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PASSAIC COUNTY SHERIFF BERDNIK



Family. What does family have to do with a law enforcement publication? Why discuss this now?

These questions have been on my mind lately. Numerous concerns have come up over the past few months, and almost always the person with the most significant problems has weak connections to their blood relatives—many times it's a spouse, sibling, child or parent they are distancing themselves from. This is a dangerous disconnect that precipitates conflicts and disappointments in our careers that could have been avoided if we had our priorities correct.

As a moral principle, our families should come before everyone else in our lives, because family is our life—there is no greater purpose than to work, so our family survives, and while doing so we leave the world a little better than we found it. The secret to a happy, healthy and productive life is that simple. Don't overthink it. Happy family life is more valuable than all the money in the world.

Let's be honest. Many in our profession have let unworthy distractions consume their thoughts and actions. For example, I've seen so many officers who are more concerned with how their chief or sheriff thinks about them than how their spouses, parents and children view them. They are also overly worried about the opinion of them by direct supervisors. This always stuns me because we choose to give these supervisors this type of power over our lives, often when they don't deserve it.

So let's straighten this out once and for all. Yes, it is essential for supervisors to have a favorable opinion of you. However, your family's opinion of you must be the top priority. Supervisors will come and go, and sadly, many weak-minded leaders break down officers emotionally to control them. They are pathetic human beings who live a miserable existence. It's safe to say these kinds of people don't have a genuine love for you. However, guess who has the pure love? Look in your child's eyes tonight, and you'll find it. That's whose opinion of you matters most.

I believe an honest discussion on this topic can prevent many of the issues we are facing in our profession—from divorce to financial problems, harassment and even suicide—we must prioritize our thoughts. As we all know, having an unhealthy family home life will lead to destruction, but with a little work and attention, we can do everything we can to prioritize our thoughts and actions to avoid going down this road.

This holiday season, make a promise that the most beautiful gift you give someone is reserved for a person who truly loves and cares for you—not that megalomaniac supervisor whose approval you're seeking. Your kindness or gift in attempt to curry favor will likely be wasted. When your priorities are straight, happiness will follow. Keep in mind the most beautiful gift you can give someone is your time—genuinely being present and supportive. I wish you all the best!


Daniel Del Valle, Editor-in-Chief

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Welcome to another excellent issue of Blue Magazine. We continue to bring you the very best news and commentary about law enforcement across our great nation. Our cover story offers an important message that everyone needs to hear: Active killers are not going away any time soon.

While everyone figures out what's causing the vertical trajectory in mass killings, as well as the root causes and long-term solutions, it's best we continue to train and prepare for the active killers who could be coming soon to your community. We have seen over and over that massacres are happening in neighborhoods where violence is seemingly nonexistent, and where residents live in harmony. Our cover story is a collaboration by Lt. Anthony Espino, Chief Joel Gordon (Ret.) and Lt. Joseph Pangaro (Ret.). Each of these writers has unique insight on the topic and together offer a fresh perspective.

We thank them for their diligence and for consistently working to promote awareness and training to save lives and keep communities together during good and bad times. They are godsend in these increasingly turbulent times.

The surging anger, uncertainty, and disrespect for institutions and for those in positions of authority means no community, no matter how harmonious it may look from the outside, is safe from the kind of harm that places them at the dead center of international attention. This does not mean we should let fear, however reasonable it may be to be afraid, determine how we respond; rather, it means that we have to respond to immediate threats against individuals in a way that assures that the general public will remain confident that we will keep them safe.

This is why it is imperative that we select law enforcement leaders who can handle the responsibilities and pressures of the office. The stakes are too high to put a friend with low ability in a leadership role. At a recent tragedy, I watched a leader suffer an emotional breakdown in front of the cameras and have to be consoled by those around him. This leader could not handle the pressure and crumbled at a time when others were looking to him for confident direction, something the public also had a right to expect. We must demand better.

In this issue we offer a special tribute to Norfolk Police Officer Seth Amos, who at 30 years old passed away from an unknown illness. This tribute penned by Seth's father, Chris Amos—a retired officer and columnist for Blue Magazine—is heartbreaking and inspiring. It's written with the miraculous strength of a father who had buried his son, and who is endeavoring to do as much good as he can in this world while praising The Lord for his son's life. On behalf of Blue Magazine, we offer the Amos family our deepest and most sincere condolences. We are always here for them and all of you who are facing a difficult time. May Seth rest in peace.

As the holiday season is upon us, please be careful out there. Make sure you are taking care of your fellow brothers and sisters in Blue, and yourself. Keep an eye out for those who may be enduring an emotionally trying time, and do what you can to get them help. We are all in this together.

George Beck, Ph.D., Managing Editor

The Blue Magazine Writer's Spotlight:

Chris Amos and Michael Boll



Chris Amos is a retired officer and former spokesperson for the Norfolk Virginia Police Department. He is currently the pastor at Chr1st Fellowship Church in Norfolk. He is married for 30 years and is the proud father of three children, two of whom are police officers. He serves as the volunteer Chaplain for Norfolk Police Dept. and Norfolk Sheriff's Office.



Michael D. Boll is a police sergeant at the Union Police Department in NJ. He is currently in his 23rd year of law enforcement service. He previously served as a United States Marine, and is a Gulf War veteran. He is the founder of Operation Rebound Racing Team, a nonprofit organization that helps wounded veterans and first responders enjoy a better quality of life.

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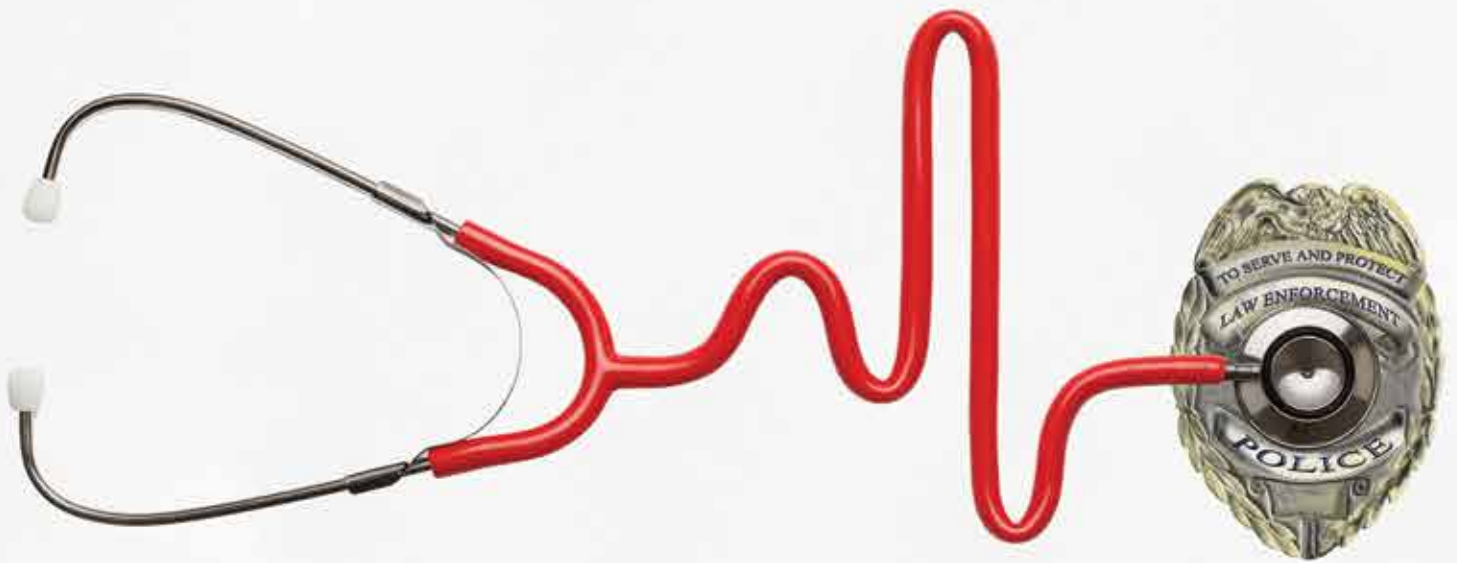
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Saudi Crown Prince Must Answer for the Murder of Jamal Khashoggi

By Bernard B. Kerik

As someone that lived and worked in the Kingdom of Saudi Arabia for nearly four years; and as the interim Minister of the Interior of Iraq after the fall of Saddam Hussein, I've witnessed first-hand the brutality and barbarity of their systems of justice and interrogation in the Middle East. I've also witnessed beheadings and stonings — their punishments for capital crimes.

So, the recent interrogation, brutal murder, and dismemberment of Washington Post reporter Jamal Khashoggi did not surprise me, but what did was the sheer stupidity with which the Saudis acted, believing that they could get away with this, and that links to the highest levels of the royal family would not be exposed.

What was more surprising, is who I believe gave the actual order to have Khashoggi murdered.

The crown prince, as well as his father, King Salman, have animatedly denied their involvement in the torturous and grizzly murder, but it doesn't take a brain surgeon to figure out where the orders came from, especially knowing and understanding the hierarchy of the Saudi government.

According to published reports, at least one of four of the suspects in this gruesome murder is a frequent companion of Saudi Crown Prince Mohammad bin Salman and has been seen with him in Europe and in the United States. Three other members of his personal security detail were also allegedly part of the fifteen-man team that flew from Saudi Arabia to greet Mr. Khashoggi when he arrived at the Saudi Consulate in Istanbul.

This to me raises serious questions about Prince Mohammed's personal involvement, and his sincerity and truthfulness

of his denial.

What's most telling is that, according to sources that heard the audio recording of the torture and murder, at some point while these barbarians were cutting off Khashoggi's fingers, one at a time, the Saudi Consul General Mohammed al-Otaibi is heard saying, "Do this outside; you're going to get me in trouble," which tells you that he wanted nothing to do with what was happening.

One of the assassins is then heard saying, "Shut up if you want to live when you return to Saudi Arabia."

Now, keep in mind that the Saudi Consul General normally reports directly to the Minister of Foreign Affairs, who reports to the Crown Prince and His Majesty the King. He would normally be the most powerful Saudi figure in that consulate or any embassy.

This means that whoever told the Consul General to shut up if he wanted to live upon returning to the Kingdom, had to be acting on the direct power and authority of either His Majesty the King, or the Crown Prince, and given the relationship and closeness of the four men identified as the crown prince's personal security staff, there is very little doubt that they were acting with impunity and at the direction of the crown prince himself.

The Saudi government initially reported that this murder may have been carried out by a rouge group of assassins, but there's no chance. This group wielded the power and authority to leave and return to the Kingdom on government planes, had unfettered access to the Saudi Consulate, and was brazen enough to reprimand the Saudi Consul, and threaten him with death.

No one in the Kingdom of Saudi Arabia

could get away with that, without the power and authority of the King, or Crown Prince themselves. **NO ONE!**

Given the King's health and relinquishment of power over the past eighteen months to the crown prince, it looks like Prince Mohammad needs to come up with some answers... truthful ones.

The western world and mainstream media has ignored the brutality and barbaric behavior of Saudi Arabia for years, but I'm not sure they're going to let this one pass.

A grizzly murder of a reporter, possibly ordered by the highest level in Saudi government? Instead of threatening sanctions against those that have questioned the Saudis over this case, the Crown Prince should re-think that quick, and come up with answers for something that should have never happened in the first place. 🌐

(Article courtesy of Newsmax)

As New York City's 40th Police Commissioner, Bernard Kerik was in command of the NYPD on September 11, 2001, and responsible for the city's response, rescue, recovery, and the investigative efforts of the most substantial terror attack in world history. His 35-year career has been recognized in more than 100 awards for meritorious and heroic service, including a presidential commendation for heroism by President Ronald Reagan, two Distinguished Service Awards from the U.S. Department of Homeland Security, The Ellis Island Medal of Honor, and an appointment as Honorary Commander of the Most Excellent Order of the British Empire by Her Majesty Queen Elizabeth II.



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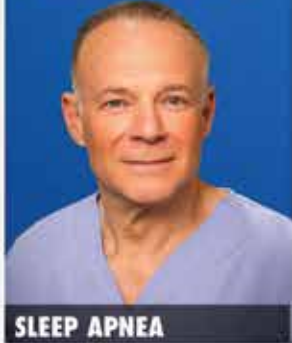
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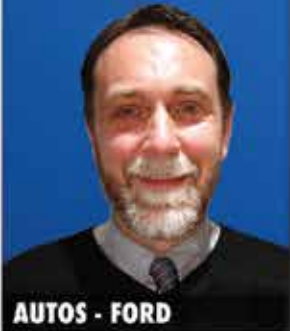
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The Whole Truth and Nothing but the Truth

By Joel E. Gordon

The Merriam-Webster Dictionary defines truth as the body of real things, events, and facts: ACTUALITY.

Truth used to be and largely remains a simple matter for me. Truth is the opposite of a lie or of being deceitful and rooted in fact. It is not so simple to many any longer in our current cultural environment.

Perception vs reality: So how is one, in this day and age of false narratives, fake news and social media lies expected to be able to determine what is reality or fact? From Ferguson to Baltimore, distortions of fact have kept many from having the opportunity to fully evaluate reality by being cheated of having the chance to see a complete picture while evaluating all sides of culpability for final outcomes.

Furthermore, the recent hearings to confirm Supreme Court Justice, Honorable Brett Kavanaugh, were turned upside down with uncorroborated and unsubstantiated accusations of misconduct from the justice's teen years. Certain members of our very own United States Senate were seemingly willing to suspend any presumption of

innocence in the absence of provable fact, abandoning any semblance of constitutional due process. This abdication by some in insisting on judgements based upon facts will surely backfire and boomerang as time goes on. Stay tuned for all the political scandals which are likely on the horizon.

Fortunately for law enforcement, police body camera use has overall proven to be a blessing to our law enforcement community. The implementation of their use has proven time and time again that Constitutional policing is the norm, much to the dismay of the law and order naysayers.

I understand that we as individuals can look at the same scenario or images yet take away a different perspective based upon our own experiences, wants and prejudices. In many cases, though, could it be said that failure to see an entire event or scenario will cause a distorted perception of what has occurred or is occurring? Compartmentalized thinking is often used for justification, right or wrong, to rationalize a taken position.

For forty years, as a thoughtful philosopher by nature, I have been thinking about

how compartmentalized thought (or partial information) is detrimental to critical thinking. Does a lack of understanding of cause and effect and unintended consequences stymie the ability to "see the whole picture"?

Bothered by "your truth" "my truth" or other versions of "truth?"... "What I know for sure is that speaking your truth is the most powerful tool we all have," said Oprah Winfrey upon accepting the prestigious Cecil B. DeMille Award at the Golden Globes.

The Urban Dictionary offers this definition of My Truth (which if it's not mine is your

truth). My Truth: Pretentious substitute for "non-negotiable personal opinion". Often used by academics, this is a convenient phrase for avoiding arguments because people can contradict your opinion but not your "truth." The phrase is often used when seeking to justify a controversial personal stance or action because people are not allowed to argue with "your truth."

The belief that we all have our "own truth," being further fueled by academia, is increasingly bothersome to me. Schools are guilty of compartmentalizing subject matter restricting Students' understanding of reality and further limiting a world view full of facts, connections and questions yet to be answered. Is this way of thinking possibly at the root of our cultural decline?

Silencing conservative or alternative-thinking individuals via campus boycotts and social media limitations due to "political correctness" concerns further exacerbate the problem of giving individuals the chance for gaining necessary information so all sides are heard and honestly evaluated.

If truth remains in doubt and is controversial, then divisiveness will surely continue to expand and grow in our society. To seek unity - the kind of unity and patriotism seen immediately after Sept. 11, 2001 - we must be protective of facts in seeking truth.

I've been thinking a lot lately about how compartmentalized thinking leads to people believing that they are entitled to their "own truth." Compartmentalized thought then lends itself to that perception of multiple truths. It seems as though a view of the complete picture would, more often than not, reveal a universal truth as the body of real things, events and facts: ACTUALITY. 🌐

Joel E. Gordon is a former Field Training Officer with the Baltimore City Police Department and is a past Chief of Police for the city of Kingwood, West Virginia. He has also served as vice-chair of a regional narcotics task force. An award-winning journalist, he is author of the book "Still Seeking Justice: One Officer's Story" and founded the Facebook group Police Authors Seeking Justice. Look him up at stillseekingjustice.com



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Keeping Your Ethics in check.

By James F. Ford, Jr., Ph.D.

Will Rogers once said, "I want to lead my life in such a way that if I sold my talking parrot to the town gossip, I wouldn't have to worry."

The late U.S. Attorney General and U.S. Sen. Robert Kennedy implied that by the time one reaches the point of being a college student, hopefully he or she (and it might be added, everyone who is studying the field of criminal justice) will have deeply ingrained the desire to practice exemplary and ethical behavior (The Enemy Within, Perseus Books, 1994). In most postsecondary higher education institutions, ethical behavior is taught. Professors explain the need for academic honesty, and how students should avoid plagiarism or cheating on exams as examples. There is free software available to students to avoid plagiarism, and yet some still don't take advantage of it. It might be said that "Character" is "Who we are when no one is watching." We all know that character cannot be taught at a police or correctional academy, or in law schools. Character and ethical conduct of criminal justice professionals mean that they would never betray their oath of office, public trust, or their own agency's code of ethics. One only needs to read today's headlines to understand the need for ethics in all professions, not only criminal justice. The law enforcement community is on the so-called frontlines, or in the trenches if you will, and they must set the example of being beyond reproach. Do you remember a time when your character or ethical behavior was tested or brought into question? How did you feel?

I can remember in grammar school where our teachers provided case scenarios and we responded accordingly. We were taught right from wrong at a very young age, and this basic premise has been ingrained

in us through the years. While teaching a class of undergraduates one semester, they couldn't understand why one of my pet peeves was tardiness. I explained to them whether I'm teaching an eight o'clock in the morning or an eleven o'clock class, I expect everyone to be on time. I explained to them that one of my main roles at the college is to prepare you for the "real world."

In the real world. How long do you think you will last at a job if you are habitual late/tardy or have excessive absenteeism? I usually get the deer in the headlight stare but then they eventually understand. I understand that we all are going to have that time when we will be late because of traffic, personal or family emergencies. I am not talking about that. I'm referring to the same students who just can't seem to arrive on time for a class week after week. If I'm giving an exam and a student is late, the door is closed and sorry you can take a different makeup exam for partial credit. I can count on one hand the times that I have had to give a makeup exam for tardiness. I give another scenario to my students; you have been working the all-night shift (12 hours) and you cannot wait to go home but your relief is late, and it occurs more and more frequently. How do you react? Don't you wish he/she were on time, so you could be on your own time? It is important to our criminal justice students who aspire to enter the criminal justice profession to be ethical in their decisions.

It is understood that ethics involves fair and honest conduct standards. It is also the ability to recognize right from wrong. *Absolute Ethics* is a belief that something is either good or bad, black or white, and that certain acts are inherently right or wrong in themselves, irrespective of one's culture (Kenneth Peak, 2016). Some examples of

Absolute Ethics, the unethical behavior: perjury, theft, and excessive force. *Relative Ethics* is a belief that determining what is good or bad is relative to the individual culture and can depend on the end or outcome of an action (Peak, 2016). An example of Relative Ethics is when the police might not follow the letter of the law or may even violate a drug dealer's civil rights to effect an arrest and get him off the street to protect the community they serve.

A self-test question to ask yourself when in doubt. Would you be willing to see your actions on the front page of the paper, or is this worth your career?

As criminal justice professionals, we all try to make the best decisions and be the good person and be consistent and fair. Know the difference between the spirit and letter of the law and don't forget you have discretion to a point. Your job is not easy as you apply laws, local ordinances, and policies without bias or fear to the best of your ability. Be aware that there are people who have lost their moral compass and look for others to be dragged down with them. Don't become a victim!

Paraphrasing the late President Franklin Delano Roosevelt, "Be the best you can, wherever you are, with what you have." 🌐

Dr. Jim Ford is a retired lieutenant from the Chatham Township Police Department. Currently, Dr. Ford is a Professor of Criminal Justice and the Director of Graduate Program in Justice Administration and Public Service at the College of Saint Elizabeth in Morristown. He is an author of two books, "The Other Side of the Line" and "Shift Work & Criminal Justice Professionals" management consultant in criminal justice, author, and a licensed private investigator.



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CELEBRATING THE MEN AND WOMEN IN BLUE:

A Visit to the New National Law Enforcement Museum

By John G. Malcolm

A public block party and a “Run for the Badge” 5K race Saturday will mark the opening of Washington’s newest museum: the National Law Enforcement Museum.

Eighteen years in the making, this splendid underground facility sits in Judiciary Square just across the street from the National Law Enforcement Officers Memorial, itself a majestic site containing the names of more than 21,000 officers killed in the line of duty throughout our nation’s history.

I had the good fortune Thursday to attend a ribbon-cutting ceremony and to tour the new museum.

Speakers included Interior Secretary Ryan Zinke, former Attorney General John Ashcroft, Deputy Attorney General Rod Rosenstein, D.C. Mayor Muriel Bowser, former D.C. and Philadelphia police chief Charles Ramsey, and “Dirty Harry” himself—celebrated actor and director Clint Eastwood, honorary chairman for the National Law Enforcement Officers Memorial and Museum.

The opening of the museum comes at a pivotal moment for law enforcement in this country. Two years ago, I wrote about the rising tide of antagonism against the men and women who serve our communities and put their lives on the line every day to keep us safe. They rush toward danger. Some of them do not return.

Last year, 129 law enforcement officers made the ultimate sacrifice, and, sadly, in 2018, officer fatalities are up 5 percent to date. Some of these officers were the victims of ambushes, premeditated attacks intended to harm those who enforce the law.

In 2016 (the last year for which data is available), nearly 58,627 officers were assaulted and 16,667 of them suffered serious injuries.

Hardly a week goes by without a headline about an officer being injured or killed.

Just last week, seven officers were shot in South Carolina, one fatally. The week before that, two officers were fatally shot in Mississippi.

The museum provides visitors the opportunity to discover the stories of famous lawmen, learn in the Hall of Remembrance about those who gave their lives protecting others, and see mementos left at the wall of the memorial across the street by former colleagues and loved ones to honor them.

The exhibits at the museum also will help people learn how law enforcement techniques have evolved and about the many ways that law enforcement officials serve and protect communities on a day-to-day basis.

Among the exhibits are Eagle One, the U.S. Park Police helicopter used to rescue six passengers after an Air Florida passenger flight out of National Airport struck the 14th Street Bridge and plunged into the Potomac River on a frigid night in January 1982.

Also on view are artifacts such as evidence from the investigation of the “D.C. sniper” as well as the credentials of Eliot Ness, the prohibition agent who led the “Untouchables” against Al Capone and the Chicago mob. Capone’s bulletproof vest is there too.

The museum “is dedicated to telling the story of American law enforcement by providing visitors a ‘walk in the shoes’ experience.”

It accomplishes this, and quite admirably too, through immersive exhibits and hands-on learning that enable visitors to experience for themselves the many facets of modern law enforcement, from call centers to forensics to walking the beat to engaging in “shoot or don’t shoot” training exercises.

On the lighter side is a “Reel to Real” exhibit showing how law enforcement officers have been depicted over the years on

Hollywood icon Clint Eastwood, who has portrayed lots of cops, speaks during the opening ceremony. To his right is Craig Floyd, CEO of the National Law Enforcement Officers Memorial Fund. (Photo: John G. Malcolm for The Daily Signal)



radio and TV shows and in the movies.

Including educational programs and outreach, the museum aims to build bridges between law enforcement officers and the communities they serve. By working with adults and children, and by providing real contact with law enforcement officials, this museum can build greater empathy and understanding—and ultimately trust, mutual respect, and cooperation.

And not a moment too soon.

The museum is the brainchild of Craig Floyd, CEO of the National Law Enforcement Officers Memorial Fund, and his mentor, Mario Biaggi, the former Democratic congressman from New York City, a former highly decorated police officer who was injured 11 times in the line of duty.

This valuable institution will serve as a memorial to fallen officers, a tool to educate the public about the rigors and realities of modern law enforcement, a vehicle for bridging the divide that exists in many communities between peace officers and those they serve, and a place for ongoing dialogue about tough issues that will help define the future of policing.

So, if you are in town or planning to visit, the National Law Enforcement Museum is a crown jewel that deserves to be seen and experienced.

Visitors will learn about courage, honor, and sacrifice. And the museum is a tremendous asset that undoubtedly will do a lot of good for the country in the years to come. 🇺🇸

(Article Source: www.dailysignal.com)

John G. Malcolm is the vice president of the Institute for Constitutional Government and director of the Edwin Meese III Center for Legal and Judicial Studies, overseeing The Heritage Foundation’s work to increase understanding of the Constitution and the rule of law.



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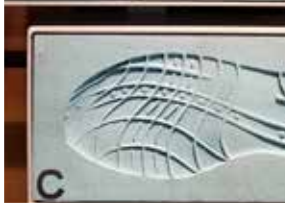
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Photos courtesy of Michael Garcia



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THE IMPORTANCE OF

Police and Community Relationships

By Lt. Anthony Espino

The relationship between police officers and their community should be harmonious. Communities rely on the police department to “protect and serve” and the police, in return, rely on support and cooperation from the community. When communication and trust deteriorate, tensions build between the community and police, therefore undermining goals that were set for a safer community. In many cities across our great nation, we hear the cries that law enforcement is not doing enough to protect their communities. Many of these people believe law enforcement is the problem. Groups such as Black Lives Matter and Antifa call for attacks against police officers. Professional athletes are kneeling for the national anthem, protesting police brutality.

Then there’s the media blazing with stories regarding unfortunate incidents between communities and law enforcement. When this is all the media chooses to focus on, it can paint a falsely negative and unfair picture of law enforcement, leading to a loss of trust by the public. While rebuilding that trust can be hard, it’s not impossible. Many law enforcement agencies across the nation have taken measures to improve their relationships with the communities they serve.

Promoting public safety and trust between local enforcement and their communities is essential to building a partnership. This partnership is known as community policing; which is defined as a philosophy that promotes organizational strategies, which support the systematic use of partnerships and problem-solving techniques, to proactively address the immediate conditions that give rise to public safety issues such as crime, social disorder and fear of crime. Police-community partnerships and problem-solving are the core elements of community policing. These partnerships help to converge on three main themes: increased effectiveness, reliance and expertise of officers along with community involvement.

In its purest form, community policing creates a partnership between law enforcement and residents. The more involved law enforcement is with the residents they are sworn to protect, the more residents can help law enforcement achieve their goals. An effective community policing structure will provide the following benefits:

- Residents having a more favorable view of their local police department
- Improved trust between law enforcement and residents
- More accurate information from residents regarding criminal activity in their community
- Better understanding of the needs of citizens and their expectations of the police

Effective community policing depends on enhancing positive contact between patrol officers and community members. We must remember building trust doesn’t happen overnight; it’s going to require an ongoing effort. To build this trust for an effective community partnership, police officers must treat people with respect and sensitivity. The use of unnecessary force and arrogance or rudeness can discourage community members from aligning themselves with the police.

Effective community policing requires a strong commitment from everyone involved. It’s a process that requires long-term relationships to be established and maintained. Community policing is only as good as its community involvement.

Remember: Community policing is a philosophy, not a program. If all of those involved do not understand the philosophy of community policing, then the program will not succeed. Developing and maintaining effective police-community partnerships is not easy. It takes a lot of work and patience, but the benefits of effective partnerships greatly outweigh the costs. ●

Lt. Anthony Espino is a 20-year veteran police officer, assigned to the Patrol and Crime Prevention Unit. His passion is to lecture to community members, teachers, and students to promote awareness and offer tips to prevent crime and victimization.





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ACTIVE KILLER

Coming
Soon

By Lt. Anthony Espino, Chief Joel Gordon (Ret.)
and Lt. Joseph Pangaro (Ret.)

“We must reject the idea that every time a law’s broken, society is guilty rather than the lawbreaker. It is time to restore the American precept that each individual is accountable for his actions.” - Ronald Reagan

900 seconds. 15 minutes.

That is the longest approximate time an active killer event lasts--many are over in four minutes. In that short period, whoever is going to die most likely will and whoever is going to live will do so if they can survive the harrowing 15 minutes between life and death. What has this world come to?

Who will be the next victim of an active killer is often unknown. Lunatics lash out in seemingly peaceful communities, routinely surprising everyone. Why? Because we mistakenly believe active killer incidents happen in other people’s backyards, and therefore, prepare little and deny much. This shouldn’t be the case because the list of potential soft targets is endless. Thus, any place where people assemble must be prepared for an active killer situation. It’s our best defense at this moment while we analyze what is going on with these events and

why they are increasing.

With each report of a mass shooting at a school, place of worship, concert, gaming competition or other venue, the often-politicized issue of gun control becomes front and center during seemingly nonstop news coverage. The mainstream media, many activist groups, pundits and (self-identified) “progressive” politicians insist each time that guns are the problem. The availability of firearms is portrayed as the primary contributing factor for a rise in mass shooting incidents.

However, it remains true that guns don’t kill people any more than automobiles, knives or other objects do. It is the person in possession and control of any object who bears responsibility for the results of its use.

We cannot ignore statistics because they help us understand what happens when a killer attacks a school, religious facility or other public place. The data helps us to anticipate who we might be looking for and helps us recognize any potential sign of violence before it erupts. For example, the data reveals that 96% of shooters

are males acting alone.

An FBI study of active shooters over a 13-year period was released in the summer of 2018. The 30-page report studied 63 active shooters from 2000-2013. The FBI’s objective was to examine specific behaviors that may precede an attack and which might be useful in identifying, assessing, and managing those who may be on a path toward deadly shooting.

The study revealed that active shooters generally had a limited history of adult convictions for crimes. The majority used legally purchased guns and had a history with the site that they attacked. Out of the 63 shooters studied, only 16 of the shooters in the study were previously diagnosed with mental health issues.

The FBI sought to identify breaking points that potential shooters may have in common to help recognize a possible mass shooter. The stressors noted include mental health issues, financial problems, marital problems, drug abuse and conflict with one or more family members or at work or school.

“What emerges is a complex and troubling picture of individuals who fail to successfully navigate multiple stressors in their lives while concurrently displaying four to five observable, concerning behaviors, engaging in planning and preparation, and frequently communicating threats or leaking indications of intent to attack ... and if recognized and reported may lead to a disruption prior to an attack,” the study said.

Since those responsible most often give pre-attack warnings shouldn't our goal be to identify and subsequently isolate weapon possession by those individuals who can be reasonably deemed to be the “wrong people” at the “wrong time” instead of limiting and restricting weapons altogether?

“If you see something, say something” to intercept those individuals who appear at a breaking point and ready to act out. To merely point the blame at firearms and advocating attacking the Second Amendment is misplaced. We should spend our time trying to get to the root of the problem while demanding preparation and response training. This must be at the forefront in the thoughts of those in positions to lead our men and women of law enforcement. If not, the old saying, “It can't happen here” will continue to cost us significantly in lives lost.

Preparation, communication and notification will increase one's odds of surviving an active killer event. Preparation requires us to train realistically, under stress, and with as many officers and civilians as possible. When we train at soft targets, we must use scenarios that challenge potential victims to recognize the danger and make quick decisions on how to react. For example, do they know what to do, such as locking down or fleeing the building? Using role players is a great way to create a realistic training block for everyone involved.

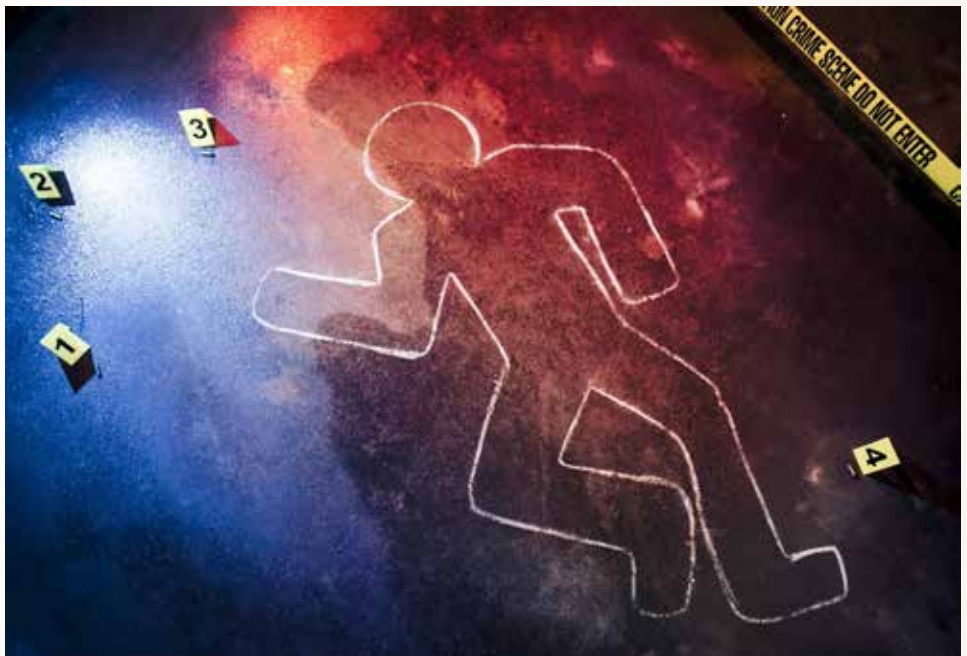
Prompt communication when an active shooter attacks is paramount. We must be able to communicate with everyone in the building that there is a danger so that they can react quickly. Communications can take many forms: radios, cellular phones, intercoms, or other electronic notification systems. Whatever kind of communication is available should be used during practice sessions.

Notification to the additional responding police and other first responders must be immediate. This notification can take the form of phone calls, automatic dialer systems, cellphone apps, radios or other read-

ily available equipment. As stated, these events typically are over within 15 minutes, so the faster we notify and get resources deployed, the more lives will be saved.

Another vital response concern is what can we do and what can we advise the students and staff of our schools and workplaces about actions they can take to keep themselves safe for the crucial 15 minutes and beyond during an active killer attack? This part of the response concerns hardening the places we choose to lock down. If you're in an office or a classroom, simply closing and locking the door may not be enough. We should provide additional options such as covering the windows and barricading the doors and finally how to fight for their lives if they have no other choice.

In these types of life-threatening events, the ability to react quickly will de-



pend on training and practice and recognition that TIME = LIFE.

Practicing and preparing with would-be targets in the community is a great way to keep everyone safe and to build bridges capable of sustaining pressure during stressful situations. After all, the relationship between police officers and the community should be harmonious. We all need to work together to combat the next active killer event. For as long as policing has been in existence, communities have relied on the police department to “protect and serve” and the police, in return, rely on support and cooperation from the community. When communication and trust deterio-

rate, tensions build between the community and police, therefore undermining goals that were set for a safer community. Training with the public is a great way to institute all the values of community policing while preparing would-be victims to survive an active killer attack. Every time we reach out to the community to work together to make the neighborhood safer is a win for everyone involved. We must be partners in safety.

We all have a role to play here—from the rookie patrolman to the department heads to community members—everyone must see the dangers of active killer events potentially happening in his or her backyard, and work to make sure that should a lunatic lash out, we all can respond appropriately and reduce the potential loss of lives. Preparation is key.

It is not enough to simply identify in-

dividuals who appear to fit the profile of a person nearing a breaking point toward possible active shooter activity. The community, courts, legislatures, medical and mental health professionals and law enforcement must devise and implement proactive protocols allowing isolation, evaluation and effective treatment for those who would harm us in a fit of rage.

Together we can.

We commend everyone who understands the dangers and whose heads are not buried in the sand — and train with the mindset that an active killer is coming soon. 🙏

Arming America's Teachers: UNDERSTANDING THE GUN-FREE SCHOOL ZONES ACT

By Joseph R. Uliano, M.A., Ed.S.

In the wake of the Marjory Stoneman Douglas High School massacre in Parkland, Florida (February 14, 2018), President Donald Trump doubled down on his campaign promise to eradicate the 1990 Gun-Free School Zones Act (GFSZA), in order to arm teachers for the purpose of self-defense and making our schools safer. In an opposing opinion, Randi Weingarten, president of the American Federation of Teachers spoke on behalf of her members, stating, "Teachers don't want to be armed. We want to teach. We don't want to be, and would never have the expertise needed to be, sharp shooters; no amount of training can prepare an armed teacher to go up against an AR-15." However, Trump defended his position by reiterating that he believes "Gun-free zones are appealing to criminals," and concluded his remarks with, "They see that as such a beautiful target. They live for gun-free zones."

As expected, Trump's remarks drew more attention on the ever-growing political and societal debate of gun control, but is there time for this debate? Do union leaders such as Weingarten speak for all teachers? Unfortunately, we won't know the answers to these questions anytime soon, and while the debate grows, another monster is lurking outside our schools waiting for the opportunity to attack our most vulnerable. However, when reflecting on the Parkland shooting, we learn that fourteen students and three staff members were killed in just four short minutes, and sometime during that timeframe the shooter was courageously confronted by Aaron Feis, the UN-ARMED football coach, who died shielding the shooter's prey. What if Feis was armed? How many lives could have been saved? We will never know that answer, but what we do know is very rarely does an unarmed person overtake an armed person in a combative situation.

Moving forward, can we solely rely on our police to secure our schools? In 2014,

the State of Missouri instituted the "School Protection Officer" program, which allows trained school teachers to carry concealed weapons while during the performance of their teaching duties. Those selected into the program must undergo a psychological examination and receive the same firearms training as law enforcement officers. Like Missouri, Texas instituted a "School Marshal" program in 2013 as a response to the tragic school shooting in Newtown, Connecticut. Designated school marshals in Texas must also undergo a psychological examination and receive the same firearms training that law enforcement officers receive while at the police academy.

With states like Missouri and Texas taking a proactive approach rather than a reactive approach, a call for more action was heard around the nation. However, states with more strict gun laws, such as New Jersey, were reluctant to introduce the notion of arming their teachers. In 2016 a compromise was made by then-Gov. Chris Christie, who approved Sen. Anthony Bucco's bill calling for the establishment of a Class III Special Law Enforcement Officer program, which is designed to hire recently retired police officers to work as armed uniformed police officers in their schools.

In May of 2018, Texas Gov. Greg Abbott authored a 44-page report titled "School and Firearm Action Plan," calling for an immediate increase of law enforcement in his schools, but also placing a strong emphasis on increasing the school marshal program, with the anticipation of arming more teachers, which he plans to fund through the Governor's Criminal Justice Division.

In terms of funding the arming of teachers across the United States, Education Secretary Betsy DeVos suggested in August of 2018 that she is considering the allocation of funding to states wishing to arm their teachers; clearly bypassing the GFSZA.



It is important to understand that our state laws pertaining to the possession of firearms are much older than the 1990 GFSZA, and many laws in fact permit firearms in their schools, despite those who proclaim to follow the GFSZA. For example, California, known for its strict gun control, has an exception to the unlawful possession of firearms in their schools, which reads firearms are illegal in schools, "Unless it is with the written permission of a school district superintendent, his or her designee, or equivalent school authority" (California Penal Code 626.9).

In closing, it appears that GFSZA is being misinterpreted and that there are gaps between federal and state laws. The GFSZA was pre-Columbine and the thought of having armed personnel in our schools was not considered. Perhaps there is no need to eradicate the GFSZA. Perhaps it is simply not being utilized properly. The GFSZA was initiated as part of the Crime Control Act, which increased penalties associated with crimes within our schools' zones, such as our drug-free school zones. One policy implication is to keep the increased penalties for crimes occurring in our school zones, but the GFSZA should not dictate how our lawmakers or school administrators work to make our schools safer. 🌐

Joe Uliano has served as a police officer for over fifteen years, and is assigned as field training officer and departmental instructor. He is currently a Doctoral Candidate in Education at Seton Hall University, where he also earned an Educational Specialist Degree (Ed.S.) in Educational Leadership, Policy, and Management. Prior to earning this advanced degree, he also earned a Master's Degree in Human Resources, Training, and Development and a Bachelor's Degree in Criminal Justice.





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Officer Seth Amos

By Chris Amos

On Sept. 4, my son and 9-year Norfolk Police Department veteran entered an emergency room for a deep cough. On Oct. 19, 45 days later and on my 53rd birthday, Seth went home to be with the Lord. The nearly seven weeks from the time Seth entered the hospital to the time of his death was an emotional roller coaster and yet one that, as his father and pastor, the Lord had prepared me for months earlier. It was then that the Lord revealed something was going to happen to one of my two sons, both police officers in Norfolk. I assumed it would have been in the line of duty. The Lord also revealed to me I would be officiating my own son's funeral. I chased the very thought out of my mind as ridiculous, pure nonsense. I would come to learn it was not ridiculous or nonsense, but preparation for the longest, most difficult day of my life. The following is a Facebook post I shared on Oct. 29, three days after Seth's Celebration of Life Service.

"It's been 10 days since Seth went home to be with the Lord. Put another way, we are 10 days closer to seeing him again. Seth's Celebration of Life Service was unlike ANY I have ever experienced. It was charged with emotion for sure, but there was something much more powerful, The Holy Spirit.

The service itself had Seth written all over it. From the music played to asking police officers to sit with their families and not as a group. Seth cherished his family far more than his job. Hundreds and hundreds of people turned out for the celebration. The heart wrenching tributes by members of Seth's family and friends were followed

by an emotional Photo Memory Montage.

I was slated to give Seth's eulogy. I spoke briefly about the journey we had been on and attempted to answer the question, "Why Seth?" before introducing a guest speaker who knew Seth far better than I. With that, I introduced Seth himself before taking my seat, you could hear a pin drop. Those in attendance sat motionless and listened to a 20-minute message given by Seth four years earlier on the subject of "Courage, Obedience and Perseverance." As Seth began to speak, the Holy Spirit began to fill every nook and cranny in that large sanctuary. It was as if Seth knew the circumstances that brought us to that place, that day. Truth be known, Seth did not... but God the Father most assuredly did.



As I looked out over those in the congregation it appeared as if everyone was wiping their eyes. At the conclusion, Stacey took the stage and introduced a song Seth had written following the Line of Duty

Death of Officer Brian Jones in May 2014. The song was entitled "I'm Ready." Seth began to sing the song, choking up with emotion at times as he assured Stacey and his family that if anything ever happened to him not to worry because he was ready.

We had begun the journey nearly two months earlier praying God's will, God's way for God's glory. Friends, Seth's passing was God's will done God's way and his Celebration of Life Service was an outpouring of God's glory, like I have never experienced in almost 30 years of ministry.

Now friends do not think for a moment that God's will and way passed with Seth! God has His own perfect will and way for each one of us and longs to be glorified in all our lives. Please don't allow the work the Lord began in your life these last two months to become only a distant memory. Seth may have finished his race, but you and I are still running. Please keep pressing into God. Do not stop!

As for our family, you can check out our church service at Chr1st Fellowship on Facebook. Take care my friends, God bless you, keep you, provide for you and protect you.

God's will, God's way for God's glory!"
See you at the finish line! 🙏

Chris Amos is a retired officer and former spokesperson for the Norfolk Virginia Police Department. He is currently the pastor at Chr1st Fellowship Church in Norfolk. He is married for 30 years and is the proud father of three children, two of whom are police officers. He serves as the volunteer Chaplain for Norfolk Police Dept. and Norfolk Sheriff's Office.



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ENOUGH *is* ENOUGH

By BBO Staff Writer

Since the Progressive Era, the American police officer has been conditioned to turn the other cheek. They are taught it is not permissible to be insulted or offended. This is a well-intentioned concept; however, over time this has transformed into the police becoming punching bags for politicians, so-called activists, media pundits and other opportunists.

This didn't just happen. Over a hundred years ago, the police were depicted as inept and worthy of lampooning, as seen in the slapstick film series "Keystone Kops" among others. Also, NWA wasn't singing "F**k The Police" last week. Clearly, the anti-law enforcement animus didn't spring up overnight. It was with us long before the Obama administration. However, contemporaneously with the Obama administration, a significant shift occurred where the criminal element continued trashing law enforcement—as it always did, but the inherent respect for the police by the general public vanished as national figures continued to demonize the police. This resulted in riots, police routinely being attacked, spit on, and sadly, officers being murdered as they ate their lunch in patrol cars or restaurants.

Social media had a lot to do with this.

The reality that anyone can type the most egregious lie, post in social media, and it goes viral where millions of people believe it was not a reality that prior generations had faced. In today's world, the accuracy of a statement is more often determined by who gets it online first instead of who gets it right; and there are very few groups or professions that have been victimized by this state of affairs more than the law enforcement community. This is why it is so important that we hold our leaders accountable when they spread lies and hate about our profession. Their actions are literally causing officers to be murdered. We cannot allow this.

In our modern times, the demonization of the police is unprecedented. Perhaps this is because a police officer is the most accessible symbol of government. The average person who is struggling to make ends meet often doesn't have access to their political leaders. Our elected officials have insulated themselves so effectively that, even for the most persistent citizen with reasonable means, getting their voice heard is nearly impossible. So, with a police officer essentially on every street corner and available for even the most mundane rant,

who better to vent to? Over time, the politicians have not only recognized this condition but now have subtly begun to use it to their advantage. Take notice of how many of society's ills and poor living conditions have been blamed on the police officer—their salaries, their pension packages, their activity/inactivity, and on and on. Instead of looking to the ones making the laws and moving the proverbial chess pieces around, the average citizen confronts the easily accessible police officer. Redresses against salaries, pensions, etc. tend not to evoke the strong emotions where unstable lunatics lash out to kill officers. However, when coupled with an endless barrage of well-crafted and seemingly uncontested lies and false narratives, it creates the perfect storm.

In October of this year, in a strong show of concern for our children and their school safety, the Fair Lawn, New Jersey Board of Education hired uniformed police officers to serve as their SROs (School Resource Officers). Unsolicited and unprovoked, using her own personal Facebook account, Robert Wood Johnson/Barnabas Health Executive Vice President Michelle Davis commented under the posted article covering the Fair Lawn story: "Who

is going to train them not to shoot black children first?” The obvious insinuation here is that the American police officer is lusting to shoot black children before any other children. It is troubling that Ms. Davis believes police officers are bloodthirsty miscreants who want to kill children. Shame on her. It’s also concerning how routinely similar baseless and inflammatory statements like Ms. Davis’s are made and are virtually uncontested by the law enforcement community, who should be our most prominent advocates.

Sadly, RWJ/BH CEO Barry Ostrowsky felt there was nothing to see here. He allowed Ms. Davis to resume business as usual without anyone ever refuting the bold-faced lie that she publicly declared. In other words, they are powerful, they control public relations through influence, and could care less about the lies against law enforcement. This not-so-subtle act of appeasement and accommodation has become a dangerous trend that affects the safety of every police officer in America today.

Ostrowsky’s stance of virtually no reaction is unacceptable. Law enforcement cannot allow this, because crimes are being committed while believing the lies, and police officers are being murdered because of the false narratives. The appeasement has empowered the criminal mindset. Suddenly, a person who was already predisposed to committing crimes or, worse yet, wanting to hurt a police officer, is no longer a criminal. They are now a “social justice warrior” or a pop culture icon. Their acts are essentially given virtue because, in their minds and the minds of anarchists, they are fighting against a tyrannical and oppressive governmental agent.

Every day, we as a community and a profession allow the lies to continue un-

contested, the wave grows larger; and it will not just be police officers who will suffer. If someone is willing to hurt a police officer, what do you think they are willing to do to civilians? If you need a recent glaring example of this, study the case of Weymouth (MA) Police Sgt. Michael Chesna, who was killed in the line of duty this past July.

We are at a critical tipping point as a profession and a society, and the current events with Ms. Davis and Robert Wood Johnson offer a unique opportunity to stand up and push back finally. Our law enforcement leaders, from all levels of command staff and union representation, must set this precedent and demand accountability while flagrantly and aggressively supporting the men and women in uniform, instead of routinely “serving us up” as political pressure sacrifices.

While police officers are still human and, as such, you will never have perfection, the number of incidents with or without the use of force that today’s American police officer mishandles is minuscule in relation to the number of calls for service and police interactions that occur each day. The statistics definitively support that this country’s law enforcement is some of the most well-trained, accountable, and effective professions of any kind; and it’s high time that fact is the starting point of any reasonable discussion.

At a minimum, you’d think we could at least expect to be above reproach from the medical field which, according to John’s Hopkins Patient Safety Experts, has accounted for an average of 250,000 medical error deaths PER YEAR over the last eight years. But then again, do facts matter?

All law enforcement both near and far must unite and push back against the false narratives and against those whose silence-like Ostrowsky in the case of Ms. Davis—are complicit in the larger hostility against the American law enforcement officer who is undeservingly cast as the enemy—the punching bag—and worthy of death. Not another officer should die in the name of these falsehoods. Enough is enough! 🌐



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Changing of the Guard: Duane Sarmiento, N.J. State VFW Commander

By Michael D. Boll

Every year the VFW (Veterans of Foreign Wars) loses thousands of members, and recently our younger veterans aren't joining up. The VFW is the largest veteran organization in the United States, and it's responsible for countless veterans' rights. Unfortunately, the younger veteran generation is moving away from this organization and not helping with its amazing veteran assistance programs.

The VFW was in desperate need of change, and at this year's convention, retired Gloucester County Sheriff/Greenwich Police Officer Duane Sarmiento was voted in as the 2018–2019 VFW State Commander.



Duane is a great friend/teammate who really understands our veterans from all eras. Through his leadership, the VFW is working tirelessly with helping our veterans receive their life-saving benefits and resources. Duane makes sure our veterans aren't forgotten and strives to build up this outstanding organization.

Approximately, twenty-two veterans take their lives each day, and unfortunately this number hasn't changed. Duane and the VFW are committed with suicide pre-

vention and PTSD therapy groups. Also, he joined the Operation Rebound Racing Team and assists them with their mobile outreach program. Having this partnership has already been successful, and it will spread throughout the veteran community.

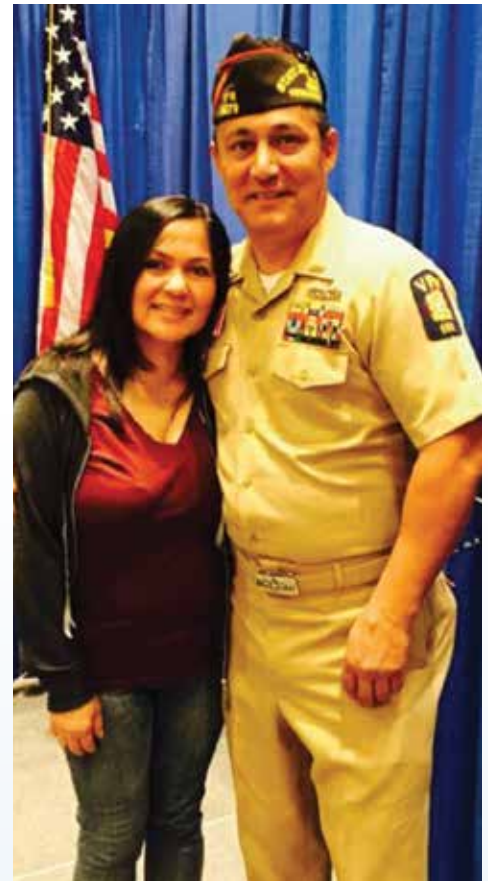
This year will be a start of a new era for our veterans, and it makes me proud to work with such a dedicated and committed veteran leader. Our veterans have a powerful and hardworking advocate on their side fighting for them.

Get to know our new VFW State Commander!

Duane was born and raised in Gibbstown, New Jersey. He is a 1987 graduate of Paulsboro High School. He is a true family man and has been married to his wife Ellen of 26 years and has three children, Alexis, Gabrielle and Michael.

He served as an Operation Specialist on active duty in the United States Navy from 1988 until honorably discharged in 1997. During his time in service, he earned three Navy Achievement Medals, the Combat Action Ribbon, the Southwest Asia Campaign Medal with 3 battle stars and 9 other medals and ribbons. He later served in the United States Naval Reserve from 2002 – 2007 and was selected as "Sailor of the Year" in 2003 at Naval Reserve Center Fort Dix.

In 1998, he was hired by the Gloucester County Sheriff's Department and worked as a sheriff's officer from 1998-2000. In 2000, he left the sheriff's department and joined the Greenwich Township Police Department and returned to the Gloucester County Sheriff's Department as an investigator in 2007, where he served until his retirement in 2010.



In 2011 Duane became the Director for the Gloucester County Office of Veterans Affairs.

In addition to his years of service both in the military and law enforcement, he has been a member of the Anthony T. Calista VFW Post 5579 in Gibbstown, New Jersey since 1992.

He has also been the VFW Post 4-time post commander and past VFW District 13 Commander, as well as serving as NJ VFW Judge Advocate, Jr Vice Commander and Sr. Vice Commander.

Duane's unwavering commitment to the service of others and to the VFW makes him the perfect choice to lead and serve as New Jersey's Veterans of Foreign Wars State Commander. 🌐

Michael D. Boll is a police sergeant at the Union Police Department in NJ. He is currently in his 23rd year of law enforcement service. He previously served as a United States Marine, and is a Gulf War veteran.



He is the founder of Operation Rebound Racing Team, a nonprofit organization that helps wounded veterans and first responders enjoy a better quality of life.

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Life After the JOB!

By Joseph Pangaro (Ret.)

My brother and sister officers: Our career is a calling not a job. Our career is also changing and evolving every day. The demands put on you are totally different than cops who came before you, as are the dangers you face. Are you planning for a life after the job?

I want to take a minute to offer some advice from a guy who retired five years ago. First, I miss the work and the people I worked with, this is an almost universal reaction from those who retire. A career in law enforcement is unique in that we become the career to many degrees; it is our identity and our passion. The reality is that the time we serve on the job goes by very quickly- days drag but years fly by.

Before you know it, you will begin your countdown- 3 years to go, 2 years to go, 1 year to go- Freedom!

Then what?

Many of us think we will just go off into the sunset, collect the pension and enjoy every day. For some that is true, but for most of us we are relatively young when we get out, so we will want and need to do something other than tend the garden or go to the beach, and some of us have colleges to pay for and can't stop.

I have spoken to many officers who believe they will get a cushy job with an insurance company or as a director of security for a company or a school district- not always correct. There are a lot of us out here, and those great retirement second careers are far and few between. Many cops found out the hard way that they are back to the pre-police career point, looking for something they can do that will pay a reasonable salary and matches their interests. Many will have to settle for positions less desirable than they imagined. Unless you begin planning now!

I started making my plans in 2006, a full 9 years before I retired. I always wanted to be a writer and I thought I had some things to say. So, I started writing, I offered my articles to magazines, newspapers and other publications. I decided I also wanted to be a police trainer, so I got myself certified to teach in the police academies and started writing police training courses.

This nine-year head start served me well. I honed my craft, got some articles published, including NJ Blue Now, known today as "The Blue Magazine." I also published in NJ Cops, The FBI magazine, Autism Parenting magazine and many others. I have written a weekly column for the "Coaster" a local 15K distribution newspaper in Asbury Park, New Jersey since 2009, which helped me really develop my voice as a writer.

In 2009 I started "Pangaro Training." I started with what I knew- interview and interrogation, crisis de-escalation, and narcotics investigations. I was blessed to have thousands of cops come to my training since then and I have helped our brother and sister officers enhance their skills and advance their careers, a very satisfying feeling it is, indeed. That company has now been merged with a larger organization and is now providing training nationwide!

After retirement in 2013, I got a position as the director of school security for a large district in central New Jersey. This was made possible because of steps I took before I retired, I got more education by going back to college, I took whatever courses I could to make my skills desirable in the private sector and I conducted public speaking engagements along with my writing and training to build a base of support. I learned from a lot of successful people, including Daniel Del Valle, publisher of The Blue Magazine, how to push ahead with an idea and work it with all my energy to be successful and so far, it has been a successful experience.

These are the points I want you to understand: There is nothing special about me, I just picked my head up above the crowd and looked around and made decisions about what was in front of me as well as what was down the road; you can do it as well no matter what you want to do.

As my success grew, it allowed me to do other things I enjoy. I now have a daily radio show on the America Out Loud radio network called "Chasing Justice." It runs every day at 12 noon and can be found at www.Americaoutloud.com. I love talking about police work, societal justice and cold


cases. Along with the training, it keeps me involved in our career.

In September 2018 I was approached by the Disrupt-edtv.com network and asked to create a TV show about school security, which we did. It's called "Hope is NOT a Tactic" and runs once a week on the network on over 15 social media platforms in all 50 states and 168 countries! You can find it at www.Disrupt-edtv.com

The police career gave me these options because I sought out the opportunities and developed the skills needed to bring value to the marketplace, which is what life after the job is all about. The private sector is all about value for the dollar. If you want to have an awesome adventure after the police career comes to an end, start your plan now, no matter what it is.

If you want to build, get licensed now and do small jobs, build your reputation, get an advanced degree, a teaching certificate or other licensing to do what you are aiming for. My message is clear; don't leave your life to chance-plan for it and then go for it. As law enforcement people, we have gained some great skills. Figure out how to use those skills in the private sector and go for it.

Come visit me at our training classes, read my articles, listen to my radio show, and watch the TV show because I'm not slowing down. You, too, can make the most of life after the job. Imagine it and do it.

Let me know what you think Email: JPangaro@Yahoo.com 

Lt. Joseph Pangaro retired after serving 27 years at a police department in Monmouth County, NJ, having served as the Lead Training Officer. Pangaro is a graduate of Fairleigh Dickinson University's Certified Public Managers Program (CPM). He's a newspaper columnist who writes about the rigors and joys in law enforcement. Joseph Pangaro is the CEO and President of Pangaro Training and Management, and Pangaro Global Training, an online training company. Email Lt. Pangaro: JPangaro@TrueSecurityDesign.com or Twitter: @Pangarotraining



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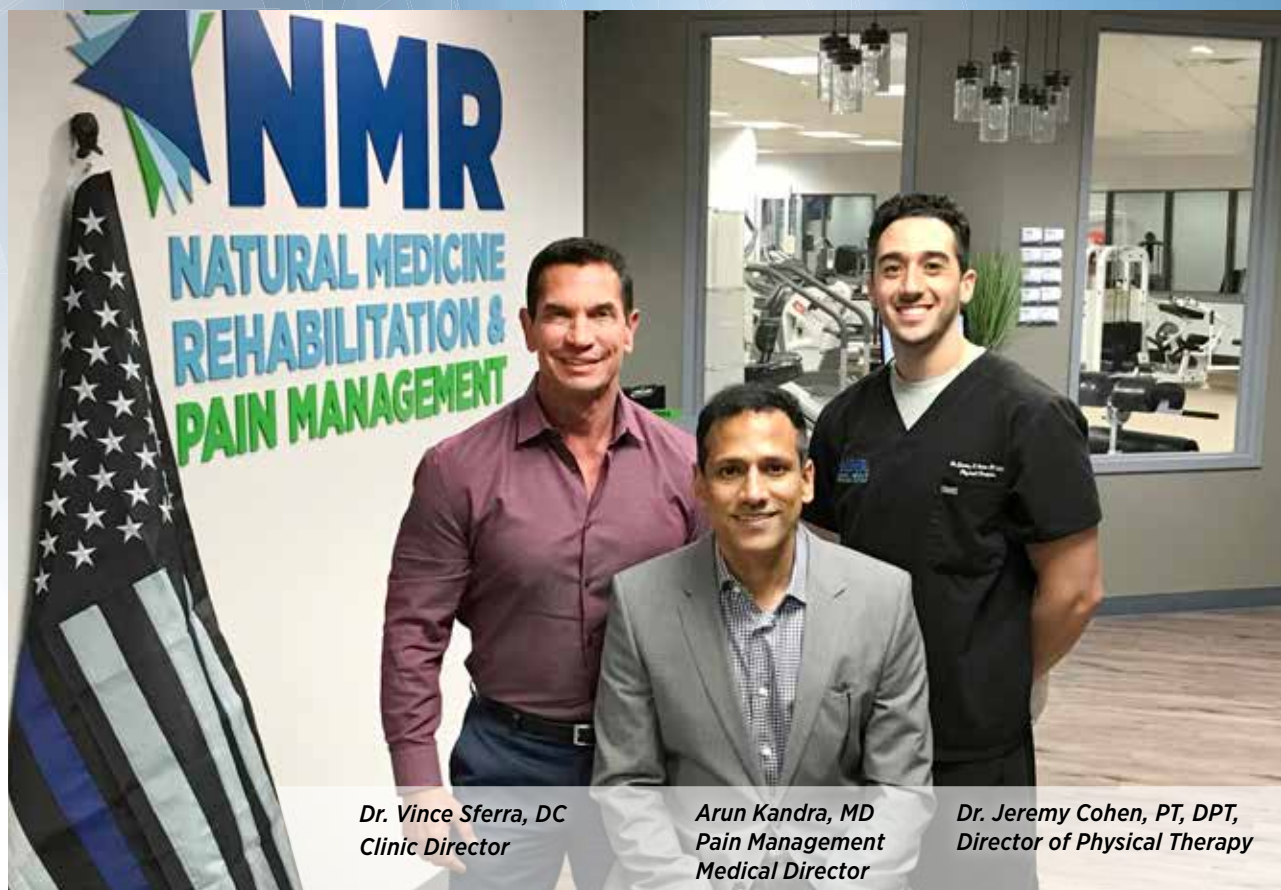
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Squat Stance

NO WEIGHT ROOM? NO PROBLEM.

By Lt. Patrick J. Ciser, C.P.D. (Ret.)

All we keep hearing is “get your exercise!” But years ago people got plenty of exercise without having to be told. Men would hunt their own food, gut it, and many times hand it off to women to skin and cook it. Men and women would work the fields, and many times put their children to work at an early age. There was a time when farmers wanted to have more kids, just to have more hands working the farm. The invention of cars, tractors and the like propelled us into a modern, industrial world that would now allow us time for other pursuits; like the pursuit of happiness. Washing clothes by hand became a thing of the past, as did hanging clothes on the line to dry. More and more machines allowed us to go to the movies, play sports, or simply read a book. But with the invention of television, unfortunately, some of us became couch potatoes.

How many hours do you sit at work, sit in a police car or are stationed in a cell block watching prisoners all day? This doesn't really give you that athletic and toned body you'd like, does it? Poor diets exacerbate the problem, and so does “happy hour” at the local pub. Many of us have excuses, but I did well for 28 years on the job in the eating department. I very rarely ate “junk food” or used shift-work as an excuse, and I also believe in the saying, “Where there's a will, there's a way.” Healthy choices at New Jersey diners rather than unhealthy fast-food places are usually your best choice. And if not, I suggest that you simply brown bag it.

So, you're either home watching the kids, or you can't afford a gym membership, or there isn't one close enough to your house or it's snowing out and the roads are bad. And of course, you can't run when it's raining or snowing, or it's just too hot or cold. Let's face it, sometimes we're just plain lazy and we're looking for an excuse. But there's good news (if you're not lazy). You really don't need a lot of room or equipment to get your required daily exercise.

You can start with jumping jacks, burpees, mountain climbers, sit-ups, leg lifts, planks, and sets of close hand position push-ups. I really like this type of push-up, as it gives you a better pump in your pectorals and triceps, and limits deltoid participation. Functionally, this allows you to push someone away from you, and gives you more punching power. Position a chair with its back up against a wall. Place your hands on the edge of the chair, very close together. Keep your feet away from the chair, while maintaining a “plank” like position. Now do as many close-grip push-ups as you can. I would suggest about 5 sets of these. You can rest 1 minute between sets, and knock them all out, or include 1 set at the end of each of 5 “circuits” incorporating these other exercises. Keep a log of your progress, and write down exercises, reps, and sets. Try to improve your time as the weeks pass by.



Close Grip Pushups

Have you ever tried lunges, and/or kick-backs? You can probably check them out on YouTube. In the karate dojo (school) we get into a squat position called “shiko dashi,” and hold it for a period of time. You go into a squat position, keeping your thighs parallel to the floor. Keep your feet pointing outward at about 45 degrees and hold that position for 7- 10 seconds. Now take a wide step without straightening your legs, and hold it again. Each time you step, count 7-10 seconds before your next step and see how many you can do. Trust me; it

buuurns! Increase the number of steps you take each time you do it, and perform this exercise twice a week for improvement. If you're in a small room and can only take 5 large steps, turn, without standing up straight, and walk back. I also encourage people to skip rope in small spaces. Don't forget, also, to work on your balance, as the average person can only stand on one leg for about 34 seconds without tipping over.



Variation of the Plank



Mountain Climbers

If you're trying to lose weight, and you haven't read some of my articles on dieting, go to YouTube. Intermittent fasting and “keto” dieting works well. Thomas DeLauer is one of my favorite dieting experts, so I recommend you check him out! 🌐

Pat Ciser is a retired lieutenant from the Clifton Police Department, and a 7th Degree Black Belt. He was a member of 5 U.S. Karate Teams, winning gold medals in South America and Europe. He is the Author of BUDO and the BADGE; Exploits of a Jersey Cop (BN.com/Amazon), and is a guest writer for Official Karate Magazine.



PAYING IT FORWARD.

By Joel E. Gordon

“We are made wise not by the recollection of our past, but by the responsibility of our future.” -George Bernard Shaw

In today’s world, an effective police Field Training Officer (FTO) is more important than a chief for police professionalization, safety, reform and crime suppression. FTOs can make or break recruits. They tend to be the most dedicated, honest, bright, loyal and of the highest integrity.

Field Training Officers bear responsibility for the training and evaluation of recruits prior to their academy graduation while assessing their interactive skills in their application to law enforcement.

With my academy training nearly completed, I remember my own experience during the last four weeks of my police academy assignment, which was in field training.

Three weeks of field training had been planned, but the policy changed for all academy classes to four weeks right in the middle of my field training experience. As a result, I had two different assignments, three weeks in Baltimore’s Central Police District and an additional week spent in the Southeastern District of the city (I received near perfect written evaluations from my first FTO, so I was not officially evaluated

by the second).

Our class was cautioned, as we embarked on our field training assignments, that your FTOs have been instructed not to tell you to forget what you learned in the academy, but you may hear that again. I reported to the Central District midnight shift. My FTO introduced himself to me.

“Forget what they taught you in the academy,” my FTO said. “There are no perfect situations out here. Oh, and by the way, I’m not a good passenger, so I’ll do most of the driving during your time with me.”

My FTO was not available to work with me for a couple of days. If I remember correctly, he had some pre-planned vacation days. I was assigned to work with a different veteran officer who was assigned to a low-income and drug-laden high crime area, a common practice to expose a trainee to a busier area assignment. The Murphy Home area bordered the busy Western Police District. In one shift on a busy Friday into Saturday night, we responded to six shootings and two stabbing calls in our relatively small primary area of responsibility.

The officer that I was assigned to was disfigured in his facial area. Sometime earlier, he had responded to a call in these high-rise low-income housing projects and someone had thrown battery acid on him from above.

“Always look up and be prepared to take cover. They’ll ambush you out here,” he instructed me. I never forgot that lesson!

My last week of field training was spent on the midnight shift in the Southeastern Police District. We responded to the usual calls for service and broke up and arrested men shooting craps in the alleys. This is also where the series “Homicide - Life on the Street” was filmed years later.

Once graduating the police academy and out on my own, some of the officers who had the greatest influence over me and my career were themselves among the ranks of field training officers.

During my time in the Northern District, I myself became a Field Training Officer.

My way of training consisted of a gradual introduction to street policing. By the time the four weeks of field training were near completion, recruits assigned to me were fully handling assignments and I became their side partner evaluating and critiquing each action that they took while being their safety net. My trainees never knew when in the middle of patrol, I would ask “Where are we?” I never wanted them to be unaware of location in case of needed assistance, after all.

The recruits assigned to me ran the gamut from naturalized citizens to a recruit who grew up in a suburban neighborhood nearby where I was raised.

Sadly, even in the 1980s, I began to see an erosion of hiring standards. A significant number of those hired had poor report writing skills. It became so troubling that the police academy administration proposed adding remedial English to the academy coursework.

Of the many trainees who were assigned to me, I was allowed to request the ones who were among the best to be permanently assigned to our district and squad. In this way I was able to build a squad of officers around me with whom I really wanted to work.

Being a field training officer is truly one of the most rewarding assignments that we can be honored to be appointed to, and I was proud to have had a positive influence over the future of our profession while always looking to pay it forward. 🌐

Joel E. Gordon is a former Field Training Officer with the Baltimore City Police Department and is a past Chief of Police for the city of Kingwood, West Virginia. He has also served as vice-chair of a regional narcotics task force. An award-winning journalist, he is author of the book Still Seeking Justice: One Officer’s Story and founded the Facebook group Police Authors Seeking Justice. Look him up at stillseekingjustice.com



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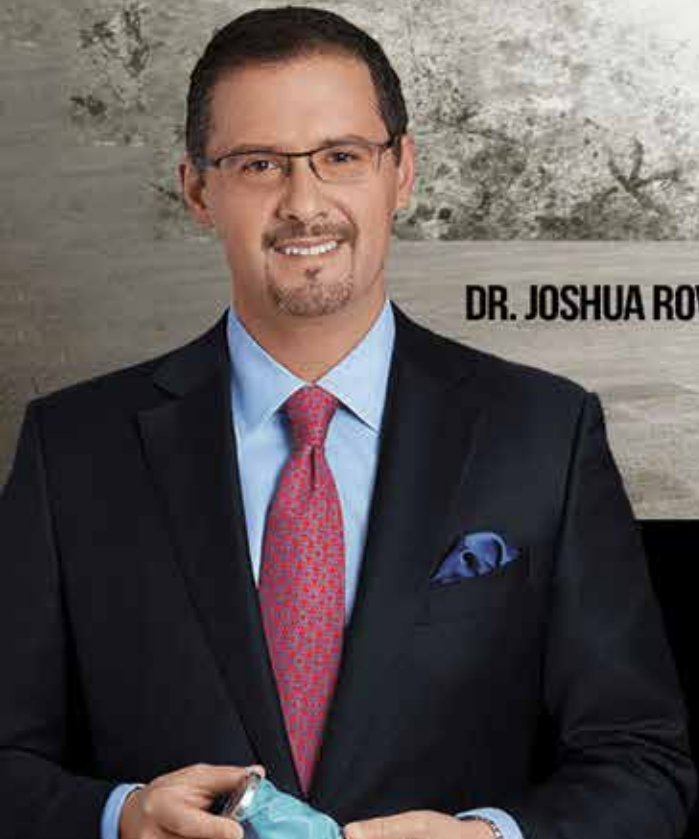
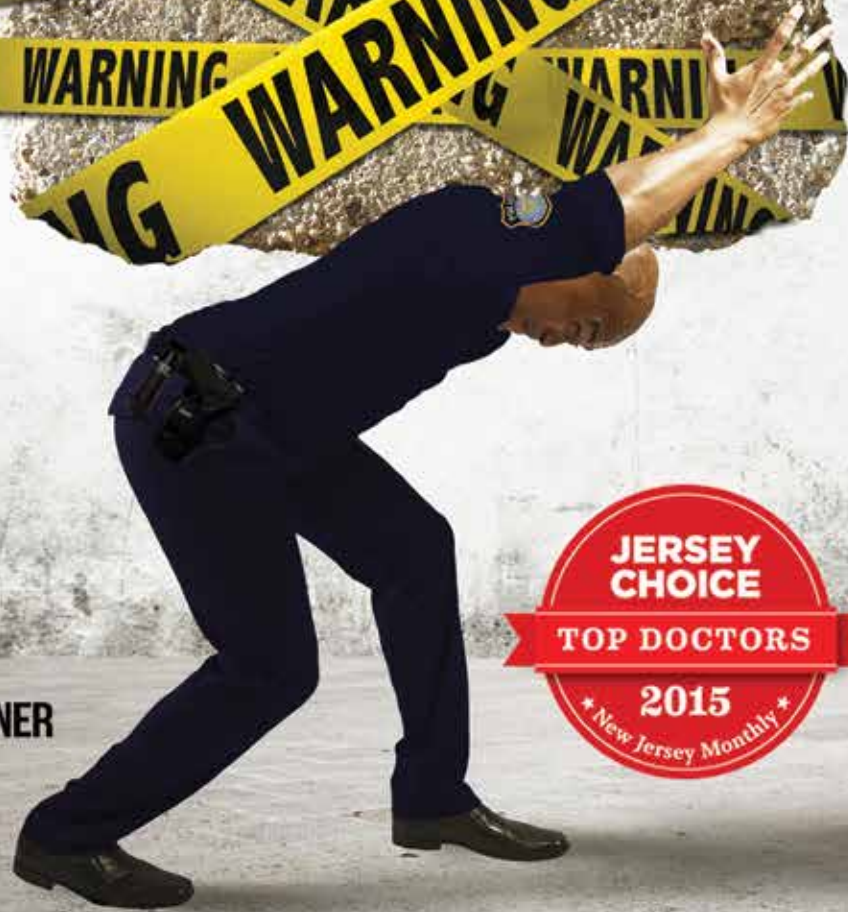


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Sheriff Partners with Businesses and Residents to Create **OPERATION WATCHDOG**

By Ted Freeman, Executive Undersheriff Monmouth County Sheriff's Office
and Cynthia Scott, Public Information Officer

The Merriam-Webster dictionary defines a watchdog as: 1. a dog kept to guard property and 2. one that guards against loss, waste, theft or undesirable practices. Monmouth County Sheriff Shaun Golden is applying the later definition by partnering with business and residents to help solve crimes through the Monmouth County Sheriff's Office new Operation Watchdog initiative. The program invites and encourages business owners and residents to register their video surveillance systems with the sheriff's office in an effort to assist in, and expedite, criminal investigations.

Monmouth County is the first county in New Jersey to offer Operation Watchdog. The Monmouth County Sheriff's Office credits the Toms River Police Department (formerly Dover Township Police Department) for initiating the program on the local level. Sheriff Golden served with the Toms River Police Department prior to joining the Monmouth County Sheriff's Office.

Operation Watchdog is a strictly voluntary program and provides law enforcement with information on the locations of video surveillance cameras that are registered with Operation Watchdog. The information is safe, secure and will not be made public. Police will not ask for direct or live access to a surveillance or security camera. Instead, they will reach out to the registered businesses or homeowners in the vicinity in which a crime occurred. Such video surveillance may have captured evidence which may be helpful in an investigation and in solving the crime and bringing the perpetrators to justice.

"This is an extremely beneficial partnership from all ends, since it increases safety and helps solve and reduce crimes more efficiently and effectively," said Sheriff Shaun Golden. "Surveillance cameras are crime-fighting tools, and registering them through Operation Watchdog saves members of law enforcement time when it comes to determining the location of video

cameras which may contain valuable footage of criminal activity.

"Operation Watchdog makes sense for everyone because it assists law enforcement in the development of evidence for criminal investigations. The program also helps local businesses and citizens protect themselves – a natural interest for our residents who want to help ensure the safety of their neighborhoods," said Prosecutor Christopher J. Gramiccioni. "It's like an electronic Neighborhood Watch program and requires no funding for implementation."



Registration is free, easy and takes a few minutes to complete. A registrant's contact information is provided along with the location of the cameras. Upon completion of the application, a member of law enforcement will follow up to confirm the information. Information that may not appear to mean much now could be very useful should a crime occur. To view the Monmouth County Sheriff's Office Operation Watchdog registration site, please visit www.mcsonj.org/operation-watchdog/.

**How Does Operation Watchdog Work?
A simple, uncomplicated three-step process:**



- **Step 1: REGISTRATION** - You provide contact information and tell us where your security cameras are located. There is no cost for registration.
- **Step 2: CONFIRMATION** - Once the application is completed, a member of your local law enforcement agency will follow up with you to confirm your information.
- **Step 3: CALL FOR ASSISTANCE** - Law enforcement agencies in Monmouth County will contact you if there is a criminal incident in the area of your security cameras. Police personnel may request a copy of any video captured by your security cameras which may be pertinent to the investigation

There are five terms and conditions that registrants must follow:

1. Any video collected by a law enforcement agency relating to criminal activity may be used in the investigation and as possible evidence.
2. Video footage provided to a law enforcement agency is reserved for official use only.
3. Under no circumstances shall registrants construe that they are acting as an agent/employee of a law enforcement agency through the Operation Watchdog program.
4. When necessary, a law enforcement agency will contact you directly using the information provided to obtain security camera footage.
5. You agree not to release any video footage or still images to the media without consulting your local law enforcement agency.

The very first Monmouth County businesses to sign up for the program were iPlay America and Rook Coffee. "iPlay America is proud to be a part of Operation Watchdog," said Bob McDaid, owner and founder, iPlay America. "One of our core values as an organization is safety – not just within our facility, but within our community as well. This program allows us to further enhance our community involvement."

Through participation in Operation Watchdog, businesses and residents with a video security system can help local law enforcement take a Bite Out of Crime. 🐾



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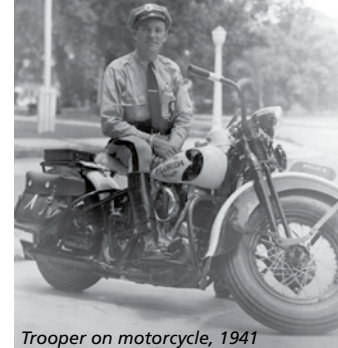
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A LITTLE BLAST

from the past

By Julia Torres



Trooper on motorcycle, 1941



First FHP uniform, 1939

The State Road Department was ruled--by then-Attorney General, Cary D. Landis--as the governing agency in charge of Florida's state roads on Nov. 23, 1931. Additionally, the SRD would also serve to enforce the laws. This led to the employment of 12

inspectors, marking the start of state law enforcement.

Four years later in January, the Traffic Enforcement Division was formed to enforce the Sunshine State's motor vehicle laws; by 1935, personnel increased from 12 to 25. Those who graduated from the Palatka training school wore forest-green military-style uniforms with an orange and blue patch on their left shoulder and a beige Stetson hat, comparable to those worn during the Civil War.

Completing the uniform was a belt with handcuff case, cartridge clip, and a .38 caliber Colt revolver in a swivel or swing holster with a supportive shoulder strap for other equipment. Highways were patrolled on a Harley-Davidson motorcycle, namely Model 84, or in specially equipped Ford sedans.



Trooper with patrol car, 1950

Numbers grew further in 1936 totaling 45, and sadly, it was during this year, namely on Monday, Aug. 31, that 27-year-old Patrolman Royston E. Walker, who'd been serving citizens for 7 months, was killed in Cross City after stopping a motor vehicle with faulty headlights. Walker, who had been standing "on the running board of the suspect's car as he escorted the vehicle to the Dixie County Jail," was shot seven times by the driver. Displaying bravery and professionalism, Walker returned fire and killed the suspect. Despite the Division's invaluable service, in 1937 Gov. Fred P. Cone, determined to make an economic move, terminated the Traffic Enforcement Division, but Cone's decision wouldn't stand for long.

Legislation was created and then passed in 1939 to form the establishment of a highway patrol for the motoring public--the State Department of Public Safety--which included the Florida Highway Patrol and the Division of State Motor Vehicle Drivers Licenses. The Patrol's first commander--H. Neil Kirkman--was appointed for his experience in the United

States Army and as the SRD's chief. 60 officers were authorized to have full police power, be armed and effect arrests. The beginning yearly salary for a Highway Patrol officer, whose agency's motto was "Service, Courtesy, Protection," was \$1,500, increasing every year by \$120 until maximizing at \$2,000.

On Dec. 12th, 1939, 14 black and cream, two-door Ford Coaches, equipped with sirens and bullet-proof windshields arrived. There had been no communication in the earlier years; it wasn't until 1943 that patrol cars had radios. Before then, State Troopers had to stop regularly at service stations or grocery stores to obtain assignments, status on car accidents and messages.

1943 is a far cry from 1962, when the FHP bought its first two airplanes; 1971 when the first African-American was hired;

and 1977 when the first female began employment.

Most recently, FHP is nearing 2,000 troopers, has 47 motorcycle units and 3 armored personnel carriers; it entails divisions in traffic homicide and aircraft; as well as teams in felony drug interdiction and tactical response. Unfortunately, FHP suffers from manpower shortage and high turnover because salaries rank last in the nation. Whether the Florida Legislature's 2017 state budget, which increases the starting salary and includes a 5% raise for current troopers, will keep FHP employees in the Sunshine State is yet to be determined. Only time will tell. 🌍



First training school

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Julia Torres earned a Master of Science in Homeland Security with a certification in Terrorism Studies from Fairleigh Dickinson University; a Jersey City State College, K-12 Teacher Certification; and a Bachelor of Arts Visual Arts from Rutgers University, where she enlisted in the Army Reserves. Upon graduating Rutgers, she began a career in law enforcement, and later volunteered for the Gulf War. Once home, she worked undercover until retiring in 2001 due to a Gulf War illness. Since then, she has done volunteer work, acted, and written two non-fiction books.





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Drug Addiction Doesn't Discriminate Against Our Blue Family

By Valerie Velazquez-Stetz (Ret) J.C.P.D.

Addiction is one of those cruel things in the world that sees no race, gender, or social status. It also hits our blue family. It is more widespread than people will admit.

This is Lt. Tom Broderick's unfortunate story of his son Ryan's battle with drug addiction, which ultimately took his life at just 22 years old. Tom is writing about his experience in the hopes it might save someone else's family member, friend, or loved one.

Tom started his career in law enforcement at the young age of 26, first working for Hudson County Corrections, then New Jersey Department of Corrections, and now currently working as a lieutenant with the Jersey City Police Department. He is the father of three sons: his oldest, a Jersey City firefighter (Tommy Jr.), his middle son Ryan, who recently passed away on July 6, 2018, due to his drug addiction, and his youngest son (Aidan), currently a senior in high school and a fantastic wrestler.

Tom married at a young age and went through a horrible divorce approximately twelve years ago, when Ryan was 10. This is also when the problems started for Ryan. Tom states, "Ryan was a very well-liked young man. He was also an incredible athlete when he was younger and not getting high. He was one of those kids that just took to sports. He was both a wrestler and a football player. I was always very active with all three of my sons. However, while I was keeping busy with my sons and advancing in my law enforcement career, my ex-wife picked up a habit. Thus, becoming an addict herself. I was blinded by this. I didn't notice due to working long hours and raising my boys. Her habit was the start of the demise of my son and our marriage."

After the divorce, Ryan lived with his mother while his other two sons lived with Tom. Soon after, Ryan began to distance himself and not care much about anything or anyone any longer. It was around the time Ryan was in the sixth and seventh grades

that he started to act out against everything - including his dad and his brothers. Tom suspected that he was starting to do drugs around this time, but he could not prove it. Ryan always denied it, when asked. It was devastating to the entire family watching him fall apart so young. This is also around the time that his grades started to drop tremendously, and he started skipping out on classes at school.



After Ryan repeatedly denied his drug use, Tom decided to take matters into his own hands. He knew that as long as he was with his mother that he would not be able to successfully get him the help he needed. Tom started by going to the courts to get custody of Ryan. He fought in family court for years to get full custody of all three sons. Sadly, as long as his ex-wife got the child support checks, Tom claims she didn't care where her son was, but Ryan continued to choose to live with his mother. After the divorce, it became more visible how bad his ex-wife's addiction problem really was. With no one around to fix her mistakes, everyone else started to see what Tom had to deal with daily.

Eventually, Tom finally won full custody of all three of his sons - including Ryan. Ryan was 17 1/2 years old by this time. Unfortunately, by then it was too late. His addiction was at its worst.



On his eighteenth birthday, Ryan ran away from home. He started living with friends or anyone who would take him in. Tom tried reporting him missing, but because he was eighteen it was unsuccessful. He was an adult, nothing could be done. For the next few years, Tom went back and forth from not hearing from him at all, to a phone call begging him for help to get him clean. He would get Ryan into a rehab as soon as he called. He would hope and pray that this would be the time he would be able to break away from the grip of the addictive drugs he was taking.

Tom spoke to Ryan several times while he was away in rehab and while he was clean. Ryan told his dad when he was younger he didn't want to live with him because he had too many rules. Ryan told him that his mother would let him do whatever he wanted, and she did not care. She didn't have any rules or structure. One of the stories that he told him is that his mother used to send him to buy her drugs, because he was underage and wouldn't go to jail. He said that she told him that it was OK for him to experiment with drugs because he was a kid and wouldn't get hooked. Ryan also told his dad a lot of his experiences that he lived through. Tom would sit there and just listen, trying to hold back the tears while dying inside listening to the horror of his own son's life.

Ryan lived the life of an active addict and had a few of his family members enable him. Tom was called cruel, horrible, and several other names by some of his family members since he had to give Ryan tough love. The reason he did so is because Tom knew that he could not take his son off the streets for two reasons. First, he knew that until an addict hits rock bottom they will grab on and use anyone they can then move on to the next person. Secondly, he didn't take him in for the safety of his youngest son. He did not want to take the chance of losing two of his sons to this horrible disease.



Ryan ultimately died from his addiction at the home of a family member's who Toms says enabled him for years against Tom's wishes. Tom was one of those people who said addiction is a choice, not an illness, for many years. He realized he was very wrong, seeing it from the inside, watching the effects it has on the user, and how everyone

who cares for that person feels helpless, because they truly are. Ryan was an excellent young man when he was not using. Ryan was bi-polar, so Tom does not know if he was self-medicating or he just could not fight off the demons of addiction.

They say no one will listen unless you experience a tragedy. Well, Tom has, and he hopes people will now listen to him. This is a plague across the country and it needs to be treated as such. We need to get back into the schools, and work with the kids, teachers, and parents to learn the signs of addiction to prevent it. The second step is



enforcement - give law enforcement the tools they need to fight this. The judicial system needs to toughen up the laws and place more serious sentences on convictions for drug dealing. Drug users should be mandated time in detox and rehabilitation in a correctional facility. Then treatment for a long period of time.

Tom states, "I am not making a sinner into a saint. I am trying to help so this does not happen to anyone else. It happened to me; it can happen to anyone." Let's listen to those like Tom, who have lived through the ordeal of losing a child to drugs and join forces to help fight this terrible disease of drug addiction. 🌍

Valerie A. Stetz (Velazquez) retired on accidental disability from the Jersey City Police Dept. She was injured in a radio car accident responding to a robbery in progress call. Valerie is a member of the NJ Police Honor Legion. She is the radio host for the popular Internet show "Your World Uncensored" on DDV RADIO. She is also the Public Relations Manager for NJ Blue Now Magazine. Valerie is married, with a son and daughter.



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Hey! New Guy!

By Geoffrey Rejent

How many of us heard the phrase, “Hey! New guy!” when we first started our careers? I remember getting called “New guy” when I first started at my department. I’m sure you probably remember it, too. Some of you may even be reading this and saying to yourself, “That’s me! I’m the new guy!” Even more surprising, I’m sure there are female officers who have even been called “New guy;” especially by the saltier co-workers. The average police recruit spends most of their first year in training. You probably learned all about laws and how to apply them, how to work for your supervisor, navigate through department politics, interact with co-workers with different personalities, etc. However, a lot of new officers don’t get the financial guidance that they will need to help them become prosperous throughout their careers. Learning how to handle your finances, especially when you are a rookie, can help put a young officer on a path of success.

Most of us started as rookies when we were young. If you are like most officers, you were probably in your early to mid-twenties when you first started your career. As a new officer, maybe you were still living at home with your parents. Still, some of you may have been on your own or sharing a place with a friend. There are four important points that should be addressed with new officers in relation to their finances. They include the following:

1. Establishing a bank account (preferably a checking account)
2. Obtaining life insurance
3. Buying a vehicle within reason
4. Automating savings

It is important to establish a bank account when you first start working. As crazy as this may sound, I’ve met young officers who didn’t have their own bank accounts. Whether you have direct deposit or obtain a “live check;” you should still establish a checking account so that you can pay bills. It isn’t necessary to have an interest-bearing checking account. The most important aspect when choosing an everyday checking account is looking for one that doesn’t charge exorbitant fees. There are banks that offer “free checking” that include several “gotcha” fees in exchange for the chance to earn a whopping 1/10 of 1%. My advice

for you is to not get caught up with interest rates. You should focus on opening an account with a low minimum balance and limited fees, if any at all.

One of the best things you could do is obtain supplemental life insurance at this point. Life insurance is downright cheap if you obtain it when you are young and if you are healthy. You aren’t much of a risk, according to insurance underwriters and actuaries. However, I’m not suggesting that a young rookie should purchase an obscenely large and expensive supplemental life insurance policy. If you are a young officer and no one relies on your income, you only need enough insurance to cover your final expenses. However, if someone relies on your salary to survive (i.e. a spouse, children, etc.), you should obtain a larger life insurance policy. Generally speaking, if someone relies on your income, you want to obtain approximately eight to ten times your yearly salary in insurance coverage. A supplemental policy will extend on what’s provided through your employer or union. Term life insurance policies are great options because they are inexpensive for the amount of coverage you receive. A young officer could obtain a policy with a monthly payment that costs about as much as a pizza.

One of the biggest mistakes I’ve seen newer officers make has to do with vehicle purchases. Once officers hit their first or second pay raise, they become enamored with that new salary increase and tend to want to spend it on a vehicle. The allure of driving a new vehicle, especially if your previous one was less than desirable, seems incredibly appealing. However, one of the biggest impediments young officers face regarding wealth-building, is purchasing a vehicle that is way too expensive. While it is perfectly acceptable to upgrade your vehicle once you get a raise, you shouldn’t go into debt in order to obtain that newer vehicle. A much better option is to save a few months from your raise and use that, plus any money you realize from the sale or trade of your current vehicle, to purchase a newer vehicle.

Automating savings early on in your career cannot only really help you plan for major purchases in the future, but it also

instills financial discipline. In addition to instilling discipline, the amount you save each pay period, or each month, may only be small, but there are a few added benefits. You will be able to plan for your future! The first, and most important savings account you should establish is an emergency fund. This savings is separate from other savings accounts and separate from your regular checking account. The account needs to exist for legitimate emergencies (for example; job loss, a major illness that your health insurance doesn’t cover, etc.). Creating an emergency fund and automating your savings will help you plan and protect you from scenarios that have the potential to cripple you financially. In addition to an emergency fund, you may have several important, life-changing events that may cost you some serious money. For example, you might be saving for an engagement ring or a wedding. Both have the potential to get very expensive very quickly. If you can budget and save, your engagement or wedding will be a blessing and not a curse.

The goal of this article was to help younger officers by providing some basic financial guidance. So many of us have co-workers who aren’t the best role models when it comes to money. I’m sure that you have pulled into the parking lot at work and thought you accidentally pulled into a car dealership lot. I’m sure that you may have already heard some of your co-workers talk about how they “need” overtime just to pay their bills. I promise you, if you heed the advice provided in this article, you will set yourself on the right financial path. Then, one day in the future, you can provide some good financial advice to someone who needs it. 🌐

Geoffrey Rejent has been a Police Officer for over 15 years. He is currently assigned to the Traffic Bureau in a northern NJ municipality. He earned a Bachelor’s Degree from Marist College and a Master’s Degree from Fairleigh Dickinson University. More of his personal financial advice can be found on his website, www.becomefiscallyfit.com.



Service!

By Julia A. Maki



"I mean... you are... old."

"Excuse me?"

"No offense or anything, but you're old."

I sat with my 38-year-old hands in my lap. All my life I had been the young one. The young parent. The young one at my job. Now suddenly the tables had flipped and it sounded like I was nursing home bound. "Well, as far as I know, I am still within limitations of reenlistments."

"Yes ... I suppose you are. You meet the criteria. But you will still have to pass all of the physical requirements and training standards."

"Yes, I'm aware. Do you have the job availability at this time, or not? If not, it's fine. We can all move on *from here*."

What was I thinking? The walls of the small office were plastered with posters about 'Aiming High,' and 'The Sky's No Limit.' Was this as insane as it felt? I had a great life. I was fulfilled. I had an amazing husband, wonderful kids who drove me crazy in appropriate amounts, and I had a career that delivered happiness at the end of most days. Why would I go and make things complicated again?

It was that nagging feeling that I had been having for years now. That feeling that my service wasn't quite over; that I hadn't quite fulfilled something.

So I sat in an Air Force recruiter's office

that Friday morning. Me, a Navy veteran with a 15-year break in service. A veteran who had flown in missions over countries that most kids nowadays had never even heard of. *Bosnia? Did something happen there? Kosovo? Is that next to Iraq?* Most of my friends who had stayed in the service were now chiefs and officers or were retiring at this point. And yet here I sat, contemplating leaving my suburbia, soccer-mom comfort-zone life that we had created. Why would I choose to do that at this stage in life?

The answer was simple. I missed flying. And I wasn't done serving my country. I got out of the Navy to devote myself to my family and raising babies. But now they were growing and finding their own wings. Soon, they would be finding their place among the world and deciding what spoke to them. We called a family meeting to discuss this. I said there would be a chance that I would be missing some of their sports events. I may have to travel sometimes. But they shrugged and said that it would be OK. "After all," my oldest daughter reasoned, "Dad travels all the time, so what's the difference?"

Honestly, I didn't even know if I'd qualify after 15 years. I was old, had 3 babies, and a 15-year break. I would have to go through Military Entrance Processing Station (MEPS) again.

Two weeks later, I found myself sitting at MEPS, surrounded by high school seniors. As we waited to do the duck walk in our underwear, they began to ask me stories of the military, as if they needed someone to ease their fears, to clear up ridiculous rumors they had read on the internet. Like a grandma in her rocker, I told them stories of my youth. Stories

about survival and stories of being a young woman in a combat aircrew role when it had just been opened up to women.

Finally, after a long day, "Fit for Duty" was stamped upon my papers. My medical record was created anew online this time, since at the time I left the Navy, our records were still in an orange paper folder.

I swore in the next week. I entered the Air Force as a clueless E-5 who spent many of my first days relearning new terminology and new uniforms. Everything sounded much prettier in the Air Force. Barracks were dorms. A galley was a dining facility. A lieutenant was a captain. Everything was different. Yet it was still the same.

This new phase of my journey has only begun. Many times I secretly wonder what in the world I was thinking, especially in the moments (like right now) that I'm away from my kids. *What was I thinking? What kind of a mother leaves her kids?*

I hope above all else that the answer is a mom who wants to show them that it's OK to go against the grain; that they can truly do anything they want and break down all kinds of barriers in the process. I hope they grow to know how important a life of service is, whether it is to your country or your community. A policeman. A firefighter. An airman. Because when you truly understand these things, you know the answer is that you do not have a choice. It's inside you.

Even if it doesn't make sense to anyone else. 🌐

Julia Maki served in the Navy as an aircrewman aboard P-3Cs. Afterwards, she settled in Maryland with her husband where they both work for the DoD. They have three children, which are the inspiration behind her four children's books. She also has written a memoir, What They Don't Teach You in Deer River. Julia currently serves in the Air National Guard. Information on her books can be found at www.juliamaki.com.



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REMEMBRANCE

Article & Artwork by Jonny Castro

*Officer
Antwan
Toney*

On Oct. 20, Gwinnett County (Georgia) Police Officer Antwan Toney and other officers received a 911 call to check on a suspicious vehicle near a middle school in Snellville. As the officers approached the occupied vehicle, a suspect inside opened fire and Antwan was fatally wounded. Another officer returned fire and dragged Antwan to cover, but the vehicle fled the scene. As of today, one suspect has been caught but Antwan's suspected killer is still on the run. Officer Antwan Toney had just celebrated his 30th birthday and was less than a week away from his 3-year anniversary with the Gwinnett County Police Department. 🇺🇸



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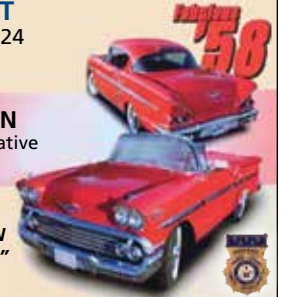
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