

P&SN

Police and Security News

NOVEMBER/DECEMBER 2016
VOLUME 32 ISSUE 6

✓ The Will to Lead?

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FOCUS

Law Enforcement Training

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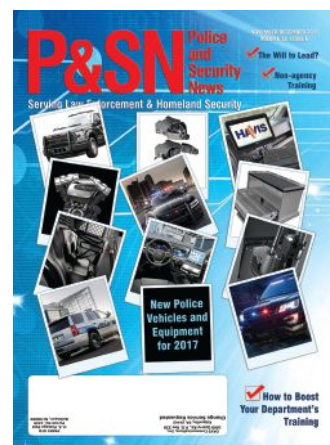
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Find all of the newest information covering police vehicles and aftermarket equipment for the coming year in this annually featured report.



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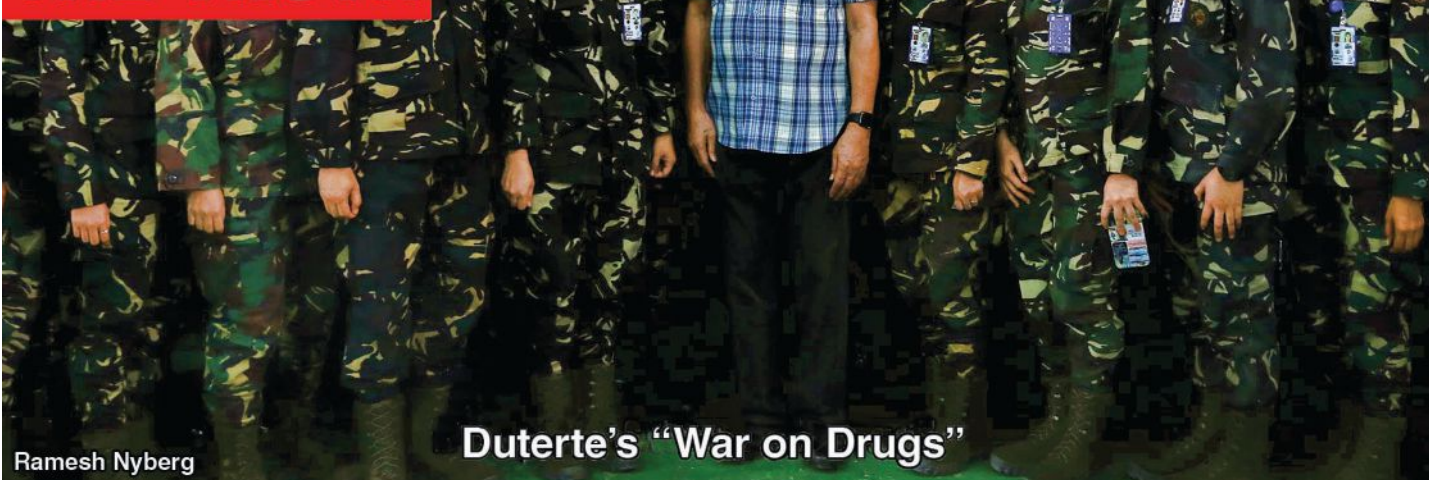


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...AND NOTHING BUT THE TRUTH



Ramesh Nyberg

Duterte's "War on Drugs"

Imagine this: You've decided to take a vacation to take in the sights and culture of the Pacific Islands: Bora Bora, Fiji, the Philippines. You know, places where you can relax on some Pacific shore while sipping coconut juice and, well, kill a few drug dealers.

What was that?

If you haven't heard already, Philippine President Rodrigo Duterte, elected by a landslide vote this past June, is rather strong on crime. That's always a good thing, right? Well, the Rod-meister has some anticrime tactics which would make Sheriff Joe Arpaio blush. You know, our

American "war on crime"? He's *really* got one and he's recruited...well...everybody to be in the army to fight it. His overall goal was this: Kill 100,000 drug dealers. How? Have the public, not the police or the military, go out and kill them. I'm figuring that, like here, the drug dealers don't wear T-shirts with "I'm Your Local Meth Dealer" on them, so how do you know for sure if who you want to gun down is really a drug dealer? It doesn't really matter, apparently. Here's a quote from the lovable Prez, "If you know of any addicts, go ahead and kill them." That's addicts, the people we are starting to say have a medical affliction and

are not criminals. His prediction of 100,000 deaths was accompanied by the comment that there would be so many dead bodies dumped in Manila Bay that the fish there would grow fat on them.

It's likely that no one has bothered to discuss something so laughable as "due process" to the 71-year-old president who has likened himself to Adolph Hitler. Concepts like that were left in the rearview mirror a long time ago. But, don't look in your rearview mirror, buddy, because the street ahead is littered with bodies – 2,400 dead bodies in just two months, *Time* reported in September, as a direct result of the president's cheery order to go out into the neighborhood with guns blazing. Yes, that's 1200 a month, most of which were in the heavily populated areas in, and around, Manila.

One would guess that there are no gun laws, or that his sweeping permit to mow down suspected drug dealers just automatically supersedes all those. I mean it would have to, wouldn't it?

Imagine this: A Filipino citizen gets pulled over by a Manila cop.

"Do you have any weapons in the car?"

"Why, yes, officer. I have a .40 caliber Beretta under the front seat here and a 12-gauge shotgun in the backseat."

"Hmm. That's IT?"

Is it working? Well, that depends on who you ask. Apparently, thousands of drug dealers have turned themselves in. The problem you and I are

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concerned with is, what about the innocents who most certainly are getting caught in the crossfire? Remember, Duterte told citizens to kill anyone they thought were addicts or dealers. Ah, let's throw in criminals in general.

"I don't care about human rights, believe me," Rodrigo Duterte said with a perfectly straight face.

You don't say, Mr. President!

What's it like, I wonder, living in some quiet suburb of Manila?

Just recently, President Duterte announced that he wants all American military entities out of his country completely within two years – out. Hey, Duterte, here's a news flash for you: In the context of history, the blood of thousands of American soldiers has barely dried on your shores from when we saved your people from outright slavery and torture at the hands of the Japanese. But, now you want us out. And, that can only mean one thing: You want *no one* standing in the way while you turn the Philippines into a lawless bloodbath while you, the head butcher, stand by and get your kicks.

I found it interesting that the U.S. Department of State has issued a travel warning for American citizens, advising strongly against nonessential travel to the Philippines, citing an "increased threat of maritime kidnappings against small boats in the vicinity of the Sulu Archipelago, and violence linked to insurgency and terrorism there." (What a fun place!) They failed to mention the threat of your server at the café, or the taxi driver, or the little old lady riding by on her bicycle with an AK slung over her shoulder who might glance your way and mistake you for Danny the Drug Dealer. Any one of those people has been given the blessings of President Duterte to empty a magazine into you and be on their way.

Why do we give a damn about the Philippines? Because, if we didn't, the world would point an accusatory finger at us, the bad, bad Americans – remember, we're the ones with the "broken" criminal justice system – and say, *hey, you Americans don't care about the Philippines!*

"Well, hey," we should retort back, "we're sorry, but we're really busy trying to fix our criminal justice system. You know, the one where you're innocent until proven guilty and the one where you get a lawyer, even if you can't afford one, and where you get to appeal if you get convicted, and all that stuff. Where we have grand juries made up of citizens who get to decide if the government has done a good enough job to move forward with a case against you. Terrible stuff. Broken. Don't come here. Go to the Philippines. You talk about freedom of expression! Woo-hoo! Manila is a place you can double tap all night and I ain't

talkin' about beer!"

What's going to happen with Duterte in power (besides homicide detectives making lots of overtime)?

Could it be another Stalin, Pol Pot, or Hitler who Duterte has already said he identifies with? I guess that remains to be seen. At some point, the violence will have to stop – the Asian alliance of nations which does business with each other will put some political/economic pressure, I would think, once tourism dwindles down and lots of money is at stake. What does the Prez do then? Decide that there are new public enemies and sends out new

marching orders to the citizenry?

The next time someone you know talks about how horrible our country is, urge them to get a Groupon® to Manila, and tell them to make sure to get a real comfortable hotel room, preferably not on the ground floor. **P&SN**

Ramesh Nyberg retired from law enforcement in November 2006 after 27 years in police work. He now owns his own private investigation agency, Nyberg Security and Investigations, and can be reached at Ramesh@NybergPi.com. He enjoys getting feedback from readers.



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Body Armor/Ballistic Protection

New Tactical Ballistic Vest



Point Blank Enterprises recently introduced the **ARMIS with Halo Buckle System**. Designed to be highly scalable, it comes in the form of a side opening carrier which allows tactical units the flexibility to configure the ballistic system to meet mission specific needs. This includes the capability to release the complete vest in one quick motion and select the specific level of protection needed, while enhancing mobility, agility and a substantially improved range of motion for the operator. The **ARMIS** Tactical Carrier is available with NIJ .06 Level II or IIIA protection.

Circle 6006 for More Information



New Armor Carrier System

The **Executive Armor Carrier System™**, from Phalanx Defense Systems, utilizes Rapid Deployment Armor™ technology to provide personal protection which is discreet, lightweight and rapidly accessible. In seconds, it transforms from a smartly styled briefcase into an armor carrier with NIJ certified Level IIIA armor panels in the front and back. The **Executive Armor Carrier System** provides the vital protection needed to come home safely and is 100% American made.

Circle 6005 for More Information

Built for Maneuverability



The **Ethos** series, from GH Armor Systems, is a light and thin package offering maximum mobility. A hybrid design, featuring Twaron® and SpectraShield®, it features a patented ballistic desiccant for moisture management; a water-resistant panel cover with heat-sealed seams; is available in male and female designs; and is special threat tested.

Circle 6007 for More Information

New Ruggedized LED Lighting System



Baker Ballistics updated the optional **LED Light System** for their MRAPS shield with aircraft-grade aluminum housings and a clear ballistic cover which protects the ten LEDs from low velocity training projectiles. The LED light array has high/low light output levels, as well as a strobe function. The MRAPS ballistic shield models protect against centerfire rifle caliber threats while enabling users to accurately fire long guns or handguns while on the move.

Circle 6008 for More Information



PCP Plate Carrier System

The **PCP Plate Carrier**, from Point Blank Enterprises, is ideally suited for active shooter responders. Contoured to fit close to the body, this highly agile **plate carrier** features adjustable shoulder and side straps for optimal fit; a buckle system for quick donning and doffing; and a maximum MOLLE compatible webbing system for equipment pouches. It is specially designed to accommodate 555 Steel Plates which deliver exceptional bullet stopping power against 5.56mm x 45mm (M193); 5.56mm x 45mm (M855/SS109); 7.62mm x 51mm (M80); and 7.62mm x 39mm (123-gr. Steel Core).

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New Tactical Carrier System

The **SOHPC GEN III** is Point Blank Enterprises' latest tactical carrier system. It is designed to provide comfort, protection and flexibility to meet the needs of every mission. The latest design adds an adjustable cummerbund, exclusive HALO buckles and optional side plate pouches for hard armor plates. The **SOHPC GEN III carrier** can accommodate a 10" x 12" Stand Alone Level III Plate, a Stand Alone Level III+ Plate, a Stand Alone Level IV Plate, and an ICW III/IV Plate.

Circle 6011 for More Information



New K-9 Vest

Armor Express has introduced the **Tex 10 K-9** armor which can accommodate any Armor Express Level II, IIIA, or stab/spike ballistic package. It incorporates a camera mounting system and features two D-rings for short or long leads; three buckles for easy on/off and adjusting; a three-dimensional spacer mesh lining for comfort and cooling; MOLLE attachment points; and adjustment points to ensure a perfect fit.

Circle 6012 for More Information

ASPIS X Shield

The **ASPIS X Shield**, from Point Blank Enterprises, weighs a mere 17 pounds and is considered the best agile performing shield for handgun and long gun deployment. Available in NIJ Level III protection, the **ASPIS X** is special threats tested to rounds including the 7.62 x 39mm, 123-grain PS Ball and 5.56 x 45mm, 55-grain M193 Ball. Exceptionally lightweight and maneuverable, the **ASPIS X** delivers high performance protective coverage and optimal functionality.



Circle 6013 for More Information



New Body Armor

Safariland® recently unveiled the **Hardwire® 49**, a Level II body armor which weighs in at only .49 pounds per square foot. The **Hardwire 49** is NIJ .06 compliant, special threat tested and available in male and unstructured female sizes. Hardwire soft armor ballistic panels are manufactured from interlaced Dyneema® fibers pressed under 25 million pounds of force at precise temperatures which turns multiple layers of fibers into a single system to act together as one.

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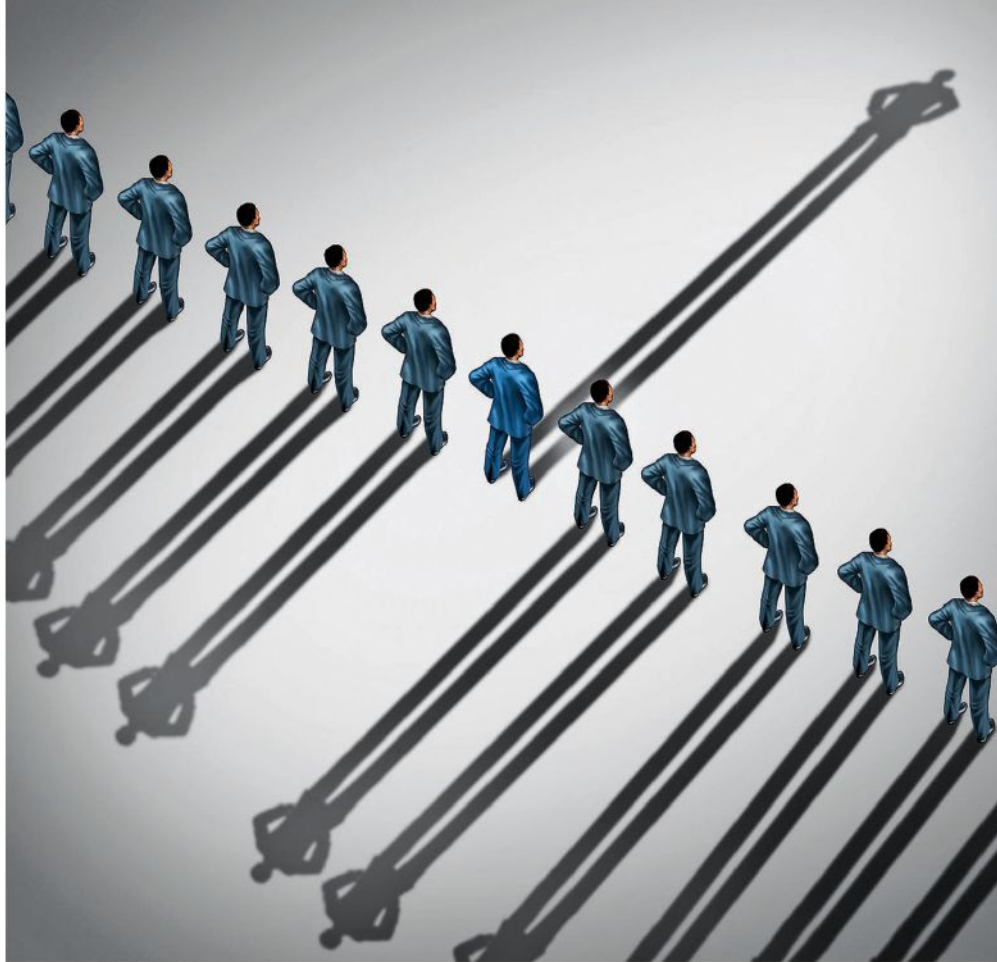
The Will to Lead

Michael Carpenter

THERE IS NO SUBSTITUTION FOR THE WILL TO LEAD OTHERS.

The young police officer thought his journey was over. He had received very good reviews on his performance evaluations. He had worked hard to get his college education while on the job. He had prepped diligently for six months for the written promotional exam and certainly impressed the oral board with his responses. He got the promotion to sergeant and a nice pay raise to go with it. However, soon after his promotion, things started to go wrong. The men and women in his command kept their distance from him. They didn't seem to be enthused about their work. They went through the motions, but, often, tasks and assignments weren't completed on time or correctly. Conflicts developed between subordinates which affected the rest of the shift. Sick leave dramatically increased and morale plummeted. The new sergeant and the command staff soon realized that he was in trouble.

The newly promoted commander didn't fare much better. He performed adequately as a supervisor and was then promoted to the rank of captain, but he never really felt comfortable. He retreated into his office, found many excuses to blame others when deadlines weren't met and was seldom sure of the fewer and fewer decisions which he was almost forced to make. Maybe another training course would help ...maybe a few more years of experience...maybe if he had better subordinates... maybe....



The truth is that there was a missing piece of the puzzle in both of these situations. The young police officer prepared well for the promotional process, but he did not prepare for the promotion. Maybe he was motivated because he wanted the pay raise which came with the title, or maybe he was motivated because he liked the idea of being in charge. Who knows? But, he was not motivated to assume a position to take charge and inspire others under his command. He was lacking one of the most important requirements for success in a leadership position – the will to lead. It was the same thing with the sergeant who got promoted to captain. His fear of failure or his insecurity in his new position crept in from all sides and took over.

Successful leaders at any rank or position must have the will to lead; the will to make things happen; and the will to command and control people, equipment and events. For some, this phrase may be a little subjective or hard to explain, so let's expand on this.

Officers who aspire to get promoted merely for increased pay or prestige is likely to find more and more difficulties in their new position because perhaps the most important skill they need to succeed is missing – the will to lead. Clearly, there

is a difference between wanting to get promoted and wanting to lead. Without the will to lead, a supervisor or commander will be doomed to mediocrity, at best, and that in turn leads to uninspiring performance from the subordinates who work for him. Ultimately, sooner or later, this lack of the will to lead can result in a mediocre career trying to supervise uninspired subordinates and, perhaps, the complete failure of the assigned mission. Such is the fate of a weak-willed commander.

Successful commanders prepare for their positions very much like the young officer in our opening scenario. However, the successful commander's defining characteristic is his will to lead. So, let's talk about a few things which separate "leaders" (who clearly have the "will to lead") from someone who is just a "boss."

Leaders Assume the Leadership Role

Just being placed in charge of a unit or being given a new title doesn't automatically mean you can lead and inspire people. You must, after being promoted, take charge and begin leading. A leader who understands his/her role and who has the knowledge, ability and the "will to lead" will quickly be seen as the person in charge. People want to be led by a strong and competent leader. Assuming

the leadership role by inspiring your people – not “ordering” your people – will improve their performance both individually and as a cohesive unit.

Leaders Think in Terms of Solutions

Leaders understand that problems are inevitable annoyances of life and police work. Where a boss will often fret, overreact and place blame, the leader takes immediate action to solve the problem and minimize the damage. After the immediate problem is solved, the leader takes steps to ensure that the problem doesn't recur again. Then, the entire unit moves onto bigger and more important accomplishments. Subordinates trust that their leader can, and will, solve problems. Meanwhile, the subordinates of a “boss” worry about being the target of the “blame game” or face the insecurity of not knowing how, or if, the boss can solve a problem.

Leaders Surround

Themselves with Competence

In addition to being competent themselves, leaders seek out the best

qualified, most progressive employees they can find and develop them. Where bosses may be afraid of such bright and energetic people taking their jobs, leaders welcome and want outstanding employees to be on their team so that everyone can maximize their potential. A leader seeks out team players who also show the “will to lead.” A true leader is secure enough in his/her abilities to help develop future leaders in his/her command.

Leaders Take Calculated Risks

Risk taking is the arena where it is easy to distinguish between the safety seeking bosses and the more risk taking leaders. Leaders are more willing to speak out with facts, solutions and options and move forward rather than looking back with blame or burying their head in the sand to avoid controversy. The will to lead makes leaders more willing to “go to bat” for their subordinates and dare to try new and innovative ideas. Leaders do not take uncalculated risks which might jeopardize the safety of their subordinates or their

careers, but are not intimidated to take reasonable risks when appropriate.

Leaders Take Responsibility

The will to lead comes with both risks and rewards. True leaders take charge and take responsibility for every facet of their operation. When things go well, they point to their employees and say, “They did well.” When things don't go so well, they take the responsibility for the failure and immediately begin to move forward despite the setback or problem. Then, they get to work once again to make the unit's next operation successful.

Leaders Always Move Forward

Leaders are always moving forward toward their objectives and goals. Sometimes, the progress is slow and, sometimes, they suffer temporary setbacks, but their overall momentum is forward. They consistently push their units to be the best they can be and their subordinates positively respond, not because they are “ordered to,” but because they want to. When subordinates trust their boss, for all the reasons listed above, they become

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motivated – they want to succeed.

Leaders Lead by Example

How often have we all heard this, but how often do some bosses fail this simple task? We all watch our supervisors and we all – consciously or subconsciously – react from what they do and how they do it. Our subordinates do the same. If you are forward thinking, innovative and professional as a leader, then your officers will likely follow your lead. Your commitment and dedication to the ideals of professional police work and the fulfillment of your unit's mission will be infectious and your entire unit will be positively affected by your actions. True leaders are outstanding role models.

Leaders Have Vision

True leaders are able to visualize the goals of the unit and the steps necessary to reach those goals. They can see the path, they can follow the path and they share this vision with their subordinates. They understand the rewards of success and are prepared to deal with the inevitable stumble which may occur along the

way. The leader's vision defines the final goal and the leader's actions define the path to that goal. But, despite the leader's vision and understanding, they must go further. They must be able to articulate and share their vision with their subordinates. In sharing their vision, they must be able to "excite" their subordinates about working toward those goals and the associated rewards.

Conclusion

Although the principles of leadership are consistent across professions and throughout time, the ability to lead is an ability sought by many, but seemingly achieved by few. Being a successful leader in police work requires many skills and abilities, and leadership can be as risky as it is rewarding. However, the satisfaction of being a true leader far exceeds the safety of being a mediocre manager. Go ahead and dare to enjoy the rewards of being a successful leader throughout your police career.

(Note: We, at **policemanagement.com**, are pleased to announce to the

readers of *P&SN* that we are offering a new supervisory training initiative. We are offering an online supervisory training program which is the equivalent of a four day training program at an academy. Please check our homepage at **www.Policemanagement.com** and click on the link "Training Programs" or go directly to our training page at <http://policemanagement.com/expert.html>. You can reach us by E-mail at MCarpenter@policemanagement.com. Also, see our ad in this edition of *P&SN*. **P&SN**

Mike Carpenter has been working in the field of law enforcement in a number of different positions and assignments for more than 35 years. He has held several supervisory and administrative positions, has written several books on the topic of police leadership and supervision, has taught leadership and supervision courses at academies in several states, and has had more than 100 articles published.



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PRODUCT HIGHLIGHT



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The Stealth Operator Series Holster is a uniquely designed holster which meets the needs of the multigun owner. It is a single holster which secures multiple weapon makes, models and styles. The **newly released left-handed IWB and OWB models of the Stealth Operator Series Holster** currently accept over 155 different handgun makes and models. The holster is currently available as a compact version only.

Circle 6019 for More Information

Holsters: On and Off Duty

DESANTIS GUNHIDE®

DESANTIS GUNHIDE®
DeSantis recently introduced **15 holster fits for the Ruger® LCP® II**. Some of the models include the #019 Mini-Scabbard® which has been reduced to the barest of essentials, yet offers a secure grip on the handgun, thanks to exact molding and an adjustable tension device. The #M66 Incognito™ is built from a sturdy 1050-D padded Senior Ballistic Nylon and cleverly hides your small semiautomatic handgun in plain sight. It can be worn both horizontally and vertically and is held closed by a VELCRO® fastener. The #128 C.H.A.M.P.™ is a new holster concept which changes from right or left hand by moving just one screw. It is very compact and it has adjustable cant.



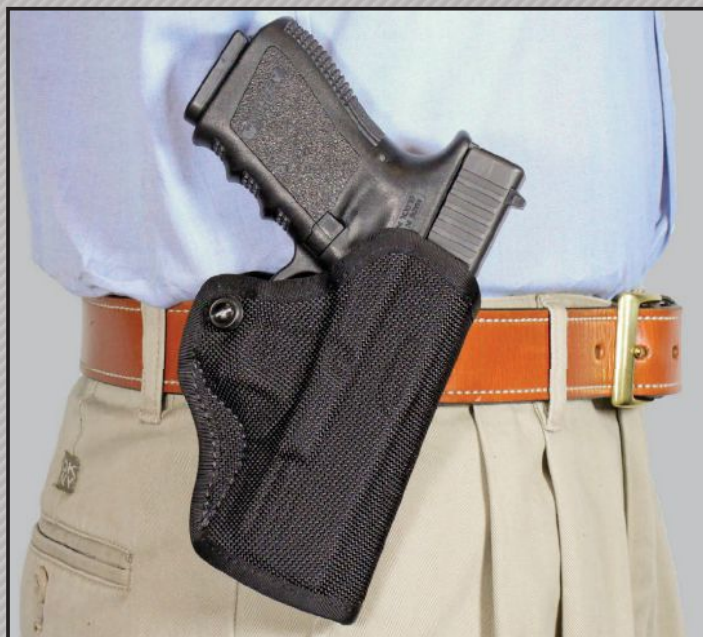
GOULD & GOODRICH



The **X-Caliber**, a double retention, auto-locking duty holster, works with your body's natural mechanics to be secure, fast, and intuitive. When you draw your weapon, you use a natural high grip and high thumb with a deliberate downward motion which continues to a full shooter's grip. It is available in two models, light bearing and non-light bearing.

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Circle 6020 for More Information



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Circle 6022 for More Information



SAFARILAND®

The Safariland Group recently announced the debut of the Safariland **7TS™ series duty holster with Camera Auto-activation System (CAS™)**. Safariland's CAS™ technology automatically activates the VIEVU® LE4 Body-worn Camera when a firearm is drawn from the holster. The camera captures the 30 seconds leading up to the drawing of the firearm and continues recording until it is manually turned off.

The Safariland **7TS** holster models feature a wired connection which allows for simple and reliable operation, minimizing user error, and can be fitted to an existing LE4 Body-worn Camera which can record for 12 continuous hours without having the battery recharged and enables live stream. The VIEVU LE4 Body-worn Camera can also be manually activated at any time with a single swipe over the lens.

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DESANTIS GUNHIDE®

DeSantis recently introduced **two new holster fits for the GLOCK® 42 and 43 with a Streamlight TLR-6®**. The Nemesis® (#N38) will not move out of position in your front pocket. The inside is made of a slick pack cloth for a low friction draw and just the right amount of foam to break up the outline of the gun. The #M44 Super Fly® features an exclusive, sticky rubberized fabric. A removable, reversible outer flap has been added to even further disguise the firearm. This pocket holster will absolutely not move out of position in your pocket and is reinforced with added polymer in the right places.

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THE WHEELS OF JUSTICE



Sergeant James Post

Select photos by Raymond Holt, Michigan State Police

TRANSPORTATION 2017

P&SN presents its 19th annual report on the latest technical advances in police vehicles, components and aftermarket equipment.

There's a chill in the air; the leaves are turning and folks are starting to pick their Super Bowl favorites...it must be time for P&SN's annual Transportation issue. This is our yearly exploration of everything new in the field of Law Enforcement (LE) transportation for the coming year. We've been bringing you this special edition for over 18 years and this is your opportunity to sharpen your pencils, break out your calculators and start your fleet wish lists.

We'll start our annual report with the results of the Michigan State Police (MSP) tests of the 2017 police sedans, SUVs and motorcycles. Those results will be followed with an in-depth review of those 2017 vehicles tested – either two-, three- or four-wheeled. Next, you'll find a review of emergency equipment and, lastly, we'll

take a look at all of the other equipment needed to outfit your fleet. Welcome to Transportation 2017.

MICHIGAN STATE POLICE TESTS

This year's MSP tests were conducted in two sessions. Motorcycle testing was on September 13 and 14, while sedan and SUV testing was on September 17 and 18. We'll present the results in that order.

Motorcycle Results

This year, MSP tested five motorcycles at the FCA Chelsea Proving Grounds in Chelsea, MI, where acceleration and braking were evaluated. Those tested were the BMW R 1200 RT-P; the Can-Am Spyder F3P; and three from Harley-Davidson® – the FLHTP Electra Glide®, the FLHP Road King® and the FLHTP Electra Glide Stage 3. MSP attendees are always eager to watch the

acceleration and top speed contests and those exhibitions never disappoint. This year's top speed was set by the BMW at 136 mph. That, folks, is an incredible speed on two wheels! Second at 120 mph was the three-wheel Can-Am Spyder. Two Harley-Davidson bikes, the FLHP and the FLHTP Stage 3, tied for the third top speed, 110 mph. The slowest motorcycle was the H-D FLHP at just a mile slower (109 mph) which is still faster than I care to go on two wheels.

To work their way up to the top speed, all entries are also timed (in seconds) at ten mph intervals from zero to 100 mph. Those results are significant as well. Some may start faster, while others pick up speed mid-range. One criteria state patrols look at is 0-60 mph, as that represents the normal speed to reach the top

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BMW's top speed this year was 136 mph which was slower than some of its previous years!

of a freeway on-ramp. The fastest 0-60 mph time was set by the BMW at 4.31 seconds, a time which would make many drag racers envious. The second fastest was the Harley FLHTP Electra Glide at 5.38 seconds, followed by the FLHP Road King at 5.42 seconds. The slowest 0-60 mph time was the Can-Am

at 5.76 seconds, but that was just 1.45 seconds slower than the leader.

The 0-100 mph comparison had some different results as the Can-Am posted the third fastest time (16.55 seconds) of the five contenders. Fastest was again the BMW at 9.85 seconds and second place went to the FLHTP Stage 3 at 11.46 seconds. The slowest 0-100 mph time was the FLHTP Electra Glide at 18.44 seconds which also posted the slowest top speed.

Next up were the braking tests which many feel are more critical than top speeds. Projected stopping distances from 60 mph (measured in feet) are based on the average of three runs. In this evaluation, the winner is the bike which can stop in the shortest distance and that was



Nine police package sedans and four SUVs were tested at the Chelsea Proving Grounds track this year.

the Can-Am Spyder at 118.9 feet which was significantly shorter than the runner-up, the FLHTP Electra Glide at 135 feet which was 16.1 feet further. In all fairness, it should be noted that the Can-Am has TWO front wheels, where the other motorcycles tested have only one. Doubling the front wheel braking surely is reflected in these results. The third shortest stop-

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ping distance was the BMW at 135.6 feet. The longest projected stopping distance was listed as 137.5 feet, a full 18.6 feet further than the Can-Am, and was set by the Harley-Davidson Road King.

Sedan/SUV Results

Nine police package sedans and four SUVs were delivered to the Chelsea Proving Grounds track for testing on September 17. The four SUVs were subjected to the same acceleration and braking tests as the sedans, as all four are pursuit rated.

The sedans were Chevrolet Caprices, both RWD, one 3.6L V-6 and one 6.0L V-8. Dodge presented three Pursuit Chargers, a 3.5L V-6 and 5.7L V-8, both in RWD, and an AWD 5.7L V-8. Ford brought out four Police Interceptor Sedans: an FWD SSP 2.0 four cylinder EcoBoost®, a FWD PI Sedan 3.5L V-6, a 3.7L V-6 PI Sedan in AWD, and a PI Sedan with a 3.5L EcoBoost in AWD.

Chevrolet brought two Tahoe SUVs, both with the 5.3L V-8s, one in RWD and one in 4WD. Ford provided two PI Utility SUVs, both in AWD. One was powered by the standard 3.7L V-6 and the other one by the 3.5L EcoBoost.

Although in its last year of production, the V-8 Caprice continued to dominate the top speed contest at 155 mph, much like the 1996 LT-1 Caprice did when it took its final bow in 1996.



The V-8 Caprice once again took the top speed award this year at 155 mph which is the same exact speed as last year.

There was a three-way tie for second place at 150 mph, set by both Charger V-8 Pursuits and the 3.5L EcoBoost PI Sedan. Third place was the V-6 Caprice at 147 mph. The same EcoBoost PI Sedan took both the best 0-60 and 0-100 mph honors, with times of 5.70 seconds and 13.62 seconds, respectively. The AWD HEMI® Charger was second in the 0-60

mph (6.05 seconds) and third was the V-8 Caprice at 6.11 seconds. The slowest entry was the Ford SSP Sedan with the four-cylinder, 2.0L EcoBoost engine which topped out at 120 mph. It also had the slowest 0-60 (8.26 seconds) and 0-100 times. GM and Dodge swapped positions in the 0-100 chase, with the Caprice hitting 14.40 seconds and the RWD Charger recording 15.22 seconds.

The SUVs were fairly well matched, with both the RWD Tahoe and the 3.7L PI AWD Utility hitting a top speed of 132 mph. The 4WD configuration slowed the Tahoe to a top speed of 121 mph, while the EcoBoost Utility topped out at 130 mph.

The RWD HEMI Charger had the best 0-60 mph projected stopping distance at 123.2 feet, followed by the six-cylinder Charger at 125.1 feet and the AWD PI



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There was a three-way tie for second place in top speed at 150 mph.

Utility at 127.1 feet. The longest projected stopping distance was set by the heaviest vehicle tested, the RWD Tahoe at 137.7 feet. The 4WD version shortened the distance by about two feet.

All of the MSP testing preliminary results can be downloaded at <http://tinyurl.com/cprcoa8>.

MOTORCYCLE REVIEW

BMW Motorrad USA

(www.bmwmc.net)

The popular choice for law enforcement agencies worldwide is BMW R 1200 RT-P, a police version of a sport touring motorcycle originally introduced in 2005 by BMW Motorrad. It has been modified many times since that first bike and, in 2014, it was totally redesigned. It is built in the BMW Authority Vehicles factory and

is built specifically for emergency services. Use in the United States is growing, with the most notable owners being the California Highway Patrol and Los Angeles County Sheriff's Department. Modifications include crash bars, top loading saddle boxes, a single seat, and radio platform. The onboard computer allows an officer to lock in their current speed on their speedometer when clocking violators. The standard American version features a 100 watt siren and LED lighting pods. Optional lighting includes crime scene lights.

The RT-P features a water-cooled 1170cc flat twin, integral ABS, adjustable seat height, and ride modes. Optional equipment includes a semiactive electronic suspension adjustment and a shift assistant which allows the rider to shift up or down without using a clutch or throttle, as well as cruise control.

BRP

(<http://commercial.brp.com>)

The unique Can-Am Spyder F3-P three-wheeled motorcycle is getting the attention of American police agencies. From the unique dual front wheels to the awesome MSP performance, the Spyder is proving itself to be a viable alternative to traditional two-wheel motorcycles. It is powered by a liquid-cooled, in-line three-cylinder 1330cc engine with a semiautomatic transmission. It has electronic fuel injection and electronic throttle control. The police model features Stability Control, Traction Control, Antilock Brakes and Dynamic Power Steering, as well as a



The big news from Harley-Davidson® this year is their all new "Milwaukee Eight™" Big Twin engine.

Digitally Encoded Security System. Many LE options include lighting, side cases and markings.

Harley-Davidson Motor Co.

(www.harley-davidson.com)

The big news from the folks in Milwaukee who build North America's favorite police motorcycles is their all new "Milwaukee-Eight™" engine, the ninth Big Twin engine in their history. The engine produces ten percent more torque and features four valve cylinder heads which offer 50 percent more intake and exhaust flow capacity than previous engines. It retains the classic feel of the traditional V-Twin, but is counterbalanced to cancel 75 percent of the vibration at idle. The police bikes feature a new cool flow fan to reduce heat while idling in traffic, a great aid for summer traffic enforcement. In addition to the three full-size motorcycles tested by MSP, H-D also offers the smaller, more maneuverable XL883L Sportster® in police trim.

2017 SEDAN AND SUV REVIEW

Chevrolet

(www.gmfleet.com/police)

If there's a Bow Tie police car in your future, your choices are becoming more limited – the popular Impalas are gone and this is the last year of production for the Australian-built Caprice. You still may be able to order Caprices, but we suggest you do so soon. The 2017 PPV Caprices are carbon copies of last year's models and do provide outstanding performance, but carry stiffer prices than the Charger and Interceptor sedans. For the time being, Chevrolet appears to be claiming their share of the LE market with the popular Tahoe.

The 2017 Tahoe is a carryover model and comes in three configurations: 2WD

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The **Power Master 6** is a high current six individually programmable 30 amp channel power distribution timer that is configurable by Bluetooth, PC, smart phone or tablet. Easy access with screw terminals providing convenient wire attachment points.



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The **Top H.A.T. SS** is a high end high amperage timer with a high reliability single channel 180-AMP solid state relay and circuit breaker built in. Easy access with 6mm bolts providing convenient wire attachment points.



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The latest mobile office solution from Havis features a new lightweight, high-resolution touch screen display and optional vehicle-specific mounts that maximize comfort, safety, functionality and in-vehicle space. The display functions as an external monitor that mounts close to the dash with the option of mounting the computing device elsewhere in the vehicle to save space in the cabin. A tilt/swivel hinge provides for a range of adjustments to reduce glare and body strain and allow access to the OEM control panel.



- Display and Mount have been tested to industry safety and vibration standards to ensure quality performance in rugged conditions.
- Compact design optimizes space for additional equipment and peripherals (keyboards, scanners, etc.) to be mounted in the cabin.
- Compatible with Ford Interceptor Utility and Sedan, Chevy Tahoe, Dodge Charger, Ford Transit and Ford F-150 and F-250 to 750 models.
- Display, mount and peripherals can be bundled into a mobile office solution or purchased separately.

Learn more at havis.com



Circle 6033 for More Information



The 2017 Tahoe comes in three configurations.

(RWD), 4WD and the nonpursuit SSV which is also 4WD. The three are powered by the proven 5.3L EcoTec3 V-8 with Active Fuel Management, Direct Injection, Variable Valve Timing, and Flex Fuel. That's two lines of text to state they are powered by the amazing small block Chevy eight which has been around since 1955, now in its umpteenth manifestation. Tahoes were the first SUVs to earn MSP's coveted pursuit ratings, first in 2WD and now in 4WD. The MSP tests show they can compete with the sedans in the rigorous speed and braking evaluations and real-life experience has shown they can perform fully loaded as

well. They are the largest LE SUV offered with more cargo and people capacity than the competition and the size to prove it. Tahoe sticker shock has sent some departments to the smaller Interceptor Utilities in the last couple of years, but the Tahoes remain a popular choice.

For departments desiring more diversity, Chevy continues to offer the Silverado Special Service Vehicle. It is available in Crew Cab (four-door) style only, but with two bed lengths and two GVW ratings. Strictly nonpursuit rated, the pickup uses the same 5.3L EcoTec3 V-8 with 4WD and will carry six adults.



The Charger's RWD, V-8, four-door configuration remains a favorite among American law enforcement.

Dodge

(www.fcausfleet.com)

The Dodge Charger Pursuit has recaptured the police car dominance crown for FCA US LLC (formerly Chrysler) with numbers last seen with the '80's Diplomats and Gran Furys. The reason is quite simple: The Charger is the only remaining American police car in the configuration which most cops want – a RWD, V-8, four-door sedan. Chargers are available in three models to cover all the niche bases, too. Besides the venerable 5.7L HEMI, whose lineage dates back to 1953 and the original Chrysler HEMI, the Pursuit is available in the base 3.6L V-6 or in AWD. The Charger leads in tactical technology with a segment first, laptop-size 12.1" touch screen display which neatly integrates law enforcement data systems with field proven, easy to use (and award winning) Uconnect® touch screen technology. The touch screen is built into the Charger's instrument panel and helps officers keep their eyes on the road while not obstructing air bags and other vital functions like some aftermarket computer installations.

Even Dodge's color options are old school and date back to the colorful (pun intended) muscle car colors of the '70s. A new (appropriately named) body color, "Destroyer Gray," has been added to Dodge's pallet of hues which also features two renamed colors, "White Knuckle" and "Contusion Blue." Factory installed Mopar upfit packages provide several equipment options and the segment's most advanced AWD system provides maximum tactical performance, all weather traction and fuel efficiency.

Ford

(www.fordpoliceinterceptor.com)

Ford's PI Sedans and Utilities which bear the moniker of their beloved Crown Vic police packages continue to experience great sales and the Utility SUV is poised to be the best-selling police car of them all. Its sales have far surpassed those of Chevrolet's

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This year, Ford's PI Utility includes a Police Engine Idle feature.

Tahoe and they are now focused on the Charger. Being available in six different packages allows the Interceptor group the versatility to appeal to most consumers. The PI Sedans are standard with two different engines and AWD can be ordered with two different engines, the 3.7L V-6 and the 3.5L V-6 EcoBoost twin turbo. The Utilities come standard with AWD and are also available with either of the sixes. The MSP results reveal how gutsy these packages can be.

For 2017, the Utility features include Police Engine Idle which permits an officer to leave the vehicle running and prevents unauthorized use, and both Interceptors are the first pursuit-rated vehicles to offer ballistic protection against armor piercing rifle rounds. Optional emergency lighting choices for the Utility are the most extensive of any contemporary police vehicle. They offer LED lighting built in to the front indicators and headlights, corner lights and taillights and are added to

the grille and rear quarter glass. In addition, there are rear and front facing programmable lightbars. The front lightbar is not just simply an add-on – when ordered, it replaces the OEM windshield with a lightbar fully integrated into the windshield for a stealth appearance while providing an unobstructed view to occupants. All lights come in red

and blue combinations for a uniform appearance and integration into current fleets. These lighting options allow you to outfit your Utility with amazing visibility matching that of aftermarket products, without the need to modify hand-me-down equipment from retired cruisers.

EMERGENCY LIGHTING



The new M180 from Code 3 is a three-in-one light.

Code 3, Inc.
(www.code3pse.com)

The latest from Code 3 is their M180 exterior light, a three-in-one light which combines an intersection light, takedown



The Pursuit lightbar features two complete rows of LED lighting.

light and puddle light into one compact housing which will mount almost anywhere – under or in front of side mirrors or side windows, and can be front or rear facing. It comes in white and four colors with 29 single color flash patterns. It can also be synced with other Code 3 lighting.

Code 3 has also announced their new lightbar, the Pursuit Lightbar, the only lightbar on the market which features two complete rows of LED lighting in a three inch tall, single level profile. The bar provides almost unlimited numbers of flash patterns, as well as two levels of dimming which can be programmed per light and per level, an industry first. Unique to Pursuit is an Internal Illuminated Sign Module which is weather protected and available in 36", 47" and 59" lengths. This addition allows you to display a message of your choice (up to ten characters).

Federal Signal Corp.
(www.fedsig.com)

New from Federal is their Police Navigator lightbar which includes a Flood Light feature which virtually eliminates the need for additional spotlights. The lightbar is available in eight lengths and there are four color choices besides white. Federal's Solaris® LED Rotating Reflectors (SLR) and QuadraFlare® reflectors are engineered to increase off axis warning and maximize the LED light source to eliminate dark spots for a true 360° light coverage. The Navigator offers a front and rear lightbar cutoff feature for enhanced functionality and safety.

SoundOff Signal
(www.soundoffsignal.com)

mPOWER™ Facia Lights are the first extremely compact, tricolor line of perimeter lighting on the market. Facia's design and mounting options allows the light to be integrated nearly anywhere on the vehicle. In collaboration with Dow Corning®, SoundOff has developed a ClearDuty™ optical design which is a molded one-piece housing and optical design which delivers advantages over conventional polycarbonate lenses. It provides greater resistance to gravel pitting, scratching, pitting, and yellowing.

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Circle 6038 for More Information

Whelen Engineering Co., Inc. (www.whelen.com)

Whelen's Outer Edge® Series is engineered for weather and vibration resistance. Newly designed with six ION™ lightheades, it is available in Solo, Duo or Trio technology. Rear pillar mounts feature vacuum formed housings for serviceability and rear facing models include powder coated sheet metal housings for added durability.

EQUIPMENT SOLUTIONS

Following, you'll find all the other new products you'll need to prep your fleet for the road and to keep it going.

American Aluminum Accessories (www.ezrideronline.com)

The Ford Interceptor Utility has become the preferred vehicle in law enforcement and American Aluminum Accessories can provide another storage option for it. The UP Vault gives law enforcement the versatility of having a secured weapon vault and access to the spare tire. The rugged and sturdy construction make it ideal for daily use by law enforcement officers, as well as for administrative use.



The UP Vault from American Aluminum provides both security and easy access.

Copeland Engineering, Inc. (www.cope-eng.com)

New from Copeland is Top H.A.T. SS, a high-end amperage timer with a built-in, single channel, 180 amp, solid-state relay and circuit breaker which is waterproof, mounts anywhere and has a programmable delay (in tenths of a minute) from six seconds to 4.5 days. Copeland's Power Master 6 is a six channel, 30 amp power distribution timer which is configurable by Bluetooth, PC, smartphone, or tablet. The solid-state



The Power Master 6 can be configured via Bluetooth, smartphone, PC, or tablet.

design is self-contained and every channel has its own delay settings.



Datalux's Tracer TF 120 12.1" screen is sunlight readable.

Datalux Corporation (www.datalux.com)

The Tracer TF120 is the sixth generation of Datalux's mobile computer product for public safety. Fully compatible with Windows® 10, it features a sunlight readable 12.1" screen; fast wireless connections; and TRU-Mount which positions the Tracer front and center, but swings away to allow access to the dash controls.



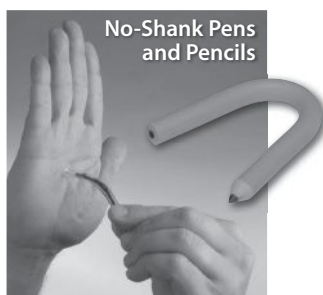
Federal Signal has branched out with their new series of push bumpers.

Federal Signal Corp. (www.fedsig.com)

No, this is not a typo. Federal has branched out into many other LE acces-

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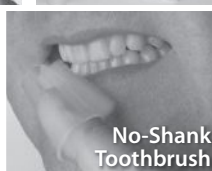
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Circle 6039 for More Information



Another new item is Federal's Prisoner Transport System.

series other than lights and sirens. First, find their PBX Series Push Bumpers. These are available for the PI Sedan and Utility, Charger Pursuit, Ford F150 and Chevy Tahoe. They boast a quick installation with no drilling and are compatible with the SRS air bag systems. These feature all powder coated four-gauge uprights, 14-gauge top channels and seven-gauge HRPO Steel PIT bars. Federal's Prisoner Transport System is based on

Thermoplastic Polyolefin (TPO) Polymer seating which features easy biohazard cleanup and a five year warranty. They are available for the PI Sedan and Utility, Chevy Tahoe and Dodge Charger. The contoured seats provide space to accommodate prisoners up to 6' 4" and 300 lbs. Other components available for prisoner containment include floor pans, door panels and window guards.

Go Rhino Products
(www.gorhino.com)

Go Rhino's Light-Ready Series Push Bumpers have the same features and functions as the 5000 Series Road Defender and include holes and mounting points in the top cross bar to accommodate most popular brand lights. In a textured powder coat finish, they feature a channel-style mounting bar to speed light installation. Go Rhino's Elevated Electronics Tray provides dry, ventilated storage for radio gear and sits right below the window line of the SUVs and also feature a six inch Equipment Security Box add-on to secure extra gear.



Havis' new Touch Screen Display provides both comfort and safety.

Havis, Inc.
(www.havis.com)

Havis has introduced the new TSD-101 Havis Touch Screen Display, a new lightweight display which mounts directly to a vehicle's dash panel. The new space saving display functions as an external monitor and provides the option of docking and mounting computing devices in the trunk.

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THE LOFT by Lund is a multipurpose storage solution for the Ford PI Utility and other SUVs. THE LOFT fits in the unused space above the window line and up to the headliner in the rear quarter of the vehicle.



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FPIU-EC Electronics Tray

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THE LOFT-GV is designed for weapon storage and THE LOFT-EC provides for electronic equipment storage.

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THE LOFT fits up near the headliner, out of your line of sight through the rearview mirror. It also provides easy installation of side and rear facing emergency LEDs.

Coming Soon for the Chevy Tahoe!



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Circle 6040 for More Information

The display and mounts are designed for optimum comfort and safety to improve productivity in a mobile office. Rapid adjustments and easy back and forth toggle give the user a full range of motions, and the display features an antiglare screen and red monochrome night mode.

The Touch Screen Display has a screen size of 11.6" length x 8.5" width x 1.4" depth and features a high resolution of 1366 x 768 pixels; the total weight is 2.2 lbs.

The TSD-101 can be attached utilizing the C-DMM-2000 Series Dash Monitor Mounts which positions it within a convenient line of sight.

Lund Industries, Inc.

(www.lund-industries.com)

The patent pending LOFT by Lund is a multipurpose storage and equipment storage solution for the PI Utility and Chevy Tahoe. It utilizes the unused "air space" above the window line up to the headliner in the rear area. The LOFT-GV is designed for gun storage and the LOFT-EC provides space for electronic component installation. Both LOFT units do not



The LOFT from Lund utilizes unused space above the window line.

interfere with valuable floor space and are out of the line of sight through the rear-view mirror and provide mounting space for rear and side mounted LEDs.

OPS Public Safety

(www.opspublicsafety.com)

OPS has introduced their Stacked Radio Drawer Unit which is fully vented and provides secure, cool storage for expensive radio equipment. It is currently available for the Chevy Tahoe and PI Utility.

OPS has also introduced its new CVE Wheel/Axle Scales Unit specifically designed for commercial vehicle enforcement. Engineered for the Explorer, it holds



The Stacked Radio Drawer Unit from OPS is fully vented.

four scales, plus additional gear. Manufactured of heavy gauge aluminum, it comes with a 10" H x 35" W x 20" D storage drawer with heavy-duty 200 lb. ball bearing slides, a 36" deep storage compartment, an antiskid top surface with perimeter cargo rail, and antiskid rubber in the drawer bottom and side compartment.

Pro-gard Products, LLC

(www.pro-gard.com)

To meet the demand of products for the popular SSV trucks, Pro-gard has introduced their SSV product line, consisting of Prisoner Transport Partitions, Steel Bar Window Armor, Partition Mount and Self-support Mount Tri-Lock Gun Racks, and their newly designed Push Bumper (nonlighted or with built-in LEDs). These are all designed specifically for the F150, Silverado and Ram SSV packages. ABS replacement door panels are also available for the Ram and F150 trucks. Pro-gard also offers additional solutions for weapon mounting now available in Trunk Mount Gun Racks for the Dodge Charger and PI Sedan.

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The lid of the Tactical Weapons Trunk Box also serves as a ballistic shield.

Safariland®

(www.safariland.com)

Safariland is a name well-known in the LE community. Their PROTECH® Tactical Division has unveiled a Tactical

Circle 6042 for More Information

Weapons Trunk Box which features a type IIIA ballistic shield as the product lid of their long arm weapons Trunk Box. This design of the Trunk Box enables officers to be protected with a PROTECH Tactical shield within seconds. Internally tested, the shield lid stops various special threat and type IIIA rounds. The Tactical Weapons Trunk Box is black powder coated and comes in two sizes – small and large.

Safety Vision, LLC
(www.safetyvision.com)

The ICOP® PRO from Safety Vision delivers 128GB of storage, multiple recording modes and mirror recording to ensure that video is never lost. A Power Control Monitor provides absolute control of recording, marking critical events and reviewing video.



Setina's Vaultlock Mounting System is available with universal or rail lock styles.

Setina Manufacturing Co., Inc.
(www.setina.com)

Setina's Vaultlock Mounting System provides confidence and security to your fleet with a fully enclosed, one-piece shroud and lock design. Available with universal or rail lock styles, its shroud ensures your firearm's takedown pins, magazine and trigger are completely inaccessible, keeping both you and your weapon secure. It features an available adaptor plate for all weapons, tamperproof security fasteners and is compatible with all Setina mounting rails. Rounded "antiscuff" strips also enable easy firearm removal and insertion.

Troy Products
(www.troyproducts.com)

Troy has introduced a new system to get practical use from the cargo area of the PI Utility. First, an elevated mount is secured to OEM points on the cargo floor. The mount has four legs, predrilled to mount their sliding electronics tray. The tray can be positioned in four different locations to create the necessary clearance for mounting the tallest piece of equipment. With the elevated frame, sliding tray and weapons box, you still have plenty of room for storing additional gear – both under the mount and in the leftover cargo space. Weapon or storage boxes can also be mounted to the legs and the system is compatible with their cargo partition line.

Tuffy Security Products
(www.tuffyproducts.com)

Tuffy has introduced a new lineup of console inserts for full-size trucks, beginning with the Ford F-150 flow-through center console insert. It features their exclusive lid support to keep the lid open while accessing the contents; can be installed without drilling; is made of welded 12-gauge steel; has a ten tumbler, double



New from Tuffy is their line of secure console inserts for full-size trucks.

bitted lock with built-in weather seals; and allows for the full use of the factory accessory tray, armrest and lid.

Tufloc®
(www.esmet.com)

Tufloc's new Self-Adjusting Gun Locks automatically adjust to accommodate most makes and models of guns, providing a custom fit when the weapon is pressed into place. It allows quick one-handed removal of the gun and can be accessed with an electronic delay timer or key. Tufloc's Security Drawer Systems provide a way to safely secure guns, store

TECHNOLOGY FROM THE PAST

Keeping the Hands Indoors While Riding Motorcycles

Frozen hands and frostbitten fingers are not so much the product of mere low temperatures as they are of biting winds. The old-fashioned cab driver and chauffeur of 1921 would join in testimony to the fact that it was driving which called for huge gloves – not standing still. In recognition of this, one of Washington, DC's, motorcycle officers, a man who drove so skillfully that he was called upon to escort distinguished guests about the city in all types of weather much more often than the ordinary motorized policeman, invented a little device to keep the biting breezes off his hands. This consisted of nothing more complicated than two leather cones attached to his handlebars in such a way that he drove with his hands inside them. The cone turned away the wind and the ordinary gauntlet gave plenty of protection against anything Jack Frost might produce in the way of temperature.



Photo: Scientific American



Tufloc's new Gun Locks
automatically provide a custom fit.



The Security Drawer System is
available for all SUVs and cruisers.



The Elite XD Safety Push Bumper
features rubber protective strips.

equipment and organize belongings. They are available for all SUVs and cruisers.

Westin Public Safety Division
(www.westinpublicsafety.com)

Westin has introduced their Elite XD Safety Push Bumper for the Ford F150 SSV pickup. It features heavy four-gauge HRPO steel uprights and rubber protective strips to safely push a vehicle. It can

be equipped with optional Elite Wing Wraps and PIT bars. The center bar has an adequate surface to mount LED lights and siren speakers. It is also built to accommodate a Westin MAX Winch Tray, should you require one.

That's a Wrap!

That's it for this year, folks – enjoy shopping. As always, if I've left out your

favorite piece of new equipment, please feel free to drop me a line and let me know what you've found to be useful in the world of police vehicles and equipment. **P&SN**

Sergeant James Post appreciates your comments and suggestions for future articles. He may be reached at kopkars@arkansas.net.

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ABOVE AND BEYOND

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**"Above and Beyond..." salutes
Officers Michael Sarro and Ed Pietrowski
of the Euless, TX, Police Department**

**ABOVE
AND
BEYOND...**



Artwork by Don Lomax

EULESS, TEXAS
MARCH 1, 2016
AFTERNOON



OFFICERS ED PIETROWSKI AND MICHAEL SARRO OF THE EULESS, TEXAS, P.D. RESPONDED TO A CALL OF "SHOTS FIRED" AT J. A. CARR PARK ACCOMPANIED BY FELLOW OFFICER DAVID HOFER AS BACKUP. THE OFFICERS ARRIVED AT THE PARK AND FANNED OUT TO BEGIN A SEARCH FOR THE ASSAILANT!

THE OFFICERS WERE UNAWARE THAT, EARLIER THAT DAY, JORGE GONZALEZ HAD BEEN RELEASED FROM CUSTODY BY A JUDGE, HAD COLLECTED GUNS AND AMMUNITION, THEN PROCEEDED TO THE PARK WHERE HE DISCHARGED A FIREARM TO LURE POLICE TO THE LOCATION FOR RETRIBUTION. NOW, HE WAITED TO ATTACK THE OFFICERS FROM COVER.



AS OFFICER HOFER APPROACHED, GONZALEZ STOOD AND OPENED FIRE, KILLING HIM!



OFFICER SARRO, WHO WAS ONLY FEET FROM THE FALLEN OFFICER, REPORTED OVER HIS RADIO, "OFFICER DOWN, SHOTS FIRED!" AND THEN ENGAGED THE ASSAILANT, TRADING GUNFIRE!



OFFICER PIETROWSKI RUSHED FORWARD, FIRING ON THE SUSPECT FROM APPROXIMATELY 40 YARDS AWAY, TAKING SOME OF THE PRESSURE OFF HIS FELLOW OFFICER! IN SECONDS, IT WAS OVER AND THE THREAT ABATED!



THE NATIONAL LAW ENFORCEMENT OFFICERS MEMORIAL FUND HAS NAMED OFFICERS ED PIETROWSKI AND MICHAEL SARRO AS RECIPIENTS OF ITS OFFICER OF THE MONTH AWARD FOR AUGUST 2016, WELL DESERVED FOR THEIR ACTIONS ABOVE AND BEYOND.



THE END



IS NON-AGENCY TRAINING WORTH YOUR WHILE?

The answer to this question is, "Of course." That is unless you have such stellar, world-class training from your agency that you don't need to consider anything else.

Ralph Mroz



Photos courtesy of NRA Law Enforcement Division

We are in the golden age of training – there are more firearms trainers, with more knowledge and more experience and more data to draw on than ever before in history. This would be the case now even if we didn't have droves of highly trained and experienced military personnel returning from years of combat experience and hanging out their shingle, but we do, and that only makes the knowledge available today all the more valuable.

No longer are we restricted to a few private schools like the Gunsite Academy and a few vendor sponsored training units like the Smith & Wesson Academy and the HK Training Division. Now, in addition to those kinds of institutions – the numbers of which have exploded – there are many first tier spec-ops veterans with a plethora of combat experience making themselves, and their know-how, available to you. There are even highly regarded ex-Delta guys out there teaching – the best combat shooters in the world (emphasis on "combat" and also emphasis on "shooters"). Of course, there are also a lot of less qualified teachers out there, too. While some of these can be

quite useful to you, you will probably want to keep others at the distance of the proverbial "ten foot pole."

How Do You Choose a School or Instructor?

Well, first determine your objective. No one does this – everyone chooses something "cool" to learn, without regard to what it is that they themselves really need to work on. Do you need to become a better fundamental shooter? Do you want to build on your competence in the fundamentals to acquire tactical skills? Are you ready for professionally developed and administered force-on-force training? Do you need to learn entry and SWAT tactics? Whatever it is that you (putting your ego aside) determine you need to work on now, choose a school with a course noted for that – not their cool factor or flashy YouTube videos.

Second, lean towards instructors with reputations as quiet professionals, not braggarts or self-promoters. Every instructor has videos posted these days – review them and choose a personality who meets those criteria. Professionals are respectful of all students who are safe and are trying – don't put up with arrogance or an inflated ego.

Third, consider the instructor's background: Does he (or she) have experience with what he (or she) is teaching? If you want to learn fast and accurate shooting, can he do that? If you want to learn entry tactics, has he done that in the real world? If you want to learn how to be a better shooter in combat, has he been there?

Fourth, consider to whom the instructor caters. Look at class photos and posted videos. Do the attendees look like you (a law enforcement professional)? Or are they primarily military, or "strange rangers," or other sorts? Don't be put off by non-law enforcement people in a class – just make sure that their motivations for being there are congruent with yours.

Fifth, realize that the most experienced person in the world is useless as an instructor unless he can communicate his knowledge and, just as important, has organized that knowledge so it is easily communicated. Most people do not have organized minds, but the very best instructors do.

Related to number five above, and somewhat contradicting number three above, always remember to factor in the "Angelo factor." In other words, if you

wanted to learn to box, would you rather be taught by Muhammad Ali or Angelo Dundee? While I'm sure Angelo could box, he was a piker compared to Ali, yet he was Ali's coach and trainer.

Finally, consider attending a non-shooting skills course, or maybe a rangemaster course if you run a range, or a simulation instructor course so you can learn how to run force-on-force simulations safely and effectively, or a steel instructor course to learn how to safely and effectively train with steel.

Are Ex-military Instructors the Best?

There are quite a few ex-top tier military guys teaching civilians and law enforcement these days. It's hard to argue that someone who has had tons of real-world experience – being shot at and shooting back – and who has also probably taught thousands of personnel before retiring, isn't a treasure trove of useful information. Certainly, in many cases, they are.

On the other hand, just because some guy retired from a top tier unit with tons of combat experience doesn't mean that 1) he can relate to someone with (let's be honest) less innate talent (that's you and me); 2) he can teach someone who hasn't shot thousands of rounds a week of free ammo for years; and 3) he understands

the constraints of the law enforcement job (which differs very considerably from the military). Some of these instructors have made a special effort to understand the job of law enforcement, even going so far as to become sworn officers. Of course, how important this is depends on what you are seeking to learn. Delve into those areas – read course AARs online or pick up the phone and network with the instructor's previous attendees.

Can Only Law Enforcement Instructors Teach Cops Useful Stuff?

In a word, no. Someone doesn't have to have been a cop to teach a cop how to shoot well, nor how to teach well accepted basic tactics if they are skilled in them. But, it does help to have been there alone on that scary traffic stop or to have kicked down some doors and made entry into a real-life, crap filled environment if you want to really understand the full picture of how cops will apply these skills. In short, you can learn a lot from someone with no law enforcement or military experience – not everything, but a lot.

Familiarization vs. Competence

Understand that there are two types of courses you can attend. Familiarization courses have the goal of getting you familiar with a subject, technique or tactic,

and showing you how to further train on your own to gain proficiency in it. A competence course will try and instill a level of competence in a particular skill or skill set and will usually have a standard you have to attain. Some instructors don't understand this difference and wind up using the wrong instructional techniques and exercises as a result. Make sure you know what the course goals are and how the course modules build to those goals.

Vendor vs. Independent School/Instructor

Should you take a course at a vendor institution? Absolutely. The SIG SAUER Academy and the Law Enforcement Division of the NRA offer great training, as do many other vendor training divisions, vendor sponsored training events and vendor sponsored instructors. I've been to several and I usually didn't even get a sales pitch – just a discount on the vendor's products. When I showed up at the Smith & Wesson and SIG SAUER academies with my GLOCK®, I was hardly the only one and no one so much as said a word. Take good training where you can find it.

Why Should You Have to Pay Out of Your Pocket for Training?

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“We Shot Like 1000 Rounds that Day! Boo-Yah!”

Some courses/instructors are famous for their high round count – 1500 rounds or more over two days is a selling point for them. Setting aside the fact that ammo is now more expensive than ever, is shooting that much conducive to learning? Arguing for a high round count is the fact that, as Rob Leatham has said, you learn to shoot a gun by shooting a gun. Dry fire and other dry exercises only take you so far. On the other hand, accelerated learning and neuro-based techniques are pretty underutilized in the firearms arena so far as I've seen, and they can be practical and effective approaches.

While it's pretty easy to pad a course with a bunch of shooting, and while most

students will be happy as a result, it takes more thought and skill to impart a skill using the fuller spectrum of mental, intellectual, visualization, and kinesthetic learning techniques. In the end, the answer to the question of round count all depends because, despite what I've just said, sometimes shooting 1000 rounds a day (or whatever) is the most effective way to build a skill.

What Are Your Responsibilities?

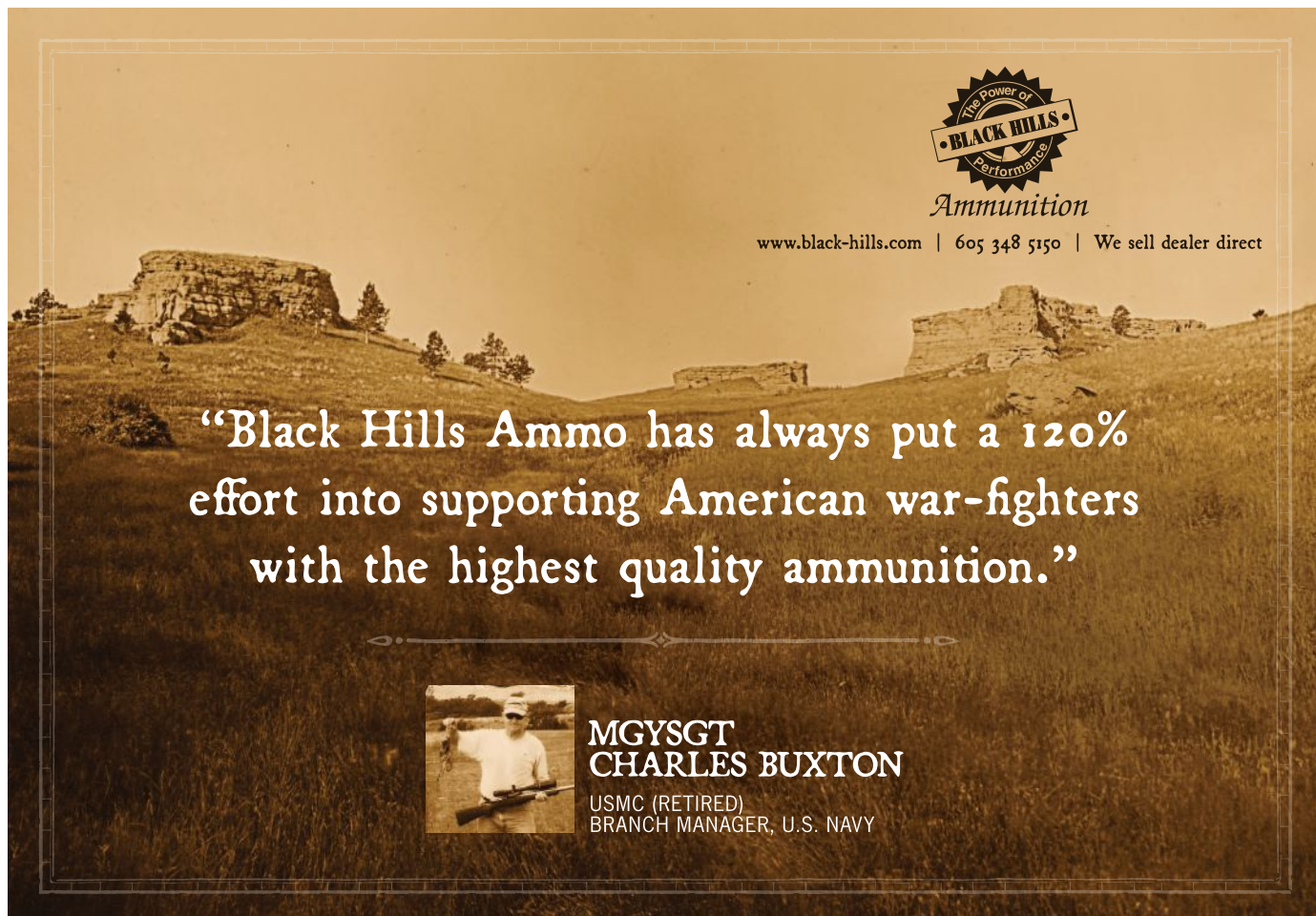
First, understand what the instructor expects in terms of your skills when you show up – ask if this information isn't posted. Second, prepare yourself by tuning up – it's a waste of your time and money to attend unprepared. Third, debug all your gear – test everything and zero all your guns before you get there. Fourth, don't let your ego or preconceived notions or what you “know” get in the way of learning something. Last, make damn sure you handle your gun safely. (Let's admit it: Cops can be pretty bad at this.) Don't ask another cop if you're safe; ask

a friend who shoots competitively if you are because those people are absolutely fanatical about safety.

Finally, understand that you are going to learn a perishable skill, not punch a ticket. You can have the best instructor at the best facility with the best classmates and learn a “ton of stuff” at a course, but your newfound skill or knowledge has a short life and will deteriorate quickly if you don't practice it. A coach can show you how to dead lift and get you skilled at it and even help you to significantly increase your poundage, but, if you don't dead lift every week, your skill will diminish and you'll get weak.

It's the same with shooting. **P&SN**

Ralph Mroz was a police officer (part-time) in Massachusetts for 20 years, seven of which he was assigned to his county's drug task force. He has taught at a number of national, regional and international law enforcement conferences. His blog can be read at <https://thetstreetstandards.wordpress.com/>



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HOW TO RAISE THE BAR



IN YOUR FIREARMS TRAINING

Mike Boyle

Why have a great many officers grown indifferent to firearms training?

Many law enforcement officers regard firearms training as one of life's many inconveniences, much like a dental checkup or filing a tax return. They know it's not the end of the world, but there are many other ways they would rather be spending their time. Unfortunately, many officers fail to make the connection between the range and the street. Trainers not only have an obligation to provide the "how to," but also the "why" we are doing things a certain way. The fact that "we've always done it this way" simply doesn't cut it.

I've been involved in recruit level training for over 30 years and I can say that most new officers have a very gung ho attitude towards firearms training. They recognize that employment in this field is contingent upon successful completion of

their initial firearms training. No doubt, it is made very clear to academy trainees that the world is inhabited by all sorts of antisocial types and that, in the course of their career, they may have to employ deadly force to protect their life or someone else's life.

But, somewhere along the way, that initial enthusiasm begins to waver. Firearms training becomes drudgery. Administrators are sometimes less than enthusiastic towards training and this is readily apparent to the troops in the trenches. I would also submit that those of us who are involved in training also need to shoulder some of the blame. If the sum total of your training consists of firing the same old qualification course, it should hardly be a surprise that officers don't see the street relevance and aren't buying the message.

Take It to the Next Level

Firearms training is typically conducted on three different levels. The most basic is static line or square range training, where we master and refine our basic skills. This is also where we test our marksmanship skills on qualification day. The static line allows us to safely train fairly large numbers of individuals simultaneously. But, we need to recognize that static line training is not the end all fix.

Many of the exercises we use to have officers demonstrate proficiency are merely an evolution of PPC-style shooting popularized by the FBI way back in the 1930s. A humanoid target is placed downrange and participants fire a predetermined number of rounds from different positions and distances. Time frames are typically pretty generous. While there are



Real-life police action shootings include movement – shouldn't your training?



Light exercise prior to shooting elevates respiration and heart rates. This gives participants a better idea of their true marksmanship potential, but it shouldn't be confused with stress.

indeed some courses of this type which are challenging, most do not reflect the reality of the street and, at best, are merely a means of assessing basic marksmanship skills.

For many years, I've made heavy use of dynamic level drills in my training and have enjoyed some pretty good results. Typically, a single officer has to solve a problem which is a bit more open-ended. Much like real life, officers can be paired up to familiarize them with team tactics. One or more instructors can evaluate the exercise which could include more than one threat, innocent bystanders, movement, cover, and other elements. If you can conjure up an image of an IDPA course of fire, you can probably get an idea of what these types of drills might look like.

Dynamic level training allows the instructor to assess multiple elements in a single exercise. There simply is no hiding among a group of 20 other shooters, like in static line training. An instructor can now get a better idea of what each shooter's capabilities are and correct any deficiencies they spot. These drills only require a handful of rounds and I find them to be a much better assessment tool than the traditional 60 round PPC-style qualification course. In developing dynamic exercises, you are only limited by your imagination.

At the top of the pyramid, we have interactive training. This can take the form of an electronic simulator or role-playing exercises with marking cartridges. In this type of training, participants have to apply the elements of practical marksmanship and tactics in carefully scripted scenarios. Interactive training, either on simulators or in role-playing exercises,

assesses judgment in fast breaking situations. They do, however, require special equipment and are instructor intensive. In view of that, further discussion will be limited to static and dynamic level training and how we can improve it.

Ramp It Up

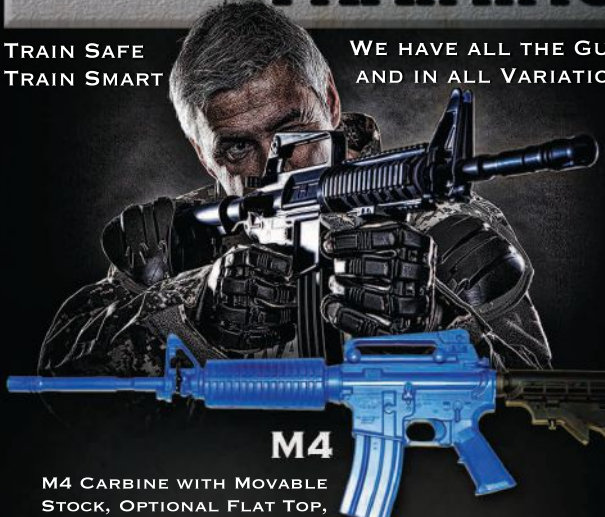
There are, of course, any number of limiting factors which can put a damper on the quality of training we would like to offer. Make no mistake about it: Quality training requires an investment in time and

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other resources. When times are tough and budgets are slashed, training is often first to take a hit. Adversity aside, we can still make it work. To my thinking, we can conduct quality training for the same price as poor training. You've just got to be smart on where you devote your resources.

The hardest sell is often the administrators and command staff. They must be made to understand that better trained officers are in everyone's best interest. Officer safety is enhanced, the public is better protected and liabilities are reduced. Is your budget too tight to provide proper training? Guess again. There is case law which suggests that budget constraints are not an excuse for providing substandard training.

Be advised that merely shooting the qualification course over and over is not training. Qualification is a measurement of marksmanship skills and does not address many critical areas. Time frames are far too accommodating and the targets utilized often give officers an inflated idea of their combat potential. Does your qualification course address more than one threat, movement, innocent bystanders, poor light, and highly compressed time frames? These are just a few elements which officers have to deal with in the harsh real world.

Creating realistic courses of fire is not especially difficult, providing you have a



Having an "innocent bystander" in close proximity to a target can make even that mundane qualification course a little more challenging.

little bit of imagination. I have often taken a real-world, police action shooting and devised a dynamic level drill around it. There is no single exercise which can address every possible contingency an officer might face, but you can include multiple elements into a single drill. For example, an officer may have to draw and engage a threat while seated in a vehicle, exit and move to better cover. From there, he/she might engage a second threat in close proximity to an "innocent bystander."

Targets Matter

Currently, there are hundreds of different target options out there for the taking. Classic designs, such as the B-21 and B-27, are still in wide use, but we can do much better. Many of the old school tar-

gets feature an overly optimistic or anatomically incorrect high value scoring area. One can now select from designs which better reflect reality and require better shot placement to achieve a high score – train hard, win easy.

When training on the road, I'm often tasked with using whatever targets my host provides. To create a more challenging target, I use eight inch paper plates in the chest and 3" x 5" index cards in the head. Targets can also be folded into half or thirds to represent a hostile threat partially protected by cover.

The real world is populated by both good and bad people.

Shouldn't our training reflect the same? Placing "no shoot" or innocent bystander targets in close proximity to threat targets is yet another element of realism we can incorporate into our training.

Targets come in paper, cardboard, plastic, or steel. Ideally, I like to use a mix of all the above in my training. To condition a proper mind-set, I make it a point to use pictorial targets from time to time, particularly versions which aren't squared off to the shooter. Quite simply, we can't lose track of what we might have to shoot at.

Roll Your Own

When I first got into firearms training, I recognized that many of the traditional exercises really didn't bear any semblance to real life. Over time, I did stumble upon a few which made more sense and I began to come up with my own. Some I would categorize merely as skill builders which are designed to enhance practical marksmanship or operational skills. Others are down and dirty tactical exercises which allow the instructor to get a handle on a shooter's combat potential.

As a rule, I like to keep my tactical drills short and sweet. Round counts are fairly modest, but participants have to perform multiple tasks. These could include moving to cover; reloading; threat discrimination; verbalization; and, of course, practical marksmanship. Often, I find the same drill can be used for handgun, carbine or shotgun. Because round counts are low, creating these different sorts of drills should not burden even the tightest budget. And, by the way, doing something with a little more street relevance is likely to win over more officers who feel that they have now had a positive training experience.

Police-Mental Health Collaboration Toolkit

NEWS

The Bureau of Justice Assistance (BJA) has developed a Police-Mental Health Collaboration (PMHC) Web-based toolkit which provides resources for law enforcement agencies to partner with mental health providers to effectively respond to calls for service, improve outcomes for people with mental illness and advance the safety of all. The PMHC toolkit includes information on various aspects of PMHC programs, such as planning and implementing, training, managing, and measuring performance.

The Web-based toolkit can be found at <https://pmhtoolkit.bja.gov>.



Many extreme close quarters shootings involve physical contact with a subject. This is another realistic element which can safely be introduced into your training.



Multiple skills can be addressed in dynamic level training, including practical marksmanship, gun handling, movement, and use of cover.

Ultimately, we are all responsible for our safety on the job. If your agency doesn't go the extra yard, you've just got to take up the slack. Do a little self-assessment and consider in which areas you would like to improve. Whether it's shooting a basketball or working out, we like to practice the things we do well. Self-gratification is human nature, but we really need to work on the things we don't do so well.

Final Thoughts

Shooting that same predictable course of fire does not provide officers with the skills they need to prevail in a real-life encounter. Quite frankly, if your training regimen is stuck 50 years in the past, you remain at a serious disadvantage.

Take a hard look at what you can do to prepare for violent encounters. Consider that bad and evil people will probably initiate the action and you'll have to play catch-up. Getting squared away might require some out of the box thinking, but those of us who are trainers have an obligation to bring the very best to our students. Raise that bar! Do it faster and do it in the dark. Resist that notion to dumb down the standards in order to get more people to pass. Like it or not, this is a high stakes game. It's incumbent upon us to offer the best training possible. **P&SN**

Captain Mike Boyle served with the New Jersey Division of Fish & Wildlife, Bureau of Law enforcement, and has been an active firearms instructor for more than 30 years. He has been an assistant police academy director and remains active as an academy rangemaster

and instructor. Mike has served on the Board of Directors of the International Association of Law Enforcement Firearms

Instructors (IALEFI) since 1996. He is the architect and coordinator of IALEFI's Master Instructor Development Program.

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HOW TO BRING FIREARM COMBATIVES TO THE STREET

In recent years, we've seen a dramatic change in how law enforcement officers are trained, with some firearms training evolving to more closely reflect the reality of actual street encounters.

Todd Fletcher

In the not so distant past, firearms training was mostly conducted "on the line" under strict control and command of the rangemaster and his "range safety rules." Unfortunately, in some places, this is how training still occurs. The addition of these highly controlling "range safety rules" to the Firearms Safety Rules have created a barrier which needs to be breached in order to effectively train our officers.

Pros and Cons

Range safety rules are rules specific to a facility or training site which go above and beyond the standard Firearms Safety Rules. There are beneficial range safety rules such as requiring shooters to wear ear and eye protection; however, other range safety rules

may prevent "bringing the street" to the range. These include examples such as the "180° Rule," no rapid fire and rules

preventing anyone from being forward of the firing line. On the face of it, these seem like basic rules designed to keep everyone safe. In practice, they sometimes prevent us from training like we fight.

Let me provide a few examples. The "180° Rule" is designed to prevent anyone from being downrange or being unintentionally covered by a shooter on the range. However, if our goal is to prepare officers for the realities of the street, the 180° Rule prevents us from moving around in a 360° threat environment safely with firearms out, ready to defend our lives and the lives of others. Instead of making us safer, this range rule prevents us from training for the reality of the streets. If we move around in a 360° environment while training on the



A shooter during a Combative Firearms Training patrol rifle class running a zigzag live fire drill

range, then our muzzles will be pointing somewhere other than downrange.

On the street, everything is technically “downrange.” There are many “on-the-job” scenarios where officers would be moving “up range and downrange” with their firearms unholstered and ready: building searches, high risk vehicle stops, high risk arrests, active shooter incidents, and others. Therefore, the 180° Rule doesn’t allow us to train like we work.

Keeping It Real

Similarly, the range safety rule preventing anyone from being forward of the firing line is another example which is keeping us from bringing the street to the range. If shooters are not allowed to move forward of the firing line, how do we bring realistic exercises such as officer down rescues or bounding overwatch drills? No matter how you do it, someone will be required to move forward of the firing line. The bottom line is that the more range rules you implement, the less relevance your training has on the street. If we expect officers to perform a tactic or technique on the street in an uncontrolled environment, then we need to allow them to perform it on the range in a controlled and safe environment.

Safety Above All

Just to be perfectly clear: I’m NOT advocating that anyone do something stupid like having trainees positioned next to target stands while another officer is firing live rounds. We’ve all seen those videos and I’m not condoning this kind of stupidity in any way, shape or form. But, we need to bring realistic training to the range in spite of unsupported range safety rules.

The best way to keep officers safe during realistic and street relevant training is to ensure instructors understand what the training course is trying to accomplish; how the drills are going to be run; and how to position themselves to maintain a safe training environment. When instructors understand the drills and know where shooters are going to be moving, they can anticipate potential problems and put themselves into the proper position to prevent potential safety issues. The best way to mitigate dangerous range conditions is by improving instructor positioning – not by enforcing subjective range rules.

Instructors should be watching their shooters during drills and other courses



Shooters running a cover and egress drill during a Combative Firearms instructor development class – note the instructor positioning himself between the shooter moving up range and the downrange shooter. From this position, the instructor can control the direction and movement of the up range shooter while the downrange shooter is moving.

of fire. They should be moving with the shooter and putting themselves in a position where they can intervene when necessary. This may include controlling the

firearm and guiding the shooter safely from one place to another in the event the shooter loses situational awareness. Instructors who are active participants in every course of fire will be in a better position to provide safe and realistic conditions for everyone on the range. Instructors should not be bystanders and those who fail to become actively involved are standing in the way of street relevant training.

Multiple Skills

Another method for bringing the reality of the street to the range is to combine multiple skills into one drill. This requires officers to prioritize and make correct decisions. The addition of otherwise simple factors can greatly increase the reality of our training environment. How about

introducing more advanced communication on the range? I’m not just talking about communicating between officers or even between suspects and officers. We should

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include the additional responsibility of communicating with our dispatchers. Examples include allowing officers on the radio to ask for additional assistance; coordinating the arrival of responding officers and medical units; and advising dispatchers of our status are other key factors we can add to bring reality to the range.

The next step can be to combine this with additional skills like doing a tactical reload, self check, buddy check, movement to a better cover position, and providing emergency first aid. A combination of these skills are incorporated into nearly every officer involved shooting, so we should include these elements into our firearms training programs. If an officer believes the "danger has passed," then it might be a good idea to reload. Depending on the context of the incident, there may be a better position of cover available to the officer. We should be training to constantly look for these positions of advantage. While looking, officers can do a self check to make sure they haven't been injured; then, they should do a buddy

check to make sure their partners haven't been injured. Lastly, we can combine our firearms skills with our first aid skills by providing emergency medical assistance.

Add a Surprise Element

Ultimately, a simple and straightforward drill can be a tremendous learning experience when a "blind" element is added. This blind element is a surprise and isn't included in the drill briefing and demonstration. It is simply included as another event which occurs during the drill. For example, we can introduce a designated trauma victim on scene to simulate the decision-making our officers face during an officer involved shooting. This victim could be another officer or a bystander. Once officers believe they have completed the drill, communicated effectively, did a self check, buddy check, and reloaded, they have to respond by providing emergency medical care to the injured victim. This is only one example of how we can combine multiple skills into our drills, add additional decision-making responsibilities, and bring a previously

unknown element into our training in order to better prepare our officers for the realities of the street.

Conclusion

Firearms instructors need to develop drills and courses of fire which are practical, realistic and street relevant. Our firearms training curriculum needs to progress from simple qualification to combat preparation. Officers deserve to be trained to the highest possible standards. Let's set those standards by providing realistic training on the range so officers are prepared when they hit the streets. **P&SN**

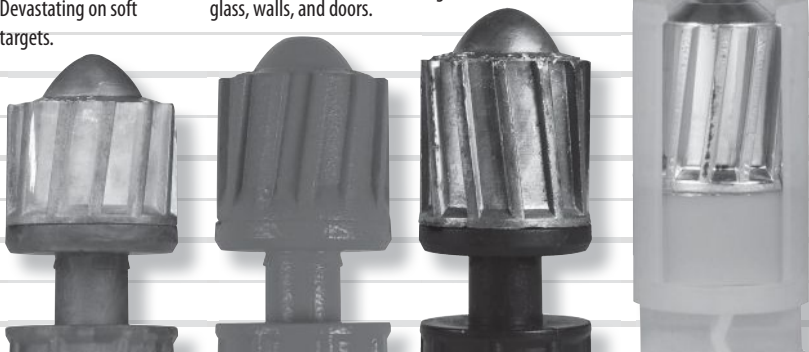
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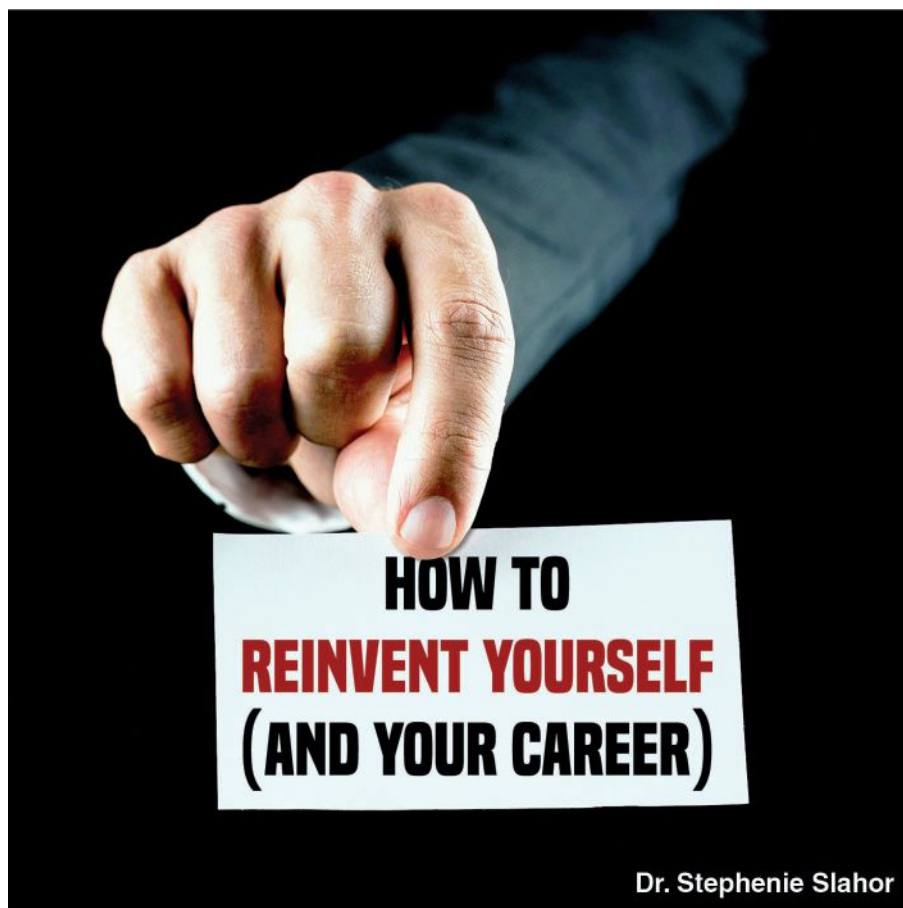


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Circle 6059 for More Information



There will probably come a time when you want to make the jump from one job to another.

Your motive may be to move from the public sector to the private sector, or move from a small company to a large one, or take the grand leap into starting your own business. Regardless of the motive, you will be facing some serious decisions.

Recommendations

Some advice on those decisions was offered by Tony Vargas, CEO of Security Together; Michael D'Angelo, retired police officer and now Security Manager at Baptist Health South Florida; and Kris Rides, a recruiter. They presented a panel about self-reinventing during the international annual meeting of ASIS, the world's leading security organization.

Vargas explained that big career jumps are not only possible, but easier within a company; however, if the time comes when you want to jump company to company, the task is far more difficult. In a large company, you are likely to be pigeonholed in a certain job or level, focusing on certain things, but not much else. If you want to jump to a new

job or new company or strike out on your own, you will need skills beyond that present pigeonhole in which you work. Vargas suggests starting by going to conferences, seminars and events; talking to people who have made such jumps in their careers; and connecting with people who might be offering new opportunities of interest to you. "Meet people before you need them," he said. Social networking lets you communicate with others, building a network even years in advance of your career change. "Otherwise, it's almost impossible to go out by yourself," he stated. Jobs and technology are rapidly evolving and you have to change your mind-set from the present focus on your job, to one of planning and learning well in advance of your career change, he said. "Take the initiative. Whatever you do, you're always learning and always evolving," he said. Technical skills can be learned, but he emphasized that it is what is "inside you" and your dedication to a sense of leadership and progress which will make reinventing yourself and your career easier.

Image Management

D'Angelo agreed, saying that, when transitioning to something new, it is vital to think of it as "marketing" yourself, much like a new product. It is particularly applicable to those moving from a military or law enforcement career where much of the job is structured and set. Making the jump to the private sector or your own business won't give you the same financial security a public sector job has – the regular paycheck, health insurance and other benefits. If you are going to change, these financial considerations could be a determining factor in your decision before you go ahead and transition to something else. But, should you decide to take the leap, you need to think of the skills you have, the skills you'll need and how to market your abilities.

NEWS

FBI's Next Generation Identification (NGI) System

The term "biometrics" is not limited to fingerprints – it also includes palm prints, irises and facial recognition. In an effort to harness new technologies and to improve the application of tenprint and latent fingerprint searches, the Federal Bureau of Investigation's (FBI) Criminal Justice Information Services (CJIS) Division has established a new system, the Next Generation Identification (NGI), to replace the Integrated Automated Fingerprint Identification System (IAFIS). The NGI provides the criminal justice community with the world's largest and most efficient electronic repository of biometric and criminal history information.

To read more about the NGI system, go to <http://tinyurl.com/jyw6qep>.

He added that he began his own career in law enforcement while he was quite young, but he took the time to weigh the decision to leave his 20 plus year police career and to plan how to make the change to move on to something else. He said it is important to take as much time as possible for that planning, even years ahead. Things may not move according to your own time frame, but planning ahead will allow you to get new training and skills, and the time to anticipate and examine the changes which will reveal where you might be going.

Kris Rides said, "Launch yourself. Be your own marketing department." There are different challenges occurring – some expected and some sudden or unexpected – but your plan for transition can consider these and meet them.

Ego On Hold

Beware of the "professional arrogance" which might come with a successful career in law enforcement, said D'Angelo. That has to be put aside. You cannot assume that an employer will be "beating at your door to hire you" just because you have the skill set which a police career has created in you. The personal traits, discipline and integrity which were so important in your law enforcement career may not be what the company wants and needs in its employees. "You need to accept that everything may not add up to much" when it comes to making a transition, he said.

Moving from a large company to another large company, or private sector to private

sector, or public sector to public sector are the easiest transitions, said Rides. Yet, you may need to move around in other projects or employers to get a mix of expertise. If you are held at a certain skill level, speak to people in other departments in your organization and learn what is occurring there. "It's easy to get caught up in the now and not look toward where you want to go next," he said. "Change that mind-set." Don't become too stable. It may feel comfortable, but move on to keep up with new technology and processes if you plan to transition to another job. That lets you understand the overall picture beyond your own responsibilities in your work.

A New World

D'Angelo advised finding others who have gone through a transition and have learned the successful ways to overcome such challenges. Realizing that law enforcement is a "different world" from the corporate setting is only a "start," he said. Part of the "culture shock" is the need to recognize that you will be the new person who must be the right fit for the corporate world. "It's not incumbent upon them to know and understand your experience and culture" as a law enforcement professional. You will probably step into a job in which you make a major transition, not only in what you are doing, but in the ways this new world does them. Your former career "is only a starting point," he said, and you must add new skills to succeed, not only in the work, but to fit into the new employer's culture. He added

that, when you get a job in the public sector, you meet the qualifications and pass the tests necessary for the job, but, in the private sector, the employer looks at your résumé and decides whether your qualifications are right, but then looks beyond that to see whether you will fit into the job, team and culture of the company. "You are a representative of the organization 24/7," he said, so the company must see that you will mesh with the way it does business.

What Can You Offer?

Vargas echoed that, saying it is "what is inside the person" which the employer studies. "You're not expected to know it all," but you are expected to have the drive and initiative to learn new or different skill sets than the ones you've been using, he said. The employer needs to know that you're "going to make the company better."

Know your present skills; see which ones will move you into a career change that you want; and realize that employers especially look for excellence in communication skills, oral and written, said Rides. Take courses, go to seminars and work toward bettering your skills, he emphasized.

"It forces you to believe in yourself," said Vargas, even if you are moving to something you do not know well. "It's a leap of faith."

The driving force may be that "you want to feel excited again" about your work, said Rides. Going to a new job or doing something on your own can be strong motivators and will need your "passion" to accomplish, he said. You may even want to partner with someone who complements your abilities and the challenges being faced.

Above all, remember that employers write "wish lists," not job qualifications, said Rides. "They want someone who will take the challenge," and they know that a job candidate will not be able to check off every box on that list of qualifications. Instead, the interviewer will focus on the top three to five characteristics or abilities needed for the job. "Never be scared to apply," Rides emphasized. **P&SN**

Stephanie Slahor, Ph.D., J.D., is a writer in the fields of law enforcement and security. She can be reached at drss12@msn.com.



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BUSTED!

James L. McClinton, Ph.D

The only thing slow about this biker is his ability to think rationally... A suburban Detroit motorcyclist was apparently fast enough to leave police in the dust during a chase, but not swift enough to stop from bragging about it on Facebook. Lake Orion police say the 33-year-old Rochester Hills biker was charged with fleeing police and reckless driving. They say an officer pulled up to the man outside a restaurant after witnessing loud motorcycle maneuvers in the street. The biker sped off and the officer eventually stopped pursuing him. Police say he boasted on Facebook that he was going "140 in a 35 mph" zone. He added, "#nojailthisweekend." Someone shared the post with police. *(His next post will read, "#sothisiswhatjailislike.")*

Yabba-Dabba-Don't!... The City of Key West, Florida, put out a call for help to find the owner of a most unusual, illegally parked vehicle – a replica of a car from "The Flintstones." The city said it was found illegally parked without anyone around to claim it. "This Flintstone car is in front of 828 Emma Street. It is illegally parked in the public right of way. It's been red tagged, but the city would really like to find the owner before we have to take it away. The owner has not yet come forward. Please, if you know whose it is, let them know. Please help us find the owner of this ride...QUICKLY!" a post said. *(Was there a parking ticket written with a hammer and chisel on a thin piece of stone?)*

Don't try anything stupid – leave that part up to me!... After two robberies netted \$4,220 from a bank in Fort Lauderdale and a credit union in Miramar, Florida, investigators desperately wanted to nab the lone female robber. They got a break when they discovered fingerprints on the second demand note which the robber had left at the scene of the crime. They matched the prints to a 27-year-old woman and a mug shot from an earlier arrest resembled a good security camera photo taken at the first robbery. The woman was apprehended at her Hollywood apartment hours after the second robbery. When police showed her the security camera photos, she circled herself



This is what happens when family pets find out they're about to be neutered...

A family in Greenfield, Wisconsin, was taken hostage in their own home by another family member. Fearing for their safety, the wife managed to sneak a quick call to 911 and police officers were dispatched to the scene. When the officers arrived, they discovered that the situation was not what they had expected. As it turns out, the family was being held hostage by the family cat who was very angry. The cat had apparently attacked the husband just before the police were called. Animal control corralled the kitty who was taken into custody for observation. *(I wonder if the local shelter has a rescue program for pet owners?)*

in several photos and wrote "me" on them. She then signed her name. Police say the demand notes she passed to tellers started with, "Don't try anything stupid." *(Actually, they weren't circles; they were little hearts.)*

This crook ought to be "flushed with pride" for successfully pulling this robbery off... Police in Tennessee are looking for a man who they say robbed a Nashville gas station while covering his face with toilet paper. The man reportedly entered a Twice Daily gas station just before 2:00 a.m. He then went into the bathroom, grabbed a roll of toilet paper and wrapped it around his face as he pulled out a gun and demanded money from the clerk. No other customers were at the gas station at the time of the robbery. Police are reviewing the store's surveillance video, hoping to get a frame of the man's face before he managed to

cover it with the toilet paper. *(Did this occur in the Quilted Northern® section of Nashville?)*

He's got a place in politics... A man in Boston, Massachusetts, was charged and convicted of stealing a laptop from Suffolk University Law School, where he had been a student. He was given a 90 day prison sentence, but the judge decided to go easy on him and placed him on probation for two years. Apparently, that still wasn't good enough – the man was later charged with returning to the clerk's office and demanding to see his verdict slip which is public record. He then allegedly swapped the "guilty" verdict slip with one he had forged and checked the "not guilty" box. Not surprisingly, the police caught the forgery and the man is now facing 20 years in prison instead of probation. *(Two years' probation versus 20 years in prison – a bold strategy indeed!)*

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