



Training Sessions & Speakers

Opening Ceremonies

Opening Remarks - Conference Kick-off Message

Lt. Colonel Anthony (Tony) Shaffer (Ret), Vice President for Operations and Strategic Initiatives, London Center for Policy Research



Lt. Colonel Anthony (Tony) Shaffer (retired), is the Vice President for Operations and Strategic Initiatives of the London Center for Policy Research, a New York Times bestselling author and CIA trained intelligence operations officer with 35 years of experience in global and national security. In his think-tank work he is an advisor to senior members of the Intelligence Community, Pentagon and key members of Congress. He also works with National Geographic as an Advising Producer and Co-Executive Producer of the series Chain of Command. He is an advisor to the Pentagon Budget Campaign – a trans-partisan group advocating for Pentagon audit and accountability. In 2017 he became the Homeland Security Advisor to the Stafford County Sheriff's Department in Virginia. As a senior DoD intelligence officer, he received the Bronze Star and the Commander's Award for Civil

Service for his work on cutting edge, highly classified, DoD special activities. He has detailed operational and policy expertise regarding the full spectrum of strategic national security issues; from being a pioneer in cyber operations, working at the cutting edge of U.S. counterterrorism efforts and advanced technology development and use of "weaponized technology". Tony has commanded and directed several key operational intelligence organizations that conducted "compartmented" operations. These include Special Mission Task Force STRATUS IVY, that conducted direct support to DoD compartmented activities (OSD, SOCOM, JSOC, Army) which was focused on offensive information operations. In addition, he commanded Field Operating Base (FOB) Alpha, a joint DIA/CIA unit conducting classified collection and special operations support regarding terrorists just after the 9/11 attacks. During the 1980s, Tony was a counterintelligence officer. He deployed to Germany to conduct counterterrorism operations in 1985 as part of REFORGER and worked in New York City as part of Army's anti-terrorism efforts during OPSAIL 1986 – the re-opening of the Statue of Liberty. He also worked to monitor Soviet military officers visiting the United States during the INF Treaty missile eliminations, as well as a reserve tour with Army Foreign Counterintelligence Activity (FCA). Lt Col Shaffer transitioned into the Foreign Intelligence area of focus with his graduation from "The Farm" in 1988, and his work at Air Force Special Activities Center (AFSAC) where he worked as a case officer. He was brought to active duty by the Army for the first Gulf War in 1991 and transitioned into the Army's Military Intelligence Excepted Career Program (MIECP) where he became the chief of Army's global Controlled HUMINT collection program and ran specific Special Access Program (SAP) operations that netted highly. As a reservist during this period he was the senior HUMINT advisor to the J2/Senior Intelligence Officer of Joint Interagency Task Force East (JIATF-E) that conducted counter-drug operations in the Transit Zone. He successfully integrated highly specialized hybrid technology/human intelligence operations to obtain high value intelligence to support operational forces. In 1995, Tony transitioned to Defense Intelligence Agency (DIA), as part of the consolidation of all Service (Army, Navy, Air Force, USMC) HUMINT into the Department of Defense. He became a Senior Intelligence Officer (Operations) and created Task Force STRATUS IVY that conducted the full spectrum of support to Department of Defense, Special Operations Command and other non- DoD agencies. This included support

to the controversial counterterrorism project known as ABLE DANGER – a pre-9/11 offensive operation suite designed to detect, degrade and counter Al Qaeda capabilities. In 2001, just after the 9/11 attacks, he was returned to active duty for a 30-month period, during which he commanded a DIA special mission operating base (OB Alpha) and had two successful combat tours to Afghanistan. During his two successful, undercover, combat tours he participated in the search for senior Al Qaeda leadership in Afghanistan. These operations provide him with a unique viewpoint on terrorism and its roots in southwest Asia.

Session 101

Officer Safety & Wellness Instructor Training

Chief Joseph Collins, Two Rivers PD (WI)

Deputy Inspector Vincent Greany, New York PD (NY)

Chris Prochut, Risk Analytics and Insight Advisor, Kohl's Department Stores

Five years ago, the FBINAA created the Officer Safety & Wellness committee with the mission to save the lives, families, and careers of peace officers around the world. The Committee initiatives include three areas; Awareness, Resources, and Training. This session will update attendees on what the OSW has done during the past five years and where we are going. There will also be dynamic presentations on each of the areas including one of the training lessons taught during the 3-day Resiliency Train-the-Trainer course being held around the country.



Joe Collins joined the Two Rivers Police Department in April of 2005. He began his law enforcement career in August of 1985. During his career he has held numerous positions to include patrol, patrol supervisor, investigator, trainer, patrol administrator, and police chief. He holds a bachelor's degree in Administration of Criminal Justice and an associate degree in Police Science and is working on his master's degree in Managing Organizational Behavior. During his 33+ years in law enforcement he has been involved in a number of specialty areas including SWAT, drug investigations, field training supervision, bike patrol supervisor, marine patrol, honor guard, use of force instructor, and many other areas. He is a federally certified Use of Force and Firearms Instructor and has trained officers throughout the United States and Internationally. He is a member of the International Chief of Police Association (IACP) and the Wisconsin Chief of Polices Association and formerly served as the Chair of the Training and Professional Development committee for this organization. He also served as the President of the Wisconsin SWAT Association and spent 13 years on the board of directors. He is a graduate of the FBI National Academy, session 236, and is the 2015-2016 President of the Wisconsin FBI National Academy Association, Chair of the FBI National Academy Associated Officer Safety & Wellness Training Committee and member of the Finance Committee. He was appointed to the Wisconsin Training and Standards Board by Governor Walker and elected by the board to the position of Chairperson. For ten years he was the lead coordinator of the Wisconsin LEDR (Law Enforcement Death Response) Team. Through this position he assists agencies when they face the loss of one of their own. Chief Collins was selected by the Wisconsin Attorney General & the Wisconsin Department of Justice as the 2015-2016 Wisconsin Law Enforcement Officer of the Year for his leadership throughout his career to improve law enforcement within the state and nationally.



Vinny Greany joined the NYPD in September of 2000. He started his career as a Police Officer in midtown Manhattan. As a Police Officer he, participated in the rescue and recovery efforts at the World Trade Center site following the 9-11 attacks. Working in Times Square gave Vinny the opportunity to interact and communicate with a wide range of people from around the world. He regards effective communication as an essential skill for Police Officers. He worked all over the island of Manhattan in various roles throughout his career including, Harlem, Washington Heights, Grammac Park, and East Village neighborhoods. He served in the Patrol Services Bureau, Organized Crime Control

Bureau, Narcotics Division, Internal Affairs Bureau, and the Detective Bureau. He holds a bachelor's degree in Criminal Justice from Fairmont State University, Fairmont WV, where he was also captain of the baseball team. He also holds a master's degree in Public Administration from Marist College. He is a graduate of the FBI National Academy, session 240, and was noted as being one of the youngest (31) in his session. He is currently the Commanding Officer of the 9th Precinct (East Village), located in the lower east side of Manhattan. He recently was the recipient of the FBINAA NYS / Eastern Canada Chapter John Fahy Memorial Humanitarian award. He has a genuine passion for helping fellow Officers *survive* both personally and professionally.



Over the past five years, **Chris Prochut** has had the pleasure to present to over 5,000 law enforcement officers on the topics of suicide and depression warning signs, medication myths, department policy revision, and told of my personal experience with the stigma of mental health issues. He spent 12 years at the Bolingbrook, IL Police Department moving quickly through the ranks achieving the position of Commander at age 34. His career ended in 2008 after he was hospitalized for Suicidal Ideation. Illinois law is not friendly to those who are hospitalized; and he lost his right to carry a firearm. Chris' life has found new purpose ever since. In 2010, he moved to Wisconsin and launched his new role in suicide prevention. He is a volunteer with BringChange2Mind and is a member of the Wisconsin Law Enforcement Death Response Team (LEDR). He presents at countless Crisis Intervention Trainings (CIT) where he addresses the subject of "Taking care of our own". Chris is a certified trainer in QPR (Question, Persuade, and Refer), and has a passion for keeping officers well by simply being able to talk about their struggles.

Session 102

The Forensic Experiential Training Interview (FETI) Workshop

Russell W. Strand, CPF-A, Senior Special Agent (Ret), Executive Director, Certified (FETI); Managing Partner and Co-Founder of Strand Holistic Innovative Forensic Techniques (SHIFT) LLC.

Developed by SSA Russell Strand, the FETI technique attempts to address the neuroscience of human trauma. FETI borrows from critical incident stress debriefings, child forensic interviews, the neuroscience of trauma and memory. It is currently being taught to military and civilian investigators. The FETI process focuses on the sensory aspects of the victim's experience, a focus that is consistent with the neuroscience of traumatic memories. The information provided by victims who are interview this way tends to be significantly more detailed than the information obtained in traditional who, what, why, when, where and how interviews.



Senior Special Agent (Retired) **Russell W. Strand**, CFP-A, is the Executive Director of Certified FETI and Managing Partner and co-founder of Strand Holistic Innovative Forensic Techniques (SHIFT) LLC. Russell is an internationally recognized expert in child abuse and sexual assault investigations, domestic violence intervention, human trafficking, critical incident peer support, forensic interviews, trauma response, and culture change. He is also the creator of the Forensic Experiential Trauma Interview (FETI). As a career law enforcement professional, trainer, educator, writer, and consultant, Russ has distinguished himself as an integral member of the criminal justice community his entire adult life. He began his law enforcement career in 1975 as a military police patrol officer, performed duties as a military police investigator, and retired 22 years later as a senior special agent in the United States Army Criminal Investigations Command. Russ was recognized for his efforts by his peers and leadership throughout his military career. He was awarded the Military Police Regiments highest awards including the Order of the Marechausee Medal in Silver and was inducted into the United States Army Military Police Regimental Hall of Fame. Russ also received the End Violence Against Women International (EVAWI) Visionary Award. He has personally trained and educated in excess 400,000 civilian and military multidisciplinary professionals from local, state, federal and national/international organizations.

Session 103

The PEACE Model of Investigation Interviews

Todd Barron, M.Sc., Graduate Student Alumni, Psychology and Law Lab, Memorial University

Brent Snook, Ph.D., Professor of Psychology, Psychology and Law Lab, Memorial University

In this session, participants will be provided with (a) an explanation of the PEACE interviewing framework, (b) an outline the tiered-based system of interview training and practice, (c) a description of how the framework matches the mandate of law enforcement agencies (e.g., professional development, embracing change, seeking justice, community oriented), and (d) an argument advocating for the adoption of a systematic interviewing system that is supported by a strong interviewing policy. We will also discuss various myths about the PEACE Framework and conclude with a call for greater commitment in building strong interviewing capacity in organizations.



***Todd Barron** served as a police officer for over 27 years being promoted to the rank of Inspector. He has a Master of Science degree in Experimental Psychology from Memorial University, and an undergraduate degree from Memorial University with a major in Police Studies and a minor in business. His policing background includes training as a polygraph examiner, work in the area of Major Crimes, as well as being in charge of his departments' investigative Interviewing unit. He was responsible for training all members of the criminal investigation division, patrol services, and new police recruits on investigative interviewing practices; developing new interviewing courses; and providing advice on interviewing protocols for ongoing investigations. Todd has also worked internationally with financial institutions to provide training for auditors to assist with more effective audit interviews.*

He is a member of the international investigative interviewing research group (IIRG) and has received training on the PEACE model of interviewing (advanced suspect interviewing) in the United Kingdom. Todd has given many talks on ethical interviewing practices including Osgoode Law School, York University in Toronto; and Brooklyn Law School, Brooklyn Heights, New York City. He has also co-authored several published works on interviewing practices. Todd's research interests pertain to the development of professional and ethical interviewing standards.



***Brent Snook** is a Professor of Psychology at Memorial University of Newfoundland. His research involves an examination of the reliability and validity of investigative practices (e.g., interviewing). Currently, he is examining the most effective way to ensure adults and youth understand their interrogation rights and is developing and testing investigative interviewing techniques (e.g., note-taking). His applied work involves the implementation of the PEACE model of interviewing in North America. He also serves as an expert witness on interviewing and memory contamination in court and provides legal advice on the integrity of evidence derived from interviews and interrogations. Brent also provides*

training on scientific-based information gathering techniques to a wide variety of groups such as police organizations, government departments (e.g., health investigators), non-profit groups (e.g., public defenders), and large private sector organizations (e.g., oil companies).

Session 104

Media Issues: Effective Leveraging of Social Media to Support Investigations

Gail Pennybacker, Senior Instructor of Communications, Executive Programs Instruction Unit, FBI Academy

Ken White, Senior Instructor of Communications, Executive Programs Instruction Unit, FBI Academy

How do you reach a limitless number of people in a crisis using the technology in the palm of your hand? Through detailed case studies, FBI Academy Instructors Ken White and Gail Pennybacker will show how

agencies leveraged their social media platforms to command the narrative in high profile events achieving results that include saving lives and closing cases. From the Las Vegas Massacre, the Austin Bombing and Hurricane Harvey, this session will examine the tremendous benefits of making communication a priority through law enforcement social media.



Gail Pennybacker is a senior communications instructor for the FBI. She joined the Bureau in 2012 after a 31-year career as a network affiliate television reporter and anchor, primarily in Washington, DC. Pennybacker covered thousands of high profile news stories including the Columbine massacre, the terrorist attacks at the Pentagon on September 11, 2011, the DC Sniper Shootings and trials along with the Virginia Tech tragedy. She also reported from the Persian Gulf during Operation Enduring Freedom. Pennybacker received national recognition for many stories, including breaking the story of the arrest of sportscaster Marv Albert. Along with multiple Emmy, Associated Press and Edward R. Murrow awards, Pennybacker is also the recipient of the prestigious Quill and Badge

Award from the International Union of Police Association. She was honored by the U.S. House of Representatives for “distinguished service” during her journalism career. Pennybacker graduated from Kansas State University with a bachelor’s degree in journalism. She has a master’s degree in criminal justice from Boston University. Pennybacker earned a Master’s Certificate in Adult and Organizational Learning from Northeastern University.



Ken White has 30 years of experience as a crisis communicator, media relations advisor and public affairs practitioner for the Department of Defense and the U.S. Intelligence Community. Prior to his appointment to the faculty of the FBI Academy in 2011, he served in a number of civil service communication roles as the chief of media relations for the National Geospatial Intelligence Agency in Springfield, VA, the chief of public affairs for all U.S. Army installations in Europe, and senior media advisor to the director, National Security Agency/Central Security Service at Fort Meade, MD. Prior to civil service, he spent 20 years as a U.S. Marine public affairs officer and served in a number of assignments from division to

the headquarters Marine Corps levels. He held numerous public affairs assignments stateside and abroad, including assignments at the Pentagon and Europe, and deployed to support various contingencies around the globe, culminating with Operation Iraqi Freedom, where he managed crisis communications during the first 6 months of combat operations. He holds a master’s degree in communication from the University of Oklahoma, a graduate certificate in adult and organizational learning from Northeastern University, and a bachelor’s degree in mass communication from the University of New Hampshire. He is a distinguished graduate of the Naval War College’s command and staff program, and the recipient of a number of meritorious civil service and military and campaign awards. He is a graduate of the Defense Information School’s public affairs qualification course, intermediate, joint and senior public affairs courses.

Session 105

Who You ARE is Not Who You Will Be: Preparing for a Career Transition After Public Service

Alan A. Malinchak, CEO, Eclat Transitions LLC

There are several issues to consider when preparing a career transition from public service to private industry, non-profits or even starting a business as an entrepreneur. Preparing for an emotional affect, knowing your financials, understanding the importance of a self-assessment and a gap analysis and ensuring you are ready to network, will assist in your professional reinvention. Building a business focused resume, preparing for the various stages of interviewing and the final stage of negotiating is of paramount importance.



Alan A. Malinchak is the CEO of Eclat Transitions LLC – providing consulting services and subject matter expertise on public, law enforcement and military to private sector career transitioning to individuals, groups, government agencies and military branches. Our services include a (1) eTransition Guidebook, (2) Resume Transformation, (3) Counseling/Coaching and Guidance during your transitional timeframe, (4) reviews and edits of LinkedIn profiles, (5) seminars, (6) workshops and (7) keynote speaking engagements. Eclat Transitions LLC is a certified and verified (cVe) Service Disabled Veteran Owned Small Business (SDVOSB). Al has over 40 years of professional experience in government, industry, and academics including being a retired FBI Special Agent (1984-2004) and a U.S. Navy Veteran (DAV:1969-1973).

Session 106

Trusted Cloud for Law Enforcement

Richard Zak, Director of Justice & Public Safety Solutions, Microsoft

While many view the cloud as simply cheaper computing and storage on “somebody else’s computer”, it has evolved into a powerful platform with unique capabilities for modern law enforcement solutions. With new capabilities around artificial intelligence, machine learning, and mobility it’s critical that agencies understand the cloud’s role and the best practices for leveraging it. Join this session to learn the platform, compliance, and security considerations for cloud solutions – and how to make the cloud law enforcement’s new partner.



Richard Zak is director of justice & public safety solutions with Microsoft. He leads solution initiatives at Microsoft that help to drive safer citizens, communities, and responders. He serves as an industry representative on the U.S. Department of Justice’s law enforcement video working group and is a member of the Corporate Council for the Citizens Crime Commission of New York City. He is also an active-duty public safety professional.

Session 201

Modernization of Policing

Commissioner J.V.N. (Vince) Hawkes, C.O.M., Ontario Provincial Police

Ontario Provincial Police (OPP) Commissioner Hawkes will discuss how new technologies and global trends are influencing leading developments in policing services. As the world and crime rapidly change and evolve, police services must also adapt and put into place the equipment, processes and training necessary to ensure both public and frontline officer safety. New technologies and approaches have positioned the OPP among the most modern police services in North America. From cyber security and human trafficking to fleet advancements and the latest weaponry, the OPP has made significant investments to leverage its resources and modernize its services. At the same time, the organization has created a robust mental health strategy for its people and the communities it serves to meet the pressures of change and support its vision of *Safe Communities... A Secure Ontario*.



Vince Hawkes became Commissioner of the Ontario Provincial Police (OPP) on March 29, 2014, assuming leadership of one of North America's largest deployed police services. Commissioner Hawkes oversees frontline policing, traffic and marine operations, emergency response and specialized and multi-jurisdictional investigations throughout the Province of Ontario. Since joining the OPP in 1984, Commissioner Hawkes has amassed an array of operational policing experience, particularly in frontline service delivery, investigative disciplines and forensic science. From 2006 until his appointment as Commissioner, Hawkes has served as Deputy Commissioner of Investigations and Organized Crime and, most recently, Field Operations. Hawkes' cross-command experience is extensive, including tenures as Commander of the Communications and Technology Services Bureau; Detachment Commander; Regional Criminal Operations Manager and Staff Development/Training Manager. Commissioner Hawkes spent 11 years as a Forensic Specialist and was the first OPP member to be certified as a Bloodstain Pattern Analyst. He is a graduate of both the University of Ottawa with a Baccalaureate in Science and the University of Toronto Rotman School of Management, Police Leadership Program and holds an honorary Doctorate of Letters from Nipissing University. Commissioner Hawkes is also a graduate of the international Leadership in Counter Terrorism program. Commissioner Hawkes is the Past Chair for the Canadian Integrated Response to Organized Crime, a multiservice partnership. He is currently a member on the Board of Directors of the International Association of Chiefs of Police, the Canadian Association of Chiefs of Police and the Ontario Association of Chiefs of Police. Commissioner Hawkes is also the past Campaign Cabinet Co-chair of the United Way Greater Simcoe County. In 2016, Commissioner Hawkes was invested as Commander in the Order of Merit of the Police Forces, a fellowship of honour that recognizes exemplary police service. In March 2017, Commissioner Hawkes was reappointed by Order-in-Council to a second three-year term as Commissioner of the Ontario Provincial Police.

Session 202

Radical Left-Wing Gangs in America

Dale Yeager, Forensic Profiler; CEO, Seraph

Law enforcement agencies in the U.S. are facing an increasing threat from political left social movements such as Direction Action, antifa, and various neo-Marxist movements. Including these groups in daily intelligence gathering and interdiction policy is critical to safe communities. This presentation will explain the rise of these groups and their movement towards violent action against civilians and police agencies.



Mr. Yeager began his education as a Forensic Profiler in 1988. His training includes a degree in Applied Police Science Police Forensics, counter-terrorism training through the NATO JADL Program, ADL Advanced Training Program - Federal Law Enforcement Training Center. As a Forensic Profiler, Mr. Yeager has consulted on numerous criminal cases, including the first murder investigation of Jon Benet Ramsey. Mr. Yeager's research work on violence has been published in the FBI Law Enforcement Bulletin, "Profiling Violent Crimes" by Dr. Ronald Holmes, and the **National Criminal Justice Reference Service** – U.S. Department of Justice. Mr. Yeager is a frequent expert with media outlets including a featured episode of Forensic Files and a new History Channel series called True Monsters.

Mr. Yeager is an instructor for the Neumann University Criminal Justice Program, and a lecturer at Drexel University and Howard University. In 2002, Mr. Yeager was given a Presidential Appointment to the U.S. Selective Service System and in 2004; he became a member of the FBI's InfraGard program. Mr. Yeager is also a Federal Law Enforcement Instructor and Subject Matter Expert for the High Intensity Drug Trafficking Areas and Middle Atlantic-Great Lakes Organized Crime Law Enforcement Network programs.

Session 203

Preventing Targeted Violence

Karie A. Gibson, Psy.D., Supervisory Special Agent, Behavioral Analysis Unit, FBI

Traditional law enforcement techniques historically have focused on the apprehension and prosecution of violent offenders after violent crimes are committed. When police are given information that someone may potentially commit a crime or become violent in the future, their responsibilities, authorities, and available investigative tools are suddenly less clear. This presentation focuses on how others can identify, assess, and manage the risk of future, planned violence. Protecting public safety and caring for a person of concern are heavily intertwined. The importance of threat assessment and threat management teams are discussed and how they exist to mitigate threat concern and protect public safety.



Dr. Karie Gibson has been a Special Agent for the FBI for eleven years and currently serves as a Supervisory Special Agent with the FBI's Behavioral Analysis Unit-1 (BAU-1), Behavioral Threat Assessment Center (BTAC) where she is responsible for providing behaviorally based operational support and training to federal, state, local, tribal, and international law enforcement agencies. In providing operational support for both BTAC and counterterrorism cases, Dr. Gibson completes threat assessments, threat management strategies, statement analysis, interview and interrogation strategies, and unknown offender profiles. Dr. Gibson entered the FBI in 2006 and was assigned to the Minneapolis Division. While at Minneapolis, Dr. Gibson worked Horn of Africa threat, Counterterrorism, and Violent Crime matters. Prior to becoming an agent with the FBI, Dr. Gibson was and continues to be a licensed clinical psychologist. She was an officer in the United States Air Force (USAF) where for four years she worked as a psychologist conducting therapy and psychological assessments for military members and their families. After the USAF, Dr. Gibson was a Forensic Evaluator for the State of Washington for one year before leaving to join the FBI. As a Forensic Evaluator, Dr. Gibson completed court ordered evaluations such as competency to stand trial, mental state at time of offense, diminished capacity, insanity, and civil commitment evaluations. Dr. Gibson earned a Bachelor of Arts (B.A.) degree in Psychology from the University of Minnesota, Morris in 1997; a Master of Arts (M.A.) degree in Clinical Psychology with an emphasis in psychological assessment from the Minnesota School of Professional Psychology in 2000; and a Doctor of Psychology (Psy.D.) degree in Clinical Psychology with a concentration in forensics from the Minnesota School of Professional Psychology in 2002.

Session 204

Body Worn Cameras: Are BWCs the Right Fit for All Agencies?

Charles H. Ramsey, Police Commissioner (Ret), Philadelphia PD

Sean Smoot, Director & Chief Legal Counsel, PB & PA of Illinois; Principal Consultant, 21st Century Policing Inspector (Ret.) **Lance Valcour O.O.M.**, Senior Strategic Adviser, Axon Public Safety Canada Inc.

BWC technology is quickly being adopted by police agencies of every size across the U.S., Canada and in other countries around the world. Hear from veteran law enforcement leaders about various issues related to implementing a Body Worn Camera program including; best practices in assessing BWC equipment and data storage, creating appropriate policies and procedures, and implementation strategies.



Charles H. Ramsey was appointed Police Commissioner of the Philadelphia Police Department on January 7, 2008, by Mayor Michael A. Nutter. He retired in January 2016 after serving 8 years as Commissioner and leading the fourth largest police department in the nation with over 6,600 sworn members and 830 civilian members. Commissioner Ramsey brings over forty-seven years of knowledge, experience and service in advancing the law enforcement profession in three different major city police departments, beginning with Chicago, then Washington, DC, and now Philadelphia. Commissioner Ramsey has

been at the forefront of developing innovative policing strategies and leading organizational change for the past 25 years. He is an internationally-recognized practitioner and educator in his field, and is the Immediate Past President of both the Police Executive Research Forum and the Major Cities Chiefs Association. He is the only law enforcement professional to have served as President of both prominent organizations at the same time and is the only police professional to receive the Leadership Award from 3 major law enforcement organizations; the FBI National Executive Institute, Police Executive Research Forum and the Major Cities Chiefs Association. In December 2014, following several high profile incidents involving police use of force, President Barack Obama chose Commissioner Ramsey to serve as co-chair of the President's Task Force on 21st Century Policing. In recognition for his contributions to the field of policing and public safety, he has been awarded Honorary Doctorate Degrees from four universities and is a Distinguished Visiting Fellow at Drexel University's Lindy Institute for Urban Innovation. In January 2017, Commissioner Ramsey was hired as a law enforcement analyst for Turner Broadcasting news outlet, CNN and was appointed by Pennsylvania Governor Tom Wolf to serve as Chairman of the Pennsylvania Commission on Crime and Delinquency. During his eight years as Police Commissioner in Philadelphia, the Philadelphia Police Department made significant progress in driving down violent crime in the city. With a renewed focus on evidence-based policing initiatives, organizational accountability and a neighborhood-based policing strategy, Philadelphia has seen nearly a 20% reduction in violent crime and a 37% reduction in homicides. In 2014, Philadelphia experienced its lowest violent crime rate since 1985. The end of 2015 marked the first time since 1969 the City of Philadelphia had fewer than 300 homicides for three consecutive years. In 2007, Charles H. Ramsey was a security consultant to the Washington, D.C. Convention Center and the United States Senate Sergeant of Arms. During that year, he also served on the Independent Commission on Security Forces of Iraq, led by the former Commandant of the United States Marine Corps and National Security Advisor General James L. Jones. Ramsey headed a prominent group of law enforcement professionals that traveled across Iraq to review the state of Iraqi police forces for a report to the United States Congress, an effort which garnered international attention and praise. Commissioner Ramsey served as the chief of the Metropolitan Police Department, District of Columbia (MPDC) from April 21, 1998 to January 1, 2007. He was the longest-serving chief of the MPDC since DC Home Rule and the second longest serving in Department history. Under then Chief Ramsey's leadership, the Department regained its reputation as a national leader in urban policing. Crime rates declined by approximately 40 percent during Ramsey's tenure, community policing and traffic safety programs were expanded, and MPDC recruiting and hiring standards, training, equipment, facilities and fleet were all dramatically upgraded. He also oversaw and participated in numerous high profile investigations and events in Washington DC. As head of the 4,400-member Metropolitan Police Department, Commissioner Ramsey worked to improve police services, enhance public confidence in the police, and bring down the District of Columbia's crime rate. He also oversaw a multi-million dollar upgrade to district stations and other Department facilities, as well as new communications and information technology, including mobile data computing and the 3-1-1 non-emergency system. In the area of community policing, Commissioner Ramsey redefined the Department's mission to focus on crime prevention. Policing for Prevention, the Department's community policing strategy, encompasses focused law enforcement, neighborhood-based partnerships and problem solving, and systemic prevention efforts. The strategy is supported not only by enhanced training for officers and supervisors, but also by a unique community training initiative called Partnerships for Problem Solving as well as a Senior Citizen Police Academy. The MPDC received international acclaim for its handling of major events, and the Department took a number of steps to address the continued threat of terrorism in the Nation's Capital. A native of Chicago, Illinois, Commissioner Ramsey served in the Chicago Police Department for nearly three decades in a variety of assignments. He began his career in 1968, at the age of 18, as a Chicago Police cadet. He became a police officer in February 1971, and was promoted through the ranks, eventually serving as commander of patrol, detectives and narcotics units. In 1994, he was named Deputy Superintendent of the Bureau of Staff Services, where he managed the department's education and training,

research and development, labor affairs, crime prevention and professional counseling functions. Commissioner Ramsey holds both Bachelor's and Master's degrees in criminal justice from Lewis University in Romeoville, Illinois. He is a graduate of the FBI National Academy and the National Executive Institute. He completed the Executive Leadership Program at the Naval Postgraduate School, Center for Homeland Defense and Security in February 2008.



Sean Michael Smoot is the Managing Principal Consultant of 21st Century Policing, LLC - 21CP Solutions, LLC. He currently serves as a member of the Cleveland and Baltimore City Police Department federal consent decree monitoring teams. Mr. Smoot received his Bachelor of Science degree in Criminal Justice Sciences from Illinois State University and his Juris Doctor degree from the Southern Illinois University School of Law, where he served as the Business Editor of the SIU Law Journal. In addition to his work related to 21st Century Policing, Mr. Smoot serves as Director and Chief Counsel for the Police Benevolent & Protective Association of Illinois ("PB&PA") and the Police Benevolent Labor Committee ("PBLC"). In those capacities he is responsible for administering the provision of legal services for over 7,500 legal defense plan participants. He also serves as an Area Vice President of the National Association of Police Organizations ("NAPO"), a national law enforcement advocacy group representing over 250,000 police officers. He has served on the Advisory Committee for the National Law Enforcement Officers' Rights Center in Washington, D.C. since 1996. Mr. Smoot is a nationally recognized subject matter expert regarding police related topics and speaks regularly at state, national, and international forums regarding community policing, public safety, and public employee labor issues. He has written several articles for police publications, newsletters, and scholarly journals. He co-authored "Police Leadership Challenges in a Changing World" published in July, 2012, and authored a contribution to the Special Report titled "Mending Justice: Sentinel Event Reviews" published in September 2014, both by the US Department of Justice, National Institute of Justice. Mr. Smoot was a Member of the Executive Session on Policing and Public Safety at the Kennedy School of Government, Harvard University 2008-2014. He is an Advisor to the American Law Institute - Principles of the Law - Policing project and to the Policing Project at the NYU School of Law. In Illinois, Mr. Smoot serves on the Use of Force Advisory Committee, the Police Pursuit Advisory Committee, the Racial Profiling Advisory Committee, and the Task Force on Police Integrity for the Illinois Law Enforcement Training and Standards Board. On November 13, 2015, Governor Bruce Rauner appointed him to serve on the Illinois Commission on Police Professionalism. Mr. Smoot holds several Certificates in Police Leadership from the Harvard Law School. He has been repeatedly selected for inclusion in Super Lawyers & Rising Stars and has been recognized as one of the "Top Employment & Labor Attorneys in Illinois" by the publishers of Chicago magazine. He was admitted to practice before the United States Supreme Court in June of 2011. He is very honored to have served as a police and public safety policy advisor to the Obama-Biden Presidential Transition Team and as an appointed Member of the President's Task Force on 21st Century Policing. He and his family reside in the City of Leland Grove, Illinois where he served as an elected Alderman and the Police Commissioner for twelve years.



Inspector (Ret.) Lance Valcour O.O.M. retired from the Ottawa Police Service in 2010 after 33 years of service. He has been Axon Public Safety Canada's Senior Strategic Advisor since 2015. Inspector Valcour has extensive communications interoperability, information management, incident command, leadership, strategic planning and technology program management experience at the national and international levels. He works cooperatively with numerous national and international strategic organisations. He is a Past Chair of the Law Enforcement Information Management Section of the International Association of Chiefs of Police and was a long time Strategic Advisor to the Information and Communications Technology Committee of the Canadian Association of Chiefs of Police. In addition to numerous other national and international awards, Lance was invested as an Officer of the Order of Merit of the Police Forces by the Governor General of Canada in 2010. In 2012, Lance received the Queen's Diamond Jubilee Medal in a ceremony hosted by the Canadian Association of Chiefs of Police.

Session 205

Prescription Drug Monitoring Programs

Michael V. Genovese, MD, JD, Chief Medical Officer, Behavioral Health Services, Acadia Healthcare; Chief Medical Advisor, FBINAA Officer Safety and Wellness

Prescription drug monitoring programs (PDMPs) continue to be among the most promising state-level interventions to improve opioid prescribing, inform clinical practice, and protect patients at risk. Evaluations of PDMPs have illustrated changes in prescribing behaviors, use of multiple providers by patients, and decreased substance abuse treatment admissions. States have implemented a range of ways to make PDMPs easier to use and access, and these changes have significant potential for ensuring that the utility and promise of PDMPs are realized. We will discuss how PSMPs can assist law enforcement officers, both in their professional role and as patients.



***Dr. Michael Genovese** is the Chief Medical Officer, Behavioral Health Services at Acadia Healthcare. Acadia operates a network of 576 behavioral health facilities with approximately 17,300 beds in 39 States, the United Kingdom and Puerto Rico. Doctor Genovese also serves as the Medical Director of the Officer Safety and Wellness Committee of the FBI National Academy Associates, Assistant Clinical Professor of Medicine at the University of Arizona and Medical Director of the Camden Center in Menlo Park, California. He is the former Chief Medical Officer of Sierra Tucson. Dr. Genovese is a Diplomate of the American Board of Psychiatry and Neurology, a member of the American Psychiatric Association, the American Academy of Addiction Psychiatry and the American Society of Addiction Medicine. Doctor Genovese co-founded the multidisciplinary medical practice Long Island Mind and Body in New York while practicing as an attending physician at NYU/Winthrop University Hospital. He was a fellow at the NYU/North Shore University Hospital Child and Adolescent Psychiatry Program, and he completed his residency training at the University of Connecticut School of Medicine. Before beginning his medical studies, Doctor Genovese earned a Juris Doctor degree at the University of Pittsburgh School of Law. He is a member of the New York Bar and the American Bar Association and is an advocate for attorneys and first responders seeking treatment for addiction and co-occurring disorders.*

Session 206

Homeland Security: The Importance of Police as the First Line of Defense and Intelligence and Information Sharing

Lt. Colonel Anthony (Tony) Shaffer (Ret), Vice President for Operations and Strategic Initiatives, London Center for Policy Research

As the Homeland Security Advisor to a major jurisdiction in Northern VA, Stafford County, VA, LtCol Shaffer presents lessons learned and importance of intelligence and information sharing for police to have an effective and even proactive role in countering terrorism. He will touch upon the NYPD's key and critical role as an international player in enabling all law enforcement to be more effective and tools and best practices that law enforcement should examine for purposes of protecting the public.



Lt. Colonel Anthony (Tony) Shaffer (retired), is the Vice President for Operations and Strategic Initiatives of the London Center for Policy Research, a New York Times bestselling author and CIA trained intelligence operations officer with 35 years of experience in global and national security. In his think-tank work he is an advisor to senior members of the Intelligence Community, Pentagon and key members of Congress. He also works with National Geographic as an Advising Producer and Co-Executive Producer of the series Chain of Command. He is an advisor to the Pentagon Budget Campaign – a trans-partisan group advocating for Pentagon audit and accountability. In 2017 he became the Homeland Security Advisor to the Stafford County Sheriff's Department in Virginia. As a senior DoD intelligence officer, he received the Bronze Star and the Commander's Award for Civil

Service for his work on cutting edge, highly classified, DoD special activities. He has detailed operational and policy expertise regarding the full spectrum of strategic national security issues; from being a pioneer in cyber operations, working at the cutting edge of U.S. counterterrorism efforts and advanced technology development and use of "weaponized technology". Tony has commanded and directed several key operational intelligence organizations that conducted "compartmented" operations. These include Special Mission Task Force STRATUS IVY, that conducted direct support to DoD compartmented activities (OSD, SOCOM, JSOC, Army) which was focused on offensive information operations. In addition, he commanded Field Operating Base (FOB) Alpha, a joint DIA/CIA unit conducting classified collection and special operations support regarding terrorists just after the 9/11 attacks. During the 1980s, Tony was a counterintelligence officer. He deployed to Germany to conduct counterterrorism operations in 1985 as part of REFORGER and worked in New York City as part of Army's anti-terrorism efforts during OPSAIL 1986 – the re-opening of the Statue of Liberty. He also worked to monitor Soviet military officers visiting the United States during the INF Treaty missile eliminations, as well as a reserve tour with Army Foreign Counterintelligence Activity (FCA). Lt Col Shaffer transitioned into the Foreign Intelligence area of focus with his graduation from "The Farm" in 1988, and his work at Air Force Special Activities Center (AFSAC) where he worked as a case officer. He was brought to active duty by the Army for the first Gulf War in 1991 and transitioned into the Army's Military Intelligence Excepted Career Program (MIECP) where he became the chief of Army's global Controlled HUMINT collection program and ran specific Special Access Program (SAP) operations that netted highly. As a reservist during this period he was the senior HUMINT advisor to the J2/Senior Intelligence Officer of Joint Interagency Task Force East (JIATF-E) that conducted counter-drug operations in the Transit Zone. He successfully integrated highly specialized hybrid technology/human intelligence operations to obtain high value intelligence to support operational forces. In 1995, Tony transitioned to Defense Intelligence Agency (DIA), as part of the consolidation of all Service (Army, Navy, Air Force, USMC) HUMINT into the Department of Defense. He became a Senior Intelligence Officer (Operations) and created Task Force STRATUS IVY that conducted the full spectrum of support to Department of Defense, Special Operations Command and other non- DoD agencies. This included support to the controversial counterterrorism project known as ABLE DANGER – a pre-9/11 offensive operation suite designed to detect, degrade and counter Al Qaeda capabilities. In 2001, just after the 9/11 attacks, he was returned to active duty for a 30-month period, during which he commanded a DIA special mission operating base (OB Alpha) and had two successful combat tours to Afghanistan. During his two successful, undercover, combat tours he participated in the search for senior Al Qaeda leadership in Afghanistan. These operations provide him with a unique viewpoint on terrorism and its roots in southwest Asia.

Session 207

Officer Safety: Viability, Risk and Peril of the Profession

John P. Jarvis, Ph.D., Academic Dean, Training Division, FBI Academy

Cory McGookin, Supervisory Special Agent, Executive Programs Instructional Unit, FBI Academy

This breakout session will be devoted to discussing the contours of current trends in law enforcement safety and health. Consideration will be given to both the real and perceived perils that confront a modern law enforcement officer as well as the risks that must be mitigated for the vitality of a law enforcement career to be maintained. In addition to attention to individual trajectories, agency leadership and

management of threats to the wellness of both the agency and the employee as well as those served will also be discussed.



Dr. Jarvis currently serves as the Academic Dean for the FBI Training Division. He also served as a Senior Scientist and Chief Criminologist in the Behavioral Science Unit at the FBI Academy for about 20 years. He also has chaired the Futures Working Group which was devoted to examining issues confronting the future of law enforcement and national security. His academic and criminological work focuses on evidence-based policing strategies, crime analysis, crime trend research, and the initiation and support of various research efforts by local, state, and federal law enforcement. His recent most recent publications involve studies of homicide solvability, validity and reliability of national crime statistics, and measuring and exploring other aspects of violent crime and policing. He graduated from Old Dominion University with degrees in Sociology and Mathematics and holds a Ph.D. in Sociology from the University of Virginia. He has authored many periodicals and monographs for the Bureau and has authored and co-authored numerous works that include publications appearing in **The Journal of Homicide Studies, Interpersonal Violence, the Journal of Trauma, Violence and Abuse, and Justice Research and Policy.**



Cory McGookin is assigned to the Executive Programs Instruction Unit (EPIU) in the FBI Academy, at Quantico, Virginia. He serves as a leadership master instructor in the FBI National Academy Program and for the FBI's Instructor Development Program (IDP). He has been the Program Manager for the Law Enforcement Executive Development Seminar (LEEDS), an executive leadership program for senior law enforcement executives from around the world. Prior to his current position, Mr. McGookin taught FBI New Agent Trainees (NATs) as the Human Intelligence (HUMINT) program manager for the FBI Academy. He also represented the FBI on Capitol Hill as a Congressional liaison where he worked closely with the House Homeland Security Committee. Mr. McGookin first joined the FBI in 2002 and assigned to the Chicago Division. Over the next seven years, he investigated violent crimes to include street gangs, bank robberies, and drug trafficking. In 2007, he received the Star of Distinction from the Chicago Crime Commission as the lead investigator in "Operation First Degree Burn," a cold case task force which resulted in the nation's largest ever takedown for cold case murders. Prior to joining the FBI, Mr. McGookin served as an Airborne Cryptologic Spanish Linguist for the U.S. Air force. Mr. McGookin has been involved in training for military and law enforcement for over 20 years in a variety of settings. He earned a Master of Arts in Leadership from Bellevue University and completed a Master's certificate in Adult Education from Northeastern University.

Session 208

Below 100

Chief Scott Haug, Post Falls PD (ID); NAA Member 201st Session

The mission of Below 100 is to reduce line-of-duty deaths to fewer than 100 per year, a number not seen since 1943. The program targets areas under an officer's control and responsible for a large percentage of LODDs. Driving, safety equipment, situational awareness and decision making are some of the most deadly aspects of the job. Below 100 focuses on five core tenets - 1) Wear your belt, 2) Wear your vest, 3) Watch your speed, 4) WIN – What's important Now?, and 5) Remember: Complacency Kills!



Scot Haug recently retired as the Chief of Police for the Post Falls, Idaho Police Department. He is a graduate of the 201st FBI National Academy and is a past member of the board of directors for the Montana/Idaho Chapter of the FBI National Academy Associates. Haug is a past SWAT Commander and has been an arrest techniques instructor since 1992, serving as the primary arrest and handcuffing techniques instructor at North Idaho College for nearly ten years. He has been recognized as a use-of-force expert in federal court and has consulted with numerous agencies regarding use of force issues. Haug was an early adopter of Below 100 and was a co-presenter in the very first Below 100 training session.

Session 301

MS 13 Update and Report

Dr. Robert J. Bunker, Adjunct Research Professor, Strategic Studies Institute, US Army War College; Instructor, Safe Communities Institute, Sol Price School of Public Policy, University of Southern California
Michael J. Krol, Supervisory Special Agent, Homeland Security Investigations

The presentation will provide an overview of the recent *Mara Salvatrucha (MS-13) Law Enforcement Primer* created by the speaker and Dr. John P. Sullivan. This primer provides policing, law enforcement, and homeland security professionals a general, yet comprehensive, overview concerning the transnational street (and in some international locales—prison) gang Mara Salvatrucha (MS-13 or MS13). The gang overview and profile presented in this primer has been created by subject matter experts in the field of gang and security studies. It has been aggregated from open source information and, for this reason, is intended for public distribution with no restrictions on use. To our knowledge, no such dedicated resource for US law enforcement has yet been created related to this gang. Prior to the primer overview a brief discussion of the 3GENgangs (Third Generation Gangs) and Criminal Insurgency constructs will be provided which are influencing evolving homeland security threat perceptions.



Robert J. Bunker is an adjunct research professor at the Strategic Studies Institute (SSI) of the U.S. Army War College (USAWC). He is also an instructor with the Safe Communities Institute (SCI), Sol Price School of Public Policy, University of Southern California (USC), and a non-resident counterterrorism fellow with TRENDS Research & Advisory in Abu Dhabi, United Arab Emirates. He was the 2015 Futurist in Residence, Behavioral Research and Instruction Unit at the Federal Bureau of Investigation (FBI) Academy in Quantico, VA. Past professional associations include: Distinguished Visiting Professor and Minerva Chair at SSI, USAWC; Chief Executive Officer, Counter-OPFOR Corporation; adjunct faculty, School of Policy, Planning, and Development, University of Southern California; terrorism instructor, California Specialized Training Institute, California Office of Emergency Services; staff member (consultant), Counter-OPFOR Program, National Law Enforcement and Corrections Technology Center-West; fellow, Institute of Land Warfare, Association of the

U.S. Army; adjunct faculty, National Security Studies M.A. Program and Political Science Department, California State University, San Bernardino, CA; and faculty, Unconventional Warfare M.A. Distance Education Program, American Military University. Dr. Bunker has delivered more than 200 presentations—including papers and training—to military, law enforcement, academic, and policy audiences, including U.S. congressional testimony. He has hundreds of publications, including: edited books and booklets, reports, chapters, articles and essays, response guidance, subject bibliographies, and encyclopedia entries in academic, policy, military, and law enforcement venues. Among these are *Studies in Gangs and Cartels*, with John P. Sullivan (Routledge, 2013), and *Red Teams and Counterterrorism Training*, with Stephen Sloan (University of Oklahoma, 2011); and edited (and co-edited) works including *Global Criminal and Sovereign Free Economies and the Demise of the Western Democracies* (Routledge, 2014), *Criminal*

Insurgencies in Mexico and the Americas: The Gangs and Cartels Wage War (Routledge, 2012), Narcos Over the Border: Gangs, Cartels and Mercenaries (Routledge, 2011), Criminal-States and Criminal-Soldiers (Routledge, 2008), Networks, Terrorism and Global Insurgency (Routledge, 2005), and Non-State Threats and Future Wars (Routledge, 2002). Dr. Bunker holds university degrees in political science, government, social science, anthropology-geography, behavioral science, and history.



Michael Krol currently serves as the Acting Assistant Special Agent in Charge with the United States Department of Homeland Security, Homeland Security Investigations (HSI), Boston, MA. In this position, Mr. Krol oversees three (3) enforcement groups, two (2) Resident Agent in Charge offices in Vermont and is the Commander of the multi-agency Organized Crime Drug Enforcement Strike Force which is based in Watertown, MA. The OCDETF Strike force houses seven (7) federal agencies and over 15 state and local task force partners focused on disrupting and dismantling Drug Trafficking Organizations (DTO) and Transnational Criminal Organizations (TCO). Prior to this assignment, Mr. Krol was the Supervisory Special Agent with oversight of the OCDETF Strike Force Gang Group, which utilizes the multi-agency, collaborative resources of the OCDETF Strike Force to target transnational criminal organizations, specifically Mara Salvatrucha (MS-13) and the 18th Street Gang, among others. Mr. Krol has served other leadership roles, such as overseeing the HSI Boston Human Smuggling, Trafficking and Gang Group and Mr. Krol previously served positions in HSI headquarters as the Joint Task Force-Investigations Liaison to the International Organized Crime Intelligence and Operations Center (IOC-2) and as a Joint Task Force-Investigations National Target Manager. Mr. Krol began his career in New York City as a DEA Special Agent, before transferring to HSI as a Special Agent. Mr. Krol is a graduate of Northeastern University, with a Bachelor of Science Degree in Criminal Justice and Business Administration.

Session 302

21st Century Policing

Assistant Chief Perry Tarrant, Special Operations Bureau, Seattle PD (WA), NAA Member 247th Session

Policing is always at a pivot point to history and not a footnote. Where from here (with the focus on policing and ambushes on officers)? The forward thinking leader is nimble and pivots with his/her community. The leader is also thinking succession, technology, and over the horizon. Assistant Chief Tarrant will discuss the future of policing and its role as part of a larger environment.



Perry Tarrant has more 36 years of law enforcement experience. He began his career with the Tucson Police Department working Patrol, Canine, SWAT, and Bomb Squad. He also supervised or commanded these areas as well as Motorcycles, Internal Affairs Investigations, Aviation (with a Commercial Pilot license), Criminal Investigations, Emergency Management, and Homeland Security - Counterterrorism. Perry coordinated the City of Yakima PD's Gang Initiative and community-based resources before coming to Seattle. Perry Tarrant joined the Seattle Police as an Assistant Chief during the Department's DOJ Settlement Agreement. He was part of a White House law enforcement advisory committee created by President Obama and chaired by Vice President Biden. He presented before Congress on civil rights, hate crimes, community policing, use of force, and 21st Century Policing. Additionally, he serves on the Executive

Board of the National Organization of Black Law Enforcement Executives (NOBLE) and was elected its President for 2016 and 2017. He is a member of the Breakfast Group and Red Tail Hawks, which are local community organizations focused on youth mentoring. He is also serves as a board member of Choose 180, a program that works to keep youth out of the criminal justice system. Assistant Chief Tarrant received his Master's Degree in Public Administration with a Leadership Emphasis from Northern Arizona University, and his Bachelor of Arts in Political Science (Minor in Counterterrorism & Human Migration) from The University of Arizona. He holds additional

academic certificates in Criminal Justice Graduate Studies from the University of Virginia and a Certificate of Study in Human Trafficking from The Ohio State University. He has completed the FBI National Academy, the Senior Management Institute for Police, and NOBLE's CEO mentoring program. He is a FEMA Incident Commander and provided leadership for National Special Security Events such as national political party conventions, G-20 summit, and Unified Command for Super Bowl XLVIII.

Session 303

The Role of Blue Courage in Health and Wellness

Michael Nila, Managing Partner, Blue Courage

The Blue Courage Health and Wellness class is designed to optimize police officer performance. As a pillar in the President's Task Force on 21st Century Policing, officer health and wellness has become a critical leadership focus. But the approach must go beyond the physical to include the dimensions that influence and nurture optimized performance which include the: physical, mental, spiritual and emotional domains. Attendees will learn the importance of each domain and will learn quick and easy practices that will strengthen each domain. Health and wellness will also be connected to officer safety and an officer's ability to maintain emotion control and the exercise of good judgment. A critical emphasis will be the importance of health and wellness to conflict resolution and de-escalation.



*Recognized as one of the nation's foremost authorities in the leadership practices of great leaders and organizations, **Michael Nila's** mission is to inspire individuals and teams to achieve their highest potential and contribution. A passionate educator, Michael has led hundreds of hours of research and consulting projects, which has translated into groundbreaking training programs, keynotes and seminars. These initiatives have helped leaders and organizations worldwide realize breakthrough solutions and results. For twenty-nine years, Michael honed leadership skills while serving his nation in the policing profession before retiring as a Police Commander with the Aurora, IL Police Department. As a police officer, he served in many capacities, including patrol, detective, SWAT Commander, Area Commander and led the department's re-engineering from a traditional police agency to a community-policing department. He refers to the policing profession as his vocation, believing that policing is the noblest of professions. His vast experience in the field has made him the trainer of choice for police agencies and communities nationwide. He has trained internationally in many countries, including nations in Europe, Africa, Caribbean and South America. A valued and sought after speaker, Michael travels extensively to deliver his trademark real-world perspective to contemporary workplace issues. He has trained and certified thousands of employees, executives and trainers for notable organizations worldwide, such as the U.S. Department of Justice, Chicago Police Department, Los Angeles Police Department, New York City Police Department, The United Nations, as well as the military, government agencies and Fortune 500 Companies. Currently, Michael is founder and Managing Partner of Blue Courage, an organization committed to the design and delivery of world-class personal and organizational development solutions that unleash the untapped potential within. He is also a certified Master Trainer in Resilience by the HeartMath Institute and a certified instructor for Simon Sinek's Start With Why. To reinforce a commitment to unleashing individual and organizational potential, Blue Courage has forged strategic partnerships to create dynamic, world-class training options for individuals and organizations. This synergistic approach enhances Blue Courage's portfolio and combines the expertise, passion and energy of a proven team of professionals from several disciplines. Michael is proud to draw his passion for life and commitment to excellence from his strong Mexican heritage. He draws inspiration from his grandmother; a beacon of courage, perseverance and loyalty; and his uncle, Hector Jordan, a trailblazer who served as the first minority police officer in Aurora, Illinois and as a U.S. Federal Narcotics Agent. Michael holds a Master's degree in Business Administration and a BA in Criminal Justice Management. He is the 2016 recipient of the Attorney General's Award for Meritorious Public Service and the HeartMath Institute Humanitarian Heart Award in*

recognition for improving the health and well-being of policing through resilience training. He resides in Aurora, Illinois USA.

Session 304

Coordination with Prosecutors, Public-Sector Stakeholders and Private-Sector Stakeholders

John R. (Jack) Howard, Investigations Bureau, Cook County State's Attorney's Office (IL); NAA Member
261st Session

Overview and case-study of a Public-Private Partnership established in Chicago, Illinois, by the Cook County State's Attorney's Office. In 2010, the Cook County Regional Organized Crime Task Force (CCROC) was created to battle organized criminal enterprises engaged in financial schemes and scams, including fencing operations, identity theft, organized retail crime, public aid fraud, cargo theft, money laundering and credit card/bank fraud. The prosecutor's office has bridged the gap and brought together local, state and federal law enforcement agencies and their private sector counterparts in an effort to battle these organized trans-national groups. CCROC has also increased the focus on Chicago street-gang members who are migrating from traditional criminal activities to financial fraud. The presentation will also examine recent challenges the CCROC has faced with rising violence in the Chicagoland area, as well how CCROC law enforcement members are utilizing their contacts to transition over to the private sector.



John R. (Jack) Howard is 25-year career Investigator with the Cook County State's Attorney's Office (CCSAO) Investigations Bureau in Chicago, Illinois, which is the second largest prosecutor's office in the nation. Jack has served in various assignments with the CCSAO as Investigator, Sergeant and Commander. Jack has worked in the Felony Trial Support Division, Juvenile Trial Support Squad, Consumer Fraud Investigations Squad, Special Investigations Squad and Financial Crimes/Public Corruption/Professional Standards Squad. Jack was also detailed as a Task Force Officer for 12-years to the U.S. Department of Justice, Drug Enforcement Administration Airport Interdiction Task Force based at O'Hare and Midway International Airports. Jack graduated from Eastern Illinois University and earned a Bachelor of Arts and Masters of Arts in Political Science. Jack is a graduate of the 261st Session of the FBI National Academy. Jack is an Executive Board Member of the Cook County Regional Organized Crime Task Force (CCROC), which is a public/private partnership formed in 2010 to combat criminal enterprises in the Metropolitan Chicago and Midwest Regional area. Jack also serves on the Board of the Illinois Homicide Investigators Association (ILHIA) and has collateral duty assigned to the FBI-Chicago Cyber Crimes Task Force and the Illinois State Police Public Integrity Task Force.

Session 305

Dismantling MS 13

Michael J. Krol, Supervisory Special Agent, Homeland Security Investigations

MS-13 is a notoriously violent TCO with over 50,000 members and associates throughout Central America and maintains a presence in 42 states and the District of Columbia. MS-13 gang members are actively involved in homicides, assaults, narcotics and firearms trafficking, alien smuggling, and extortions at the direction of, for the benefit of, and in furtherance of the gang. HSI utilizes a comprehensive approach to investigate MS-13 and its illicit activities by leveraging our trade, travel, and finance expertise, our criminal and administrative immigration enforcement authorities, and global partnerships in order to deter, disrupt, and dismantle this Transnational Criminal Organization (TCO). This session will focus on best practices, operational insight and current trends.



Michael Krol currently serves as the Acting Assistant Special Agent in Charge with the United States Department of Homeland Security, Homeland Security Investigations (HSI), Boston, MA. In this position, Mr. Krol oversees three (3) enforcement groups, two (2) Resident Agent in Charge offices in Vermont and is the Commander of the multi-agency Organized Crime Drug Enforcement Strike Force which is based in Watertown, MA. The OCDETF Strike force houses seven (7) federal agencies and over 15 state and local task force partners focused on disrupting and dismantling Drug Trafficking Organizations (DTO) and Transnational Criminal Organizations (TCO). Prior to this assignment, Mr. Krol was the Supervisory Special Agent with oversight of the OCDETF Strike Force Gang Group, which utilizes the multi-agency, collaborative resources of the OCDETF Strike Force to target transnational criminal organizations, specifically Mara Salvatrucha (MS-13) and the 18th Street Gang, among others. Mr. Krol has served other leadership roles, such as overseeing the HSI Boston Human Smuggling, Trafficking and Gang Group and Mr. Krol previously served positions in HSI headquarters as the Joint Task Force-Investigations Liaison to the International Organized Crime Intelligence and Operations Center (IOC-2) and as a Joint Task Force-Investigations National Target Manager. Mr. Krol began his career in New York City as a DEA Special Agent, before transferring to HSI as a Special Agent. Mr. Krol is a graduate of Northeastern University, with a Bachelor of Science Degree in Criminal Justice and Business Administration.

Session 306

Post Traumatic Syndrome Does Not Have to Evolve into a Disease

Michael V. Genovese, MD, JD, Chief Medical Officer, Behavioral Health Services, Acadia Healthcare; Chief Medical Advisor, FBINAA Officer Safety & Wellness

The resilience of our law enforcement community is centered on the health of its officers and leadership. We must make use of all appropriate therapeutic approaches and disciplines to optimize health and healing when they experience trauma and develop an injury such as post traumatic stress. We will discuss prevention and treatment strategies aimed at mitigating and ameliorating symptoms of Post Traumatic Stress.



Dr. Michael Genovese is the Chief Medical Officer, Behavioral Health Services at Acadia Healthcare. Acadia operates a network of 576 behavioral health facilities with approximately 17,300 beds in 39 States, the United Kingdom and Puerto Rico. Doctor Genovese also serves as the Medical Director of the Officer Safety and Wellness Committee of the FBI National Academy Associates, Assistant Clinical Professor of Medicine at the University of Arizona and Medical Director of the Camden Center in Menlo Park, California. He is the former Chief Medical Officer of Sierra Tucson. Dr. Genovese is a Diplomate of the American Board of Psychiatry and Neurology, a member of the American Psychiatric Association, the American Academy of Addiction Psychiatry and the American Society of Addiction Medicine. Doctor Genovese co-founded the multidisciplinary medical practice Long Island Mind and Body in New York while practicing as an attending physician at NYU/Winthrop University Hospital. He was a fellow at the NYU/North Shore University Hospital Child and Adolescent Psychiatry Program, and he completed his residency training at the University of Connecticut School of Medicine. Before beginning his medical studies, Doctor Genovese earned a Juris Doctor degree at the University of Pittsburgh School of Law. He is a member of the New York Bar and the American Bar Association and is an advocate for attorneys and first responders seeking treatment for addiction and co-occurring disorders.

Session 307

Hostage Rescue Team: Enforcement and Investigation

Chuck Savikis, Supervisory Special Agent, FBI

Session 308

MS 13: Trends and Investigations

D. Alex Ghiz, Supervisory Special Agent, Safe Streets and Gang Unit, FBI

The FBI assesses that there has been a surge in Mara Salvatrucha (MS-13) gang activity and recruitment in the United States (U.S.) over the past two years. MS-13 poses a threat due to its propensity for gruesome and brazen violence, its established international network and its transient nature. The FBI assesses that MS-13 will continue to pose a threat due to its use of violence as a means for discipline, achieving status within the gang and advancing its criminal operations. This session will include details of the MS-13 culture and criminal activities in the U.S. and in Central America and the FBI's efforts through its Transnational Anti-Gang (TAG) Program to combat this transnational organization.



Mr. Ghiz received a Bachelor of Arts degree in Spanish Language and Literature from the University of Utah in 1995. Prior to working for the FBI, Mr. Ghiz spent seven years as a police officer in Layton, Utah, working patrol, K-9 and SWAT assignments. Mr. Ghiz entered on duty as a Special Agent (SA) of the FBI on March 24, 2002. SA Ghiz' first office of assignment was the St. Louis Division, Cape Girardeau RA. SA Ghiz worked a wide range of investigations to include violent crime, white collar crime, public corruption, innocent images and terrorism matters. In 2004, SA Ghiz transferred to the San Juan Division where he worked OCDETF matters and helped to establish the Caribbean

Corridor Strike Force with the DEA, ICE and U.S. Coast Guard, targeting maritime drug smugglers. SA Ghiz also worked on a carjacking task force, comprised of the FBI and the Puerto Rican Police Department. SA Ghiz served on the San Juan SWAT team as well. In 2007, SA Ghiz transferred to the Las Vegas Division where he worked major drug trafficking organizations (DTO), establishing an FBI/DEA task force focused on Mexican DTOs. SA Ghiz served as an Assistant Team Leader for the Las Vegas SWAT team and is a certified Firearms Instructor and Tactical Instructor. From May 2011 to July 2016 SA Ghiz served as a Criminal Investigative Division Assistant Legal Attaché (ALAT) assigned to the Transnational Anti-Gang Task Force (TAG) in Guatemala City, Guatemala, a sub-office of LEGAT San Salvador. The TAG program is part of the Safe Streets and Gang Unit (SSGU) at FBIHQ. The TAG unit is comprised of two FBI ALAT's and Guatemalan National Civil Police officers. ALAT Ghiz covered all LEGAT responsibilities as well as coordinated all transnational gang investigations in Guatemala. In November 2016, SSA Ghiz transferred to the SSGU at FBIHQ and was a Program Manager for the FBI gang program, nationwide. SSA Ghiz is now the Program Manager for the TAG program, coordinating all TAG matters for the FBI in El Salvador, Guatemala and Honduras and MS-13 case coordination matters between FBI domestic field offices.

Session 401

Anatomy of Terror: From the Death of Bin Laden to the Rise of the Islamic State

Ali Soufan, CEO, The Soufan Group; Founder, The Soufan Center; Former FBI Supervisory Special Agent

In order to eliminate the scourge of terrorism one must first know who the enemy is and what motivates them. In his presentation, Mr. Soufan will dissect bin Laden's brand of jihadi terrorism and the major offshoot organizations that adhere to this philosophy. He will detail the Al Qaeda leadership and how they contributed to the Al Qaeda mission. And he will offer his prognosis of the current strength and continuing threats this new generation of Al Qaeda followers present to the West.



Ali Soufan is the Chief Executive Officer of The Soufan Group and Founder of The Soufan Center. Mr. Soufan is a former FBI Supervisory Special Agent who investigated and supervised highly sensitive and complex international terrorism cases, including the East Africa Embassy Bombings, the attack on the USS Cole, and the events surrounding 9/11. Mr. Soufan also serves as a member of the Homeland Security Advisory Council. He is the author of the recently released "Anatomy of Terror: From the Death of bin Laden to the Rise of the Islamic State", winner of the 2017 Airey Neave Memorial Book Award. His first book "The Black Banners: The Inside Story of 9/11 and the War Against al Qaeda," won the 2012 Ridenhour Book Prize. Mr. Soufan is a leading national security and counterterrorism expert and continues to play a significant advisory role on today's most sensitive issues. Mr. Soufan had a distinguished career in the FBI, including serving on the Joint Terrorism Task Force, FBI New York Office, where he coordinated both domestic and international counterterrorism operations. He often operated out of hostile environments and carried out sensitive extra-territorial missions and high-level negotiations and has received numerous awards and commendations for his counter-terrorism work. These include the Director of the FBI's Award for Excellence in Investigation, the Respect for Law Enforcement Award for "relentless pursuit of truth and bringing terrorist subjects before the bar of justice," and a commendation from the U.S. Department of Defense that labeled him "an important weapon in the ongoing war on terrorism."

Mr. Soufan has testified before the U.S. Congress, Presidential Commissions, the British Parliament's Home Affairs Committee, and appeared as an expert panelist and as a guest speaker at international security forums, both in the U.S. and abroad. He has been profiled, interviewed and has also contributed to leading shows and publications worldwide, including 60 Minutes, Frontline, The New Yorker, Newsweek, The Washington Post, The New York Times, The Wall Street Journal, The Straits Times, Der Spiegel and Asharq Alawsat, along with news programs and specials on the BBC, CNN, MSNBC, and Fox News. Mr. Soufan's work has also been detailed in several non-fiction books, including "The Looming Tower" by Lawrence Wright, which was adapted into a 10-part Hulu television series "The Looming Tower" in 2018. Of Mr. Soufan's book, "Anatomy of Terror" (Published May 2, 2017, by WW Norton), The New York Times wrote: "Soufan writes with immense knowledge and authority ... 'Anatomy of Terror' not only tells a gripping story but is filled with insights that put today's terror attacks by the Islamic State and Al Qaeda in perspective with the history and complicated geopolitics of the region." Mr. Soufan is an Honors graduate from Mansfield University of Pennsylvania where he received undergraduate degrees in International Studies and Political Science. He is a Magna Cum Laude graduate of Villanova University where he received a Master of Arts in International Relations.

Session 402

21st Century Policing: Regaining the Community's Trust

Commissioner James P. O'Neill, New York PD (NY)

New York policing means building trust and fostering even stronger relationships with everyone the NYPD serves, in every neighborhood. Public safety is truly a shared responsibility, and the vital support of a fully-engaged community is essential to fighting crime and keeping people safe – and to pushing violence and disorder down past already record-lows in New York. But making people safe is not enough; people need to feel safe, too. And, ultimately, everyone we serve should feel that policing is something that is done with them, not to them. That is how we are making our way forward – together.



James P. O'Neill was appointed the 43rd police commissioner of the City of New York by Mayor Bill de Blasio in September 2016. He had served previously as chief of department, the NYPD's highest uniformed rank. He was instrumental in developing neighborhood policing, which is renewing and recasting the NYPD's patrol function to provide greater police and community interaction and collaboration. Widely experienced in both the patrol and the investigative sides of the department, Commissioner O'Neill is a hands-on police practitioner and a dedicated police reformer. He speaks with urgency about the need for police to evolve if they are to succeed in connecting with communities, and about keeping people safe in the 21st century. Police Commissioner O'Neill began his law enforcement career in 1983 with the Transit Police, which was then an independent police department. He credits his time on patrol on the trains and platforms of the subway

system with helping him learn how to interact and communicate with a wide range of people, a skill he regards as essential to successful police work. He had risen to lieutenant by the time of the 1995 merger of the Transit Police with the NYPD. As a lieutenant in the NYPD, he worked at the police academy and the warrant squad before being promoted to captain and executive officer in the 52nd Precinct in the northern Bronx. He served as the commanding officer of three successive precincts: Central Park, the 25th Precinct in eastern Harlem, and the 44th Precinct in the western Bronx. He was C.O. of the 25th Precinct during the attacks of September 11th and remembers being proud of the way his fellow officers from all across the department came together to help and protect people during that crisis. It was as C.O. of the 44th Precinct, one of the busier commands in the city, that Commissioner O'Neill began to think seriously about reforming the NYPD patrol model. The precinct workload in the NYPD had long been divided between patrol officers who answered a steady stream of calls for service, and specialty officers who worked at correcting conditions and community outreach. As Commissioner O'Neill saw it, police departments had been asking their patrol officers to connect with community members for generations without ever giving them the time or the opportunity to do so. He envisioned a model with fewer specialists and more generalist officers, who answered calls, worked at problem-solving and local crime-fighting, and collaborated far more effectively with community members. Promoted to inspector and then to deputy chief, Commissioner O'Neill moved to the investigative side of the department, serving tours as commanding officer of the Vice Division, the Narcotics Division, and the Fugitive Enforcement Division. He worked in all three divisions to keep cases focused on reducing crime and supporting the priorities of precinct commanders. In March 2014, he was appointed commanding officer of Police Commissioner William Bratton's office and played a key role in the department's reengineering process, concentrating on operational reforms. As chief of patrol from June 2014, he began the development of neighborhood policing by anchoring officers in sectors and providing them with off-radio time to connect with community members and work at local problem-solving and crime-fighting. He was appointed chief of department in December 2014, and early on in his term, he helped lead the department through the shock and mourning that followed the assassinations of Detectives Rafael Ramos and WenJian Liu. Neighborhood policing—which is a crime-fighting plan above all else—has been implemented in more than half of New York City precincts, as well as all of the NYPD Housing Bureau police service areas and is serving more than three million New Yorkers. It is the largest, best-funded, best-staffed community-policing initiative ever undertaken in the United States. Commissioner O'Neill's reforms are taking hold and will have a far-reaching and positive influence all across New York City.

Session 403

The Future of the FBI Training Academy

Howard Cook, Executive Director, FBINAA; NAA Member 224th Session

Dr. John Jarvis, Ph.D., Academic Dean, Training Division, FBI Academy

Jeffrey S. McCormick, Unit Chief, FBI National Academy

This session will highlight both current and expected future directions of the FBI National Academy Program. Discussion of recent achievements as well as expected over the horizon directions of the National Academy Program will be shared and discussed. These include, but are not limited to, programmatic considerations, curriculum growth and change, current and future partnerships, as well as

evolving post graduate opportunities. Lastly, input from attendees will be sought as to possible avenues that both the FBI and the FBINAA may wish to consider in the future.



Howard Cook is the Executive Director of the National Academy Associates, where he was chosen in January of 2018. He is the former Chief of Police for Columbia College in South Carolina where he retired after seventeen years. In May of 2013 he was given an additional position of Associate Director of Criminal Justice to assist the leadership in running the Colleges' first online degree program. He currently serves as the Past President of the South Carolina Campus Law Enforcement Association where he's served for the past eight years as President. Chief Cook started his career in law enforcement in 1982 as a Captain and President of a law enforcement explorer program while he was in high school. In 1988 he became a certified city police officer. He's worked as a narcotic investigator, a traffic enforcement supervisor, administrative Lieutenant and Captain as well as worked for the state criminal justice training academy. Cook holds an Associate's Degree in Public Service, a Bachelor's Degree in Administrative Leadership from the University of Oklahoma, a Certificate in Crisis Management from Harvard University's John F. Kennedy School of Government, and a Master's Degree in Criminal Justice from Columbia College. Howard graduated with the 224th Session of the FBI National Academy. Cook held a secret clearance with the F.B.I. and was a member of their Executive Joint Terrorism Task Force. Under his leadership, the Columbia College Police Department received National Exemplary School Safety Award for 2013, the SCANA crime prevention award for 2009 and the Santee Cooper Award of Excellence in Law Enforcement in 2006. Director Cook has been a member of the National Institute of Justice's School Technical Working Group, Active shooter focus group and a member of their Ballistic Resistant Armor STC committee. He has also served as Advisor for (CAG) for the NLECTC Small, Rural, Tribal and Border Regional Center. He was a member of the board of directors for Club House Gang, in Eau Claire. Director Cook as spent countless hours with the US Legislators and South Carolina's legislators lobbying for training and funding for law enforcement. Cook has been a member of the International Association of Campus Law Enforcement Administrators, where he also served as a Director-At-Large, as well as on the Government Relations Committee and Finance Committee. He is the Past President of the F.B.I. National Academy Associates of South Carolina. He's also a member of the International Association of Chiefs of Police.



Dr. Jarvis currently serves as the Academic Dean for the FBI Training Division. He also served as a Senior Scientist and Chief Criminologist in the Behavioral Science Unit at the FBI Academy for about 20 years. He also has chaired the Futures Working Group which was devoted to examining issues confronting the future of law enforcement and national security. His academic and criminological work focuses on evidence-based policing strategies, crime analysis, crime trend research, and the initiation and support of various research efforts by local, state, and federal law enforcement. His recent most recent publications involve studies of homicide solvability, validity and reliability of national crime statistics, and measuring and exploring other aspects of violent crime and policing. He graduated from Old Dominion University with degrees in Sociology and Mathematics and holds a Ph.D. in Sociology from the University of Virginia. He has authored many periodicals and monographs for the Bureau and has authored and co-authored numerous works that include publications appearing in **The Journal of Homicide Studies, Interpersonal Violence, the Journal of Trauma, Violence and Abuse, and Justice Research and Policy.**



Jeffrey S. McCormick began his career in law enforcement in 1992. He served as a patrolman and detective for the Perry, GA, Police Department, and a Lieutenant for the Valdosta, GA Police Department. He also served both departments as their Accreditation Manager, achieving National Accreditation for Perry in 1995 and Valdosta in 1999. During his time in local law enforcement, McCormick also served as an Assessor for the Commission on Accreditation for Law Enforcement Agencies and served on the original committee which designed the State Certification Standards for Law Enforcement Agencies in the state of Georgia. In 1999, McCormick was appointed as a Special Agent in the Federal Bureau of Investigation and was assigned to the Philadelphia Division's Newtown Square Resident Agency, where he investigated Violent Crime matters and served as a firearms instructor. In 2004, McCormick was promoted to Supervisory Special Agent, and assigned to the Counterterrorism Watch Unit at FBI Headquarters in Washington DC. McCormick was later promoted to Unit Chief of the Watch in 2006. In 2007, McCormick was selected as the Senior Supervisory Resident Agent for Peoria and the Quad Cities in the Springfield, Illinois Division. In 2009, he transferred to the Portsmouth Resident Agency of the Cincinnati Division. In 2012, McCormick returned to Virginia as a Principle Firearms Instructor (PFI) for New Agent Trainees in Quantico. In 2014, McCormick was selected to manage the FBI's Weapons, Ammunition, and Body Armor programs. In December 2015, McCormick was selected as the Unit Chief of the National Academy Unit.

Session 404

Active Shooter Response for Off-duty and Retired Law Enforcement

Deputy Inspector William M. Leahy, Nassau County PD (NY), NAA Member 227th Session

Active Shooter Response for Off-duty and Retired Law Enforcement will explore the benefits and dangers of engaging in off duty encounters and how to evaluate the risks associated with your actions. In today's environment police officer responsibilities are being taken to new levels with the threats targeting mass gathering and soft target locations. Officers no longer can be just good witness or can they? This seminar will discuss today's threat and what officers both off duty and retired can do to survive the encounter.



William Leahy is the Deputy Inspector for Nassau County PD in New York. He began his law enforcement career with the New York City Police Department in 1985 serving in patrol, anti-crime and Narcotics units. In October 1990 he joined the Nassau County Police Department, after three years of patrol he was assigned to the newly formed Problem Oriented Policing Unit in the Fifth Precinct. Deputy Inspector Leahy was promoted to Detective in 2000; In 2006 He was assigned to the newly formed Homeland Security Counter Terrorism Bureau where he remained until 2016. While in the P.O.P. Unit, D. I. Leahy was the project leader for the Illegal Massage Parlors / Houses of Prostitution program. The program was recognized by the International Association of Chiefs of Police and was a semi-finalist for the Webber Seavey Award for Quality in Law Enforcement. In 1998 the Police Executive Research Forum recognized Sergeant Leahy and the Fifth Precinct POP Unit for the problem oriented policing program Crimes Against the Elderly. The program received the Herman Goldstein Award for Excellence in Problem Oriented Policing. A graduate of the 227th session of the FBI National Academy, Deputy Inspector Leahy served as the Security Police Information Network (SPIN) coordinator and Deputy Commanding Officer of the Homeland Security and Counter Terrorism Bureau, and Commanding Officer Homeland Security- Emergency Preparedness Unit. D.I. Leahy has worked with the private sector to develop All Hazard response plans for public and private sector agencies. Additionally, D.I. Leahy is an HSEEP (Homeland Security Exercise and Evaluation Program) practitioner developing exercises that include CBRNE attacks, Active Shooter scenarios and All Hazard responses. SPIN has been called "a model for America" by ASIS International leadership in Washington, "a best practice in action" by a member of the Department of Homeland Security's Private Sector Office, and is currently listed on the Homeland Security website Lessons Learned Information Sharing (LLIS). In addition,

Congressman Peter King, Chairman of the House Committee on Homeland Security has praised SPIN publicly. This program is considered blue print for public/private sector partnerships that promotes public safety for county residents and businesses. In 2005 ASIS recognized Deputy Inspector Leahy for his outreach, awarding him the ASIS Law Enforcement Liaison Award. Deputy Inspector Leahy is currently the Commanding Officer of the First Precinct.

Session 405

Problem Solving Techniques and Strategies Targeting Crime Reduction - Violent, Gang, and Drug Crime

Joseph Schafer, Ph.D., Department of Criminology & Criminal Justice, Southern Illinois University Carbondale

Many communities find themselves struggling with some combination of violent crime, gang activity, and drug usage. These problems are often interrelated and, despite several decades of declining crime, continue to be a major concern for agencies and the communities they serve. This session provides an overview of current innovative practices being used across the country to alleviate the issues through evidence-based interventions. Experience demonstrates that agencies can implement collaborative strategies and partnerships to reduce levels of serious crime and drug dependency. This session will review the current nature of these problems and the promising ways in which agencies can reduce their effects.



***Dr. Schafer** is Professor and Chair of the Department of Criminology & Criminal Justice. He has served as a member of the PFI/FBI Futures Working Group, as past president of the Society of Police Futurists International, and a visiting scholar in the Behavioral Science Unit at the FBI Academy, the Centre of Excellence in Policing and Security (Griffith University, Australia), and the Australian Institute of Police Management. He is currently a Commissioner with the Commission on Accreditation for Law Enforcement Agencies (CALEA). He has presented research, conducted training, and provided testimony for a variety of state and federal agencies in the US, as well as Australia, Canada, Denmark, and Hungary. Currently, Dr. Schafer is researching organizational change, police innovation, police leadership, fear and victimization, and emerging issues in policing. He has served as Department Chair since 2011.*

Session 406

Conversation with the Deputy Director

Deputy Director David L. Bowdich, FBI

Deputy Director David Bowditch will speak to the FBINAA membership and law enforcement attendees.



*In March 2018, **David Bowdich** was appointed deputy director of the FBI. In this role, he oversees all FBI domestic and international investigative and intelligence activities. In April 2016, Mr. Bowdich assumed the position of associate deputy director of the FBI, where he oversaw the management of all FBI personnel, budget, administration, and infrastructure. Prior to this appointment, he served as assistant director in charge of the FBI's Los Angeles Field Office from December 2014 to April 2016. From September 2012 to December 2014, Mr. Bowdich served as the special agent in charge of the Counterterrorism Division in the Los Angeles Field Office. In that role, he led the Joint Terrorism Task Force, which was responsible for all international and domestic terrorism investigations in the Los Angeles region, surrounding counties, and the extraterritorial region of Southeast Asia. Additionally, Mr. Bowdich was responsible for all crisis management and response assets,*

which included the SWAT Team, Evidence Response Team, Hazardous Evidence Response Team, Underwater Search and Evidence Response Team, Rapid Deployment Team, Crisis Management Team, and special agent bomb technicians. Mr. Bowdich began his career as an FBI special agent in 1995 in the San Diego Field Office, where he investigated violent crimes and gangs and served as a SWAT Team operator and sniper. In 2003, Mr. Bowdich was promoted to FBI Headquarters in Washington, D.C., where he served in the Criminal Investigative Division for one year and the Director's Office for one year. Mr. Bowdich returned to San Diego and supervised a multiagency gang task force for almost four years before being promoted in place to serve as the assistant special agent in charge over all non-white-collar crime criminal violations, the Imperial County Resident Agency, the SWAT Team, and the Evidence Response Team.

Session 407

Surviving the Unthinkable: Violently Injured Police Officers

Detective Mario Oliveira, (Ret) Somerville PD (MA); Co-Founder, Violently Injured Police Officers (VIPO); New England State Police Information Network (NESPIN)

Officer Robert DeNapoli, (Ret) Woburn PD; Co-Founder, Violently Injured Police Officers (VIPO)

Detective Mario Oliveira and Officer Robert DeNapoli will speak about details surrounding their separate shooting incidents and the aftermath of their incidents and give the audience an eye-opening account of how their lives were impacted post incident(s). Detective Oliveira will talk about the importance of deconfliction, Line of Duty Death policies and procedures, as well as what the benefits are (Federal/state) in Massachusetts. The audience will learn about the current V.I.P.O. legislation (SENATE BILL #1405) at the Massachusetts State House that will provide permanently injured police officers with a benefits package.



Officer Bob DeNapoli is retired from the Woburn Police Department, where he served proudly for 17 years as a patrolman. On September 6, 2011, Officer DeNapoli was shot several times while responding to an armed robbery at jewelry store, he sustained permanent career ending injuries. Officer DeNapoli is CISM trained and has devoted his time as Co-Founder to V.I.P.O. (Violently Injured Police Officers) which provides support to other Police Officers and their families who face the same difficulties, and better prepare Police Officers and departments on how to cope with the dangers of police work.



Detective Mario Oliveira is retired from the Somerville Police Department where he served proudly for 17 years. On November 2, 2010, while assigned to the ATF Boston office as a Task Force Agent, Detective Oliveira was shot six times at point blank range while serving a Federal arrest warrant. The injuries sustained during this incident forced Detective/TFO Oliveira to retire. Since being retired, Detective/TFO Mario Oliveira has dedicated his time to educating and assisting Police departments & law enforcement officers and their families on the inherent dangers of police work and how to cope with the tragedy of being seriously or fatally injured in the line of duty. Detective Oliveira is the Executive Director of New England Chapter of Concerns of Police Survivors. He is also currently a Co-founder of Violently Injured Police Officers Assoc. (both are 501c3 non-profit organizations) Det.

Mario Oliveira is currently employed with New England State Police Information Network (NESPIN) as the Eastern Massachusetts Metro/Boston area Law Enforcement Coordinator.