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Reaching out and working with kids and adults in the community has become a trending approach to crime prevention known as Problem-Oriented Policing or POP. The Illinois Law Enforcement Training and Standards Board Executive Institute hosted a conference in Naperville to share POP secrets and further acknowledge that interest is growing in POP concepts and deployment.

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FIRSTWATCH

The 4-1-1: Education, Training, Fundraisers and Fun

ALL POINTS BULLETIN

August 10-13

62nd National FOP Biennial Conference



Celebrating 100 years of the Fraternal Order of Police representing law enforcement labor interests and promoting police officers. The national Executive Board will be elected.

Event Information
David L. Lawrence
Convention Center
1000 Fort Duquesne
Boulevard,
Pittsburgh, PA

For information, log on to www.fop.net.



August 12

Law Enforcement Appreciation Night at Wrigley Field



Watch the Chicago Cubs take on the Milwaukee Brewers at the Law Enforcement Appreciation night. Tickets are in the Terrace Reserved Outfield and each ticket includes a special Cubs law enforcement baseball cap.

A portion of every ticket will be donated to the National Law Enforcement Officers Memorial Fund in Washington D.C.

Event Information
Wrigley Field
1060 West Addison Street, Chicago
7:05 p.m.

To purchase tickets, visit www.cubs.com/specialevents.



August 18-19

Midwest Security and Police Conference/Expo



Now in its 14th year, the Midwest Security & Police Conference/Expo is the only trade show in the Midwest showcasing the latest products and services for security and law enforcement professionals. The education and training program draws from the expertise of local, state and national agencies, along with other experts in security and law enforcement to create a robust and compelling conference agenda.

Event Information
Tinley Park Convention Center
Tinley Park
8:30 a.m.

Cost: Free to public and private law enforcement, public safety officials, and private security professionals. For information, visit www.mspsc.com.

August 8

Troy Police Department Kickball Tournament for Illinois Special Olympics

Tri-Township Park
409 Collinsville Road, Troy
9 a.m.
Cost: \$350 per team

The Troy Police Department hosts a kickball game to benefit the Illinois Special Olympics. Teams of 10-12 persons must register to participate in a minimum of two games. T-shirts, food and drinks will be provided and a cash prize will be awarded to the tournament winner. For information, contact Detective Mike Raymond at 618-792-6715.

August 10 Chicago Police Sergeants' Association Golf Outing

Silver Lake Country Club
14700 South 82nd Avenue, Orland Park
9 a.m.
Cost: \$125 each, \$500 for a foursome

The 53rd Annual Golf Outing for the Chicago Police Sergeants' Association PBPA of Illinois, Unit 156a. Non-golfers can purchase dinner only tickets. For information, contact the Sergeants' Association at 773-376-7272

August 10 Chicago Police Memorial Foundation Golf Outing

White Pines Golf Club
500 West Jefferson Street, Bensenville
10 a.m.

Last year, 1453 Chicago police officers were victims of violent assaults and batteries while carrying out their duties to keep our businesses and neighborhoods safe. Currently the names of 576 officers who have

given their lives are inscribed on the wall of Gold Star Memorial Park and the foundation is providing financial assistance to the families of slain or catastrophically injured officers. The golf outing raises funds for the Chicago Police Memorial Foundation with a round of golf followed by cocktails, dinner and a silent auction. For information, email CPMF at info@cpdmemorial.org.

August 11 12th District Golf Outing

Waters Edge Golf Course
7205 West 115th Street, Worth
10:30 a.m.

The golf outing includes 18 holes, lunch, refreshments followed by dinner. Beverage service and door prizes will be provided.

August 12 Use of Force Workshop for Patrol Officers

McHenry Police Department
333 South Green Street, Mc Henry
8 a.m. to 4 p.m.
Member Fee: FREE Non-Member Fee: \$105.00

This course explores changes that have occurred in federal and Illinois law regarding the use of deadly force. Emphasis will be placed on imparting and using informed judgments in practical situations that arise in patrol operations. For information, visit www.nemrt.org

August 14-16 2015 PBPA Softball Tournament hosted by Elgin PBPA 54

Elgin Sports Complex
709 Sports Way, Elgin
Cost: \$225 per team

The tournament is open to all Law Enforcement/PBPA and limited to the first 16 teams. For information, contact Officer James Baily at bailey_j@cityofelgin.org.

August 16 Sleepy Hollow Police Department Corn Roast & Car Show

Randy's Vegetable Farm Stand
15N440 Randall Road, Sleepy Hollow

9 a.m. Registration
Cost: Car show fee \$20

The 5th Annual Corn Roast sponsored by the Sleepy Hollow Police Department benefits the Illinois Special Olympics. Partake in train rides, car trivia and games before voting on the best cars in the lot. Three awards will be given in each class, and one best of show trophy will be awarded. For information, contact Christine Gaitsch at CGaitsch@sleepyhollowil.org.

August 17-21

ILEAS L.O.C.K.U.P. Arrest & Control Instructor Course

O'Fallon Police Department
285 N. Seven Hills Road, O'Fallon
8 a.m. to 4 p.m.

Cost: \$655

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Straight from the horse's mouth



DAN
CAMPANA

A reporter walks into a police training session where the conversation turns to the media...

Waiting for a punch line, aren't you?

The scenario isn't a set up for a joke, but it became a funny, recurring situation I ran into covering a handful of recent police conferences. Inevitably, the speaker – no matter the topic – would chime in with a quick, often clichéd, comment about how the media will get something wrong or sensationalize a story.

Surprising? No. Insightful? Not in the least.

We have previously touched on how the “bad apple” syndrome touches law enforcement and the media world alike. Law enforcement officers think reporters harp too much on instances when a cop does something wrong, while I'm here to say police officials in certain circles are too quick to label the media as bad, often because of misconceptions about the media.

Perpetuating an out-of-context stereotype about the media within your department is one thing; standing up in front of conference audience to do it is another. Police departments spend vital resources – manpower, time and money – to make sure their officers receive proper training and guidance to perform an increasingly more difficult and complicated job.

Yet, tired commentary persists at some conferences about how, for instance, TV news overplays inflammatory video for ratings, or newspapers run only certain stories to sell advertising. It's hard to understand how that helps a copper do his or her job. It's easy to see how police-media antagonism continues when a speaker sprinkles in such comments. These presenters are experts in their areas of law enforcement focus. Why not bring in media members more often to discuss their craft directly with these audiences?

I've been fortunate enough to participate on several media panels and help with presentations at police conferences over the years, most recently at an



Illinois Municipal League forum on deadly force issues. There, I was teamed up with Dan Ferrelli, the Aurora Police Department's longtime PIO who also handles communications for the city. Aside from having a great first name, Ferrelli is simply top-notch in his work with the reporters – from the local newspapers to TV stations big and small. He gets it. Good reporters understand that and appreciate how he does his job.

Ferrelli and I don't agree on everything about how the media works. We also don't try to convince each other of anything. Still, our individual experiences, as well as the shared ones, made it clear to us that the world of law enforcement can only gain proper perspectives on the media by interacting with real live reporters and editors who do know this stuff in today's world.

During the presentation, I asked for a show of hands from officers and other officials to indicate whether they knew of, or had met, a reporter or editor that covered their town. Three or four hands went up in an underwhelming response that even caught me off guard. I always knew there wasn't enough interaction between departments and their local media, but this boldly illustrated the disconnects.

Bridging the gap won't happen with random media anecdotes made somewhat flippantly by conference speakers. It requires ground-level relationship building in your community, first and foremost. ♥

Dan Campana is a Chicago-area freelance writer and communications consultant. Send questions or comments to dan@dancamcom.biz.

Moving the Ferguson conversation forward

■ BY DAN CAMPANA

Why?

That was the key word in most questions throughout law enforcement, not to mention much of the general public, after the events in Ferguson now a year past.

Why did it happen? Why did the community and nation respond the way it did? Why didn't the grand jury indict the officer involved?

What came after the questions can only be described as analysis paralysis. Talking heads on cable news filled every empty second of coverage speculating and pontificating about minutiae. Bloggers and those with political agendas centered on the situation in attempts to make personal gains. All of it pulled the conversation further and further away from the core issues in Ferguson: community distrust of the police and a lack of understanding about how police do their jobs.

Nearly a year later, the questions should be starting with the word "what," as in what can be done to move things forward to bridge gaps between police and the public, as well as prepare law enforcement now for situations that can turn departments and communities upside down.

Those focal points were on display at Elgin Community College recently during the "Moving Beyond Ferguson" symposium organized by Kane County State's Attorney Joe McMahan and supported by federal, state and local officials. Planning for the event began in November in the wake of Ferguson, which meant the process was informed by new situations in New York, Madison and Baltimore.

The overall design involved helping local police officials gain an understanding of the Department of Justice resources available, how and when federal investigators would get involved in a deadly force incident and what departments can be doing today to connect with their residents.

"Many people in our communities believe their lives don't matter," McMahan told the audience filled with cops, attorneys, clergy and more. "There is a perception of us versus them."

The struggle faced by police these days is well documented. What's not talked about so much are the positive interactions that serve as investments toward avoiding a community upheaval should something major happen down the road.

Aurora Police Commander Kristen Ziman moderated a panel with community leaders about how to help police understand the public's view of their relationship. She acknowledged the difficulty departments have engaging with residents and finding ways to develop connections in high-crime neighborhoods where people might not be as willing to step up to stop trouble.

"To me it's about respect," she said. "What does it feel like on the other side?"

That's a dynamite question.

Former Elgin Deputy Chief Cecil Smith is now chief in Sanford, Florida, where the Trayvon Martin shooting occurred. His perspective reflected on how the shooting, which was not police-related, magnified racial tension in the community and gave Smith an opportunity to look at the makeup of his department to best serve a diverse range of residents.

Smith preached public education, especially in the realm of traffic stop safety, and the impact of doing walk-and-talks in the community. He said of all the protests in Sanford, a very small percentage were actual local residents, and there were no arrests or destruction associated with any demonstrations.

Smith's first-hand experience later had him working with the Department of Justice (DOJ), which assisted in Sanford, on the ground in Ferguson and Cleveland.

Aside from some of the usual swipes about how the media covers police use-of-force incidents, there was plenty of practical information departments can look at today and use in the much-needed preparation for an incident that could put a national spotlight on your town tomorrow. Among the highlights:

- Paying closer attention to officers' well-being and how they take care of themselves as part of the effort to make them better at their jobs.
- Getting familiar with the services available through DOJ's community relations and community police divisions. The DOJ isn't there just to hammer your policies and actions. In fact, they'd much rather work with locals now before trouble strikes.
- Developing good strategies for handling a police shooting or complaint about use of force. FBI Special Agent Vick Lombardo noted the public has misconceptions about what is actually excessive and that is the collective job of law enforcement to "educated on both sides of the fence" about such issues.

The biggest takeaways during a day packed with useful insights included that police cannot take for granted their preparations. Training, policy analysis, continuing education and a commitment to building community partnerships are all components of a dialogue that might not prevent the bad things from happening, but will go a long way toward overall department health.

Everyone knows the old expression about what happens when you ignore history. The same can be said for dwelling on it the past.

"Moving Beyond Ferguson" was an apt title for the event, as it signified for McMahan "one small step (to) mend broken trust" in the police-community relationship. ♥



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Mission Possible III

Illinois cops make another 'transforming' trip to Nicaragua

BY DAN CAMPANA

The dedicated group of law enforcement veterans gathered in the parking lot on the eve of their mission. The gear was ready. The cops were primed for action. Their plan, however, was in shambles.

They didn't have the go-ahead to carry out their intended operation. The group decided to go anyway. What would happen was out of their hands, but they remained undeterred.

This wasn't a tactical operation to bring down a drug house or make a large sweep of arrests. Instead, it was a collection of police officers and long-time criminal justice professionals embarking on a trip to Nicaragua based in two powerful bonds – the badge and their faith.

During seven days in January/February, the 10-person "Go Team" affiliated with St. Charles-based Christ Community Church traveled to Central America for its third mission to deliver police equipment and provide training to police officers. Listening to stories from those who made the trip, it is easy to understand the depth such an experience has beyond sharing professional expertise.

"It's really hard not to be cynical. We're always working with the bad people," said Sue Burgos, who works for the Department of Homeland Security and has spent three decades in law enforcement. "(The trip) really broke my spirit. It worked on my heart."

Those aren't words you hear from most cops.

Team members – Burgos and her husband, Javier; retired Aurora Police Officer Kevin Triplett; retired Illinois State Police Officer Mark Henry; Northern Illinois University Police Commander Don Rodman; Aurora Police Sergeant Alfredo Dean



A visit to a garbage dump was one of the unplanned, but enlightening moments, during the group's trip to Nicaragua to provide training to local police officers.



Mark Henry, Illinois State Police retired (left), and retired Aurora Police Sergeant Kevin Triplett pose with a local police officer during a recent church mission to Nicaragua.



Northern Illinois University Police Commander Don Rodman demonstrates self-defense techniques during training with police officers in the Nicaraguan town of Dolores.

and his wife, Elsie; George Adamson, senior chaplain at Stateville Correctional Center; Kane County Sheriff's Sergeant Paul Warren and Second District Appellate Judge Robert Spence – each found that the uncertainty at the outset of this year's trip reinforced their belief that everything happens at the hand of something greater than they control.

The trip – which included lighter moments featuring gelato, a monkey and Henry getting left behind at one point – centered on delivering supplies and running a three-day training session for local police officers, but it incorporated other outreach within the community.

The adventure got off to a bumpy start when the group learned the night before leaving that the training had been cancelled after a police official said no. Undeterred, they took eight bags of miscellaneous police gear – ranging from holsters and handcuffs to vests and flashlights – and flew down just as a massive snow storm hit the Chicago area.

Henry pointed out how police are goal-driven and want to get things done. Arriving in Nicaragua without a plan took some getting used to.

"To sit back and wait was something different," he explained.

Added Rodman, "As police officers we're taught and trained to control things. We had no idea what was going to happen. We took a leap of faith."

The group spent time delivering meals to families scavenging at a garbage dump in one town. The locals showed appreciation for little things, such as the larger box used to transport the meals. Adamson said the scene was one in which the "fix 'em, move them out mentality" used in America doesn't fit.

At the urging of a local pastor, members of the team made an unscheduled visit to a prison to conduct ministry work. Adamson chuckled when describing what happened when police officers in the group followed closely behind him into the locked facility.

"It was pretty wild," he said of the officers inside the prison's confines. "I'm used to being in a prison around bad guys."

The trip's pivotal moment came through a

CONTINUED ON PAGE 12

Driving Force

Officer Bertetto steering effort to honor fallen teen

■ BY DAN CAMPANA

Something just stuck with John Bertetto.

Not as a 10-year veteran of the Chicago Police Department where he works in gang enforcement, but as a human being.

Bertetto wasn't on the initial call when a would-be robber shot and killed Demario Bailey as he tried to protect his twin brother when they were assaulted by robbers while walking to basketball practice on a December 2014 Saturday afternoon in the city's Englewood neighborhood. And Bertetto didn't handle the arrest of those involved in Demario's death. Yet, when Bertetto met Demario's mother shortly after her son's death, her words and mission struck a chord.

She said she planned to buy a van and personally drive students to and from extracurricular activities at the school to keep them safe, Bertetto recalled.

"I thought to myself, if his mother had to use her money to buy a van ... it would be a tragedy for the legacy of this boy to do it herself," Bertetto said. "If it were my family, I'd hope someone would step in to help out."

The idea resonated so deeply with Bertetto that he took to Twitter in February using the hashtag #DriveforDemario in an effort to raise awareness and find someone willing to donate a suitable vehicle to Johnson College Prep that could be used for transporting students.

The vehicle must be a mini-school bus style or a multi-passenger SUV, such as a Chevy Suburban, in good condition with four-wheel or all-wheel drive for handling snow.

"For me, it's very simple. It's me trying to get one vehicle for one school to honor the memory of one student," Bertetto said, adding he undertook the effort on his own after speaking with Demario's mother.

In a bigger sense, Bertetto sees doing something of this nature as a way to combat the cynicism that often comes with the job. Police officers can choose to internalize the bad things they encounter and bottle up their emotions, or they can try to make something good come from their experiences.



Demarcio (left) and Demario Bailey, who was killed saving his twin brother when they were confronted by four robbery suspects in December 2014.

Bertetto, a father himself, thought about the difficulty Demario's family, including twin brother Demarcio, faced right before their 16th birthday and the Christmas holiday. But Demario's mother showed "grace and courage" by making a promise to help others in her son's memory, Bertetto explained.

"This is an instance where he was an honor roll student. He was doing it the right way," Bertetto offered.

Bertetto's social media initiative garnered strong attention right out of the gate. He hoped the idea would catch the eye of the right person with the ability to donate a vehicle to the school. Bertetto will be involved for as long as it takes.

"Once it's begun, you have to see it to its conclusion," Bertetto said, making it clear he's not looking for personal attention, just hoping someone, somewhere, will want to step in and help. "This isn't my story. This is Demario's family's story." ❤️

CONTINUED FROM PAGE 11

conference with 30 local pastors, who had a total outreach to 10,000 people in the region. In the audience was a pastor whose father happened to be a federal judge. Just like that, the group had a training session set with nearly three dozen police officers in the town of Dolores.

"It wasn't luck that made this happen," Henry said.

Adamson, who initially wasn't sure how he'd fit in under the trip's original design, recognized he was there for a reason – to connect with the pastor, to have the conference, to meet the judge's son, to help find a new training opportunity.

The session with officers in Dolores was a condensed version of the three-day training planned. It was also a reminder of how different the police force is from back in Illinois. For instance, in Nicaragua officers share service weapons.

"It doesn't matter where you are in law enforcement, we all do the same job," Dean offered.

That meant helping the locals with the basics, such as simple lessons on self-defense and how to protect oneself in an altercation. Nicaraguan police officers tend to shy away from fighting because of the country's past history of civil war.

"They're pretty friendly people," Henry said. "They had a lot of fun and they listened. They weren't going to be very skilled because they

didn't have the training."

Dean explained how the officers talked about their jobs, family and other relationship issues. The group handed out prayer cards and posed for pictures during the course of the day.

"We talked about who we're mentoring in the profession and in our faith," Rodman explained.

Elsie Dean, who made the trip for the first time, recognized that as someone who would kid with her husband about the trip being a vacation. She knows differently now.

"I loved his enthusiasm when he'd return," she said. "Now I see why he was so excited when he returned."

Alfredo Dean said the trip was "probably the most humbling yet" of the three he's done.

"I was touched in a way that I see my life a little differently every day," he explained, pointing to the experience at the dump as a key moment for him.

Burgos said she relies on her actions to show a change in perspective. She acknowledges a tendency in the past to generalize about the people whose criminal records she'd check out. The change in perspective from this trip was certainly palpable.

"It was a very fulfilling experience," she said. "You're going to go and you're going to be transformed." ❤️



A smile doesn't cost a thing



BRIAN
MCVEY

When asked, "What's wrong with the world," G.K. Chesterton famously and simply replied, "I am." We want to be happy, yet often seem to be the source of our own unhappiness - and usually contributing to the unhappiness of others.

How many coppers do you know whose faces are in constant scowl? Who wants to work with officers that rarely smile? Do we realize what we must look like to others? Is anger the reason we don't smile, or is it a fear that we'll come across as soft?

Smiles are a most important form of nonverbal communication. They express warmth and familiarity; signal approachability, honesty, cooperation, and pleasure. Cops are trained to observe non-verbal behavior of others and sometimes forget that others observe us. Don't we avoid miserable peers? We even give them nicknames.

Do you make an effort to smile? I hope so. Did you know that smiling affects your body? Studies show you're better looking when you smile. When you smile, people treat you differently. We are drawn to people that smile. Perhaps we want to figure out what is so good. Frowns, scowls and grimaces push people away; smiles draw them in.

By simply smiling, you can be viewed as attractive, reliable, relaxed and sincere. In today's culture, what cop doesn't want to be viewed as attractive and reliable? It may even be a factor in increasing officer safety.

A study published in the journal *Neuropsychology* reported that

seeing an attractive, smiling face activates your orbital frontal cortex, the region in your brain that processes sensory rewards. This suggests that when you view a person smiling, you actually feel rewarded. Don't believe me? Imagine you are in Starbucks and see someone smiling at you. Don't you feel good, particularly if it is someone of the opposite sex? Don't you straighten out your posture, walk a bit taller?

We need more happy cops. For all the evil we see and store in our mind, we must sweep clean our mental hard drives with laughter and smiles. Begin the daily journey of re-discovering the value of smiling!

PS: Cops love free stuff. Please tell them of these free health benefits of smiling:

- Lowers Heart Rate
- Produce Empathy
- Reduce Stress
- Kill Pain
- Better Mood
- Encourage Trust
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- Increase Attention

For more, go to www.sunwarrior.com/news/15-health-benefits-of-smiling/#sthash.fWpaNUE7.dpuf ♥

Brian Mc Vey, MAP, with 10 years of law enforcement experience with the Chicago Police Department, is an adjunct professor at Westwood College. You can reach him at btmcvey@comcast.net.



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Problem-Oriented Policing might not be a new concept, but a growing trend sees more police departments deploying the approach to impact crime prevention.

■ BY DAN CAMPANA

Something didn't add up for Naperville Police Officer Shaun Ferguson.

Working as an investigator, Ferguson contemplated the perception of drugs, especially heroin, becoming a scourge in a city known for its affluence and education.

"If it can get to us, it can get to anyone," Ferguson recalled thinking.

Speaking to an audience at the first-ever Illinois Problem-Oriented Policing Conference in May, Ferguson knew the "not in Naperville" mindset often prevailed even

when statistics showed 10 overdose deaths occurred in town between 2009-2011. The media raised its own questions about the problem, especially after fatal overdoses involving teenagers. Ferguson looked a little deeper to learn the fire department and local hospitals dealt with a significantly greater number of drug-related cases than police experienced.

"A lot of times the paramedics knew the heroin addicts before we did," Ferguson confided.

All of this told Ferguson, who admits to being "wired to get into data," that a large-scale analysis of the city's drug statistics could help improve the way police went about attacking the problem.

"We needed a better way to track narcotic activity beyond (the Uniform Crime Report)," he continued.

Problem-Oriented Policing isn't a new concept, but the idea of addressing issues through analysis, prevention and, often, community collaboration hasn't always taken a firm hold among police departments. Agency culture and limited resources are the most common reasons POP initiatives don't get off the ground. However, the conference presented by the



Officer Shaun Ferguson

“We created tools to better understand (the problem). Are we really stopping someone from using heroin by arresting them?”

OFFICER SEAN FERGUSON

Illinois Law Enforcement Training and Standards Board Executive Institute provided further acknowledgement that interest is growing in POP concepts and deployment.

Approximately 250 attendees from throughout the Chicagoland area filled training sessions that varied in topics from the value of body cameras to combatting alcohol-driven problems to the pitfalls of POP-based initiatives.

Presenters discussed the reality, both successes and struggles, of how POP has been used in their communities to navigate issues in ways that go beyond strictly enforcement and making arrests. POP's goal since it was first developed three decades ago is to use critical thinking when looking at causes and solutions on the front end, instead of simply reacting to the crime when it happens.

“The truth is we're never going to clear enough cases to fully deter criminals,” said Michael Scott, Director of the Center for Problem-Oriented Policing at the University of Albany and former chief of Lauderhill, Florida.

A drug dealer might make 500 sales before getting caught, Scott offered as an example of how traditional enforcement efforts don't always get to the core of the problem. The POP approach could consider the environmental factors – when and where the deals happen, for instance – and other information gathered through focused thinking to create strategies for increased patrols or other actions to minimize opportunities for drugs to be distributed.

Although it's easy to oversimplify the time and effort needed to implement a POP initiative – which also requires analysis to determine whether pre-defined measures for success were met and can include some level of community interaction – proponents suggest POP aims to bridge the gap between perception and the reality about crime.

“The issue is that practitioners in all parts of the criminal justice system often jump to quick, reactive responses without directing resources to properly analyze what is causing the problem,” Brandon Kooi, an associate criminal justice professor at Aurora University, said.

A case study

Ferguson laughs a bit when joking that most people don't get into law enforcement to sit with spreadsheets rather than working the streets. He understood early on, however, the value of seeing the bigger picture on Naperville's drug scene. Looking at past data was part of the process, but so was improving the approach to gathering and sharing information within the department. That included adding a spot on reports to specify which drug was involved, while also developing beat maps that showed photos of heroin users.

“We created tools to better understand (the problem),” he said. “Are we really stopping someone from using heroin by arresting them?”

It didn't end there. The department chose to target heroin and developed an intelligence cycle that focused on particular peo-



ple and locations, such as apartment complexes, involved with the drug. They used directed enforcement, which included tailing drivers with suspected drug involvement into Chicago, but also a bevy of community-level actions.

Ferguson led dozens of Narcotic Impact Program presentations for Naperville residents that featured straight talk about heroin and included photos of overdose victims who died. Sparsely attended meetings in the early days gradually turned into overflow crowds, and the effort evolved into his presentations airing on the city's local TV channel countless times.

The department also partnered with local groups to educate more people about heroin than ever before. The outreach went into Naperville schools. The use of Narcan to combat overdoses has become increasingly embraced, especially after two officers saved a teenager's life. Police even have benefitted from taking citizen tips on suspected drug sales.

Heroin deaths and arrests have remained below the 2011 level as a result, according to Ferguson.

“What worked for us was a huge education push,” Ferguson said. “Our efforts are definitely paying off.”

Challenges abound, patience key

Since POP originated in the late 1970s, its concepts have received varying amounts of attention, according to Kooi. He notes that the Center for Problem-Oriented Policing debuted 25 years ago, but not a lot of departments know about the body of knowledge it houses. Another factor in POP's seemingly slow rise is the decentralizing of police forces, which has led to inconsistency in standards and best practices within departments.

The struggle to get buy-in from higher ups and front-line officers can also be cited as to why POP tactics aren't more commonly used.

Park Ridge Acting Deputy Chief Duane Mellema has risen through the department's ranks during a career that started as a patrol officer nearly 25 years ago. It's only been the past six years that a shift in mindset from a strictly enforcement model began to take shape. That all led to new systems using a POP approach taking hold in 2012.

“Park Ridge is real nice community ... a lot of what we deal with are quality of life issues. We've made some huge strides in the last few years,” Mellema said.

Prior to the arrival of Police Chief Frank Kaminski, the department dealt with “heater problems” such as drugs, traffic and neighborhood disputes on an informal basis without much coordination within the department or with the community.

Now, the department takes a more holistic approach through analysis keyed on through a process Mellema called IPS – Identified Problem Solving. Patience is an important skill to have because of the amount of time involved in looking deeper at the issues in town. But, there’s also the need to make sure information is current and regularly updated.

“It does no good to analyze data that is three or four months old,” he said.

Like many departments, Park Ridge hasn’t fully recovered all the resources it lost during the economic downturn, which makes it a challenge at times to dedicate the time and people to the cause. It hasn’t been enough to detract from the POP mission, Mellema, also a presenter at the conference, said.

“We’ve made progress in our department. It took us a while. It’s been quite a process,” he added. “Even if it takes time, nothing but good will come from it.”

Just like Naperville, Park Ridge has been bolstered in its efforts by the community. Regular meetings, such as the Chief’s Roundtable, keep the conversation open. Mellema acknowledges the crowds shrink when not much is happening, but the opportunity for dialogue is pivotal for police, residents and the community groups who have built a relationship.

“If you leave any of those people out, you’re not going to have the kind of success you want,” Mellema said.

Time has shown Mellema and others in Park Ridge that results will follow. In one instance, after an 18-month effort to resolve a particular issue, the department backed off on its efforts. The problem resurfaced, which required police activity to step up again. The benefit, according to Mellema, is that once you’ve

done the homework and invested the time to find the right answer, it isn’t as hard to recreate the solution should the problem return.

“All of this, all of the POP, the community orientation . . . works to our advantage as caretakers of our community. I’d much rather have to deal with six weeks or six months of meetings rather than put a bandage on (a problem),” Mellema offered. “It beats the heck out of disappointed and disconnected members of the community.”

Other POP secrets

Ray Munch spent 11 years as a Glen Ellyn police officer handling patrol duties, while also serving in field training and officer-in-charge roles. The experience offered him invaluable perspective in his current job as Carol Stream Police Department’s first-ever crime-free housing coordinator.

“As a patrol officer, my department’s limited personnel and resources often forced us to handle problems strictly from a patrol level,” he began. “Problems such as car burglaries would frequently arise, and that would be addressed by redistributing patrol officers to that specific issue. This often left patrol short-handed in other areas.

In his civilian role with Carol Stream, Munch is now on the front end overseeing the village’s rental licensing and crime-free housing programs. He trains landlords and conducts property assessments to address any environmental design issues – such as lighting and landscaping – that could have an impact on potential criminal activity.

“Carol Stream recognizes that, like most communities, a great



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POP Secrets

Illinois Cops asked some local law enforcement leaders and criminal justice educators to provide perspectives on the impact and deployment of Problem-Oriented Policing.



Kristen Ziman
Aurora Police Commander

What are the pros and cons of problem oriented policing?

Anytime we can dissect a problem and determine the causal elements, we are better poised to provide permanent solutions. Policing in the past was largely reactive and time and resources were spent simply "applying a band-aid" to the problem.

In short, the POP method is effective when applied properly and the positives far outweigh the negatives.

The only downside to Problem-Oriented Policing is that there has to be "buy-in" from the top down. Administration often tells their police officers that they want them to engage in more Problem-Oriented Policing, but then criticizes them for spending more time on calls and/or allowing lower priority calls to wait. The POP approach takes more time and thus we have to allow our officers the latitude to use that time. We can't have both.

How has your department successfully applied problem-oriented policing approaches?

We used the S.A.R.A. model to reduce burglaries and by employing an all-hands-on-deck approach, we were able to successfully reduce burglaries in our city. In addition, we used the same concepts to thwart gang violence. The beauty of the POP method is that it can be applied to a serious and complex problem, as well as a quality-of-life issue.

What are the key factors in making problem-oriented policing work?

The key factor for administration is to give officers the autonomy to work. We had great success with supervisors who learned to trust their people and allow them the latitude to adjust their hours and apply creative techniques to solve problems. We ran into issues when we had supervisors who were not comfortable relinquishing control to officer and thus, the results suffered.



Danny L. McGuire, Jr. Ed.D
Assistant Professor, Criminal Justice
National Louis University

What are the pros and cons of problem oriented policing?

A "pro" of Problem-Oriented Policing is that several different resources such as Community Relations, Crime Data and investigative reporting

are used to commit resources to a particular area or issue. The end result is to end the pattern of crimes in that area.

A "con" could be over-commitment of resources or focusing great attention to a particular area may leave other parts of the town open for problems to move. For example, if there is a rash of violent crimes in a certain area of a town and resources are committed to that particular area, then the violent crimes may move to an area with less police presence.

What applications of problem-oriented policing approaches have you seen that have been successful?

Currently, the Chicago Police Department uses recruits on Foot Patrol in "Impacts Zones" where it has been determined, through data collection, community involvement and other investigative reasoning, to be an area susceptible for violent crimes. Officers are placed in those areas for presence, impact and deterrence. COMSTAT then holds district command staff accountable for the success or lack thereof in these Impact Zones.

What are key factors in making problem-oriented policing work?

Some of the key factors of this model are proper data collection and accuracy in report generation. Also, community involvement and effective front-line leadership in the field are needed to ensure the resources are actually in place doing the job.



Bob Marshall
Naperville Police Chief

What are the pros and cons of problem oriented policing?

The success of a problem-solving based approach is that the police are in partnership with residents and develop programs and strategies to address not only crime concerns,

but also quality-of-life issues. For example, our department, through our crime-free, multi-housing program engages with property owners to provide training and resources to assist with identifying problems and pro-actively address those issues. The key is the establishment of a trusting relationship where residents feel comfortable sharing information with the police. We assist with many training programs and sharing our resources.

How has your department successfully applied problem-oriented policing approaches?

Through the creation of community-based Citizens Radio Watch, a program in which residents patrol and regularly work with police officers to solve problems; our high school and middle school resource officer program; citizens police academy; active shooter safety presentations to businesses and non-profit organizations. Essentially it is all about integrating police officers within the fabric of the community-presentations at Rotary, Exchange Club and with our community partners to establish a mutual respectful and trusting relationship.

What are the key factors in making problem-oriented policing work?

Training police officers in the use of the S.A.R.A. model-scan, assess, respond and evaluation and utilizing technology, such as social media, with community members to explain what we do and why we are doing what we do. Sharing crime data with neighborhood groups and taking advantage of the academician approach by utilizing the expertise and teaching within the educational community also helps.

deal of police resources are consumed by multi-family rental properties,” said Munch, who was hired in 2014. “A program that removes problem residents, and then replaces them with a more stable resident base, should contribute to a reduction in calls for police service. Also, by building positive working relationships with landlords, we hope to identify problems early, thus making them more easily addressed.”

That’s not all there is to Munch’s job monitoring nearly 4,500 rental units in the community. He tracks calls for service to rental properties each month. The information can then be distributed to the patrol division for it to decide where to allocate resources.

Carol Stream began licensing and training in January, so Munch believes it’s too early to assess the program’s impact on calls for service. However, it has been successful in removing bad renters.

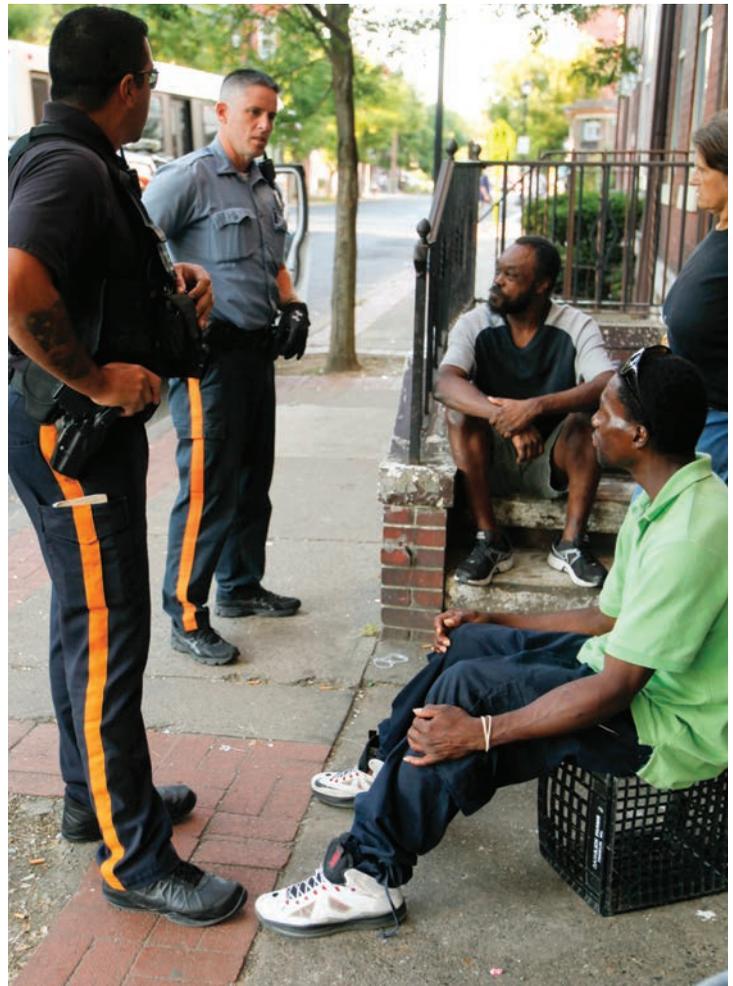
“Within the first six months, we successfully worked with property managers to remove a number of tenants engaged in criminal activity, which included drug, weapon and sex offenses,” Munch said.

It’s those kinds of results that will continue to feed the interest in POP concepts. In turn, more departments will seek out training opportunities, according to Kooi. Before the May conference, Kooi and the planning committee “were overwhelmed by the amount of state-wide interest shown” in the event.

“It’s my hope there will be some movement past the conference ... that we’ll have ongoing training options,” Kooi said, noting plans are already in the works for the 2016 POP conference.

For Mellema, the conference offered further proof of POP’s value.

“It helps to validate the direction we’re going in,” he said. “It’s nice to see there was a lot interest from departments around here.”



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54TH ANNUAL CPD VALOR AWARDS



CPD's highest honor goes to wounded officer who rescued injured colleague

■ BY DAN CAMPANA
 ■ PHOTOS BY JAMES PINTO

Wounded Chicago Police Officer Michael Wrobel drove through the line of fire to rescue a fellow officer who had been shot and took him to a hospital to earn the department's top award – The Police Medal.

As sweat collected on Wrobel's forehead, he struggled to balance his awards while answering media questions outside the Hyatt Regency Chicago ballroom. Wrobel would surely say he felt more comfortable working gang surveillance than being the center of attention for these few moments.

Yet, there Wrobel was, posing for pictures and exchanging hugs with family members because of his actions in June 2014 when a suspect opened fire on him and four colleagues after a traffic stop. Minutes earlier, hundreds came to their feet in the packed ballroom with a blue glow to salute Wrobel at the 54th Annual Chicago Police Department Valor Awards in late May.

Wrobel took a shot to his bulletproof vest before driving through an exchange of bullets between officers and the suspect to



pick up Officer Javier Alonso, who suffered a gunshot wound to the leg. Wrobel rushed Alonso to the hospital, while three other officers on the scene eventually captured the suspect.

"I'm just thankful there were five of us that day," Wrobel, a seven-year veteran, said of the incident that occurred on the city's Southwest Side. "We've got a great team. We're always looking out for each other's well-being."

Alonso and Officers Joel Bentley, LaDonna Simmons and Lawrence Kerr also received recognition for their actions that ultimately led to the suspect being charged with attempted murder. The quintet was



among dozens honored at this annual luncheon.

"These stories never fail to amaze me," Chicago Police Superintendent Garry McCarthy said. "Not one of these officers ... went out thinking they were going to be a hero. I couldn't be prouder."

Chicago TV broadcasting legend Bill Kurtis, the master of ceremonies, shared brief stories about each officer, the majority of whom faced armed offenders in a variety of circumstances. Mayor Rahm Emanuel, who spoke of the need for tighter restrictions on guns, complimented the everyday work of Chicago's police men and women.

"They are officers trying to improve the

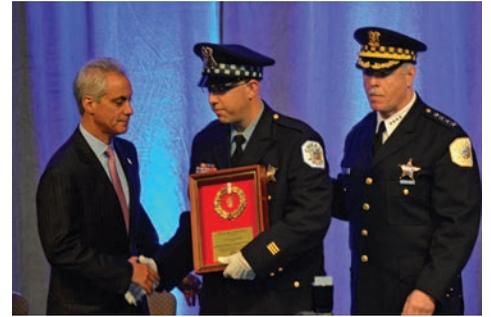


quality of life,” Emanuel told the audience filled with award recipients and their families. “It is our day to thank you.”

The event’s emotional high point came when Kurtis called retired Sergeant Thomas E. Wortham III as the recipient of the Superintendent’s Award of Valor. Wortham crossed the stage to accept the honor amid a thunderous standing ovation five years after coming to the aid of his police officer son, Thomas Wortham IV, when assailants shot him during a robbery attempt.

The elder Wortham exited the family’s Chatham neighborhood home that May 2010 day and opened fire – using his son’s gun and his own – on the two men who tried to steal his son’s motorcycle. Both suspects were wounded, one fatally. The second suspect was recently sentenced to life in prison for the younger Wortham’s murder, according to published reports.

McCarthy said the retired Wortham’s actions were “so exceptional” that a further honor was in order.



AND THE WINNERS ARE...

In addition to the Police Medal and the dozens of officers who received the Superintendent’s Award of Valor, several others were highlighted at the 54th Annual Police Recognition Ceremony on May 26 in Chicago.

Richard J. Daley Police Medal of Honor: Awarded to Ronald W. Camden, longtime veterinarian who has worked with the department’s horse unit.



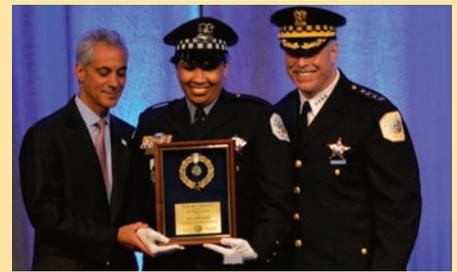
Thomas Wortham IV Military and Community Service Award: Given to Officer William Gorman, who works in the 22nd District. Award is presented to any current or former member of the military who has made a significant contribution to the police department and the community.



William Powers Leadership Award: Presented posthumously to Commander Lupe Pena, who passed away in October 2014 after a long illness. He received numerous honors and promotions throughout his 28-year career, culminating with being named 25th District Commander shortly before his death.



Police Blue Shield Award: Presented to officers seriously, critically or fatally injured as a result of an accidental cause while performing a police duty – Officers Alberto H. Zayas, Jennifer A. Dvoratchek, Sergio A. Quinonez and Jason P. Santiago; Detective Ian Barclay; and Sergeant Rodolfo Vargas Jr.



Police Blue Star Award: Presented to officers seriously, critically or fatally injured while in direct performance of police duty. Also awarded if injury was averted by the wearing of body armor: Officers Thomas H. Derouin, Michael M. Wrobel and Javier Alonzo; Commander Edward J. Kulbida; and Detectives Regina S. Scott and Christopher M. Ross.

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A fitting occasion

CPD officers line up to get new body armor

■ PHOTOS BY JAMES PINTO



When the forward thinkers at the Chicago Police Memorial Foundation initiated the “Get Behind The Vest” campaign to provide more than 5,000 officers with new vests, they might not have imagined what took place at the Ninth District on June 9.

Or they might have imagined exactly what happened on this day when Point Blank Body Armor and Pro Tech Sales set up to measure CPD officers for new vests.

When the first three-hour fitting session began, a line of nearly 50 officers stretched out the door and around the corner. And the line continued to flow all morning with cops taking advantage of the opportunity to get the latest, greatest and safest in body armor - gear that costs up to \$1,000 - for free, or a nominal cost.

“With everything happening on the street, I wanted a new vest,” said Officer John Bounardj, a 23-year veteran. “I’m getting a new vest for \$100 that probably cost more than \$1,000. This is for safety. You can’t put a price on that.”

The Chicago Police Memorial Foundation is working to raise \$4 million to ensure that up to 8,000 Chicago Police Officers who are in need of replacement vests receive them. Pro Tech Sales, a distributor of Point Blank Body Armor, has been administering vest fittings in CPD Districts throughout the city for the past several months that have been set up to accommodate officers on all shifts.

The fitting begins with officers consulting with a Point Blank representative and getting measured. Then, they have an opportunity to choose different types of vests based on levels of protection, maneuverability and additional features. Varieties of body armor include one with an extra curve for female officers.

Area Central Detective Laura Conley stood in line to get her first new vest in 19 years.

“It’s important to take advantage of this opportunity because it can improve my performance in the field,” she explained. “I’m grateful to get this opportunity. I’ve never seen us get a chance like this before.” ❤️





Members of Midwest Heat show their skills on the field at the first Bacon Ball softball tournament played in the Chicago area.

Bringing home the Bacon Ball

Coppers softball tournament lands in Chicago area

■ BY DAN CAMPANA
 ■ PHOTOS BY COREY MINKANIC

Mother Nature couldn't dampen the spirit or the success of the first-ever Bacon Ball law enforcement softball tournament to hit the Chicago area.

"I was really happy with the turnout," Elburn Police Sergeant Pete Pavia, the tournament's organizer, said. "We got a lot of softball in."

A total of 12 teams – including Chicago Metro and Great Lakes Lawmen squads with Chicago-area officers – participated in the one-day event held in June at the East Side Sports Complex in St. Charles. NYPD Blues took home the title, with the Missouri Lawmen finishing second, followed by a third-place tie between the Ohio Lawmen and Ohio 50. By going undefeated, the NYPD team took home a \$2,000 prize. Weather concerns prompted organizers to bump up a few games to make sure the tourney crowned a champion.

Bacon Ball debuted in Iowa in 1994 and has expanded to several events throughout the year across the country. Pavia had been looking to bring a tour stop to Chicago.

"We'd always talked about doing a big metro tournament," Pavia said. "Teams want to come and see Chicago."

He began planning in November and didn't hesitate to lean on the expertise of colleagues who have run tournaments. He endured a few sleepless nights worrying about tourney logistics and booking hotel rooms – not to mention a final moment of panic when he realized he almost forgot to book umpires a week before the tournament.

Running a tournament proved to be a logical step for Pavia, who has been playing police softball for six years and has run the Midwest Heat team the past four. The team originally was based in Milwaukee, but slowly became a squad of officers from Illinois by

The 411:
 Learn more about Bacon Ball:
www.baconballusa.com

the time Pavia took over.

Midwest Heat, which features a roster with Pavia, officers from Woodridge and Bolingbrook, and several others from the Carbon-dale area, plays in approximately six tournaments a year around the country. Pavia, the team's first baseman, says the deep commitment shown by police softball players is matched only by the high level of competition.

"This isn't something you can only half do," Pavia explained, referring to the time, travel and expense involved for teams to play in tournaments.

Admittedly, Pavia questioned his decision to wear multiple hats in bringing Bacon Ball to the area.

"It's one thing to be on a team, it's another thing to run a team," he said with a laugh. "I need to have my head examined for trying to run a tournament and play in a tournament. I have a newfound respect for the people who run these. I learned a lot."

Bacon Ball tournaments don't charge an entry fee and cover accommodations for players and their families, which leaves teams to only pay for their travel to and from tournaments. Winning teams typically use their prize money to fund future tourney expenses. Teams can include players from two adjoining states, according to Pavia.

Pavia was thankful for the support of local restaurants that hosted a Friday night party and food on Saturday to participants.

"We try to make it easy for the families," Pavia offered.

And the big blue family is what Bacon Ball is all about. Despite the



Chicago-area cops were part of the Chicago Metro team (above and right) that played in the Bacon Ball tournament.



fierce battles on the field, officers from departments big and small come together in ways that extend the camaraderie among those in law enforcement. From hugs to swapping jerseys during a game, everyone is involved for the right reason, Pavia said.

“We see these guys all over the place,” he explained. “It’s like you’re seeing your buddies.”

With a few more tournaments left this year for Midwest Heat, including one in Cincinnati to benefit the family of a fallen officer, Pavia is trying to catch his breath after Bacon Ball Chicago. Still, he doesn’t hesitate when asked about the future.

“I’m already planning for next year,” he said excitedly. ❤️

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FEATURE ATTRACTIONS



A Call from Arms

Firearms Manufacturer DS Arms showcased its law enforcement focus by hosting an Open House for cops on June 12 at its Lake Barrington Headquarters.

BattleHouse Laser Combat co-sponsored the event and invited law enforcement officers to check out its tactical training facility – which is available for all types of department training – throughout the day. Tri County Mobile brought its mobile range to DS Arms as a featured sponsor to give cops a chance to test firearms in its mobile shooting range.

The Open House featured tours of the DS Arms facility, including a look at how it makes its FAL tactical rifles. Attendees also had a chance to check out the wide variety of firearms and accessories in the new DS Arms showroom.

Businesses from across the area that serve law enforcement also participated in the open house by exhibiting their various products and services. The day included lots of food, of course, music, a raffle of a DS Arms ZM-4 Patrol Carbine (AR15) Law Enforcement rifle (see page 30) and culminated with a reception at the BattleHouse lounge overlooking the training floor.

DS Arms is continuing its special for law enforcement officers throughout the summer. ♥





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C.O.P.S. goes the distance

Bike ride across Illinois honors fallen officers

The Illinois Chapter of Concerns of Police Survivors (C.O.P.S.) completed its 11th Annual Cycle Across Illinois, a charity bicycle ride to support the Illinois families of fallen law enforcement officers in July.

More than 50 law enforcement officers and surviving family members cycled for more than 325 miles across the state of Illinois to remember the 134 police officers that perished in the line of duty across the U.S. in 2014.

The four-day ride began at the Mississippi River in Alton and cops pedaled their way to the final stop, Gold Star Families Memorial and Park in Chicago on July 19, where riders posed for photos at the Chicago Police Memorial.

The Illinois Chapter of C.O.P.S. specifically cycled for Officer James Morrissy of the Oak Forest Police Department, who was killed in a car crash while on duty on March 17, 2014. With 30 years of service, Morrissy was the longest-tenured patrolman in Oak Forest.

On the fourth and final day of the bike ride, the participants stopped in Oak Forest to honor Morrissy.

Morrissy's widow Janice and three sons — Kyle, Marc and Jake — greeted the riders as they turned off Central Avenue into the municipal parking lot, where the American flag flew from the top of a fire department ladder truck and the Bagpipes & Drums of the Emerald Society, Chicago Police Department, played "Simple Gifts."

"I cannot imagine riding over 300 miles in 95-degree heat. And here they are, on time, with a smile on their faces," said Marc Morrissy. "I cannot put into words what this means. They (C.O.P.S.) have been with us since Day One. This is just unbelievable."

Each rider is required to raise a minimum of \$600 in donations and the funds are used to offer camps, retreats and counseling for all survivors of fallen officers — family members, siblings and colleagues.



Cops on top

Officers go up on Dunkin' Donuts roofs for Special Olympics

PHOTOS BY JAMES PINTO

We know how the joke starts: "A cop walks into a donut shop..."

But on May 29, for the 13th year in a row, Illinois police officers staked out more than 190 Dunkin' Donuts rooftops around the state to raise money for the Law Enforcement Torch Run to benefit Special Olympics Illinois.

Everyone who visited a Cop on a Rooftop location and made a donation to the Torch Run received a free donut and those who donated at least \$10 received a Law Enforcement Torch Run travel mug. Torch Run T-shirts and hats were sold to raise money for the annual charity event as well.

The 2015 Dunkin' Donuts Cop on a Rooftop event raised nearly \$500,000 for the athletes and families.



Illinois coppers waved from the rooftop of Dunkin' Donuts' 500 West Roosevelt Road location to encourage patrons to buy a donut and raise money for the Law Enforcement Torch Run.



Chicago police officers stood on the roof of Dunkin' Donuts' 500 West Maddison Street location ready to sell t-shirts and collect money to benefit Special Olympics Illinois.



Chicago police officers hung near the 5650 West Fullerton Parkway Dunkin Donuts location to get donations to support the Law Enforcement Torch Run.



Illinois coppers waved from the rooftop of Dunkin' Donuts' 500 West Roosevelt Road.

In Memoriam

Veteran Elgin officer dies



James Willson, a 27-year veteran of the Elgin Police Department, passed away in June after an off-duty motorcycle accident.

Willson, an avid motorcycle rider, was riding his Harley-Davidson near his home in DeKalb County when he struck a deer on June 23, just a couple of miles from his home in Kingston. He sustained a broken rib and suffered a fatal heart attack following the crash. Willson served the Army in Germany and France for four years as a military policeman prior to his police career.

Willson was known for his generosity amongst friends and the people he met on the job.

"People may have a motive why they do things, but not Jim. Jim didn't think, he just did it for you," said his wife of 27 years, Alice. "He just wanted to do something kind for you."

He is survived by his wife and twin boys Connor and Austin.

The DS Arms Top Shot



Congratulations to Grand Prize winner Ranger Police Officer Matt Smith of Lake County Forest Preserves.

At the DS Arms Law Enforcement Open House on June 12, Officer Smith beat out other competitors with the best performance at the Tri-County Mobile shooting range. DS Arms proudly awards Officer Smith the ZM-4 Patrol Carbine (AR15) Law Enforcement Rifle.

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Help is on the way...

Conference speakers and presentations answer cops call for assistance

■ BY JENNIFER TRATTLER

The string of incidents stemming from Ferguson, Missouri to Staten Island, New York to the most recent incident in Texas — when Sandra Bland took her own life in police custody after being pulled over for failing to indicate a lane change prompting her arrest — have resulted in an onslaught on law enforcement that has left cops second-guessing what they are doing on the job... and why.

Twitter trends, #IfIDieInPoliceCustody and #BlackLivesMatter, and protests

that have turned violent across the U.S, sparked national debate and a widespread call for body-worn cameras.

The challenges officers now face in the way they police communities, knowing every incident is documented with a cell-phone camera and any incident can turn an officer into the next public villain, is overwhelming. Coppers need a helping hand.

The Midwest Security & Police Conference Expo, scheduled for Aug. 18-19 at the Tinley Park Convention Center, is lending a hand by

providing resources for law enforcement to not only find solutions but ways to cope with the difficulties of the job. Forty-four sessions packed into less than 30 hours offer such presentations as:

- An Inside, Personal Look at Minorities' View of Law Enforcement
- Helpers or Hunters? Why Cops Love and Hate "The Job"
- How to Make Social Media Intelligence Actionable

The common thread between presentations is to cover hot-button issues while

CONTINUED ON PAGE 34

Make the most of the MSPCE with these can't-miss presentations

DAY 1: TUESDAY, AUG. 18

Session 1: 8:30-10 a.m.

Challenges in Policing Diverse Communities

Presenters: Elmer Dixon, President of Executive Diversity Services, (EDS), Deanna Shoss, Senior Associate for EDS and President of Intercultural Talk, Inc. and Jessica Tevaga, EDS Trainer and Marketing Consultant.

Session 2: 12:30-2 p.m.

What If...Using Effective Communication to Build Relationships in Law Enforcement

Presenters: Joseph Fitzgerald, Ph.D.; Dr. Robin Kroll, Psy. D,

Session 3: 2:30-4 p.m.

How to Make Social Media Intelligence Actionable

Presenter: Drew Seace, Geofeedia

DAY 2: WEDNESDAY, AUG. 19

Session 1: 8:30-10 a.m.

Video Surveillance – Enhanced Security Technology

Presenter: Rick Cox, National Account Executive, Video and Sound Service Inc.

Active Shooter and the Campus and Municipal Response

Presenter: Patrick O'Conner, IL. Campus Law Enforcement Executives Assn.

Session 2: 10:30 a.m.–noon

Implementation of Body-worn Camera Technology

Presenter: Chief Jeff Halstead (Ret.), Fort Worth Police Department

Session 3: 12:30-2 p.m.

Police Suicide: You Don't Have the Right to Remain Silent™

Presenter: Olivia Johnson, Founder, Blue Wall Institute

SPEAKER SPOTLIGHT



Dr. Robin Kroll

Presentation: What If...Using Effective Communication to Build Relationships in Law Enforcement

Tuesday, Aug. 18, 12:30-2 p.m.

About Dr. Robin Kroll

- Licensed Clinical Psychologist and Director of Interventions in independent practice with offices in Chicago and Lake County.
- Specializes in law enforcement, working with supervisors, police officers and their families for issues related to addiction, work-related matters, and PTSD.
- Experience in fitness for duty, police arbitration, and expert testimony.
- Speaks at police and public safety conferences.
- Implements stress management programs for law enforcement agencies.
- Professional memberships: Psychological Section Member of the International Chiefs of Police Association; Illinois Association of Chiefs of Police; The Society of Police and Criminal Psychology; The National Center for Crisis Management; The American Academy of Experts in Traumatic Stress.

Dr. Kroll's BRAVE Program

- A dual diagnosis group therapy program for officers working on their addiction and co-occurring issues as well as a Critical Incident group dedicated to treating PTSD.
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- Individual and family therapy.
- Stress-management training.

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CONTINUED FROM PAGE 33

emphasizing the importance of better communication amongst police officers and citizens.

“Nationally exposed incidents such as Ferguson initiated critical dialogue on the way law enforcement and the communities they serve interrelate,” explained Dr. Robin Kroll, Psy.D., a clinical psychologist that consults with law enforcement agencies. “Our hope is that in discussing how to apply effective communication both in communities and within police organizations, the presentation will rekindle the spirit of law enforcement and raise hope that communication and community relations are not lost.”

Dr. Kroll and her colleague – Joseph Fitzgerald, Ph.D., a patrol supervisor in the greater Chicago area – will be discussing, “What If...Using Effective Communication to Build Relationships in Law Enforcement.” Their presentation aims to help officers to use effective communication and how those skills can change the course of events in a hostile environment.

Another crucial step to better policing is to understand the residents in communities where officers work to protect every day. President of Executive Diversity Services Elmer Dixon and his colleagues will provide officers the skills to bridge cultural differences during their presentation “Challenges in Policing Diverse Communities.” The objective of this session is to give cops an understanding of different problem-solving and conflict-resolution approaches that are used by a wide-range

SPEAKER SPOTLIGHT



Christopher Cooper

Presentation: Police Board Disciplinary Proceedings, Do's & Don't's

Tuesday, Aug. 18, 12:30-2 p.m.

About Christopher Cooper

- Graduate of John Jay College of Criminal Justice
- Graduate of New England School of Law, Boston.
- Ph.D. in Sociological Jurisprudence at American University
- First responder at the World Trade Center starting September 12, 2001
- Former U.S. Marine Sergeant who served in Iraq
- Washington D.C. Policeman

The Law Office of Christopher Cooper

- Assertive and vigorous defense of police chiefs and police officers in Indiana and Illinois

- Law firm that generally defends police officers (of all ranks) who are facing discipline.
- For FOP members, Christopher Cooper is a Fraternal Order of Police Legal Defense Plan Attorney.
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of cultural backgrounds.

The MSPCE presentations also will focus on using cutting-edge technology including body cameras, video surveillance and mobile apps.

Jeff Halstead, retired chief of the Fort Worth Police Department, has helped police departments across the U.S put body-worn camera programs into action. Speaking on what Halstead knows best, “Implementation of Body-Worn Camera Technology,” he will essentially provide a roadmap to successfully initiate a body-worn camera program.

“It’s almost like an officer’s greatest insurance policy,” noted Halstead. “When there is a video the community can come together and discuss the issues. This is a giant technological shift in this profession and it simply takes time to

embrace this and move forward.”

Rick Cox, National Account Executive for Video and Sound Service, Inc., will build off that same premise to embrace existing technology and use it to a police department’s advantage when he addresses attendees on video surveillance.

“I plan to let them know the capabilities that are out there because if you’re not using it the odds are someone else will,” continued Cox, who has more than 30 years in the telecommunications industry and spent the last 10 years specifically working with law enforcement. “It’s a great tool to put in places you can’t have officers all the time. Police officers don’t have to do things that this machine can do quite well.”

Another timely matter will be

covered through “Active Shooter and the Campus and Municipal Response.” Patrick O’Conner of the Illinois Campus Law Enforcement Executives Association will present thoughts to create an action plan to bring back to school administrators and school resource officers.

“They have to build a partnership where school administrators take their advice,” appealed Cox. “Officers can bring back (what they learned) in lecture form to parent and community groups to get them engaged. We’re not dealing with a law enforcement issue; we’re dealing with a community issue. The public has to have confidence in the police that there is a plan and this allows them to discuss it.”

Clearly, help is there for you at the MSPCE. ♥



Exhibit Excellence

Public Safety Direct finds MSPCE can lead to big business

■ BY MITCHELL KRUGEL

At this time last year, public safety vehicle upfitter Public Safety Direct (PSD) operated in a facility that serviced a maximum of 30 cars and was on the way to a year of upfitting nearly 1,200 cars.

A year later, PSD has moved to expansive new headquarters that currently has up to 90 cars in some phase of work and is on pace to do more than 2,000 cars in 2015.

That's how all the buzz emanating from PSD's exhibit at the 2014 Midwest Security & Police Conference/Expo (MSPCE) has manifested. Amidst a bevy of scintillating exhibits at the MSPCE, PSD has been one of the show-stopping displays the past three years, and probably will be again in 2015 with the hottest and modest array of vehicle builds that showcases what has set the company at the top of a very competitive industry.

"We really look forward to the Expo as an opportunity for people who don't know us to see what our builds really look like," says Mark Kozeluh, PSD owner and an officer with the Riverdale Police Department. "We find that people at the show are very excited to see the new equipment that they don't have, tell us what is not working for them and see what they could be getting."

Police chiefs, department fleet managers, beat cops who spend all shift in a patrol car and basically anybody in law enforcement attending the MSPCE would be well-served to add a stop at the PSD booth on their to-do lists for the Aug. 18-19 event at the Tinley Park Convention Center.

General Manager Steve Lindley revealed that PSD is bringing some must-see vehicles to the expo, including a 2015 Chevy Tahoe K-9 build and a 2015 Ford Interceptor SUV build. He notes that these and other vehicles in their display will feature the tipping points PSD has seen become market differentiators of its work.

"They will be able to see the new lighting out there from the different manufacturers and the ghost graphics, which are popular now," Lindley noted. "It's all high-end



builds."

Talk about high end: Not too long following last year's Expo, PSD moved into its new facility on 137th Street in Crestwood. The facility is still in the final stages of being finished – racking and shelving and such amenities are part of the work in progress – but the new offices upfront, complete with conference room and other customer service amenities make a statement about how far this company has come.

"The offices are 400 square feet larger than the size of our entire first facility," Kozeluh asserts.

That high-end build has enabled PSD to accentuate what it believes is its most valuable resource to creating safer, high-functioning public safety vehicles. Kozeluh reminds that the PSD core concept is that a reliable product is only as good as its customer service.

"We're not your voice-mail type of place. People call here and they expect to get somebody that will give them an answer,"

CONTINUED ON PAGE 36



The 2015 Midwest Security & Police Conference/Expo

August 18 – 19, 2015

Tinley Park

Convention Center

18451 Convention Center Drive

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SCHEDULE

Tuesday, August 18

On-site Registration

7 a.m. – 4 p.m.

Conference Sessions

8:30–10 a.m.

Inauguration Ceremony

10:15– 11 a.m.

Exhibit Hall Open

11 a.m. – 4 p.m.

Conference Sessions

12:30–2 p.m.

Conference Sessions

2:30–4 p.m.

Silent Auction & Cocktail Reception, benefiting IL Special Olympics:

4–6:30 p.m.

Wednesday, August 18

On-site Registration

8 a.m. – 2 p.m.

Conference Sessions

8:30–10 a.m.

Exhibit Hall Open

10 a.m. – 2:30 p.m.

Illinois Traffic Safety Challenge Awards Luncheon

11 a.m. – 1 p.m.

Conference Session

12:30–2 p.m.

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CONTINUED FROM PAGE 35

Lindley says. "We feel people are not coming to us because we're the cheapest guy in town. They are looking for somebody to solve their problems."

PSD has gained a reputation for the immaculate wiring it includes when upfitting lights and other electronics. That rep has spread to DuPage and Cook counties where the company continues to get more work.

The reputation has also grown through service to the community. Remember, these are cops – Lindley is on part-time with the Crestwood PD – and they are wired to give back.

In addition to sponsoring many activities in town from scouts to little league to National Night Out to its beloved Special Olympics, PSD has made quite an impact with its annual sponsoring of Crestwood's "Touch A Truck" event, which took place on June 27. More than 1,300 kids attended and 1,000 kids safety vests and 1,100 plastic helmets were distributed free of charge.

"Touch A Truck" is another example of the personalization PSD has made another core concept of its day-to-day existence. Kozeluh confides that he still gets a rush out of driving around Illinois and noticing a car with a license plate frame, sticker or lettering that has a member of this team that grown to 18 employees created. He still gets a rush out of trying to make a difference in public safety every day and he feels that only gets reinforced at the MSPCE.

"The best part of the show is seeing so many good friends," he concludes. "It reminds us that we are in a fun business. We get to build squad cars every day. How many people can say that?"

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What's hot at PSD: Public Safety Direct is happy to announce that we are now open in our new 12,000 square foot facility and have increased both our production floor capacity and our graphics shop capacity.



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Booth Number: 1007

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Think before you opine



DANIEL HERBERT

I think it is fair to say that Social Media has gone mainstream. The fact that I, and many of my contemporaries, have entered the Facebook world is telling. I maintained that my reluctance was firmly rooted in a desire to remain “retro.” My children alleged I was part Amish. What do they know?

Social Media has become the “bathroom wall” from my era. However, there are important distinctions between the forums. Most notably is the fact that the author posting on the bathroom wall was nearly impossible to identify; although in my experience, the nuns and Jesuits were on par with, if not better, at crime solving than some of the top homicide detectives. Social media, on the other hand, leaves fingerprints. Therein lies the problem.

I recently spoke with an officer who was called as a witness in an administrative investigation conducted by his department. Social Media played a very important role in the investigation, specifically Facebook postings and photographs. The officer related that he was completely caught off guard during questioning because the investigators showed him some of his own posted photographs that he had always believed were not visible to the public. The officer later determined that his privacy settings were not as thorough as he believed, and he tightened his security. However, the officer stated



that he was left a bit confused as to what rights he had to free expression in relation to his job as a police officer. Officers must be aware

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Injury can end your career but not your family’s benefits



DAVID FIGLIOLI

As we all know, working as a law enforcement officer can be dangerous. When an officer is injured, one of the most important benefits he or she may be entitled to receive is continued health insurance benefits under the Public Safety Employee Benefits Act (PSEBA). The PSEBA statute states that when a law enforcement officer suffers a career-ending injury (characterized as a “catastrophic injury” incurred as a result of the officer’s response to fresh pursuit, the officer’s response to what is reasonably believed to be an emergency, or an unlawful act perpetrated by another during the investigation of a criminal act) and is awarded duty disability pension benefits, his or her spouse and dependent children are entitled to health insurance paid entirely by the employer.

At first blush, the language of this statute seems clear. However, many municipalities are refusing to provide this benefit to their injured law enforcement officers because they interpret the language of the statute very narrowly. As a result, there have been several recent cases that have defined what constitutes an officer’s response to what is “reasonably believed to be an emergency” or what is “an unlawful act perpetrated by another.”

In the consolidated cases of *Springborn v. Village of Sugar Grone* and *Cecale v. Village of Carpentersville*, two law enforcement officers were denied health insurance benefits under PSEBA when they suffered career-ending injuries and were awarded duty disability pension benefits. Officer Springborn injured his back while attempting to remove debris in the roadway; Officer Cecale was injured when he attempted to remove a downed traffic pole that was laying in lanes of traffic. In both cases, the municipalities denied the PSEBA benefit arguing that the officers’ injuries did not result from their response to what is reasonably believed to be an emergency.

The Appellate Court, by finding that both officers were entitled to health insurance benefits under PSEBA, defined what is considered to be an emergency. The court stated “the plain and ordinary meaning of the term emergency...is an unforeseen circumstance involving imminent danger to a person or a property requiring an urgent response.” Therefore, to be entitled to continued health coverage benefits, the injury must occur in response to what is reasonably believed to be an unforeseen circumstance involving imminent danger to a person or property requiring an urgent response.

In the case of *Vaughn v. City of Carbondale*, an officer suffered a

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THINK BEFORE CONTINUED FROM PAGE 40

that the First Amendment right to free speech, or the fact that the speech was made while off duty, does not automatically shield them from department discipline. Let's address some key considerations officers who use social media must consider.

The U.S. Supreme Court has found that a government employee does not relinquish First Amendment rights solely because of working for the government. However, a governmental employer can restrain its employees' speech in a manner that would be unconstitutional if it was applied to the public at large. The rationale is that the government is employing the individual to achieve its goals and therefore the government can restrict the individual employee's speech in the name of efficiency. The courts have found that a government employee's speech may be protected by the First Amendment if the speech involves a matter of public concern and not personal concern. If the speech touches on a matter of public concern, it must then be balanced against the government's interest in restricting the speech. That is, the employee's interest in speaking on the matter must outweigh the government's interest in providing efficient public service.

While this may sound promising, it is a very high bar for an officer to meet to support any claim that the officer was disciplined in retaliation for exercising free speech. The courts would apply the legal tests to the officer's individual situation and many recent results have not been promising for officers that believed they possessed the same right to express their views as a regular citizen. Officers have been disciplined, and even terminated, for making comments on social media that did not use profanity, insults or sexist or racist language, but rather by comments or criticisms found to be detrimental to the effective performance of their department's mission and duties. The

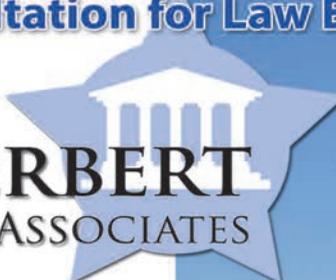
takeaway here is that a police department clearly has the right to restrict its officers' off duty speech. Furthermore, provided the speech is not protected by the limited scope of the First Amendment, the department can initiate discipline for the speech. Thus, an officer who uses social media even while off duty to express content that hinders the department's effectiveness can be disciplined.

It should go without saying that officers should physically secure any devices and passwords used to communicate via social media. Desktop and laptop computers, tablets and cell phones should all be strongly password-protected and the passwords kept private. Any portable devices should never be left unattended or handed over to anyone for investigation or review unless doing so is required such as a warrant is obtained. Moreover, officers must be aware that it does not matter if their social media postings are private and only capable of being seen by friends and family. Anything posted to social media is inherently public by its very nature and anything posted possesses an indefinite life span. An officer's postings can be sent to persons outside the officer's intended circle and come to the attention of their department.

Officers can protect themselves by only using social media on personal devices while off duty. Officers must never post department acquired or confidential information, i.e. reports, photographs and details of ongoing investigations. Lastly, before using social media officers should review anything they wish to post to ensure that it is speech that will not harm the efficiency and effectiveness of their department.

Dan Herbert is a former Chicago Police Officer, Cook County Prosecutor and in-house attorney for the Fraternal Order of Police, Chicago Lodge #7. He is the founding member of The Law Offices of Daniel Q. Herbert and Associates.

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INJURY CONTINUED FROM PAGE 40

career-ending injury and was awarded a duty disability pension benefit after he struck his head on the frame of his squad car while attempting to reach for his radio to respond to a call from the dispatcher. At the time this occurred, the officer had been stopped by a motorist to obtain directions. Again, the municipality argued that the injury did not occur while the officer was responding to what is reasonably believed to be an emergency and denied PSEBA benefits.

This Appellate Court awarded the injured officer PSEBA benefits and somewhat expanded the application of what constitutes "what is reasonably believed to be an emergency." The court stated a law enforcement officer has a duty to respond to dispatch calls in a timely manner and be prepared for any eventuality. The officer cannot know the nature of the call until he responds and until the officer is able to eliminate the possibility that the dispatch call is an emergency, the officer treats the call as if it were an emergency. In this case, since the officer was responding to what he believed was a potential emergency that could have involved imminent danger to a person or property and was injured, he is entitled to PSEBA benefits.

Lastly, in the case of *Senese v. Village of Buffalo Grove*, an officer suffered a career-ending injury when his squad car was struck in the rear by another vehicle. At the time of the collision, the officer had been assigned to monitor traffic at an intersection and had parked his squad car on the shoulder of the roadway. The driver of the striking vehicle was cited for driving with an obstructed windshield and failing to reduce speed to avoid an accident.

In denying the officer PSEBA benefits, this municipality argues that the phrase "unlawful act" should be interpreted to require that the

injury had to have occurred under circumstances involving some exceptional level of risk unique to police work such as during a fresh pursuit, responding to an emergency or investigating a crime.

The Appellate Court in this case ruled that the phrase "unlawful act" should be interpreted broadly, and given its plain and ordinary meaning. Accordingly, since the motorist whose vehicle struck the officer's squad car committed unlawful acts, the officer is entitled to PSEBA benefits.

As these cases clearly illustrate, municipalities are attempting to avoid providing law enforcement officers health insurance under PSEBA when they have suffered career-ending injuries. I would expect this trend to continue given the cost of health insurance premiums for family coverage. If you are injured and the injury may result in your inability to return to work as a law enforcement officer, you should consult with an attorney who is familiar with pension and PSEBA to ensure you receive these statutory benefits.

David Figlioli is a founding partner of Morici, Figlioli & Associates. Mr. Figlioli concentrates his practice of law in the areas of workers' compensation, social security disability, law enforcement officer and firefighter disability pension claims, and claims arising from the PEDA and PSEBA statutes. He received his undergraduate degree from Concordia University and his J.D. degree, magna cum laude, from the John Marshall Law School. He has co-authored a chapter on Vocational Rehabilitation/Physical Rehabilitation for the Illinois Trial Lawyers Association's Seminar on Workers' Compensation and has frequently lectured on workers' compensation issues, before various business and professional groups.

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Pay yourself first



MATT WISEMAN

Just like food, housing or paying your monthly bills, savings should be a priority included in your monthly budget. Paying yourself, in the form of a deposit to your savings account, is as important as any other payment you make. From each paycheck, set aside a dollar amount that will be directly deposited to your savings or retirement account. If you don't see the money, you won't be tempted to spend it. Think of it as paying yourself before paying anyone else.

No matter how well you prepare your budget, you will run into unexpected expenses. It is a good idea to set aside three-to-six months' worth of your salary in an emergency fund for these unexpected expenses. Although it may seem hard to save that much, experts would argue that you can't afford not to save. Saving money provides you with a financial cushion and can enable you to reach short- and long-term goals.

Once you've established a budget and created an emergency fund, you can really start saving. Here are a few tips for finding those extra dollars:

- After reviewing your monthly expenditures and identifying any unnecessary expenses, determine an amount that you can place in your savings account each month.
- Once you pay off an installment loan, continue to place the same monthly payment amount in your savings account. This can help jump start your savings reserve.

- Set up an automatic savings plan with ISPFUCU. One easy way to do this is to establish a payroll deduction from your paycheck with your employer to an ISPFUCU Regular Share Savings Account. This way, the money will be placed automatically into your savings account.
- Avoid impulse buying. Be a smart shopper. When possible, take advantage of sales and use the Internet to research and shop for major purchases.
- If your employer offers a 401k plan, review the amount you are contributing. If your employer matches a percentage of your contributions, make every effort to contribute the maximum they will match.

Savings requires discipline, but the reward is worth the effort: financial security and a reserve for emergencies. If you would like to set up a savings account with direct deposit or a payroll deduction with ISPFUCU, please call us at 800-255-0886. We will be happy to help you in building your nest egg.

Matt Wiseman is the Director of Marketing at ISPFUCU – Your Law Enforcement Credit Union. Membership at ISPFUCU is open to all Illinois law enforcement employees and their families. Join ISPFUCU today at www.ispfcu.org. Matt can be reached by email at mwiseman@ispfcu.org or by phone at 800-255-0886.

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Back-care tips from



What to do when Sciatica gets on your nerves

Many customers come to us seeking pain relief for various back and neck conditions. One of the top reasons is Sciatica – a term that used for symptoms caused by compression of the sciatic nerve. This nerve originates in the lower back and travels down the back of legs into each foot.

Common symptoms include:

- Varying pain (mild aches/tingling to sharp, burning sensations) that most often occurs in one leg
- Muscle weakness
- Numbness in parts of the hip and leg
- Worsening pain made by coughing, sneezing, sitting, or standing

Because sciatica is a symptom of another medical condition (i.e. degenerative disc disease and lumbar spinal stenosis), the underlying cause should be identified and treated. Doctors will run a physical and neurological examination to look for limitations of movement, balance difficulties and what exacerbates and relieves pain.

During the exam, your doctor will test your reflexes, muscle strength, sensations or other signs of neurologic loss. Your doctor may order imaging studies such as plain X-ray, CT or MRI to study and confirm your diagnosis to direct your treatment plan.

Usually, one or more non-surgical treatments are very effective at relieving symptoms, including:

- Medications to reduce inflammation and pain: This includes over-the-counter pain relievers such as ibuprofen and acetaminophen
- Cold/hot therapy: Try ice for the first 48-72 hours, followed by heat.
- Therapy: Incorporate stretching via inversion therapy to increase flexibility. Inversion allows your sciatic nerve to elongate thereby reducing pressure.
- Ergonomics at work: Maintain a good posture at rest and work. Relax The Back advises taking a whole body approach to an ergonomic workstation.
- Support your back: Jobs that require a lot of sitting at a desk or in a car can aggravate the sciatic nerve. Try a seating support that has coccyx cut-out to relieve pressure on the tailbone.
- Sleep in proper position: It's best to sleep in a semi-fetal position with a pillow between your legs. A body pillow provides comfort and ergonomic support from your neck to your feet for a deep, relaxing sleep.

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Why web-based fitness programs work



BY LAURA SWAN, M.S., CPT

Don't think you can revolutionize your fitness online? Think again.

According to the Pew Research Center, 90 percent of American adults own a cell phone; 63 percent of them use their phone on a regular basis to go online. As law enforcement officers, we are constantly mobile – on patrol, en route to court, or participating in training. Why not make your fitness and nutrition programs mobile also?

Web-based fitness programs are more convenient than other traditional training options. With just a few keystrokes, you can take your challenging workouts, comprehensive nutrition plans and other health information with you wherever you go. This inventive approach to training will allow for increased consistency with both your workouts and your diet. And with a myriad of online resources at your fingertips, you'll likely demolish common roadblocks and tracking difficulties that you would face if you weren't connected to the internet.

Online programs are typically more cost-effective also. Rather than paying \$80 per month or more for a gym membership and amenities you never use, log-in to a web-based program for a rate this is often less than \$10 per month. Your savings can be spent on new clothing or additional training gear that will motivate you and push you to accomplish your fitness goals. Though it may be tempting to research completely free options, you do get what you pay for. Investing a few dollars in your health each month will gain you personalized access to trusted, well-developed training programs you won't find just anywhere.

The Pew Research Center also notes that 74 percent of adults use social networking sites. If we are truly a product of our environment, then why not utilize social media to connect with others and create an environment that will help us excel? Your web-based program will likely have an online community of other like-minded individuals that can provide motivation when yours is lacking.

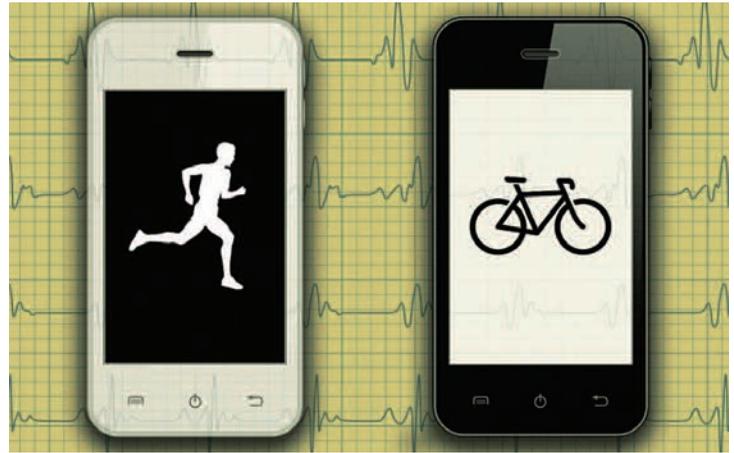
What to Look For in a Web-Based Program

When choosing a web-based program, it is important to consider several factors:

First, be sure the site is mobile-friendly on a phone or tablet. Nothing is more frustrating than trying to zoom in and out on small font, or finding that many features aren't accessible unless you are on a computer.

Next, choose a program that targets a specific population. Programs that advertise themselves as suitable for everyone are often lacking targeted training features that are crucial to your job or lifestyle. You'll also want to be sure that your web-based program is continuously pushing new content onto its site or social media networks. Good programming is constantly evolving with the needs of its members and does not rely on a one-hit-wonder program to simply pull in revenue.

Web-based fitness programs are becoming increasingly popular, and are a great solution for law enforcement officers, tactical teams and agencies. Making a change to a mobile program may take your fitness to an entirely new level.



Laura Swan is a police officer in the western Chicago suburbs and also operates web-based Blue Edge Tactical Fitness, an elite health and fitness resource for police, fire, military and their families. She has her B.S. in Exercise Science, M.S. in Health Promotion and holds several nationally-recognized fitness certifications.

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A way to ease the pain of divorce



DON MILAZZO

Law enforcement officers continually train so that when the situation arises, they can rely on their skills to survive an encounter. Training prepares an officer to survive the job, but stress in their personal lives is harder to contend with. According to the numbers supplied by the Centers for Disease Control, an officer has a 1-in-5,000 chance of being killed in the line of duty but a 40-to-50-percent chance of getting divorced per the American Psychological Association.

In conventional divorce, we find something (or many things) that we do not like about each other. We hire lawyers and endure months, even years, in a courtroom fighting to be the one who wins. This is called litigation, and, from past personal experience, it is only the lawyers who win. The parties involved endure the emotional and financial pain and walk away feeling battered and exploited.

What if there was an option other than litigation? What if you could resolve every issue before stepping into a courtroom, saving time, money and emotional drain? Very few people are aware of Collaborative Divorce in which, just as the name implies, all parties work together toward a mutually agreeable resolution.

Collaborative Divorce is a non-adversarial practice, designed with the idea that this is not just a legal contract that is ending but rather a personal relationship with all the emotions attached to it. Com-

munication and support encouraged between the parties is more productive, cost-effective and less stressful than the litigating of every detail before the court. In situations where children are involved, it can help maintain a post-divorce relationship that is conducive to their well-being as, so often, the children are the forgotten victims from contentious personal and legal battles.

Collaborative Divorce is a relatively new idea, developed in Minnesota in the early 1990s by an attorney who was tired of the frustrations of settling issues in divorce court. He developed a process that provides support teams for each party with the goal of coordinating a mutual agreement that fairly represents the concerns of all parties.

Each spouse hires an attorney that is committed to the collaborative process. A contract is signed that states each party is willing to resolve all disputes with honesty, mutual respect, full disclosure and transparency. The attorneys advise their clients, inspire stability and motivation, respect the choices made by their clients and demonstrate commitment to finding the most effective ways to reach compromise and agreement. The attorneys also agree to withdraw from the case if it goes to litigation removing the adversarial standard. Both parties are also supported by a team throughout the process that provides unbiased financial advice, a dedicated voice for the children and professional emotional counseling guiding the parties toward the common goal of amicable conflict resolution.

The neutral financial specialist (CFA or CPA) takes all the financial assets and income information provided and develops financial scenarios for the well-being of all family members.

Counselors are available to provide counseling individually and together and for the children. They help the parties work through the emotions that commonly arise during divorces. Anger, frustration, fear and sadness are the biggest hindrances to a successful outcome, so the counselors assist clients in working through issues and enhancing communication.

There are other positive aspects to Collaborative Divorce:

- You decide the time and place of the meetings around your schedule rather than court dates. The goal is to reach a complete financial and parenting agreement before anything is ever filed with the court.
- The parties have more control over the options and compromise determines the settlements, rather than a judicial order, lowering attorney fees, court fees, peripheral expenses and stress.
- More confidential – less or no court records.

Collaborative Divorce may not be the solution for everyone but being aware that there is another option to the traditional courtroom scenario can be empowering. Do your research and ask questions to see if it is the right choice for you and your spouse or partner. It is sad enough when a relationship ends, but it is even worse when the system in place cultivates and perpetuates the discord of an already emotional situation.

Don Milazzo has 24 years in law enforcement and is currently in private practice as a Licensed Clinical Professional Counselor, specializing in helping police officers work through personal and job issues.

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