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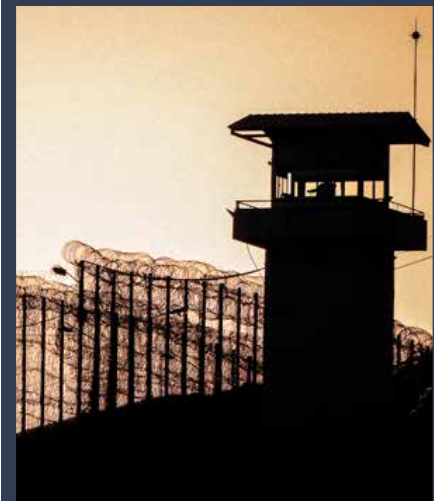
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MANAGING EDITOR'S POINT OF VIEW



*H*ave you ever stopped to think about what human traits are best in a law enforcement officer? Besides the obvious compassion, even temperament and desire to help others, perhaps one of the most important traits in anyone tasked to patrol our communities and perform investigations is that of curiosity.

Curiosity is often followed by answers and solutions. As Ralph Waldo Emerson once said, "Curiosity is lying in wait for every secret." It does not go unnoticed that a common thread in finding solutions exists in individuals who are willing to examine contrarian views and are curious as to the hows, whys and wherefores of the world around us.

BLUE Magazine writers have consistently exhibited these traits while providing insights and solutions to many of the problems which surround us. Look at any issue of our magazine and you will find great content that is multi-faceted: exploratory, enlightening, entertaining and beneficial.

During my career as a law enforcement officer and chief of police, back in my day, top of mind awareness was given to officer safety. The goal was to police to the best of our ability, and at the end of each tour of duty and assignment get to go home in harmless fashion. This is, of course, often a tall order.

In this issue, Chief Ron Camacho explores the missing piece to overcoming resistance to change by Developing Buy-in. Police Recruiting in Today's Challenging Environment is examined by Ken Dye. And I discuss officer safety directly asking, "Who among us wouldn't rather stand our ground than be put in the ground?" in my article UNDER ATTACK: Here, There and Everywhere.

The Moment of Silence and BLUE Magazine Blue Unity Night event, held this past September in warm and sunny Davie, Florida, served as reminder to each attendee of our individual worth and the fact that together in unity great achievements are not only possible but frequently can be had. Reach out... we are here for you just as you remain in support of others.

As the holiday season is upon us and a New Year looms on the horizon, let us reflect on the year that was and set our sights on a safe, goal-oriented 2023 ahead.

Joel E. Gordon Managing Editor

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NY's Adams Can't See Crime Solutions Right In Front of Him

By Bernard Kerik

A recent Criminal Justice Summit, put together by New York City Mayor Eric Adams makes clear he will continue to fail the city that he swore to protect.

Prior to Adam's election, this writer tried to be as optimistic as possible, even though I knew he was never a rising star in the New York City Police Department (NYPD).

However, he did work for former-Mayor Rudy Giuliani, and me, when I was police commissioner, when New York witnessed the biggest reduction in violent crime and murder in its history.

Adams had been a member of the NYPD prior to Giuliani taking over in 1994 when we were averaging more than 2000 murders per year, and were considered America's murder capital.

He worked through the broken windows theory of policing, and watched the Compstat System, created by former New York City police commissioner Bill Bratton and former Gotham deputy police commissioner Jack Maple, hold members of the department accountable — to do their jobs.

Evidently, he either wasn't paying attention, or his inability to ignore radical left-wing policies is now responsible for returning New York to the cesspool it was in the 1980s and early 1990s.

Adams' weekend summit included members of law-enforcement, district attorneys, judges, and advocacy group leaders who *supposedly* discussed the criminal justice system in New York City.

Former Mayors Giuliani and Mike Bloomberg were not invited.

"Under Mayors Giuliani and Bloomberg, violent crime was reduced by 70%; murders dropped by nearly 80%."

Nor was I, or former police commissioners Bill Bratton and Raymond Kelly.

Also missing was Chief Joe Esposito, who served under Mayors Giuliani and Bloomberg.

Esposito was the longest serving chief of the department in the NYPD's history.

During this devastating crime wave, Adams purposely left out the most effective leaders, that is those who would have been responsible for orchestrating the most substantial reductions in violent crime in U.S. history.

Missing, were the leaders actually responsible for creating New York's renaissance.

Under Mayors Giuliani and Bloomberg, violent crime was reduced by 70%; murders dropped by nearly 80%.

Had any of us been invited, this is what Adams would have been asked:

- "Why are there 6,000 less police officers today, 21 years after I retired from the NYPD?"
- "Why are cops quitting in record numbers?"
- "Why are we having such difficulty recruiting men and women to join the NYPD?"

The answers are simple:

- No one wants to work for a city where the council calls for police defunding.
- No one wants to work for a police department refusing to support and indemnify its police officers.
- No one wants to work where the governor and district attorneys support thugs and target officers.

Why hasn't Gov. Kathy Hochul, D-N.Y.,

repealed the bail reform act; a measure keeping thugs on the streets and taking away the discretion of judges, when criminal defendants are brought before them?

Even the mayor himself criticized the law because it enhances recidivism.

Yet, he and the governor have yet to do anything about it.

Adams may want to look at the crime statistics and see that 80% of the thugs locked up on gun charges are released back into the streets as a result of bail reform laws.

That's inexcusable, and so is the fact that Gov. Hochul has done nothing about it.

One of the things that came up during the summit was the clogging up of the court system.

That also was a problem we solved.

Giuliani made sure that district attorneys got the money they needed to hire deputy district attorneys. He made sure the judges weren't sitting on cases, and "America's Mayor" put the money into the corrections department; funds which were needed, as we were responsible for some 133,000 inmate admissions per year.

This writer might add, we reduced the rate of inmate violence at Rikers island — by 93%.

Adams needs to cease with committees, symposiums, summits and photo-ops in the subways. He needs to stop politicking, standing at the podium flashing expensive suits.

In short, *he needs to get to work*. That is what Giuliani did.

Call everyone from the police commissioner to city hall.

Let's get much needed funding, to hire 6,000 to 10,000 new police officers.

Make your voices heard, loudly, to your city council members who have called for the elimination of immunity for police officers.

Give officers a contract and they can live with and *live on*.

Let them go do the job they've sworn to do.

Tell the governor to do her

job too and *repeal the bail reform law*.

Let's get rid of district attorneys who love criminals more than they do law enforcement.

Start refurbishing the Rikers Island; start filling it up with people who don't belong at liberty on our streets.

If we do this, just like Giuliani did back in the 1990s and 2000s, and Bloomberg did for the 12 years following, New

York will return to its rightful state as *the* global capital.

No one wants to live, work, visit, or go to school in a place that isn't safe.

Gotham gets less safe by the day.

Unless that changes, real estate values, economic development, and tourism in New York City will evaporate.

Forever. 🌐

Source: NewsMax

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

The image features a large, grayscale photograph of two hands shaking, symbolizing agreement or support. In the top left corner, there is a blue silhouette of a police officer standing next to the text "MOMENT of SILENCE" in a bold, sans-serif font. At the bottom center, the website address "MOMENTOF SILENCE INC. ORG" is written in a large, bold, black font.

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Utah Sheriffs Executive Board Castrated By Cop Haters

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

There is a reason that the thin blue line is a symbol for law enforcement. It represents the separation of good versus evil and it is the American police officer who stands in between those two forces to protect the good and fight the evil. The line is thin because there aren't many of us. It is why we need to have each other's backs when under attack. Street cops understand this better than anybody.

This profession has been under constant attack ever since Officer Darren Wilson was assaulted by a career criminal named Mike Brown who tried to disarm the officer. This local

incident went viral and became the symbol for cop haters all across America under the lie of Hands Up, Don't Shoot. From that incident forward, this profession that I had been a part of for nearly 40 years has been smeared, lied about, wrongly indicted, suffered deadly ambush attacks, spit on and had rocks and urine filled balloons thrown at them during riots. Calls began from these miscreants to abolish police and defund them. I waited impatiently for someone in a law enforcement executive position to defend the men and women who go out every day to do the best they can under sometimes

impossible conditions to serve and protect their community. When no law enforcement executive stepped up, I decided to. I knew the perils associated with pushing back against this evil force but I had to. I put my own safety and well being aside because I as the top cop in Milwaukee County, sent front line deputies into harm's way every day on a tour of duty. I wanted them to know that if they got into a situation that went to crap through no fault of their own, I would have their back publicly and politically. I don't expect perfection from them. I do, however, expect excellence.

"The line is thin because there aren't many of us."

Sadly, I didn't get much help from my fellow police chiefs or sheriffs. I was a man alone but I didn't care. I found myself in the crosshairs of the cop haters from groups like Black Lives Matter, the NAACP and other nefarious groups using liberal media outlets as the vehicle to attack me. I didn't flinch.

Ever since I retired, I have stayed with my mission to defend the courage, sacrifice, integrity, professionalism and the commitment of the men and women in uniform serving their communities. I travel all across their great country speaking to front-line law enforcement groups trying to strengthen their resolve and commitment at a time when people are leaving the profession in record numbers. I see a beleaguered bunch from department to department. I could feel it. I reminded them that but for them, their communities would disintegrate into chaos. Just look at the rising crime, violence and disorder that has a stranglehold on many cities and towns. What many officers tell me is that they don't have the support of their law enforcement executives. My support for them has been full-throated, unambiguous and unapologetic. Officers know it and thank me for it. I am proud to do it.

The attacks against me continue to this day. Several incidents, however, cause me to call out the betrayal, the cowardice and caving to the very entities that hate us. You cannot appease Black Lives Matter, the NAACP or Antifa. When you give in to them, they demand more. I saw this happen as some law enforcement executives either sat silent or absorbed the unwarranted criticism of police agencies. I saw a picture of a police chief of a California police department marching in a protest holding a sign that read Black Lives Matter. I was disgusted. Abject pandering. Many others got on board in calls for police reform that weaken officers' ability to effectively perform their duties and keep

them safe.

That brings me to the title of this piece. I want to make it clear that I am not accusing every member in the Utah Sheriff's Association of what I am about to say. I was invited as the keynote speaker to address the Utah Sheriffs Association conference in St. George, Utah. We had a signed contract. The local newspaper took notice and started fanning the flames to have me canceled. I know how this works. A local liberal media outlet contacts a cop-hating group and uses them as a catalyst to start a firestorm by asking them if they have a comment on my attending the conference to speak. The Salt Lake City Tribune then wrote a column blasting the Sheriff's Association for inviting me. They called me controversial and divisive. It's all boilerplate language used by the leftist media whenever they write about me. They bring up that I refer to BLM as Black LIES Matter and that I call them a hate group. The news story said that in 2015, I called the NAACP nothing more than a political propaganda entity for the left. All of that is true. I have said that and believe that to be the case to this day. I say what I mean and I mean what I say. The news article pointed out that the NAACP state chapter in Utah President Jeanette Williams told the reporter that she "spoke with the sheriff's association by phone and sent emails to them saying that bringing in David Clarke was the wrong thing to do". She said she, "was able to have Clarke's appearance canceled." Williams told the reporter that she, "was worried that having a speaker promote views like those held by Clarke to Utah's law enforcement would damage the collaborative environment she has worked to create to foster better policing in Utah." Williams said she was appreciative that the sheriffs listened to her concerns. Funny that Williams won't listen to any of my views. The Utah Sheriff's Association made a deal with the devil. But they didn't listen to their membership.

"I call the NAACP the propaganda wing of the liberal policy agenda. They are sell-outs."

Let me stop there for a minute. The Utah state chapter of the NAACP? Seriously, let's do some math here. Utah has a black population of 1.2% out of a total population of nearly 3.3 million people. Even the Asian population is higher and stands at 2.3%. Why is there even a need for the NAACP to have a state chapter in Utah? What do they do? Here are some interesting points about the NAACP. They support abortion knowing that abortion kills more black babies than any other demographic. They oppose school choice even though it is black kids who are trapped in failing K-12 public schools ruining any chance at success in life. They also support defunding police efforts, which would harm black communities who need policing the most. The NAACP opposes voter ID laws. Black people when polled support voter ID by about 70%. The NAACP is disconnected from Black America. Everything they support is on the Democratic Party agenda. It is why I call the NAACP the propaganda wing of the liberal policy agenda. They are sell-outs. And they claim that former Sheriff David Clarke's appearance to address the law enforcement officers and executives would be harmful? Really?

The news story goes on to say that neither Cache County Sheriff Chad Jensen, president of the association, nor its executive director Scott Burns, responded to a request for comment. Cowards. The people of Utah and their law enforcement officers deserve to know why they caved, why they folded like a cheap suit, why they didn't have the intestinal fortitude to stand their ground against the cop-hating NAACP. With an opportunity to demonstrate leadership to the rank and file law enforcement officers, they genuflected and prostrated themselves to the demands of a cop-hating group. Disgraceful. Total capitulation. How can the executive board of the Utah Sheriff's Association say that they support the Constitution's First Amendment free speech aspect by not allowing someone with an opposing view contrary to the Salt Lake City Tribune newspaper writer or the head of the state NAACP to come speak? Oppos-

ing views matter. Opposing views are healthy in a constitutional democracy and should be welcome in a free society such as ours. It is important for me to point out that not all members of the association agree with the decision of their executive board. I received an email from one of the members who wrote, "Many of us attending this conference are thoroughly disgusted with the decision to cancel your appearance. Many of us do not support this decision, one that cancels free speech which is never appropriate and should never be tolerated, but especially because it is based solely on a disapproval of views. We are embarrassed about how you have been treated and wish you the best of luck. God help us if this is to be the future of this country".

Now that is how you have someone's back, especially a fellow law enforcement colleague. I feel bad for the officers still serving with this lack of leadership. Let me be clear that I will never stop on my mission to help law enforcement officers. I will use whatever platforms I have to accomplish this. I easily could have moved on and enjoyed my retirement, but I cannot leave those still serving behind to endure the nonstop cop bashing.

Memo to the president and executive director and of the Utah Sheriff's Association: You didn't have my back when you should have. Like the email I received from one of your members said: You should be ashamed. I'll add, how do you sleep at night? Your front-line officers needed you to stare down the NAACP. You blinked instead. 🌐

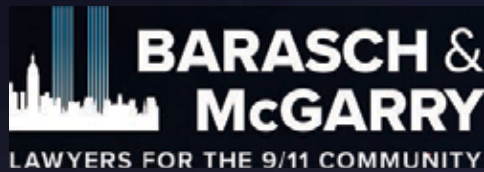
Sheriff David A. Clarke Jr. is former Sheriff of Milwaukee Co, Wisconsin, President of Americas Sheriff LLC, President of Rise Up Wisconsin INC, Board member of the Crime Research Center, author of the book Cop Under Fire: Beyond Hashtags of



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Our Un-American 'Justice' System

By Michelle Malkin

Not all open-borders subversives hide behind black bandanas and hurl Molotov cocktails. Sometimes, they wear three-piece suits or silk dresses. Most insidiously, the saboteurs of American justice wear black robes, wield gavels and enlist other officers of the court to help them perpetrate crimes instead of punish them.

Nothing shocks me anymore after 30 years of covering immigration anarchy, but my disgust with American apathy toward the erosion of this once-sovereign nation deepens every day. Take the case of *United States v. Shelley M. Richmond Joseph and Wesley MacGregor*. She's the Massachusetts state court judge and he's

the former court deputy who collaborated to hide and free an illegal alien criminal being sought by a federal U.S. Immigration and Customs Enforcement agent in Joseph's Newton, Massachusetts, courthouse in 2018.

A year later, federal prosecutors charged these two government human traffickers with obstruction of justice after they conspired to let Dominican national Oscar Manuel Peguero a.k.a. Jose Medina-Perez — a fugitive who had been wanted on narcotics possession and drunk driving, had been deported twice before and had been barred from reentering under federal law — out a back door when ICE issued a detainer and warrant of removal.

Judge Joseph's lawyers admitted the truth of prosecutors' allegations on how she "purposefully" helped Peguero/Medina-Perez "evade" the ICE agent by "concocting a ruse." While informing the federal agent that the illegal alien would be sent to the courthouse lobby, she cooked up an excuse for him to head "downstairs to lockup" and "then exit the courthouse through a rear sallyport exit." Joseph directed MacGregor to "go off the record while she devised" the scheme with the illegal alien's counsel. "After the recorder was turned back on and the alleged plan was set in motion, Deputy MacGregor used his access card to swipe" Peguero/Medina-Perez out the back portal.

"Once again, the woke joke's on us."

Although he was captured a few weeks after the catch-and-release ruse in Newton, Peguero/Medina-Perez was granted bond by an immigration judge in May 2018. The previous double deportee was entrusted to return for a hearing in July 2019. I asked ICE about the status of that deportation hearing and Peguero/Medina-Perez's whereabouts. Cue the sound of crickets.

Once again, the woke joke's on us. Last week, three years after their illegal alien jailbreak conspiracy, Joseph and MacGregor learned they are getting off scot-free. U.S. Attorney Zachary Cunha announced that the U.S. Department of Injustice is dropping its charges against the scheming judge and deferring prosecution on the single perjury charge against her co-conspirator deputy. Joseph's transgressions will now undergo "review" by a state judicial conduct commission. As a Reuters investigation reported, such toothless panels nationwide tend to "err on the side of protecting the rights and reputations of judges while overlooking the impact courtroom wrongdoing has on those most affected by it."

Translation: If you're an American citizen whose loved one gets mowed down by a drunken Peguero/Medina-Perez or whose child overdoses on drugs sold by him, good luck. The law is on the side of the illegal alien criminal and his judicial coddlers, not you and yours. Oh, and don't bother protesting to the Newton City Council. Its members declared the city an open-borders sanctuary city on a 16-1 vote in 2017. In fact, the following cities in Massachusetts are all official sanctuaries that hinder and obstruct ICE from enforcing federal immigration laws inside our borders: Amherst, Boston, Cambridge, Chelsea, Concord, Newton, Northampton, Somerville and Lawrence.

So, citizens, who can you turn to in the Bay State for equal justice under the law? Ha. I remind you that in May 2018, Obama-appointed federal judge Indira Talwani attacked ICE agents in Massachusetts when they took an alien into custody who had received probation for visa fraud. "I see no reason for places

of redress and justice to become places that people are afraid to show up," Talwani argued on behalf of a Chinese national sentenced to probation for using a fake passport and visa to take a graduate school entrance exam for another person.

Have no fear, drunken Dominicans and Chinese cheats. American judges are here to help!

And so are other tax-subsidized DAs.

In March 2019, notorious Suffolk County District Attorney Rachael Rollins ordered her employees to monitor and snitch on ICE officers around any courthouse while trying to do their jobs. Rollins' election was part of a wave of successful campaign bids to install "progressive prosecutors" to carry out left-wing billionaire George Soros' plan of undermining the criminal justice system from within. A week after Joseph and MacGregor conspired to free their illegal alien poster child from ICE, Rollins and fellow subversive Middlesex County DA Marian Ryan sued ICE for doing its job. It was rendered moot and dropped after the anti-American Biden DOJ cut ICE off at the knees on its own.

I'd like to blame only leftists, Soros and Biden for the mess we're in. But, as usual, I can't. Judge Shelley "Jailbreak" Joseph is on the bench today thanks to the nomination of a Republican governor, retiring RINO Charlie Baker. Immigration anarchy is what you get when "bipartisanship," "centrism," "pragmatism" and "diversity" matter more than protecting an American judicial system that puts Americans first. 🇺🇸

Source: *Creators.com*

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





UNDER ATTACK: *Here, There and Everywhere*

By Joel E. Gordon

Who among us wouldn't rather stand our ground than be put in the ground?

With a career as a police officer and past chief of police, back in my day, top of mind awareness was given to officer safety. The goal was to police to the best of our ability, and as the old Baltimore Police saying goes, get to "go home to eat your spaghetti."

During training it was drilled into us that we did no one any good if we didn't arrive on scene safely and remain in condition to respond appropriately to assignments and encounters. I realize that times have changed but I vividly remember being taught in the police academy, to great relief, that "police don't fight fair; police fight to win." We then went on to learn defense tactics to use when encountering resistance in making lawful arrests.

While I no longer get to view the world from the front seat of a patrol car (witnessing first-hand what is truly the greatest show on earth) I now consider myself to be a 'news junkie' to gain valuable insights into the world around us.

Everywhere I look, I see increased reports of assaults on police, injury to officers and of criminal offenders resisting arrest. Not only in large heavily populated metropolitan areas that have a long history of political neglect and extraordinarily high crime rates, but

in areas such as my largely rural home county in what has frequently been described as 'Almost Heaven' in north central West Virginia. I only need to read my local newspaper to see more frequent incidents of police being injured by those resisting lawful arrest or simply attacking the authority given to our protectors. Is "Almost Heaven" being turned into nearly Hell for some of our first responders?

The FBI's Chris Wray finally noticed that law enforcement is under attack. The FBI director pointed to the 59% increase in the number of police officers murdered last year as one of the under-covered stories of the year. "Some of it is tied to the violent crime problem as a whole. But one of the phenomena that we saw in the last year is that an alarming percentage of the 73 law enforcement officers killed in the line of duty last year were killed through things like being ambushed – or shot while out on patrol," Wray said. "They were killed because they were police officers," he added. "Wearing the badge shouldn't make you a target."

Where is the leadership among sheriffs, police chiefs and prosecutors in denouncing this increased level of threat to law enforcement? Please hear me out. I hereby propose that all in law enforcement leadership roles immediately, jointly and unequivocally make public statements that anyone

causing physical harm to fire, EMS or law enforcement personnel while lawfully fulfilling their duties and commitment to public service will be prosecuted to the fullest extent of the law. Then magistrates and judges must do their part in imposing stiff penalties upon those convicted.

Perhaps, too, it would be helpful if new laws were enacted mandating a death sentence for anyone convicted of murder of any first responder acting within the course of their duties.

Anything less than a zero-tolerance policy against harm to our first responders is unacceptable and we must remain unified in maintaining an orderly approach to the preservation of safety, law and order. It is imperative that everyone gets to go home to eat their spaghetti. 🌍

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





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POLICE RECRUITING in Today's Challenging Environment

By Ken Dye

We see it almost every day... "There aren't enough cops" Here's a news flash...there has never been enough cops. As a beat cop and supervisor, the beats were never fully staffed. You make adjustments based on current crime and activity patterns and deploy officers as needed. In essence, you work with what you have.

Departments throughout the country are making pitches to that ever-decreasing pool of candidates. Some offer high pay. Some offer excellent benefits and signing bonuses. Some ask retired officers to return. All work to an extent. What can a department do to increase its recruit flow? Here are a few ideas.

Some departments are using the "1 for 1" program. If an officer retired from a department and wants to make a change, they can make that lateral move. They are hired at their former pay rate and can keep their pension checks. Officers with less time can lateral with a pay grade based on their service. An officer with 10 years is hired at the rate of an officer who has 10 years' service with the new agency.



One police department advertised at a job fair at a community center in a minority neighborhood. This brought mature adults who always wanted to

be cops. Surprisingly, a number of professionals entered and completed the process.



Have the recruiting team visit colleges when they DON'T have a job fair with hundreds of companies vying for employees. When you set up, you're the only entity recruiting. The students feel like you are there just for them. In fact, that's exactly what you are doing

Military veterans are prime candidates. They understand rules and regulations. A good source is the local National Guard and Reserve units. Military bases have job fairs and return to civilian life programs. Be sure to take advantage of these opportunities.

Start/maintain your Police Explorer and cadet programs.

At the initial interview, set up a ride-a-long. Many applicants have no concept of police work. Applicants' only knowledge of what police officers do is from exposure to television and the overpowering movie and streaming products.

At the initial contact, have the

prospective officer fill out a basic application on an iPad. This way they feel they are part of the process. You will increase the level of interest.

Once you have applicants, stay in touch. Keep them aware of their step in the process. This may sound insignificant, but when engaging with the applicant, use their first name. Focus on the challenge and the positive impact of police officers in the community. In the recruiting portion of your department's website, have a page for FAQs.

Look back and reach out. There may have been an applicant who dropped off the process. Review applications and reach out to those who did not finish the process.

Being a police officer is a noble undertaking. It's not for everybody, but it is for some. Always remember what Joseph Wambaugh said in his novel "Hollywood Station"... "Doing good police work is the most fun you will have in your life." A true statement based on the experience of many.

Peace. 🌐

Ken Dye is the author of five books about crime, cops and bad guys in the St. Louis area. He blogs under "Cops Perspective" and has over 20,000



followers. Ken served with the St. Louis County Police Department for 13 years and finished his LE career with the Illinois Criminal Justice Authority as the administrator for the statewide MEG's and Narcotics Task Forces.



SERGEANT EDWARD NEGRON:

Losing Both Lungs To COVID But Remaining a Warrior

By Robert Florida

During his 24-year career, Sergeant Edward Negron battled many criminals, but the toughest fight he ever faced was losing both his lungs.

In 2021, while working as a detective to safeguard citizens, Negron contracted COVID-19. It compromised his cardiovascular system and impaired his lungs. He eventually underwent a double lung transplant. The operation was successful, but given the severity of his condition, he decided to retire from the Prosecutor's Office on Aug. 1, 2022.

Negron was a beloved figure in the prosecutor's office. His colleagues unanimously refer to him as a "brother," and a "stand-up guy." They all call him Eddie. So on the morning of Aug. 1, when Eddie walked out of the prosecu-

tor's office for the last time, a crowd gathered to bid him farewell. As he exited the office building and entered the parking lot, he walked into a blue wall of detectives, police officers, and prosecutors – colleagues who clapped, whistled and cheered him on.

At a makeshift gathering in the parking lot Acting Essex County Prosecutor Theodore N. Stephens II awarded Eddie a plaque in honor of his 24 years of outstanding service to law enforcement.

"You deserve all this adulation from your colleagues," said Stephens. "You are our brother, and we will always be here for you. You gave maximum effort to keeping our community safe, and we appreciate your service. Congratulations, my brother."

**"On behalf of your family at the
Essex County Prosecutor's Office,
thank you for 24 years of exceptional service
Sergeant Negron. You are now officially retired."**

Mitchell McGuire, Chief of Detectives, said when he first arrived in the prosecutor's office, Eddie showed him what it is to be a "cop's cop."

"I speak for all of us here," said McGuire, "when I say that you are a hero, and you are our brother. I'm sad to see you go, but happy you are moving onto a new phase of your life – family time."

Eddie, flanked by two of his sons, thanked his colleagues for their support, especially when he was in the hospital for the double lung transplant surgery.

"I'm grateful to all of you for the support you gave me," said Eddie. "It was hard, but I have another shot at life. Let's see what happens next."

Then it was time for his final radio call, a time-honored tradition for retiring officers. McGuire handed Eddie a police radio, and he dialed into dispatch for the last time.

"This is detective Negron calling in," said Eddie. The dispatcher answered, and with her voice booming over a loud-speaker, read this response:

"Sergeant Negron began

his career with the East Newark Police Department in July of 1998, where he worked tireless hours as a police officer. In May of 2005, he was hired by the Essex County Prosecutor's Office, where he distinguished himself as a tenacious detective. He worked in the Adult Trial Section, Juvenile Unit, and the Narcotics Task Force, where he worked on many high-profile narcotics investigations that led to numerous prosecutions. He was also on loan to the U.S. Department of Homeland Security for three years.

"In February of 2020, he was promoted to the rank of sergeant by Prosecutor Stephens and Chief McGuire. He was the supervisor of the Juvenile Unit for a short time, but his leadership left a lasting impact on the men and women he supervised. He is the proud father of three boys: Devin Negron, 20, Chase Negron, 15, and Mason Negron, 13.

"In 2021, he fell ill to COVID-19, and as a result underwent double lung transplant surgery. In true warrior fashion, he battled through his condition, and is an inspiration to

us all. On behalf of your family at the Essex County Prosecutor's Office, thank you for 24 years of exceptional service Sergeant Negron. You are now officially retired."

As the dispatcher's voice faded, Eddie was enveloped by dozens of well-wishers, who reminded him that though retired, he would always be their "brother forever." 🌟

Robert Florida is a veteran journalist and public-relations expert and is the Public Information Officer for the Essex County NJ Prosecutor's Office.



Born in Newark NJ, he was the first in his family to attend college (Rutgers University). He later earned a master's degree from Columbia's Graduate School of Journalism, and a master's in literature from Middlebury College. He has also studied literature at Oxford University's Lincoln College and has taught journalism and writing at three New Jersey colleges.



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RED FLAG LAWS & UNFUNDED MANDATES:

The Demand for More Never Ends

By Leonard Adam Sipes, Jr.

Red flag laws are impossible to effectively enforce. We within the justice system knew that when they were introduced. What most want in terms of crime and justice improvements won't happen because of staffing and budget issues. But that won't stop the endless, unrealistic demands. And people wonder why we don't improve?

Most of what I read about crime and justice is from advocates demanding more. It will never change. There comes a point where I want to scream at everyone insisting on more services. "Fine," is my answer. "Just get us the money. Just shut up unless you can provide the funds." I say this while noting that 70 percent of what's written about crime and justice would disappear overnight if you took new but unfunded initiatives off the table.

The federal Transportation Security Administration (TSA) is an example. We decided to make our system of air transport safe. It took billions of dollars and 54,000 new employees. But it worked because we decided to fund and staff it correctly. Unless we are willing to make similar commitments (but on a much smaller scale), we are peeing into the wind.

We have an exodus of police officers leaving the job, yet every newspaper article I read addressing growing crime includes calls for more cops and more aggressive policing or specialized units focusing on everything from sex crimes to domestic violence to child welfare to speeders.

We are decades behind in DNA checks. Do you think we do this purposely?

We have about 14,000 officers leaving the job in recent years and thousands more are in the process of leaving. There are endless media stories of cities not being able to respond to basic 911 calls.

We demoralized every cop in the country through endless criticism (yes, some of it was justified) and the defund the police movement. We reotyped a million police employees based on the

illegal and unethical actions of a few, yet we want apprehensive cops taking on more difficult and dangerous tasks without sufficient staffing and funds? I don't think that's how it works.

RED FLAG LAWS AND UNFUNDED MANDATES

We all agree that people with mental health issues, especially those with a commitment to custody, shouldn't have access to firearms. We all agree that felons, especially those with violent or domestic abuse histories, should not have guns.

Depending on how states define their laws and understanding that thousands get access to firearms because of limitations of FBI record checks, it creates hundreds of thousands of violators.

What's the definition of mental illness? What happens if someone becomes stabilized? Is there an appeal process? Can the courts handle appeals while being years behind because of COVID? Do we have sufficient numbers of law enforcement officers to enforce it? There is nothing wrong with red flag laws beyond the fact that it's impossible to make them work.

Much of the discussions on red flag laws attempts to deal with mass shooters, but the majority of them have no criminal history or history of mental illness.

Mass killers usually don't have criminal records. Researchers at Columbia University analyzed 1,315 mass murders of all types worldwide between 1900 and 2019 and found that 20% of mass killers had histories of being subject to a restraining order, arrest or incarceration.

Several studies confirm that most shooters who kill four or more victims are not psychotic or hallucinatory and haven't been treated for mental health problems. An analysis of Columbia University's mass murder database shows that 11% of all mass murderers had serious mental illness - USA Today.

"We endlessly beat up on cops, but we want them to do the risky stuff."

We attempt to "control" mass shootings with red flag laws knowing that the impact is negligible.

This isn't a red flag story. It's a rant about the unrealistic expectations of those demanding what we in the justice system cannot provide.

It applies to corrections. States can't hire enough correctional officers. Thousands are leaving their jobs. Correctional officers are working endless amounts of overtime. National Guard interventions are possible. Critics want every conceivable program for inmates yet there are no additional funds. The federal First Step Act was doomed from the start. Parole and probation agents carry caseloads of 150-200 offenders or more.

Every one of us in the system fully understood that when red flag laws were introduced, they would never work sufficiently. Why? Because if fully enforced, there would be hundreds of thousands of people identified requiring an army of cops and civilian employees we don't have to enforce the law. We don't have the judicial or correctional or mental health capacities to deal with them. Hell, even the nation's newer mental health hotline is woefully underfunded with unanswered calls.

Taking guns out of the hands of the mentally ill or people with violent histories? We endlessly beat up on cops, but we want them to do the risky stuff that will be the subject of tons of newspaper ink

when the inevitable negative news story happens. Can you think of a more difficult or dangerous police mission unless it's adequately staffed and funded?

Every one of us in the system shakes our heads at the renewed calls for proactive policing, the one modality with a proven research base (hundreds of studies) indicating that it reduces crime (there are no other proven initiatives) after years of being criticized for incidents that go south. What used to be routine is now in jeopardy because cops no longer trust politicians or the public. Do we have the person power to return to proactivity? No!

Spend one day looking at progressive digital publications or media reports and tally the costs of demanded police or correctional or judicial initiatives that cities or states don't have a chance in Hades of providing.

No, we're not going back to jury trials. We plea bargain 95 percent (after prosecutors drop 30 percent of cases) because we have no choice. No, we're not going to provide college educations to inmates. We don't have the money to provide basic correctional education services.

The worthiness of the project is irrelevant. The demand for more we don't have never ends. By the way, most demanded initiatives have little to nothing in terms of independent research to support new expenditures. Advocates will

swear they are effective and will save states money.

We within the justice system must hold ourselves accountable to politicians, the community and the media; it comes with the job. Yes, equal treatment under the law is what we pledge to do and must do. We must do better.

But from my first day on the job to the last, we all understood that what people demand and what our person power and budgets allow is simply out of sync. It's also impossible to provide 40 million yearly police contacts without mistakes.

Show me the money!!! The justice system won't improve or give people what they want or need until we come to grips with that reality. 🌐

Leonard Adam Sipes, Jr. is a retired federal senior spokesperson. A former Adjunct Associate Professor of Criminology and Public Affairs - University of Maryland. Former advisor to the "McGruff-Take a Bite Out of Crime" national media campaign. Past police officer. Aspiring drummer. Operator of CrimeinAmerica.net. His book based on thirty-five years of criminal justice public relations, "Success with the Media: Everything You Need to Survive Reporters and Your Organization" is available at Amazon and additional booksellers. He can also be found @leonardsipes.com



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TERRORISM ALERT: *How Washington LEAD America into WWIIII*

By Eric Caron

In November of 2021, Blue Magazine published my article entitled: “Are We On The Verge of WWIIII? Peace and Global Security is Jeopardized”.

In summary, I outlined the incompetence and failures of the U.S. government in sustaining peace in Afghanistan. Also, how the U.S. believed money alone could purchase it by partnering with an international crime syndicate masquerading as a government. The U.S. was the biggest source fueling this corrupt government via fraudulent U.S. contract activities such as bribes and/or cash payments to corrupt Afghan officials, drug lords, bankers and thousands of others by our CIA.

I concluded the article by asking a question: “Are we on the verge of WWIIII? Countries such as Russia, Iran,

China, and other nations are aligning with the “new” Afghan/Taliban government. Will we capitulate to the Taliban and other Afghan terror organizations who are now well-equipped with sophisticated U.S. military weapons, free to move with impunity with a global terror reach? Since the Taliban re-takeover, the U.S. government is now seen as inept and timid and our adversaries around the world have taken note. I believe that obtaining global peace and security is now jeopardized for generations to come.”

Sadly, my Nostradamus predictions have come to fruition.

According to the CIA, there are no fewer than fourteen distinct terror groups operating in Afghanistan today, all with international ambitions. In addition, the new Afghan govern-

ment headed by the Taliban formed a suicide unit called the Badr Martyrs’ Brigade. Human rights and freedom of the press no longer exist. Children have become the victims of starvation, child marriage, organ trafficking and are being sexually exploited. Young boys are often used as child soldiers. The Taliban government will continue to cultivate opium poppies, which will provide endless amounts of cash to purchase weapons, and execute operations inside and outside Afghanistan with impunity and build their regional and global dominance.

The disastrous U.S. withdrawal from Afghanistan was seen by them, Russia, China and Iran as an indication of the decline of American leadership or dominance and as a result, these countries’ alliances were deepened.

On February 24, 2022, Russia invaded Ukraine. Although Washington knew an invasion was imminent, President Biden failed to communicate or meet with the Russian leader. One would think, a half a century of a Cold War and two nuclear powers at odds would motivate President Biden to meet with President Putin to avoid a war on Europe's doorstep. Remarkably to date, no such face-to-face meeting has occurred.

This 9-month war has escalated with shared opposition of the United States by China, Iran and Afghanistan. These countries directly and indirectly are providing Russia with military advisors/personnel and or military armaments. For the first time, Iran is involved in a major war on the European continent.

The White House and Congress have led America, distracted with high inflation, crime and COVID, into World War III from which there is no easy escape.

It has been said, a way to predict the future is by looking at the past. The wars in Vietnam, Iraq and Afghanistan cost trillions of dollars, over 70,000 U.S. soldiers and contractors killed. Many would say these wars failed to alter strategic reality in America's favor in any sustaining real way. History has proven the only winners of these past wars are the military industrial companies and their shareholders.

Today, reports from Ukraine have at least 400,000 Ukrainian battlefield casualties including 100,000 killed in action. The Russian casualties continue to climb, with an estimated 100,000 Russian dead.

It appears that the Russian offensive in Ukraine may be stalled. The United States, United Kingdom and European Union and NATO have all committed tens of billions of dollars and sophisticated military equipment to Ukraine. The U.S. State Department noted, "50 Allies and partner countries have provided security assistance to Ukraine". It has also been reported that the U.S. has advisors/trainers in Ukraine as well, further escalating this war.

Now the Iranians are providing military equipment and personnel to Russia to

aid the offensive. It was recently reported that the Russians took Iranian military instructors to Crimea to launch hundreds of Shahed-136 kamikaze drones. It was also reported that 10 Iranians were killed in retaliatory operations by the Ukrainians. Further reporting states that Iran will provide short-range ballistic missiles, another escalation of the Iranian support for Russia's war.

In addition, Moscow is now recruiting Afghan commandos that were trained by the United States. These abandoned Afghan special forces veterans trained by the U.S. Special Forces are getting job offers to fight in the Russia - Ukraine War. The United States spent almost \$90 billion building the Afghan National Defense and Security Forces. Now, they are jobless and hopeless and easy pickings for Russian recruiters. Estimates suggested up to 10,000 former commandos could be amenable to the Russian offers, and Afghan television reported that the recruitment offers include Russian citizenship.

China and Russian military cooperation and exercises have occurred for decades. They have ongoing collaborations in aviation, undersea and hypersonic-weapons technology. Furthermore, the U.S. intelligence community's declassified

"Worldwide Threat Assessment" in 2019 was the first such report to label China and Russia jointly as a regional threat. Russian state media has reported that China and Russia were developing a "top-secret submarine".

President Putin, who rules the world's biggest nuclear power, has repeatedly cautioned the West that any attack on Russia could provoke a nuclear response. Putin casts the war in Ukraine as an existential battle between Russia and the West, which he says wants to destroy Russia and grab control of its natural resources.

Given the death and destruction created by this war in less than a year, its global economic impact and the military escalation, the United States must lead peace talks now or risk a global nuclear catastrophe.

America must understand its past failures, and recognize there will be no "winner" in WWII. 🌐

Eric Caron is a Special Agent (Ret) with 25 years of service. He is the author of "Switched On - The Heart & Mind of a Special Agent." His website is: Switchedonlife.com



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COVER STORY



A LIFE WELL LIVED: World War II Veteran and Retired Newark Police Officer Philip Alfano, Passes Away at 98

By George Beck Jr. Ph.D.

The man is a success who has lived well, laughed often, and loved much; who has gained the respect of intelligent men and the love of children; who has filled his niche and accomplished his task; who leaves the world better than he found it, whether

by an improved poppy, a perfect poem, or a rescued soul; who never lacked appreciation of earth's beauty or failed to express it; who looked for the best in others and gave the best he had.
- Robert Louis Stevenson

This is who Philip Alfano, Jr. was; loved and respected as a man who was a giver, not a taker. In life, it is the everyday man who gives of himself for the betterment of others who leaves a legacy greater than any worldly riches or long-forgotten titles.

All too often, we are mistakenly fixated on fame and fortune — emulating supposed role models we see on television or sporting fields, only to be let down, shocked that somebody who had all the success the world could offer somehow messed it all up.

But what if everything we were led to believe about success was wrong? That it's not how much money is in your bank account, the car you drive, how many fans adore you or the title you hold; instead, the accurate measurement is determined by how you love, are loved and enjoy life to its fullest. Philip Alfano Jr.'s life is a prime example.

Philip Alfano Jr. grew up in North Newark, born in Jersey City on September 19, 1924, to the late Philip and Blanche (Conversano) Alfano. He lived a long life of good health, devoted his life to service, and inspired many of his children and grandchildren to seek vocations in public service. The Alfanos are legendary in Newark, mainly in the Fire Department, where generations of

the Alfano family continue to protect and serve the city proudly.

Early on, Alfano sought a life of public service. During World War II, he enlisted as a gunner on four U.S. Navy ships protecting fuel and supplies into Guam and Saipan — where the B-29s would launch and bomb Tokyo. The Navy took him all over the world and through hostile areas of the South Pacific, supporting the war effort as a 17-year-old kid from New Jersey.

While at a port in Portland, Oregon, in 1943, Alfano met his future bride of 74 years, Beryl. After the war, he'd return to Portland, and the happy couple would resettle in Newark, having seven children who grew into dozens of grandchildren and great-grandchildren.

After the war, Alfano worked in a jewelry factory, got laid off, and at that time, had five children and needed steady employment. A friend on the Newark police force suggested he'd make a good officer and urged him to take the upcoming police exam.

Alfano began his career in law enforcement in 1958 and spent the next decade working the radio car, making many arrests and risking his life in a city where eventually, the infamous riots would break out in 1967. Alfano was known at the Newark Police Department for his kindness and ability



Police Officer Phillip Alfano Jr. inspecting a driver at a roadblock stop in 1965.



Alfano in the Navy during WWII

to help other officers see that although law enforcement is a complex and stressful profession, life both inside and outside of work is to be enjoyed and appreciated. During the eulogy at Alfano's funeral service, a former coworker remarked how even during some of the worst days, if you were paired with Alfano, somehow you ended up laughing.

Time spent with family is what Philip cherished most of all. He purchased a summer home at Culver's Lake, which was the heartbeat and gathering place for extended family and friends, and, where after 1982, he spent his retirement years, along with winters in Boynton Beach, FL.

Alfano understood that time was our most precious commodity. He enjoyed every year by dividing his time at Culver Lake in Branchville, NJ, and Boynton Beach, while also taking RV trips to national parks, cruises to the Caribbean and Canada, and vacationing at the Jersey shore. Years later, he was off with his wife Beryl to explore Italy, where he visited his parents' hometowns of Palomonte and Eboli, as he proudly had said, "We did it all!" The simple life brought Alfano great joy. He often shared meals and a glass of wine with family and friends, especially one of his signature dishes, linguini and clam sauce. He also took pride in

his garden of rose bushes, fruit trees, basil plants and grape vines and loved making wine.

Every day Alfano woke up eager to enjoy the day — to savor the beauty and majesty of life. The pace was purposed, and he lived in the moment, always present with his thoughts and actions. He had many friends of all ages and was active until his last day on October 22, 2022.

It is truly an honor to have Alfano on the cover of Blue Magazine. He was a cherished friend of our publication and regularly attended events. His life was exemplary and inspiring as he had an entire beautiful life with many blessings. Alfano was able to see what was important in life and what was not. Even at 98, he was forward-thinking with a positive attitude, empathy and compassion for the many family and friends who visited him often.

He was our most significant role model and friend, and we hope that from his successful life, you see that the "little man" is actually the "big man" and that you adjust your life to live it so wonderfully as Alfano did.

Blue Magazine salutes Police Officer Phillip Alfano Jr. for his life of service, heroism and love. Rest in peace our dear friend. Your memory is an everlasting blessing to all whose lives you touched. 🌍

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FIGHTING MOB MENTALITY: Stopping the Tide of Ugliness

By Joseph Pangaro BA, CPM, CSO

From the time many of us are able to walk, we engage in competitive activities; it's part of our human nature. We all compete in one way or another, starting with seeking the attention of our parents. If you have siblings, you know the feeling of trying to edge out a brother or sister in an argument or getting your mom or dad to pay attention to you above all else.

As we progress in life, so does our competitive urge. We vie for friends on the playground or push to be the first on the slide. We race bikes and get into name-calling contests.

As our growth hormones and puberty hit, we fight for the attention of other people; often foregoing friendship to win the affection of a girlfriend or boyfriend. We compete to get into the band, we struggle to get the best grades, jobs, positions and establish ourselves and our place as important.

This pattern of human behavior never ends. It lasts throughout our life. When my stepfather was living in a nursing home, he was telling me that if he wanted the best desserts he had to get to the cafeteria before the other residents. It was then that I saw this pattern for what it is - a driving force that stays with us forever.

What we know about driving forces is that they take on a life of their own; possessed of an energy and rhythm that is hard, if not impossible, to control. In previous columns, I have discussed "Signature Crimes" and identifying "Patterns of Criminal Behavior" as well as understanding the potential danger of the sex drive as a force that cannot be removed from the behavior of some people, making them an ever-present danger to society. All of these things are part of the

hard wiring of our brains and offer insight into to how people think and behave. This is especially helpful to the police investigator.

We have seen the destructive side of this competitive behavior as it evidenced itself in a football locker room of a NJ high school team. This is not the first time such an incident has taken place. Over the years, there have been many other eerily similar patterns of behavior in locker rooms across the country. In fact, once the story broke this time, how many private conversations were held where people recounted their own experiences with locker room hazings and initiations into other groups such as college fraternities? And while most of them do not involve sexual assaults, many come close.

So how then does a group of high school-age young people go from a healthy competitive sports team to a raging mob of attackers committing horrific acts against other members of their own team? This is the question that many professionals in many different fields of endeavor are trying to come to grips with, myself included.

The reasons we need to find an answer is multi-pronged. First, we have to protect the innocent from future victimization; this is always the immediate need. No one should ever have to endure this type of assault ever again. Next, we have to identify and isolate the thinking, culture, impulses and behaviors that allow such deviant behavior to take place and metastasize. And finally, we have to help those people, many of them young kids, to control themselves and understand the consequences of allowing these activities to run so wildly out of control as to be criminal and evil.

In the cold light of day, these incidents are life-destroying events; both for the perpetrators and the victims and their families as well as the entire community. I would also take a guess that the large majority of the people who commit such outrageous acts would not do so if removed from the specific environment from which they spring.

If you took any one of those kids who reportedly inflicted the pain and humiliation on their team mates and asked them while they were sitting in the library if they wanted to run up on some other kids and humiliate and assault them, sexually or otherwise, I would bet none of them would do it. The environment would not be conducive to the activity. And here is one of the lessons we must identify and teach to our student athletes, school boards and coaches.

These types of incidents scream out possibilities for preventing a repeat of the destructiveness. We have to understand the drive that fuels and creates the emotional and hormonal surge to engage in this behavior. In this instance, I am going to speculate it is a combination of competitiveness and independent social interaction, which includes an element of dominance assertion within the group, the push of a MOB mentality as the event begins to shape up and the very real exhilaration of those involved as they incite ever greater and more outlandish acts among themselves.

Basically, what you have is a riot with different motivations and venue. All of the factors I de-

scribe are exactly what contribute to a peaceful well-meaning group of people marching for their belief and the potential for that well-meaning activity to devolve into chaos. We have seen this pattern many times as well in the riots after a championship game, win or lose. The raucous behavior at convention-type events and other similar circumstance when individual people are removed from the norms of accepted behavior by the environment and the stimulus present, be it a championship game, a perceived injustice or a locker room full of young men charged up and empowered by what they believe are "traditional" rites of passage. This is what lies just beneath the surface of rational control and why we must identify that which leads us to be out of control and act out in such horrific ways.

A day after the event, we realize these incidents are not rational and for those who engage in the terrible acts of assault they realize it, too. Unfortunately for them and their victims, at that point it is often too late; the pattern is clear and if we do nothing, we will see it again. The time for hand-wringing is past; it is time to take an affirmative action to stop the thinking and culture that leads to these situations.

Here's what I suggest as it relates to student athletes, school boards and coaches:

There must always be a monitor in the locker room at all times when the students are present. The monitor can observe when fooling around begins to turn into something

more and can stop it.

The coaches must receive specialized training on how hazing and ritualistic behaviors begin and how they can be identified and stopped before they become part of the culture of the team, school or organization.

The student athletes must be specifically trained on exactly the same things so they are aware of the potential damage they can do to others and themselves by engaging in these activities.

Parents and guardians must also understand that there are more important things than having our child be the starting linebacker on a championship team.

And all of us need to redirect the trajectory of our present societal course. There is decency, kindness, service to others, respect and personal responsibility that should be the cornerstone of our communities.

It is through these simple steps that I humbly present, that will help stop the tide of ugliness we see so prevalent in our world as a whole and in our kid's lives and locker rooms. 🌐

Joseph Pangaro is a 27-year veteran of law enforcement. He retired in 2013 at the rank of Lieutenant and



currently serves as the Director of School Safety and Security for a large school district in NJ. He is also the owner of Pangaro Training and Management, a company that provides training to the public and private sector on a host of topics. Email: JPangaro@Yahoo.com



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Demystifying THE DARK WEB

By Keven Hendricks

When I mention the “dark web,” what are the first things that come to your mind? I’m sure terms like “untraceable,” “complex” and “hacking” arise when it is spoken of, and infamous darknet markets like “Silk Road” are what we equate to what is available for those who know how to use it. With shows like *Mr. Robot*, Netflix’s *How to Sell Drugs Online...* Fast, or movies like *Emily The Criminal*, the dark web has become a part of our culture and it is something we equate to a criminal underworld that few understand, and even fewer in law enforcement can investigate it. But the somber reality is: Children as young as 13 are successfully pur-

chasing narcotics and other contraband via the dark web, and having drugs shipped to their homes commingled with regular ecommerce packages. Could some of the overdoses that are overwhelming our country have a connection to drugs purchased from the dark web?

In my law enforcement tenure, I discovered that cases involving the dark web are seldom investigated on the local or state level. Often viewed as abstruse and complicated, the stigmas harbored about the “dark web” leave the first responders feeling powerless. How would one even begin to investigate a case that may be related to contraband source from a dark net like TOR (The Onion Router)? And even further, what

would a local or state agency be able to do with any intelligence they gather from this case? As with any case involving the internet, suspects are often far beyond the confines of their jurisdiction. Without withstanding relationships forged with federal partners like the FBI, HSI, & DEA, would a case like an overdose death attributed to a dark web purchase simply get filed away?

The statistics concerning overdose deaths in our country speak for themselves, with the last two years being the worst in history topping over 100,000. The question I ask you: How many of those deaths were from narcotics purchased on the dark web? The answer: We don’t know! As rare as overdose death

investigations are, the metrics concerning overdose deaths related to the dark web remain a question mark. It only emboldens the dark web dealers even more to make windfall profits peddling poison from behind a keyboard knowing law enforcement won't come looking for them because they don't understand how to investigate the crimes they are committing.

During my time serving on a Drug Enforcement Administration task force combating dark web narcotics, I discovered the alarming trend that overdose cases attributed to dark web drugs were often closed on the local or state level with evidence that could've been seized at the scene to help further the case, like cellphones or computers, already turned over to the families. Imagine trying to work a homicide investigation backward, recreating a crime scene where crucial evidence is no longer there. There isn't a singular reason for this trend, but rather a multitude of factors that culminates into something that could be avoidable. One of said factors, as it was aptly put to me in a class I was teaching for law enforcement, "What would we even do with the information if the death was related to something the deceased purchased online"!?

With the rise in cybercrime over the past decade, the FBI took a proactive approach with IC3.gov as a reporting portal and a way for victims and law enforcement to report incidents. However, even though the "Silk Road" was taken down in 2013, to this day the only site that is dedicated to the reporting of dark web drugs is my site StopDarkwebDrugs.com / UbivisProject.org.

Before launching in October 2021, I had been brainstorming the idea for nearly two years as I constantly saw how dark web drugs were flooding our communities. The deconfliction systems capable of ingesting the data: whether a dark web vendor moniker or a hidden service URL bookmarked on an overdose victim's computer, or even an end-to-end encryption app like Telegram username, are often not available to local and state agencies which results in a "stovepiping" of intelligence. Local and state investigators feel removed from the

investigatory process.

This sentiment was not lost to me, and I founded StopDarkwebDrugs.com as a straightforward medium for either law enforcement or citizens to report dark web vendor monikers or cases related to dark web drugs. Citizens can be as anonymous as they choose to be, since IP addresses are not retained. For law enforcement, a bit more information is required for a submission. All submissions are personally vetted by me, forwarded to federal partners, and on the "Overdose Crisis" portion of the site, both arrests and overdose deaths attributed to dark web vendors are presented for all to see.

Since going live in October 2021, we have successfully attributed an overdose death to a dark web vendor from a submission to the site via law enforcement, and that case is being investigated in tandem with federal partners. I have also gotten submissions that have led to cases being opened on two different dark web vendors by different federal agencies.

We in law enforcement can continue to view the dark web as some novelty we likely will never come across, or we can take a proactive approach to an element of criminality that is much worse than we realize. Could the next overdose death in your community be related to drug purchased from the dark web? If so, you know where you can go to ensure the information goes to the right place. 🌐

Keven Hendricks is a 15-year law enforcement veteran serving on FBI and DEA task forces combating cybercrime. He is a published author with the FBI Law Enforcement Bulletin and is currently working as an instructor for Street Cop Training and Federal Resources, teaching classes for law enforcement on the dark web and cybercrimes. He is recognized as a subject-matter expert in the field of dark web investigations and the founder of The Ubivis Project (Stopdarkwebdrugs.com) and can be reached at keven@ubivisproject.org.





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Somewhere in VERY rural Clarion County, Pennsylvania

By Dale Gabriel

In memory of retired Trooper Bob Maxwell, who passed recently, I am sharing this story. It is one of my earliest PSP Memories.

It has been over 34 years ago. Has it really been that long?

March 1988.

Having recently graduated from the Academy, I am within my first 30 days on the road. For those of you unaware, a new PA State Trooper rides with a "coach" for his first 30 days, then a second coach for the next 30 days. I am blessed to have had two fantastic coaches, each of whom went high up the PSP ladder down the road. Maybe, just maybe coaching me made them want to go on to bigger and better things. I was probably not a very easy student.

They were both just good, smart, common-sense guys, which I think is the most important aspect of being a trooper. They both laid the groundwork for me becoming what I considered to be a pretty good trooper... although never in my career did I look as good as the first guy wanted me to look. Yes, I am talking about you Rob Hiding!

At this particular time, I was with my first coach, who had like five years on the job. It had been a couple of weeks. He was off for some reason, so they put me with an old guy. A really old guy,

probably older than my dad was. I don't think I had even had a conversation with him before this day.

As a young cop, you have so much to learn. The best way is to keep your mouth shut, and simply watch others. Keeping your mouth shut was very difficult for me, but I tried! The key, I found out, was to watch as many different police officers as you could, pay close attention. See how they do things, how they talk to people, how they carry themselves. There are so many different techniques used by police officers. Watch others and then develop your own way to do things. Keeping my mouth shut was always a problem for me, not just professionally, but in life. I am too quick to try and make a joke out of every situation, say something sarcastic, or feel the need to push my opinion on others. None of these things are generally good qualities for a police officer; they can all get you in trouble. I had so much to learn. Some of it, I never did learn!

So the old guy and I go out on patrol. Not really talking much. I am just not sure what to think of this senior citizen. I am wondering if I am really going to learn anything from him. I am thinking his time had obviously passed, if he was just going



Photo taken on a recent visit to the PA State Police Museum

through the motions waiting retirement. We go to his house for our lunch break. He introduces me to his wife, though I no longer remember her name. One thing I am sure of, her name was not "Phyllis."

Being the jovial guy that I am, I think this might be a good time for a joke. "Hi, nice to meet you, I am Gabe. I thought your name was Phyllis, That's who Max has been talking about all day." And with that, dead silence. Then, she goes ballistic! She starts yelling at Max. He starts yelling at me and telling me to stop lying wanting to know, "Who put me up to that." I am lost. I have no idea what is going on. After I finally get them to calm down and realize I was joking, I find out that Phyllis was Max's ex-wife, who is still a thorn in their sides, and a VERY sore subject with his current wife. Note to self for future. Never ever mention Phyllis again and keep mouth shut!

So, we finish our meal and go back on patrol. It is pretty frigid in the car after this lunch fiasco. No conversation whatsoever. The next four hours are going to seem like an eternity. We get dispatched to meet a woman who is having some kind of dispute with an ex-boyfriend. We travel to her location and drive up a long driveway to a total dump, which is located right next to a creek. There is junk all over. Old abandoned cars. All I can think of is the movie "Deliverance." I was waiting for the banjos to start playing and looking for Burt Reynolds to pop out somewhere. (Unfortunately, I know that many of you reading this will have no idea what I am talking about. --Take this as a sign to find and watch "Deliverance." You will not be disappointed.)

Now back to the story. Max knocks on the door, and a lady yells

out, "Come on in. It's open." But it wasn't. It was a screen door, and it was locked. She yelled out again. Max told her the door was locked. She tells us to just push our way through the slit in the screen. The door had one large screen in it, with a slice up the middle. Really? Max squeezed through. I followed.



We made our way toward her, in pursuit of the sounds of her voice, zigzagging through all the garbage in her house. At that time, I am a 24-year-old, single kid who had lived a guarded, protected life to that point. It was the first time in my life that I had ever been inside a house like this. The first of many. I did not understand it then, but I realize now that this woman was a hoarder, among other things.

Continuing to make our way to the sound of her voice, we round a corner into what turned out to be her kitchen, her dirty, disgusting, nasty kitchen. I am trying to tactfully hold my nose. It took everything I had not to gag or throw up. How is Max able to just stand right there and talk to her? She is sitting in a chair at her table, surrounded by garbage, plates of moldy food, dirty dishes. I had never seen anything like this before. Do people actually live like this? She is a rather large woman wearing granny panties. Just granny panties and noth-

ing else. She is holding a baby. Her large, sagging breasts are hanging down. She is trying to breastfeed the baby. I cannot take my eyes off of her, but only in the same way you have to rubberneck when driving past an accident scene, or must try to see as much as you can at some sort of tragedy.

I have to admit, I was a bit flustered taking it all in. Very flustered! I honestly could not tell you a word she said. Max had his notebook out, gathering the information while she spoke. Suddenly, she starts yelling at the baby for not eating, as she continues to breastfeed him. She squeezes her breast and squirts some milk on the baby's face. She rubs it around. I am beginning to wonder what the hell kind of job I had gotten myself into.

She grabs the baby's head and forces her breast into its mouth and proclaims. "If you don't want it, I'll give it to the troopers." To which Max holds his arm straight out with his hand protruding in a "stop" gesture, and exclaims, without ever breaking stride, "No thanks, Ma'am, we just had lunch."

At that point, I realized that I could learn a lot from this old man.

Rest in peace Max. 🌍

Dale Gabriel is a retired patrol and community services officer with the Pennsylvania State Police. After 25+ years of service, in retirement, he has been working on a book of his many PSP memories. He also coaches a baseball team in a Miracle League for those with special needs. He holds a communication degree with English minor from Saint Vincent College in Western Pennsylvania.



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DEVELOPING BUY-IN: The missing piece to overcoming resistance to change.

By Chief Ron Camacho

Headline: *Ft Lauderdale (FL) police chief fired over minority-first practices in hiring and promotions*, CNN, March 5, 2022

Headline: *Aurora (CO) Police Chief Vanessa Wilson officially out: City manager 'seeks new leadership,'* Denver ABC Channel 7, April 7, 2022

Headline: *Richmond (VA) police chief resigns after over 2 years amid scrutiny*, NBC Channel 12, October 25, 2022

There is a common theme connecting these local news headlines and others I could have included in this list: all of the chiefs were hired to be "change agents," but they either resigned or were fired because they lost the confidence of the rank and file officers within their departments; the very people who do the real job of policing and upon whom the department and the public depend. I am neither maligning nor diminishing these chiefs. I am confident they are good people with successful careers. Still, there is an issue when the push for reform in policing is enacted with little or no regard for the officers who are expected to implement the changes.

In the original post-Ferguson world of law enforcement, and now the post-Floyd world, the pressure placed on police chiefs to institute reforms is immense. That pressure starts as a steady stream with the public, but by the time it reaches the chiefs, it is a veritable torrent of public, media and

city leadership pressure. That pressure is amplified exponentially because the mayors, city managers and politicians need to "do something." These excessive pressures lead to shortcuts in decision-making and planning. Again, the main issue is the inability to actually effectively and efficaciously manage the change that is suddenly being demanded from them.

Most police chiefs understand that many current aspects of policing have to evolve or change. That is not a new concept. Since its inception, the profession of policing has constantly evolved. However, effective, lasting change must be evaluated, planned and managed. As respected police trainer and author Lou Savelli once told me, "You don't change just to change; you change to get better, to improve." Changing to change, without any forethought, can and will bear unwanted, unintended and, at times, disastrous consequences. As law enforcement leaders, we should know better than to ever implement change without planning. However, many forget the essential aspect of effecting positive change: *achieving buy-in*. That means achieving buy-in from the rank and file, the very officers upon whom we and the public depend.

Peter Drucker, the father of the science of management, wrote, "Culture eats strategy for breakfast." In police organizations, the quote should read, "Cop culture eats change for breakfast." Law enforcement agencies

have notorious reputations for resisting change. In some agencies, resistance transformed into stagnation in response to the *defunding the police* narrative that spread across the country. The good news is that resistance and stagnation can be overcome; once again, the key is developing buy-in.

"Buy-in" is gaining understanding, commitment and action from your officers to support the organization's goals. Not your goals or the officers', but the organization's goals. The first step in achieving buy-in is to involve your officers – from the start. Too often, police command staffs make grandiose plans regarding the direction the department should be taking without involving the troops. For example, I worked for a captain who took pleasure in designing the inner configuration of the department's patrol vehicles. The first issue was that he no longer drove a patrol vehicle and had not been in one for many years. Second, he felt it was beneath him to seek input from the "customer," i.e., the officers and sergeants who drove the patrol units daily. The professionals who virtually lived in their vehicles and depended upon them for their very lives. Gaining information from the officers and sergeants regarding the optimal configuration for patrol vehicles makes sense. It is also a small but powerful token demonstrating trust and care for their expertise and concern for their well-being.

"Leaders cannot forget that we are in the "people business." Only with our officers' cooperation can meaningful change occur and take hold."

Another vital element for gaining buy-in is to explain the problem to the troops. Share what you've been charged with doing, and be transparent with them. Too many times, law enforcement leaders implement programs, policies or procedures without explaining the "why." Explaining the reasons why the change is necessary (or is being required by those above you) and inviting questions, comments and suggestions is an excellent method to remove barriers and resistance. During these sharing sessions, a humble leader will hear their officers' thoughts or ideas that influence or affect the proposed changes. It also might just end up providing you with a superior plan and approach to the one you had come up with by yourself. If opposition from the troops continues, another technique is to describe the proposed change's positive consequences and what can happen if the changes do not occur. Finally, including your officers in developing the plan to execute the necessary changes is vital. When officers are included, the plan is not yours or theirs but "our" plan.

Inclusion in the planning will lead to ownership of the plan by the officers and command staff. When everyone within the agency owns the plan, any resistance to its implementation will be easily defeated. That is the true power of developing buy-in. Way back in 1936, American writer and lecturer, and the developer of courses in self-improvement, salesmanship, corporate training,

and public speaking, Dale Carnegie, gave us a masterful book that only in recent years seems to have ceased being an essential resource and required reading for anyone and everyone in leadership positions: *How To Win Friends And Influence People*. This book brilliantly illustrates the tools I have offered here and many others to develop buy-in with the men and women under your command. The over-arching lesson from that book is that if you give people a chance to express their thoughts and you actually listen to them, you will earn respect and develop buy-in. In implementing unwelcome change as a top law enforcement executive, you may not win them all as "friends," but you will undoubtedly be able to influence them and earn their respect. One of the essential benefits of buy-in is that, while you may not influence everyone in your department to advocate for your changes, there will only be a negligible amount of detractors. It is a book worth buying and reading.

Leaders cannot forget that we are in the "people business." Only with our officers' cooperation can meaningful change occur and take hold. Forcing change down the throats of our officers can result in resistance, low morale and a failed change-mission, just as happened to those chiefs I noted at the outset of this discussion. Instead, we need to engage our officers. Officers are the key to finding how best to implement change. Leaders using humility and inspiration will see positive change

come to fruition when using buy-in. It is the most effective and efficient method of producing constructive changes in policing. Give buy-in a chance; transform your organization to the great benefit of your community – and quite possibly your jobs.

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Chief Ron Camacho is an accomplished law enforcement executive who spent time as an advisor in Afghanistan and Mexico. He is a graduate of the FBI National Academy, has a master's in criminal justice from Liberty University, and is the chief of the Chambersburg Pennsylvania Police Department. He is the owner of Camacho Consulting LLC, a leadership and management training company. Camachoconsulting.net



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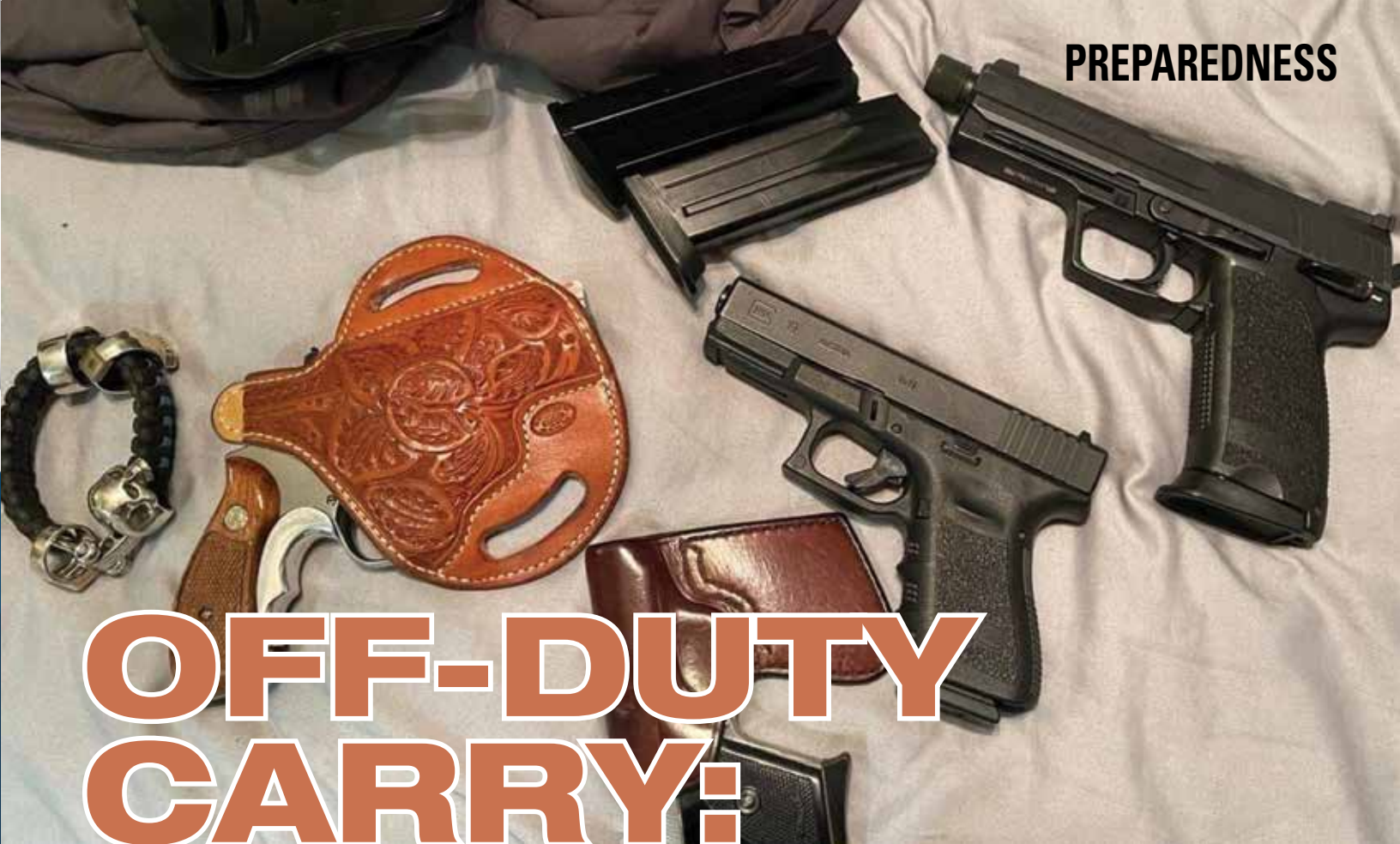
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OFF-DUTY CARRY:

An Option or a Responsibility?

By Kirk Lawless

Genesis 4:8-10

And it came to pass when they were in the field, that Cain rose up against Abel and killed him. The Lord said to Cain “Where is Abel your brother?” He said, “I do not know. Am I my brother’s keeper?” And He said, “What have you done? Your brother’s blood cries out to me from the ground!”

And so, the first murder in the history of the world is recorded in The Bible. And, when will we see the last?

What about Cain’s answer to God, “Am I my brother’s keeper?” If you swore an oath when you became a cop and believe and stand by that oath, you definitely signed up to be your brother’s keeper. It doesn’t stop when you retire, and it certainly doesn’t stop when you’re off-duty. For me, it’s

both a calling and a commitment.

Gun violence is everywhere, it seems, and folks aren’t scared to keep their trigger fingers limber (slappin’ triggers like they owe them money). If the folks out doing their dirt are willing to ambush cops in uniform, what makes you think it’s a good time to go about town unarmed. In my opinion, it is a responsibility!

“Am I my brother’s keeper?” I would answer that as a definite yes.

I’ve seen dozens of cops from my department who never carried an off-duty weapon. Some would come and go from the PD wearing gym shorts and flip-flops.

Shit happens everywhere. A brother in blue from SLMPD retired, but armed, was approached on the street by a thug who wanted

his car. Sgt. Ralph Harper would go down swinging and in a hail of gun smoke exchanging shots with the bad guy and sadly succumbed to his wounds while the criminal got 20 years to life for killing him. That was in 2018.



"Rule number one! Never give up your firearm. "

And, things aren't getting any better for us.

I remember being stunned by a movie I watched in 1979 (before I became the cops). It was "The Onion Field" written by Joseph Wambaugh. If you haven't watched the film, or read the book, you should. It opened my eyes.

It's the story of two police detectives who were kidnapped by two petty thieves, driven into a remote area and one, Ian Campbell, was executed. His partner, Karl Hettinger, managed to escape being slaughtered as well. The killing was due, in part by Karl Hettinger surrendering his weapon to the would-be assassin.

Rule number one! Never give up your firearm. Ever. A quote from the movie, delivered at roll call after the killing, "Any man who give up his gun to some punk is a coward. Any man who does can kiss his badge goodbye, if I can help it. You're policemen. Put your trust in God!"

That was rule number one from the second we hit the academy floor and to this day, I carry religiously.

I know of such a man who gave his gun up to a burglar and obeyed the burglar's command to "be quiet" until the officer's FTO came looking for him, only to be met with a barrage of gunfire. The FTO had to go out on a disability, the trainee ran away from the scene and was found several doors away, cowering in the bushes, himself shot, and having abandoned his brother officer, had zero problem taking a job at another department where politics saw him promoted to the highest levels all while continuing to be a coward at every given opportunity. He's a disgrace to the profession.

Remember, "A hero dies once, a coward dies every day!"

Fast forward to today (in any trauma room in the United States). A trauma surgeon is furiously working on the recipient of several GSWs. The room and everything in it is splattered with blood: nurses, equipment and doctors. It looks like a slaughterhouse. Every heartbeat sends another spurt of blood across the room until it pools and congeals on the floor. The doctor is "old school"> Every time he clamps off a bleed, another

fountain erupts, throwing plumes of fresh blood around the room like a water sprinkler.

The doctor "goes in" all the way, into the man's chest cavity feeling with his gloved hands, every inch of intestine, every artery looking for the offending source. In his mind he's thinking "Marco. Marco" as the nurses start to replenish the blood supply again, yet again. There at the backside of the heart, the doctor felt it, a long sliver of bone that had reduced the man's heart to raw shredded meat. Out loud, without thinking the doctor yelled "Polo!" The room fell silent. "No more transfusions, we couldn't save this guy if we had a donor heart in the next room."

The doctor, ripping off his scrubs and gloves, slipping on the glistening red floor pulled back the curtains to find two wide-eyed young cops just outside the room.

"Gentlemen. He wasn't one of yours, was he?"

One of the officers, young enough to feel nauseous at the macabre scene in front of him, answered. "No, doctor. Our guy is at General getting worked on. They said he's going to make it. This guy tried to rob one of our off-duty guys in a parking lot in front of his kids, well... and you know the rest."

"What did he hit him with?"

"A forty-five. Our guy always carries a forty-five."

The doctor mopping his brow, "Enough said... God's caliber."

So, in a similar scenario who would you rather be? The off-duty well-armed cop or the dead guy headed for his last bath and haircut?

Remember your oath: You are your brother's keeper. It's what you signed up to do. Weapon check. Every blessed day. 🌍

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.



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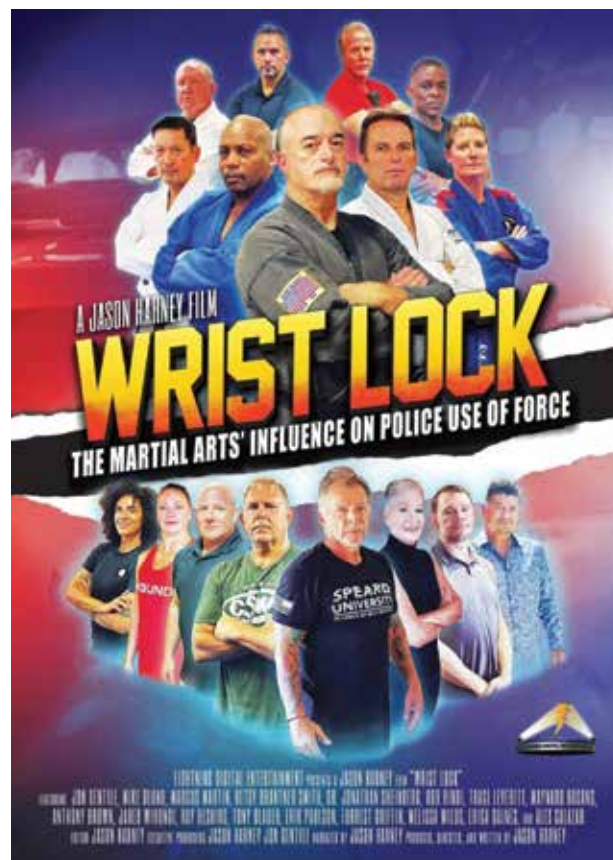
By Lt. Patrick J. Ciser (Ret.)

Many regular readers here at Blue Magazine have read much of my work over the years, but today, I'm bringing you my professional opinion and review of a new documentary on Amazon Prime. Since I never mince words, I'll tell you up front that the documentary "Wrist Lock" is absolutely worth the \$4.99 providing that it's a subject you are interested in, and you should be. Both working and retired police officers can glean some very useful information from the cast of expert martial artists and police officers demonstrating their discipline in the film. In today's society with America's alarming crime rate and uptick of assaults against cops, we can all use as many tips as we can get. Producer Jason Harney, a former Las Vegas police officer and police academy instructor, fully understands how important it is for our officers to be well-prepared when thrown into violent situations.

Currently, few police departments put in adequate time to train our officers in defensive tactics after they graduate from the police academy. And furthermore, while in the academy, recruits get very little self-defense training. In New Jersey I'd say that the mantra has become, "no rough stuff" as they eliminated boxing years ago. Now understand, when they did have boxing back in the day, it wasn't so much about boxing as it was about testing your mental toughness. Case in point: A few years back I had a female come into my dojo telling me that she wanted to learn self-defense in order to be a police officer. For her introductory lesson, I brought her on the dojo floor and asked her while facing me, to hold up her right hand in front of her face. Suddenly, and without warning, I slapped her hand with my right hand. I'm sure that it stung a bit judging from her reaction. Then I asked her, "If that slap was to the side of your head, would you cower in fear, or fight back?" I then explained that cops always have to win in a civilized society, so I not only have to teach you self-defense, but also instill some mental toughness so you'll, hopefully, survive the encounter. She never came back.

As a Japanese Karate-Do practitioner and striker

for 50 years, whether on duty or off, I always acted like a hammer, in the sense that the hammer sees every problem as a nail. My overhand right always hit its mark as I've always been a no-nonsense kind of guy. But alas, as the years went by, somehow, cops aren't allowed to defend themselves with that kind of force anymore, even when confronting a violent offender. Cops are, as Sly once put it, "expendable." But if a perp points a gun at you, you are justified in shooting him, correct? So, if a perp takes a swing at you, why can't you knock him out? Because, unfortunately, many politicians and even top cops have lost their courage when dealing with violent criminals; hey, it's not their asses on the line.



Judo and Jiu Jitsu to the rescue, maybe. Even I would reserve my knockout punch for only the extremely violent offender. Most of my career I used foot sweeps, which not only puts a perp down on his ass, but also confuses them as you apply a proper rear choke hold if they're sitting up. Reverse joint techniques are a beautiful thing, if you're skilled enough to use them. We have to remember, though, that most of our students in the academy are basically white belts; so, keep it simple. I can show you a few ways to disarm a perp of the gun he's pointing at your chest; however, I always teach the simplest technique to the novice. If the perp is a righty, you hold your hands up, as if submitting, at the same level as

the gun. You would then, simultaneously grab the barrel of his weapon with your left hand and strike his wrist with your open right hand (think shuto, or karate chop) removing the gun before he blinks. This is just an example. Please see an expert instructor for more. Also understand that a gun in a holster is worthless if you're already looking down the barrel of the perp's gun.

Getting back to the documentary: "Wrist Lock" will open your eyes up to a wide range of martial arts styles and systems. I believe a little mix of the best and most basic techniques would serve us well. Jiu Jitsu too has its shortcomings, because police officers carrying many items on their duty belt really shouldn't

be going to the ground. There were too many instructors featured in the film to mention in this short article, so I suggest that you check them out and decide what a good fit is for you. Osu!! 🌐

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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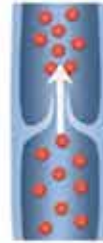
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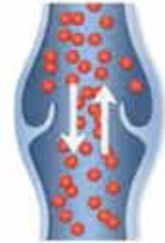
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YOU CAN'T POUR FROM AN EMPTY CUP

By Monica Eaton

As police officers, we endure many weeks of training in a police academy to learn how to do the job. Rarely are any classes taught on taking care of yourself, as the officer, to ensure you have a long and healthy career and retirement. Sadly, the topics of fitness and nutrition are almost always neglected and yet one of the most important topics that an officer needs to ensure they stay fit for duty.

While I can't speculate as to why training hours aren't spent investing in officer wellness, I am happy to help provide a guide to help all of law enforcement get the education they need to take care of themselves and to thrive within their careers. After all, our jobs require us to be at our best every day. But it's simply not possible if we don't take care of ourselves first. You can't pour from an empty cup.

Nutrition is the base of the health and fitness pyramid. You can't outwork a bad diet and you certainly will not reach your fitness goals by neglecting the foods you eat. Improving your nutrition should be step one in your health and fitness journey.

Here are three nutrition basics for law enforcement you can start doing today.

First, eat whole foods. Whole foods are anything that is naturally occurring in nature. Meat, fish, vege-

tables, fruits, nuts, seeds, dairy, whole grains, etc. Eating these foods in their most whole forms will provide you the most nutritious and lowest calorie value there is. For example, a plain baked potato is a potato cooked in its whole form. French fries are potatoes that are cut into pieces and deep-fried in oils. This is where you lose the nutritional value and add in extra calories and processed oils which contribute to a myriad of health problems. Stick to the whole foods in their whole form.

Second, cook your food at home. This alone will not only save you money over eating out, but it will also provide more health benefits. These meals can often be quick and easy to pack and take with you to work. Several chicken breasts, when cooked in a crockpot, can lend several meals worth of shredded chicken that can easily be paired with rice and veggies or turned into a burrito bowl.

Third, prioritize your protein. Protein mainly comes from animal meats and is the macronutrient that has the most benefits. Protein works to maintain lean muscle, help build new muscle, helps to burn fat and also helps to keep you fuller, longer. Each meal you eat should have at least 30-40 grams of protein. For reference, this is roughly a fist-sized

portion of cooked chicken or beef. Once you have chosen your protein for your meal, add in some veggies and a starchy carbohydrate like rice, potatoes or pasta and you have yourself a balanced meal. If you can start with these three principles, I can guarantee you will immediately see improvement in your energy levels, your moods and your mental clarity. You may also start to come off the cholesterol and high blood pressure medications, too.

Small changes over time often lead to big results. Take control of your health and invest in yourself so you can thrive during your career, and retire happy and healthy too. 🌍

Monica Eaton is the owner/CEO of Five-0 Fierce and Fit which creates online nutrition and fitness programs designed to help female



first responders lose fat, gain strength and take back their confidence in 90 days because "your family depends on you to be fit for duty." Using her six-year Oklahoma law enforcement experience along with her 15-year background in fitness and nutrition she helps female first responders reach their full potential in life and career. Look her up on Instagram @five0.fierce.and.fit.



PLEASE STOP ASKING ME WHY WE CANNOT STOP CRIME... I TOLD YOU THINGS WOULD GET BAD

By Deon Joseph

People still keep asking me why I can't stop crime. I'm going to keep this in bullet point form so it is easy to digest. Before I do, let me preface it by stating I love my job. I want to crush crime. I want to keep you safe as well as thousands of officers in the way we know we are supposed to but...

- They turned serious crimes into non-serious crimes.
- People have politicized our job.
- They turned violent crimes into nonviolent crimes.
- They removed cash bail and created a revolving door for the criminal element.
- They put parolees on the backs of an already overburdened probation department.
- They defunded us, resulting in a decrease in units designed to combat certain crimes.
- Even if they refunded us, it would have minimal effect on crime, as the laws have no teeth and we won't be able to keep criminals off the streets no matter how many times we arrest them and the criminals know it.
- We have district attorneys who are public defenders and activists for criminals which created an emboldened criminal element.
- Our elected officials turned their backs on law enforcement officers (and don't even have the guts to admit they were wrong) while simultaneously tying their hands and as a result...
- Police morale is in the tank due to the above reasons and because we were used as pawns in a sick political game.
- Officers are retiring or moving to agencies where they are supported or just quitting which leads to...

- Slower response times as officers are forced to do more with less, which also leads to...
- Officer burnout
- Departments creating policies that hamstring proactive enforcement
- In many places, agencies are having trouble hiring anyone to do this job.
- Political leaders who still will not even provide moral support for men and women trying to keep people safe in the mess they made.

These are not excuses. This is our reality whether you want to believe it or not. There are thousands of us still out there protecting and serving. As I said, we want to give communities relief from the actions of criminals. We want to see the results of our labor when we take a criminal off the streets. Not for us, but for you.

This is why thousands of us come to work still, in spite of the hate and judgment we receive. We are hanging on by a thread just hoping for the pendulum to swing back so we can effectively do what we know is necessary to keep people safe.

Please don't send me another message asking me why. Send your next message to your elected officials.

God bless. Be safe. 🙏

Deon Joseph is a 26 year veteran of law enforcement in Southern California - 23 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.



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Monmouth County Sheriff's Office Veteran's Service Council Spearheads Respectful Flag Cremation Ceremony at Monmouth County Fire Academy

By Michael Ferraro, Cynthia Scott, and Ted Freeman

At the Jan. 26., 2022, meeting of the Monmouth County Sheriff's Office Veteran's Service Council, discussion was held on destruction of American flags that were worn out, frayed or have served their normal lifespans and could no longer be respectfully displayed. A review of online resources to determine the proper means to collect and honorably dispose of the flags led the Veteran's Service Council to Monmouth Council Boy Scouts of America and to Boy Scout Troop #66 in from the Aberdeen/Matawan community, who had previously conducted American flag disposal ceremonies.

As research revealed that the proper means to dispose of retired American flags is burning, a meeting was held with Monmouth County Fire Marshal Fred Migliaccio, and Monmouth County Fire Academy Director Anthony Avillo, to enlist the expertise of the fire service. Mon-

mouth County Sheriff Shaun Golden was the genesis for the entire program. With Sheriff Golden's support, an American Flag Drop Box was placed in front of the Sheriff's Public Safety Center in Freehold, NJ to collect the retired flags. In a relatively short period of time, over 300 flags were deposited in the drop box, 1100 flags collected by American Legion Post #346 in Neptune and over 400 additional flags from other groups.

With the flags collected, and veteran's groups such as Vietnam Veterans of America Chapter 12, Association of the United States Army (AUSA), American Legion Post #346, Neptune, Veterans of Foreign Wars Post #2639 in Neptune, and Post #1838 in Manasquan publicizing a flag retirement ceremony, the Monmouth County Fire Academy was selected as the location for the event.

Veterans Service Council Liaison Mike Ferraro met with Fire Marshal Migliaccio and Fire Academy Director Avillo at the Monmouth County Fire Academy to examine the proposed site of the ceremony at the Fire Academy. The Monmouth County Fire Academy was selected as the location because that location had the capability of providing a safe environment for a live fire evolution, a safe area for spectators as well as safe accessibility for the Boy Scouts to safely apply the flags to the fire. The area also proved large enough to provide adequate viewing as well as safe fire control. A 10-foot by 10-foot fire pit enclosure was created for the ceremony with adequate fire protection provided on-site. After the ceremony, the fire pit was moved to another location at the Fire Academy where it can also be used for fire department training as well as future scheduled flag retirement ceremonies.

At that meeting, the subject of the burning of nylon flags was discussed, as they would likely melt instead of burn. Fire Marshal Migliaccio had the knowledge and resources to create a safe location with a non-flammable structure with a metal base in which to burn the flags.

In the early evening of June 7, 2022, with a light rain falling, the Flag Retirement Ceremony began at the Monmouth County Fire Academy. The ceremony started with brief opening comments, a poem read by Scoutmaster Robert Kee of Troop #66 and the Pledge of Allegiance to the Flag recited by all in attendance. As the properly folded flags were placed in the fire by Boy Scout Troop #66 from Aberdeen/Matawan, Echo Taps was played by two buglers. The opening comments and ceremony took approximately thirty minutes with all 1500-plus flags respectfully burned. Following the ceremony, the Fire Marshal's Office collected the materials remaining and respectfully disposed of the remains of the flags.



The Monmouth County Sheriff's Office recognized the assistance of the Veterans Service Council, Boy Scout Troop #66 from Aberdeen/Matawan, Fire Marshal Fred Migliaccio and Fire Academy Director Anthony Avillo for their assistance in putting the ceremony together. Based on the large number of flags collected, it appears that these flag retirement ceremonies should occur quarterly with the next one held in September 2022 coordinated by Veterans Service Council Liaison Michael Ferraro.

Director Anthony Avillo of the Monmouth County Fire Academy, a division of the Monmouth County Sheriff's Office, said, "It is especially heartwarming to see the passion and dedication to our flag and our country displayed by these young Scouts. The Monmouth County Fire Academy is proud to be able to provide a venue for this

significant display of patriotism."



"The flags we retired from service served many purposes", said Sheriff Shaun Golden. "During their useful lifespans, they proudly hung from a flagpole in a front yard, were draped from a porch railing to show patriotism, rested on the coffin of a soldier who made the ultimate sacrifice for his or her country, or a veteran, who served in the United States Armed Forces that was called home by the Lord. This service, and those which will follow, will remind each of us that the American Flag remains the

symbol of freedom and democracy throughout the world."

The success of the program was ensured by the collaborative efforts of all divisions of the Monmouth County Sheriff's Office including the Veteran's Service Council, Monmouth County Fire Marshal's Office, Monmouth County Fire Academy, working in concert with veteran's groups such as Vietnam Veterans of America Chapter 12, Association of the United States Army (AUSA), American Legion Post #346, Neptune, Veterans of Foreign Wars Post #2639 in Neptune, and Post #1838 in Manasquan.

For additional information about respectfully, appropriately and with dignity properly disposing of retired American flags, please contact Monmouth County Sheriff's Office Veterans Service Council Liaison, Mike Ferraro, at mferraro@mcsonj.org.

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WHEN ALL HELL BREAKS LOOSE, THERE IS HOPE

By Chris Amos

For the sake of this article, I use the name Tom, not his actual name. Tom was a happy-go-lucky guy. Happily married, loved his job as a police lieutenant, a bit quirky. What else would you call a guy who was known to ride a moped to work... in uniform. Tom was liked by his peers, even more so he was respected, a rare combination in our line of work. I had gotten in to work early that day when my phone rang. A couple of minutes later I hung up, wondering out loud if I had actually heard what I thought I heard. Within about ten minutes the information I had hoped I misunderstood was confirmed. Tom had shot his wife, then himself, killing both.

We would call it a murder-suicide but it was much more than that. Tom, I would later learn, had been having night tremors and was on a toxic mix of prescribed medications in search of a good night's sleep. I believe, as well as many others, that Tom had a night tremor. He woke up enough to reach for his loaded 9mm pistol, shot his wife, and then having awakened fully and realized what he had done, he shot himself.

As Tom's co-worker, friend and as an ordained pastor, I was asked to officiate the funeral service for both.

As I look back on that tragedy, I am reminded of the act of grace shown by Tom's mother-in-law. I sat in the funeral home with her as she insisted on giving up her burial plot so that Tom and her daughter, his wife, could be buried side by side. This dear old woman knew what many in law enforcement did not. In a very real sense, Tom did not take his life and that of his wife, this job did. Tom worked Homicide and Forensics, two of the most demanding and demoralizing jobs in law enforcement. They can take away a person's ability to feel compassion, to empathize, to do something as simple as loving one's spouse or kids. Back in the day, to be a Homicide detective inevitably led to two places, divorce court and 2:00 a.m. poker games at the FOP.

Tom was the exception to that rule, as somehow, he managed to not just stay married, but his marriage flourished in ways that few do within the LEO family. He loved his wife dearly, as did she him with no underlying affairs, abuse, financial concerns or medical issues other than the night tremors Tom could not shake. Remember, as a murder-suicide this incident was investigated thoroughly in hopes of trying to find answers to this inexplicable tragedy.

As a department we were left dumbfounded by this incident. As a pastor I understood all too well the price demanded of one's soul by a job that provided front-row seats to the demonic carnage unleashed on society by a very real devil. Satan hates every person ever born, because we have all been born in the image of God. Satan hates cops even more. Why? Because these men and women have raised their hands to answer God's call to serve as agents of His vengeance against lawlessness and those who prey on the weak, the disadvantaged, the helpless. Satan despises cops.

Friends, I do not have the words to adequately express the hatred Satan has for you. He hates you and as a law enforcement officer, he hates everything you stand for. He would love to entice you down the road of compromise, corruption and abuse. If that doesn't work, he has the patience and resources to give you the vices necessary to lead to your own self-destruction. And if by doing so he can end your marriage and inflict unseen damage and injury on your children, all the better. And ultimately, if he can overwhelm you with so much anger, bitterness, hatred, hopelessness and despair that you hold a gun to the side

of your head and pull the trigger, he in a very warped, perverted and sadistic way celebrates. He wants nothing more than to add you to his masterpiece of death and destruction he has been creating since time began.

Friends, I speak as one who, having fallen into a pit of despair and self-hatred, decided to take my life. My wife of two years and infant son deserved better, much better I reasoned as I held my .38 revolver to the side of my head. I watched my reflection intently in a mirror as the hammer moved slightly. Within less than an inch from death, I suddenly heard three words that saved my life, "There is hope."

There IS hope my friends, my Brothers and Sisters in Blue. Sure, Satan has made, and continues to make, the lives of many cops a living hell, but I have news for you ... and him. Satan is a defeated foe. He has not the power, strength or legal authority to rob you of your own life. He can be overcome, and through Jesus Christ we can become overcomers. Overcomers of Satan and the many influences and allies he employs to bring us down. From the anti-cop, demonize and defund air bags, to the criminal-embracing district and commonwealth's attorneys around the country. These people can make an impossible job that much more difficult, but they do not have the power or authority to defeat us.

In Jesus Christ we are more than conquerors. We might lose a battle or two, but the outcome of the war was decided 2,000 years ago with the death, burial and resurrection of Jesus Christ! He conquered sin, death, the grave and any need or desire, great or small, for you or me to take our own lives. The truth is, there is still good in this world, causes worth fighting for. And you play a central role in this battle between good and evil, light and darkness, life and death; and for that reason you are feared by the enemy far more than you will ever

know.

Friends, there is hope, peace, joy and life in Jesus Christ. He and He alone can evict those small voices of condemnation, shame, guilt and despair that seek to take up residence in our minds. Jesus is the light that pierces the darkness of the soul. If you have entertained the thought of suicide please, please reach out for help. Every department



has an EAP. These are much needed to provide the temporary bandaid that can get you through the night. Jesus Christ has the mental, emotional, physical, and spiritual healing that will lead you through the valley of the shadow of suicide and back to the sunlight of life, peace, hope and joy for all eternity. Give Him a chance, "THERE IS HOPE!"

See you at that finish line my friend. 🌐

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 over 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

*Police Officer
Brandon Tsai*



On November 14, 2022 Grand Prairie (Texas) Police Officer Brandon Tsai attempted to pull over a silver Chevy Malibu for displaying a fraudulent temporary tag. The same paper tag was known to have been captured on at least 200 other vehicles in the Dallas/Ft. Worth area. The car took off with Officer Tsai and another unit engaged in pursuit. During the chase, the suspect's vehicle made an abrupt stop to turn and his patrol car clipped the rear of the police car in front of him. The impact caused Officer Tsai's vehicle to veer off and collide into a utility pole. The badly injured officer was pulled from the wreck and was rushed to the hospital where he succumbed to his injuries. The driver of the vehicle that originally had fled from the officers was later apprehended.

Officer Brandon Tsai had been with the Grand Prairie Police Department for just short of a year. Prior to his time in Texas, Officer Tsai proudly served the Los Angeles Police Department for five years where he worked patrol in the Mission and West Valley Divisions. He was 32-years old. 🌍



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