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Welcome to another excellent issue of Blue Magazine. We have a lot of information to share with you.

So far, 2020 has been challenging. The coronavirus is a significant health issue that has taken the lives of many people, and we at Blue Magazine mourn the loss of all those who died from COVID-19 related illnesses. We also extend our support to those continuing to battle the virus.

We must also acknowledge the truth that the coronavirus has sadly morphed into a major political issue, and the collateral damages are devastating. Yet, it seems nobody wants to have this conversation. Why? Why can't we discuss the starvation — the suicides and the utter destruction caused by the shutdown? Does anyone care that many people are down to their last few packages of ramen noodles? Why can't we hear the perspective of the families struggling with hunger from loss of employment, and how sad it is they put their children in bed at night knowing they are hungry? Why is this not part of the discussion? As I said, yes, the coronavirus is serious, and so are starvation, depression, unemployment and suicide.

Is it any wonder why protests to end the shutdown are assembling en masse? Many people are asking why these protesters are not listening. Some claim it's a lack of education or a misinformed rebellious spirit that drives these folks. I see this differently. The rebellion against the shutdown is the direct result of taking a one-sided approach. People have legitimate grievances that are being ignored. At the same time, they are told to shut up — that science is the answer, and their struggles don't matter. We must make certain the cure is not worse than the disease.

The road ahead for our profession is full of uncertainty. We are taking the brunt of the effects of the coronavirus and the shutdown, and in the near future could realistically see unemployment, increases in officers getting hurt or killed and wrongful prosecutions as the scapegoats of the shutdown. Be sure to check out the cover story where much of this is addressed.

As we move forward in 2020, it pains me to write about the loss of our Blue Magazine writer, Dr. Joseph Devine. Dr. Devine was not only a coworker and mentor, but he was also my friend. No matter what time I called, he answered. We co-authored articles together. Leadership was his passion. He was a leader who built other leaders. He wasn't afraid to lift others up. Dr. Devine was a great man who genuinely cared for his family and friends. We'll miss him greatly. Dr. Devine's sudden passing reminds us to slow things down and to cherish the good people in our lives and spend as much time as we can with those who really care about us. Rest In Peace, Dr. Devine. Your impact on the lives of many is everlasting.



George Beck, Ph.D.
Editor-in-Chief

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THE CHAOS CAN BE STOPPED BY GOING FULL SPEED ON CRISIS

By Bernard B. Kerik

Nineteen years after the attacks of Sept. 11, 2001, one would think that the country's local and state governments would have had crisis management plans and protocols in place to address the issues at hand today; calming fears, instilling calm and confidence.

However, instead of witnessing crisis management at its best by local and state government leaders, it's been chaos management at levels that are frightening — to say the least.

They've created fear and panic which have been greatly exaggerated by the mainstream media for nothing other than political reasons — because they hate President Donald Trump.

In January 2018, late night comedian Bill Maher said "I'm hoping for a crashing economy so we can get rid of Trump."

Yesterday Matt McDermott, a Trump deranged democratic pollster and strategist posted a Twitter message inferring that the recent crash of the stock market, was the President's fault.

Coincidence? I don't think so.

One supposed physician clearly despising the president, actually tweeted that the mortality of the Coronavirus could top 62 million people, which is not only not realistic, but dreadfully irresponsible and does nothing but instills fear, panic, and confusion in the American public.

One of the most celebrated and respected physicians in the country, Dr. Drew Pinsky, went on what I believe is a very justified rant slamming the media, telling the

American public to STOP listening to the journalists.

Listen to the president's task force and listen to the CDC, but stop listening to journalists who know nothing, and who are making statements and inferences that do nothing but confuse the public, while inciting fear and panic.

As someone who was involved in dealing with West Nile Virus issues in New York City in 2000, overseeing the response, rescue, and recovery of the most substantial terrorist attack in world history, then dealt with Anthrax attacks, as well as the crash of American Airlines Flight 587 killing 260 people, I along with Mayor Rudy Giuliani have dealt with a crisis or two.

In watching the response today to this crisis, I applaud President Trump, Vice-President Pence and their team, but — I would urge local and state leaders to follow suit.

The president's team has recommended avoiding gatherings of 50 or more.

Some states have lowered that number to 10.

In New Jersey, a county executive lowered that number to four.

These decisions must be made with common sense, taking into consideration the public threat, without destroying communities and creating panic. Local and state leaders must have better messaging... even if it takes three to four public pressers a day to get out accurate public announcements, diminishing and eliminating and diminishing rumors.


The bottom line is, this virus is dangerous, but it's not the end of the world.

We as a nation will get through this, but the American public must follow the recommendations of the president's task force, and local and state leaders must take politics out of the equation.

Anti-Trump pundits and journalists must scale it back and act responsibly.

Real crisis management is how we are going to get through this, not chaos management.

Unfortunately, there are people out there doing their best to create as much chaos as possible.

It's time for that to stop. 
(Article courtesy of www.newsmax.com)

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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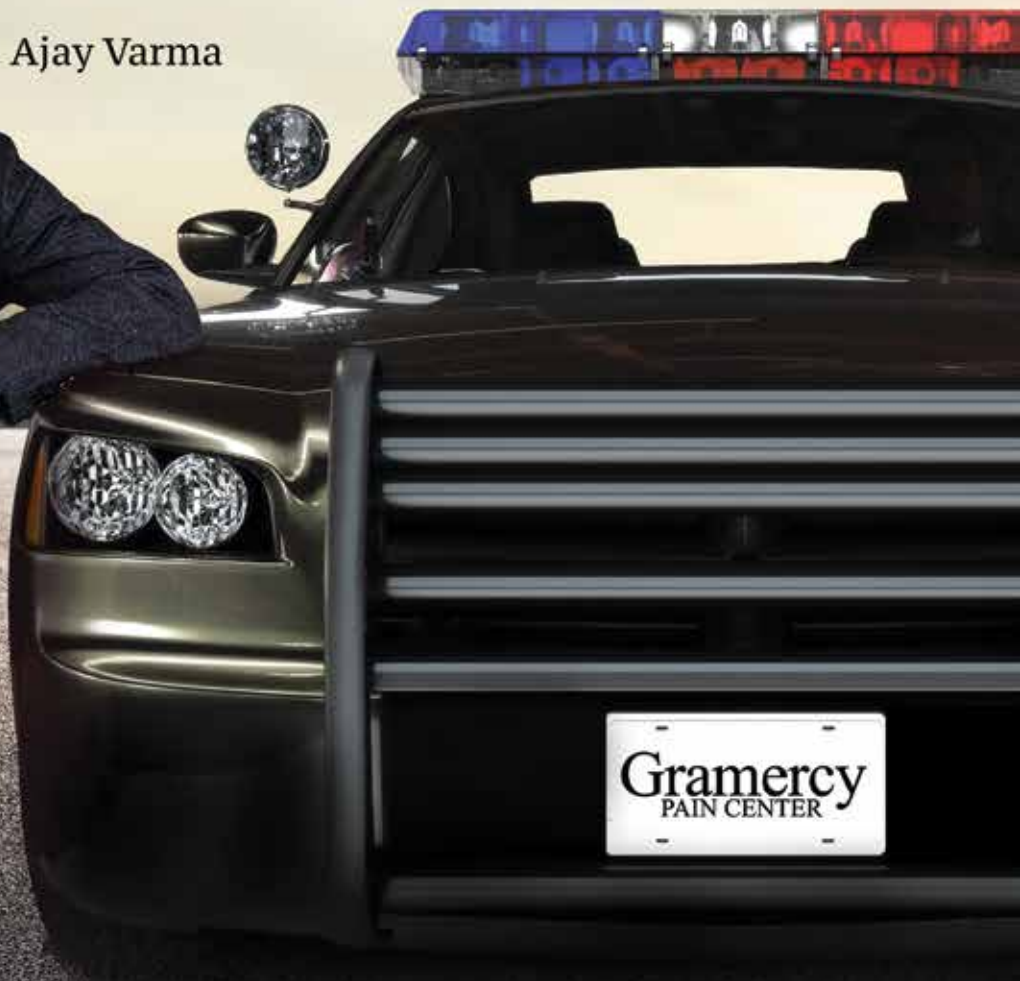


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How to Lose An ELECTION

By Sheriff David A. Clarke Jr. (Ret.)

With nearly every sporting event canceled during the COVID19 outbreak, I went back to one of my favorite pastimes: reading. One of the books I read was: *Hacks: The Inside Story of the Break-ins and Breakdowns That Put Donald Trump in the White House.*

Former Chairwoman of the Democrat National Committee Donna Brazile candidly gives readers a close-up view of how Hilary Clinton and her campaign team were active participants in their demise. This book should serve as a blueprint to the re-elect Donald Trump 2020 campaign and the Republican National Committee. Better to learn from other's mistakes than making the same ones. It should be mandatory reading for every top-level campaign staffer down to the 50 state party chairs. What happened to Clinton was not an anomaly, it infects every campaign, and if it is not managed effectively, it can turn what should be certain victory into a crushing defeat. Arrogance and complacency were fatal here.

Brazile's work serves as a reminder that no election win is guaranteed. One of the first lessons learned was to avoid the curse of inevitability. Everybody in the Clinton campaign had an attitude that she was destined to be president of the United States. The problem is that someone forgot to notify black voters in Michigan, Wisconsin, and Pennsylvania, states Clinton and her staff ignored. I currently sense this attitude from some Trump supporters who believe it is impossible Joe Biden can win in November. They claim Biden is too old and losing it mentally. They say if Trump runs on the economy, he's a shoo-in. I guess they weren't expecting that COVID19 would wipe out three years of economic gains in a week. Also, the chatter of Trump getting 20 to 30% of the black vote in 2020 based on a survey is complacency. The black vote for Trump has to be cultivated at ground level, not from a survey-taker.

Brazile's book also reminds us that because people say they support the job you are doing does not automatically transfer into them voting for you. The Clinton camp

had that arrogant attitude too. They thought that there was no way a businessman from Queens with no political experience could beat Hilary, who former President Obama called the smartest and most qualified candidate who had ever run for president. Really?

Another issue that plagued the Clinton camp was ignoring what Brazile called the storm clouds on the horizon. People at the top-level of a campaign rarely go below deck to get a different perspective. People below deck are oftentimes blown off as not important enough because they don't have a fancy title or a spacious office with a big desk and great view. They couldn't possibly know anything. However, below deck are the state party chairmen and chairwomen, the volunteers, and the base voters. Their perspective can inform the top that there is an iceberg up ahead and that the ship is headed right for it unless they correct course.

Even though Brazile was high up on the food chain, she was pushed aside by millennial snotty-nosed staffers who had no real campaign experiences. Brazile, with her 40 years of campaign experience at the presidential level, had a gut feeling that the operation was not hitting on all cylinders. There was a lack of urgency and enthusiasm. She heard complaints from volunteers, from people who didn't have a fancy enough title and from state party people who told her that the top of the campaign was disconnected from the rest of them. Not much of the nearly billion dollars that Clinton raised was filtering down. Even yard signs, brochures, and local office spaces were hard to come by. The top brass arrogantly told her that yard signs do not win campaigns. Brazile reminded them that they show the enthusiasm and energy among the base voters and that it could be contagious. She reminded them that in the black community, brochures and radio ads are how they get engaged and enthused. She said it was essential to get out and meet new people to register. However, Hilary stuck to appearing at fundraisers with wealthy do-

nors because she believed she was destined.

The "smart" people thought they could win the election solely on data and analytics. A ground game was old school, and no longer relevant Brazile was told. I also hear about data and analytics from the Trump campaign. Let me remind them that data and analytics do not win elections; they are a tool, a force multiplier.

The other disease that plagued Clinton's campaign was an over-reliance on consultants, who are nothing more than a snake-oil salesman. Consultants do little more than bleed campaigns of cash while adding little in return. Most do not know how elections are run, most have never worked in a campaign or have been a candidate, but the belief is that if you don't have consultants on staff, you're not a viable campaign. In fact, the opposite is true. The money not spent on consultants can be better spent at the state Party local level where, unlike consultants, the people know how to get out the vote. In the end, everything done in a campaign has to contribute to increasing voter turnout. If it doesn't, get rid of it.

Finally, Brazile talked about not forgetting the people who got you there in the first place. Trump's campaign cannot dismiss most of the people who in 2016 helped him win. Clinton got rid of most of Obama's campaign staff. Yeah, the guy who came out of nowhere and beat the "smartest" woman ever to run for president. So, during the unpredictable COVID-19 outbreak, we should also stay focused on the 2020 election. 🌐

(Article courtesy of townhall.com)

Sheriff David Clarke Jr. is former Sheriff of Milwaukee Co, Wisconsin, President of AmericasSheriff LLC, Board of Directors for the Crime Prevention Research Center, author of the book Cop Under Fire: Beyond Hashtags of Race Crime and Politics for a Better America. To learn more visit www.americassheriff.com



SHOT IN THE HEAD, FORGOTTEN, ABANDONED, AND FIRED: SERGEANT MATTHEW SCHOOLFIELD'S STORY.

By Christopher Scilingo

Law enforcement officers are tasked with tough jobs and placed in some of the most dangerous situations one could imagine. Always operating within the gray areas of the law, law enforcement officers have no choice but to place themselves in harm's way to do their job. But when an officer does his or her job, carefully and bravely, and while being wounded by gunfire multiple times — even being struck in the head — one should expect honors, medals, and celebration for the hero officer. Instead, Sgt. Matthew Schoolfield of the Chickasha, OK Police Department, was fired, forgotten and abandoned.

Forgotten and fired is the exact result after what happened on Sept. 17, 2017, during a search warrant execution at the property of a kidnapping and assault suspect. Chickasha police officers arrived at 3507 S. 4th Street with a search warrant in hand and armed with a police tactical team in case things went south. When no one answered the door, the police made their entrance.

Unbeknownst to the officers, suspect Alex Warren Klinger waited inside armed with a semiautomatic .308 rifle, ready to

murder any officer attempting to take him into custody. The aftermath of the warrant execution resulted in seven officers being injured. Sgt. Schoolfield took at least five rounds from Klinger's .308, including one that penetrated his ballistic helmet. But warriors such as Schoolfield don't go down so easily. He was able to get himself out of the kill-zone where other officers could render first aid to him. Klinger had the luxury of surviving the gun battle and was ultimately convicted for his crimes and sentenced to 10 consecutive life terms. After a long road to recovery, Sgt. Schoolfield returned to work in a limited capacity, still as a sworn law enforcement officer, but not for long.

This is the part of Sgt. Schoolfield's story where the real injustice takes place. The Chickasha Police Department removed the position that he worked in, thus leaving him with no job. In February 2020, Schoolfield's department officially fired him. No public outcry, no media blitz, not even a blue line of solidarity from his peers to support him — no blue wall of officers standing shoulder to shoulder to back up a hero police officer who was limited to light duty because of the wounds he sustained while serving

the community. Could it have something to do with the right to work laws where the sergeant is from? Were other officers fearful of political retaliation from the city? Was Sgt. Schoolfield abandoned by his brothers and sisters because there was no police union to back them up, to stand up against an ungrateful city administration?

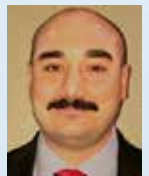
I feel only shame for those brother and sister officers who, for whatever reason, have accepted their excuses not to stand

in solidarity and support Sgt. Schoolfield. As for the Chickasha officials and the police administration puppets that the city pulls the strings of, they neither have the gratitude nor respect for the sergeant's years of honorable service to the city and its community. To add insult to injury, the city offered Sgt. Schoolfield an ultimatum; take a lower-paying civilian job or take no job at all. Somehow the city officials can stand behind that decision and feel that they are offering Schoolfield a good deal. He may have been fired due to whatever fiscal excuses that the city can cook up, but he should never be forgotten and abandoned by his employer, his community and especially his fellow officers.

All law enforcement officers and supporters must examine Sgt. Schoolfield's situation and reflect on it. Think about how you would react if one of your brothers or sisters in blue was fired after being severely injured in a gun battle with a criminal. We know all too well that every shift that we put the shield on our chest and gun on our hip could be our last. It could be any of us that are walking through the door of a home or walking up to the window of a car, and suddenly everything could change in a moment. Bad things happen in this profession, sometimes it's inevitable, but it's the aftermath and response to those bad things that separate us from every other profession. We can accept to some degree that we may be harmed while doing our duty, but we should never accept that we will be forgotten and abandoned by our brothers and sisters.

Blue Magazine stands with Sgt. Schoolfield. 🌐

Chris Scilingo is a police officer in NJ since 2011. He's a Marine veteran who served in Iraq and Afghanistan. He holds a bachelor's degree from Fairleigh Dickinson University and is currently pursuing a master's degree. Chris aspires to teach higher education after transitioning from law enforcement.



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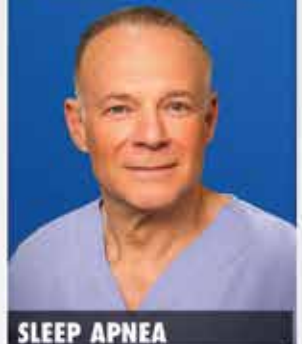
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Whose side are they on anyway?

By Lieutenant Patrick J. Ciser (Ret.)

Why would politicians make laws that leave us less safe? It's mind-boggling to think of a nation with leaders who would, ostensibly, stand up for the rights of criminals over the rights of their victims and future victims. And that's exactly what bail reform and Sanctuary City laws are doing. Law and order is something we should all be concerned with for the safety of our families and communities, regardless of party affiliation. Juxtapose these new laws with the get-tough policies of the Clinton administration in the 1990s, which absolutely cut down on crime. "Three strikes" policies were a great concept but admittedly should have been enforced on a case-by-case basis while looking at the severity of the crimes committed. Over the years, some politicians have been horrified over the staggering numbers of the United States prison population, while I on the other hand, saw it as a good thing. To this day, many law enforcement officials in NYC claim that approximately 5,000 repetitive criminals are responsible for most of the serious crime in the five boroughs. In theory, if we locked up all 5,000 and gave them stiffer sentences, all of the good people in New York City would benefit, and

tourism would increase. The misguided mayor of NYC, however, who the NYPD Sergeants Union just declared "war" on by the way, believes that closing Rikers Island, releasing perps without bail, and declaring NYC a Sanctuary City is the answer. And to make things worse, New York State Democratic Gov. Andrew Cuomo agrees! Some argue about the cost of housing so many prisoners, but I would argue, what's the cost to our communities if we release them?

During the crack epidemic in the '80s and into the early '90s, crime was extremely high, and something needed to be done. In April 1994, the New York City Police Department, with the support of "tough on crime" Republican Mayor Rudy Giuliani, developed a plan to decrease crime to historic lows. This strategy/plan would serve as a model for other agencies across the country. Commissioner Bill Bratton, Jack Maple and Louis Anemone researched and developed "CompStat" (Compare Statistics). This, coupled with "Broken Windows Theory," drastically reduced crime rates and increased incarceration rates, making New York City the safest big city in America. Crime dropped in all categories, but most striking was the murder rate. In 1993 NYC had 1,946 homicides, while in the year 2000, it had only 673. Make NO MISTAKE! It was a "tough on crime" attitude and policies that supported proactive police work that got the job done.

Today however, because of the political climate, some have shifted to sympathizing with the predators rather than the prey. There are two kinds of cops; the ones that attack crime, and unfortunately, the ones who wanna stay out of trouble. The latter are usually the ones who suck up to the politicians who promote them to their next rank. I'll NEVER understand how any reputable sheriff or police chief can support Sanctuary policies! When you allow a felon to avoid an ICE "hold" or warrant, it only puts the people that he preyed upon and others in more danger. It also puts the cops

in danger who now have to track him down. It's NOT rocket science! Turn an unarmed ex-con over to federal authorities in a controlled environment, or take the chance of force, or deadly force, used against those that try to bring him in later. Not to mention the innocent bystanders that are at risk as well.

Some sheriffs are fighting back while standing by the Constitution and their oath of office. Most striking is Orange County California Sheriff Don Barnes, who's in, ostensibly, our most unrepentant Sanctuary State. He's taking a stand against California Senate Bill 54, which is known as California Values Act. Isn't it nice that politicians always come up with these flowery or benign names for bills that are nothing of a kind? I mean, who wouldn't vote for a "Values" Act? Here is a quote from this level-headed sheriff: "Rather than protect our immigrant community, the law has enabled offenders to be released, often times back into the immigrant communities they prey upon, and create new victims." Statistics show that Orange County alone has released 2,121 inmates from jail, who should have been held on U.S. Immigration and Customs Enforcement detainees in 2018 and 2019. As a result, 411 of those released have been re-arrested for additional crimes, including rape, assault with a deadly weapon, child sex offenses and domestic violence. The insane are now running the asylum. 🌐

Credits: Some excerpts taken from an internet article by Mitch McKinley (Feb. 6th, 2020)

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.



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Notes on the Coming **MEAT SHORTAGE**

By Michelle Malkin



The Great Toilet Paper Scare of 2020 has come to end, but don't breathe a sigh of relief just yet. The Spring Meat Stampede is here.

At my local Costco in Colorado Springs on Monday, fresh chicken breast was nowhere to be found. Nationwide, bacon prices doubled. Wholesale pork prices for ham, ribs and loins rose between 12% and 32% over the last seven days. COVID-19 outbreaks among the nation's major meat processing plants have shut down nearly 20% of the country's fresh pork production. Chinese-owned Smithfield Foods has shuttered five facilities so far because of sick and no-show workers; Tyson Foods warns "the food supply is breaking" and "millions of pounds of meat will disappear" by May 1 after the mega-corporation idled its largest pork plant in Iowa, a beef plant in Washington state and another meatpacking facility in Indiana.

Recently, President Donald Trump invoked the Defense Production Act to compel the nation's biggest meat processors to stay open and stave off shortages. How exactly the feds will "address liability issues" (which Tyson Foods execs complained about to Trump) and force union leaders to comply remains unclear. Whether the order actually heads off mass hysteria is also iffy. As we saw with the toilet paper rush, Chicken Little-ism is contagious. Warnings about shortages induce shortages. Admonitions of "Don't hoard the Charmin" failed in the face of mob behavior. Same with "Don't hoard the hocks."

With meat prices rising, the economic landscape looks bleak. While gas is less than \$2 a gallon, much of the nation is still locked

down and off the streets, out of the cars and in no hurry to get on planes or trains. The latest Consumer Price Index summary reveals rising rent prices and costs of medical care services on top of spiking meat prices. With nearly 26 million Americans now out of work, signs of impending stagflation loom. That "V-shaped recovery" is more like a "P.D." recovery: Pipe Dream.

More candor from all the Beltway "experts" about what we face would be helpful to our suffering citizenry. While we're at it, this nation must confront the dangers of dependency on the globalized, homogenized methods of producing meat and other key products in our food supply, which is concentrated in the hands of a quarter of giant multinational corporations who press for unlimited alien workers in exchange for low food prices. An estimated 30% of America's meat production employees are foreign-born. As usual, "Open Borders Inc." reaps all the benefits while we're left holding an empty grocery bag.

Let's remember: Tyson Foods was embroiled in an illegal immigrant smuggling racket two decades ago. The company has paid Swamp lobbyists like Republican Ed Gillespie millions of dollars to push for illegal immigrant amnesty. And Big Meat coordinates with refugee resettlement racketeers to import tens of thousands of cheap laborers from Asia, Africa and Latin America into the heartland.

Just one example: Tyson fundamentally transformed Waterloo, Iowa, by working with faith-based government contractors to ship in thousands of low-wage Burmese refugees to fill jobs at the meat plant now at the center of a coronavirus outbreak.

Since 2002, 9,143 refugees from 37 countries have resettled in Iowa (which doesn't include so-called secondary migration, or friends and relatives moving to Iowa from their primary settlement location). Taxpayer-subsidized Catholic Charities, Lutheran Services and the U.S. Committee for Refugees and Immigrants have reaped millions dumping them across Central Iowa — and abandoning them in cultural, linguistic and economic ghettos at the mercy of exploitative employers.

As Refugee Resettlement Watch founder and investigator Ann Corcoran reports, "The dark underbelly of the giant globalist meatpacking industry in the US is being exposed as large numbers of slaughterhouse workers are creating US hotspots for the spread of the Chinese virus."

A decentralized system of meat and poultry production would enhance food security, national security and public health. Demographic conquest fueled by big business' insatiable appetite for cheap labor, by contrast, is making us sick to our stomachs in more ways than one. 🌐

Michelle Malkin is an American conservative blogger, political commentator, author, and businesswoman. Her weekly syndicated column appears in a number of newspapers and websites. She was a Fox News contributor and has been a guest on MSNBC, C-SPAN, and national radio programs. Malkin has written several books. She founded the conservative websites Twitchy and Hot Air. E-mail: Michelle.MalkinInvestigates@protonmail.com



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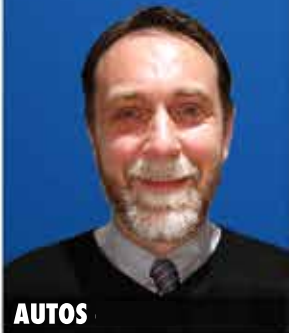
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Five Life Lessons COVID-19 has Taught Me

By Ted Tank



These past few months have been the most unusual, sometimes depressing times I have been through. As someone in his upper 40's, that says a lot.

As this pandemic started to unfold back in February, I was a naysayer. I was in denial before I finally said to myself, *this virus shit is real*. That's when I started paying closer attention and I started noticing things going on in and around me.

In mid-March I started to develop cold like symptoms; headache, cough, sluggishness. None of the symptoms associated to COVID-19 so I couldn't get tested. I was diagnosed with an upper respiratory infection, also known as a common cold. I stayed home a few days and was subsequently cleared by my department to return to work.

Between the moment I felt those symptoms and the weeks that followed, I learned some very important lessons that I feel will be relevant to me forever:

1 I have a renewed appreciation for God. The first day of my symptoms worried me so I immediately quarantined myself to the basement to help protect my family. I assumed the symptoms were COVID related. Working in a prison, I figured there was no way I was going to avoid contracting the virus, regardless of how many times I practically boiled my hands clean. I then let the fear the media instills in people consume me. *Am I going to die? Am I going to end up in the hospital on a respirator sleeping towards death? Did I hug my wife*

and children for the last time already? I then turned to God and prayed I would get through it. I promised I would be a better Catholic if He spared me. I plan on keeping that promise.

2 I learned who I'd go to war with and who I wouldn't. Once I was cleared to return to work, the virus was just starting to take its toll on us. Nearly half of every shift was forced into quarantine. The other half had to work 16-hour shifts, some for 10 straight days. Fatigue, stress and anxiety started to set in and morale was at - by far - the lowest I have seen in my 20-years with the department. During the peak of the struggle I noticed that two types of officers and supervisors emerged. The first type stepped up everywhere they went because they wanted to help their blue family get through this. They volunteered for difficult assignments, offered help everywhere they went, and kept everyone's spirits up and they earned my ultimate respect. The other type exposed was questionable at best. They stayed home often, abused the generous leave policy in effect and let everyone down. I'm sure it won't be soon forgotten by their peers.

3 People are much more resilient than we realize. As the long days and stressful times progressed, officer's limits were challenged greater than ever before. The human body is far more capable of tolerating stress than I realized. For well over a week, I was averaging three to four hours of poor-quality sleep per night. But each day

I got up and did it again. I felt tired but my body forced me to stay focused. I've never been tested like that and I'm still surprised I got through it - I guess I had no other option. I wasn't alone, many of my co-workers struggled similarly, but we all got through it because we are very resilient.

4 Creativity rules a new battlefield. During the 'thick of things', memos, directives and policies were changing hourly. It was tough to keep up. One thing I learned was to adapt and shift my priorities to what's important - enforcing the law and not getting sick. When you're on the battlefield and everything is changing around you constantly, you must get creative. As a law enforcement supervisor, I had to get creative everywhere I went. Each day turned into let's just get through today. Once it was all said and done and things began to ease up a little, I realized that creativity is the key to managing an ever-changing battlefield. For all intents and purposes, dealing with COVID-19 was a battle and we were all at war.

5 I never thought I would enjoy cleaning. I now look at doorknobs, handles, phones, anything frequently touched with greater suspicion. I squint my eyes, turn my head as ask myself what diabolical germs and viruses are you hoarding right now you bastard? I find added joy in taking precious disinfectant wipes and cleaning all those surfaces.

I never thought battling the invisible would bring any joy, but now it does. 🙏

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THE POLITICS of Personal Destruction

By Joel E. Gordon

"Truth will ultimately prevail where there is pains taken to bring it to light"
~George Washington

What could Brett Kavanaugh and myself have in common? It is the attacks on our character and reputations just for our willingness to offer ourselves to public service. So many have been subjected to attacks in an attempt to make those with different political views or interests become targeted victims of the politics of personal destruction.

In my case, was I shocked to learn that untruths were being told about me on behalf of the establishment candidate? Absolutely not... disappointed but not surprised.

Here's my response to the initial rumor being spread about me and my past employment:

Rumor Alert: No I was not fired or terminated from my appointed position as Chief of Police for the city of Kingwood in 1995!

Here is an excerpt from my published book (copyright 2014) Still Seeking Justice: One Officer's Story:

"then... I was actively working with The Commission on Accreditation for Law Enforcement Agencies (CALEA) on Kingwood becoming the smallest police department to be nationally certified. Almost simultaneously the news was out that a recent City Council election resulted in a return to the previous political regime and ultimate reinstatement of the Chief of Police that I replaced."

"I was offered a position as an officer... This was unacceptable to me so I gave them what they seemingly wanted, my resignation."

"I was now a victim of the 'good ole' boy' network. The newly elected mayor and certain council members made it clear to me that they were looking for a 'yes' man. Having been privy to much confidential information as a result of my task force affiliation... I will factually tell you that once

I was gone, the Mayor and Council quickly succeeded in contributing to the demise of the regional drug task force. The loss of the task force resulted in a large increase in criminal activity, such as burglaries, over the years since aborted. The drug problem grew to include increased heroin abuse throughout North Central West Virginia, something I had hoped I had left behind in the Baltimore of the 1980's."

When political adversaries, whether on the federal, state or local level spread false, exaggerated or unsubstantiated rumors about an individual or a campaign, it only serves to energize the base while angering many others. Nobody wants to see a campaign for someone's willingness to offer themselves to public service turn into a mud-slinging contest.

Personally, I would NEVER use any unsubstantiated or false information by presenting accusations of improprieties as being factual in an attempt to sway the outcome of an election.

The reality is that it is those of us seeking progress and positive change versus certain establishment political figures (commonly known as the mob or the swamp). On my local level, some political operatives who have had status quo influence for decades mistakenly thought that they got rid of my chief deputy designate Terry Queen and myself many years ago when they succeeded in the abolishment of our Regional Drug and Violent Crime Task Force of which I was once vice-chairman and Terry Queen was unit commander. Sorry not sorry... WE ARE HERE - better, stronger and more knowledgeable than ever and willing to work to take our county back by enforcing the law without fear or favor.

Socrates has been quoted to have said "When debate is lost, slander becomes the tool of the losers." Unfortunately, there are always those who have unwavering support for entrenched politicians. I just don't get why they run campaigns using the same

playbook of personal destruction however unsuccessful history shows such a course of action can be. Have they no concept of a possible damaging boomerang effect?

Although seemingly taking the low road by promoting an untrue story about me, my problem isn't necessarily with individuals who have been reported to have repeated falsehoods about me on behalf of an establishment candidate being endorsed. In fact, it is the people and certain members of law enforcement who have issues that need to be resolved, and as a serious candidate for a leadership position as sheriff they are now looking to me for answers. After all, the sheriff is the only law enforcement official, being elected to his or her position, who answers directly to the people.

While other untruths and misrepresentations are reportedly being composed and disseminated about me, I look forward to better days ahead with inspiration from those who have successfully gone before me. We will continue on with our solution- and idea-based campaign. I want to take the Preston County West Virginia Sheriff's Office to new levels of professionalism. Our goal is to be the envy of law enforcement agencies both in state and nationally. Leadership with integrity and commitment to truth will be an excellent way to begin on our journey. 🌐

Joel E. Gordon is a former Baltimore City Police Officer and was Chief of Police for the city of Kingwood, West Virginia. He has served as vice-chair of a regional narcotics task force and is a 2020 candidate for Preston County West Virginia Sheriff. 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. stillseekingjustice.com



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AT HOME SLEEP TESTS

Uncertainty THE ROAD AHEAD:

*By Daniel Del Valle,
George Beck Ph.D.,
and Joel E. Gordon*

We will overcome the coronavirus pandemic. That's a fact. You can take that check to the bank. It will end and humanity will survive just like every other pandemic and plague that's affected mankind; we will continue forward. But what will the road ahead look like for law enforcement? How long will the current goodwill toward policing last before we are once again the enemy?

In the aftermath of 9/11, recall the American flag waving at nearly every home and the constant admiration of officers who were placed in harm's way—the endless thank yous for doing the job few wanted to do—the smiles and handshakes and appreciation were at all-time highs. Yet, it

didn't take long before we were the target of politicians and opportunists, boiling to the point of anti-police riots and assassinations of officers simply for the uniform they wore. In the days of the Ferguson riots, American flags were burned, and crowds shouted how they wanted dead cops now! Clearly, any sign of appreciation toward law enforcement had long evaporated. So why would anything be different this time? Will the aftermath of the coronavirus be an anomaly and the goodwill we are experiencing now last forever? That's not only naïve to believe; it's an irresponsible thought.

It's one thing to argue that people appreciate you when they need you. In other words, now, while everyone is quarantined

and out of danger, the police are out there risking their lives for the safety of everyone, so they are not surprisingly appreciated and praised. But when this pandemic passes, and officers are no longer needed to take the risks others won't take, many of those same people who praised law enforcement have short memories. Then what happens? History shows us the goodwill toward officers dries up quickly and those old feelings of negative law enforcement sentiments are back on the opportunists' lips.

But the aftermath of the COVID-19 will be more complicated. The truth is state and federal governments are spending and borrowing at record amounts never before seen. The cost of the response to the COVID-19 pandemic is unprecedented,

and the impending doom from a collapsed economy offers a grim future where all the doomsday folks stocking up on toilet paper and ammo may be correct. It's the collateral damage that will be far higher than the destruction caused by the virus. The countless suicides and broken families and the loss of wealth and exploitation will be similar to the experiences felt during the Great Depression. Will we, as a society, get to a point where some cities start to look like post-apocalyptic wastelands?

Inevitably law enforcement will be impacted on the road ahead. On what scale is yet to be determined, but plausibly hardships are on the horizon. In Baltimore, for example, the third most dangerous American city according to CBS News, the city recently offered its officers hazard pay, recognizing that they are putting themselves in extra unique danger. Now faced with a projected loss of \$103 million for the fiscal year 2021, the city is attempting to recover "\$11 million in savings from personnel spending." Not only did the city decide to take that hazard pay back, but it's also now asking for even more from its officers and has offered three options for Baltimore Police to consider accepting:

OPTION 1 - Freeze all salaries at the FY20 amount and forgo collectively bargained raises. This option would eliminate the 3% salary increase due to officers on July 1, 2020, that was bargained for in good faith by the FOP and the City in 2018.

OPTION 2 - Unit members would receive either 4, 5 or 6 furlough days, depending on salary. Because officers are "essential employees," they would be required to work and suffer a salary reduction for the total amount of furlough days.

OPTION 3 - This option would eliminate pay freezes and furlough days; however, it would include 173 layoffs of full-time employees. Layoffs would include non-essential employees currently on permission leave along with specialized public safety functions such as BPD's Mounted Unit, Marine Unit and Traffic Units.

Notice some striking keywords in the options above? Salary freezes, no raises, furlough days, salary reductions and layoffs. It didn't take long for an apparent "appreciative" city to go from paying hazard pay to kicking those same officers to the

curb. Meanwhile, those same officers are still on the frontlines of the COVID-19 pandemic, risking their health and lives to serve and protect, yet if they were to get sick, the promise of a possible layoff and no health insurance is potentially in the near future.

"I am furious and disgusted with the mayor and his administration for asking our members to shoulder the burden of this crisis both physically and now financially," said Sgt. Mike Mancuso, president of the Baltimore City Police FOP Lodge. "We have had 350 members who have been quarantined, 63 who are awaiting test results, and 19 who have tested positive for COVID-19. According to all projections, this is just the beginning of what could be a devastating couple of weeks for our area."

Imagine what safety and security will look like for Baltimore soon. It's already a dangerous place because some estimates show the police department is already 500 officers short. However, including layoffs and furloughs will make Baltimore a city no one will want to live in, work in or visit, hence additional financial hardships and unprecedented spikes in crime. The officers remaining on the crippled agency will risk their lives tenfold for a city that is outright telling them they do not matter. The question many officers must consider is whether it is worth the risk.

In addition to severe projected budget shortfalls as a result of an ailing economy and reduced tax revenue base due to the COVID-19 response, some see the COVID-19 pandemic as a unique opportunity for police reform. Recently, Philadelphia Police Commissioner Danielle Outlaw instructed her officers to delay arrests for low-level criminal offenses, such as narcotics activity. Meanwhile, in Chicago, and elsewhere police have been advised to reduce the number of stops and arrests for low-level crimes to prevent the spread of COVID-19.

The pandemic has altered policing across the nation; it's not surprising the calls for police reform are growing louder. Opportunists are using the pandemic to push further police reform, citing that departments can reflect and analyze how adjustments may be working to change the perception and efficiency of law enforcement.

Take James Nolan, professor of soci-

ology at West Virginia University and a former police officer words for example. "The current logic of traditional policing requires aggressive force. The image of the good officer is often one who makes a lot of arrests and is always prepared to use force rather than back down when challenged. Likewise, in neighborhoods where residents have lost faith in the police and civil authorities, gun violence is required for self-protection and for settling disputes. As horrific as the COVID-19 pandemic has been for the police and local communities, its sudden appearance has changed police behavior in noticeable ways. Reforms have come quickly as the new conditions have suddenly made the practical logic of policing impractical."

Looking forward, if the new normal becomes less active enforcement along with diminished citizen engagement, that could easily result in nationwide furloughs and police staffing reductions as government bureaucrats nationwide justify such decisions by calling them reforms while looking to cut costs. Remember many of these folks are the ones who took the locks off the jails and let the inmates out.

Yes, we will overcome the coronavirus pandemic. But our profession will have challenges ahead. Let us stand up against reductions in law enforcement staffing to prevent "the thin blue line" from becoming even thinner. Officer safety and the common good for our communities require it. When we are needed, we are praised and appreciated, yet, the road ahead is likely filled with layoffs, salary freezes and reductions, and, well, if our profession is not prepared, we will be blindsided by the same charlatans who smilingly shakes our hands one day, and kick us in the ass the next. 🌐





On March 25, 2020 when NYPD Detective Cedric Dixon was admitted into North Central Bronx Hospital with flu-like symptoms, the coronavirus was raging through the NYPD and support staff.

Three days later Detective Dixon, 48, was dead from COVID-19, the disease caused by the coronavirus. His coworkers described Detective Dixon, a 23-year veteran of the force assigned to the 32nd precinct in Harlem, as a great officer with a heart of gold, who went out of his way to help friends repair their broken electronics and technology.

As of this writing, over 6,700 officers are out sick— nearly 19% of the department— and the numbers keep climbing. Seven civilian employees have also died, and among the approximately 1800 infected officers are two chiefs and the deputy commissioner in charge of counterterrorism. As the coronavirus continues to decimate the ranks; the NYPD and many departments around our nation are on the verge of collapse.

Officers and other first responders are asked to do what others will not. Being on the front lines, they do not have the comfort of quarantining to protect themselves and their families from a virus that is twice as contagious as the flu and spreads like wildfire during the dry season. They do not lockdown, sheltered in their homes, while the casualties pile outside their windows.

Officers are out there risking their lives to stop the spread of this virus. In these uncharted waters, they are enforcing social distancing orders and shutdowns,

while handling the routine police workload, which includes arresting people and increased contacts with many civilians— many of whom have been exposed to the coronavirus. Also, several officers were targeted by lunatics with the virus who used their illness to assault the police. The rate of exposure in this unsafe battlefield environment is exponentially higher than the general public; yet, many departments are not adequately equipped to meet these grave demands. Many lack the required personal protective equipment and training to perform their job safely.



Are officers expendable? Many agencies did not have adequate stockpiles of necessary supplies such as N95 masks, protective gowns, hand sanitizer, gloves, and disinfectant wipes. To assume a pandemic

of this magnitude would not happen is negligence. Therefore, unprepared agencies saw their supplies evaporated within the first few days of the coronavirus outbreak.

Agencies frantically sought to create a stockpile to meet the demands, but it was too late.

Officers sought to mitigate the dangers on their own, purchasing supplies out of their pocket, but it has become nearly impossible to privately buy hand sanitizer, an N95 mask, gloves, or even a bottle of Zinc vitamins. So while their departments have failed them, the workload continues, and they are placed at higher risk without the proper equipment or training.

Therefore, while working in this unsafe environment, an officer must document every interaction, especially those with known carriers of the coronavirus. Why? Because soldiers exposed to Agent Orange during the Vietnam War, burn pits during the wars in the Middle East, and toxic exposure during the recovery efforts of 9/11, and other negligent exposures, involved monumental health and legal battles in instituting safety protections and monetary compensation for victims and their survivors. The response efforts to the coronavirus pandemic have similarities that we cannot ignore. Again, document everything.

Future generations of officers will learn valuable lessons from the illness and deaths of the officers who have gone before them like Det. Dixon, who died a hero on the frontlines serving and protecting the community he loved. The Blue Magazine offers its most profound and sincere condolences to the family of Det. Dixon and the honorable men and women of the NYPD who are forced deeper into harm's way. We will get through these challenging times, but the lessons learned will be higher than anyone expected.

Officer Dixon was not expendable. His life mattered. May he rest in peace. 🌐

George Beck is a police sergeant, award-winning journalist, and managing editor of Blue Magazine. He holds a Ph.D. in History & Culture from Drew University. He is the author of The Killer Among Us and several other books. His nonfiction and short stories have been featured in magazines and anthologies nationally and internationally



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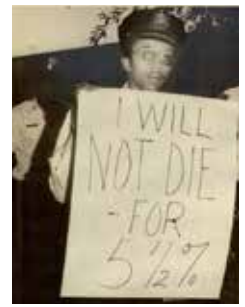
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THE BALTIMORE POLICE STRIKE of 1974



By Major Wesley R. Wise (Ret.)

(Note: The following account of the Baltimore City Police strike of 1974, the only work stoppage in the department's history, is based on my intimate knowledge and memory of the events as they happened)

IN THE BEGINNING...

In 1974, new Baltimore police officers were paid a disgracefully low starting salary compared to surrounding departments. In fact, of the more than 15,000 police departments in the U.S. at the time, BPD was in the top 20 for professionalism, effectiveness, and efficiency, but you would have to look long and hard to find it anywhere on pay scale comparisons.

Morale was low due to the low pay, and the only secondary employment sanctioned was driving a cab, which was allowed only because officers were required to be armed at all times, and to take action in the face of lawbreaking. The department felt it was a way to put more police on the street without paying them. That severely limited officers' ability to earn extra income to offset the low pay and exacerbated the morale-killing factors of working as a police officer for the Baltimore Police Department.

The department was probably only able to attract as many new officers as it did because at the time there was a large contingent of former soldiers returning from Vietnam, many of whom had been military police while in the Army and who looked at civilian police work as the perfect next step in their lives. So the department had a large pool of eager and well-qualified men (it was strictly a boy's club at the time) to pick from; men who looked at the job as a career, not merely as a job.

BPD officers received scheduled raises only every five years (in some years there were also small cost-of-living increases, which of course didn't keep pace with the actual cost of living).

RISING TENSIONS...

At the time of the strike, there existed an AFL/CIO affiliated police union and a fraternal police organization, the Fraternal

Order of Police, which many officers joined in addition to the union, but the union was the bargaining agent for the department's sworn members, so virtually all of them belonged to it.

In the Union Hall and on the street, talk of a strike emerged and grew. As it grew louder and more strident, the union convened and a strike vote was held, resulting in an "intent to strike" order. The few officers who felt that the city offer was a fair one argued and voted against a strike, but they were outvoted and many claimed that they were thereafter ostracized by many of the officers they had thought of as friends. One thing about strikes – you soon found out who your friends were.

Unionized BPD officers who went on strike did so almost strictly for better wages ("We Won't Die, for Five point Five" was the union's slogan, referring to the city's pending offer of a 5.5% wage hike over three years which most veteran officers felt was not just too low but was actually insulting). BPD joined other municipal workers who struck at the same time, part of a city-wide demonstration by the AFL/CIO.

As public service employees, police officers were prohibited by law from striking. Officers who opposed the strike for that reason believed they had a sworn duty to serve and protect the city and its citizens, and they intended to keep the oath they had sworn to when they joined the department. They were fully cognizant of the fact that without police patrolling the streets, anarchy soon would erupt. And soon after the strike was made public, it did.

DISSATISFACTION TURNS TO ACTION...

History will show that the Baltimore Police Strike began on the 11th of July, 1974, but actually it was preceded on July 7th by a "Blue Flu" epidemic. This "Blue Flu" was not a full work stoppage but instead was designed as a warning of things to come if the city didn't budge from its "final" offers to all city workers, including the police. Most of the officers who didn't have the flu and came to work that day engaged in

a campaign of intentional misbehavior that more or less legitimately took them out of service for as long as possible. As an example, turning in a penny as found property to the Evidence Collection Unit. During all of this, of course, there were very few, if any, officers available to handle the growing number of calls for service.

THE STRIKE BEGINS...

The strike began in earnest on the 11th of July 1974, when a large but unknown number of on-duty officers, first from two of the nine police districts where tensions and dissatisfaction were highest and then from the other districts in a rolling wave, staged a "walkout." The officers and supervisors involved simply parked their radio cars and walked out and "went on strike" at a pre-arranged time, with some leaving their radio cars lined up at the entrances to station houses, blocking access in and out.

They then changed into street clothes and formed picket lines, carrying professionally made signs provided by the union. As the day wore on, many off-duty officers in street clothes began joining the picket lines.

The idea of parking their radio cars at the entrances to the station houses was brilliant, as it prevented officers who chose not to strike from getting to and from work. It took hours for non-striking supervisors to find the spare keys to all of the radio cars so they could be moved out of the way. The on-duty officers who abandoned their cars also abandoned their posts, their duties, their responsibilities and ultimately, in many cases, their careers.

THE DEPARTMENT'S RESPONSE...

The first night of the strike (now known in some quarters simply, and inaccurately, as "civil unrest") was chaos, though the fact that the strike was not well known at first mitigated the damage. The department was aware in advance of the probability of a strike and was prepared with a plan out-

lining steps to be taken to address the expected problems. The plan was created immediately after the initial work slowdown of 7 July.

First, command determined the names, assignments, status, and contact information of all sworn personnel and projected their work schedules so they'd know which officers were scheduled to work at any given time. This information was used for two purposes; to enable quick notification of all off-duty officers in the event of an actual strike to report for duty and to help the department establish exactly who the initial striking officers were for possible disciplinary action later.

Detectives and sworn personnel whose assignments didn't involve working the street (known as "house cats") were assigned to the districts in uniform in place of the striking officers and doubled up two to a car to patrol the areas thought to be most vulnerable to rioting and looting. Only in-progress and high-risk calls were to be dispatched. All other calls were logged but no one was assigned to respond to them.

Detectives were assigned to ride with a district unit for obvious reasons - they did not patrol with other detectives. By the second day, all officers were working 12-hour shifts patrolling two to a car. Non-district officers were to meet at the HQ building to be bused to their districts of assignment.

Maryland State Troopers were brought in the next day to augment the beleaguered city officers who had crossed the picket lines and help restore order, their small number working side by side with non-striking Baltimore officers, supervisors and detectives.

The first night, before the full impact of the almost total lack of a police presence on the street, rioting and looting were somewhat muted compared to what was to come. Despite the arrival of Maryland State Police reinforcements, on the second day rioting, burning and looting broke out in earnest all over the city. Mob rule was the name of the game.

The rioting, burning, and looting continued nearly unabated for the first three days and nights of the strike, until finally on the fourth day many striking officers, seeing the futility of their efforts and the looming prospect of personal consequences for their participation, began to cross the picket lines and go back to work, reinforcing the overwhelmed non-strikers little by

little as order was restored a block at a time. During the four-day strike, working police officers, supervisors, detectives, and State Police troopers were considered, and loudly called, "scabs." Working officers were routinely subjected to officer vs. officer confrontations, spitting, and name-calling by the striking officers as the non-striking officers crossed the angry picket lines to go to work. There were even a few incidents of rock and bottle-throwing at the buses being used by the city intended to help avoid individual picket line contact.



AFTER THE STRIKE...

When the strike ended, a departmental task force was formed to investigate and report on all aspects of the strike. The task force was comprised of supervisors from the Internal Investigation Division, the Inspectional Services Division, the Criminal Investigation Division and two supervisors from the Planning & Research Division. The P&R supervisors were not investigators - rather their job was to coordinate all of the investigators, analyze the information that was developed and write the after-action report, which included all known information concerning the activities of each striker on each picket line.

In the end, the union and striking officers gained nothing from the strike except varying degrees of punishment meted out to striking officers, including loss of vacation days and leave time, transfers, fines, resignations, and in some extreme cases, termination, which was reserved for the most egregious acts by those officers who were known to have been the strike ring-

leaders, instigators, and agitators. Disorderly conduct on the picket lines in some cases led to terminations.

While many other municipal workers staging work stoppages at the same time were given an increase in their wages and won other concessions, police officers were given only the already offered 5.5% increase (over three years) in pay to begin the next year.

In other words, the strike was a total failure for the union and for the striking officers, and the scars of that strike on the city itself, her citizens, businesses, and on the relationships and futures of her police officers were felt for an entire generation of city police officers.

Police Commissioner Donald D. Pomerleau, based on the weeks-long investigation of the events during and surrounding the strike, would eventually punish and even fire many of the officers involved and revoke the union's bargaining rights. That was the end of public-sector unionization for the Baltimore City Police Department and enabled the Fraternal Order of Police (FOP) to assume the bargaining rights abdicated by the union.

As far as I know, none of the strikers, even Officer Wally Brenton, who scored at the top of virtually every subsequent promotional list during the rest of his abbreviated career, were ever promoted - they were effectively blacklisted.

Today's Baltimore officers are faced with many challenges in their working conditions with a lack of patrol staffing and a restrictive consent decree. With morale once again at a low, could a full-blown police strike once again result in the City of Baltimore? That seems highly unlikely if history is the guide to the future. 🌐

A thirty-six-year veteran of the Baltimore Police Department, Wes retired in 2006 as the Commander of the city's 911 System. While recovering from a stroke in 2014, he wrote two books about his experiences as a Baltimore cop. Wes has also self-published fourteen books for other writers. Need publishing help? Contact Wes at weswise78@gmail.com. A father of two and grandfather of ten, he and his wife of 49 years live near Baltimore, Maryland.





How to Lead When You Aren't In Charge

By Lt. James Rotundo

In a profession such as ours, most of us will find that our entire careers will be led entirely by others controlling the puppet strings of what we do. In organizations where egos are the name of the game, the idea of this could drive some of us nuts. Luckily, it doesn't have to. Even though you don't have the title of being "in charge," there are things you can do to lead. Leaders, critical thinkers and doers are more crucial today than ever before.

We tend to think the only ones who can lead are the ones with the rank, or shiny bronze badges, or their own private office in headquarters. While that is partially correct, the truth is every single officer is accountable to someone, even if it's just to themselves. Let's not confuse ourselves with the idea that because the ones with rank are required to lead, they do it well.

Let's start with what bad leaders do. Some may be handicapped with outdated leadership techniques, also known as "that's how we've always done it." Some might have been very good at their jobs, but once promoted, they lack leadership skills, forcing them to leverage their title and position as a way to get subordinates to do their bidding. Both of these issues breed bad morale and could have you saying to yourself, "If I were in charge, things would be different." Although the ones in charge would shudder at hearing you make that statement, it's not exactly a wrong way of looking at things because, in a way, you are in charge.

Great leaders don't have to be in rank or have that shiny bronze badge or their own private office in headquarters. We all know that officer we were able to look to when we had a question or needed guidance. I would even bet money that officer you are thinking about right now wasn't the top boss in your department. Great lead-

ers leverage influence, relationships and knowledge to get others to accomplish the task with them. Good leaders motivate others, support others and build others up. As you can see, nowhere in the idea of leadership does it require you to be the head of an organization to accomplish those things.

If you want to lead when you aren't in charge, you must start by being in charge of yourself. Hold yourself accountable to high standards and goals regardless of outside influences. You can't lead from the rear if you aren't leading yourself. These standards and goals should be constant and ever-evolving. You need to have a base in knowledge and experience. Without knowing what you are doing in any given situation, you will do no one any good in leading them through it. You also must be willing to change and adapt.

As much as some "stuck in the past" ranking officers might try and make you believe otherwise, this job is constantly changing. Everything in this job from case laws to procedures to technology is continuously evolving, and that's how you should be, too. While experience will only come with time and initiative, knowledge can come from several ways. Yes, knowledge has a base in experience as well, but continuing your education is your next best source. Knowledge is also knowing your strengths and weaknesses. I have never seen in any departmental manual where it says you can't ask your supervisors what you can improve on. We have an inherent issue as humans to not see our weaknesses. In other words, take the time to ask your supervisors and co-workers to constructively criticize you with things you could improve on as well as point out the things they think you do well. No one likes to be told what areas of themselves they are weak

in, but this is where you can grow the most as a leader and an officer. By fixing your weaknesses and supporting your strengths, your supervisors will see you as someone willing to take charge, and co-workers will see you as someone whose lead they should follow. This takes courage, but so does leading when you are not in charge; they go hand-in-hand. When you are able to think critically of yourself, you will be able to think critically of others in situations where a leader is needed the most. Compare yourself to who you were yesterday, not who someone else is today, and you will see how far you can go in your career.

Once you think critically of yourself, then you will be able to ask yourself what kind of leader you want to be. Do you want to be the kind of leader who sits in the ivory tower of your department, sending directive after directive on what to do? Or, do you want to be the kind of leader that takes charge by doing the things with your group as an "I would never tell you to do something I wouldn't do or haven't done myself." Your answer to this question is essential. If your answer is the ivory tower-type leadership, then leading from the rear isn't for you. If your answer is to be an all-inclusive person, then leading without being in charge is the thing that will mold you into the future supervisor you inspire to be. Leading WITH your peers will put you in the prime spot to be seen as a leader throughout your department. I call this leading by example. You don't have to be the most vocal person in the room, but you do want to be the most driven. It's not the authority that makes you a leader; it's the unwavering focus on the tasks at hand that will make others follow.

While these things appear simple,
(Continued on bottom of page 33)

Everything Old Is New Again?

By Kirk Lawless

Is it? Nothing magical happens when you add the word “new” to it. It suggests an improved version of the original or it could be an attempt to soften or disguise it, particularly if it has lain dormant for a time.

Can a leopard really change its spots? A black panther is just a leopard, not a species unto itself. Melanin just caused its fur to turn black. If you look closely enough you can still see the subdued spots.

When shit “popped off” in Ferguson, the world witnessed the return of the “Black Panthers” under the guise of the “New Black Panthers,” still the same beast; still the same spots. If you think because it’s the “new” version, don’t bet your life on it!

Would you believe the KKKK (Yes, there are four Ks, not three but it is sometimes shortened from Knights of Ku Klux Klan to simply Ku Klux Klan) was a different organization if it announced it was now the “New KKKK”? If you’re that naïve, it’s time to start reading books!

Like the Klan, the Panthers haven’t really gone away, just underground. This is “old school” stuff. What does it have to do with modern policing? A lot, really, as these two groups still swing heavy sticks and have many sympathizers across the country. During car stops or frisks you might find business cards or literature, especially near college campuses (recruiting grounds for young folks looking to attach themselves to something bigger than themselves). You should at the very least make a mental note of who and what is traveling through your area.

If you see someone sporting a “Huey Newton Gun Club” shirt, it should raise a red flag. Who the hell is Huey Newton?

The recent attacks on police precincts of the NYPD are bold and alarming. They can happen anywhere in the United States and the perpetrators can be anyone: lone wolf, or an affiliate of any number of hate groups (and although the numerous hate groups have targeted a particular enemy or problem, they always include the LEO

community as their enemy).

The Black Panther Party for Self Defense was founded in 1966 by Huey Newton, Bobby Seale, Elbert Howard, Sherwin Forte, Reggie Forte and Little Bobby Hutton in California as a watchdog group for police officers in Oakland they deemed to be too heavy-handed and quick on trigger-work. Fair enough. They engaged in community activity (always a plus to gain support and a sympathetic following). Loosely organized and rife with infighting, what started as a political endeavor began to morph as often as its name, giving birth to splinter groups, different names and with different agendas. Based out of Oakland, word spread quickly and members got on board across the country with some 5,000 card-carrying members and many sympathizers including folks like “Hanoi” Jane Fonda.

The name quickly changed to the Black Panther Party and then just as quickly they simply called themselves the Black Panthers.

At first the group was far to the left, adopting communist ideology, anti-establishment and anti-government. The group had beefs within that resulted in killing some of their own members. A year later, dropping their anti-racism (yes, they started as anti-racist group) message and still anti-government, cops (always caught in the middle) became targets of ambush and assassination. White cops were primary targets, but they had already acquired a taste for black blood of those opposing them within their own ranks, so the blood of black officers would be spilled and mixed with the blood of white cops who stood in their way.

In 1967, October 28 to be exact, Oakland Police Officer John Frey was killed and his partner, Herbert Heanes, was wounded after stopping Huey Newton. The foundation for the Black Liberation Army had been laid, and Newton quickly became a leader (behind bars) and a wave of violence spread quickly, adrift in the wind. The seeds flourished where they landed, as the once loosely organized entity grew tighter and

stronger. Joanne Chesimard (the rabid cop-killing bitch who later changed her name to Assata Shakur, enjoying to this day her political asylum in Cuba and breathing good air... my opinion) moved to Oakland from New York and would become a shot-caller when things got violent, “quick, fast, and in a hurry.” The group needed money and the only way to get it was through robberies and every business was a potential target, including banks. They needed money to survive, but they needed it mostly for weapons and bomb-making material. Extortion was not out of the question, since shooting and killing was soon to become second nature.

The group established safe houses in different states, knowing they were about to embark on a nationwide crime spree.

On April 7, 1968 Bobby Hutton and Eldridge Cleaver ambushed two Oakland police officers, but failed when the cops, although both wounded, made Bobby Hutton “permanently un-alive” and wounded Eldridge Cleaver, who was captured and sent to prison. Hutton “took one for the team” and Cleaver became another patron saint for the BLA. Now claiming anti-fascism, anti-imperialism, Marxism-Leninism and revolutionary socialism as its root ideology (any of this sounding familiar yet, with the presidential election getting close?) it had declared open war on cops.

Then on May 19, 1971 two NYPD Officers, Curry and Binetti, were machine-gunned while on a protection detail.

By May 21, 1971 (For any of you officers who are part of a “Salt and Pepper” team take note. For the BLA the only thing better than killing a cop was killing two cops, better still one black and one white) Officer Waverly Jones and his partner Joseph Piagentini were targeted for assassination specifically because they were a black and white team. Shot in the back while walking their foot beat in Harlem New York, their blood pooled and congealed on the sidewalk. The red blood of brothers spilled. Red, nonetheless, but blue at the same time. (Remember that!)

December 20, 1971, in Queens New York: two NYPD officers attempted to curb a vehicle. The car did not pull over and sped off. A brief pursuit followed but was terminated when one of the BLA occupants tossed a military-grade hand grenade at the squad car, disabling it. The BLA wasn't messing around!

January 27, 1972, was a bitter-cold night in the East Village of New York. On their foot beat, 23-year-old Officer Rocco Laurie (two years on the job - shield 11019) and 22-year-old Officer Gregory Foster (one year on the job - shield 13737) were in full NYPD uniform. Their beat on Avenue B was among the deadliest in New York City. The officers passed three men on the sidewalk. The men parted to allow the officers to pass. It was not as a courtesy. As soon as the officers were a few steps beyond, the trio opened fire on the two officers, a fusillade of bullets tearing into them. Foster was struck eight times and Laurie six. As the officers lay dying on the frozen ground, two of the men calmly strode up to them and while being encouraged by the third of them to "Shoot him in the balls," one fired two additional shots into the crotch of Officer Laurie. The other shot Officer Foster two additional times, once in each eye, obliterating his head, reducing it to an unrecognizable mass of blood, bone and brain matter. The officers' service revolvers were stolen from their bodies and the assassins fled the area in a waiting car. The third ran off after firing celebratory gunshots in the air while standing near the bodies.

When other units arrived on the scene, the pool of blood seemed never-ending. The most hardened cops in the city were visibly shaken and sickened by the sight. Officer Foster was already dead, his blood comingled with that of his still-dying partner. Officer Laurie was rushed to the hospital but could not be saved. The two police officers served in the United States Marine Corps together, served in the NYPD together, and requested to be partners and specifically requested assignment to the area where they also died together.

The getaway car was discovered and three sets of fingerprints belonging to BLA members were lifted from within: Ronald Carter, Twymon Meyers and Herman Bell. The heat was on the BLA in New York and the group responsible for the deaths of Officers Foster and Laurie headed out of state. A

caravan of three cars, one rented by Joanne Chesimard, fled to an already established safe house in St. Louis. It was February 16, 1972. After setting up in their new "set of bricks," four of the group, Thomas "Blood" McCreary, Twymon Meyers, Ronald "Sha Sha" Brown and Ronald Carter, jumped in one of the sleds, a green Oldsmobile, and went out in search of newspapers for updates on the murder of the NYPD officers. Until now there had been no known link between St. Louis and the BLA. That was about to change.

The St. Louis Metropolitan Police Department has been around since 1808 and has always had a no-nonsense approach to police work and a rock solid reputation. Two patrolmen in the 8th district (at the time) Richard T. "Frenchie" Archambault and his partner, Larry Tinnell, spotted the green Oldsmobile on Grand Boulevard near Cass Avenue. It had a funky-looking cardboard temporary tag out of Michigan, so they lit it up and curbed it.

"Frenchie" approached the car and observed the four occupants. The story told to Officer Archambault didn't add up. All the windows of the Oldsmobile were down (a clue to the new cops that shit might be getting ready to "pop off"... you don't want all that glass flying around!) I imagine the men in the car were nervous and the driver's skin was leaking. The driver, McCreary, was armed, as were the other three occupants. They were itching to kill some cops, and St. Louis was as good a place as any. Plus the trunk of the car was full of rifles and ammunition. If they got arrested they would be going to the "Walls" in Jefferson City for a long, hard time. "Frenchie" knew his world was about to go to shit in a rickshaw! In a matter of moments the interior of the car exploded in white-hot muzzle flashes as the four cut loose on "Frenchie" and Tinnell. "Frenchie" got hit, but the tenacity of the SLMPD rose to the occasion. "Frenchie" and Tinnell fired back with Frenchie scoring some solid hits on Ronald Carter, who was the front seat passenger and the one spoiling for a shootout (according to a later interview with McCreary). SLMPD has never been afraid of trigger work!

Responding officers engaged in a short pursuit and the crippled vehicle was abandoned, and a running gun battle ensued with three of the occupants. Carter was dead in the front seat after the exchange of

gunfire, struck several times by "Frenchie" Archambault, but ultimately the "kill shot" was fired by one of his friends in the back seat.

Meyers escaped, but McCreary and Brown were wounded and arrested (one of them shot off a fence by a famous female SLMPD officer), the word spread quickly, the SLMPD wasn't messing around, either! A search of the shot-up vehicle revealed a cache of weapons and the service revolver of NYPD Officer Rocco Laurie.

Herman Bell was eventually charged with the murders of Officer Waverly Jones and Officer Joseph Piagentini.

April 14, 1972: NYPD Officer Phillip Cardillo was ambushed responding to an officer in need of aid call in a Harlem mosque and was murdered. The ties to the Black Panther party, the Black Liberation Army and any spin-off group run deep. The Nation of Islam is as dangerous as their sympathizers in other groups.

May 2, 1972: New Jersey State Trooper James Harper conducted a car stop on the turnpike. His backup unit was Trooper Werner Foerster. Almost immediately, a gun battle started. When the smoke cleared, Trooper Foerster and a BLA member were dead. Trooper Harper was wounded. Also wounded was Joanne Chesimard (Assata Shakur) who was charged with the murder of the trooper. She later escaped (1979) from prison and made her way to Cuba where she was granted political asylum where she enjoys celebrity status. She is still idolized by the community that spawned her and her treacherous allies.

November 14, 1973: Twymon Meyers (remember him?) after escaping during the shootout in St. Louis, met his end at the end of an NYPD officer's gun in a gun battle in the Bronx. The deaths of Officers Foster and Laurie were certainly avenged.

Here in St. Louis, I have seen a resurgence in Black Panther tattoos, occasionally you might find a Huey Newton Gun Club T-shirt, and shirts emblazoned with the piece of shit who murdered Philadelphia Police Officer Danny Faulkner on December 9, 1981 (25 years old with five years on the job - shield 4699). His killer was also a member of the Black Panther Party.

Look into the history of these folks and get an idea about what goes on with them, whether you know they're in your midst, or you haven't a clue if they are or aren't.

It's literally a timeline of they kill us and we kill them right back and like the recent attacks in NYPD precincts, it's nothing new. On August 29, 1971 a San Francisco a police sergeant was killed while seated at his desk when BLA members lit up the station house.

Can a leopard change its spots? Absolutely not, it's still the same. Research the

history of policing and our adversaries; it could save your life. Just noticing a particular T-shirt on someone, or a tattoo, or seeing a fucked-up license plate or temp tag on a bullshit car might just save your ass as well. 🌐

Kirk Lawless is a 28 year, decorated, veteran police officer from the St Louis area. He's a

former SWAT operator, narcotics agent, homicide investigator, detective and Medal of Valor recipient. Off the job due to an up close and personal gunfight, he now concentrates on writing. He's a patriotic warrior, artist, poet, actor, musician, and man of peace.



HOW TO LEAD WHEN YOU AREN'T IN-CHARGE (Continued from page 30)

the application may be hard. You may even receive some pushback from your supervisors that you are “overstepping.” The trick is to make sure your organization’s mission is clear to you, and then figure out where you fit in the bigger picture. When you become the person who gets things done, the person who assists and motivates their peers, the person who lifts their co-workers, the person who is experienced and knowledgeable in their job and shores up their weaknesses, I will assure you the pushback will be less and less. Leading when you aren’t in charge isn’t about rocking the

boat, it’s about knowing how to lead in places and situations you can, so that when superiors are looking for someone to head a task you are the one they seek to drive it.

Therefore, great leaders leverage influence, relationships, and knowledge to get things done. The influence, relationships, and knowledge you cultivate today will be the leverage you will use when you become the one in the driver’s seat of your department. Supervisors are a dime a dozen, but true leaders are few and far between. Being a leader from the rear is a skill that will pay dividends in your career, so start now. 🌐

James Rotundo is a lieutenant in a northern New Jersey police department. In his police career, he led the detective bureau for several years before becoming a Patrol Tour Commander. He is the President and Founder of the Forgotten Brothers Motorcycle Club, an organization that honors fallen members of the military and public safety organizations.



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LESSONS LEARNED

New York City Police Commissioner

TEDDY ROOSEVELT

America's First Progressive Police Leader

By Chief Rich Rosell



"No man is above the law, no man is below it; nor do we ask any man's permission when we require him to obey it. Obedience of the law is demanded as a right, not asked as a favor". ~ Commissioner Teddy Roosevelt

For those of us fortunate enough to have worked closely with the New York City Police Department, we are aware of the proud lineage of the organization. Strong and effective transformational leaders; dynamic and selfless operational and tactical officers. We are also acutely aware of the losses they have suffered through their tireless and brave pursuit of justice. But many in law enforcement are unaware that the 26th president of the United States, Theodore Roosevelt, served as a commissioner of the New York City Police Department.

During the Roosevelt era, NYPD was governed by a board of six commissioners. Teddy Roosevelt was the president of the New York City Board of Commissioners from 1895-1897. His leadership principles from the late 1800s are still studied by police leaders today.

Roosevelt was appointed to the Board of Commissioners by the reform-minded Mayor William Strong. Strong found himself overseeing hearings related to graft and misconduct running rampant in the NYPD. Knowing the strong moral and ethical fiber of Teddy Roosevelt, he offered him the position as president of the board. From the onset, Roosevelt set to work on two primary goals, 1) ethically reform the agency and 2) improve the quality of life for the citizens.

Roosevelt became involved in the Progressive Movement prior to his appointment as commissioner, continuing his advocacy with great zeal. A man of heart and con-

science, Roosevelt was moved and disturbed at the plight of poor people in New York City. Jacob Riis, famed journalist of his time, said of Roosevelt's tenure as police commissioner and his dedication to the less fortunate, "for the first time a moral purpose came into the street." "In the light of it everything was transformed," often referring to the period as "the Golden Age." Some criminologists consider Roosevelt to be the godfather of American Community Policing.

A popular story written about Roosevelt chronicles his response to the outcry from the Jewish community over the fact that a well-known German anti-Semitic fanatic named Ahlwardt was permitted to present a hate speech. Roosevelt was disgusted by anti-Semitism, but his hands were tied. Roosevelt, a staunch constitutionalist, explained that he could not legally keep the man from speaking. However, he could not let Ahlwardt completely get his way. He assigned Jewish police officers as his bodyguards, because, as he put it, "Ahlwardt would owe his safety to the fact that he was scrupulously protected by men of the very race he denounced" (Wagenknecht 2009).

During his two-year tenure, Commissioner Roosevelt made his mark on the NYPD, quickly, decisively, and radically reforming the agency. Known for his discipline, Roosevelt implemented policies requiring more detailed personnel and weapon inspections, demanded professionalism and ethical accountability, and dramatically changed the employment requirements which, up until his tenure, had been based on political or personal affiliation rather than the physical or character-based qualifications. He often walked beats at irregular times, making certain that his officers were on duty when and where they

were expected to be. He had no problem calling the officers and their supervisors on the carpet for violating the agency's code of conduct. Concurrent with his ethical and operational reformation of the NYPD, he continued as an advocate for the poor, often patrolling in high-crime areas, speaking with the residents in order to get a sense of what they needed from the police. He could often be seen patrolling then crime-ridden Mulberry Street, identifying those responsible for victimizing the residents of that area, offering hope to those who were dependent upon the police for their safety. In keeping with his lifetime of public service, Roosevelt led from the front.

Many of Roosevelt's philosophies on police ethics and accountability are still valid today; do what is right, never shirk your duties and responsibilities, never sell your badge, treat all people equally, and the law applies to us all, just to name a few. Good leaders have studied his theories for over 100 years and created their own leadership principles that delineate their officer's daily ethical actions. He left his mark on one of the finest police agencies in the world, and arguably on us all. 🌐

Chief Rosell is currently the Police Chief and Public Safety Director for the Town of Indian River Shores, Florida, the former Director of Public Safety for the Town of Dover, NJ and Township of Springfield, NJ, and a 27-year veteran of the New Jersey State Police, retiring at the rank of Captain. He has a very diverse skill set with vast operational, training, policymaking, homeland security, leadership, management and administrative experience.



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CORONAVIRUS; ARE WE MENTALLY PREPARED?

By Lieutenant Patrick J. Ciser (Ret.)

I'm not an expert in the medical field, however, as an old-time street cop I look at many things the same as you do. "Just the facts Ma'am" and forget the hype. I've seen two other coronaviruses come and go, such as SARS, (severe acute respiratory syndrome) and MERS, (Middle East respiratory syndrome). Now while this new strain called COVID-19, (Coronavirus Disease 2019) also attacks the respiratory system, there are some interesting differences.

COVID-19 is much more contagious than SARS was, however, it doesn't seem to have the high mortality rate that SARS had back in 2003. It took SARS about eight months to infect about 8000 people, whereas COVID-19 infected about 100,000 in the first 10 weeks. SARS' mortality rate was roughly, 9.6% of those infected, COVID-19 is much lower at about 2.3% according to the Centers for Disease Control and Prevention. Also, according to National Institute of Allergy and Infectious Diseases Director Dr. Anthony Fauci, 80% of those infected "spontaneously" recover on their own. The actual rate of death could be even lower because many infected get well without even realizing that they had COVID-19. There are now seven known coronaviruses, with four, including the common cold, being quite mild. Young people are doing particularly well with COVID-19; probably due to their strong immune systems.

In the United States we have roughly 24 million cases of flu-like illnesses annually, resulting in 180,000 hospitalizations and approximately 16,000 deaths. If it weren't for the flu vaccine, I'm sure that the flu mortality rate would be much higher. But as cops, should we panic when a new virus comes along? Not for nothing, but I'm one

of the guys who lived through the AIDS epidemic. I was pricked by a hypo in a raid of a "shooting gallery" in Paterson, (NJ) and spit at by a suspect with full-blown AIDS in Clifton. Did these things stop us from doing our job? No! TB (tuberculosis) is, unfortunately, making a comeback in America also, with most cases being brought in by illegal immigrants. And I'm sure that you all remember the Ebola scare that kind of petered out.

Countless people worldwide, I believe, will eventually contract COVID-19. But who is most at risk from dying of the flu or COVID-19? Not cops really, but healthcare workers and older people; usually with underlying health conditions. Most cops are between the ages of 21-60, and not in the age range of most people who are succumbing. It seems that people over 70 are the hardest hit. What about symptoms? Generally speaking, if you have the flu, you'll have a fever, sore throat, coughing, aches and pains. Symptoms of COVID-19 are fever, sore throat, coughing, and respiratory problems; usually no aches and pains.

I'm not going to talk about washing your hands and things like that because by now, you've probably heard it all. I will say this though: Try to keep a distance of six feet or more from any suspected coronavirus patient. Viral particles emitting from their mouths when they speak, cough or sneeze, seem to drop off to the ground by five or six feet out. Because COVID-19 does well in warm environments, it's definitely going to continue to spread well into the spring, unlike seasonal influenza. SARS came and went in 2003, and I'm sure once we have a vaccine, COVID-19 will also become a thing of the past.

Bottom line; cops are survivors! With

all of the clear and present dangers inherent to law enforcement, we still put on the badge and go to work every day; it's what we do.

I'll close now by telling you my secret to fight off any infection.

WATER FASTING!! Having a strong immune system is the best thing you can do for yourselves during this period, as there is no vaccine yet available. Experts on this subject claim, and I believe them, that a 72-hour starvation period kills off old white blood cells and even cancer cells. Once you reintroduce food after your fast, your body makes brand new white blood cells which gives you a recharged immune system. I took care of my daughter last year through a cold, and later the flu, and I never got sick. Personally, I like to fast for 96 hours once a year, just to make sure. Eat until 5 p.m. on Sunday, for instance, then start eating again on Wednesday (72 hours) or Thursday (96 hours) at 5 p.m. Drink water, black coffee and tea throughout the fasting period. Also take magnesium and a little salt in a couple of ounces of water each day. It's not as hard as it sounds as you eventually become disinterested in food. On day three I was actually shopping at Costco and it didn't bother me in the least. Search YouTube for Dr. Valter Longo for additional information. 🌐

Patrick 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.



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CULTURE CHANGE in Police Recruitment

By Chris Gialanella - Senior Active Law Enforcement Executive (NJ)



The law enforcement hiring of 2020 is as indicative and elusive as the changing culture we see in today's society. The workforce that we are encountering now no longer believes in the ideologies of the past. The days of a person finding a career with one company and staying loyal to that company for the sake of security and self-preservation are over. This dilemma is affecting police recruiting and retention across the country.

The young employee is no longer interested in financial stability, but rather their personal time and creative freedoms. The paramilitary philosophy is not conducive to the mindset of the young employee. Things like shift work, a military hierarchy, rules and regulations that limit freedom have all now become detractors. In the past, this structured routine was an incentive for prospective employers. The stability and long-term benefits that policing offered were what enticed the baby boomer and other generations to be drawn to the call for service.

Most current studies pertaining to employment indicate the current employee will hold 12 jobs in their lifetime, and this number can fluctuate even higher. Several factors contribute to this realm of thought. Companies no longer offer the same incentives as in the past. The days of pensions and lifetime benefits are over. Companies offer different shorter-term benefits as a way to entice workers from one company to another. Since today's generation is not driven just by money, they value different incentives than their predecessors. This allows them the freedom to move around and constantly upgrade their status in a particular industry.

In policing, the climate has shifted against us. It is no longer worth the stress for new officers to face the high level of scrutiny that we are under. Low pay and shift work no longer entice the young educated future employee. Growing up in a 24/7 social media/news cycle, the modern employee is bombarded with negative

rhetoric portrayed about the law enforcement community. The modern educated employee wants all the success now and is not interested in a system that in most cases will take years for internal advancement, professional growth and financial success.

Law enforcement was largely a recruiting ground for ex-military coming home from the war. It slowly became suited to that lifestyle which molded a lot of the parameters that have been put in place. Hence, the phrase "para-military." As time has passed, we began to recruit in high school and colleges. This began the evolution of the millennial employee. As the demand for the student became prevalent, the recruiting process never began to evolve. Now we are seeing the disconnection from the employer (old style of recruiting) to the employee (new style of incentives that entice recruiting).

I do believe that this is a current trend that will cycle back in our favor over time. The question to ask is when this will occur, and will it be too late to save the current climate of policing as we know it. As leaders in the industry, we must find a way to stay ahead of the curve. One school of thought would be to do away with the current paramilitary style of our organization.

It may be beneficial to conduct operations as a corporation with a traditional CEO and linear staffing model. Policing has become more of a community-based operation that promotes civility and understanding. The military style of enforcement and proactive policing may also play a factor in recruiting new employees.

The idea of using a skill set without the stigma of "paying your dues" may help in enticing the young employee. Advertising the vast amount of technology in policing is another school of thought to lure the tech-savvy community. Utilizing the large platform of social media to promote the benefits of a law enforcement career would also be beneficial.

Some schools of thought to help in recruiting would be to overhaul the entire

recruiting process. The thought would be to create an environment that caters to the employee such as in corporate America. Give employees the same incentives they would receive as employees in companies like Spotify, Google or Microsoft. Let's face it, we are a dying breed. We are not going to change the new millennial. We are the ones who will have to change or technology and ideology will pass us by.

We can attempt to hold the line, but in the end, we will fail. Just like the silent generation lost to the baby boomers who lost to generation X, Y and Z, we will lose to the millennials. It is incumbent upon us to break the cycle and adapt.

This topic can be discussed at length. One remedy could be to create a recruiting division within the police department made up of millennials, to recruit millennials. Mimic the recruitment styles of Corporate America, learn the most up to date strategies available, and take their lead to become an innovative, thriving, culturally based entity that will serve as the model in futuristic policing.

Leaders who lead during this monumental endeavor and those who become change agents will go down in the annals of pioneers such as Sir Robert Peel, Theodore Roosevelt, August Vollmer and Bill Bratton. 🌐

Christopher Gialanella is a 23-year police veteran currently holding the rank of police captain in the Special Operations Division for the City of Newark, NJ. He holds



degrees in criminal justice and Homeland Security. Chris is the owner of Wide Eye Security Systems—a private security consulting company focusing on the need for innovative solutions pertaining to real-time security issues. Chris is son of a cop who grew up in the industry and has dedicated his life to protecting those who can't protect themselves. Follow him on Twitter @GGialanella



TRAINING *in the Zone*

By Sgt. Kaluba "Coach Kal" Chipepo

Exercise today, reap the benefits tomorrow.

Do it a few days a week and the benefits multiply over time.

For most police departments, no mandate exists for employees to exercise on a regular basis. Although there may not be an incentive for you to track your gym visits, if you commit to exercising, the investment in yourself would yield more benefits than your pension would be worth in the future. Cardiovascular training in particular is the most important type of exercise you can engage in to support your chosen career. Cardio training is about training the heart to be efficient at rest and in time of need.

It starts with understanding your current resting heart rate. The average person has a resting heart rate between 60-100 bpm (beats per minute). Active people such as runners and athletes can have heart rates along the lower end, while deconditioned individual heart rates can hover closer to 100 bpm. Your resting heart rate is a good indicator of how well your cardiovascular system is performing. The best time to take it is when you first wake up in the morning.

Find your pulse and count the number of beats you feel for 15 seconds and multiply that number times four.

Once you know your resting heart rate, you want to establish your maximum heart rate which is simply the maximum amount of times your



heart can beat without putting you at risk of cardiac complications. This is determined by the equation: $220 - \text{Age} = \text{MHR}$. An easy way of knowing when you are near your MHR is when you can no longer hold a conversation while exercising (or the equivalent of scuffling with a suspect for about 20-30 seconds).

Some common mistakes people make when using cardio equipment is not working out hard enough or long enough for their efforts to have a transformational effect on the body. So heart rate training is a good way to gauge your intensity level. There are several zones you can choose to train in depending on your goal. Typically, for aerobic conditioning you want to work in a training zone the equivalent of 70-85% of your maximum heart rate. And you want to be in that zone for at least 20 minutes.

For example, a training zone for a 50-year-old male: $220 - 50 = 170(\text{MHR})$

$$170 \times .70 = 119$$

(low end of the training zone)

$$170 \times .85 = 145$$

(upper end of the training zone)

So for this male when he starts his cardio regimen he should be looking to monitor that his heart rate is falling between 119 - 145 bpm. If he has been on a bike for 15 minutes and a check of his heart rate is 110 bpm, then that would indicate that he is not working hard enough. The same applies if he takes his heart rate and is 155 bpm, then he would want to dial it back a little.

After a few weeks of consistent training you will notice that your heart rate during training won't have to elevate as high as when you first started. That is because it's becoming more efficient in its oxygen usage. You can then level up by increasing the intensity up a notch, and setting a new time limit of 30 minutes.

Another approach that is very effective in conditioning your heart is High Inten-

sity Interval Training. HIIT training incorporates alternating combinations of high intensity exercises where your heart rate is elevated for a short period of time with recovery periods that are less intense. HIIT training offers a lot of flexibility because it could entail cardio equipment, weights, and/or bodyweight exercises. An effective way to monitor how your heart rate is responding and recovering from exercise is by leveraging technology and using a wearable device. Watches like Garmin Vivoactive, Apple watches and Fitbits are excellent sources of data that can track timely information about your workouts.

THE BENEFITS OF HEART RATE TRAINING

- Improved cardiovascular health
- Lowers blood pressure
- Reduces overall stress levels
- Improves your mood
- Lowers body fat

At the end of the day, you've got to do something. Choosing to do nothing will not get you closer to your fitness goals. And hoping everything will work out is not a strategy. You have to pursue better health with the same vigor you would chase a suspect who just committed a crime.

Before you start any new fitness regimen, you want to undertake a physical exam to make sure you are healthy enough to engage in physical activity. The health of future you will be based upon the decisions you are making today - so let 2020 be the year you invest more into you! 🌍

Sgt. Kaluba "Coach Kal" Chipepo, MBA, Montclair State University Police Department. Owner of Motivate One Fitness. Email: coachkal@motivate1fitness.com



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STAY CONNECTED

By Anthony Mikatarian

It's no secret that friendships and good work chemistry with your fellow co-workers improve both your personal and career gratification, as well as your co-workers own gratification. Positive relationships, especially with loved ones and friends, guide you to self assurance while presenting your best self in both your personal and work environment.

However, these ever so important relationships are being tested in the midst of this unprecedented coronavirus pandemic. This is why working hard to maintain positive family, friend and work associate relationships have never been so imperative to our overall positive mental and physical contentedness. With all the restrictions being placed upon us by the government on your employment, general businesses and people's own personal beliefs has made it quite difficult to maintain personal relationships outside of your immediate family circle during this pandemic. For some, even the natural fear of contracting the virus is altering their thinking. What you had done in the past to maintain these relationships has to be tweaked during this trying time.

This is particularly true with our unique profession because many departments have been working on an altered and abbreviated set rotating schedule to combat this pandemic such as reducing the normal on duty staff and squad counts to nearly half, with the other half at home on standby. This is tough on work personal relationships. However, with this pandemic this emergent decision is a necessity to

reduce the chances of your agency being overwhelmed with illness, hence, putting your agency out of service.

With this abbreviated work schedule and the work restrictions, you will not see many of your co-workers for weeks at a time. This is partially okay if you are shift set with a co-worker(s) you enjoy, but it is also socially challenging with the limited physical contact you have between each other. If you happen to be set with an officer(s) you are sour to, it probably will be even more socially challenging during your shift. However, either way you will still feel out of place or saddened by not working with others you enjoy working with and the norm of full staffing, who are now on the opposite of your work cycle. You may not see them for weeks. This can damper your work spirits, especially if working in a smaller agency. You need to find ways to ward off loneliness, stress, roadblocks and boredom. You need to find creative ways to elevate your work comradeship in lieu of this pandemic, social distancing and sheltering in place.

Since this pandemic arrived, it has put many things into perspective, such as gaining improvement in communicating with our personal relationships. I have realized that during our pre-pandemic hectic work and life schedules, we at some point developed inadequate socializing time, as well as some falling victim at times to mixed priorities. Many of our social communications have been text messages, quips and social media interactions. Social non-work related phone conversations are

rare. With this eye opening pandemic and more free time on our hands to reflect, you realize these forms of communication are usually lacking in substance. This pandemic era is the perfect opportunity to re-evaluate our mindsets, personal relationships and our forms of communication. We need to develop socially with the people we care about by presenting them with more personal, sincere and deeper context. Just communicating in an impersonal electronic fashion does not nourish our or their souls. With our usual busy lives temporarily halted and now having more time, it's the perfect opportunity to verbally open up about yourself and your valued relationship with that person you are communicating with as well as you feeling it in return.

I personally had a fulfilling phone conversation with a great lifelong friend the other day, which has been a rare occurrence because of our hectic lives. Most of our interactions prior to this were electronic. We not only reminisced, but got to talk about a lot of personal and random things. It was a rewarding conversation that not only reminded us of the blessed friendship we have but a conversation like this nourishes it to continue. So pick up the phone to call your families, friends and work friends. If you are prevented from phone conversations, you should make a necessary effort to send regular and sincere electric communications to let them know you are thinking of them and praying for them and their family's wellness. It goes a long way and lets them know that you truly care. You take the initiative. Don't wait for your administration or colleagues to reach out to you or encourage this behavior. If you get mocked for taking this initiative, those are the people who don't deserve your attention anyway.

This is something you can initiate from the comfort of your home. Plus, I learned to just be real and drive a straight line, not dance around something or being embarrassed to divulge your feelings to a person in your social circle. Especially with the many added daily challenges living life during this pandemic your positive work and personal relationships will appreciate this general approach because you are real. Let your positive social and work relationships know that you are delighted to give and receive support, especially to help each other get through this dark time.

PRAY FOR OUR BLACK YOUTH

By Officer Deon Joseph

I had to take a moment to calm down before I wrote this. I know for those who have bought into the narrative that law enforcement is the biggest threat to young black boys, this may be upsetting.

Statistically, that is the farthest thing from the truth. So, for those of you who have a cult-like belief in that, you may not want to read this.

Today, I went riding my bike with my three sons in the community I grew up in. I got ahead of them a bit on the way home. Two gang members pulled up on my son. One asked him if he was from a particular gang. My son told him he was no gang member. The gangsters told him where he was from as a warning to him and then drove off.

That could have easily turned ugly. When these individuals have the urge to kill, there are usually no right answers. When my sons caught up to me they told me what happened.

I cringed on the inside. As a father, there was this urge to kill. As a black man, I was overcome with sadness at how a black is simply not allowed to just be.

I thought back to when I was almost killed a block behind my house at 14 years old by three gang members asking where I was from because of the jacket I wore. If it wasn't for

the gang member in the back seat, who I could not see, who recognized me from church, I wouldn't be here.

I remember them driving off. I remember how helpless I felt. I remember there was no cover to protect me. At 14 years old, I had never gang banged. I never hurt anyone, but my life was about to be taken by three self-hating men who saw me as worthless as they saw themselves. I was an expendable black life who didn't matter.

Now three decades later, I'm sitting on my couch with that same feeling after what happened to my son.

My son never gang banded. Never hurt anyone in his life. Has talent. He's helpful and thoughtful, and today, because of the color of his skin, someone did not see his value. That he was loved.

Across this country every year, not a few dozen, not a couple of hundred, but thousands of young black youth lose their lives this way. Not in the heat of a tense moment. Not because they struggled with a cop, or were running from one, or in the commission of a crime.

But simply being in the skin they are in and wearing a certain colored shirt, or a hoodie while exercising, or on a date, or an initiation, or an order from a prison.

I always prayed my sons would

grow up in a safer world. I thank God for his protection over me decades ago, and today my son.

But when are we as a people going to face this issue? When are we going focus on trying to stop the tens of thousands we lose as fervently as we focus on the couple of hundred the media and activists only want to focus on for ratings or to push an issue.

Do you know how many lives we could save if we did that?

I'm done. I'm going to go pray now to find it in my heart to forgive. But I won't forget. Too many of us are dying for me to forget.

I'm not up for any debates on this. So, you can save your "yeah buts."

Please pray for our black youth tonight. 🙏

Deon Joseph is a 23 year veteran of law enforcement in Southern California - 21 of those years working in the homeless community to create an environment conducive to change for those in recovery, as a Lead Officer. He's been recognized for his work locally and nationally, and news stories and documentaries surrounding his work in crime fighting and community relations, featured him. www.deonjoseph.org.



Also, this is a time to really emphasize our sincere listening skills because of the added stresses and unknowns we are feeling. Living in this pandemic people need to, at times, vent or express themselves. Upon listening, we need to truly show affirmation and compassion back to them. Reaffirm that we are in this together and will get through this together.

The crisis established by this pandemic make positive social relationships more important than ever in helping us build and maintain all our emotional well-beings. No matter where you are in life or what you are going through positive social relationships

will help you both professionally and personally. Bonding and being real will only benefit you in the long run to recognizing who is real or fake in your own life. With our faith in God along with our resilience we will surround ourselves with relationships that will help us be at our best. When this time of social distancing becomes a welcomed memory, I pray that we as human beings remember this time of isolation. I hope everyone develops a new appreciation on how delicate life is and the true value of our loyal social relationships because fellowship is vital for human existence. As these interesting

and scary days continue, let's really remind our loved ones, our dear friends and our acquaintances how appreciated they really are! God bless and wellness to all. 🙏

Anthony Mikatarian has been a police officer for 19 years of service. He is currently assigned to patrol in a northern NJ municipality. He earned a Bachelor's degree from Johnson & Wales University, Providence, R.I., and another degree in Mortuary Science from the American Academy McAlister Institute in New York City.



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4 Ways to Maintain EMOTIONAL STRENGTH & CONTROL

By Joe Hammond



So your shift just started after a long weekend and you're in your patrol vehicle prepared for the day. Prior to hitting the streets, roll call was the usual mixed bag. Patrol safety information and crime updates, the usual jokes from the jokesters and the usual grunts from the complainers. Not much change. While driving along to acquire your favorite beverage and road snacks you get a phone call from your significant other stating unhappiness in the relationship and telling you they're considering separation. Immediately, the radio crackles dispatching you to a domestic violence incident in progress between a man and a woman with unknown weapons. Not only are you now nervous, saddened and disappointed about home, but you're on your way to one of the more dangerous jobs that cops face today. How exactly do you remain tactically aware and emotionally strong with your head going in several directions? And of course, having to disconnect the phone call at that point because of the radio call doesn't help matters at all. It only comes across as "you don't care as much about the problems at home." I mean sure, part of you knew there were problems at home, but never did you expect this. You just figured you'd be able to clean up the matter with a few good times and maybe a vacation together.

Without being a person who practices emotional strength and control (ES&C) on a regular basis, this radio call can quickly spiral out of control, right? For example, you, as the police officer who lacks ES&C in this particular situation can fail to identify a threat which puts you and your co-workers

in danger and you may rush a disposition in an effort to get back to your personal matters or you may suffer from a lack of clear judgment which may cause you to misidentify the aggressor and the victim.

What are some ways that you can practice daily emotional strength & control and which ones would apply to this particular situation?

A few ways a person can strengthen their ability to remain emotionally strong is by having good daily habits. An example is a habit such as rising early before the rest of the world. Another is having a good spiritual, meditational or recreational life, and practicing remaining calm in the midst of adversity. You can also learn not to maximize the minimal in life. Not everything needs to be reacted to immediately, and sometimes the best answer to a heated situation is to step back and allow the moment to have its space before reacting. Here are a few emotional strengths that can apply to the above listed radio call.

1 RESILIENCY: People who are emotionally strong through resiliency are less discouraged by setbacks and disappointments. They are also able to recover more quickly from emotional wounds such as rejection.

2 CLEAR THINKING: People who are emotionally strong through clear thinking focus on overcoming the obstacle by visualizing the end process rather than spending too much time focusing on the "Spilled Milk."

3 POSITIVE REFLECTION: This usually comes from past experiences where certain obstacles in life appeared to be in-

surmountable. Through positive reflection of the pains and lessons related to the past, one can recall that everything turned out a lot better than initially anticipated.

4 ADAPTATION: Adapting and overcoming is one of the oldest practices in police work. When you've worked in this field long enough, you realize that not everything is always what it seems. Police work constantly throws curveballs which need to be hit. Practicing the ability to adapt to different situations will help you become more flexible as a person and not completely floored by change or bad news.

Emotional strength and control can be summed up in many different words and/or phrases, and I encourage you to look them up in order to begin developing some of the less obvious. After all, at the end of the day, polished emotional strength can benefit you both on "AND" off the job. 🌐

Joe Hammond is a Motorcycle Patrol Officer, a SWAT negotiator and a certified public speaker with Eric Thomas & Associates. Joe's keynote speeches focus on helping police officers overcome adversities both on "AND" off the job. Throughout Joe's webpage, podcast and social media platforms Joe addresses the "human side" of policing which includes divorce, depression, and alcohol or substance mis-use to name a few. As a 20 kidney transplant survivor Joe also helps officers deal with on the job health issues that may arise during their career. jhovercomes.com, [FB-Joe Hammond](https://www.facebook.com/JoeHammond), [IG-jhovercomes](https://www.instagram.com/jhovercomes), [Linked In Joe Hammond](https://www.linkedin.com/in/joe-hammond)



Chicago Bureau (FBI) - Wide World Photos



ALPHONSE CAPONE: Prohibition's Robin Hood

By George Beck, Ph.D.

The 18th Amendment of the United States Constitution, which effectively established prohibition, had done more to advance the organized criminal underworld than any legislation enacted to stop it. Prohibition itself had created the massive criminal underworld—Alphonse “Al” Capone ruled over it.

The banning of all alcoholic beverages in the United States had taken effect on January 17, 1920 and was upheld until it was repealed on December 5, 1933. Americans’ desire for alcoholic libations propelled gangsters and mob bosses into roles as pseudo-Robin Hood figures. Even Capone, the notorious gangster, who according to the Chicago Daily Tribune was responsible for the deaths of 33 people, was sharply aware of creating a Robin Hood-type persona. As an example, he fed the hungry with a free soup kitchen, serving over 5,000 men, women, and children on Thanksgiving Day in 1931.

Although Capone, also known as Scarface, the Big Fellow, Al Brown and assorted other names, understood the power of positive public relations and how it helped smooth and elevate his image, the 1929 Saint Valentine’s Day Massacre of gang rivals, which ultimately killed seven men, damaged Capone’s reputation. It is widely believed the attack was planned by the Capone organization to eliminate rival gang boss George “Bugs” Moran. Moreover, gangsters in broad daylight firing high-powered weapons, including Thompson submachine guns, marred the image of Chicago—still to this day it is seen

as dangerous land where gangsters flourish, albeit no longer dominated by the Italian and Irish gangs of the 1930s.

The rise of gangster mythology surrounding those such as Capone also came about because novels, magazines and movies began to be written from the gangster’s perspective. For example, consider the closing minutes of the film “Little Cesar” (1931), when the gangster Rico phones the police station to yell at the cop who lied and challenged his masculinity in the newspapers. The scene shows the criminal (Rico’s) perspective and how the lawmen have the upper hand, tracing his phone call, and subsequently executing him as he lies in wait (gun in hand) behind a billboard near an old flophouse. “Little Cesar,” which was written in 1929 and filmed in 1930, was the first crime film written from the criminal’s own perspective. Many subsequent gangster sagas in film and novels imitated the movie’s plot. It was a plot that worked well, pitting the criminal versus the powerful man, and in turn colored the view of the urban gangster.

The 1932 film “Scarface,” a film adapted from the 1929 novel “Armitage Trail” and loosely based on the life of Al Capone (whose nickname was Scarface) depicted gang warfare and police intervention, in a world of gangs fighting for control over the city. Maurice Coon, who spent a lot of time immersed in the Chicago gangland’s underworld, befriending Sicilian gangsters, wrote the book with censorship in mind. There were numerous passages where he placates the censors, in an effort to balance

criticism that the book’s aim was to glorify the gangster. But censorship didn’t stop Al Capone from liking the movie so much he owned a print of it.

“Scarface” was one of the most violent films of the 1930s. It was the first film where the gangster used a machine gun. The movie was filmed in 1930 but was not released until 1932 because of the Hays Office, a government movie censorship agency, which called for the cutting of violent scenes, such as the St. Valentine’s Day Massacre, and a title change to “Scarface: The Shame of a Nation.” Inasmuch as the Hays Office endeavored to battle the glamorization of gangsters and mobs, J. Edgar Hoover too insisted on condemnation of criminals deemed moral rogues, who destroyed the honest fabric of wholesome American society. Co-producer Howard Hughes eventually gave way to the Hays Office pressure, adding a prologue and scenes that would counter the romantic images of the gangster with images of the condemnation and thrashing of gangland evil.

Capone understood the power of an appealing public image. Crowds cheered when he appeared at baseball games. He made donations to many charities, thus furthering his status as the Robin Hood of his time. Capone was visible and embraced his celebrity status, and many saw him as an opportunist, or common man, who began as the son of poor Italian immigrants and became a successful business entrepreneur, albeit a criminal mastermind. Capone often spoke with the press. As one of the most



treatment for paresis caused by late-stage syphilis. He spent his last days in his mansion on Palm Island, Florida. By 1946, his physician concluded he had the mentality of a 12-year-old child. Shortly thereafter, on January 21, 1947, Capone suffered a stroke and subsequently contracted pneumonia. On January 25, 1947, Al Capone, 48, went into cardiac arrest and died.

It is now 100 years since Prohibition began in the United States, and 72 years since Al Capone died. However, he is still undeniably cemented in popular culture as a quintessential Robin Hood figure. Few criminals ever reach such status. 🌐

George Beck is a police sergeant, award-winning journalist, and managing editor of Blue Magazine. He holds a Ph.D. in History & Culture from Drew University. He is the author of The Killer Among Us and several other books. His nonfiction and short stories have been featured in magazines and anthologies nationally and internationally



notorious American urban gangsters of the twentieth century, numerous books, films, articles and songs are written about his life. The blue pinstriped suit and tilted fedora that has become the stereotypical attire of the Prohibition gagster is based on photos of Capone.

pono enjoyed a favorable reputation as a Robin Hood-type character. However, his life of celebrity and embellishments would take a fast personal turn on May of 1932, when at thirty-three he began his stretch in prison, and the arduous life of dealing with complications from syphilis and gonorrhea. Upon his release in 1939, Capone received

Although a murderous criminal, Ca-

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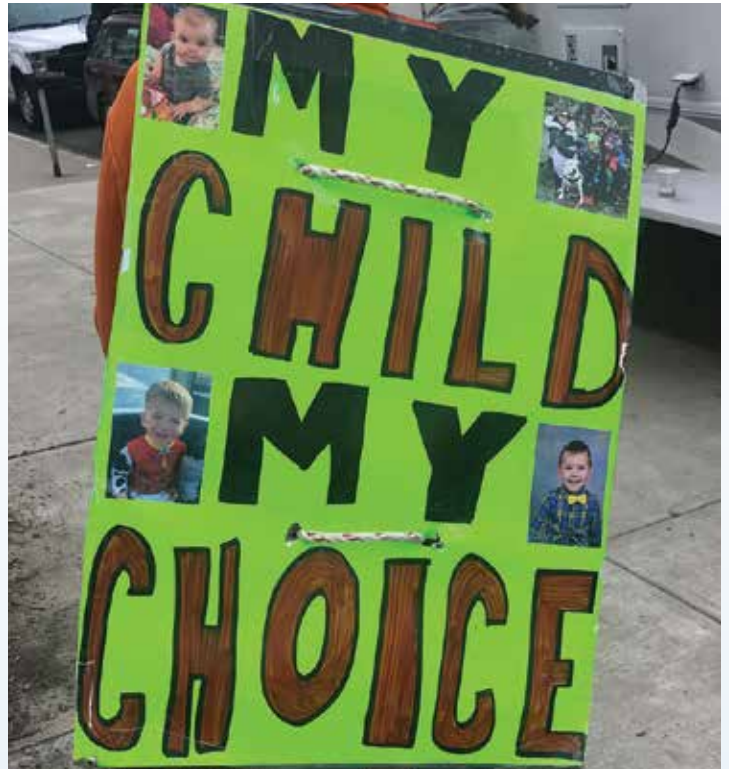
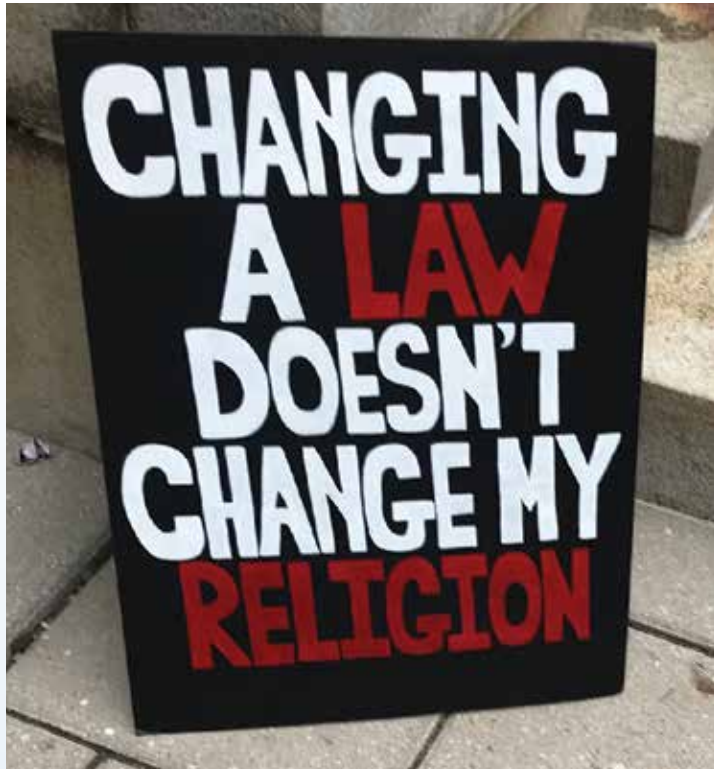
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“Pray With Me, Don’t Prey On Me”

By Julia Torres



Last year, a measles outbreak in various New Jersey counties and Rockland County, New York created quite a stir within communities, schools and with health officials. During 2019's first three months, the Garden State alone had surpassed the amount of measles cases in 2018. Additionally, although the measles disease had been officially eliminated from this country in 2000, the Big Apple still experienced an alarming measles crisis.

This commotion led to the prohibition of unvaccinated children in public places; a federal judge disallowing unvaccinated students to return to school and health officials affirming vaccination to combat the spread of measles. Soon thereafter, Democrat Sen. Loretta Weinberg sponsored legislation to cease with religious exemptions as a reason for children not to be vaccinated. Previously, a child's ability to attend school had not been withheld if religious beliefs were cited as reason to refrain from immunization.

Originally intended to include public and private schools and colleges, this bill was later changed to include only public schools. However, this attempt at compromise did nothing to appease the many New Jersey residents who stand against this controversial bill, leading many to stand their ground in Trenton on Monday, January 13, 2020, when the bill to prevent parents from exercising religious exemption against vaccinations was returned for a second reading in a Senate voting session.

Senate President Stephen M. Sweeney was confident in acquiring a victory similar to California, Maine, Mississippi, New York, and West Virginia. However, as discussions remained in the State House, hundreds of protesters flanked its courtyards. One specifically, Manisha Lad, strongly disagreed with Democrat Assemblyman Herb Conaway's comment that, "Vaccines are safe".

Having known firsthand how vaccina-

tions affected her son Akhil with autism, Mrs. Lad stood behind a microphone, voicing her concerns against mandatory vaccinations in front of the State House. Surrounded by peers, thousands in the area chanted, "Kill The Bill" or carried signs such as, "Pray With Me, Don't Prey



On Me,” “My Child, My Voice”, and “Fear God!, Pharma... You Answer To Jesus,” while the press interviewed Mrs. Lad. It is her strong desire that no parents have to endure the challenges Akhil has faced as a result of mandatory vaccinations.

Spectators’ passion and protection were evident as Mrs. Lad completed her interview. The crowd recited the Lord’s Prayer as Pastor Steve Hannett from Abundant Grace Christian Church in Rutherford led the prayer. Tears streamed

from mothers as fathers held their children close, confirming their commitment to family to the powers-that-be behind the doors.

Surely God answers prayer, as the Senate adjourned, not passing the bill leading a group to chant “Thank you, God”. While the outcome brought residents relief, it was understood that the bill is not gone for good. Clearly, Manisha Lad will have much company the next time another similar bill is proposed, proving love conquers all. 🌍



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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THERE IS NO ONE-SIZE-FITS-ALL APPROACH

By Christopher Scilingo

Law enforcement organizations are regularly filled from top to bottom with officers ranging in age and coming from different backgrounds. Baby boomers to millennials currently make up police departments across the country. Although law enforcement organizations appear to be made up of a homogenous group of professionals; individual officers still hold their idiosyncrasies which can pose a particular challenge to law enforcement leaders. There is no one-size-fits-all approach to leading a group of individuals toward a common goal. A successful leader will know how to use different leadership styles at his or her disposal. A successful law enforcement leader must know which leadership styles are effective for different situations that they may face.

Fortunately, for today's law enforcement leaders, we do not have to reinvent the wheel! History has provided us with some great scholars such as Bernard Bass, Warren Bennis and Stephen Covey, all of whom have studied leadership extensively and developed theories. The list of exemplary leadership scholars and military leaders is far-reaching. I do not aim to take credit away from the many while crediting the few. I just mention ones I have personally studied. I intend to emphasize that there are models that we as law enforcement leaders can turn to for guidance when we are faced with a particular situation. We do not have to feel stuck and resort to applying poor leadership practices. We should not be afraid to educate our minds and expand our understanding because we could appear weak or in need of help. It is perfectly OK to seek guidance if it means that we will be able to effectively lead our law enforcement organizations toward our goals, whether they are short-term, long-term, or super-

ordinate. As Ret. Gen. Stanley McChrystal would put it, we should, "Listen, Learn... Then Lead."

Some of the more common leadership styles that have been studied are those from the autocratic-based, democratic-based, transformational and servant-based. There are plenty of others and we must remind ourselves again that one style of leadership does not fit all situations or work well on each officer. Imagine the autocratic leader, for example, applying that style across the board. I can see more potential negative effects than positive effects resulting from autocratic-based leaders. Autocratic leadership does have its role and can benefit the outcome of a situation when used effectively. Successful law enforcement leaders applying an autocratic-based style of leadership will be able to make quick and precise decisions, under stressful conditions. Sometimes suitable directive leadership is required. Applying autocratic leadership under the wrong circumstances can lead to discouragement within the organization, resentment, crippled morale, and it can snuff out creative solutions.

On the opposite end of the leadership spectrum would be the democratic-based leader. Perhaps in situations where time is a luxury or long term and superordinate goals are the target, democratic leaders can be successful. Officers within the organization would be encouraged to share ideas and opinions with the leader and more commitment would come from the group rather than an individual. However, this style does not work so well if the majority of the group has communication issues or they are not very skilled. Transformational leadership is what comes to my mind when I think of the word leadership. Transformational leaders do what all leaders should; they move the organization toward positive progress. Otherwise, they are just in charge in some positional authoritative capacity and maintain the status quo, which is not

leadership, it is management. There is a difference.

Last, I want to briefly discuss the servant-based leadership style, another one of my favorites. I had some great servant-based leaders during my time as an enlisted active duty Marine. Servant leaders serve their subordinates and put subordinate needs first before the leader's own needs. Servant leaders empower, develop, and uplift their staff when demonstrating this leadership style. Some benefits of an empowered staff are that they perform at new, higher levels. They become purpose-driven, which leads to higher skills, knowledge and abilities among the members, trust is fortified. Trust could be the most beneficial byproduct of this leadership style. Stephen Covey advocates that trust is the one thing that changes everything and his book on the speed of trust talks about how trust drives organizational performance.

Since we know that law enforcement organizations are filled with diverse individuals who form a homogenous group; we as law enforcement leaders can deduce that no one-size-fits-all approach, can effectively work on everyone or in every situation. Learning about various leadership styles can help a law enforcement leader become a successful and effective one. Knowledge of different leadership styles can help law enforcement leaders make better decisions for their staff and their organization. Knowing when and how to apply different leadership styles is vital in the success and survival of today's law enforcement organizations. 🌐

Chris Scilingo is a police officer in NJ since 2011. He's a Marine veteran who served in Iraq and Afghanistan. He holds a bachelor's degree from Fairleigh Dickinson University and is currently pursuing a master's degree. Chris aspires to teach higher education after transitioning from law enforcement.



WHY BE A

Volunteer Victim?

By Joel E. Gordon

“Worlds are colliding!” ~ George Costanza (Character from the TV comedy show “Seinfeld”)

Maybe sometimes the reason something fails to work out for the best as one would hope and often expect is more aptly about worlds colliding as portrayed in the 1995 episode of the television comedy “Seinfeld” entitled “The Pool Guy”.

UrbanDictionary.com describes the Worlds Collide Theory as: A theory which states that a man must keep his personal life (i.e. friends) separate from his relationship side (i.e. girlfriend). Should the two worlds come into contact with each other (by means of his girlfriend becoming friends with his friends), both worlds blow up. “If Relationship George walks through that door, he will kill Independent George! A George divided against itself, cannot stand!” ~ George Costanza

It would seem as though the “Worlds Collide Theory” has some practical applications beyond those of interpersonal relationships. Here are two examples:
MOVING DAY

As I read the news headline “Baltimore Newcomer Carjacked, Attacked” it reminded me of some observations that I made as a 1980s Baltimore city police officer.

I can remember some 1980s-style “yuppies” pulling in front of their new home in a high-crime area. The beautiful mansions of an era gone by were laden with gold inlay work among the ornate hand-carved woodwork. Purchased for pennies on the dollar these young new homeowners seemed oblivious as to why the value of these homes had been so drastically diminished and seemed to be unaware of the hazards of their new surroundings. They parked their shiny new Volvo in front of their new abode, proudly displaying their valuable possessions along the sidewalk as the moving van unloaded. Predictably, within their first week of living in this crime-

infested environment they experienced the inevitable burglary and theft of items. Area law enforcement officers considered them to be “volunteer victims.”

Resident Officer

When I became a Baltimore city police officer in 1980, I was required to sign an agreement stating that I would become and remain a Baltimore city resident within nine months of and for the duration of my employment. In fact, I did become a Baltimore city resident shortly thereafter, moving into my first apartment after moving out of my parents’ home which was located in the Baltimore county suburbs. It only took a few months before someone attempted a break-in through a rear first-floor window to my apartment bedroom. I was home at the time as the perpetrator was scared off by my 70-pound Doberman-shepherd mixed-breed dog. I was awakened by the perpetrator who had absconded through a wooded area never to be located. Fortunately, the agreement that I and others had been required to sign was deemed null and void as it had been declared an unlawful requirement for police employment within the State of Maryland. Before long, I would buy my first home in rural and soon to become suburban, Harford County, Maryland, a full 14 miles north of Baltimore’s beltway and about 25 miles from the city police station to which I reported to roll call.

Today, it is said that only about 20 percent of Baltimore city’s sworn officers live within the city limits. Current Baltimore City Mayor Jack Young, then-City Council president regrettably criticized cops earning city dollars while living in counties by saying, “They’re raping the city.”

Days later, after making that public decree, police said a Baltimore city officer was alone and sleeping in his home in the neighborhood of his northeast Baltimore city residence when a suspect broke

into the officer’s home. In this case, the armed burglary suspect was fatally shot by the awakened off-duty police officer. Fortunately, the officer, who was home alone at the time, was not injured.

The deceased suspect had a long criminal record and previously had been flagged as one of “the state’s most dangerous supervisees” by state parole and probation officials. He was due in court two days after his death for violating probation in connection with past crimes including convictions for armed robbery, conspiracy to commit armed robbery and car theft, but had repeatedly avoided significant prison time. That was despite repeatedly violating his probation.

Although there is a case to be made for law enforcement officers residing within some of the higher-crime jurisdictions that they serve, the question of risk versus reward remains. In my case, the balance between my desire to help those residing in a violent high-crime area balanced well with my need to reside in a calmer setting to be at my best and refreshed for duty.

Perhaps the idea of worlds colliding offers valuable insight into reasons why sometimes discretion is the better part of valor and why the case can be made for why one should not knowingly become a volunteer victim then or now. 🌐

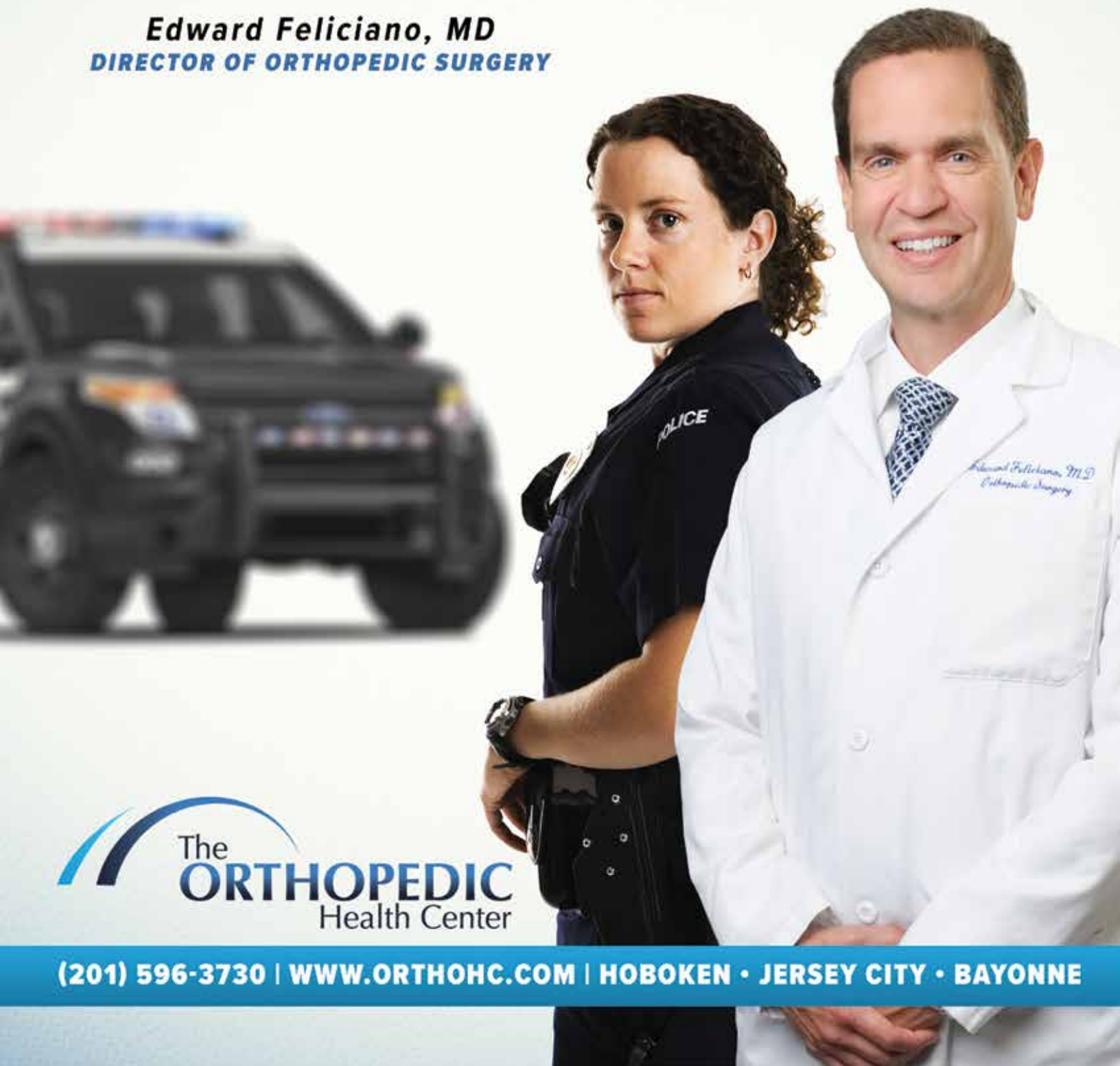
Joel E. Gordon is a former Baltimore City Police Officer and was Chief of Police for the city of Kingwood, West Virginia. He has served as vice-chair of a regional narcotics task force and is a 2020 candidate for Preston County West Virginia Sheriff. An award winning journalist, he is author of the book Still Seeking Justice: One Officer's Story and founded the Facebook group Police Authors Seeking Justice. stillseekingjustice.com



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EXERCISE

is more important now than ever before

By Lieutenant Patrick J. Ciser (Ret.)

Exercise; we've always been told to get more of it. If you ignored doctors and exercise experts in the past, you might now want to reevaluate your position. Fighting off obesity, diabetes and hypertension has always prolonged our lives, generally speaking. But today, with the emergence of COVID-19 striking people down with these ailments the most, the real battle begins. Research has shown that after advanced age, which is out of our control, obesity is the next highest risk factor when it comes to mortality rates. Smokers are also at great risk, and should absolutely cease and desist NOW!

How many hours do you sit at work, sit in a police car or sit stationed in a cell block watching prisoners all day? 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 pretty 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 diners rather than unhealthy fast-food places are usually your best choice. If not, I suggest that you simply "brown bag" it. It also wasn't uncommon for me to bring a protein shake to work. It's said that athletic bodies are made in the kitchen, and I believe that that's 80% true. All the exercise in the world won't counterbalance donuts, fast food and soda.

So, you are stuck home when you're

not working and the gyms are still closed down because of the pandemic. But there's some good news! 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 "stair" push-ups. I really like this type of push-up, as it gives you a better pump than regular push-ups in your pectorals and triceps. Stand facing a staircase, and place your hands on the fourth stair up, to do a warm-up set. After about a minute-long rest, do another set, now utilizing the third step. You can stay there for a few sets, or drop even lower to the second step. Functionally, this allows you to better push someone away from you with speed and power and also gives you a more powerful punch. This exercise mimics a decline close grip bench press. If you now turn with your back to the stairs, you can put your feet on the second or even third stair to mimic the incline bench press. Keep a log of your progress, and write down exercises, reps and sets. Try to increase your repetitions and number of sets performed as the weeks pass by. You can do this exercise two to three times per week.

Have you ever tried lunges for your quads? You can probably check them out on YouTube. In the karate dojo (school), in order to strengthen our legs, 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. You can also consider doing squats with your wife or kid on your shoulders. I also encourage people to skip rope if the weather isn't good enough to run. If you want to run to develop your quadriceps, make sure you're doing wind sprints. Sprinting up bleachers by the local high school football field works well. Additionally, don't forget to work on your balance, as the average person can only stand on one leg for about 34 seconds without tipping over. 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 work well. Thomas DeLauer is one of my favorite dieting experts. 🌐

Patrick 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.



GARFIELD POLICE RELEASE



(Pictured (L-R). Mike Taylor, Sgt. Jeff Stewart, Taj Gibson, Geo Miller and PO. Danny Taylor Jr.



GARFIELD ON ICE

By Sgt. Jeff Stewart

The Garfield Police Community Affairs Division partnered with the Garfield Recreation Department, the City Council and the Taj Gibson Foundation to host Garfield on Ice; a pop-up synthetic ice rink

at Century Field. The rink was inspired by NY Knicks player Taj Gibson's Community building efforts in Fort Greene Brooklyn. Over a thousand kids attended the event and skated over the three days. There were

free skate rentals, music and food trucks. Taj personally attended the event and talked with the kids and signed autographs.

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To Live I Must Die... Say What?

By Chris Amos

There are protocols about police work that folks don't understand, and their lack of understanding often leads to misunderstanding, even criticism, aimed at law enforcement officers and agencies. I suspect nothing is more misunderstood than leaving the deceased victim of a crime at the scene of the crime. We've all seen the sheets over bodies lying in the street. We've heard the chatter, "Why don't the police remove the body." It's disrespectful to the family and traumatizing to the community, they claim, and perhaps it is. What these folks don't understand is that the moment a victim is pronounced he or she becomes a part of a crime scene. Important evidence might be able to be recovered from a body at the scene that would have been compromised, or lost altogether, if that body was removed by funeral home employees; evidence that could possibly help lead to the identification, arrest and successful prosecution of the suspect responsible. Is an arrest and prosecution worth leaving a body at the scene? Once the "why" is explained to the families of the victim, the families I have dealt with have unanimously changed their opinions of the investigation procedures and the detectives calling the shots.

It is easy to dismiss, discredit or reject something we don't understand. As mentioned, cops are on the receiving end of much unwarranted criticism rooted in misunderstanding and ignorance. It might surprise my fellows LEOs, but do you know who else receives even more unwarranted criticism and attacks? It's Christians and the Christian faith we are committed to following, and if you happen to be a Christian cop, you may experience attacks both in-house and by the general public. Now I'll admit there are those "Christians" who act like anything but, but like bad cops they, if they are Christians at all, are the exception and not the rule. The reality is Christians are an easy and politically correct target for unrelenting criticism and attack. Why? Because folks don't understand why

we do what we do.

Granted, parts of the Christian faith seem to contradict themselves or provide very perplexing paradoxes. Like more than a few policies, procedures and general orders I have had to sign during my 27-year law enforcement career. What are a few of these Christian paradoxes? If you want to be exalted, you must humble yourself. If you want to rule, you must serve. If you want to be first, you must be last. If you want to be strong you must acknowledge your weakness. And perhaps the most confusing of all Christian paradoxes, if you want to live you must die. The head scratching part of a paradox is that while the statement seems to contradict itself, it is 100% true. Years ago, my wife and I went to Israel. We called our kids after midnight Israel time. Israel is about seven hours ahead of our time in the US. My son asked us what day of the week it was. I said Thursday. My son said "No, it's Wednesday." I explained the change of time, to which Jesse replied, "So your today is our tomorrow." A paradox.

To understand much of the Christian faith, we must come to grips with three truths, otherwise Christianity will continue to be misunderstood, and Christians continue to be attacked as intolerant, homophobic, insensitive, hatemongers, etc. I might be talking to an LEO who has this very opinion of Christians. If that describes you, hear me out on this. The three truths are simple to read. Not so easy to embrace and accept as truth:

1) God's wisdom is infinite (unlimited), ours is VERY finite (limited). God knows things about life, justice, and the future that we know nothing of, unless He chooses to reveal it to us. He has revealed much through His heart and mind, aka the Bible. Similarly, a LEO knows much more about policing than that armchair quarterback that has just binge watched PD Live. Psalm 147:5, Isaiah 55:8-9

2) The ONLY Way to understand the paradoxes of the Christian faith is through spiritual discernment. "Live PD," "COPS" and Scared Straight are not sufficient

substitutes to a six- to eight-month police academy, three months with a Field Training Officer and years of personal experience. If we try to understand the Christian faith and its many paradoxes with our natural minds, I promise you it will not make sense. We must seek spiritual discernment if we ever hope to understand spiritual truths. This is what Jesus was referring to when He repeatedly prayed that His audience would have, "ears to hear and eyes to see". 1 Corinthians 2:14

3) God gains pleasure using the foolish, humble and weak to CONFOUND the wise, proud and powerful. If I've heard someone describe my choice to be a cop as being due to my inability to get a real job once, I've heard it a thousand times. LEOs are too dumb, too inarticulate, too simple-minded to pursue a truly meaningful career, like say a defense attorney... NOT! God often uses the most unsuspecting sources to teach some of His greatest lessons. That source may be the partner sitting next to you, the detective working a homicide case, or maybe just maybe the janitor cleaning your locker room. 1 Corinthians 1:25-28

The bottom line, friend, is if you are quick to dismiss the Christian faith maybe, just maybe, it has less to do with Christianity, and more to do with your own misperceptions and falsely based assumptions. Ask God to help you understand, expect Him to, and prepare to have eyes to see and ears to hear. Be safe my friends, and praying I'll 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.



REMEMBRANCE

Article & Artwork by Jonny Castro

*Sergeant
Glenn Hutto, Jr.*

“Sergeant Glenn Hutto, Jr. spent the final moments of his life doing what he was best known for. Standing beside his subordinates and showing them what it means to protect and serve.”

On April 26 2020, Baton Rouge Police received a tip that a suspect who had just shot and killed his girlfriend’s stepfather earlier in the day was inside of a residence in the city’s Howell Park neighborhood. Officers from the First District knocked at the front door to try and make contact with the offender. Sergeant Glenn Hutto, Jr. and one of his officers made their way to the backyard of the property to secure a possible point of exit. The suspect was waiting and callously ambushed them with a rifle. Sergeant Glenn Hutto, Jr. was killed in the attack. Corporal Derrick Maglone was critically wounded but survived. The gunman was later arrested after a standoff with police.

For his sacrifice in the line of duty, Sergeant Glenn Hutto, Jr. was posthumously promoted to the rank of Lieutenant. He spent much of his two-decade career with the Baton Rouge Police Department working as a crime scene investigator before shifting to uniform patrol supervisor. He is remembered as man of true courage who led from the front. 🇺🇸

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