



# 2024 National Annual Training Conference

## Sessions and Speakers

### Keynote Presentations

#### Executive Remarks and Update from the FBI Leadership

Executive Leadership Speaker to be announced

#### Warrior Mindset

**Nick Lavery**, Active-Duty Green Beret, United States Army Special Forces; Founder and CEO of Precision Components; Best-selling Author of *Objective Secure: the Battle-Tested Guide to Goal Achievement*

Using the Warrior Ethos as a framework, this presentation provides real world examples and a battle tested methodology to enable users to unlock resilience capacity and increase performance capability.

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*Nick Lavery, born and raised in Massachusetts, is an active-duty Green Beret within The United States Army Special Forces. The Green Berets perform critical missions including direct action, counterinsurgency, foreign internal defense, special reconnaissance, and unconventional warfare. Nick is currently serving as a Special Forces Chief Warrant Officer and is widely recognized as an experienced subject matter expert in special operations, intelligence fusion, mission planning, and complex problem solving across all operational continuums. He is also the first amputee in military history to complete the Special Forces Warrant Officer Technical and Tactical Certification course, the Special Operations Combatives Program Instructor course, and the Special Forces Combat Diver Qualification course.*

*In 2013, while deployed to Afghanistan, he and his Detachment fell victim to an insider attack ultimately resulting in the amputation of his leg. Following a year of surgeries and initial recovery including the use of a prosthetic at Walter Reed National Medical Military Center, he returned to his unit. Refusing a military medical retirement, Nick set his sights on returning to operational status. In 2015, at the conclusion of a challenging, comprehensive assessment designed to evaluate Nick's abilities to operate, he returned to his Detachment and was subsequently deployed once again to Afghanistan conducting full spectrum combat operations.*

*Nick's awards include the Silver Star, three Purple Hearts, three Bronze Stars, Bronze Star with "V" for valor, Defense Meritorious Service Medal, two Meritorious Service Medals, Joint Service Commendation Medal, Joint Service Achievement Medal, two Army Commendation Medals, Army Achievement Medal, the OSS Society Peter Ortiz Award, the Bruce Price Leadership Award, and the Special Operations Command Excalibur Award. Nick is the founder and CEO of Precision Components LLC where he and Team MACHINE train, advise, enable, and inspire organizations and individuals to unlock capacity and increase capability. He is also the best-selling author of *Objective Secure—the battle-tested guide to goal achievement*. Nick is a warrior, leader, teammate, and most importantly a proud husband and father of two young boys. He enjoys reading, writing, lifting weights, Brazilian Jiu Jitsu, and shooting. Most significantly however, he enjoys building forts, Legos, getting dirty, drawing, and reading with his sons and traveling, eating dinner, and watching movies with his wife.*

## Bulletproofing Your Heart

**Dr. Benjamin Stone**, PhD, CEO, Sigma Tactical Wellness

There is absolutely no question that the number one killer of active and retired law enforcement officers and fire fighters is heart disease. The average age of a police officer who suffers a heart attack is 46, and the life expectancy of men and women in uniform is more than 22 years less than the general population. Published data shows that, between the ages of 55 and 60, the chance of a civilian dying from a heart attack is 1.6%. However, within populations of police officers and fire fighters, it is 56%. Join Dr. Stone for an in-depth overview of the early detection model, specific to public safety, that he and his team are creating in an effort permanently change these shocking statistics.



*Upon graduation from the University of Arkansas, **Dr. Benjamin Stone** attended Exeter College of Oxford University. At Oxford, Dr. Stone developed a keen interest in cardiovascular physiology. He completed his PhD and related coursework for his medical doctorate and also coordinated research at the British Olympic Medical Institute, Oxford Nutraceuticals Group, and Cambridge University. Dr. Stone served as Assistant Professor of Exercise Physiology at the University of Central Arkansas, Sr. Tutor at Oxford University, and designed curriculums for the University of Arkansas for Medical Sciences.*

## Use of Force Concepts and Analysis for Police Leaders: You Can't Manage What You Don't Measure

**Kevin Dillon**, Principal, KFD Training and Consultation LLC

Use of force analysis, investigation and training is a complex continually evolving issue. This training session is designed for Police Leaders who review, report, instruct, or investigate police use of force incidents. The training will examine the most recent and up to date issues that specifically impact command level, training units, front line supervisors and internal affairs investigators concerning police use of force incidents. This workshop discusses curriculum design, use of force reporting, tracking and trending or investigating incidents involving police use of force encounters.



***Lieutenant Kevin Dillon (Ret)** is a twenty-five year veteran law enforcement officer, retired from the CT, a National Academy graduate of the F.B.I. session 223, (Fall 2005) and is certified by the Force Science Institute for Analysis of Use of Force Incidents and certified by the Institute of Prevention of In-Custody Deaths for Use of force and Agitated States. Lieutenant Dillon is also a certified Litigation Specialist with A.E.L.E. Americans for Effective Law Enforcement.*

*Lieutenant Dillon is the developer of two nationally recognized programs taught throughout the United States. The LOCKUP Arrest and Control System (developed in 2000) and LEADS Law Enforcement Active De-escalation Strategies (developed in 2007). The training programs received The FBI National Academy Associates - 2022 Science and Innovation Award. The L.O.C.K.U.P. training differentiated itself from other Defensive tactics programs being instructed throughout the country. L.O.C.K.U.P. is not a technique-based training system but the emphasis is on the actual collection of data on the use of force incidents, and detailed reporting to determine the effectiveness and needs assessments of the officers on the street.*

## Fortifying First Responder Marriages Through Resilience

**Doug Monda**, Founder, Survive First

**Karen Monda**, Executive Director, Survive First

In Fortifying First Responder Marriages Through Resilience, attendees gain practical solutions to common challenges faced by first responder couples. This training addresses issues like communication breakdowns, stress-induced strain, and unpredictable schedules, offering actionable strategies to enhance relationship resilience. Attendees will benefit significantly, acquiring tangible tools and insights to strengthen their marriages within the unique context of first responder professions. The presenters' expertise is rooted in addressing mental health and relationship challenges within the first responder community, ensuring an understanding of the specific issues affecting these marriages. With extensive experience in delivering engaging and informative presentations, the presenters combine subject matter expertise from real-life experience with effective communication skills, inspiring positive change in participants' lives. This training synthesizes professional knowledge and personal insights for a distinctive and valuable learning experience.



**Doug Monda**, a retired narcotics agent and Founder of Survive First, and his wife Karen Monda, Executive Director of Survive First, synergies their expertise in mental health and suicide prevention for first responders. Doug's career in law enforcement and the cumulative trauma experienced led him down a destructive path, ultimately leading to an attempted suicide in 2013. After working toward recovery, together, he and his wife co-founded Survive First, a non-profit dedicated to fostering the mental well-being of first responders, in 2018.



**Karen Monda**, Executive Director of Survive First and her husband, Doug Monda, a retired narcotics agent and Founder of Survive First, synergies their expertise in mental health and suicide prevention for first responders. Doug and Karen exemplify resilience in their marriage, navigating the intricacies of stress and trauma. Their joint journey is a testament not only to their commitment to the mental health of first responders but also to the strength of a resilient partnership in overcoming life's challenges. This dynamic couple brings a wealth of experience and empathy to their mission as authentic and trustworthy advocates for mental health within the first responder community. Their collective efforts underscore a profound dedication to the well-being and resilience of those who serve on the front lines, as well as their families.

## Chasing High Performance and Resiliency

**E.J. O'Malley**, Instructor, Physical Training Unit, FBI

This lecture will be laser focused on the health of our LEO's that money can't buy. What we inherit loads the gun. Our choices determine our path. We will dive deep into the physical, mental, and technical arenas. No finish line. We only expect relentless competitive effort and are always under construction!



**E.J. O'Malley** is in his 19<sup>th</sup> year as a Health and Fitness Instructor at the FBI Academy in Quantico, VA. He earned his B.S. from Lock Haven University of Pennsylvania and M.S. from Virginia Commonwealth University. He holds the CSCS certification from the National Strength and Conditioning Association.

## Breakout Presentations

### Reputational Crisis Leadership: Prevention Strategies to Response

**Julie Parker**, CEO, Julie Parker Communications

**Christopher Mannino**, Vice President, Julie Parker Communications; Chief (Ret), Park Forest Police Department (IL); FBINA Graduate - Session 237

In a climate where local law enforcement challenges can swiftly gain global attention, Reputational Crisis Leadership: Prevention Strategies to Response is specifically crafted for senior law enforcement leaders by a retired chief of police and a former Emmy award-winning TV news reporter and anchor and PIO for two major police departments. This training sharpens crucial skills in preventing, mitigating, and managing reputational crises. Through real-world examples, this engaging training underscores leaders' pivotal role in crisis prevention by addressing internal culture, policy, and practice, along with maintaining public trust through effective communication during crises. From proactively shaping the police department's culture to mastering internal communications and public messaging, this training equips leaders with a diverse toolkit. Participants will depart armed with effective strategies to avert negative spotlights and respond adeptly when challenges arise, helping to better safeguard law enforcement's reputation in the court of public opinion.



***Julie Parker**, an Emmy award-winning former TV news reporter and anchor, served as media relations director for major police departments and senior media advisor for the International Association of Chiefs of Police. With 20 years of experience, she founded a communications consultancy in 2014, guiding diverse organizations. Notably, Julie directed public information strategy for a county government during the COVID-19 pandemic and led communications strategy for the U.S. Capitol Police post-January 6th. In her 13-year career in Washington, DC, she anchored for ABC7 News, covered 9/11 and the "Beltway Sniper" crisis, and reported from the Oscars. Julie also co-hosted a sports talk radio show and worked at C-SPAN. For seven years, she directed media relations for Fairfax County and Prince George's County Police Departments. A University of Maryland graduate, Julie contributes to the Center for Homeland Defense and Security and speaks at law enforcement conferences across the country.*



***Christopher Mannino** retired as chief of police from a Chicago-area police department with 25 years of service in 2022. Earning a Master's Degree in Political and Justice Studies where his education focused on communications topics, he put theory into practice throughout his law enforcement career, messaging as the face and voice of his agency through crises and critical incidents, including officer-involved shootings, serious crimes, a pandemic, protests and civil unrest, and other major incidents. He credits attending the FBI National Academy in 2009, where his studies focused on communication, as his inspiration for revolutionizing his agency's approach to public communication early on. Doing so earned the police department an outsized reputation for their social media outreach and media relations efforts in a major news market. Today he is Vice President of Julie Parker Communications, providing consulting and training on communications issues to law enforcement agencies across the country.*

### "I Hate Your Job"- Managing Marriage and a Law Enforcement Career

**Chief Paul LeBaron**, Hermosa Beach Police Department (CA); FBINA Graduate - Session 261

**Rachelle Zemlok**, PsyD, Psychologist, Cordico/Lexipol

The state of an officer's most intimate relationship can either strengthen or weaken their personal resilience. When officers have a healthy and supportive relationship, it equips them and their partner with the ability to better navigate the stressors and traumas that are intrinsic to their high-stress career. This workshop is designed to confront and tackle the unique challenges that police officers face in their intimate relationships, due to the nature of their careers. The workshop will combine clinical insights from a psychologist and first responder spouse specializing in law enforcement marriages and practical, real-life experiences from a chief of police. This

dual perspective provides many insights into why law enforcement officers frequently face a set of common difficulties when it comes to their marriages. It will also delve into very specific and effective strategies that officers and their spouses can immediately utilize that are grounded in empirical evidence.



**Paul LeBaron** is a 30 year veteran of law enforcement, serving 27 years with the Long Beach Police Department and currently serving as Chief of Police in Hermosa Beach, California. Paul has been married to his wife 30 years and they have 3 adult children. Paul's career includes assignments in patrol, undercover Narcotics, Internal Affairs, Vice Squad, Public Information Officer, and numerous management ranks that required 24/7 on call responses. Paul is a graduate of FBI National Academy Class #261, Sherman Block Leadership Institute Class #177 and holds a Graduate Certificate in Criminal Justice from the University of Virginia. Paul is a faculty member at his alma matter, CSU Long Beach, where he teaches in the Criminal Justice Department. He sits on the California Police Chief's Organizational Wellness Committee and has made employee wellness a top priority in his life and organization.



**Dr. Rachelle Zemlok** is a licensed clinical psychologist in the State of California and specializes in supporting and educating law enforcement families. She is the Strategic Wellness Director at Lexipol & Cordico. Her role there supports the content related to law enforcement mental health and wellness, with a special focus on supporting the spouse and family directly. Dr. Zemlok lives the first responder family life by being married to a fire captain and is also the sister to three retired law enforcement officers. Prior to joining Lexipol, she founded First Responder Family Psychology which provides culturally competent therapy to first responders and their family members. She also educates law enforcement families through social media, events, blogs, videos, podcasts, and publications including her dissertation, "The Impacts of Police Work on Law Enforcement Families" and "The Firefighter Family Academy: A Guide to Educate and Prepare Spouses for the Career Ahead." She earned a doctorate degree in 2013 from Alliant International University in San Francisco.

## Caught on Camera: Viral Video Survival

**Philip Rizzo**, Captain (Ret), J. Harris Academy of Police Training (NJ)

We spend hours drilling officers on defensive tactics, firearms, use of force and more. All of these areas are vital to ensuring officer survival. However, are you preparing them for the encounter that can go viral on social media and potentially end their career and destroy the agency's reputation? Now more than ever, communicating effectively with the public is an essential function of law enforcement. Every encounter has the potential to end up on social media. Today, EVERY officer and member of the professional staff is a PIO. Words said in the heat of the moment can destroy an officer's career and affect the department's image, brand and reputation. It is time to prepare our personnel for the inevitable and ensure success in this critical element of public engagement.



**Captain Philip J. Rizzo** retired from the Franklin Township Police Department in Somerset, NJ after 27 years of law enforcement experience. He served in numerous areas of the department including Patrol, Communications, Community Affairs, Special Investigations, and Professional Services. He ended his career as the commander of the Professional Standards Bureau that was responsible for Internal Affairs, Accreditation and Training. He also served as the Department's Public Information Officer for 20 years and four terms as the Deputy Coordinator of Emergency Management. Currently, Phil is the Vice President of the J. Harris Academy of Police Training.

## Financial Resiliency-Wellness and Resources

**Judy Pollard**, Business Development Manager and Certified Credit Union Financial Counselor, Justice Federal Credit Union

We understand that today's law enforcement is more complex than ever before. We realize that you are facing a growing array of challenges, opportunities, and threats in your day-to-day operations. This stress can also be compounded by one of the biggest stressors in our personal lives today: financial uncertainty. Just as your mental and physical wellness on the job is important, financial wellness is equally important. Participants will learn: How True Wellness Changes Lives, Addressing Uncertainty Understanding differences between Financial Literacy, Financial Wellness and Financial Resiliency The Importance of the Pause Increasing Your Financial Resiliency Reducing or Eliminating Debt Empowering Yourself Resources and Real Stories Summary.



***Judy Pollard** has worked in the finance industry for over 32 years, mainly in the areas of Collections, Underwriting, Bankruptcy, and Training and Development and earned her Bachelor of Science degree in Business Management from Western Governors' University in 2011.*

*As Business Development Officer for Justice Federal Credit Union, Judy has had the pleasure of cultivating new members and strong partner relationships within the Justice and Law Enforcement community.*

*Judy embodies the Credit Union philosophy of "People helping People." As a certified Financial Counselor, she is passionate about helping Members align the financial products and services they need to establish a degree of financial stability to lead a more enjoyable life, and work towards achieving their future goals.*

## Law Enforcement Medicine: An Evidence Based Expansion of Tactical Medicine

**Dr. Dominique Wong**, Emergency Physician, Cabell Huntington Hospital

Law enforcement is a dangerous profession with medical concerns for both officers and the public they serve. Dr Wong will expand beyond tactical medicine to provide evidence-based medical insight into the leading causes of preventable law enforcement death, discuss common medical concerns of law enforcement and address medical issues encountered during law enforcement interactions with the public. She will provide practical ways agencies can address these concerns to save lives and foster positive community relations.



***Dr. Wong** has over two decades of experience as an emergency physician. She has expertise in law enforcement, event, and disaster medicine. She has successfully directed mass-gathering events including large, international, events in austere environments like the World Scout Jamboree, and was medical director and team member of a special operations tactical team. She regularly trains law enforcement on the local, county, state, and federal levels in high-threat medical response and other law enforcement medical concerns. Dr. Wong has worked in various leadership roles in the American College of Emergency Physicians Tactical and Law Enforcement Section including Secretary and Newsletter Editor. Her interest in homeland security has led her to complete the Naval Postgraduate School, Center for Homeland Defense and Security, Executive Leaders Program. She was subsequently asked to co-facilitate this graduate-level program for senior leaders.*

## Preparing for the Unpredictable: Communicating in Crisis

**Gail Pennybacker**, Instructor of Communications, Leadership Education Unit, FBI Academy, Quantico

**Ken White**, Instructor, Leadership Education Unit, FBI Academy, Quantico

*Brought to you with support of the **FBI National Academy***

It's the event you hoped would never happen and now it has. The world is watching and ready to hang on your every word. There's so much at stake but how can anyone really be prepared to communicate in a critical criminal case? FBI Instructors, Ken White and Gail Pennybacker have spent more than a decade researching mass casualty and law enforcement crisis. Their findings provide a solid foundation upon which to build a communication strategy in a news conference.



**Gail Pennybacker** is a communications instructor for the FBI. She researches, develops and teaches communication strategies for the FBI and law enforcement executives from around the world. As adjunct faculty for the University of Virginia, she instructs graduate courses at the FBI National Academy.

Ms. Pennybacker joined the Bureau in 2013 after a 30-year career as a television news reporter and anchor, primarily in Washington, DC. She reported on five US Presidents, political scandals, notorious spy cases and serial killers as she covered thousands of high-profile news stories including disasters both natural and man-made. Ms. Pennybacker reported from the scene of the Columbine massacre, the terrorist attacks at the Pentagon on September 11, 2001, and the DC Sniper shootings. She was among the first journalists to broadcast from the Persian Gulf during Operation Enduring Freedom. Along with multiple Emmy, Associated Press and National Edward R. Murrow awards, Ms. Pennybacker is the recipient of the prestigious Quill and Badge Award from the International Union of Police Associations. She was honored by the U.S. House of Representatives for "distinguished service" during her journalism career.

Ms. Pennybacker graduated from Kansas State University with a bachelor's degree in journalism. She has a master's degree in criminal justice from Boston University. Ms. Pennybacker earned a master's certificate in Adult and Organizational Learning from Northeastern University and a Higher Education Teaching certificate from Harvard University. She is a recipient of the Jefferson Award for Innovation in Instruction from the University of Virginia.



**Ken White's** experience as a crisis communications advisor and strategist for the Department of Defense, U.S. Intelligence Community, and federal law enforcement spans more than 35 years. Ken came to the FBI after a 20-year career as a Marine Corps public affairs officer in assignments ranging from the Pentagon to embarked public affairs operations at sea and ashore in both contingency and combat operations. His post-military civil service career includes positions as the senior media advisor to the director, National Security Agency/Central Security Service (NSA/CSS), chief of media relations for the National Geospatial Intelligence Agency (NGA), and the chief of public affairs for all U.S. Army installations in Europe.

As an FBI Master Instructor, he teaches University of Virginia-certified graduate courses in communication at the FBI National Academy. He also conducts executive communication training all FBI Special Agents-in-Charge and subordinate echelons of supervisors, as well as all public affairs representatives of the FBI. He also instructs state, local, federal and international law enforcement partner agencies and executives at FBI Command Colleges, Law Enforcement Executive Development Seminars, Regional National Academy Retraining Sessions, and at the FBI's National Executive Institute.

Ken holds a master's degree in communication from the University of Oklahoma, a bachelor's degree in mass communication from the University of New Hampshire, a graduate teaching certificate from Harvard University, and a graduate certificate in adult and organizational learning from Northeastern University. Ken is a distinguished graduate of the Naval War College, and the recipient of numerous meritorious civil

*service and military awards and decorations. He is also a graduate of the Defense Information School's public affairs qualification, intermediate public affairs, joint public affairs and senior public affairs courses.*

## **Balancing the Badge to Make a Difference; What Every Law Enforcement Professional Should Know about Managing Money and Life**

**Lieutenant Jim Kalinowski**, Houston Police Department (TX); FBINA Graduate - Session 176

Departments across the country train police officers through academy training and years of in-service schools to perform their police duties; however, they do not de-program employees for retirement. The training is about preparing attendees for retirement both financially and emotionally. The training is about transforming law enforcement personnel to embrace the concept of Balancing the Badge because a purpose driven retirement is critical for law enforcement survival. Provide tools to balance achieving financial and life wealth including discussions on social security, Medicare, investments and estate planning. Demonstrate that building a life portfolio is as important as building a financial portfolio. Provide attendees options of how to test drive retirement plans by developing ideas before actually retiring. Provide case studies to estimate how much money may be needed to retire and how long funds may last. Provide wellness solutions to retirees who have suffered setbacks including depression, addictions, and marital issues.



*Jim Kalinowski was born in Cheektowaga, NY and graduated from Brockport State University with bachelor's degrees in both Criminal Justice and Political Science. He earned a master's degree in management from Sam Houston State University and has been an independent financial advisor since 1997.*

*Jim is a lieutenant with Houston PD for 41 years and graduate of FBI NA (176th). He passionately believes money and life balance will assist individuals preparing to retire with purpose.*

*Jim is the author of the book Balancing the Badge to Make a Difference; what every law enforcement professional should know about managing money and life. Jim has conducted financial and life planning classes, as well as speaking engagements to 1000+ participants across the US, including: FBINAA training Conferences in Orlando, Florida and Cleveland, Ohio. Mid-Atlantic Association of Women in Law Enforcement, Lenexa Police Department and FBINAA state conferences in Texas and Alaska.*

## **Emerging Technologies in Law Enforcement**

**Jason Mitchell**, Associate Director, Frontline Crisis Response

**Matt Brungardt**, Senior Manager, Frontline Crisis Response

**Chris Sanders**, Senior Manager, Frontline Crisis Response

There are specific use cases like traffic investigation, search and rescue and others that require First Responders to use different solutions that provide enhanced and improved situation awareness. During this presentation, the Verizon Frontline team will showcase specific use cases, benefits and capabilities that Team Awareness Kit (TAK) and drones have to offer in helping the First Responder community perform their daily job functions effectively and efficiently. The use of Drone technology is becoming increasingly common among Law Enforcement and First Responders to assist in their day to day responses. Protecting and serving has always been challenging and that's still true today. That's why law enforcement agencies around the country are investing in Drone solutions to assist their personnel in the situations in which they most frequently engage.





**Jason Mitchell** leads the Verizon Frontline Crisis Response Team - East. During times of crisis and large events his team deploys mission critical communication assets to public safety agencies, emergency operation centers, and Department of Defense units. He also is charged with leading the Frontline Crisis Response Team Logistics organization and Frontline Innovation Program team. While at Verizon, he has also supported government support teams with data products and instituted advanced data solutions for local/state/federal clients. Before entering the Telecommunications industry, Jason served as a Police Officer in the state of Indiana and he currently resides just outside of Indianapolis.



**Matthew Brungardt** is the Crisis Response Manager for Kansas, Missouri, Iowa, Nebraska, and South Dakota. He's been in the technology industry for over 15 years and has been with Verizon since 2015. He started with the Verizon Connect team focused in Public Safety, and has supported public sector customers in various roles. He spent 3 years volunteering for a local Kansas City kids group home helping stand up and maintain their network. Matt's family is actively involved in foster care and cheering on the Kansas City Chiefs! He currently resides in Kansas City.



**Chris Sanders** is a member of the Verizon Frontline team as the Crisis Response Manager for Georgia and Alabama. He brings over 15 years of experience in aviation, operations management, emergency response and safety management, including ten years of active duty service in the Army as a tactical air traffic controller and Airspace Manager. Chris has a BS in unmanned systems science from Embry-Riddle Aeronautical University and a MS in Geographical Information Science from the University of Southern California. He has his private pilot's license with over 100 flight hours, and a part 107 certificate with over 250 flight hours. Chris lives in Cartersville, GA with his wife Jessica and has one daughter, Lauren, and a new son, Christopher, born in May 2021.

## Leading Through Crisis

**George Piro**, CEO, Piro Global Services

Effective leadership is the ability to create a vision for a desired outcome, while inspiring others to maximize workforce results. Great leaders not only know their people but help them reach their potential. A key element for success is creating a positive environment that brings the best out of the workforce. At some point every law enforcement leader will face crisis from active shooter, officer involved shooting, to a terrorist attack. Regardless of the circumstances, a crisis is a time of intense difficulty, stress, and complexity. There will be no one perfect way to remedy the problem, no easy path toward recovery. In the face of a crisis, quick action can keep a crisis from escalating into a disaster. This training will focus the importance of a well-developed plan, how to maintain effective communication while leading with compassion, and the management of the post crisis internally and externally.



**George Piro** is an internationally renowned speaker, presenter, and instructor. Mr. Piro is a retired Senior Executive with over 30 years in federal and local law enforcement. A proven, highly accomplished leader who has demonstrated wide array of distinct capabilities leading major crises, complex criminal and national security investigations, and large-scale events. As the Special Agent in Charge of Miami, the FBI's fourth largest field office, Mr. Piro was responsible for overseeing FBI Miami's counterterrorism, criminal, Cyber, and counterintelligence programs while simultaneously providing leadership to the office's 900 plus employees. Over the duration of his extensive career, Mr. Piro held a variety of leadership positions, and has deployed throughout the world. Most notably, Mr. Piro was selected as the team leader and interrogator for the FBI team responsible for the interrogation of Saddam Hussein.

## Sensory Awareness Training for Law Enforcement

**Chief Brad Flynn**, Helena Police Department (AL); FBINA Graduate - Session 245

One in five individuals in the US have some type of sensory issue, whether it be autism, PTSD, early onset dementia, or other psychological challenges. I am also the father of son with a very rare genetic disorder and Autism, and know very well what challenges sensory needs individuals face daily. From the inability to verbally communicate with first responders, to the fact that things such as emergency lights, loud radios and sirens, and even the smell of vehicle exhaust can cause them to have a sensory overload and make the interaction with the individual that much more difficult to resolve. The goal of this is to create a safer world not only just for my son, but for all of those living with these invisible disabilities. With KultureCity, we have developed a program for first responders that has already been key in saving lives across the country, including one by my own agency less than a week after we completed our training. I would like to share this training and my personal and professional experiences with my fellow FBINAA members in the hopes of raising awareness and ensuring the safety of our most vulnerable citizens.



***Brad Flynn** currently serves as the Chief of Police for the Helena, Alabama Police Department, where he has served for 29 years. Chief Flynn has worked his way through the ranks that included assignments in Patrol, Criminal Investigations, Traffic Homicide, SWAT, Training Coordinator and Patrol Commander. Chief Flynn is also an experienced instructor in several disciplines, including Active Shooter Response, Counter Terrorism and Hazardous Materials Response for Law Enforcement. Chief Flynn conducts training programs around the country through the Academy of Counter Terrorist Education at Louisiana State University. Chief Flynn also serves as a training liaison and advocate for KultureCity, the largest sensory awareness and inclusion nonprofit organization in the country.*

*Chief Flynn is an experienced public speaker and is a member of the FBINAA Speakers Bureau. Chief Flynn speaks regularly on his mission to educate the country on the need for sensory training for all law enforcement. Chief Flynn has had the honor of speaking at numerous local and county law enforcement events, several FBI National Academy Association conferences, the FBI National Academy National Conference in 2022 in Cleveland, Ohio, as well as Major League Baseball over the past few years. He graduated with a BS from the University of Alabama-Birmingham and is a graduate of the 245th session of the FBINA.*

## Empathy and Action: Unraveling the Tragedy of the Mass Shooting in Farmington, New Mexico - May 15, 2023

**Deputy Chief Kyle Dowdy**, Farmington Police Department (NM); FBINA Graduate - Session 273

**Chief Steve Hebbe**, Farmington Police Department (NM)

This training will cover the mass shooting in Farmington, New Mexico by an 18-year-old high school senior. During a presentation on the mass shooting in Farmington, New Mexico, on May 15, 2023, it will address a range of topics to provide valuable insights and promote meaningful discussions on the issue of mass shootings and the hidden injuries to the officers, their families, and the Department. Key points included are 1) Understanding the Tragedy; 2) The Role of Law Enforcement in Society, 3) Law Enforcement Training, 4) Community Engagement; 5) Mental Health and Prevention, 6) Collaboration and Preparedness, 7) Support for Victims and Survivors and 8) Moving Forward.



**Kyle Dowdy** is a Deputy Chief at the Farmington New Mexico Police Department. He has a Master's Degree in Criminal Justice and Graduate Certificates in History and Criminal Justice Education. He is an adjunct professor in history at his local community college and is a graduate of Northwestern's Center for Public Safety School of Police Staff and Command as well as The FBI National Academy. He belongs to many organizations and affiliations such International Associations Chiefs of Police (IACP), FBI National Academy Associates (FBINAA); National Fraternal Order of Police, the National Tactical Officers Associations (NTOA), the American Association of Police Polygraphists (AAPP) and the American Polygraph Association (APA).



**Chief Hebbe** is originally from the Milwaukee, WI area. He attended the University of Wisconsin-Whitewater and earned a BBA in Finance and a BSE-Secondary Education, History. Following college, he moved to Alaska and began his law enforcement career at the Anchorage Police Department in 1990. During his tenure with APD, Hebbe served in various divisions including Patrol, Vice Unit, Drug Enforcement Unit and Internal Affairs. He retired from APD in 2014 at the rank of deputy chief before starting his current position at FPD. Chief Steve Hebbe has been with the Farmington Police Department since March 2014. He has been Chief for nine years and is the president of the New Mexico Association of Chiefs of Police (this being his second time holding the position).

## Prove It! The Future of Synthetic Media (AI) Detection in Justice and Public Safety

**Trey Amick**, Director, Technical Marketing and Forensic Consultants, Magnet Forensics

**Steve Gemperle**, Forensic Consultant, Magnet Forensics

**Brandon Epstein**, Chief Forensic Officer, Medex Forensics

Tom Cruise performing magic tricks on TikTok, the Pope wearing Balenciaga, foreign leaders declaring acts of war ... the prevalence of high-quality synthetic media online has brought a new age of disinformation and distrust to society. While a distinct concern, how does this relate to evidence admissibility in criminal investigations and legal proceedings? What is the true threat to public safety? This training will address the real concerns with synthetic media as it pertains to law enforcement and forensic examiners who have to authenticate evidence for court. The training will address not only the detection of synthetic or altered media but methods to prove when video files are real. Reliable, explainable, and repeatable techniques for the examination and authentication of video evidence will be introduced. The training will also discuss how to deploy these techniques at scale and integrated into an overall digital forensic examination.



**Trey Amick** is a forensics investigator with a background in both law enforcement and corporate investigations. As a detective with the Rock Hill Police Department in South Carolina, Trey was sworn as a Special Deputy United States Marshal and supported the US Secret Service Electronic Crimes Task Force. Previously, he served in roles in both Patrol and Professional Standards. Most recently, as a corporate investigator, Trey managed the Enterprise Cyber Education and Awareness Team at Capital One, where he also served as part of the Cyber Technical Investigations Team. Trey is currently the Director of the Forensic Consultants at Magnet Forensics, where he assists in the development of Magnet AXIOM and AXIOM Cyber and provides skilled support to customers with his combined knowledge of Magnet's tools and digital forensics.



**Steve Gemperle** was a Senior Special Agent with the United States Secret Service who specializes in cyber-crime. Steve joined the US Secret Service in 1999 and served with the US Secret Service until retiring in 2021. For the last decade of his career with the Secret Service he focused on computer crimes and served as Lab Director for the US Secret Service Southwest Regional Computer Forensic Lab. Steve has completed over 1900 forensic exams and 150 network intrusion investigations while working for the Secret Service, and has been recognized as one of the US Secret Service's top network intrusion investigators. After retirement, Steve joined Magnet Forensics as a Forensic Consultant.



**Brandon Epstein** is the Chief Forensic Officer at Medex Forensics and has been a digital forensic examiner since 2014. Brandon holds a Master of Science degree in Recording Arts – Emphasis Media Forensics as well as numerous digital forensic certifications. He is the chair of the Scientific Working Group on Digital Evidence and is a member of the IAI's Forensic Video Certification board, IACP Cybercrime and Digital Evidence committee, the American Academy of Forensic Science, and the NIST/OSAC Video/Imaging Technology and Analysis Subcommittee. Brandon is an adjunct professor in the New Jersey Institute of Technology's Forensic Science Program and regularly provides digital forensic instruction to local, state, and federal law enforcement officers nationwide and internationally.

## FBI National Academy Update

Brought to you with support of the **FBINAA** and **FBI National Academy**

**Jeff McCormick**, Executive Director, FBI National Academy Associates (FBINAA)

**Executive Leadership**, National Academy Unit, FBI

This training will highlight the present state and the future directions of the FBI National Academy Program. Discussion of recent achievements as well as expected near- and long-term directions of the National Academy Program will be shared and discussed. These include, but are not limited to, programmatic considerations, curriculum growth and change, current and future partnerships, as well as evolving post graduate opportunities. Lastly, input from attendees will be sought as to possible avenues that both the FBI and the FBINAA may wish to consider in the future.



**Jeff McCormick** is the Executive Director of the FBI National Academy Associate (FBINAA). He has more than 30 years of law enforcement experience with the FBI, the Perry Police Department and Valdosta Police Department in Georgia. As a Special Agent with the Federal Bureau of Investigation (FBI) for more than twenty years, he served in the FBI's Philadelphia, Springfield, Cincinnati, and Pittsburgh Field Divisions and twice at FBI Headquarters. He has conducted and supervised Federal investigations of violent and white-collar crimes, public corruption, counterterrorism, and cybercrime. At FBI Headquarters in Washington D.C., he served in the Counterterrorism Division as Chief of the FBI's Counterterrorism Watch, leading the 24-hour command post for coordination of the Bureau's response to terrorism threats and incidents around the world. He also served in several positions while assigned to the FBI Academy, including the Firearms Training Unit and Defensive Systems Unit, and as Chief of the Leadership Programs Management Unit and Chief of the FBI National Academy Unit (FBINA). Over three years at the FBINA, he was responsible for the training of more than 3,000 law enforcement professionals from around the globe.

Jeff retired at the end of 2020 as the Senior Supervisory Resident Agent (SSRA) for the FBI in Charleston, WV, where he supervised FBI investigations in the Southern District of West Virginia. In early 2021, he returned to the FBI as a Supervisory Analyst at the FBI's National Threat Operations Center in Clarksburg, WV.

*Prior to joining the FBI, Jeff served as a patrolman, then detective for the Perry, Georgia Police Department, and a Lieutenant for the Valdosta, Georgia Police Department. He was also the Accreditation Manager for both Departments, leading each to National Accreditation. He holds a bachelor's degree in Criminal Justice from the University of Georgia and a Master of Public Administration from the American Military University.*

## The Delicate Balance Between Public Safety and Free Speech

**Chief Linda Stump-Kurnick**, University of Florida Police Department (FL); FBINA Graduate - Session 181

When alt-right activist Richard Spencer with the National Policy Institute (NPI) held a speaking event on the University of Florida campus (immediately following the fatal events of Charlottesville, VA), the UF Police Department was responsible for balancing free speech rights with campus safety and security. Approximately 450 tickets were sold for the event in the Phillips Center for the Performing Arts, and on Thursday, October 19, 2017, an estimated 2,500 people rallied outside of the venue. Despite the controversy surrounding the speaker, there were no significant injuries or property damage, and only two people were arrested. UFPD Chief Linda Stump-Kurnick, an FBI National Academy and Harvard Kennedy School graduate, will be sharing the lessons she learned regarding civil unrest, protests, and marches through her 20 years of experience as a Chief of Police at a large land-grant university, including the key factors she identified as influencing the success of the Richard Spencer event.



**Chief Linda J. Stump-Kurnick**, Assistant Vice President of Public and Environmental Safety, is the first female Police Chief at a State of Florida public university. A native of Lafayette, Indiana, Chief Stump-Kurnick holds a bachelor's degree in Criminal Justice and Corrections from Ball State University and a master's degree in Higher Education Administration from Purdue University. She is also a graduate from the Florida and Indiana Law Enforcement Academies and the FBI National Academy. Chief Stump-Kurnick joined the University of Florida Police Department in July of 2003. She has extensive law enforcement experience in large event security with both the Purdue University and the University of Florida police departments. She was certified in Advanced Threat Assessment through the Gavin de Becker & Associates Management Academy in 2008 and was a graduate of the first Crisis Leadership in Higher Education course at Harvard in 2009. In 2021, she was awarded an Executive Certificate in Public Policy from the Harvard Kennedy Graduate School.

## Driving on Empty: Supporting Tired Cops to Improve Safety and Performance on the Roadways

**Brett Cowell**, Program Manager, National Policing Institute

**Major Sean Moriarty**, Delaware State Police (DE); FBINA Graduate - Session 263

**Stephen James**, Assistant Professor, Washington State University

Policing requires officers to be awake at all hours, and combined with staffing shortages and increased operational demands, the job leaves many cops chronically fatigued. The problem is that fatigue is a major risk factor for motor vehicle collisions and compromises critical decision-making capacity. This training will discuss fatigue-related risks and explore how executives can implement restorative rest and fatigue management policies to improve the safety and performance of their officers. Panelists will include Dr. Stephen James, a sleep and performance expert from Washington State University, and Major Sean Moriarty (FBI National Academy graduate, session 263), Delaware State Police, who will identify and discuss agency approaches to supporting tired cops. This training is provided as part of the National Law Enforcement Roadway Safety Program, supported by the Bureau of Justice Assistance.



**Brett Cowell** is a Program Manager at the National Policing Institute. Brett provides comprehensive project management for a portfolio of national training and technical assistance projects focused on improving officer safety, including the National Law Enforcement Roadway Safety Program. Brett's past work at the National Policing Institute includes research on officer safety training, police use of force, police foot patrol, public safety use of small unmanned aircraft systems (sUAS), crime gun intelligence centers (CGICs), and law enforcement responses to critical incidents. Brett earned a master's degree in Criminology, Law, and Society from George Mason University and a bachelor's degree in Finance, with a minor in Leadership Studies, from Virginia Tech. In his spare time, Brett is a first responder with over nine years of experience at a volunteer fire and rescue department in Northern Virginia.



**Major Sean E. Moriarty** has been a member of the Delaware State Police since 1994. He has held numerous roles during his career and currently serves as the Administrative Officer on the Executive Staff responsible for Human Resources, Training, Budget/Fiscal Control, Purchasing & Supply, Transportation, Building Construction & Maintenance, Victim Services, Behavioral Health Coordinator, and Critical Incident Stress Management Team. Major Moriarty holds a Doctor of Education in Organizational Leadership. He is a 2016 graduate of the FBI National Academy, Session 263. He is a senior certified Master Instructor with the Delaware Council on Police Training, a principal instructor for the Delaware State Police Leadership Development Program, adjunct professor for Wilmington University and Delaware Technical Community College, and he has published in periodicals including: *The Police Chief* and *the Delaware Trooper*. He is also the author of the book, *Leadership Development for Law Enforcement: A Model for Program Implementation*.



**Stephen James, Ph.D.**, is an Assistant Professor in the Elson S. Floyd College of Medicine at Washington State University Health Sciences Spokane and core faculty in the Sleep and Performance Research Center. His research focus includes the interaction between physical stressors [such as sleep-related fatigue], law, policy, training, and practice relating to operational performance for military and law enforcement personnel. Dr. James strives to better understand the dynamics of performance in a wide variety of military and policing tasks, including driving, citizen encounters, crisis intervention, and deadly force encounters. Prior to becoming an academic, Dr. James spent more than 20 years in the British infantry as a soldier and officer, serving in Cyprus, the Former Yugoslavia, Northern Ireland, and Afghanistan.

## Below 100

**Thomas Dirlam**, Below 100; FBINA Graduate - Session 225

Below 100, is a nationwide initiative aimed at reducing line-of-duty deaths to "below 100". Below 100 is not just about statistics, it's about every officer, trainer, and supervisor taking individual and collective responsibility for the decisions and actions which contribute to safety. For leaders this means promoting a culture of safety throughout their department and making doing the right thing so ingrained it becomes the norm, as well as holding accountable those who stray through courageous conversations. The training focuses on "Five Core Tenets" all under the officer's control; 1) Wear your Belt 2) Wear your Vest 3) Watch your Speed 4) W.I.N. – What's Important Now 5) Remember; Complacency Kills! In many line-of-duty deaths at least one of these tenets is violated.



**Tom Dirlam** retired after 31 years with the Michigan State Police as Assistant Deputy Director of the Administrative Services Bureau. First assigned to the Owosso Post, he spent 22 years in the Forensic Science Division, including two years as a liaison to the Detroit Police Department and the Wayne County Prosecutor's Office. Following two years in the Support Services Bureau as the Assistant Deputy Director, he transferred to First District Headquarters as the Assistant District Commander. In August of 2015 he transferred to the Field Services Bureau and in February of 2016 to the Administrative Services Bureau. He graduated from the 225th Session of the FBINA and the 117th Class of the Northwestern University Traffic Institute School of Police Staff and Command. He has been a Below 100 instructor since 2013, a National Core Instructor since 2014 and was appointed to the Below 100 Board of Directors in August 2016.

## Amplifying Community Policing Through Mental Health Service Collaboration

**Sergeant Robert McKeirnan**, Olathe Police Department (KS)

**Jessica Murphy**, Deputy Division Director of Emergency Services, Johnson County Mental Health

Police departments across the country are embracing Community Policing Programs to engage their community and build partnerships with the people they serve. Many departments are also pursuing solutions to the overwhelming numbers of mental health related calls for service their officers are facing. This training will teach you about two COPS Office grant funded programs that do both. These programs produce wide scale positive interactions with citizens, increase real partnerships with service organizations, and show the community your department cares deeply about them. Olathe Police Department added several programs to their Advanced Crisis-Intervention Team through the COPS Office CIT Expansion grant in 2022. Two of these programs are RECCAPS (Repeat Emergency Caller Community Assisted Problem Solving) and OPTICS (Olathe Post Trauma Incident Care and Support). RECCAPS has reduced or eliminated calls for service with some of the most frequent emergency system contacts while OPTICS provides support for citizens that have experienced a recent traumatic event the department was involved in. You will learn how Olathe built the partnerships, runs the programs, how they impact the community, and how you can scale them to your agency.



**Robert McKeirnan** started his career with the Olathe, Kansas Police Department in 2009. He has worked with the Field Training Program, the Explorers, Peer Support and CIT Unit. He began working with Co-Responders early in his career and saw the impact they made on calls for service. He has worked with them to institute mental health diversion at the Olathe Municipal Court, develop and teach courses to mental health professionals about law enforcement (Cop Culture), expand the scope of the co-responder program and develop the Advanced Crisis-Intervention Team (ACT) as a new unit at the department. Robert currently supervises ACT. The unit partners CIT Officers and Co-Responders for primary response to behavioral health emergencies, follow-up, and advanced problem solving for complex cases. He is also Olathe's CIT Coordinator, serves as the Vice-Chair of the Kansas Law Enforcement CIT Council, and as the Treasurer for the International Co-Responder Alliance.



**Jessica Murphy**, LMSW, got her start in the mental health field in 2006 and started at Johnson County Mental Health Center in 2007. Jessica became the team leader for the Johnson County Co-Responder program in 2017 and currently supervises eight programs with 13 different agencies as a Deputy Division Director of Emergency Services. She has helped three programs start-up, expanded four others, and launched the first school co-responder in Johnson County. While leading the Johnson County Co-Responder program, it received the "Excellence in Community Service" award from the United Community Services of Johnson County, KS in 2017. Jessica is the Board Chair of the International Co-Responder Alliance, which she helped start after launching the National Co-Responder Conference in 2020. She also serves as a Board Member for the Kansas Law Enforcement CIT Council.

## Officer Health, Wellness and Fitness

Chief Stephen Petrilli, Normal Police Department (IL); FBINA Graduate - Session 264

This content is science based and focused on first responders. This training will take on an often-difficult subject like health, wellness and fitness and make it easy to understand and accessible to all attendees regardless of their age, or fitness level. This training will provide fact-based information and debunk the numerous nutrition, health and wellness “fads” that exist. It will empower attendees with science-based information to make positive changes to their nutrition, fitness, and overall health. Attendees will leave this training session with the knowledge and resources to have better informed conversations with their personal physicians and ultimately become the best advocates for their own health optimization. This training is designed for administrators / supervisors as well as line staff. This training is interactive and will take a commonsense approach to explaining the subject of health, wellness, and fitness. The training will cover in detail - not vague suggestive terms - how to build a successful wellness/fitness program for individuals as well as how to integrate a positive wellness culture into the fabric of the organization. Topics include insulin resistance, inflammation, heart health, disease prevention and how they are related. Attendees receive coaching to help them understand their own blood work and how it relates to overall health optimization. Nutrition instruction will discuss in detail what to eat and why for reduction in bodily inflammation and health optimization. Macro nutrient based nutritional protocols will be an area of emphasis during training instruction. The science of how proper nutrition protocols directly relate to improved blood health markers, disease prevention, insulin response, hormonal health and reduction of bodily inflammation will be discussed at length. The importance of adequate sleep, stress reduction, hydration and recovery are also topics that will be addressed during the training. This training is changing the lives of first responders across the country.



**Steve Petrilli** has been with the Normal, Illinois Police Department for 25 years and is currently the Chief of Police. He has been a Recruiter, FTO, SWAT Operator and K-9 handler. Steve has held supervisory roles in Patrol, VICE, SWAT, Pro-Active Gang Crimes Unit and for the Town of Normal Employee Wellness and Insurance Committees. He is a graduate of Illinois State University (B.S.), Northwestern Police Staff and Command #250, the FBI National Academy Session #264, and the FBI Law Enforcement Executive Development Seminar Session # 80. Steve serves as the Chair for the Illinois Association of Chiefs of Police Officer Wellness Committee.

Steve is a former college athlete, a Certified Physical Preparation Specialist (CPPS), a CF-L1 Trainer, and has successfully completed L-1 Power Athlete Methodology Training, CrossFit Law Enforcement Application Specialty Training, Lee Taft Speed School and is a Nutritional Coaching Institute L-1 Nutrition Specialist. Steve is a certified Public Safety Wellness Instructor and currently a part-time Strength and Conditioning Coach at The Athlete Factory in Bloomington, Illinois. Steve has extensive experience training first responders, youth, high-school and collegiate athletes.

Steve is a current Senior Faculty Member and Director of Officer Health and Wellbeing Education for the National Command and Staff College. Steve instructs on the topic of First Responder Health, Wellness and Fitness nationwide. Steve is a subject matter expert in health, wellness and fitness for the Institute of Intergovernmental Research (IIR) and also serves as an instructor for the Suicide Awareness for Law Enforcement Officers (SAFLEO) Program. Steve has authored numerous articles and blogs and has been featured on numerous podcasts for his knowledge, education and application within the wellness space. Steve is also the founder of First Responder Health and Wellness LLC.



## Walk, Run, Then Fly: How DNA and Genetic Genealogy is Transforming 21st Century Crimefighting and Leadership is More Critical than Ever

**Major Ed O'Carroll** (Ret), Fairfax County Police Department (VA); FBINA Graduate - Session 269

**Stephen Busch**, FBI (Ret), Indago Solutions

**Stephen Kramer**, FBI (Ret), Indago Solutions

In 2018 the global criminal justice and public safety community witnessed the power and impact of Forensic Investigative Genetic Genealogy (FIGG) when Joseph DeAngelo, also known as the Golden State Killer, after eluding law enforcement for 30 years, was arrested and prosecuted in Sacramento, California. Five years later, over a thousand cases have seen resolution with FIGG but more needs to be done and role law enforcement leadership plays is more critical than ever. This training will cover a few high-profile criminal cases solved using FIGG and walk through the strategy of making forensic DNA work for law enforcement agencies. The crime fighting community is walking with DNA now, the path has been laid so we can run. This group of seasoned law enforcement leaders and investigators will discuss how we can collectively take flight, figuratively speaking, with DNA and the amazing power of FIGG.



***Ed O'Carroll** began his public service as an emergency medical technician and assistant chief of an ambulance squad in New York. After several years, Ed relocated to the National Capital Region and began his law enforcement career on September 11, 1989, with the Fairfax County (Virginia) Police Department and retired in early 2023. During his more than 33-year career in law enforcement, he has served in every position from cadet to major. His recent executive assignments have included Director of the Media Relations and Internal Affairs. He is the immediate past Bureau Chief of the Major Crimes, Cyber and Forensics Bureau. Ed is a graduate of the 269th Session of the NA and is highly engaged in Forensic Investigative Genetic Genealogy efforts, while enjoying retirement in Colorado.*



***FBI Special Agent Stephen Busch** (retired) is Co-founder of the FBI's Forensic Genetic Genealogy (FGG) team, first FBI Agent in history assigned full time to FGG work, and architect of the FBI's National FGG (Now "IG") program. Formerly a private sector engineer, Mr. Busch joined the bureau in 2002 and worked a variety of investigative assignments including counter terrorism and white-collar crime, while also honing his leadership skills as a SWAT Sniper Team Leader. In 2021, Mr. Busch and his partner Steve Kramer left the FBI and founded Indago Solutions, an AI-based software as a service that automates genetic genealogy to produce investigative leads and identify suspects. He continues to work regularly with the US Department of Justice and with state and local investigators to solve cases through the use of genetic genealogy.*



***Stephen Kramer** has 25 years in law enforcement, as an FBI attorney, as a federal prosecutor and as a deputy district attorney. He has prosecuted homicide cases, corporate fraud cases and national security cases. At the FBI he was responsible for legal matters in many of the FBI's most investigations. In 2013, he became involved in the investigation of the Golden State Killer -- one of the most prolific, uncaught serial killers in U.S. history. Mr. Kramer led the forensic genetic genealogy (FGG) investigation which resulted in the arrest of the Golden State Killer in April 2018. Mr. Kramer and FBI Special Agent Stephen Busch created the FBI's FGG team, which has solved over 100 of the most violent crimes in the United States and internationally. In 2021, Mr. Kramer and Mr. Busch left the FBI and founded Indago Solutions, LLC, an AI-based software service that automates genetic genealogy.*

## Weathering the Unthinkable: Leadership Challenges Following a Line of Duty Death

**Thomas Wells**, Chief (Ret), Springdale Police Department (OH); FBINA Graduate - Session 236

Weathering the Unthinkable recounts our journey through the uncharted waters of a line of duty death. When Police Officer Kaia Grant became the first officer at Springdale PD to be killed in the line of duty, it led the department down a path of emotional and professional upheaval. Only 33 days into his time as police chief, Tom Wells explains the many paths and challenges that were faced and the fallout created; not only by her death, but also the looming COVID-19 pandemic and the subsequent affect that George Floyd's murder had on the profession. The story is much more than the night Kaia was killed but encapsulates the journey of recovery over the next year and how the department matured by working together and supporting one another through the most difficult days it had collectively experienced.



*After graduating from the University of Cincinnati in 1990, Tom Wells began his career as a deputy sheriff at the Clermont County Sheriff's Office and was hired a year later by Springdale Police in Greater Cincinnati. Tom rose through the ranks over his 33+ years at Springdale serving as a police officer, sergeant, lieutenant, captain and was appointed as chief on February 18, 2020. Tom is a proud graduate of the FBINA 236th Session and is currently a member of the Ohio Chapter Executive Board.*

*Recently retired from his police career, Tom is a certified locomotive engineer with Cincinnati Railway Company and member of the Trans Am Club of America.*

## When Leaders Speak, Captivate Your Audience

**Captain Scott Macallair**, Higher Wire Leadership Development (MD); FBINA Graduate - Session 273

**Captain Jennifer Macallair**, Higher Wire Leadership Development (MD); FBINA Graduate - Session 281

The ability to lead successfully begins with the competencies of effective communication. From presentation to content, our program will engage students in a dynamic, entertaining, and informative training that affords them an opportunity to strengthen their communication skills as they apply a variety of proven techniques and strategies. We will examine the impact of non-verbal communication, speech cadence, and proactive messaging to enhance leader's confidence and earn the trust of those they serve. Too often we have all witnessed rank without substance, through this training the student will be challenged to explore the behaviors and subconscious thoughts that impede their growth while gathering the skills to overcome those obstacles. This training is not a lecture, it is guaranteed to engage and entertain the audience as we balance humor with humility in a proven husband and wife format that allows the audience to identify with the content.



*Scott Macallair is a Captain with the Anne Arundel County Police Department. He is currently the commander of the Technical Services Division and is responsible for the operation of the County's E911 communications center, police records unit and technology section. Scott graduated from session 273 and holds a bachelor's degree in Criminal Justice from Northeastern University and a Master's degree in Public Safety Administration from the University of Virginia. His prior experiences include, Executive Officer of the Northern District, Director of Recruit training at the Police Academy, and Patrol Platoon commander. He has served as a member of the Quick Response Team (SWAT) and various specialized units. Scott has extensive experience as an instructor starting as a staff instructor, recruit training supervisor, and firearms training supervisor during multiple tours at the Police Training Academy. He has developed a variety of leadership, mentoring and coaching programs that he presents monthly through the Maryland Police and Corrections Training Commission (MPCTC), Leadership Development Institute's First Line Supervisor and Administrator programs.*



**Jennifer Macallair** is a Captain with the Anne Arundel County Fire Department. She currently serves as the Director of Public information and is tasked with the production, management, and dissemination of communications to a network of 2,500 members, serving a county population of approximately 625,000. She is a graduate of Session 281 and holds a Bachelor's of Science degree in Communications from Purdue Global University. Jennifer was an Explosives and Arson Investigator, Director of recruit training for the Fire Training Academy and full time firefighter. Prior to joining the Fire Department she served as a Police Officer with the Anne Arundel County Police Department in the Criminal Investigations Division, staff instructor at the Police Training Academy, and the first (and still only) female member of the Quick Response Team (SWAT). She is an instructor with the Maryland Police and Corrections Training Commission (MPCTC), Leadership Development Institute, First Line Supervisor course. In 2021, she was selected as the Instructor of the Year for MPCTC. Jennifer was a featured presenter at the 2022 National Women in Fire Conference in Spokane, Washington where she provided a custom designed seminar in fitness for the female firefighter.

## Recommendations from the Critical Incident Review of the Mass Casualty Incident at Robb Elementary School in Uvalde, Texas

**Nazmia Comrie**, Senior Program Specialist, US DOJ COPS Office

**Chief Kristen Ziman** (Ret), Aurora Police Department (IL); FBINA Graduate - Session 249

**Frank G. Fernandez**, President, Blueprints 4 Safety Strategies Group; Police Chief (Ret), Miami Police Department (FL); FBINA Graduate - Session 275

**Mark Lomax**, CEO, Lancer Cobbs; FBINA Graduate - Session 200

On May 24, 2022, an active shooter took the lives of 19 children and 2 staff members, and physically and mentally injured the survivors, the families, staff and teachers, and the community in Uvalde, Texas. At the request of Uvalde leadership, the U.S. Department of Justice established the Critical Incident Review (CIR) to conduct an independent, objective assessment of what happened that day and assess the systems in place in the weeks leading up to May 24. The goal of the CIR is to provide information to those most affected by the tragedy and to build knowledge regarding how to best respond to incidents of mass violence. This panel will present observations and recommendations from the CIR report in the areas of tactics, leadership, incident command, coordination, school safety, emergency management, public communications, pre-incident and post-incident processes, and trauma and support services.



**Nazmia E.A. Comrie** is a sociologist (policing assistance and reform) at the U.S. Department of Justice Office of Community Oriented Policing Services (COPS Office). She provides leadership for the development, implementation, and delivery of technical assistance efforts to state, local, tribal, and campus law enforcement agencies across the country as the program manager for the Collaborative Reform Initiative: Critical Response and the Collaborative Reform Initiative Technical Assistance Center. Nazmia has more than 12 years of experience in managing programs in the areas of police reform, mass demonstrations, officer safety and wellness, and combating human trafficking, hate crimes, and interpersonal violence. To date Nazmia has authored and coauthored a number of publications relevant to her areas of expertise and the criminal justice field as a whole, including *Building Stronger, Safer Communities: A guide for law enforcement and community partners to prevent and respond to hate crimes*. In addition Nazmia was a significant contributor to the After-Action Assessment of the Police Response to the August 2014 Demonstrations in Ferguson, Missouri report that was released in 2015. Nazmia received her bachelor's degree in psychology from the University of Rochester and her master's degree in criminal justice from University at Albany, where she worked on research involving homicides, wrongful convictions, community policing, and gangs.



**Kristen Ziman** is a seasoned law enforcement professional with 30 years of invaluable experience, including serving as Chief of Police in the 2nd largest city in Illinois. She joined the Aurora Police force in 1994 as a sworn officer and worked in patrol, field training, community policing and investigations as a domestic violence detective before being promoted to sergeant in 2003. She was promoted to lieutenant in 2008, to Commander in 2010 and Chief of Police in January of 2016.

She earned her associate degree from Waubensee Community College in 1994. She holds a bachelor's degree from Aurora University and a master's degree from Boston University. She earned a 2<sup>nd</sup> Master's Degree in Homeland Security and Defense from the Naval Postgraduate School in Monterey, California. Chief Ziman is a graduate of the FBINA, Session 249. Since her retirement, Kristen has had the privilege of delivering enlightening keynotes on leadership, culture, empowerment, and mass shooting preparation to various organizations, ingraining her with a profound operational and leadership understanding pivotal for conducting these comprehensive assessments.



**Frank G. Fernandez** is currently the president of Blueprints 4 Safety (B4S) Strategies Group LLC; a security and risk assessment consulting firm specializing in vulnerability assessments, strategic planning and best practice policing/public safety strategic development. Aside from his current engagement in the private sector, Fernandez possesses extensive executive level government and law enforcement experience in the Miami metropolitan area, as well as adjunct faculty experience in the Miami-Dade academic arena. Fernandez has proven to possess far-reaching access to a diverse audience in the Greater Miami Area.

During his 25 years of service in the law enforcement field, Fernandez' experience includes top leadership positions such as Deputy Chief of Police and Chief of Operations for the Miami Police Department (MPD) as well as key positions in the areas of Patrol, Narcotics, Crime Suppression, Tactical and Investigations Unit, Community Affairs Section, and the Neighborhood Enhancement Team (NET). He also held Team-leader and Command positions at the Miami Police SWAT (Special Weapons and Tactics) team and had the opportunity to travel with then, U.S. Southern Commander Army General Bantz J. Craddock and five U.S. senators to Guantanamo Bay Naval Base in Cuba to assess facility conditions at this detention center. Fernandez has worked as an expert police consultant to the United States Department of Justice, Civil Rights Division for over 11 years. He is currently the Vice-Chairman and past chairman of the International Association of Chiefs of Police (IACP) Firearms Committee.



With over 40 years of law enforcement, leadership, and educational expertise, **Mark Lomax** is the CEO of Lancer Cobbs, a consulting firm he founded. Mark was the Executive Director/CEO of the National Tactical Officers Association, representing over 40,000 law enforcement special operations community members. Before this position, he worked in Liberia, West Africa, as the program manager for the United Nations, overseeing the Liberian National Police's Emergency Response Unit (SWAT) and their Police Support Unit (Crowd Control). Previously, he was the manager for the International Association of Chiefs of Police (IACP), Center for Police Leadership and Training. 2008, Mark retired as a Major with the Pennsylvania State Police with over 27 years of dedicated service. He progressed through the ranks, working primarily in undercover operations. His last assignment was as the Director of the Bureau of Training and Education, where he oversaw all training and education for the Department's 6,300 personnel, including the State Police Academy.

Mark is a graduate of the FBI National Academy (200th Session). He has a Bachelor of Arts degree in psychology from LaSalle University, an MBA degree in management from Eastern University, and a Master of Science degree in higher education from Drexel University.

## Developing a Dedicated Use of Force Review Unit: Review, Analysis, Data Collection, and Training

**Lieutenant Matthew Botterbusch**, New Castle County Division of Police (DE)

**Sergeant Sean Ryan**, New Castle County Division of Police (DE)

This training will examine how to create a cutting-edge Use of Force Review Unit dedicated to accurate data collection, analysis, and training based on the thorough examination of every use of force incident within an agency. We will explore the relationship between human perception, the technical aspects of video evidence, and reveal the limitations and distortions they both present. This will establish the difference between the subjective officer's truth and its relationship with the objective case facts which will uncover an honest account of the incident. This in turn, will aid in the development of policies, innovative strategies, and improved outcomes through proactive evidence-based human factors training and guidance to enhance officer performance.



***Lieutenant Matthew Botterbusch** is a 26-year veteran with the New Castle County Division of Police in Delaware. He created and developed the first full-time dedicated Use of Force Review and Analysis Unit in Delaware. Matthew has worked as a patrol officer, narcotics detective, SWAT team leader, Mobile Field Force, and drug recognition expert. With over 22 years of instructor experience, he has served as an instructor for use of force and control tactics, firearms, narcotics investigations, and tactical training for his agency. Matthew has served as a supervisor in patrol, narcotics, street crimes units, and as the Patrol Executive Officer. He has received certifications in force analysis through the Force Science Institute, Critical Incident Review, and Advanced Human Factors through the Association of Force Investigators. Matthew currently serves as the Use of Force Review Unit Commander and consults nationally regarding use of force review and analysis unit development.*



***Sergeant Sean Ryan** is with the New Castle County Police Department. I attended the University of Delaware, and I have 14 years of experience with the New Castle County Police Department. I have a primarily operational background in policing and have served in various units including the patrol division as an officer and supervisor, Mobile Enforcement Team (street crimes unit), as well as undercover narcotics for several years. I am a certified police instructor and am one of the use of force and control tactics instructors for the division. I currently am a member of the Division's Use of Force Review Unit where we identify trends and review all individual uses and displays of force. We are also responsible for conducting departmental use of force training and compiling the division's annual statistics and report regarding use of force.*

## Life Beyond the Badge: Leveraging One's Experience and Interests to Maximize Your "Second-Act"

**Daniel Hoffman**, Principal, Hoffman Consulting; FBINA Graduate - Session 225

While it is somewhat unfortunate, the sad truth is that many highly-skilled and accomplished law enforcement practitioners, managers, and executives critically undervalue the breadth of their accumulated experience, failing to examine potential opportunities and map-out effective transitional plans that could open new and exciting doors in their future. In this training, retired police chief, risk manager, and author Daniel Hoffman illustrates the importance of preparing for one's retirement from active law enforcement, formulating effective strategies designed to take full advantage of one's accumulated skillsets, abilities, and passions.



*A graduate of the FBI National Academy's 225th session, **Daniel Hoffman** received his Master's degree from the University of Alaska in Justice and Public Administration while serving as Chief of Police for the City of Fairbanks. Following his retirement from a 20-year law enforcement career, Daniel entered the world of private industry, serving for over a decade as the Risk Management and Security Supervisor for Alaska's Pogo gold mine through the successive ownership of three international companies: Canada's Teck Resources, Japan's Sumitomo Metal Mining, and Australia's Northern Star Resources.*

*As a passionate and lifelong fly fisherman, Daniel authored "An Alaska Flyfisher's Odyssey" in 2021, exploring the many facets of the flyfisher's world and examining their applicability to other areas of life. The platform created by such examinations have led to Daniel's growing popularity as a keynote speaker and corporate presenter, where he addresses topics including effective leadership and team-building.*