations, but to meet the standard, the agency now has the packet and the instructions, they have trained their people, and are going to start doing them. When we come back, we're going to see whether or not they have done those. Plus, let's say you have a property room and you have three property room managers. In five years, all of them change and no one passed on everything — you never get everything. So, when you are there, they ask how did we pass the first time? Things change — legislatively things change.

It is little things, like the safe infant hand off. It was surprising to me how many did not catch it. A woman, within 72 hours of giving birth, can hand over her child to a police officer. The officer is not allowed to ask her anything, and if he or >>





During the University of Kentucky Police Department's on-site visit, Michael Bischoff talks to communications Supervisor Brandon Combs about the communication policies UKPD has in place. Talking to department personnel, like communications Officer John Shawback (center), is just one part of the accreditation assessment process.

she does, there will be a huge liability issue. What if she takes the baby back and then throws it in a dumpster? It has always been that a woman could take a baby to the hospital, but they added peace officers to it. We thought it was necessary that everybody be aware of this. If your officer does not know and starts asking her name and all this stuff, you've just blown it.

These are things that will get you in trouble. If you look at our mission, it is liability and professionalism.

One of my passions of accreditation is response-type driving — when officers are responding to a call. Everybody that has ever worked with me knows that. I compare lights and sirens to a chainsaw. It can be a very useful tool. It also can be very dangerous if it is used incorrectly. It is so difficult to change that mentality. We need to watch response modes. In pursuits, you are probably going to get sued if you get in an accident, but it usually is dictated by a perpetrator. However, a response mode is strictly the officer. He or she is making the decision and unfortunately Kentucky is one of a few states in the whole nation that says "due care." So basically, if something goes wrong, you did not use "due care." It does not say "recklessly" like most, it says "due care." And you cannot find hardly anybody that is going to change that.

#### What advice would you give for agencies that maybe don't see accreditation as something they can obtain?

What we tell them when we do the training is, there are 167 standards, if you take just three a week — which is not hard to do, you would be done in a year. If you look at it that way, it does not seem so insurmountable. Also, we do not require that all of a sudden your police department has to be Home and Garden. You can make shelving, you can make your own extra measures of security that you need in property rooms and so forth, as long as it meets the standard. We're not looking for it to be a \$5,000 evidence-transfer station. There are some agencies that can do that. But, it does get down to crunch time when you have to devote some resources to it, or else you never get over that last hump.

Then people talk about cost. There are so many different things to help in that area. It has been ruled that forfeiture money now can be used for accreditation. Several insurance companies, including KLC, offer grants to assist with accreditation.

The other thing is that agencies usually make money off of this. Ashland, I believe, saved enough money on their insurance that they could buy a cruiser — about \$18,000. So, it is benefiting them — that is what the city mayor and city council like to hear. Say you pay \$2,000, but you save \$500 or \$1,000 a year on insurance, you are going to make money off this.

If we have a one-person department, we will work with it because it will be very simple. If we go in and he has one office and one closet and that's about all, no, we are not going to charge him the \$2,000. But I still have to spend the same amount of work as I do even with a larger agency. I think people forget how much work there is involved on our part to certify them.

So even if it is \$2,000, it is good for five years, so it breaks down to \$400 a year — it is cheap.

#### What are your goals for the association over the next few years?

We want the committees to have more input into where we want to go. That is the way we feel the association should be run.

One thing I am very proud of is that Chief Tom Szurlinski of Florence Police Department and I have been working for a long time on our foundation and we

“People talk about cost. There are so many different things to help in that area. It has been ruled that forfeiture money now can be used for accreditation.”

received the final approval. Now we have the Kentucky Association of Chiefs of Police Foundation. They are two separate entities. The foundation is a 501(c)3 organization.

We got out of telemarketing a number of years ago. I did not particularly like it and then the economy tanked and we mutually agreed to get out. Well, that took about half our budget. I had to cut some things, and most of what I cut were things like regional funding and scholarships. It took Tom and me two years to get the foundation finally through the IRS, but once we get it up and running, it is going to give back toward regional funding for executive development and to scholarships. Also, if an officer is killed, we have a certain amount of money that we can give to the family right away.

We need to take stronger looks at adding more for the buck. If it is reaching out to the new chiefs and letting them know what we have to offer — that is in membership. If it is in accreditation — making sure our prices stay the same. If it is in professional standards — making sure that we post every new standard that needs to be met onto the Web site.

We can provide these things without spending a lot of money. We are not a rich association. It is a labor of love. I have never seen anything that accomplishes so much so quickly and efficiently or else I would not have devoted so much of my life to this program.

#### Before coming to KACP, where did you work and what did you do?

I worked at a grocery store and worked my way up to assistant manager. I was trying to go to night classes at the time, and I was working 60 hours a week. I knew the Fort Thomas chief at the time. He approached me because they were looking for college-educated people. That was back in the early 1970s when they came out with an initiative to hire a more professional, educated police officer.

The other thing that I did for more than 20 years was serve as a certified polygraphist.

I started the polygraph and pre-employment programs in northern Kentucky and probably administered about 3,500 examinations.

I met a lot of interesting people and it was one of the better things we did. It bettered the quality of the applicant pool. But it is interesting and I love the idea of interviewing people. People are very interesting.

It works with this. I know people and have friends from all four corners of the state. We have people accredited in Ashland and Paducah and all over northern Kentucky and London. That is the fun part.

#### What has been the biggest highlight of your career?

I think I may have to take it down in phases, because there have been too many changes. I came on as a recruit at Fort Thomas in 1969 and retired in 1998. I knew the day I became a patrolman that I wanted to be chief. I was one of those goofy kids who said, 'I'm going to be chief one day,' and it stuck. So becoming chief was a highlight for that phase.

I was honored to receive the Governor's Award for Outstanding Leadership in 2008. It meant to me that what we were doing was correct, that people recognized our program and they felt it was worthy of that by awarding it to me.

To be absolutely honest, the one thing I think about for this question is the joy I get when I get to tell an agency that for the very first time they are going to be accredited — it makes me feel unbelievable. The joy I see in the agency, the hard work they put into it — and for some it is a tremendous amount of work to get to where they are when we tell them that. And to have the honor of being able to tell them that we are going to nominate them for their first five-year certificate, that, to me, says we did our job right. And that gets to be repeated over and over, so it is not just one single thing. I'm happy for a couple days afterward — they made it.

They always say that you can accomplish a lot more if you do not try to take the credit for something, and that is what we try to do — the credit is all theirs. J

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# Professionalizing a Profession

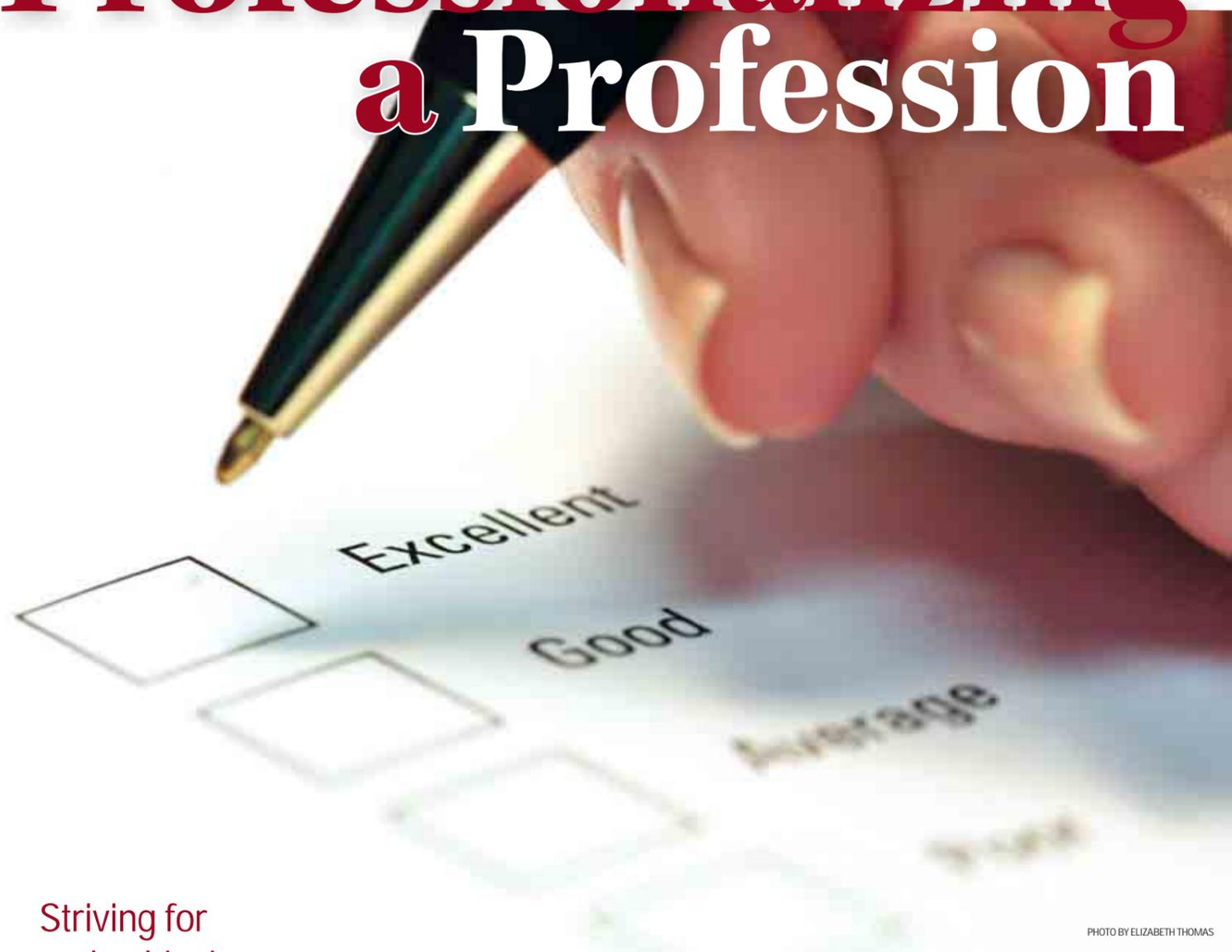


PHOTO BY ELIZABETH THOMAS

Striving for and achieving accreditation sets a high standard for agencies and their communities

ABBIE DARST | PROGRAM COORDINATOR



PHOTO BY ELIZABETH THOMAS



PHOTO BY ELIZABETH THOMAS

The world is changing at a dynamic pace and policing in this ever-changing culture has to evolve just as quickly to meet the demands of the fast-paced, technology-savvy, highly-driven communities today's law enforcement officers serve. Law enforcement agencies must be on top of their game to provide the best possible resources and security to their citizens.

But to what standard are they held in providing these services? How can their communities know they are getting the best possible service from trained professionals?

In Kentucky, nearly 80 agencies have turned to accreditation to define a standard for responsible, forward-thinking law enforcement practices.

"Accreditation boils down to two things," said Michael W. Bischoff, executive director for the Kentucky Association of Chiefs of Police. "It protects you liability-wise and it promotes professionalism within the department."

"It makes really good sense to go with the accreditation process because it shapes you up, makes you look at yourself, makes your [officers] look at themselves and makes you look at the department," said Morehead Police Chief James Adams. "It makes you become a better police department all the way around. You're better for your community, and it gives you a sense of pride, too."

KACP's Police Accreditation Program is intended to provide law enforcement agencies in Kentucky with an avenue for demonstrating that they meet commonly accepted standards for efficient and effective operations.

## STANDARD OF EXCELLENCE

Accrediting its first agency in 1992, KACP has spent nearly 20 years helping Kentucky's agencies identify aspects of their policies, procedures, facilities and practices that are not allowing them to provide the best services or keep their personnel safe doing their jobs.

"It lets you take a fresh look at exactly what you do and how you're doing it, your processes and whether they're actually working or not," said Anchorage Police Chief Chris Winders, whose department completed its fourth, five-year KACP certification in December 2010.

In the early years of the program, Bischoff said the main focus was on policy — making sure policies and procedures were actually in writing because so few agencies had solid, written policies. As the idea of updated, concrete policies and procedures began to catch on, organizations such as the Kentucky League of Cities and Kentucky Association of Counties began developing model policies that agencies could use as a basis for policy and make adjustments specific to them, which helped tremendously in solving the policy issues that were prevalent before, he said.

The KACP accreditation standards seek to address all major and minor areas that can cause issues for a law enforcement agency, even areas that seem as if they should be common sense for any department, Bischoff explained.

"Sometimes we could assume that most people would have some of this stuff in there and that's a bad thing to do," he said. "There are a lot of people who question me asking why in the world do you need this standard, and I will give them a half a dozen instances as to why because there are agencies that did not have them for various reasons. ... It's there to protect you because where that is going to bite you is on that very major case, where if they can get it stopped right from the very beginning, it doesn't matter how well you did from that point on."

Morehead's Chief Adams agreed.

"There's a face on every rule," Adams said. "Somewhere down the line someone got sued real big and lost because of that."

Though policies and procedures still are major components of what the accreditation program assessors check, the overall program has moved beyond just policy and procedure, Bischoff said.

"Liability is probably the most important," he said. "If you are protected, if you have good policy and procedure, if you do the training on firearms and vehicle operations — the things that really get you into trouble with lawsuits — the professionalism comes along with it."

"I feel more confident that we are prepared for pretty much whatever — any kind of liability," Adams said. "We've got all those things covered. ... There is nothing really left to >>



PHOTO BY ELIZABETH THOMAS



PHOTO BY ELIZABETH THOMAS

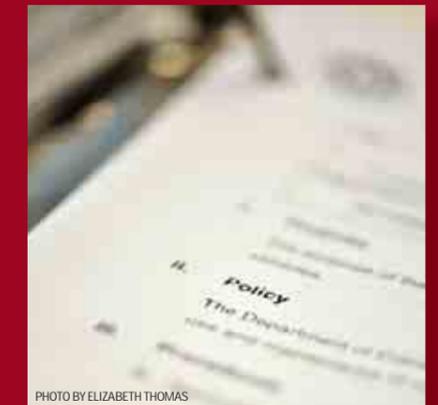


PHOTO BY ELIZABETH THOMAS



PHOTO BY JIM ROBERTSON

◻ Morehead Police Chief Mike Adams sits at his desk with the two large binders that hold the agency's policies and procedures, necessary for KACP accreditation. Morehead completed its third reaccreditation in April 2009.

◻ Helping with an onsite assessment of the University of Kentucky Police Department, Anchorage Police Chief Chris Winders checks UKPD Officer Steve Dishion's patrol car for necessary safety elements, such as a reflective vest.

>> chance. You've got some kind of policy or procedure in place to cover anything that's going to happen.

The Morehead Police Department completed its third five-year certification in April 2009.

"For me, there is a sense of calm about that," he continued. "Everybody knows what we expect of them because that is part of the process."

#### REAPING THE BENEFITS

Accreditation doesn't just provide direction to the chief for where the agency needs to be, but is relevant to every officer in the department for their day-to-day duties.

"As an officer, I went from having very limited policies and procedures to having pretty good guidelines to follow," said University of Kentucky Police Chief Joe Monroe about how the agency's initial accreditation in 1996 affected him as a patrol officer. "Especially for the new, younger officer, it

is a great tool to have to help guide you in making decisions as well as understanding what's going on and what direction you need to take."

The professionalism that accompanies the process of accreditation can also create a heightened sense of security for the community, Bischoff said.

"One of the things we always heard was the patrol officer would come back and say, 'What's in it for me?'" Bischoff said. "Well, the thing is, to solve crime — we tell officers this: You can either observe it or you can have someone call you with information. If you have a professional department, the [citizen] is going to take the risk. If they know they have a professional police department, they will contact you.

"That is just one of the benefits," he continued. "It may not give you the raise you want, but it might give you the equipment you need to do your job better. For every one of the standards, we can sit down with them and explain how each one is for the benefit of the officer, to your citizens and to the department."

The boost of community confidence isn't the only thing personnel will see. The pride they take in their agency and work will get a boost, too, Monroe said.

"It is a big morale booster," he said. "It builds confidence in the employees — their effectiveness. They understand the efficiency of the agency. By having a good solid, strategic mission and values, they know what their goal is, so they know what they want to strive for."

In addition, the accreditation process requires agencies to look ahead, laying a plan of action for the next five years. For a municipal agency, when the city government wants to know what the department heads think is important, the agency already has its plans and needs compiled, Adams said.

"When budget time comes, I can show the mayor and council the things we've been planning for years," he said.



PHOTO BY ELIZABETH THOMAS

#### LITTLE HURDLES

Despite the benefits associated with accreditation, there still are hurdles that departments face in beginning their own accreditation journey. Issues such as tight budgets, peculiar facilities and unsupportive city governments can hinder departments in the accreditation process, or keep them from even seeking accreditation at all.

"I would highly recommend it to any department," Adams said. "Even if there are monetary problems or if they are in a building that is extremely difficult to secure the way it is supposed to be, and they think they just really can't meet the standard. It would still be a good thing to try to go through the process as much as possible just to make your department more professional and better for your constituents."

As the chief of the 10-officer Anchorage department, Winders agrees.

"I'd tell them you need to go get accredited because even though you think you have policies that cover everything ... if you go through the accreditation process you will know that you have it covered," he said. "Even if they don't get accredited, if there are some things they just can't financially afford or just cannot do, at least go through as much of the process as you can because you will learn so, so much.

"But the thing about accreditation is there's not a lot of cost involved in order to do things right," Winders continued. "The materials you have to buy or the changes you have to make often are not that involved."

For Adams, he counts the costs of losing an officer if the agency's policies weren't in place.

"Your people are your biggest asset and if one of them goes down because they didn't have their gloves and they get Hepatitis or something and they're out, it cost us more than \$40,000 just to get someone hired, trained and onto solo patrol," he said. "If you have all your policies in place and make those tools available to them, it may keep them from being down for months or maybe forever. Just one of those things has multiple times paid for [accreditation].

"A lot of stuff is just good common sense, good police work, good sense to keep your men and women safe," he continued. "It makes you a better police department to do all these things, and if you cut corners, it's going to bite you. This keeps you from cutting corners."

For an agency facing the decision to seek its initial accreditation, there may be a lot of work ahead. Preparing for the first certification can be a very time-consuming task.

"The biggest problem is the amount of work and just taking the plunge," Winders said. "I think anybody can do it ... they are

◻ Chris Winders checks cataloging specifics in an evidence room during an onsite assessment. As chief of the Anchorage Police Department, which received its fourth, five-year accreditation certificate in January, his expertise has led him to assist Mike Bischoff and the KACP staff in numerous onsite assessments over the past several years.

just scared of the amount of work it takes. The thing is, most police departments do what accreditation calls for, but they just do not document it real well and don't have the checks and balances on it."

There are numerous resources available to help ease the burden of beginning the accreditation process, from yearly training classes offered by KACP and model policies, to other agencies that have gone through the process and Bischoff and his staff, who are willing to help at every stage of the process.

"We always stress to any agency that has ever been accredited, that they are here to help another agency down the road," Bischoff said.

The pluses outweigh the time, effort and the little bit of money it takes, Adams said.

"It helps professionalize our profession, by making sure that you have good, solid policies and procedures in place," Monroe said. "There are some agencies in this state that don't have any policies and procedures, so this helps ... to make us even better and gain more recognition as professionals." J

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PHOTO BY ELIZABETH THOMAS

# Grant HEATS UP Cold Cases

ABBIE DARST | PROGRAM COORDINATOR

**C**old cases plague hundreds of agencies across the state. Leads dry up, investigators retire and new crimes are committed, demanding the time and energy of often short-handed and budget-depleted departments. It is no wonder that even in the light of huge advancements in technology and forensics, many of these cases remain unsolved after 20, 30, 40 or even 50 years.

In the past 20 months, the Department of Criminal Justice Training, along with the Lexington Division of Police, has made great strides in helping to reignite cold cases across the commonwealth. Through a \$100,000 Office of Justice Programs grant, DOCJT began numerous initiatives to help Kentucky's law enforcement agencies more efficiently and effectively investigate old homicide, missing-persons and unidentified-body cases.

One of the first projects the Cold Case Resolution Grant provided was the ability to digitize old case files for agencies, making them more compact, more manageable and easier to search.

"Using the new software and equipment purchased for digitizing files, in our pilot project we were able to take a case that had 4,400 pages and put it all on one CD or thumb drive," said DOCJT Staff Assistant Drexel Neal, who helped write the grant proposal and distribute the funds. "What used to be contained in two huge banker's boxes, and all had to be

drug out just to look at the case, can now be easily handled and added to. It makes a world of difference in investigating some of these detailed, complicated old cases."

The grant provided a dedicated computer and scanner with a hopper that can hold 300 to 400 pages at a time, Neal said. With the new equipment and software, a case can be digitized in a few hours.

"About 15 files have been digitized for agencies across Kentucky so far, and any agency in the state can bring its files to DOCJT and have them digitized free of charge," Neal said.

The grant also allowed DOCJT to partner with the Lexington Division of Police's Cold Case Unit to help the agency's detectives rekindle some of their biggest cold cases. The grant provided funds for reimbursing overtime for officers to work on cold cases and travel expenses for officers to interview suspects, now in other states, on old homicide cases, Neal said.

There was also a training component to the grant funds. Nearly 200 officers were able to attend a DNA seminar and other FBI and Naval Criminal Investigative Services training to learn the trends and newest techniques in cold-case investigation nationwide.

In addition, training was offered on the FBI's Violent Criminal Apprehension Program or ViCAP. Established by the Department of Justice in 1985, ViCAP serves as

the national repository for violent crimes, specifically homicides, sexual assaults, missing persons and unidentified human remains. Comprehensive case information submitted to ViCAP is maintained in the national database and automatically compared to all other cases in the database to identify similarities. More recently, ViCAP Web was created through the FBI's Law Enforcement Online or LEO Web site, allowing officers across the nation to enter cases and search the more than 70,000 cases in the ViCAP database.

"The Cold Case Resolution Grant allowed the FBI to have a ViCAP analyst travel to Kentucky to train 35 local law enforcement officers and the criminal analysts assigned to the KSP Intelligence Branch," Neal said.

However, the Kentucky Unsolved Cases initiative, perhaps, was one of the largest endeavors the grant funded. More than 9,000 decks of playing cards highlighting 52 unsolved homicides, missing-persons and unidentified-remains cases that have occurred throughout the state were created and then distributed in prisons and law enforcement agencies across the commonwealth.

"Not only will this assist in solving cases, but it will give the victim's families a chance to gain closure to a crime of violence that may have been previously unsolvable," said Kentucky State Police Commissioner Rodney Brewer about the cards.

The 52 cases featured in the deck are a compilation of cases from all 16 KSP posts and the Lexington and Louisville Metro police departments.

"Receiving a grant of this magnitude has allowed DOCJT the opportunity to continue to support law enforcement across the commonwealth in various ways," said DOCJT Commissioner John Bizzack. "The collaboration between DOCJT, KSP and the Lexington Division of Police through the Kentucky Unsolved Cases initiative, is not only a great use of this funding, but also will serve every citizen in Kentucky as we work to take long-time criminals off the streets."

Kentucky is not the first state to begin such an initiative, but hopes to find the same success other states have

had with similar initiatives. At least five other states have distributed playing-card decks to prisons in hopes that inmates will be able to identify any additional information in the featured cases.

Florida, the first state to circulate playing cards through its corrections system in 2007, has produced three decks of cards and has solved two murders through tips the cards generated.

This innovative and proactive criminal justice partnership puts the case facts directly in the hands of individuals who

many have pertinent information about these investigations, Brewer said.

One more lead can become one more case solved and one more family's minds eased.

For more information on the cards, visit [www.kentuckystatepolice.org](http://www.kentuckystatepolice.org) or to take advantage of digitizing your cold case files, contact Drexel Neal at [drexel.neal@ky.gov](mailto:drexel.neal@ky.gov) or (859) 622-8906. **J**

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# TO PROTECT *and Serve*



KELLY FOREMAN | PUBLIC INFORMATION OFFICER

*M*arriage is complicated. Add an officer's schedule, stress and responsibilities to a couple's daily activities and the combination can be harrowing. But what if both husband and wife serve as officers?

The following are stories of five law enforcement couples, how they balance the stress of their jobs and their families and how they make their relationships work.



## Fort Wright Sgt. Marc Schworer & Park Hills Chief Amy Schworer



*(Editor's note: Cuddled together on their living room couch, we began the interview with Marc and Amy. Immediately, it was obvious from the bouts of laughter and dripping sarcasm that this couple was unique. Marc and Amy had a good time talking about their relationship, their struggles and their experiences over the years as a married law enforcement couple. Read the following interview with an air of playful banter in mind.)*

### How did you meet?

**Marc** – At work.

**Amy** – We were both working at Fort Wright. I had actually been there about a year before he got hired on, and that first year we didn't really get along at all. He was dating some other girl, and she was very high maintenance.

**Marc** – Then I went through the woman-hating phase.

**Amy** – He was “focusing on the job.” When he broke up with her we just started talking, it was mostly work-related stuff.

### While you were dating, did you think being with someone in law enforcement would make things more complicated?

**Amy** – I don't think I even thought about it at first. I didn't.

**Marc** – I knew when I started dating her I was going to have to either date her forever or marry her. Because it would just be a bad thing to be dating somebody that you work with — it was going to end badly or end gloriously. Luckily, it has been glorious.

**Amy** – I guess one of my rules for dating originally was not to date somebody in this profession because I didn't want to appear as if I was that badge bunny. I knew if he was somebody I was going to be dating it would have to be something probably long term.

### Since you were both working for the same agency when you started dating, did either of you hear any banter from your co-workers?

**Amy** – Yeah. It was hard for awhile.

**Marc** – The environment will make

or break the relationship, I think. If everybody likes it, it's a good thing. If everybody hates it, it's bad.

**Amy** – Our old chief thought we would be the demise of the department. He almost helped to create that environment to make it happen. We don't fight. We hardly ever argue. We disagree and stuff, but it wasn't the knock down, drag out fights that I think the old chief was anticipating.

**Marc** – Yeah, there's never any gunplay involved...

**Amy** – Not now that TASERS are out...

### Did you ever have any issues working together?

**Amy** – No. I think we had enough respect for each other and each of us knew that we could handle ourselves doing the job. Because we were established, separately and as individuals, that helped.

**Marc** – She's a great cop, but I've known that. We have to tell about fighting the guy in the kitchen.

We went in and he's got nothing but underpants on. So I'm sliding him all over the countertop ...

**Amy** – Trying to get the handcuffs on.

**Marc** – She crawls up the back of him and chokes him out. I mean it was a knock down drag out.

**Amy** – It was a domestic. Pots and pans are flying. I was in the other room at the time because the lady had this ginormous dog and I'm telling her to put the dog in the bathroom.

**Marc** – We found him hiding in the closet. He came out of the closet almost naked.

**Amy** – That was a long time ago. You don't usually even have time to think, though. >>

**M**arc and Amy dated and were engaged about two years before they were married on Sept. 11, 1999. (“We thought 9-11 was so clever ... until 2001,” Marc said. “Then we thought, man, that was a stupid idea.”) Amy began her law enforcement career in 1991 at Xavier University Police Department, then came to Kentucky in 1996 to join the Fort Wright Police Department. She served there for seven years before taking a job with Independence Police. In 2010, she became the first female chief at Park Hills. Marc began his career with Park Hills in 1990, then served with Villa Hills from 1992 to 1996, when he was hired at Fort Wright. The two have a daughter, 17-year-old Kalli, from Marc's previous marriage. Amy works day shifts at Park Hills, while Marc works six months on day shift and six months on second.

PHOTO BY ELIZABETH THOMAS

>> **Marc** – I always believe her, she's way smarter than I am. She would walk up to a car and say, 'Hey, let me see your driver's license. Where's the drugs at?' And they would say, 'Here you go.' And I'm thinking, 'What?!?' They never do that for me.'

**Now that you have been married for 11 years, does anything about you both being in law enforcement make it more difficult to have a regular relationship?**

**Amy** – I don't know if it makes it more difficult. It is work.

**Marc** – See, I think it's easier.

**Amy** – It's almost like a rollercoaster. Every once in awhile something will come back, not necessarily that we're in, but something else that is created for us. Sometimes the guys give him a hard time, and that's difficult for me. Like when he went to the Academy of Police Supervision, he went after I did and everybody called him 'Amy's husband.'

**Marc** – Yeah, that's one of my stresses — dealing with that. Really though, I don't know any of the wives of the other guys I work with, but everybody knows her. Everybody knows if she makes a mistake.

**Amy** – If there is something one is going through the other will try and help, so we get a different perspective.

**Marc** – Everybody says, 'You'll last forever because you never see each other.' We see each other more than people think we do, because we make time.

**Were there any tensions with Amy's promotional process when she was named chief?**

**Amy** – I know he caught a lot of flack. A lot of guys I work with were more withdrawn than I thought they would be.

**Marc** – Most every guy I talk to is very proud of [Amy]. Everybody says, 'Man, she is going to do a great job.' There are a few people out there that don't like her being chief, but I don't listen to that. Most people are psyched about it. I mean, I get the razzing, but it's all done in fun.

**Amy** – We knew there would be a few hurdles here and there. But, we just have fun with it.

**What is better about your relationship because you're both in law enforcement?**

**Marc** – I think as officers, we are forced to communicate. Because on calls, we're



PHOTO BY ELIZABETH THOMAS

always communicating. I think we probably communicate more versus if I was sitting behind a desk not talking to anybody all day.

**Amy** – I think if one of us or even both of us wind up having a difficult day, we understand why. Not only because we either know the call they went on, but also because we can relate more to the other because we go through the same things. We encourage each other.

**Marc** – We have the same beliefs when it comes to leadership, what we want to do on the job — we always want to do the right thing. We want to work hard. Neither one of us are lazy.

**Amy** – I think that is probably the easy part, it doesn't really seem like work.

**Do you talk about work at home?**

**Marc** – Yes. I think that is a good thing, that we have no boundaries.

**Amy** – I can get advice from him and he gives me a different perspective. Obviously, sometimes I might see it differently because of my gender or some of the training I have had. I think by combining the two, we get a good perspective.

**Marc** – We try not to talk about work all the time. We talk more about the gossip than the job. Then again, we have been married so long, I don't know what another marriage would be like.

**Amy** – Well, Marc is going to the Federal Bureau of Investigation National Academy next year, and I would have to say the most difficult times for me is when he is gone for a long period of time. Knowing he's going to be gone for 10 weeks — I think that part is going to be a little

difficult, too. Even when you are away from somebody for awhile, when you do get the opportunity to talk it's like, what are the most important things we need to talk about? Home stuff? Family stuff? Work stuff? And you feel like you have to cram it all into a shorter period of time because you know the other person is busy.

**What are the stressors on your relationship because of your jobs?**

**Amy** – Sometimes I feel like I'm a bit more overloaded because I'm tasked with not only the work stuff, but the household stuff. We split it fairly evenly I guess, except when it comes to making plans, or going out, birthday cards, Christmas cards, all the family stuff. Every once in awhile I feel a little overwhelmed. But he's pretty good about stepping in.

**Marc** – I'm not a real stressful guy.

**Amy** – We're pretty laid back.

**Marc** – I hate to act that way, but I'm not.

**Amy** – I think it helps that we recognize a lot of those stressors.

**Marc** – I think it's good for us that we have gone through our careers at the same pace. Being a supervisor at the same time, we can bounce things off each other. Where as if I was just a patrolman and she was chief, we would have totally different views on what law enforcement was about.

**Amy** – Sure. Because he's going through something with the guys he is working with, maybe I can prevent him from having problems or vice versa. J

Want more? Each of these couples had much more to say. For a full editor's cut of these interviews, view them online at [www.docjtky.gov/publications.asp](http://www.docjtky.gov/publications.asp).

## Kentucky State Police Sgt. Tim Mullins & Detective Cassandra Mullins

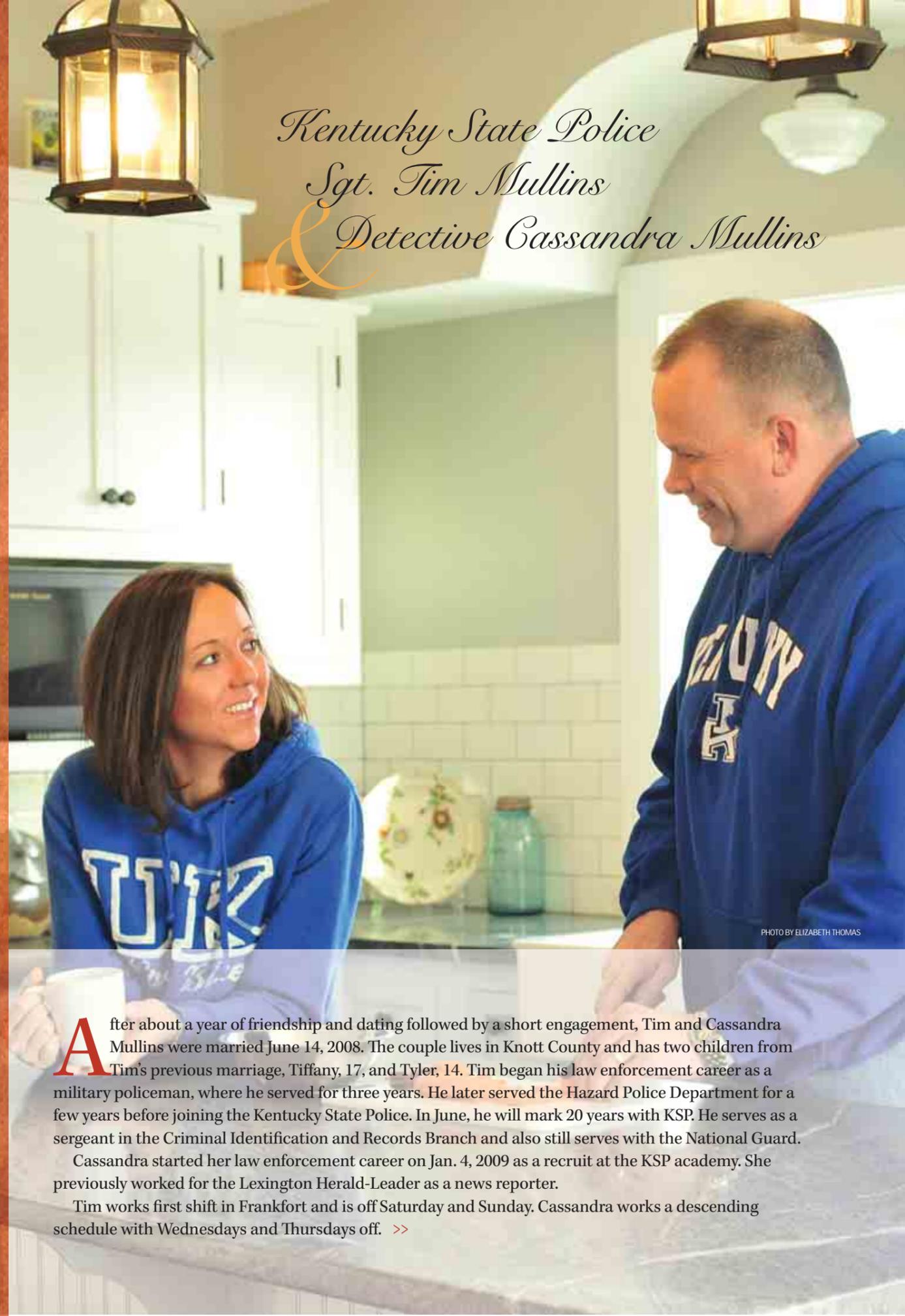


PHOTO BY ELIZABETH THOMAS

After about a year of friendship and dating followed by a short engagement, Tim and Cassandra Mullins were married June 14, 2008. The couple lives in Knott County and has two children from Tim's previous marriage, Tiffany, 17, and Tyler, 14. Tim began his law enforcement career as a military policeman, where he served for three years. He later served the Hazard Police Department for a few years before joining the Kentucky State Police. In June, he will mark 20 years with KSP. He serves as a sergeant in the Criminal Identification and Records Branch and also still serves with the National Guard.

Cassandra started her law enforcement career on Jan. 4, 2009 as a recruit at the KSP academy. She previously worked for the Lexington Herald-Leader as a news reporter.

Tim works first shift in Frankfort and is off Saturday and Sunday. Cassandra works a descending schedule with Wednesdays and Thursdays off. >>



## Kentucky State Police Sgt. Tim Mullins & Detective Cassandra Mullins

(Editor's note: At the time of the Mullins' interview, Cassandra was serving as a trooper at KSP Post 10. She was promoted Jan. 16 to detective with the agency's Electronic Crimes Branch.)

### >> How did you meet?

(Both begin laughing.)

**Cassandra** – I worked for the Herald-Leader at the time. I covered eastern Kentucky and lived in an apartment that was in a set of four A frames. Tim was in uniform, looking for somebody with the National Guard. He didn't know where they lived, so he just knocked on every door and I was the only one home.

**Tim** – All I had was the building address. I just beat on all four doors and she was the only one who opened the door.

### How did you begin a relationship from such a coincidental encounter?

**Tim** – The guy I was looking for was not related to police work.

**Cassandra** – He set us up after that. He knew we were both single and he was a mutual friend. Then I did a ride-along with him and our relationship continued.

### Before Cassandra applied for the state police, did either of you think you both being in law enforcement would make your relationship complicated?

**Tim** – I didn't really think it would be that big of a deal.

**Cassandra** – He had a better sense of what I was going into, and I think he was trying to make me grasp that, but you can't until you're in it. He knew our schedules would be kind of crazy, but he knew what I was going to be going through. If anything, it helped us, because it can be stressful.

### Have either of you been married before and was it to someone in policing?

**Tim** – Yes, I was, and no, she was not.

### Do you think because Cassandra is a trooper that it has made your relationship easier?

**Tim** – It's great. Because you know exactly what each other is going through and you can talk about it. They tell you, 'Don't take

your work home with you.' Well, she can come home and tell me anything that goes on or ask me a question, and I can do the same thing.

**Cassandra** – I think that was, as far as your first marriage, though, part of the problem, wasn't it?

**Tim** – Oh yeah, it was.

**Cassandra** – The anxiety of worrying about whether he was going to be OK, what he's dealing with and then, too, just the culture. When you have a guy in uniform, they get hit on a lot, and that's always there, too.

**Tim** – Law enforcement has a huge divorce rate, and I'm sure that's a lot of what it is. I think that being married to someone in law enforcement, you understand, you know what each other goes through, and she will come home and tell me about some drunk she arrested that said whatever to her and we just laugh about it.

**Cassandra** – You do develop a sense of humor that is different than what a person outside of law enforcement would have. Really, that's just a way of dealing with the stress. That sense of humor, you can't bring that to just any dinner table.

### What do you think is difficult about your relationship because you are both in law enforcement?

**Tim** – One thing that is difficult — of course, this doesn't really happen a lot — but she called me one time and said, 'I'm going to this kind of complaint and this is the guy that I'm going on.' The county where she works is where I started, in Floyd County, and I started thinking, 'Oh my god, I know that guy, I know he's really dangerous and I know he is a bad person.' So, when I didn't hear from her after awhile ... I never call over to her post and ask her to call me, but I did that time. Knowing what she was doing and knowing the kind of people makes you worry. This guy had actually killed somebody and they were responding to it. I knew he had the

potential to try to kill them, and you worry knowing what they're doing.

**Cassandra** – I can think of a lot of advantages.

### OK, let's talk about that. What do you think the advantages are in your marriage because of your mutual career?

**Cassandra** – Our relationship is probably unique, but especially for me, because I'm just getting started, his experience has helped me tremendously. I care a lot about people, and I have this mentality where I feel like I want to try to save everybody, and you can't. It doesn't matter how much you care or how much you try, some people just don't want your help. That is frustrating and stressful for me. He does a really good job of talking me through those things, understanding where I'm at, what I'm going through and making me feel better about moving on or accepting things that can't be changed.

**Tim** – Even though I have a lot of time [in law enforcement], I still would say that any married couple who does this will tell you they pull from each other. Where she just went to the academy, there are things I've mentioned to her and she says, no ... she knew more about it than I did. I do the same with her. We kind of pluck each other's brains, I guess you might say.

### What do you think are stressors that are added to your relationship because of your jobs?

**Cassandra** – I constantly feel like there is this weight on my shoulders because I have all these people who are depending on me. Whether it is a burglary complaint I'm working or an assault victim of domestic violence. I feel like I have the knowledge and power to help them if they will just let me. I find myself getting weighed down by that. Sometimes I take that out on him. I guess that's normal — a lot of times you hurt the people you love the most. I'm comfortable with him, so I yell at



PHOTO BY ELIZABETH THOMAS

him sometimes. (She laughs.) That's awful, but when I get stressed out, I'm awful to talk to sometimes, I know.

**Tim** – In the academy they say when you're in this line of work, not to let a bad day at work be a bad day at home or vice versa. When you go to work and have a lot of stress, a lot of that builds up and when you come home, it's hard.

**Cassandra** – You get used to handling people a certain way, too. If somebody is hateful to me on the road, I handle that in a certain way. I need to remember not to do that when I come home. It's hard to flip that switch sometimes.

### Do you think that because you understand the job and know what training each other has been through, that you worry less about each other on the job, or more?

**Tim** – I worry less about situations she might encounter because I know the level

of training she has had, definitely.

**Cassandra** – Back to the disadvantages, especially when he was on the road, you worry. Because you know how bad and mean people are. A lot of people, especially in eastern Kentucky with the prescription pill problem, there are people walking around not even realizing what they are doing half the time. That's dangerous.

**Tim** – The longer you work in an area you get to know people. You learn to know some of them who are truly dangerous. Some of them, before they would let you arrest them, wouldn't hesitate to kill you. You worry about those people.

**Cassandra** – It is a different level of worry. Some things you can't prepare for. You worry about those things.

**Tim** – I think another good thing about being married to someone in law enforcement, though, is that you actually talk about that kind of thing.

### What do you think is unique about your relationship and how it intertwines with your careers?

**Cassandra** – He has such a good reputation. He has done such a good job, he got the DUI award every year for about eight years or something crazy like that at his post. Living up to that reputation, not wanting to disappoint him, that is something that is always there.

**Tim** – (laughing) She says that, but she will so outshine me it will be unbelievable. Her background in journalism and just the way she works, everything she does at work is just ... and I'm not just saying this, it's the truth. You get a class of troopers that come out and they are all good people. But you'll have those few that are just exceptional – and she truly is. I think that she will do great, great things. J



PHOTO BY JIM ROBERTSON

After about six years of dating, Kevin and Samantha Mighell were married in 2002. They have two sons, 13-year-old Jonathan, from Samantha's previous marriage, and Nicholas, 7. Samantha began her career with the Murray Police Department, but also has served the Henderson and Calloway county sheriffs' offices. She has been a Marshall County deputy for about a year and a half. Kevin began his career at Calloway County Sheriff's Office in 1998 and served there until he joined Marshall County in 2002. Kevin works narcotics and is the commander of the agency's Special Response Team. Samantha works second shift and Kevin works his schedule around hers.

## Marshall County Sheriff's Detective Kevin Mighell & K-9 Handler Samantha Mighell



### How did you meet?

**Samantha** – We both worked at Calloway Sheriff's Office together. He was a narcotics detective and I was a deputy.

### Did either of you catch any flack from people in your agency about dating?

**Samantha** – Not too bad. We didn't really tell too many people at first.

### Do you think that being married in law enforcement makes your relationship more complicated?

**Samantha** – Yeah, I think because our jobs are so demanding, something is always going on. Like when the ice storm hit, we had to be at work. It doesn't matter that all the businesses and schools are shut down. So, balancing the kids is hard. It's not like you can just say, 'Oh, well, it snowed today, so I don't have to work.' We still have to be there.

**Kevin** – I agree, it's hard to get our schedules together.

### Do you think there is anything that, because you're both in the same field of work, makes your relationship easier?

**Samantha** – I think because we can get each other's opinions on things and we know different things that are going on at work, that makes it easier. I think we're more understanding of bad days and good days. He has been in narcotics for a really long time, and I've done criminal investigations for child abuse. We've both worked patrol. So, if we run across something we're not sure about, or if we have questions, we can say, 'What do you think about this?' It's good to have another person's opinion.

### What do you think are things that you do that really make your relationship work?

**Samantha** – We don't get so caught up in things. We realize our jobs are important, but they are jobs. We try to keep family first and make sure we have time with family. We laugh about things a lot. There

are things that frustrate us, but in the big scheme of things, we realize it's not really as bad as it could be.

### What are things you do together?

**Samantha** – Spending time with the kids, we go to church together, we like being outside. It's definitely an effort.

**Kevin** – We have a hard time getting time off work together. But when we can, we like to go shooting firearms. A lot of times when she was a detective at Calloway, she would get called out on an investigation, so I had to tailor my schedule to hers. Sometimes we wonder what it would be like just to be a 9 to 5 family.

**Samantha** – I'm sure we would get bored with that pretty quick, though. It's also good, we have two boys, so me working in the evenings, he gets to spend time with them. When they were younger, I was home with them at night. Now that they are a little bit older, he's at home with them a lot at night. So it actually works out well, because they really need that daddy time, too.

### What do you think are the best things about you both being in law enforcement?

**Kevin** – I think that I know when she gets called out, it's part of her job. The only time it bothers me is when something bad is going on and I can't be there, too. I don't think anything about what happens, or how dangerous her job is. I just don't think about that. You get used to it. A lot of our friends who have spouses in law enforcement, they worry whenever they go to work and about what they're being called out on. They constantly are saying, 'Your job is too dangerous.' They're always stressing about them going to work.

**Samantha** – When he goes to work, no matter what he's going out on, I'm confident in his abilities and he's confident in mine. You go in, you do what you have to do, and we understand things can happen anytime. It can happen going to Wal-Mart. We don't stress out about the job. Also, a

lot of times other officers will come in and say, 'My wife called me 12 times because I got called in, she's mad wanting to know when I'm coming home.' We try not to call each other when the other one is at work unless it's just something we need to know, because we understand if you're in the middle of interviewing somebody and you've got this train of thought going, the last thing you need is your phone going off 12 times with, 'When are you going to be here?' or, 'What are you doing now?'

### What is unique about your relationship?

**Samantha** – I think it's that we really trust each other. Even though we both have an insight into what we do, I could see how it would still be hard doing what we do if we were constantly worrying about what the other one was doing. We both have the mindset that, we love each other, and me constantly calling him and asking, 'Where are you?' 'Where are you going?' or, 'Who are you with?' is not going to prevent anything bad from happening. If he was going to cheat, me calling him 20 times a day is not going to change that. We both have a strong faith. We understand that when we go to work, that if today is our day to go, it doesn't really matter what we're doing, it's going to happen. . . ]



PHOTO BY JIM ROBERTSON

# Owensboro Police Detective Jeff Payne & Daviess County Sheriff's & Deputy Kelly Payne



PHOTO BY JIM ROBERTSON

Jeff and Kelly Payne have been married for 10 years and are the parents of three — Erica, 18, Kaylee, 14, and Alex, 8. Jeff began his career with Daviess County Sheriff's Office in 1994, and served there until he joined the Owensboro Police Department in Dec. 2002. Kelly graduated from the academy in 1997 and has served her career entirely at DCSO. Jeff was awarded detective of the year for 2009 from his agency and Kelly was awarded officer of the year for the same year from the Noon Optimist organization in Daviess County. Both officers typically serve on day shift.

#### How did you meet?

**Jeff** – We met while I was working at the Daviess County Sheriff's Office. She had just hired on. It was kind of funny. The first time we met was when she gave out an intersection that was incorrect. I was just going out there to harass the new hire.

**Kelly** – He's lying, he was going out there to check out the new meat.

**Jeff** – I was going out there just to meet the new deputy and give her a hard time about calling out the wrong intersection, and it happened to be Kelly.

#### Did you have any concerns about dating someone in your own agency?

**Jeff** – I don't know if I had any real concerns. I didn't know how our boss was going to react about it, but I think he took it as well as he could.

**Kelly** – When we first met and got together, dating was a concern. People would say things like, 'Oh yeah, you all do stuff on duty.' No, we don't. We have always been very professional. When we got married, we incorporated our unit numbers at the sheriff's department into our wedding date. His unit number was 113 and mine was, and still is, 107. So we got married July 13, 2000.

**Jeff** – We had several people in law enforcement say married couples in law enforcement do not work. We were told that several times by several different people. But that makes us that much more determined to prove them wrong.

#### Most of the couples we have interviewed have felt the opposite – that being married to someone in law enforcement actually works better for them.

**Jeff** – I think it's nice. I've been in two specialized units now — evidence and now I'm in criminal investigations. Of

course, I stay on call. When I'm gone, I never know when I'm going to be back. It helps that Kelly is in law enforcement. She understands if I am out on a call out and it takes a large amount of time. Sometimes you just never know where the case is going to lead you. But she understands the dedication.

**Kelly** – We talk in a world of codes and signals and normal people don't understand the language. We come home and talk about different areas of court and case levels that you're on, most people don't understand. When you talk to someone in the same field, we understand. We don't worry because we know that each of us is capable. We're confident in what we are doing.

**Jeff** – I think any person would be lying if they say they don't worry, but I'm not sitting over the phone and freaking out if she hasn't called me in an hour's time. I know she's very capable of taking care of herself.

#### Did you ever have any situations where you got someplace and disagreed about something when you worked together?

(Laughter erupts) **Jeff** – Yes. We had a standoff in the west end of the county that we definitely disagreed on. Buffalo Bill here, I had to rein her back in.

**Kelly** – One of the first calls on my own was a gentleman that was out in the county. He had just been served an emergency protection order by his soon-to-be ex-wife. He's crazy. He really has mental problems. We got a call from the sheriff's department, the father called in and said, 'My son is looking for a gun to go kill his wife.' I got dispatched to this call to go out to his house. Dispatch never sent anybody to go with me. So Jeff overheard the call, piped up I'll be enroute to go with her.

**Jeff** – I was the one who served him the >>

>> EPO the day before and he told her that it wasn't over. So, I knew he had the propensity to take this to the next level.

**Kelly** – When we get out to the house, we're both parked in front and he has a detached garage sitting out behind. I wanted to go around to the detached garage to make sure he didn't sneak out the back door. But Jeff wouldn't let me go back around there. And, of course, I had to listen to him because he was the senior officer.

**Jeff** – Yeah...

**Kelly** – We disagreed on that. We still disagree on that. I still think I should have.

**Jeff** – Within a matter of seconds of us arriving he came to the front door with a loaded weapon and told us he was going to start shooting if we didn't back off. At that point, we needed to regroup and get some more people out there — in my opinion. We did have the difference of opinion.

**Kelly** – It all falls into line of protocol. Who's the senior officer? You follow protocol just like if it was someone else out there. Whatever the senior officer says, that's what you have to go by, just like if it was any supervisor.

**Jeff** – I had dealt with this guy before, so I knew a little bit more about him. The last thing I wanted her to do was let us get cut off where we didn't have contact, because our radios did not work out there. So, us not having contact with each other, and him running around knowing he had a gun ... it was just one of those things.

**Do you think there is anything about you both being in law enforcement that makes your relationship more complicated?**

**Jeff** – I think the stress of it, even though she deals with that same job that you're doing, that stress has been doubled within a relationship. Like I said, we've been told by people we respect that it's not going to work. It's like you have one strike against you. Then, when I worked in evidence, I was gone a bunch on cases and it put a lot of stress on me, put a lot of stress on us.

**Kelly** – One thing that I find difficult, you have to separate work and home. Leave work at work. One of my big pet peeves is, he'll work late and as soon as he walks through the door, his phone is ringing. And it's someone he works with. It's like, 'Dangit, He just got home. Leave him alone. Let him enjoy his off time.' His

phone will ring 24 hours a day with people he works with constantly calling him about stuff. You've got to separate home life and work life.

**Jeff** – I will tell on myself, that is one of my downfalls. I have a hard time with that separation sometimes, and that creates undue and unneeded stress. Of course, the third shift guys, it's regular business hours for them, and sometimes they will do it without thinking, calling at 2 in the morning to ask a question when I'm on call, not thinking that when the phone rings they're waking up everybody in the house.

**Have either of you ever been in a traumatic situation since you've been on the job?**

**Jeff** – I had a couple. When I was in evidence, going on homicide scenes, the cases I had the hardest time dealing with were the baby cases. There were a few of them that were homicide cases, the shaken baby cases, that kind of thing. A young child was put into a bathtub full of scalding water. Listening to the child cry, heavily sedated still, because it was in so much pain. On those, it was a common occurrence to call Kelly and vent a little bit. To be able to say, 'Hey, this is what I'm on.' Some of it was peace of mind, to check on our kids and make sure they're OK. Sometimes the mental health part of it, you just

have to make sure your own kids are OK when you're dealing with a case like that. Ultimately the kid cases is the reason why I asked to come out of evidence. I got to a breaking point after I had a baby autopsy. It was either come out of evidence or leave law enforcement. We're supposed to be machines and not have feelings or thoughts on anything, but enough is enough.

**How do you deal together with stress, especially when you have situations like those that get you to your breaking point?**

**Jeff** – For me, it was a breath of fresh air, it was a recuperation just to call and talk to her and make sure the kids were OK. That gives you your second wind to keep moving and get done what you have to get done. Still to this day, I still have some nightmares over some of that stuff. Kelly is willing to listen and sit down and talk about it.

**Kelly** – I think, especially with the cases where you have the blood and the gore and the guys, most spouses, especially female spouses, they don't want to hear that. They can't take that. A lot of times the guys don't have someone to talk to, to vent with. With me, it doesn't really bother me, because I've seen it too. I think that's helpful. J



PHOTO BY JIM ROBERTSON

## Kentucky State Police & Trooper Wes Sandlin & Sgt. Jennifer Sandlin



PHOTO BY ELIZABETH THOMAS

**W**es and Jennifer Sandlin have been married for eight years and are the parents of two — 5-year-old Luke and 2-year-old Brooklynn. Wes graduated from the Kentucky State Police Academy in August 2002 and Jennifer followed in October 2003. The couple resides in their native Perry County, but Wes is assigned to Post 13 in Hazard and Jennifer works Pikeville's Post 9. Jennifer was promoted to squad sergeant in August 2010 and works mostly night shifts. Wes typically serves in Knott County where he works patrol, traffic, collisions, cases and all other trooper duties. >>



## Kentucky State Police Trooper Wes Sandlin & Sgt. Jennifer Sandlin

### How did you meet?

**Jennifer** – We were high-school sweethearts, and we've been together ever since.

### Did you both know early on that you wanted to get into law enforcement?

**Wes** – That's what I have always wanted to do. She wanted a law enforcement career, but it wasn't the state police right at first.

**Jennifer** – I have a bachelor's in forensic science. I always wanted to be in law enforcement in some capacity. When I went to college is when forensic science just started picking up in popularity. I got hired on [at the Bowling Green post] as a temporary evidence technician. We kind of played around with the idea and decided we would rather be around family. So, I started going through the process with the state police at that point. There weren't any labs close to Pikeville, and that's the post Wes got. I could have gone to Ashland or London, but neither of them were really within driving distance. So I went through the academy and have been here ever since.

### Are there things you have found over time to be special about the way you connect or work together because you are in the same career field?

**Jennifer** – That's all I know. We always know what each other's doing. Especially when we worked the same post. I have people ask me, 'How do you stand that if Wes is going on a bad call and you're sitting there listening to the radio?' I know he can handle himself. We know what each other's training is — we have had the exact same training. We know what our capabilities are, so that has never really been an issue.

**Wes** – That has taken awhile. It didn't just happen at first.

**Jennifer** – At first, when I was sitting at the house and we relocated to Pikeville, all he wanted to do was work, work, work. I had

nothing to do, I didn't have any friends, I didn't have a job and we were newlyweds. I wanted to be the newlyweds and all he wanted to do was work. I remember getting so mad at him because I just didn't understand. Then, when I became a new trooper, I did the exact same thing. I knew why he did it and I felt bad because I gave him a hard time.

### Do you think being married to another law enforcement officer makes things easier for you as a couple or more difficult?

**Wes** – In general, I think it makes it easier.  
**Jennifer** – Yeah. Mainly the hours, understanding you have to be there, that you can't just fix your own schedule. That makes it easier. I think it works a whole lot better for our marriage than if I had done something else. I'm glad now that we are both in the same career. Me and Wes know exactly what the other one does and what we go through.

### Is there anything about it that you think makes it more difficult?

**Jennifer** – I think we are less sympathetic toward each other in stressful situations. Because we both do it, we know what the job entails and we know what we signed up for. Most police officers have the mentality that, 'It happened, it's over with, go on and keep doing your job.' Other people who aren't in law enforcement are very sympathetic toward officers, for the most part. They say, 'You have a terrible job, I couldn't do your jobs and see the things you see.' But in saying that, I can also come to him and talk to him about something I saw or was involved in, and he will completely understand what went on. It has some pros and cons.

**Wes** – I think we better understand one another. Recently she promoted, and most people would think a promotion would mean better days off, a better schedule, but yet, she went from primarily having weekends off and some day shifts to

weekdays off and working all night shifts. I understand that. You do what you have to do. It's better for the kids. We don't have a day off together now, but Sunday, Monday, Tuesday and Wednesday, the kids have somebody.

**Jennifer** – We don't have to arrange for babysitters on those days.

### In Perry County in early 2009, Jennifer, you and a fellow trooper were involved in a serious altercation that led to you having to fatally shoot the suspect. That had to be a high-stress situation. How did you handle that incident and its aftermath as a couple?

**Jennifer** – He had worked until midnight that night and me and [then-Trooper] Jackie [Pickrell] were the only two left out in the entire post. I couldn't get any cell phone service where we were after it happened, so I told Post to call Wes. I asked him later, 'What did you think when they called you at home? What were you thinking?' He didn't realize the situation. He thought, like most of our shootings, it had occurred from a distance. He didn't know it was as up close and personal.

**Wes** – It didn't sink in until I saw them. They were covered in blood with knots on their heads and were pretty upset. I was OK as long as they were OK. They were coming home.

**Jennifer** – I will never forget it. I guess I expected him to just roll straight out of the bed – he had to bring clothes to me. He met us at the hospital. I expected him to grab stuff and come straight to me. He gets out of the car and he is in full uniform, has his hat on and walks over to me. Then, when I crawl out of the car and he takes a look at me, then he actually got a little bit misty eyed and he knew what we had been through.

### What do you think are the biggest stressors that you face on a daily basis?

**Wes** – In no way, shape or form is family



stressful to me. Family is probably what I look forward to the most.

**Jennifer** – For me it's different. Most troopers wives have a normal 8 to 4 job. My situation is the total opposite. But I still do the mother role, too. When I'm at the house, I'm responsible for the housework, doing the kids' clothes shopping, making sure the homework gets done and the projects get finished. We do the exact same job, but at home, our jobs are the traditional female and male jobs. He cuts

the grass, takes care of the animals, washes the cars, paints the house — stuff like that. And I play the motherly role.

### What do you do as a couple to handle stress and make your relationship work?

**Jennifer** – We try to let the little things be just that, little things. We try not to get all bent out of shape over minor things. I think that comes with the job, too. You learn to do that and I think we try to appreciate each other more because we

know what the job entails. We don't get paid hazardous duty for nothing. That is probably why, for the most part, police officers are very family oriented.

**Wes** – I think we have to have time apart, too. So, time together and time apart, it all has to work.

**Jennifer** – Especially when we worked the same post, we were always in each other's face. We went to work at the same time, we worked together and at home we were together. J

# Stress is Inevitable – Suffering is Not

KELLY FOREMAN | PUBLIC INFORMATION OFFICER



O

fficers are trained to be stoic, unyielding and relentless against the dangers and problems that surround them daily. But the truth is, the murders, fatal crashes, domestic disputes and abused children all sink in. And whether they realize it or not, so does the stress that accompanies the streets.

It's not about being tough. It's not about weakness. The way stress affects law enforcement is a biological condition that can lead to health problems, divorce and even suicide if not properly handled.

Experts on law enforcement stress say handling it really isn't that hard. Identifying it, however, is the first step toward successfully handling it in a healthy way.

"I think we have to define stress," said Kevin Gilmartin, a behavioral scientist

specializing in law enforcement-related issues. "A lot of people think stress is the thing that happens to them. Stress is a reaction your body has."

Gilmartin spent 20 years as an officer in Tucson, Ariz. He also is the author of "Emotional Survival for Law Enforcement: A Guide for Officers and Their Families."

In his book, Gilmartin wrote that new officers are told early in their careers that their lives are going to change. As policing

takes more and more of officers' time and becomes a defining aspect of their lives, officers begin looking for ways to adapt their relationships and personal lives to accommodate their new role.

"These changes taking place in the new officer's life are often alluded to or spoken of in the police culture, but rarely, if ever, are these changes seen as a major priority to correct," Gilmartin wrote. "Very rarely are the changes in a new officer's personal >>



PHOTO BY ELIZABETH THOMAS

>> life seen as anything but inevitable. Recruits are told that the job takes its toll, but they are hardly ever told or shown how to minimize the negative effects of the journey through the police career.”

The officer who is not handling his stress well may not recognize his behavior as stress induced. Often after a shift, officers who were alert and on top of their game while on patrol will feel tired, apathetic and irritable, but not know why.

“When I come home after work, even though I’ve been looking forward all day to getting home and seeing my family, I walk through the door and it hits me,” said an officer quoted in “Emotional Survival.” “I feel drugged. All I want to do is be left alone.”

This feeling of exhaustion leads to couch potatoes who are zoned out, inattentive to their families and responsibilities and constantly fighting an internal battle, Gilmartin said. Not only does the officer not understand his or her behavior, but he said their families often are equally confused. Their loved one who previously may have had an easy-going attitude suddenly is snapping at the kids without reason or finding reasons not to come home at the end of a shift to avoid facing a potential fight.

“Nothing drastic happens at first, however, gradual erosion is taking place,” Gilmartin wrote. “The family has fewer conversations and spends less time together. When this phenomenon is compounded with the effects of long hours, rotating shift work, and possibly, moonlighting at an off-duty job, the consequences can begin to destroy even the most solid relationship.”

#### IT’S NOT YOUR FAULT

Gilmartin asserts that these feelings of apathy and frustration are a biological response to the stress of the job.

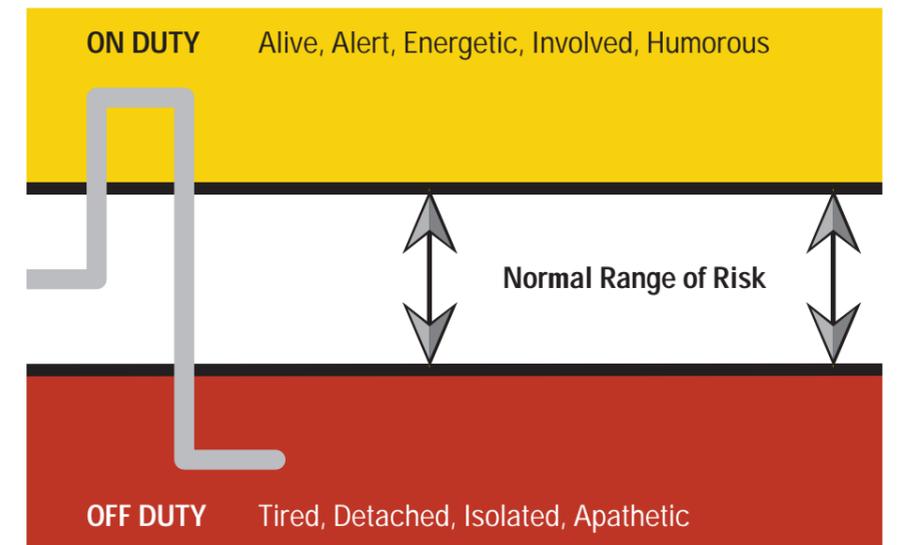
“What is taking place is a swing between the two aspects of hypervigilance; the on-duty and off-duty phases,” he wrote. “Because every action has an equal and opposite reaction, the high demand for more elevated alertness that is required for on-duty police work will produce, unless corrected, an extreme reaction in the opposite direction when off duty.”

“This pendulum-like swing occurs daily in the officer’s life,” Gilmartin continued. “The swings can be conceptualized as a rollercoaster: highs when in the police role followed by lows in the personal role.”

This hypervigilance rollercoaster is founded in the neurological functioning of the brain. A set of structures known as the Reticular Activating System determine a person’s alertness level, Gilmartin explained. The RAS engages when risk is detected by the brain. Additionally, the activation of RAS, “produces an increased functioning of the sympathetic branch of the autonomic nervous system,” Gilmartin wrote. “The autonomic nervous system controls the body’s internal organs and automatic functions: pulse, respiration, body temperature, blood pressure and other functions.”

Since risk is a part of every minute of every shift, officers daily experience a rise in all of these things, even if they don’t notice it. Contrarily, when the risk causing the rise in heart rate decreases, so do the activities it produces.

“The alert, alive, engaged, quick-thinking individual changes into a detached, withdrawn, tired and apathetic individual in his or her personal life,” Gilmartin wrote. ... “Biological homeostasis, which is the biological balancing phenomena, turns the person who has been experiencing the hypervigilance reaction on duty into the person experiencing the direct opposite reaction off duty.”



□ “Emotional Survival for Law Enforcement” author Kevin Gilmartin wrote that every action has an equal and opposite reaction. Most civilians operate within a normal range of risk on a daily basis. However, officers on the hypervigilance rollercoaster operate above that normal range while on duty. Therefore, when they end their shift, their bodies fall below the normal range, leaving them apathetic and emotionally exhausted.

In other words, it’s not your fault. “When they really get to thinking about themselves and how they are acting, once they understand that it is a biological condition, it just sort of makes sense,” said David Pope, Department of Criminal Justice Training Leadership instructor, of the students in his classes who learn this explanation for their stress.

Pope, who spent more than 30 years in law enforcement with the Kentucky State Police and later the Jefferson County Police Department, said the “Emotional Survival” book should have his picture in the front of it.

“I went through almost the whole thing,” he said. “That irritability really hits home with a lot of officers. When we finish class on Friday, I will have officers who say, ‘That’s really true. When I get home, my wife will ask me something and I’ll snap at her and I don’t realize why I snapped.’ When you’re on the rollercoaster, if you are not aware of it, you don’t know how not to fall into it.”

Subtle stress — the small things you wouldn’t think of as emotionally

disturbing — often cause as much trouble as dealing with child molesters and aggressive drunks.

“Just the act of putting on a uniform to go to work, your subconscious mind begins a mild form of fight or flight,” Pope said. “That form of stress, that subtle stress you’re not fully aware of, that’s why [officers] are right up there in the number one rankings for divorces, heart attacks, diabetes and — depending on which study you look at — suicide rates.”

It is also of note that for law enforcement, Pope said many who struggle with Post-Traumatic Stress Disorder often suffer as a result of cumulative stressors, not just a single traumatic incident.

In most cases, officers struggle to see these problems in themselves. It isn’t until someone else, usually a close family member or friend, points it out that they begin to recognize there might be something wrong.

“Unfortunately, sometimes they don’t realize it until their wife sits them down and says, ‘This is no longer working,’” Pope said. “Sometimes it is really easy to ignore >>

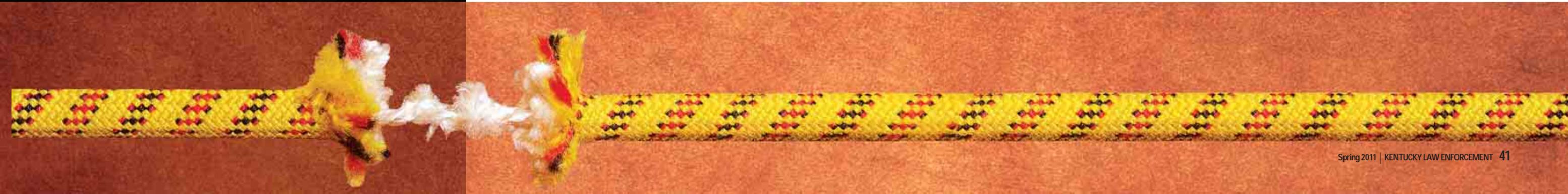




PHOTO BY ELIZABETH THOMAS

>> the signs that things are not working well at home. The stress level of our jobs is just enormous. You couple that with not talking with someone or talking about your feelings, there is just a lot capped up in there. Unfortunately, the recipient usually becomes our family when it reaches that boiling point.”

#### HOW TO RECOGNIZE IT

Gilmartin identified seven symptoms of an officer who is a victim of the hypervigilance rollercoaster. One of the first symptoms is a desire for social isolation at home, he said. As part of that isolation, some officers shy away from participation in any part of home activities.

“Officers assume their domestic partner will take care of ‘all the mundane activities,’ such as raising kids, maintaining the home and having a personal life,” Gilmartin wrote.

Secondly, officers on the rollercoaster demonstrate an unwillingness to engage in non-police related conversation or activities. Officers who surround themselves with other law enforcement or only talk about the job often lead themselves to Gilmartin’s third symptom: reduced interaction with non-police friends.

“Often, officers will rationalize the closed social network of primarily socializing with other officers: ‘I get tired of these other people. Once they find out you’re a cop, all they want to do is complain about some ticket they got or something. I don’t want to talk about work,’” Gilmartin said. “Actually, this particular rationalization or excuse is the direct opposite of reality.

“One of the reasons cops, particularly young cops, don’t like to talk or socialize with friends who are not in police work is, ‘those other folks don’t have any good stories.’” Gilmartin continued. “They live pretty mundane, boring lives.”

Next, officers procrastinating in any non-work-related decision making also

is symptomatic of the rollercoaster. Gilmartin offers an example in his book of an officer who goes to the grocery store after work to do the “zombie shop.” This officer who is not handling his stress well is incapable of making a decision between paper or plastic bags for his groceries.

Another example of this is the officer whose husband calls and offers to treat his wife to dinner out for her birthday. But when asked where she wants to eat, a fight ensues because she doesn’t want to make the decision, but the husband insists she should pick because it’s her treat.

Fights like these often lead to the fifth symptom: infidelity.

“This is one of the most painful aspects of the hypervigilance rollercoaster,” Gilmartin wrote. “Anything associated with ‘home’ or the lower phase of the rollercoaster is boring, and anything associated with the upper phase is exciting, stimulating and dynamic. People meeting and interacting during the upper phases appear brighter, wittier, prettier, more handsome. ... Emotions surge and individuals, particularly those experiencing the strain caused by the rollercoaster in their personal lives, find a terribly destructive way not to go home — they go to someone else’s home.”

The officer who is never home, also doesn’t have time to be involved in things at home, like being involved in his or her children’s activities and needs — Gilmartin’s sixth symptom. Pope explained that many married officers who spend their time at home on the bottom of the rollercoaster create what he calls single-parent families.

“If you’re sitting in your chair and your son or daughter says, ‘Hey dad, there is going to be a sleepover at Jimmy’s house, can I go?’ What might be your answer? Inevitably, most say, ‘Go ask your mom,’” Pope said. “So, that becomes a pattern and pretty soon that child, no matter what the

question is, doesn’t come to you. Then one day something happens and you think, ‘What’s going on? Why is this going on?’ Well, in effect, what has happened is you have created a single-parent house, and that all can be related to the stress of the job and not understanding the rollercoaster.”

Finally, Gilmartin writes that the seventh symptom is a loss of interest in hobbies or recreational activities, otherwise known as the “I usta” syndrome.

Some officers spend all week at work thinking about enjoying that sunny day off on the lake or golf course. But when their regular days off roll around, they instead spend it on the couch. When someone asks about the things they enjoy, that person might hear, “Well, I usta fish,” or, “I love to golf, but it’s been a long time since I got out the clubs.”

“The ‘I usta’ syndrome is basically a statement that all those activities that existed before becoming a police officer, that helped define the officer as a complete person, have been put on the back burner,” Gilmartin wrote.

#### TAKE CONTROL

“The first thing you have to do is break yourself out of it,” Pope said. “Recognize that you are in this cycle and think about what you are doing to break yourself from it. Really, it doesn’t require anything radical. It is really more about becoming self aware and not falling into that trap of being ‘just too tired’ to do anything and not taking control of your personal life.

“One of the things you truly can control is your personal time,” he continued.

So many things about life in law enforcement are uncontrollable. Days off, administrative decisions, policies, salaries, shift assignments and more are left to supervisors to decide. But what you do when you go home is up to you. >>

## Be Your BEST Self

### B – Balance your life.

“We recommend officers find some balance so that everything they do is not related to policing. There is nothing wrong with having friends who are not officers and doing things that are not police related. Coach Little League. Be a part of a civic organization. Be active in church — find some balance in your life.”

### E – Exercise and nutrition.

“Everything I have ever read, seen, heard or been told about stress management involves exercise.”

### S – Stay positive.

“Attitude is so vitally important to be able to deal with stress.”

### T – Talk to someone.

“If you are able to find someone you can confide in, it is a wonderful thing.” n

— Jerry Huffman

>> Among the first things officers should do is let go of the cynical attitude that accompanies dealing with the “b.s. and a-holes” of the job and not let the little things add to their stress, Gilmartin said.

“If I’m the chief of police and I implement a hat policy, a lot of people are going to react emotionally to that,” he said. “The irony is that every police officer there, is a sworn police officer who took an oath to obey lawful orders. If the chief says to put a hat on, that is a lawful order. Why are you putting emotion into something as simple as a hat? That happens when you are over invested in the rollercoaster. We want them to invest in fitness, family, church, deer hunting — not in my hat policy. I just want them to put their hats on.”

What it takes to take control of your personal life is no different than what most healthy, focused and driven adults have to do. The difference is that most people operate within a normal range of risk — the middle of the rollercoaster, Gilmartin said. Most people don’t have to fight an uphill battle to get themselves out of the bottom of the rollercoaster after a shift.

While recognizing that battle, Gilmartin also said officers have to “take the bull by the horns.”

“I know it sounds sarcastic, but cops need to get a life,” Gilmartin said. “They need to realize that when they come home after being in that heightened level of alertness they have to be in to survive on the streets, they have to get their life back. Go out elk hunting. And when you’re out elk hunting, think about elk hunting, not about my hat policy.”

“If you are sitting at home in your underwear all worked up about my hat policy, sending anonymous e-mails, you need to get a life,” Gilmartin continued. “That’s a trap a lot of cops get caught up in — I see that a lot.”

When you’re the police in a small town — as many of Kentucky’s officers are — it is very easy for the boundaries for your personal and professional lives to blur, Gilmartin said. Having a life clearly demarcated away from that is essential. Having a support system and anchors in your community is a simple way to do that.

“You have to have family support, organizational support and it’s helpful to have community support, though you don’t always get those,” he said. “The more anchors a person has in their personal life the better they will do. The guy who is active in church, in his family, who is active with their friends and physically active, that guy will handle [the stress].”

When you begin to put anchors down in the community and get involved in local activities, your off-duty schedule is going to start filling up fast. Don’t let it get overwhelming, Gilmartin suggests developing and using personal-time management techniques such as pre-planning events and committing them to a calendar or agenda.

“The victim officer looks forward to taking his or her children camping ‘when things slow down at work,’ or, ‘when it isn’t so crazy,’ or, ‘when I get a little more time on the job,’” Gilmartin wrote. “The survivor officer looks forward to taking his or her children camping two weekends from now. Which officer do you think actually takes the children camping, the vague victim or the specific survivor?”

Whether it is hiking with the kids on that camping trip, playing a pick-up game of basketball at the local park with your buddies or jogging at home on your treadmill before work, physical activity is key to maintaining healthy balance. Gilmartin recommends moderate aerobic exercise, 30 to 40 minutes, four to five times a week.

For Pope, sometimes getting on the treadmill is the hardest part after a long

day when nothing looks better than the recliner.

“You have to force yourself to do it,” he said. “You have to get a mindset that this is what I’m going to do. What I have found is that when you quit making excuses about why you can’t do it and just go ahead and do 20 or 30 minutes on the treadmill or elliptical, when I finish, I feel so much better. My attitude is so much better.”

Gilmartin agreed.

“The behavior has to occur first,” he said. “Most people think, ‘If I only felt better, I would go for a jog.’ A cop has to say, ‘If I went for a jog, I would feel better.’ I like the Nike commercial — just do it. The motivation occurs after you perform the action for a cop, because a cop has to fight the bottom of that rollercoaster. The hardest step in the journey is the first.”

#### YOU’RE NOT ALONE

The brotherhood of policing has long been recognized as something that is unique.



This unique relationship exists because the men and women on your shift experience the same trials and battles each day that you do. They understand that cynical sense of humor that gets you through those difficult calls. They see the same things you do and deal with the same administrative issues. Everyone struggles with these things from time to time.

Yet, no one wants to talk about them. Many officers won’t talk about their feelings with their fellow officers out of fear of being labeled the emotional one, the weak one or the sensitive one. No one wants their strength questioned on the road. In small towns, this ban on talking often reaches into local counseling offices — no one wants to be seen walking into the shrink’s office by a fellow officer.

But, Pope and Gilmartin both say talking to someone is crucial. The officer who is not making it emotionally is not just a danger to himself, he also is the officer who, without help, can become

increasingly brutal, corrupt and non-compliant, Gilmartin said.

Pope compared law enforcement to firefighters as it relates to their emotional stability. Officers and firefighters can respond to the same, bloody, heart-wrenching fatal-crash call on Interstate 75, work together to free the victims from the mangled wreckage and clean up the mess together to re-open the flow of traffic.

Yet, when the officers and firefighters part ways, the opportunities to deal with what they just experienced are drastically different. Firefighters get back in the truck together, ride back to the station, clean the truck together — all the while talking to each other and relieving some of the stress from the incident.

“An officer goes to the scene, does what he or she has to do, takes care of it, gets in the cruiser alone, goes to the next call and talks to no one,” Pope said. “You have to really recognize the danger of just not talking about something.”

While many officers don’t want to talk to other officers about their problems, they also don’t want to talk to the people at home about them, either. Some say they don’t want their spouse to hear about the horrors they see. Others say they want to leave their work at work.

“That’s bogus,” Pope said. “Especially today with technology, everybody is wired and getting emails 24-7. Everybody is text messaging — we are more connected to work today in this day of information technology than we ever were 10 to 20 years ago. There is no such thing as, ‘I leave my job behind.’”

Being inclusive at home not only helps relieve some of the stress of the day, but also helps to connect you to those you love without isolating yourself or leaving them in the dark. But there is a right way to do it, Pope says.

“When you go home and your wife says, ‘How was your day?’ and you say,

‘Well, it was O.K.’ Then she says, ‘Did you work that accident on I-75 this morning?’ And all you say is, ‘Yeah, I worked it, but I don’t want to talk about it.’ Two things are happening here. One, you are not talking. Two, you just told your spouse I am not going to let you in my world. We all know spouses want to be part of your world and want to be there for you.

“The example I use is that you can talk to your spouse in one of two ways,” Pope continued. “You can say, ‘It was a heck of a wreck, there were brains coming out of the top of the car, guts and blood everywhere...’ That’s not what your spouse wants to hear. Why can’t you say, ‘Yes, I did work it. It was a pretty bad accident. We think maybe the driver may have fallen asleep at the wheel. I hated to start my day off that way.’ There, you got it out. You didn’t have to put the guts and gore all into it, and you made your spouse a part of your day.”

Peer support is important. Whether it is a spouse, a co-worker, a chaplain, or mental health professional, you must talk to someone. This support should be pushed by the agency’s leadership, too, to keep healthy officers on the street, Gilmartin said. Pope recommended that supervisors receive training in what to watch for in their officers to know when they need to reach out to someone.

“Nobody can be a cop 24-7,” Gilmartin said. “You just can’t do it. Lots of guys try and they end up with chains of failed marriages and dysfunctional children. It just doesn’t work. The main thing is, are you a victim or a survivor? If I tell you to put a hat on and I’m the chief of police, some just see it as a hat. Some see it as universe changing. It is just a hat at the end of the day. Sometimes you just need to be reminded of that.” J

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# Agencies Must Take Responsibility for Officer Wellness, Expert Says

KELLY FOREMAN | PUBLIC INFORMATION OFFICER

A leading authority on stress, Hans Selye, once said it is not stress that kills us, but our reaction to it.

“Mental tensions, frustrations, insecurity [and] aimlessness are among the most damaging stressors, and psychosomatic studies have shown how often they cause migraine headaches, peptic ulcers, heart attacks, hypertension, mental disease, suicide or just hopeless unhappiness,” he said.

Suicide clearly is a drastic answer to the damaging stressors of law enforcement. But for some, as the stressors of the job and an officer’s personal life continue to mount, it may seem like the only answer to regain control.

There are no definitive statistics to tell us how many Kentucky officers have taken their own lives. Nationally, statisticians struggle to pin down a number for a variety of reasons, ranging from mislabeled causes of death to agencies and families denying the death was suicide.

What we do know is that more officers die by their own hand each year than do those killed in the line of duty, said Donna Schulz, law enforcement coordination manager for the Middle District Florida U.S. Attorney’s Office. It’s a hard fact to swallow, considering that line of duty deaths spiked by more than 37 percent in 2010.

“If officers are more likely to be victims of suicide than homicide, why do less than 2 percent of agencies nationwide have any kind of program to prevent suicide?” Schulz asked during a Police Executive

Command Course late last year. “We are not going to do nothing any longer.”

Two years ago, the Bureau of Justice Assistance funded a program called In Harm’s Way: Law Enforcement Suicide Prevention. Schulz, who is a former Tallahassee, Fla. cop herself, is part of a group of 13 experts who travel the country, talking about law enforcement suicide in an effort to educate and train officers while exposing the issue.

Schulz tragically became an expert on the subject after her own husband, Federal Bureau of Investigation Special Agent Bruce Schulz took his own life in March 1995.

“This vital, strong, proud, capable man of 45 years could no longer take the pain,” she said. “He died in his boxer shorts, unable to even get dressed. He was my rock. He served his country since he was 17, first as a marine in Vietnam, then as a Tallahassee [Fla.] police officer and finally as an FBI agent working in foreign counter intelligence. Yet this vibrant man no longer felt fit to live.”

In the weeks leading up to Bruce Schulz’s death, Donna said she knew something was wrong. She begged and pleaded with him to get help, to run away, to do anything to help him feel better. He told her, “Leave me alone, I’ll be fine.” She didn’t know how to help him, she said. And in her mind, he would come through it.

But he didn’t. And like so many other families who deal with a loss from suicide, hers has never recovered from the cataclysm, she said.

Suicide doesn’t just affect the families and friends of those lost. It affects the agencies and communities they served. There is confusion about how one of their own could choose such a violent and sudden end. Often, turmoil arises about the details of how the agency is to deal with the impending funeral, media coverage and families left behind.

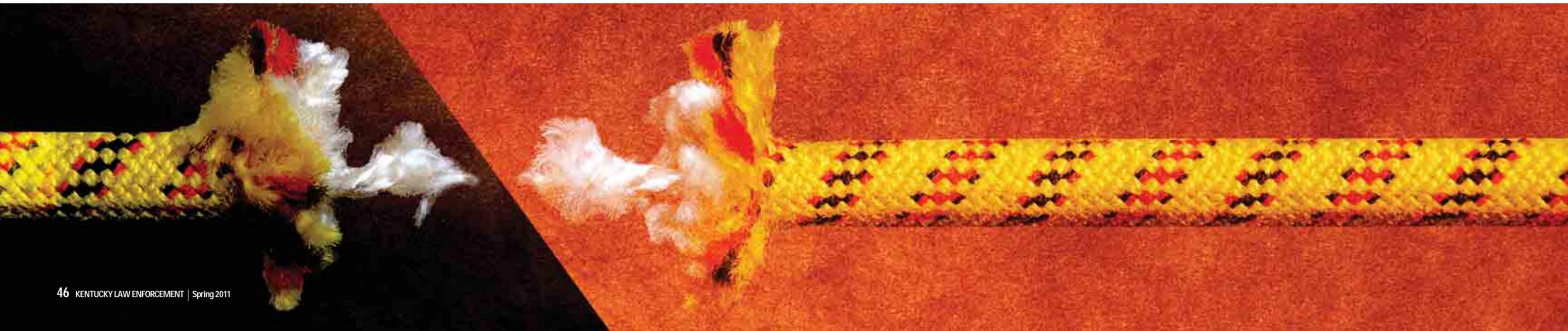
It is for this reason, Schulz said agencies must take a proactive approach to the subject — before losing one of their own — to recognize the signs in their officers, clearly define avenues for those in need of help and lay out policy and protocol for the worst-case scenario.

“If you don’t think about the value of your men and women, just look at the dollars and cents that went into training and equipping them,” she said. “What is the cost if we do nothing? [If not suicide,] low productivity, absenteeism, lawsuits. If you have a suicide in your department ... it tears at the very fabric of an agency.”

Ultimately, Schulz said the agency must take responsibility for overall wellness of their officers.

“We not only want to make sure they live, we need to prepare them to live better lives,” she said. “How can we work toward community wellness if we’re not well ourselves? Our community expects nothing less than an officer to be well. How can they keep them safe if they can’t keep themselves safe?” J

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# Suicide Myths and Facts

DONNA SCHULZ

**MYTH:** Suicidal people keep their plans to themselves.

**FACT:** Most suicidal people communicate their intent to someone within one week of completing suicide. ("Approximately 80 percent of suicides have communicated their intent..." – Ralph Slovenko)

**MYTH:** Those who talk about suicide just won't do it.

**FACT:** Those who talk about suicide may try or even complete an act of self destruction.

**MYTH:** Only experts can prevent suicide.

**FACT:** Suicide prevention is everybody's business, and anyone with training can prevent the tragedy.

**MYTH:** Confronting a person about suicide will only make them angry and increase the risk of suicide.

**FACT:** Asking someone directly about suicidal intent lowers anxiety, opens up communications and lowers the risk of an impulsive act.

**MYTH:** No one can stop a suicide, it is inevitable.

**FACT:** The majority of people in crisis who get the help they need will never be suicidal again.

**MYTH:** Once a person decides to complete suicide, there is nothing anyone can do to stop them.

**FACT:** Suicide is viewed as the most preventable form of death and almost any positive action may save a life.

## OTHER MYTHS:

- It happens without warning.
- There is low risk after mood improvement.
- Once suicidal, the person will always be suicidal.
- They are intent on dying.
- It's so rare, they won't do it.
- Suicide runs in the family.
- If there is no note, it is not a suicide. n

# Do's and Don'ts of Intervention—

It's not so much how or what you ask, but rather that you ask.

## DONNA SCHULZ

- DO remain calm.
- DO help define the problem.
- DO rephrase thoughts.
- DO focus on the central issue.
- DO stay close.
- DO emphasize the temporary nature of the problem.
- DO listen, listen, listen.
- DON'T overlook the signs.
- DON'T do nothing.
- DON'T sound shocked.
- DON'T debate morality.
- DON'T leave the person alone.
- DON'T remain the only person helping.

## Tips for asking the suicide question

- If in doubt, don't wait. Ask the question.
- If the person is reluctant, be persistent.
- Find a private setting for your talk.
- Give yourself plenty of time.
- Know what resources you have, such as phone numbers, counselors' names and numbers, etc.

## Important questions

- Have you been thinking of killing yourself?
- How would you do it?
- Do you have the means available?
- What has been keeping you alive so far?
- What does the future hold for you?
- Has anyone in your family committed suicide?
- What are the odds you will kill yourself? n

# Trust your instincts

and watch for these signs from Donna Schulz that something is wrong:

## Warning signs

- More aggressive when handling serious calls or situations – risk-taking behavior
- Cries often; threatens to harm self
- Seems more agitated or nervous
- Angry, sad, depressed or emotionless
- Letters or communications to close friends outlining wishes 'if something happens to me'
- Loses interest in hobbies, work, etc.
- Becomes disillusioned and withdrawn
- Trouble eating or sleeping
- Any previous suicide attempt
- Stockpiling pills
- Co-occurring depression, moodiness, hopelessness
- Putting personal affairs in order
- Giving away prized possessions
- Sudden interest or disinterest in religion
- Drug or alcohol abuse or relapse after period of recovery

## Situational Clues

- Being terminated
- Under internal affairs investigation
- A recent, unwanted move
- Loss of any major relationship
- Death of a close loved one, cherished friend or counselor, especially by suicide

- Injured, serious or terminal illness
- Sudden, unexpected loss of freedom
- Fear of punishment
- Anticipated loss of financial security
- Fear of becoming a burden to others
- Approaching retirement

## Indirect clues

- "I'm so tired of life, I just can't go on."
- "My family would be better off without me."
- "Who cares if I'm dead anyway."
- "I just want out."
- "I won't be around much longer."
- "Pretty soon you won't have to worry about me anymore."

## Direct verbal clues

- "I wish I were dead."
- "I'm going to kill myself."
- "I can't take the way I feel any longer."
- "I'm really getting tired of life."
- "There is no meaning for anything anymore."
- "I just can't take the pain."
- "You'd be better off without me."
- "Nobody needs me anymore." n

# Resources

- Employee Assistance Program
- Law enforcement chaplains, psychologists and counselors
- Law Enforcement Wellness Association – [www.cophealth.com](http://www.cophealth.com)
- Survivors of Law Enforcement Suicide – [www.tearsofacop.com](http://www.tearsofacop.com)
- Police Benevolent Foundation's Behind the Badge Program – [www.pbfi.org](http://www.pbfi.org)
- Badge of Life, Andy O'Hara – [www.badgeoflife.com](http://www.badgeoflife.com)
- Pain Behind the Badge, Clarke Paris – [www.thepainbehindthebadge.com](http://www.thepainbehindthebadge.com)
- International Association of Chiefs of Police: Preventing Law Enforcement Suicide: A compilation of resources and best practices CD – [www.theIACP.org/Publications/Guides](http://www.theIACP.org/Publications/Guides) n



PHOTO BY ELIZABETH THOMAS

# Mongolian Spots are not Bruises

Information for officers serving cross-cultural residents in their communities

OFFICER MONICA WOODS | INTERNATIONAL COMMUNITIES LIAISON, BOWLING GREEN POLICE DEPARTMENT

As Kentucky becomes more and more culturally diverse, law enforcement officers face new challenges. In addition to the language barriers and cultural differences, even physical, genetic differences among races and ethnicities exist that can affect an officer's ability to successfully do his or her job. An example of this is the issue of a congenital condition, in layman's terms, called Mongolian Spots.

One morning, another officer and I responded to check the welfare of a toddler. The police department had received a complaint of possible child abuse. The caller had advised dispatch she had seen "bruises" on the back of a little Hispanic girl. When we arrived, we encountered the child and her parents. As we explained the reason for our visit, the mother and father voluntarily allowed us to see the little girl and the alleged bruises. First impressions for us were that these did very much appear to be bruises, located prominently on the little girl's lower back and buttocks. They were suspiciously bluish gray in color and covered a large portion of her lower back.

“Statistics show approximately 90 percent of Native-American and African-American infants are born with at least one Mongolian Spot.”

However, we also quickly noticed that the parents' behavior was not at all suspicious or indicative of abuse. They were very cooperative and began to provide health records for the child. I contacted the child's pediatrician and explained the situation. The doctor stated she was familiar with the child and more than likely the spots were not bruises at all, but rather a type of birthmark. To be certain, the family voluntarily accompanied me to the local clinic, where the child regularly visited her pediatrician. Upon contact, the doctor confirmed that the child had not

been injured, but rather had a form of birthmarks commonly known as Mongolian Spots, all of which had been previously documented in the child's medical records. Neither the other officer nor I had ever heard of the condition.

Mongolian Spots, is the lay term for a condition called Congenital Dermal Melanocytosis. They are birthmarks that very often look like and are often mistaken initially for bruises, often by day-care providers and law enforcement.

They are present on a high percentage of children of Asian, African, East Indian and Native American descent. This includes Hispanics who have indigenous ancestry. Statistics show approximately 90 percent of Native-American and African-American infants are born with at least one Mongolian Spot. In addition, approximately 80 percent of Asians and 70 percent of Hispanic babies (as opposed to only 10 percent of Caucasians) are born with such birthmarks ([www.drgreene.com](http://www.drgreene.com)). The marks are usually blue, but can be bluish-gray, bluish-black or brown. In addition to

their bruise-like color, they are in suspicious locations consistent with non-accidental injury. They are most commonly found on the lower back and buttocks, but can be on any other part of the body, although more rare. Most will fade completely by the time the child turns 5 ([www.pediatricdermatology.wordpress.com](http://www.pediatricdermatology.wordpress.com)).

The Kentucky Department of Community Based Services advises investigators called to a complaint of child abuse to use the comparison chart shown below as a guide. The Kentucky DCBS also emphasizes that after making the initial comparison, documenting with photographs and

interviewing the involved parties, investigators should have the child examined by a physician. In most cases, a child's health-care provider will already have documented the presence of Mongolian Spots. In all cases, the health care provider will be able to look at the spot in question to positively distinguish between a bruise and a Mongolian Spot.

Of course, an appropriate and thorough investigation must be completed in all complaints of child abuse. A child with actual bruising and injury may also have Mongolian Spots. Just because a child has Mongolian Spots does not automatically

mean the child has not been abused. However, the Mongolian Spots are not injuries and are in no way evidence of any kind of abuse. If their presence is the only reason for the complaint, then one can reasonably conclude the complaint is unfounded. They are simply a birthmark, unrelated to any injury, disease or medical condition.

Fortunately, in the case in Bowling Green, we were able to unequivocally clear the case as unfounded. The family, innocent of any wrong doing, was able to go home with their daughter without unnecessary or unwarranted police action. J

Mongolian Spot	Bruising
Not painful	Can be tender or painful
Most often on the lower back and buttocks, but can also be on other parts of the body	Anywhere on the body
Genetic (not caused by injury nor by any disease or medical condition)	Caused by injury
Will fade after a few years, usually by age 5	Will change color, shape and size in a few days or weeks
Very common in dark skinned races, noticeable at birth	Occur in all races, but harder to see on very dark skinned children
Flat, normal skin texture	May be raised or swollen

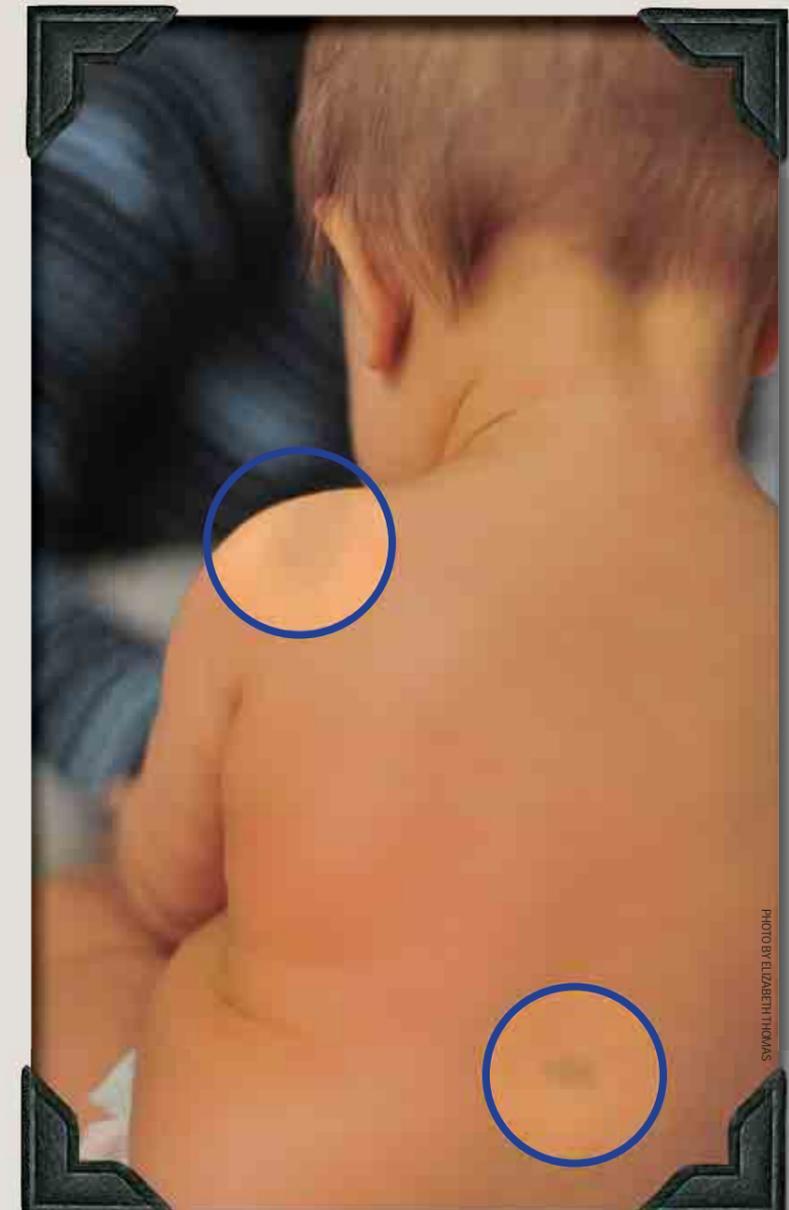


PHOTO BY ELIZABETH THOMAS

# No Safety

## Behind the Screen

**Madisonville police blaze a trail  
in emphasizing education, safety  
and accountability in social  
networking and mobile technology**

ABBIE DARST | PROGRAM COORDINATOR



A young woman in Madisonville had finally made it where she wanted to be. She went to college, graduated and landed an interview for a position that was right up her alley. With her credentials and confidence, she secured her dream job in a field for which she trained. A sense of accomplishment flooded her as she celebrated having arrived in this position. But a short time later, the excitement and celebration still fresh, she received a call that threatened her confidence, her sense of security and the very position she worked so hard to obtain.

Her boss's voice echoed through her mind as he told her about a yellow envelope that landed on his desk that morning full of pictures of her in compromising situations, and he asked her why he received this package. She couldn't believe her eyes, as nude pictures from her college days flashed before her — some pictures she never knew existed and others she never expected to see again.

Her boss decided that terminating her employment was his only option, in light of these embarrassing finds.

"What do you do when, as a law enforcement officer, you get the call that says, 'I have some photos that have shown up and surfaced of me and shown to my boss,'" Madisonville Sgt. Robert Carter asked. "Could that have cost someone everything they were going for? Absolutely. Because a moment of trust in the past has turned out to be a total separation in the future.

"When you deal with individuals, your heart goes out when you see situations that could have been prevented, but it all goes back to an individuals' level of responsibility and their own individual choice," Carter continued. "People have to control themselves and kids have to make sure they understand the consequences of what they are doing."

Today's officers are policing in a world of ever-changing technology and never-ending opportunities for people to share information, pictures and videos across a variety of social-networking sites and mobile networks. The task of educating themselves and the public to the potential dangers of this technology is pertinent and necessary.

The Madisonville Police Department has taken this task of education very seriously. Carter and School Resource Officer Bob Couchman began teaching Internet and technology safety courses to community members, students and other law enforcement officers about seven years ago. In these classes, Carter and Couchman walk participants through how information posted on social networking sites such as Facebook and MySpace can be used as pieces in a puzzle to compound a full picture that they never intended to share. They emphasize that when individuals share on these sites, they are not sharing with a select few friends and family, they are sharing with the world.

"That's what people don't think about because it seems so harmless — it is information that I would share in this room," Carter said. "But when you share, you are sharing with the world — that is good people, that's bad people. That's people you want to share with and those that come to you because they have something to gain from you and are hoping you have something to lose."

In student classes, Couchman will pull a random name off the class list and do simple Internet searches on the student to see how much personal information he can uncover just from the information that student has chosen to put on social-networking sites. Many times he is able to uncover information about the student's boyfriend or girlfriend, the student's parents' names and address and can bring up an image of the student's home on Google satellite. The wide-eyed looks he gets at that point often grab the students' attention and help them understand the importance of being guarded about how much information they make available, Couchman said.

"Social networking is a good thing if it is used correctly, but the thing we say time and time again is more is not better," Carter said. "A little chocolate tastes good; a whole lot of chocolate is going to give you cramps. That is the situation we are seeing.

"Many times our young people are led astray because of their lack of knowledge about social networking," he continued. "They put themselves in a grown-up world with the mindset of a child."

Often the best chance at reaching students and adults alike is having a connection with them, building a relationship or forming a friendship with them — allowing them to develop trust in the officer, Carter said.

"Everything we are discussing about social networking is not possible, cannot exist and will not be successful unless you have the trust of the individuals that you serve," Carter said. "Without trust, you are dead in the water.

"When an individual finds themselves dealing with social networking gone foul, their level of trust is gone," he added. "They are saying how did this happen? I don't understand — why me?"

Madisonville Chief Wade Williams is steering the agency toward a greater understanding of the importance of community partnerships and overall relationship building.

"The fact that they know a police officer and can pick up a phone and call — they've got to have a person they know as officer so and so, not just the police, but someone they know by name," he said. "With social networking and electronic information it is here to stay. It's either you choose to get in front of it and use it to your benefit or you get used by it.

"We choose to get in front of it and use it for the benefit of law enforcement and the community," he continued. "We want to get out there and make that partnership. When you build relationships in neighborhoods, they tie into you and trust you, and you can get more information and a lot more done because policing is something that a police department cannot do alone."

Relationships are vital because often what people put out through social-networking sites or via text and multi-media messaging they do assuming personal security. They are often in the comfort of their own homes and assume that the messages they type or the pictures they send are only going to the intended party. They believe that by being in their own >>

☐ Madisonville Sgt. Robert Carter (left) explains the intricacies of social-networking sites and the vast information that can be gathered from them, during a class he and Officer Bob Couchman taught to North-Hopkins High School freshman.



PHOTO BY ELIZABETH THOMAS

☐ Madisonville SRO Bob Couchman drives home some of the personal dangers involved in putting too much information on social-networking sites. Couchman, along with Sgt. Robert Carter (far left), have been teaching Internet safety classes in Madisonville and across the state for nearly seven years.



PHOTO BY ELIZABETH THOMAS

## LEN contacts for social networking sites

Madisonville Police Sgt. Robert Carter and Officer Bob Couchman encourage law enforcement officers to make the effort to find the law enforcement contacts with each of the popular social-networking sites. Each site has law enforcement contacts that can be so, so helpful, Carter said.

These contacts will make officers verify they are law enforcement, but Madisonville police have had good results with using these contacts in the case that something needs to be removed to protect a citizen.

Carter emphasized that it is important to establish those relationships in times of rest or peace because the times that officers find storms in life is not the time to go looking for this information.

Carter and Couchman have found that the law enforcement divisions within these social-networking sites are usually made up of retired officers.

"We've had things removed off Facebook within 30 minutes, boom, like it never happened," Couchman said.

Carter urges the law enforcement community to prepare now.

"My advice would be go ahead and make those contacts because at the end of the day it's better to have it and not need it, than to need the knowledge and not have it," he said.

For a jump start on finding the law enforcement contacts for sites such as Facebook, MySpace and Twitter, visit [www.search.org/programs/hightech/isp](http://www.search.org/programs/hightech/isp).



PHOTO BY ELIZABETH THOMAS

>> home, no one else is going to see them and it is therefore OK.

"Then boom, it just goes everywhere," Carter said. "Once it's posted, it's out there. We have to get that point into these kids' heads; they don't understand. What is cute to mom and dad, what is cute to my peers, what is cute tonight at this slumber party is indeed cute and funny to someone else that has ill intentions."

It all goes back to educating people about the implications of the choices they make, regardless of what type of privacy they think they have in the material they are obtaining or sending.

"There is something about the safety of being behind a screen," Carter said. "I can talk to you in written text and say things that I would never say to you verbally. The parameters of what we know to be normal and what we know as limits — sometimes in those times when each of us may not be thinking to the best of our abilities, things happen. Those things are irreversible."

This is not an issue that simply revolves around the home computer anymore. As more and more people are using iPhones and other smart phones that offer 24/7 access to pictures, video, texting and other social media, these issues have gotten even more difficult to combat. The immediate and constant access to mobile communication means that the information out there is not stagnate, it is constantly changing, every day, every second, Carter said.

"In regards to technology and social networking, we cannot risk being reactive," he said. "We have to take a

proactive approach to see what is going to be the best method and best vehicle to get individuals prepared to deal with this age of technology."

Three questions Carter suggested everyone should ask themselves before putting information out on social networks or sending messages through mobile phones are:

- Is this something I am comfortable sharing with the entire world — not excluding anyone, that includes my exes, the sickos, everyone — yes or no?
- Is this something I want to see 20 years from now or see posted on a billboard? It's cute now in high school, but one day I'm going to be a professional. And as a professional is this something that can come back and haunt me? Now it's not the photo album that sits under mom's coffee table that she embarrasses you with when you come home for family visits. It's out there.
- Is this something that you would be comfortable with your pastor or person you think so highly of seeing? Would you show it to grandma?

Giving people a sense of personal accountability is important in helping people not get used by the technology that they find so useful.

"There is no expectation of privacy on social-networking sites," Carter said.

But someone also has to take responsibility for reining in these issues before it becomes too big to handle, Carter stressed.

"No one has grabbed the reins and said 'Let's go' — it has to be law enforcement, we are the ones that have to do that," he said. "The responsibility is on us and since that is on us, we have to be prepared to deal with that from our citizens to our own families. As we build this ark it is going to take us all pitching in."

"Times have changed," he continued, "with change comes growth, with growth comes new responsibilities. With those new responsibilities we have the opportunity to see and experience a positive change. But seeing and experiencing positive change and growth also comes with growing pains — sometimes it is uncomfortable and that's where we are now."

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# Legal Hacking: Finding What You Need For Your Case Online

KELLY FOREMAN | PUBLIC INFORMATION OFFICER



On Facebook's home Web page, creator Mark Zuckerberg touts that the site is, "giving people the power to share and make the world more open and connected."

He isn't kidding.

It's no secret that Facebook, which caters to more than 500 million active users, has its privacy flaws. But for law enforcement looking to exploit those flaws in an effort to catch dumb criminals, that's not necessarily a bad thing.

Kirby Plessas, an open source intelligence expert based in Washington D.C.

recently shared some of her skills with local law enforcement at the Department of Criminal Justice Training. Among the tricks of the trade she shared were tips on tracking criminals on Facebook, even when they think their pages are locked from anyone they haven't befriended.

"Facebook is holier than Swiss cheese," Plessas said. "People think they have their pages locked. They are not locked."

Although Facebook has worked hard to make its users think they're keeping their information more private, each time the Web mogul asks users to accept new

privacy settings, those who accept the default settings are actually dialing down their privacy, Plessas said.

And now, thanks to a simple online tool, those who haven't fully adjusted their settings for friends' eyes only are leaving quite a bit for law enforcement to track.

### ZESTY

Plessas identified several avenues for searching social networks, including one called Zesty. When you type [zesty.ca/facebook/](http://zesty.ca/facebook/) into your Web browser, the resulting plain, white page is unassuming. The page, owned by a Google engineer who wanted to expose Facebook's flaws, displays a simple search bar and a little encouragement: "What does Facebook publish about you and your friends?"

Here's how you can use it:

If you already know how to find your suspect's Facebook page, open a separate window on your computer and go to that page. When you have it open, look at the Web address (or URL.) At the end, there should be a number, or sometimes, a name.

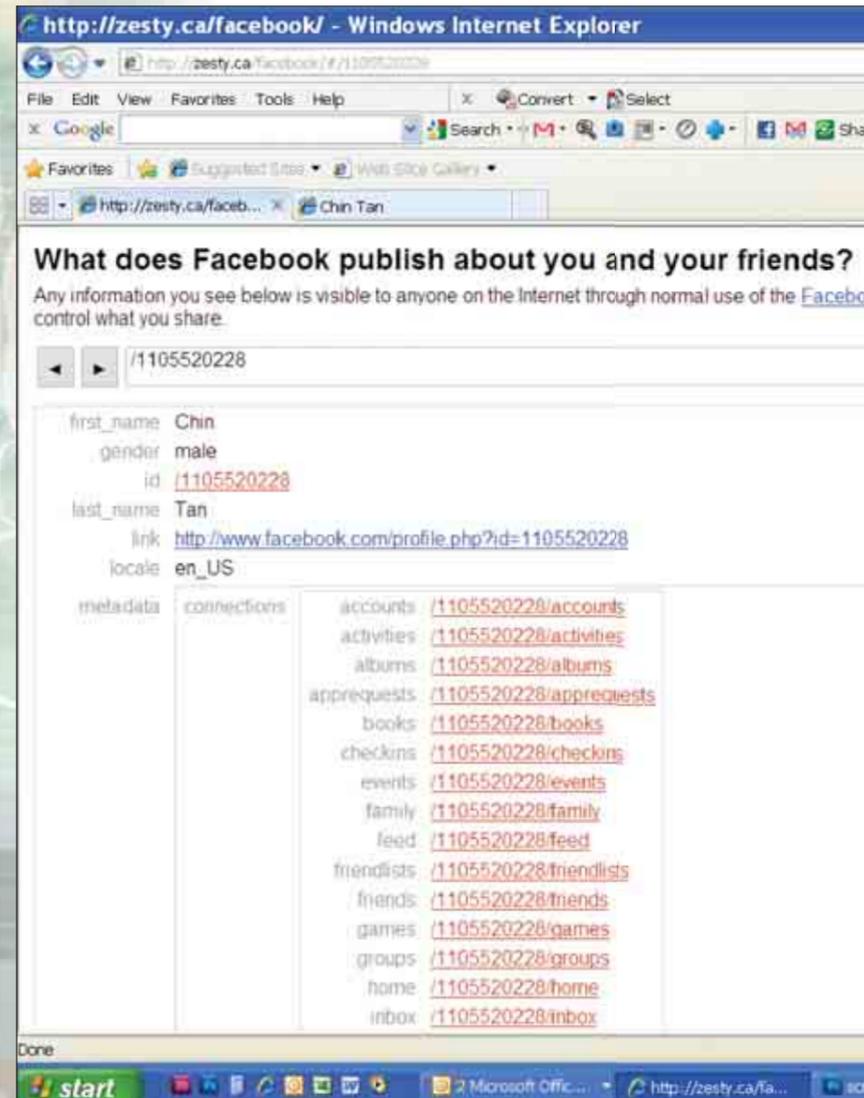
For example, it should look like this: <http://www.facebook.com/home.php#!/pages/KY-Dept-of-Criminal-Justice-Training/192289516870>

With your mouse, highlight and copy the number (192289516870, in this case) and return to the Zesty page. Paste or type that number into the search bar and click "Go." What appears seems convoluted, but look closely. There is a table with a label to the left that says "metadata." (See screen grab on the left.) Across from it you should see several red links that say things such as photos, statuses and videos. Clicking on those links will show you anything the user has left public.

"If it is really and truly not locked down, you can get in there and look at their photos, see their wall posts — I thought that was very helpful," said Eric Long, a Richmond police detective specializing in child and Internet crimes, who attended the class.

You can look at the photos and videos to identify your suspect as the right person, to see if they posted snapshots of evidence or victims, to see who their friends are to bring them in for questioning or any other reason you may discover to be helpful. Through the statuses, you can find

When searching for a suspect using Zesty, clicking the red links will take you to what they have available for the public online. You can read a person's status updates as well as how their friends respond, view their photos and more.



## Operators

Operators are key words that can be entered into search engines to search more specifically. For example, if you were investigating a case involving Mike Smith, a MS-13 gang member in Lexington, the following are some ways you could find results with the information about him and his online activity.

**Mike Smith Latin Kings OR Mike Smith MS-13** – find results with either Mike Smith and Latin Kings or Mike Smith and MS-13. Helpful if you don't know which gang he is associated with

**(MS-13) Lexington Ky.** – limits the results to information about MS-13 in Lexington, Ky.  
**"MS-13 Lexington"** – find the words inside the quotation marks next to each other in results

**MS-13 – Lexington** – find these words within 20 words of each other

**Inurl:MS-13** – every Web site that is returned will have these words within the URL (Internet address)

**Allinurl:MS-13 Lexington** – every word following the colon has to be in the URL

**Intitle:MS-13 Lexington** – only the word after the colon will be in the title

**Allintitle:MS-13 Lexington** – very specific, will find only Web site titles with MS-13 and/or Lexington

**(intitle:MS-13 OR intitle:Mike Smith) Lexington, Ky.** – will find sites with the two tied together in Lexington

**Site:gov MS-13** – Searches just web sites that have .gov at the end. The same works for .edu

**(Site:gov OR site:us) intitle:MS-13** – find sites with specific authority on the subject outside the parenthesis

**Site:FBI.gov intitle:MS-13** – reveals everything the Federal bureau of investigation's Web site has available online with MS-13 in the title.

**Site:FBI.gov** – searches only that site

**Filetype:pdf** – reveals PDF only results. Works the same with ppt abbreviation for power point results, mp3 for music files, or xls for Microsoft Excel documents

**Filetype:pdf intitle:methamphetamine site:gov** – reveals any PDFs about meth available on government Web sites

**Mike Smith Inanchor:MS-13** – reveals results with MS-13 in the links part of the Web address with the words Mike Smith on the page somewhere

Using these operators is commonly known as Google hacking. While the name sounds unscrupulous, it is perfectly legal.

"All you're doing is finding stuff on Google that is not as easily found," said Kirby Plessas, president and CEO of the Plessas Experts Network.

For more training materials, type `filetype:ppt intitle:google-hacking` into your search engine. □

**Kirby Plessas** is an Open Source Intelligence Expert providing training in Internet research techniques and analysis to a variety of law enforcement and intelligence agencies throughout the United States. An Army veteran trained as an Arabic linguist, she also worked at the Defense Intelligence Agency for Radiance Technologies in Military Geography and Urban Analysis. She has been declared the Department of Homeland Security Technical Expert for Internet Research. She consults and speaks to government entities about using Open Source and Social Media (Web 2.0) for their unique needs. Kirby has taught a number of classes for the U.S. Department of Justice. □

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>> out not only what they're talking about, but who is responding and what they have to say. Additionally, the friends responding on your suspect's page come complete with their own link to their pages, so you can feel out what public information they have to offer online, too.

If you don't know how to get to your suspect's page, to the right of the "Go" button, there is another search box. Enter in your suspect's name, email address or keyword and find them there. However, Plessas said this tool works best with the Facebook ID number.

*(Editor's note: It should be noted that using the standard "back" button on your browser will not work on this site. To go back*

*(or forward) to what you previously were viewing, use the arrows to the far left of the initial search box.)*

"When everybody had MySpace.com, you could get on there and look at all their photographs, see all their friends and everything they do," Long said. "But everybody has kind of switched over to Facebook and they have stopped that. You can see their picture if you can find them. So, I think this is of huge importance, to get in and see what they're doing. I have worked several cases of men supposedly talking online to juveniles and you get on their Facebook page or their MySpace page and you can see pictures of them with the victim. Pictures of them hanging out with

the victim. The same pictures on their MySpace site are on the victim's computer or vice versa."

Plessas identified another Web site, youropenbook.org, also seeks to showcase Facebook's not-so-private settings. A tagline on the main page reads, "Facebook helps you connect and share with the people in your life. Whether you want to or not."

The site searches public status updates of users with any keyword. Even without a Facebook account, an officer could type in something they are looking for by keyword — such as an assault rifle stolen at a recent home invasion — and see who might be talking about it. The site also brings up

users' photos and names along with anything they wrote.

"Facebook's bait-and-switch on privacy and their overly complex settings cause many users to post messages intended for their friends to 'everybody,'" according to the site's operators. "That's the entire planet, for all time. This privacy-malfunction could have serious consequences if you're looking for a job, applying for college or trying to get medical insurance."

Or, as Plessas said, if you're committing criminal activity and posting about it online.

#### TRACKING THEM DOWN

If you can't find what you're looking for from Zesty or Your Open Book, there still are other sites that make finding information much easier.

By going to [www.labnol.org/image-search](http://www.labnol.org/image-search), you can type in keywords and find photos people have posted on Flickr, MySpace or Facebook. If you are trying to match a username with a real name, Plessas recommends Web sites like [www.usernamez.com](http://www.usernamez.com) or [www.usernamecheck.com](http://www.usernamecheck.com).

Perhaps one of the more comprehensive search engines for finding all the ways people are connected online is through the site, [www.pipl.com](http://www.pipl.com). Pipl is a meta-search engine, which means it sends requests to multiple search engines and databases then combines the results into one, tidy list.

The site allows users to search using a person's name, email address, username or phone number. Results are pulled from everything from public records to blog posts.

"I probably use that one the most," Long said of [pipl.com](http://pipl.com). "I go to it before I go to Google sometimes because Google has so much information. [Pipl.com] shows multiple social networking sites. Like, if they had two and took their info off and now just have one, it will show all that."

But, these online tracking methods aren't limited just to the large-scale public profile pages. The micro-blogging giant, Twitter, has multiple back doors itself for law enforcement to find what they're looking for online.

Twitter, the 140-characters or less service known for quick information sharing, has even less privacy than its other social networking counterparts.

No one has to add you as a friend to see what they are saying.

"It's like the rumor mill on steroids," Plessas said.

But if you're looking to quick search information posted to Twitter, there are sites for that, too. [Search.twitter.com](http://Search.twitter.com) allows officers to search via keyword. But it also allows you to search all the tweets in an area with keywords called operators. For example, if you wanted to see everything Twitter users in Corbin were tweeting about, you would type "near: Corbin, Kentucky" into the search bar and it will generate your results for that area. As more tweets come into the site, the search engine also will continue to generate them as long as you have the page open. Simply refresh the page to see the new results.

There are dozens of other sites to search and monitor twitter posts, as well as the photos and videos uploaded by Twitter users. Some, like [searchtastic.com](http://searchtastic.com), allow you to export results to a Microsoft Excel spreadsheet. Additionally, Twitter and Google made an agreement in Feb. 2010 to make tweets searchable through Google, Plessas said.

#### RSS FEEDS

But, if visiting a handful of Web sites and sifting through search results sounds like time-consuming work, there's a simple answer. Literally. Real Simple Syndication, otherwise known as RSS feeds, is a way to bring everything you're looking for to you, as soon as it is updated.

News stories, blog entries, Tweets — even Craigslist postings — all can be delivered straight to you from RSS feeds delivered into an RSS Reader, such as Google Reader. So, if an officer was investigating a burglary case in which an Xbox 360 was stolen, an RSS feed could be established to send the officer news stories published online about the burglary; any comments made online about the case, people involved or the missing property as well as anytime a used Xbox 360 is posted on Craigslist for sale.

Creating a reader account is simple, too. It requires creating a Gmail e-mail address through Google and clicking on their "Reader" link. Many Web sites that have constantly updated information have a little orange button with a white graphic

that looks somewhat like pulsing waves. Clicking on this icon usually will take you straight to a link to hook that page into your reader. But even if the button isn't there to automatically link you to the information, it isn't hard to create the link yourself.

For example, if you wanted to create an RSS feed every time a used Xbox 360 popped up for sale in the Lexington, Ky. Craigslist group, here's how you would do it.

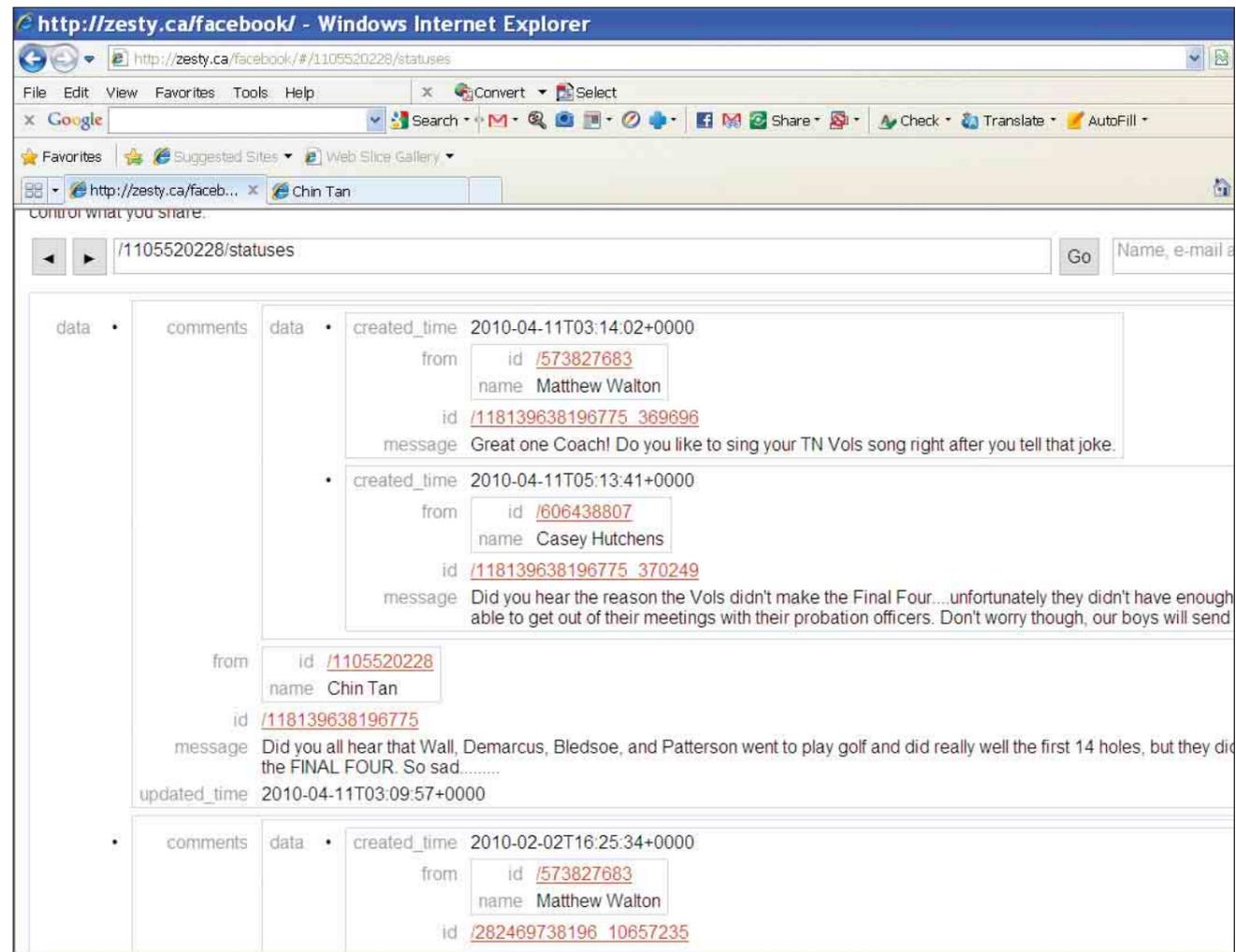
On your computer, go to [www.google.com](http://www.google.com). Then, in the search bar, enter [site:Lexington.craigslist.org](http://site:Lexington.craigslist.org) Xbox 360. Once Google has completed its search, copy the whole URL from the top of the search results page. In a new browser window, open the Web site [www.Bing.com](http://www.Bing.com). Paste the URL you copied into the search bar. Click search. Once the search results have populated, return to the URL at the top of the page and go to the end of it. Once there, type (without quotations) "&format=RSS" to the end of the URL and press enter. The results will bring you to a page with an option to add the feed to your Google reader.

Long uses RSS feeds to keep up with the news, but said it also can be helpful for gathering case information via Web sites like [Topix.com](http://Topix.com).

"People pass that off as a bunch of idiots sitting around gossiping," Long said. "But if you read on there, some of those people have first-hand information that nobody else would know unless they are directly involved. A lot of the cases that we work, they'll have information we haven't released yet. They sit there and talk back and forth to each other about it. It can be very beneficial." J

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q If a person has selected Facebook's recommended privacy settings, you should be able to read the statuses they post as well as any comments on that status from their friends. Following the red links below their friends' names will take you to their pages, too, to view what information they may have left open for public view.



# Social Networking and Law Enforcement:

## The Good and the Bad Are All Very Public

KELLEY L. CALK | STAFF ATTORNEY,  
DOCJT LEGAL TRAINING SECTION

Facebook. MySpace. Twitter. Digg. LinkedIn. Police Pulse. YouTube. These terms are familiar for those who are technologically savvy and challenged alike. Some people swear they will never join a social-networking site, but as such sites become more common, the people joining range in age from 13 to 100. They come from every race, religion and culture, with as many varied sites as there are users. A member can talk to someone in Italy as easily as he or she can talk to someone across town. But as great strides continue to be made in the technology available for personal and business use, careful consideration must be given as to how those tools can and should be used.

Statistics indicate that 47 percent of adults who are connected to the Internet use social-networking sites, for both personal and business use. Seventy-three percent of teens and young adults are members of at least one social-networking site. Facebook is the No. 1 social-networking site and has approximately 500 million users, with its members using the site an average of five and a half hours per month. Twitter processes approximately 40 million tweets a day from its members. And technology does not require that someone be connected to a computer in order to use the sites. With the wide variety of smart phones currently flooding the market, there are millions of mobile users on social-networking sites.

But what do all these statistics mean for the user — in this case, law enforcement officers? Like anything, there can be good and bad things about the use of social-networking sites. But make no mistake; it is all very public, no matter what efforts are made to keep it private. Keeping this important fact in mind, law enforcement officers can make the most of the benefits of social networking while avoiding its pitfalls and the liability issues that accompany those pitfalls.

### THE GOOD

Many police agencies around the nation, and in other countries, are setting up their own Facebook pages, available to the public to become “fans” of the page. Frankfort, Nicholasville, Taylor Mill and Greenville are just a few of the city police departments that have their own

Facebook pages. The Kentucky State Police also has its own Facebook page.

These sites keep citizens updated with what is going on in each respective jurisdiction. Agencies post press releases, traffic information, road work and department-sponsored community events among other things. It helps to foster better communication between the departments and their communities. Not only can it provide the departments an opportunity to show what they are doing in the field of law enforcement, it allows the citizens to provide constructive feedback on the department’s work.

In Canada, the Vancouver Police Department uses Facebook and YouTube in its recruitment efforts. Because today’s young adults are technologically savvy, the department is making an effort to meet them in a manner they use every day.

Young adults today do not always read the newspaper or more traditional news resources like older generations’. They do, however, use Web-based social-networking sites on a regular basis, sometimes two to three times per day. In order to connect and effectively communicate with this younger group of possible recruit candidates, the Vancouver Police Department keeps its Facebook page updated with the requirements to become a police officer as well as features about its officers. On YouTube, “The Promise” is a three-minute video that demonstrates various police tactics, set to a dramatic musical score. There are other videos on using canines, firearms training and SWAT.

The most important benefit of social-networking sites is the manner in which they can be used to help solve crimes, enable officers to locate suspects and make arrests and help in missing person cases.

In Maine, the Auburn Police Department was able to place on its department Facebook page, photos of three individuals from hotel video surveillance where hotel property had been vandalized. Visitors to the page identified the individuals and were able to provide anonymous tips as to the identities of the suspects. Arrests were made for burglary and criminal mischief. In another case, the police department was able to make an arrest of a juvenile

who had threatened his school with destruction on his Facebook page. The juvenile meant the comment as a joke but the threat was taken seriously by police.

Twitter and Facebook can help mobilize thousands of people in a missing person’s case. Family members of a missing person will often set up a page on a social-networking site and from that, the possibilities of what can occur are just about limitless. In the case of Chelsea King, a California teenager who had been reported missing after failing to return from a run, more than 6,000 volunteers came together to search for her after her parents created a Facebook page and its postings went out via Twitter. While the search ended in a tragic way, the police were able to find her killer quickly, using and cataloging information much more efficiently with access to the Facebook page created by Chelsea’s parents.

### THE BAD

“Working tonight looks like it’s going to be a rainy, boring shift.” “Watching a drunk guy take a water hose into his man pants ... not my idea of a good time.” “I HATE PEOPLE.” “Big drug bust — pics later.” These are a few postings out there on law enforcement officers’ social-networking pages. These are somewhat generic postings but have the potential to cause big problems for the officers down the road for different reasons. The same thing goes for these groups that law enforcement officers have been members of: “Make-it-Rain Foundation for Underprivileged Hoes.” “He-Man Woman Hater’s Club.” “Passed Out in Trashcans.”

From a hiring standpoint, a social-networking page can be a nightmare for the person hoping to be hired by a law enforcement agency. Seventy percent of U.S. hiring managers have rejected applicants based on what they have observed on an applicant’s social-networking page. It is not just what the applicant has posted on the page but who his or her friends are and what they have posted on the applicant’s page. And, it does not stop there. If a friend posts something unfavorable on their own personal page and links the applicant to that post, a potential employer will find it.

Racist or derogatory comments, likewise, can be the death knell for an

applicant. In social networking, the rule is often “a friend of a friend is a friend.” But in reality, that is not a good rule to follow. An applicant may not even get in the door to take the police test, based on the content of his social-networking page. The New York Police Department reviews social networking pages in the presence of potential recruits to weed out undesirable candidates.

A Lexington case makes officers in Kentucky cringe. A former Lexington police officer made an arrest of a well-known musician after a routine traffic stop. The case became anything but routine when complaints began to come in about the content of the officer’s MySpace page. A friend had posted a picture edited with the officer’s face, showing him standing with the celebrity he had just arrested. Further, the officer’s page contained derogatory comments about the citizens of his community, developmentally-delayed individuals and homosexuals. He eventually lost his job with the Lexington Division of Police.

There are more examples of officers across the country using poor judgment in their postings, such as posting pictures pretending to shoot someone; of a wrecked cruiser and then commenting “oops, shouldn’t have had that last beer;” of providing too much information about their thoughts on law enforcement, the people they arrest and the people they protect. All of it can, and will, have a negative impact on that law enforcement officer.

There are plenty of law enforcement officers who have social-networking pages who do not make those remarks, post inappropriate comments or “statuses,” or post inappropriate pictures. They are cognizant of choosing to accept people as friends and they actually know the people on their friends list. These officers love working in law enforcement and only want to do that job to the best of their ability. Social-networking sites can still get them into trouble.

Trouble will come in the form of loss of respect and credibility with the prosecutor and the courts. It will bring unwanted attention from defense attorneys. These officers post about the big drug bust their agency just had and post pictures standing next to the >>

# LEGAL SHORTS

>> evidence. And it IS evidence. These pictures on the social-networking page become part of the case. It can raise questions about the officer's credibility, his bias and his integrity. The defense attorney will find those pictures or comments about the case. A defense attorney will find the comment that the officer "arrested 4 scumbags tonight."

Another concern with social-networking sites is when officers are using the sites. Everyone knows that work computers are for work and should not be used for personal business. Many agencies provide in-car computers to their officers and almost everything on those computers is subject to an open-records request. Even if an officer is not using his work computer to post to a particular social-networking site, many cellular telephones, Smartphone and iPhones provide Internet access to these sites. While the argument can be made that the officer was not using provided equipment to be on the Web site, he or she is using agency time to be there. That time can be used doing work-related tasks rather than personal tasks.

## THE VERY PUBLIC

Nothing on the Internet can be 100 percent private. Depending on the individual's skill in searching, anything can be found. Even when all privacy settings are enacted, there is no guarantee that something you put on someone else's page will be seen only by that person. Items found on social-networking sites posted by you or about you can be used against you in court to attack your credibility or impeach your testimony. Those working in the law enforcement field must find a balance between their personal and professional lives. It seems that if officers just used common sense, there would not be any issues when using social-networking sites. But common sense does not mean the same thing to every person, so these general guidelines are a good start to finding that balance between being a private person and being a law enforcement officer.

## IF YOU DON'T WANT EVERYONE TO KNOW IT, DON'T POST IT.

Some things are just better left untyped.

## DO NOT POST FROM WORK COMPUTERS OR DURING WORK HOURS.

Social-networking sites are just that — social. The purpose is to be able to connect with friends, family and even colleagues to socialize. And the time for that is when you are not on the clock. Misuse of electronic media can more likely than not lead to discipline action being taken against you.

## IF YOU WOULD NOT WANT YOUR GRANDMOTHER OR BOSS TO READ IT OR SEE IT, THEN IT IS PROBABLY SOMETHING THAT SHOULD NOT BE ON YOUR PAGE.

This is old-fashioned but effective.

## DO NOT POST IDENTIFYING INFORMATION ABOUT YOUR AGENCY SUCH AS THE NAME, LOGO, VEHICLE, BADGE OR OTHER TYPES OF SYMBOLS.

If this rule is followed, a lot of issues can be avoided. Many officers like to post a picture of their cruiser but should not. Take it down if it is on the page but know that just because it has been removed does not mean that it cannot be found. At least if an issue arises, you will be able to say it is no longer there.

## DO NOT POST ANYTHING (PICTURES OR STATEMENTS) ABOUT ANY CASE IN WHICH YOU ARE ACTIVELY INVOLVED.

Prosecutors and defense attorneys will be out there doing a Google search on you to see what is out there. That includes statements made about thugs, low-lives and people who deserve a beat down, as well as information related to specific cases.

## BE AWARE OF THE PRIVACY SETTINGS OF ALL SOCIAL-NETWORKING SITES TO WHICH YOU BELONG AND USE THEM.

This is not a fool-proof method but it will go a long way in keeping your information more private.

## KNOW WHO YOUR "FRIENDS" ARE AND WATCH WHO YOU "FOLLOW."

For law enforcement officers in particular, a "friend of a friend of a friend" is not a friend of yours. Guilt by association really matters here. You exploit that motto in your job as an officer, do not let it be used against you.

While only a select number of issues facing law enforcement officers when using social-networking sites have been discussed here, the original intent for the sites is to be an excellent tool for connecting with family, friends and colleagues. Sites can be used for professional purposes as well as personal. Because law enforcement officers are the trusted protectors of their communities, the good is really good and the bad can be really, really bad. And, it is all very public — accessible by anyone, anywhere. Keep that in mind as we all move into the future of continued technological advances. Good judgment and professionalism will enable law enforcement officers to benefit from social networking while avoiding its pitfalls. J



## No Texting Law Now in Effect

"No Texting" is now in effect.

Although the ban on sending or reading text messages on a personal communications device took effect in July 2010, until January 1, 2011, officers were only permitted to give warnings for violations. Because of the delay, many officers did not receive the violation codes for these offenses, as they were not included with the July update that covered all the other new laws that took effect at the normal time. Both offenses are violations.

### The codes are as follows:

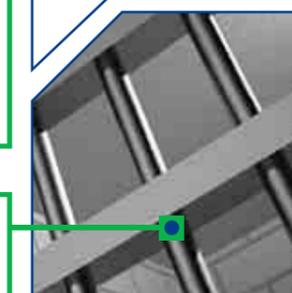
- 00266 – 189.292 – Communication device violation, 1st offense.
- 00267 – 189.292 – Communication device violation, 2nd or subsequent offense.
- 00268 – 189.294 – Communication device violation, < 18 YOA, 1st offense.
- 00269 – 189.294 – Communication device violation, < 18 YOA, 2nd or subsequent offense.

## Military Leave Reminder

With so many law enforcement and telecommunications personnel serving in the military, it should be noted that in 2006, the Kentucky General Assembly made a change in the number of days of annual leave such members must be given. KRS 61.394 and .396 provide that all state and local employees shall be paid their regular compensation for up to 21 calendar days per year, when in the performance of duty or training in their respective branch of the military (or the U.S. Public Health Service). Unused leave may be carried over for up to two years.

## Questioning Suspects in Custody

When a suspect is already in jail, having been arrested on a warrant, may an officer go to the jail to question the suspect? In such situations, timing is critical. Of course, the subject must be advised of *Miranda* rights, but if the right to counsel already has attached, either because they have specifically invoked the right, or because counsel has been assigned at arraignment, the subject must specifically waive the right to have counsel present. If an attorney has already made an appearance in the case, it may be advisable to contact the attorney, if the subject is willing to talk.



## New Definition of Family Member for Domestic Violence

The definitions of "family member" for the purposes of fourth-degree assault changed with the passage of 2010 House Bill 1, also known as Amanda's Law. This change went into effect on July 15, 2010. The legislature removed language defining the phrases from KRS 431.005(2), substituting instead, a reference that matches the meaning to the same terms in KRS 403.720. This removed the often-confusing phrase – "related by consanguinity [blood] or by affinity [marriage] within the second degree." The new definition of "family member" is as follows: spouse, including a former spouse, a grandparent, a parent, a child, a stepchild, or any other person living in the same household as a child if the child is the alleged victim.

As such, siblings, in-laws, first cousins and aunts/uncles are no longer automatically "family members." They will only be family members if they live in the same household as the perpetrator and they are younger than 18 (assuming they are the victims) or if (as the perpetrator), they live in the same house as the victim, who is younger than 18.

## Pregnancy and Drug Use

Last year, the Kentucky Supreme Court reinforced a previous ruling which states that a female cannot be charged with endangerment or abuse of her child based on having ingested illegal drugs while she was pregnant.

In 1992, the General Assembly passed the Maternal Health Act, 1992 Ky. Acts, ch. 442. The Preamble of that act strongly suggested that the General Assembly intended that maternal use of drugs or alcohol during pregnancy would not subject the woman to any additional punishment for the risk posed to the child in the womb. (In other words, she could be charged with possession, but not with wanton endangerment or assault where the child is the victim.) The purpose of this was to prevent women from being discouraged from seeking medical care because they feared prosecution for drug or alcohol abuse. The following year, the Kentucky Supreme Court interpreted that provision to dismiss the charge of criminal abuse against a mother who had used oxycodone during her pregnancy. See KRS 214.160(5)' Com. v. Welch, 864 S.W.2d 280 (Ky. 1993); Cochran v. Com., 315 S.W.3d 325 (Ky. 2010). J

# BE SPECIFIC

## Search Warrants Lacking in Detail Might Lead to Suppression of Evidence

From the 6th Circuit Case Files...  
UNITED STATES v. SILVEY, 2010 WL 3398837 (C.A.6 (Ky.))

THOMAS W. FITZGERALD | STAFF ATTORNEY,  
LEGAL TRAINING SECTION

In an unpublished case decided Aug. 27, 2010, the 6th Circuit Court of Appeals held that a search warrant affidavit contained sufficient indicia of probable cause to permit good faith reliance on the part of law enforcement.

In March 2008, an anonymous tipster contacted the Buffalo Trace Regional Narcotics Task Force and indicated that a Vietnam veteran living somewhere in Fleming County was cultivating marijuana inside his house. While the tipster declined to divulge the veteran's name, the tipster did reveal that the veteran resided in a newly built home protected by a locked gate. According to the tipster, the gate was probably monitored by video cameras.

Based on this information, agents opened an investigation. There was initially little for them to go on, but the investigation gained steam on October 23, 2008, when the BTRNTF received a second anonymous tip. This time, the tipster identified the mysterious marijuana grower as Robert Silvey, a convicted felon. Research disclosed that Silvey lived at 2665 U.S. 68, Ewing, Kentucky, an address located in Fleming County. Through surveillance of Silvey's property, agents determined that his house was the only dwelling situated at the end of a 300-yard driveway.

On October 27, 2008, agents collected a pair of garbage bags that had been left outside the entrance to Silvey's property. Inside the garbage bags, agents found "fresh green marijuana" clippings, which had been trimmed away from live plants to encourage additional growth. In addition to the trimmings, the bags contained a pharmacy receipt bearing the name of Teresa Silvey, Robert Silvey's wife.

Later that day, agents sought a warrant to search Silvey's residence. The affidavit for the warrant was executed and listed the place to be searched as the "only dwelling" located at "2665 U.S. 68, Ewing, Fleming County, Kentucky." To establish probable cause, the affidavit set forth the following facts:

[A]ffiant received information from ... Bill Boggs that he had received information that Robert Silvey had been growing marijuana and had automatic weapons. ... A criminal records check was made on Robert Silvey. We discovered Robert Silvey had a prior felony conviction before the Mason Circuit Court. We interviewed neighbors and discovered that there had been gun fire that the neighbors believed would be consistent with automatic

weapons. On October 27, 2008, at 1:50 p.m., we seized two trash bags from the right-of-way outside the lane leading to 2665 U.S. 68. Upon going through the trash bags, we discovered what appeared to be fresh green marijuana. Based upon my training and experience, the fresh green marijuana found would be consistent with the grooming of cultivated marijuana to enhance the buds, weight and value of marijuana. There was a pharmacy receipt in the trash that showed Teresa Silvey had gotten a prescription filled. Teresa Silvey is the spouse of Robert Silvey.

The affidavit, however, failed to state that Silvey resided at 2665 U.S. 68.

After reviewing the information in the affidavit, a Fleming County District Judge issued a warrant to search Silvey's residence. When agents arrived to execute the warrant, Silvey was the only person they found. Agents immediately took him to the floor, handcuffed him, and placed him on a couch. After he was seated, one of the agents read him his *Miranda* rights. Meanwhile, other agents began searching

his home, uncovering an active marijuana grow in his basement.

On January 8, 2009, a federal grand jury sitting in the Eastern District of Kentucky returned a seven-count indictment against Silvey. The indictment charged him with a variety of drug- and gun-related offenses, including manufacturing marijuana and being a felon in possession of a firearm.

Two months after the indictment was returned, Silvey moved to suppress the evidence found in his home. In his motion, he argued that the search was invalid due to the absence of information in the warrant affidavit giving rise to probable cause. He also argued that the good-faith exception to the exclusionary rule did not apply because a reasonable officer would have known that the warrant was insufficient. The district court rejected these arguments and denied his motion.

On March 19, 2009, Silvey pleaded guilty to the charge of being a felon in possession of a firearm, reserving the right to appeal the district court's ruling on the issue of suppression.

Silvey argued that the evidence obtained during the search of his home should be suppressed, however the Court stated that because the evidence was gathered pursuant to a warrant issued by a state magistrate, suppression is appropriate only if: (1) the magistrate lacked a substantial basis for determining that there was probable cause to search Silvey's home; and (2) the agents conducting the search "could not have relied in objective good faith upon the ... magistrate's decision to issue the warrant."

The Court first said: "In this case, we think it best to assume that the warrant was invalid — i.e., that the magistrate lacked a substantial basis for finding

probable cause — and proceed directly to the issue of good-faith reliance." Citing from the case of *United States v. Laughton*, 409 F.3d 744, (6th Cir. 2005), the Court said "we explained that good-faith reliance on a subsequently invalidated warrant is impossible in four situations: (1) when the warrant is issued on the basis of an affidavit that the affiant knows (or is reckless in not knowing) contains false information; (2) when the issuing magistrate abandons his neutral and detached role and serves as a rubber stamp for police activities; (3) when the affidavit is so lacking in indicia of probable cause that a belief in its existence is objectively unreasonable; and (4) when the warrant is so facially deficient that it cannot reasonably be presumed to be valid."

In this case, Silvey argued that only the third situation existed, contending that the affidavit was so barren of detail that a reasonable officer would have known that the warrant did not meet constitutional standards. The relevant question the Court needed to answer was "whether the officers in the instant case had a reasonable basis to believe that the information that was submitted [to the magistrate] supported the issuance of a warrant."

As the Supreme Court explained in *Illinois v. Gates*, 462 U.S. 213 (1983), probable cause exists when there is a fair probability, given the totality of the circumstances, that agents will find contraband or evidence of a crime in a particular place; and further, as cited in *United States v. Brooks*, 594 F.3d 488, (6th Cir.2010), the information relied upon to establish probable cause cannot be stale; there must be some indication that the evidence sought will be found at the time of the search.

The Court held that the affidavit in this case contained sufficient indicia of

probable cause to permit an officer to rely on the warrant in good faith. Critically, the affidavit states that a trash bag containing marijuana clippings was found at the end of a lane leading to the residence to be searched. The affidavit also states that the residence to be searched — 12665 U.S. 68 — was the only residence on the lane. Given this information, one might fairly infer that the trash bag was likely to have come from the residence at 2665 U.S. 68, and that the residence therefore contained marijuana at one time. Furthermore, the affidavit plainly indicates that the marijuana clippings were both fresh and consistent with sustained cultivation efforts. Thus, the information in the affidavit also permits the inference that, at the time the affidavit was executed, marijuana plants might still have been present in the home. Consequently, a reasonable officer could have concluded that the information in the affidavit was enough to establish probable cause.

Of course, the information in the affidavit does not eliminate the possibility that the marijuana came from somewhere else. The affidavit states that the trash was found at the end of a lane that dumped out into a rural highway. Admittedly, the trash could have been flung out the window of a passing car, or it could have fallen off the back of a garbage truck. However, when it comes to probable cause, the name says it all; certainty is never required, only a fair probability. When the issue is one of good-faith reliance, even less is necessary.

The affidavit must simply bear some indicia of probable cause. Here, the affidavit's description of the trash bag at the end of the lane clearly defeats the notion that belief in the warrant's validity was objectively unreasonable.

The Court concluded that because BTRNTF agents reasonably relied on the warrant in objective good faith, the evidence found during the search of Silvey's house is not subject to suppression under the exclusionary rule. **J**

After More than a Decade,

# Facilitation Training Shows Great Success

KELLY FOREMAN | PUBLIC INFORMATION OFFICER

**W**hat is the best way to bring someone into an academy class for 18 weeks and, by the day they leave, make them capable of beginning to solve problems in their community?

That is the question Department of Criminal Justice Training Commissioner John Bizzack, DOCJT staff members and law enforcement executives from around the state asked 12 years ago when they began the process of moving toward a better standard of training.

It was clear that the job was changing. And to continue to meet the needs of the state's law enforcement, how they were trained needed to change as well.

"The tenets of policing haven't changed," Bizzack said. "But the way the new caliber of officer interprets his role has changed. In the 1960s and 70s, there was quite a flag that was raised that said,

*The leadership training is a huge advance in Kentucky policing. Having this many people exposed to advanced leadership, not just line supervision, is exceptional.*

— John Bizzack, Commissioner, Department of Criminal Justice Training

See Issue 34 (Summer 2010) of the Kentucky Law Enforcement Magazine for in-depth coverage of the Department of Criminal Justice Training's leadership program. Find a digital version of the magazine online at [www.docjt.ky.gov/publications.asp](http://www.docjt.ky.gov/publications.asp).

'We're crime fighters,' because that was the aura brought about not only by the culture, but also by television, books and movies. As the late 80s and 90s came about, community-oriented policing began to break that down. Police officers, educators, trainers and practitioners started to see that we really are part of a systemic process here — that we are just one area of this criminal justice system.

"The attitudes of people who came into policing in the late 1980s and 90s have been completely different," he continued. "It's not that some police don't still see themselves as crime fighters — and clearly there are areas where you have to be a crime fighter. But in essence, you are there to be a problem solver."

Prior to January 1999, the primary form of training was through lecture, said DOCJT General Studies Supervisor Scott Saltsman. After several agency instructors observed training with the Royal Canadian Mounted Police, the recommendation was made that the DOCJT academy focus more on a facilitation style of training, including more hands-on and interactive classroom studies.

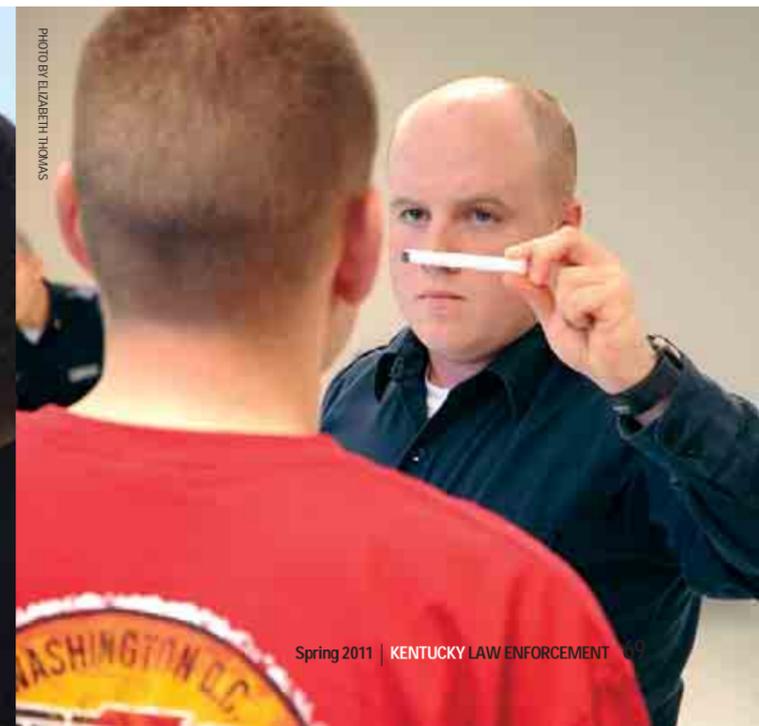
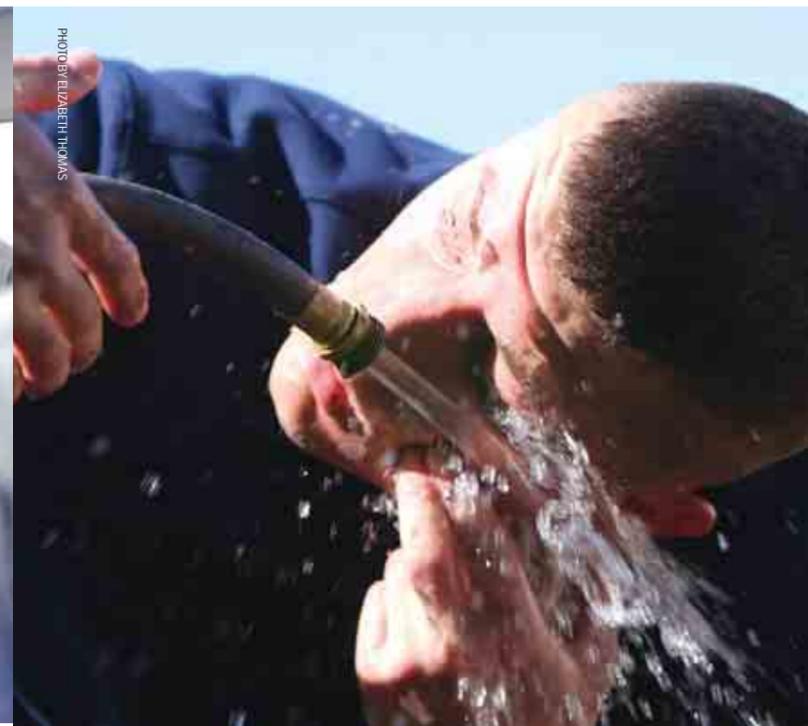
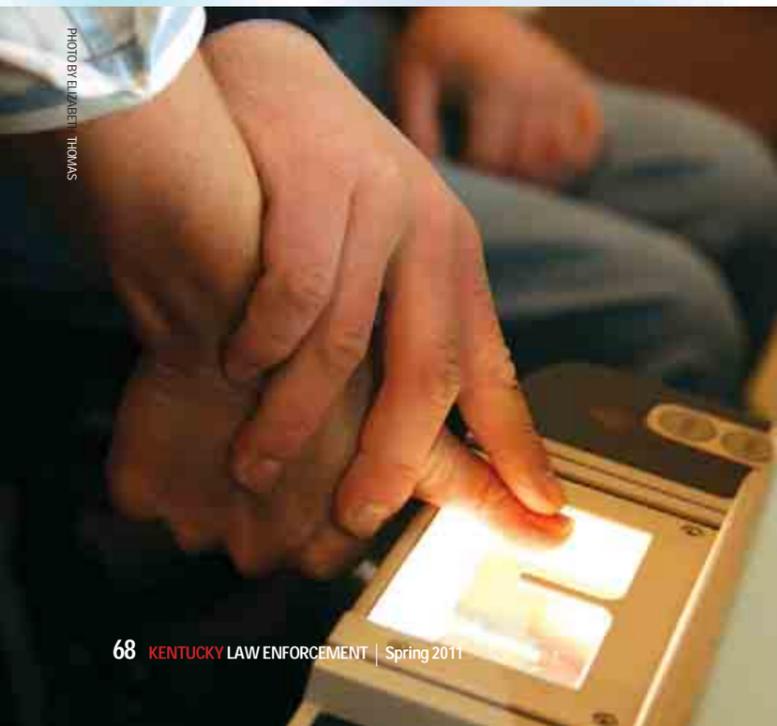
"We started looking around the country at different methodologies that are used in instruction and the idea of facilitation, while it wasn't new, just wasn't widespread in its

application," Bizzack said. "The basic formula came down to this: An instructor can stand up behind a podium and tell you how to police. You take notes. You are tested on your notes and your retention of that lecture. And if you successfully pass, ultimately you become a police officer.

"Or, an instructor can move from behind the podium," Bizzack continued, "put you with groups of officers and present problems for you to solve in such a way that trains you to become a problem solver, not just someone who has to think back to a lecture and regurgitate what you were told by someone behind a podium."

The planning phases began for the training transition in the late 1990s, about the same time as the implementation of the Peace Officer Professional Standards and the move from a 10-week basic training academy to a 16-week program, Saltsman said. As the program began to show its successes, a team of DOCJT instructors again worked together with the RCMP to observe a modular style of facilitation-based training to enhance what already had begun.

"We began by asking, what are the basic elements a recruit needs?" Saltsman said. "We thought, learning how to take a theft report, learning how to deal with individuals who are in a >>



# The Right Staff

The key to making facilitation-style training successful in the classroom and beyond, begins with the Department of Criminal Justice Training's instructors, said John Bizzack, DOCJT commissioner.

"We have a good cross section of people who have been patrolmen, detectives, sergeants, lieutenants, captains, chiefs and sheriffs — in this state and in other states," he said. "I think the key here is that we have a faculty who really sees the bigger picture. We have a level of commitment here with people who are genuine in what they do."

Each supervisor and instructor at DOCJT is charged with the following:

To mold, shape and in the approved manner, influence the character, attitudes and perspectives of Kentucky police officer recruits and trainees through example, facilitation and other proven methods and styles of instruction. To provide a universal, constructive and positive experience that further galvanizes within the officer the basic precepts of professional policing — not just law enforcement. □

>> confrontation, traffic stops, how to do crimes against property investigations, how to do crimes against persons investigations. We broke it down into large blocks to organize training in a more efficient manner."

That transition helped to tie all the training together in a connected and logical format for trainees, made the officers more responsive to the material, initiated more group work and later led to more problem-based learning, Saltsman continued.

Additionally, it was determined that the implementation of an honor code would go a long way toward developing the character required to be an officer of the law. Simply stated, that honor code reads, "I will not lie, cheat or steal, nor tolerate anyone among us who does." From that stems honor code representatives in each class, leadership ranks in each class and the concept that officers going through the academy not only have to demonstrate their abilities to navigate the courses successfully, but also that they must do it with integrity.

"The integrity you develop here is the integrity you most likely will carry back to your department," Bizzack said. "It's not a morals police. It's not even a moral science to put this into effect. It is a character consideration for every recruit, because these are standards that you can't compromise."

"If a student lies, cheats or steals in this academy, if he were to graduate — which they don't — and they went back to their department and they were in court and an attorney asks the question, 'Were you ever charged with lying, cheating or stealing

while in the academy?' His credibility is gone with the jury," he continued. "So the concept is, what you practice here is what you should carry back to your department. And if you can't, in 18 weeks of your life, perform to these standards of integrity, you have no business being a police officer."

## SUCCESSSES

There have been many tangible successes resulting from the shift to facilitation-style training, but one of the clearest achievements is the attitude of the police community, Bizzack said.

"There is a wider spread galvanization of purpose, of understanding that there needs to be universal standards, not parochial standards, and that in all things being equal, any officer in this state who comes here to get trained is capable of going to another department to serve," he said. "And that speaks volumes for the basic standards."

Secondly, Bizzack said the widespread and almost instantaneous support of the bar that was raised for training and conduct of graduating officers is noteworthy.

"When you consider there are 120 sheriffs, 368 police departments and 11 state agencies, getting all those people to agree on anything is pretty difficult," he said. "Because they all have their own independent interests, which is important and we have to respect that. But you can't advance policing without doing it across the board."

Perhaps one of the most important successes seen in the officers themselves is an acceptance of responsibility for their own training — and ultimately — their own level of proficiency, Saltsman said.

"It is about the bigger picture I think many times," he said. "It is not about always having somebody there to give you the answer. Many times when you're out there and you are the only officer working, you have to decide for yourself how you are going to solve the problem."

"We're not creating robots," Saltsman continued. "We are creating problem solvers and critical thinkers. And that is really how we resolve issues in our own communities. It's not about expecting somebody to always give you the answer, but about finding out your resources. That is the one thing we've had a lot of recruits come back and tell us is, that now they understand how important it is to keep the community involved or make sure we're addressing the right problems." J

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PHOTO BY ELIZABETH THOMAS



PHOTO BY ELIZABETH THOMAS



PHOTO BY ELIZABETH THOMAS



PHOTO BY ELIZABETH THOMAS



# It's About Getting Better

TAYLOR  
MILL POLICE  
DEPARTMENT

ELIZABETH THOMAS | PUBLIC INFORMATION OFFICER

*"This will be a piece of cake," Taylor Mill Police Chief Steve Knauf chuckled, as he recalled his thoughts when the department undertook the daunting 36-month task of CALEA accreditation.*

*Taylor Mill Police Department, in Kenton County, had been state accredited since 2002.*

*"Most of the work was done, we thought," Knauf said. "But we weren't even close."*



Chief Steve Knauf stands outside The Shoppes at Taylor Mill, a busy retail center of the town. Knauf has been chief of Taylor Mill for 17 years.

Lt. Ron Wilson served as the department's accreditation manager. Wilson has been with the department since 1992.



With a department of only 10 full-time sworn officers and one full-time clerk, Taylor Mill is the fourth-smallest agency in the world to be CALEA accredited, as of December 2010. TMPD is the first small agency in Kentucky to be CALEA accredited. CALEA defines a small agency as one with a staff of 25 or less.

On November 21, 2010, Taylor Mill joined the ranks of Lexington and Newport, the only other Kentucky agencies to be CALEA accredited.

"It's about getting better," Knauf said. "It's a way to show transparency, to say to our city council and our citizens that we have standards."

The department found that they had many policies that needed to be re-written.

"Just going through the process was a big deal," Knauf said. "It allowed us to be more efficient and helped us as a department to be more productive."

Larger departments have the luxury of having staff dedicated to the accreditation process. But for smaller departments like Taylor Mill, every officer bears some burden of the accreditation process.

Lt. Ron Wilson, an 18-year veteran of TMPD, served as the department's accreditation manager.

"It was a total team effort," Wilson said. "If we didn't have every officer and our police clerk working on this and we didn't have the support of our city commission, it would have been near impossible."

With the average longevity of a TMPD officer at 13 years, every officer is invested in the success of the department. Each officer was responsible for reviewing and rewriting specific policies, making them more familiar with all the department's standards.

"Officers would submit suggestions and create the forms needed for CALEA that were specific to our officers on the street," Wilson said.

Wilson and Knauf agreed that it makes a difference when street officers have direct input into the policies that are created for them.

In a town of about 7,000 residents, city planners and citizens took note as their police department pushed toward furthering its professionalism. Part of the CALEA process is holding a public

forum and allowing citizens the opportunity to give feedback on their police department. Taylor Mill received overwhelming positive feedback.

It is no surprise that residents would get involved and support their police department, a department that gets involved with its community.

The department provides not only neighborhood and business watch, but vacation watch as well. Residents can go on the TMPD Web site and request that the agency watch their home or property while they are away. Citizens can register at [www.nixle.com](http://www.nixle.com) for instant messages on Amber alerts, traffic issues and road closures. The department also has a Facebook page, encouraging even more communication with residents.

TMPD, along with several agencies in the area, are part of the Cops and Kids program, allowing underprivileged kids in local communities to shop with a police officer during the Christmas season. Shopping money is donated by individuals and local businesses, giving each child a spending budget that includes toys, clothes, school supplies and even gifts for others.

Additionally, during the holidays, a TMPD police cruiser leads Santa Claus down every street in town to give out candy canes to children.

Taylor Mill also has a Neighborhood Emergency Assistance Team.

"We realized that if a major incident occurred, whether man-made or natural, we didn't have the resources to handle it," Wilson said, about the implementation of the program.

NEAT volunteers help with parades and festivals and the Cops and Kids program, but they are mainly trained for emergency situations.

"With just enough crime for job security," Knauf said, "Taylor Mill is a great place to work and live."

Taylor Mill crime mostly includes minor theft, vandalism and domestic violence. But, TMPD takes preventative measures as well. Sgt. Pat Reis serves as a narcotics officer and as part of the Northern Kentucky Strike Force. According to Knauf, Reis's efforts have significantly decreased the mom and pop drug operations in the community.

Traffic congestion on Kentucky Hwy. 16 and the one-mile stretch of I-275 that Taylor Mill has within its jurisdiction keeps officers busy enough.

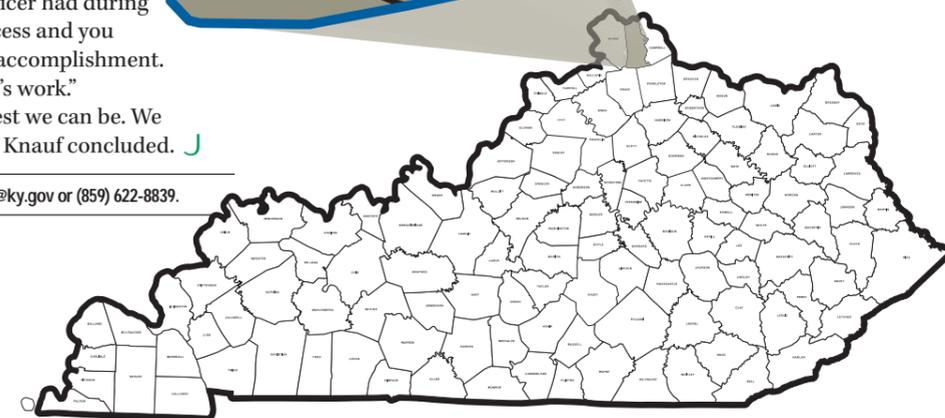
Add to that the responsibility each officer had during the three-year CALEA accreditation process and you have an agency that is quite proud of its accomplishment. It was oftentimes more than, "all in a day's work."

"We're small, but we want to be the best we can be. We want to challenge ourselves to be better," Knauf concluded. J

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Sgt. Karen Spanyer assists with holiday shopping for the Cops and Kids program. The program pairs officers and deputies from many of the area's agencies with local underprivileged kids, and gives the kids a budget to shop for clothes, toys and gifts for others.





## Sheriff Charles Peoples Pendleton County Sheriff

Charles William (Craig) Peoples began his law enforcement career in 1991. Peoples graduated from the Department of Criminal Justice Training Basic Training in January 1994. He served as chief deputy with Pendleton County Sheriff's Office until December 2006 and served his first term as sheriff of Pendleton County beginning in January 2007. He received the Deputy of the Year award in 1997 from the Kentucky Sheriffs' Association. In 2009, Peoples graduated from the National Sheriffs' Institute and was elected to the Kentucky Sheriffs' Association board of directors for the 2009 to 2010 term. He and his wife, Miranda, have two sons, Evan and Bradford.

### AS A LAW ENFORCEMENT EXECUTIVE, WHAT METHODS DO YOU USE TO DEAL WITH JOB-RELATED STRESS?

In dealing with stress, I enjoy spending time at home with my family. I get away from the office by cutting wood and playing basketball and softball.

### WHY WAS BEING ACCREDITED BY THE KENTUCKY ASSOCIATION OF CHIEFS OF POLICE A PRIORITY FOR YOU IN YOUR FIRST TERM AS SHERIFF?

I felt that becoming accredited would benefit the sheriff's office in giving the deputies a sense of pride in becoming only the fourth sheriff's office in the commonwealth to become KACP accredited. It also gave the community the knowledge that we have established policies in place to guide us in the right direction and we are committed to being held to a higher standard. It also required us to make internal changes to the office and evidence-room accountability and processing.

"I felt that becoming accredited would benefit the sheriff's office in giving the deputies a sense of pride in becoming only the fourth sheriff's office in the commonwealth to become KACP accredited."

### WHAT ROLE DO YOU PLAY IN THE CHAMPION CLUB, AND WHY IS IT IMPORTANT TO YOU?

As the elected sheriff, I sit on various committees. One is the Champions Committee which is made up of community leaders and officials with its primary goal to reduce or eliminate the use of tobacco, alcohol and other drugs by young people. In September 2010, we participated in the prescription "drug box" program by placing a box at the office to allow people to bring in their unused prescription medications instead of leaving them in their medicine cabinet. Anything we can do to keep drugs away from our young people is worthwhile.

### WHAT HAVE BEEN SOME OF THE MOST PROMINENT CHANGES THAT YOU HAVE SEEN IN THE FIELD OF LAW ENFORCEMENT TRAINING?

One of the most prominent changes in law enforcement training for Kentucky

has to be the Peace Officers Professional Standards and the 18-week academy. This allows agencies to hire the most competent officers and know they are given the best training possible.

### WHAT ARE SOME OF YOUR DEPARTMENT'S HIGHLIGHTS OVER THE YEARS, AND WHAT NEW PROJECTS DO YOU HAVE IN STORE FOR 2011?

It has been a busy and productive four years. We have been the lead agency in writing federal grants to equip the Falmouth Police Department and Butler Police Department in obtaining mobile-data terminals for our fleets. Along with the Kentucky State Police and Falmouth Police Department, since 2009, we have seized more than 15 methamphetamine labs and charged more than 20 individuals for unlawful distribution of meth precursors with the help of Meth Check, a national program used to track pseudoephedrine purchases. We have also opened, and provided security for, our new justice center. This next term should be just as productive. We have purchased an ID software that will allow us to go to our elementary schools and take a thumb print and photo to make IDs for them at the beginning of the school year. We will also be updating our policy and procedures and preparing for our second five-year KACP accreditation. We also will continue to fight the drug problem vigorously. J



## Chief Robert White Louisville Metro Police Department

Robert White was appointed chief of the newly-merged Louisville Metro Police Department on January 6, 2003. The 22nd largest police agency in the country, LMPD has 1,200 sworn officers and nearly 400 civilian personnel. White came to Louisville from Greensboro, N.C. where he served as chief for four and a half years, beginning in June 1998. White's 30-year law enforcement career began as an officer with the Metropolitan Police Department in Washington, D.C., where he retired after 23 years of service. Upon his retirement, he was appointed the first director of Public Safety for the District of Columbia Housing Authority. White earned a Bachelor of Arts Degree in Public Administration from the University of the District of Columbia. He obtained a Master of Science degree in Applied Behavioral Science from Johns Hopkins University. In 1991, he completed the Contemporary Executive Development Program at George Washington University. Chief White is married with three children and two grandchildren.

"In our department, we believe that long-term success can best be accomplished by creating as many opportunities as possible for citizens to work with our members."

management style should be one of collaboration and empowerment. I believe people are most effective when they have input into the process, and a collaborative approach stimulates this input. A leader's goal is to empower those they work with to perform their tasks at their highest capability. Empowered employees readily seek new challenges with minimal resistance to change and innovation.

Finally, the leader must understand that any long-term success in preventing crime has to involve the community. Community policing must permeate every level of the agency, in order for a police department to realize its full potential. Community input requires involvement by citizens and citizens' groups. The relationship between the police and the community must result in mutual actions that serve the greater public.

In our department, we believe that long-term success can best be accomplished by creating as many opportunities as possible for citizens to work with our members. Some examples of these methods are:

- Citizen advisory boards. Each of the patrol divisions are required to have an advisory board consisting of citizens who live in their division. The board partners with the police in identifying crime and quality-of-life issues, which are relevant to their neighborhoods.
- Reducing Serious Violence Partnership. This focuses on reducing and deterring violent crime in Louisville by working with federal and state agencies, along with community leaders and organizations.
- Creating a crime-tip hotline (574-LMPD.) This initiative began in 2004, replacing crime stoppers that

was receiving approximately 50 to 70 tips per month. With innovative marketing, which included more than one million dollars in donated advertising featuring local celebrities, sport figures, family members of victims and community activists. The tip line is now receiving more than 2,500 tips a month, resulting in more than one arrest a day. Since its inception, the tip line has received more than 90,000 calls resulting in more than 2,600 arrests.

- Organizing a Community Relations Unit to oversee outreaches to the public.
- Diversifying and increasing the Citizen Police Academy to include immigrant, Hispanic, youth and media academies.
- Increasing our block watch program from 300 to 600 block watches over the past four years.
- Establishing a Metro Police Foundation consisting of business leaders in our community to raise funds and in-kind contributions.

These are just some of the initiatives we use to empower our community to share in our public safety and crime-prevention goals. This partnership strengthens our officers' abilities to successfully implement our crime-prevention and enforcement strategies. I believe this approach has helped to play a significant role in our city being consistently named one of the safest major cities in America, for the past seven years. J

### WHAT DO YOU THINK MAKES A GREAT LAW ENFORCEMENT LEADER?

The principal criteria for appraising the effectiveness of police leadership must be the effective delivery of services and the community perception that those services are delivered effectively, impartially and with genuine concern. Police leaders must be broad in their approach to the many factors that affect service delivery. They cannot become engrossed in specific programs or applications to the detriment of the whole. They must be willing to effect change, when it is necessary. They must continuously seek to right what is wrong, and make what is right better. While one's leadership style may vary depending on the situation, need and abilities of the individual or organization, I believe today's leaders' primary



Book Review

Jerry Huffman | DOCJT Evaluation Section Supervisor



# POLICE SUICIDE: *Epidemic in Blue*

In his book, *Police Suicide: Epidemic in Blue*, Dr. John Violanti examines the sensitive subject of police suicide. His approach begins by listing certain "risk factors." The factors are listed as psychological difficulties, alcohol abuse, stress and trauma and relationships. He continues by presenting case studies to illustrate these factors. The case studies deal with actual police officers who took their own lives and the circumstances that surrounded the events.

He points out the difficulties that often accompany the research of police suicides. There are times when suicides are reported as something other than a suicide in order to protect families

from embarrassment. Sometimes the officer leaves the department and then commits suicide, and there is question about whether that still can be considered a law enforcement suicide. It is also difficult to distinguish between what is work related and what may be a result of a personal issue.

Another problem he admits to facing in his research is the lack of cooperation from some law enforcement agencies regarding the nature of their officer's deaths. Their lack of cooperation prevented him from being able to develop his work as desired.

Violanti was able to conduct studies with several major departments. He studied the Detroit, Chicago, Buffalo and New York City police departments and the Royal Canadian Mounted Police. In his study of these agencies, he developed charts to compare the demographics as to who committed suicide. He looked at elements such as years of service, gender, race, age, marital status, rank, method, location and alcohol involvement.

As a note to the study, there were no smaller agencies that were taken into account and the dates he used from the various agencies were not consistent.

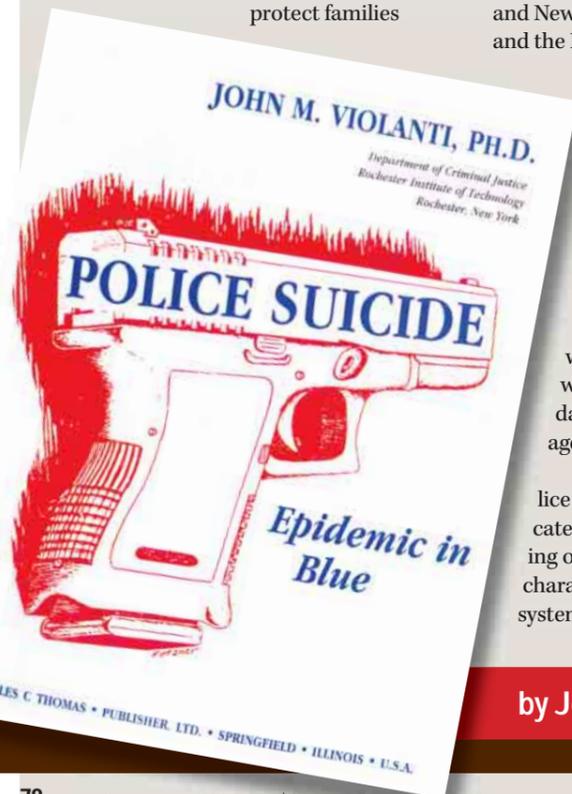
Factors related to stress in police work, Violanti said, have been categorized in various ways, including organizational practices and characteristics, the criminal justice system, the public and the inherent

nature of police work. Of these categories, two appear to be most bothersome to officers: organizational practices and the inherent nature of police work itself.

Violanti not only deals with the theoretical aspects of police suicides, but he also breaches the practical matter of prevention. He states, because suicide is likely the result of a complex interaction of many factors, all major components of the work environment must necessarily be involved in its prevention. He goes on to say that seminars should be given for police recruits and their families so they understand the effects of police work.

This book is an effort to bring attention to a difficult subject. It is not an empirical study of the subject or a prevention guide for someone contemplating suicide. But it does draw attention to the matter, and with an academic approach, leads us to realize that police officer suicides indeed exist and that we should have a proactive process in place to assist officers and their loved ones with the stressors that are an integral part of this profession.

Violanti has spent numerous years in law enforcement and research of behavioral issues. He is a professor in the Department of Criminal Justice at the Rochester Institute of Technology. He spent 21 years as a trooper in the New York State Police, Albany, N.Y., retiring in 1986. He has acted as coordinator for the Employee Psychological Assistance Program, with the New York State Police and taught as professor in the Criminal Justice Department. J



by John M. Violanti, Charles C. Thomas, Publisher, 1996, 89p.

## STRANGE STORIES FROM THE BEAT

### » Wyoming Man Douses Himself In Paint To Avoid Taser

A Cheyenne man who doused himself with white latex paint in hopes of avoiding a police Taser was hit with the stun gun anyway.

The Taser chase happened when Cheyenne police answered a domestic-violence call. When police arrived, the suspect thought they would use a Taser on him, so he hastily covered himself in paint and told officers that if they shot him with the stun gun, he would die. Officers told him the paint wouldn't affect the Taser's capability. The suspect scuffled with officers and was hit with a Taser twice before officers handcuffed him.



### Florida Beekeeper Stole Bees From Rivals

A northeast Florida beekeeper is under arrest after deputies say he stole bees, honey and equipment from his competitors. The suspect was arrested after deputies said they recovered 48 stolen beehives and other goods worth thousands of dollars.

### « "Marinating" Cat Found by Cops in Car Trunk

Police say a traffic stop led to animal cruelty charges after they found a live cat "marinating" in oil and peppers in the trunk of a car. Buffalo police say officers heard the cat meowing when they stopped a 51-year-old man to ticket him for running a stop sign.

They say they checked the trunk and found 4-year-old Navarro in a cage, his fur covered with oil, crushed red peppers and chili peppers. The man told police he did it because the cat was ill-tempered.

### « Man Blames Car Crash on Vomiting Dog



It's the puking dog's fault. That was the excuse a Minnesota youth gave police after crashing his car into a utility pole. The 18 year old called about four hours after the accident to confess. Authorities told a local paper that officers did find vomit in the car.



» IF YOU HAVE ANY funny, interesting or strange stories from the beat, please send them to [elizabeth.thomas@ky.gov](mailto:elizabeth.thomas@ky.gov)



**KENTUCKY**

## **LAW ENFORCEMENT**

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