



# FBINAA National Annual Training Conference & Exhibition

August 2-5, 2025 - Baltimore Convention Center

## Keynote Presentations

*Series: Leadership - Motivation*

### **Bringing Inspiration and Passion to Those Who Serve**

**Tim Tebow**, CEO, Tim Tebow Foundation



***Tim Tebow** is a two-time national champion, Heisman Trophy winner, College Football Hall of Fame inductee, first-round NFL draft pick, and a former professional baseball player. The five-time New York Times best-selling author, speaker, and college football analyst is most passionate about his work with the Tim Tebow Foundation, whose mission is to bring faith, hope and love to those needing a brighter day in their darkest hour of need. The foundation is currently fighting for some of the most vulnerable people around the world in more than 90 countries. Tim is married to Demi-Leigh Tebow, a speaker, author, entrepreneur, and Miss Universe 2017. Tim and Demi live in Jacksonville, Florida, with their three dogs, Chunk, Kobe, and Paris.*

*Series: Emerging Technologies - Crime Analysis*

### **NY State Crime Analysis Center Network - Intelligence Led Policing through Strategic Partnerships**

**Thomas Cummings**, Director, Suffolk Crime Analysis Center; FBINA Graduate, Session 231

**Todd Weiss**, Director, Capital Region Crime Analysis Center; FBINA Graduate, Session 285

This presentation will showcase the “first in the nation” New York State Crime Analysis Center Network, part of the New York State Division of Criminal Justice Services, Office of Crime Analysis and Strategic Partnerships. The NYSCAC Network consisting of eleven regional Crime Analysis Centers located across New York State is the first network of its kind in the United States. The presentation will detail on the structure of the network, the network-wide capabilities and advantages over “stand alone” a Real Time Crime Center or Law Enforcement Operations Center. The presentation will go into detail on the analytical and technological capabilities of the network and the individual centers that comprise the network. The presentation will also showcase the NYSCAC network’s innovative partnerships with over three hundred and sixty State, local and Federal law enforcement agencies and the cutting-edge work being done in reducing all Part 1 crime and in particular violent crime.

## Learning Objectives

- Be familiar with NY State Crime Analysis Center Network capabilities
- See a working example of the crime reduction possible with crime analysis and strategic partnerships
- Have a blueprint for creating a local or regional crime analysis center network



**Thomas Cummings** has been director of the Suffolk Crime Analysis Center since November of 2021. The Suffolk Crime Analysis Center is one of eleven regional crime analysis centers that comprise the NYS Crime Analysis Center Network. A program sponsored by the New York State Office of Crime Analysis and Strategic Partnerships. Prior to becoming the director of the Suffolk Crime Analysis Center, Director Cummings served with the Southampton Village Police Department for almost 35 years, the last ten as Chief of Police before retiring in September of 2021. During his police career, Director Cummings served as a patrol officer, a detective, a sergeant, a lieutenant, as captain/executive officer and as Chief of Police. Director Cummings is a graduate of the 231st session of the FBI National Academy and Syracuse University and was the President of the Suffolk County Police Chiefs Association from January 2019 through December 2022.



**Todd Weiss** retired from the Town of Colonie Police Department in 2023 as a Lieutenant with over 23 years of service. During his career at Colonie PD, he served various capacities within the Patrol, Investigations and Administrative Services Divisions, including supervisor of the Special Investigation Unit and Computer Crime Unit. Additional assignments included Special Services Team, Community Services and Training. Todd Weiss is currently the Director of the Capital Region Crime Analysis Center, overseeing the operations of crime analysis and real-time service teams that provide crime analysis, intelligence, information and on-demand, real-time services to law enforcement as they respond, investigate and otherwise prevent criminal activity within the Capital Region.

# Breakout Sessions

*Series: Personnel Matters - Recruiting*

## **Securing the Future: The Importance of Legacy Building and Succession Planning for Organizations and Leaders**

**Deputy Chief Paul Bailey**, Middletown Township Police Department; FBINA Graduate, Session 281

As executive level leaders with an eye toward the future and our legacy, we must strike the balance between “How will we get along without them?” and “I thought they’d never leave!” This presentation discusses the equation of legacy building and focuses on the resources that can be called upon to leave a lasting and successful mark on your agency. It also covers the pitfalls that exist and can prevent someone’s best intentions from becoming utter failures. Finally, the dynamics of succession planning are discussed, including the importance of planning and the preparation for the myriad of details that come with it.

### **Learning Objectives**

- Attendees will know what factors make up a lasting legacy
- Attendees will learn of pitfalls that will taint your legacy and how best to avoid them
- Attendees will understand the importance of a legacy mindset and succession planning on both the person and the agency

<b>Biographies</b>	<i><b>Paul Bailey</b> is a Deputy Chief with the Middletown Twp. Police Department in Middletown, New Jersey. He currently oversees the Office of Professional Standards and Training and serves as the Public Information Officer for the Department. Deputy Chief Bailey is a graduate of the FBI National Academy, Session 281. He has a Bachelor of Arts Degree from Glassboro State College (now Rowan University) and a Graduate Certificate from University of Virginia. He is an accomplished instructor, public speaker, and author, having had articles published by Police 1 Magazine and the FBI Law Enforcement Bulletin. Deputy Chief Bailey has also had the honor of presenting to the FBI National Academy, the United States Army, and other municipal Police Departments on the topics of leadership, resiliency, and overcoming adversity. Additionally, he is the owner of Bailey Training &amp; Consulting, specializing in training on the topics of leadership, supervision, crisis communications, and resiliency.</i>
--------------------	---

*Series: Personnel Matters - Recruiting*

## **Recruitment, Hiring and Retention into the 21<sup>st</sup> Century: A Success Story Through Culture Change**

**Chief Paul LeBaron**, Hermosa Beach Police Department; FBINA Graduate, Session 261  
**Lieutenant Joe Poelstra**, Hermosa Beach Police Department

What is the secret sauce when it comes to recruitment, hiring and retention? Why aren't the traditional methods working? The Hermosa Beach Police Department was faced with the same challenges as most small agencies. The police department of 71 employees had 26 vacancies. Over the next 18 months the department hired 26 people to become fully staffed. This presentation will provide real examples from the Police Recruitment Team on how they recruited a diverse pool of quality applicants and have set the stage for the next generation of leadership in the department. A focus on changing the internal culture, using

social media, technology and meeting the unique needs to today's young generation applicants will be presented. The roles of the City Manager, Chief of Police, Command Staff, Front Line Supervisors, Recruiters and Human Resources will be outlined as every role plays an important part in the overall success in hiring, recruitment and retention.

### Learning Objectives

- Attendees will develop strategies to create a culture that is conducive to the new generation employee, while maintaining strong organizational values
- Attendees will identify tasks for each member of a recruitment team, ranging from the head executive to HR
- Attendees will learn specific techniques to create an organizational culture that will develop 21st Century leaders

<b>Biographies</b>	<p><i><b>Paul LeBaron</b> is a 32 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's career includes assignments in patrol, undercover Narcotics, Internal Affairs, Vice Squad, Public Information Officer, and numerous management ranks. 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. Paul has made organizational culture a foundation for success in the Hermosa Beach Police Department. The culture has been instrumental in seeing the department reach full staffing levels with a waiting list, a 100% retention rate over the past five years and the development of the new generation of officers into future leaders of the profession.</i></p> <p><i><b>Lieutenant Joe Poelstra</b> began his law enforcement career in 1993 with the Costa Mesa Police Department serving for 9 years, achieving the rank of Corporal. In 2008, Joe joined the Hermosa Beach Police Department, where he served as an officer, detective, FTO Supervisor, and he created the Community Police Academy, as well as establishing the Department's social media presence on platforms like Instagram and Facebook. In 2022, Joe was assigned to the Professional Standards Unit, where he successfully recruited and processed over 600 applications to ultimately hire 26 new employees for various positions, earning recognition from regional agencies for his effectiveness in recruitment. Because of these efforts, he won the "Excellence in Innovation" award from POALAC in 2023. Joe was also featured as a subject matter expert at hiring and retention symposiums throughout the state of California, and he spoke on the topic of hiring at the 2023 IACP Conference in San Diego.</i></p>
--------------------	--

*Series: Leadership - Motivation*

### **Empowering Women in Public Safety: Breaking the Numbers Barrier**

**Alyssa Caruso**, Program Lead/Public Sector Events and Customer Programs, Verizon

For three decades, Verizon Frontline, the #1 network choice in public safety, has remained committed to supporting the public safety community through the routine and extreme, providing our nation's first responders with the mission-critical communications capabilities they need to achieve their mission. This panel represents a continuation of that long-standing commitment.

The "Empowering Women in Public Safety: Breaking the Numbers Barrier" discussion aims to shed light on the underrepresentation of women in the public safety workforce and explore strategies to overcome this imbalance. This interactive session brings together influential public safety leaders, professionals and advocates to discuss the challenges faced by women in the workforce and the importance of increasing their representation within this field.

### Learning Objectives

- Attendees will become more informed and bring awareness to the underrepresentation of women in the public safety workforce.
- Attendees will learn about the challenges faced by women in the workforce and the importance of increasing their representation within this field.
- Attendee will access practical guidance for aspiring and current women in law enforcement, empowering them to thrive in their careers

<b>Biography</b>	<i><b>Alyssa Caruso</b> is an experienced and thought leader in government and communication solutions with a diverse background in public safety and business development. After retiring from the Michigan State Police in 2019, she joined Verizon to bring creative solutions to help transform government communities through cross functional collaboration, making end-to-end mobility solutions a reality while focusing on innovative enterprise-wide security, network, and partnered solutions. Allison has helped government, public safety, and universities solve their most difficult challenges. As the currently Head of Strategy at Verizon Frontline she is a leader in critical communications planning, initiatives and solutions to support the public safety communities, nationally. Allison takes pride in empowering women through example and mentorships.</i>
------------------	---

Series: Officer Safety and Wellness/Resilience - Mental Health

### **THIS Is Your Sign: It's Time To Start Healing**

**Captain/Commander Diane T. Hansen, M.S.,** Maryland State Police; FBINA Graduate, Session 287

Law enforcement officers continue to suffer the consequences of career-related and personal trauma EVERY DAY despite effective help that they often refuse to get. Stigma is the main impediment to that help. The most critical objective of this class is the provision of information intended to destigmatize our human reactions to traumatic events in our lives, whether personal or professional. In addition, this class demystifies traumatic reactions by teaching attendees that the trauma responses they experience originate in the brain and are the brain's attempt to first cope, and second, heal. Finally, this class works to inspire hope for healing and recovery, empowering law enforcement officers by reminding them that they do have the ability to get to the lives they want and deserve.

### Learning Objectives

- Attendees will learn about trauma is and about the post-traumatic stress responses it causes
- Attendees will learn that our human responses to trauma are a function of our brain, not of whether or not we are "strong" or "weak," which are words that originate in stigma
- Attendees will learn about ways to improve resilience and healing

<b>Biography</b>	<b>Captain Diane T. Hansen</b> is an 18-year veteran of the Maryland State Police. She holds a Master of Science Degree in Counseling Psychology from Loyola University of Maryland, a Graduate Certificate in Public Safety from the University of Virginia and a Bachelor of Arts Degree in Communications from Villanova University. Captain Hansen entered law enforcement following a 7-year career in the mental health field where she treated individuals diagnosed with severe and persistent mental illness and addictions. Captain Hansen is the Commander of the Maryland State Police Education and Training Division and the Commander of the Crisis Negotiation Team. Captain Hansen has developed curriculum and has provided training on both Police Suicide Awareness and on Resilience for Law Enforcement. In 2023 & 2024, Captain Hansen delivered training on Resilience as part of annual In-Service for the Maryland State Police. Captain Hansen is a graduate of FBI NA Session 287.
------------------	--

*Series: Media Relations and Communication - Crisis Communications*

## **Media Response to the Kansas City Superbowl Rally Mass-Shooting**

**Captain Jake Becchina**, Kansas City Police Department (MO)

After winning Super Bowl 58, an estimate one million fans gathered in downtown Kansas City for a celebratory parade and rally. But this joyous occasion, attended by families and young children, was tragically interrupted by gunfire. In the aftermath of the shooting that left one dead and over 20 injured, this presentation details the immediate media response as well as the crisis communication challenges faced in subsequent days.

### **Learning Objectives**

- List the setup of the KCPD Media Relations Team and the goals / pre-planning efforts that were undertaken the day of the parade
- List the methods and timing of information release in the immediate aftermath of the shooting incident
- List the crisis communication challenges in the days that followed and how they were overcome

<b>Biography</b>	<b>Captain Jake Becchina</b> is a 21-year veteran of the Kansas City Missouri Police Department. He is currently assigned as the Media Relations Unit Commander, responsible for leading public information, regarding department activities to local, regional, and national media partners, as well as public relations and internal communications for the nearly 1700-member department. Jake serves as a Co-Chair of the PIO Committee for the Major Cities Chiefs Association as well as a Regional Vice Chair for the IACP PIO Section. During his 6+ years in the Media Relations Unit, he has managed public information for high profile events such as multiple officers involved in a shooting and being wounded, a critical incident during the 2020 Chiefs Superbowl parade, record numbers of homicides consecutive years, a line of duty death, the 2023 NFL Draft, a mass shooting at the 2023 Chiefs Super Bowl victory parade and rally, and many others.
------------------	--



## **Preparing for Life After Public Service: Transitioning from a Law Enforcement Career to Private Industry**

**Alan A. Malinchak**, CEO, Eclat Transitions LLC; FBINA Graduate, Session 163

Change can be hard, but very rewarding. Your successful career in public/government service is coming to a close either voluntarily or involuntarily. Even if this change is self-initiated, your transition may come with a sense of loss and the anxiety that comes from change. A career transition from the public sector to the private sector will likely require a reinvention of your professional self. Topics include the emotional adjustment, financial considerations, importance of business acumen, professional certifications, understanding business operations, "living/breathing" resumes, networking outside of public service, interviewing and negotiating within private industry!

### **Learning Objectives**

- Understand the importance of a focused preparation and the necessary requisites to be successful
- Understand the importance of business acumen during an interview for a private corporation
- Understand the requirement that resumes in the business world need to be aligned to job description key words, and preferred and required qualifications

---

#### **Biography**

***Alan A. Malinchak** is the CEO of Eclat Transitions LLC – providing consulting services and subject matter expertise on public, law enforcement and military to private sector career transitioning to individuals, groups, government agencies and military branches. Our services include a (1) eTransition Guidebook, (2) Resume Transformation, (3) Counseling/Coaching and Guidance during your transitional timeframe, (4) reviews and edits of LinkedIn profiles, (5) seminars, (6) workshops and (7) keynote speaking engagements. Eclat Transitions LLC is a certified and verified (cVe) Service Disabled Veteran Owned Small Business (SDVOSB). Al has over 40 years of professional experience in government, industry, and academics including being a retired FBI Special Agent (1984-2004), a U.S. Navy Veteran (DAV:1969-1973), and a Graduate of the 163rd FBINA as a Class Counselor. Al can be reached at Al@eclat-t.com or contact him through LinkedIn.*

---

#### 216 - Emerging Technologies - Other Camera/Video Systems

### **Iris: Enroll Today - Identify Tomorrow**

**James Sheets**, Management and Program Analyst, FBI; FBINA Graduate, Session 226

This session will provide a detailed overview of the FBI's iris capabilities, a description of the program's short and long-term goals, and system enhancements. Attendees will be provided with a background on iris recognition and how it is emerging as a biometric identification tool based on scientific research showing the accuracy and effectiveness of the NGI System algorithm. Current participant's use cases for iris recognition will be discussed as well as a discussion on the current best practices for iris image collection. This session will also provide information and specifications necessary for agencies interested in participating in the FBI's Iris Service.

## Learning Objectives

- Participants will gain an understanding of iris recognition and its effectiveness
- Participants will gain working knowledge of the practical application of iris for law enforcement purposes
- Participants will gain key insights to current use cases and future operational possibilities for iris technology within the criminal justice community

<b>Biography</b>	<b>Jimmy Sheets</b> , a 36 year veteran of the FBI, is currently assigned to the Criminal Justice Information Services Division's (CJIS) Next Generation Identification Iris Services and Analysis Team. He served 22 years in the FBI Police, completing the FBI's basic special weapons and tactics training course and served as an assistant team leader on a patrol emergency response team. He left police service at the rank of Lieutenant in 2012. Jimmy was in the FBI's Law Enforcement Officers Killed and Assaulted (LEOKA) Program, was the lead researcher for FBI officer safety studies, and conducted officer safety presentations nationally. Educationally, Jimmy holds a Ph.D. in Business Administration with a specialization in Homeland Security: Leadership and Policy, a Masters of Criminal Justice from Boston University and a B.S. in Criminal Justice from Fairmont State University. He is also a graduate of the FBI National Academy's 226th Session.
------------------	--

*Series: Officer Safety and Wellness/Resilience - Finance*

## Building Financial Resilience in Uncertain Times

**Judy Pollard**, Business Development Manager, Justice Federal Credit Union

In today's volatile economic climate, financial resilience is more critical than ever. This session will delve into practical strategies and tools that individuals can adopt to strengthen their financial foundation. We'll explore the importance of emergency savings, and debt management. Attendees will also gain insights into risk management techniques and long-term financial planning ensuring that they are better prepared to navigate economic uncertainties and protect their financial well-being.

## Learning Objectives

- Risk Management Strategies: Implementing insurance and other tools to protect against unforeseen financial shocks
- Budgeting and Expense Control: Maintaining a disciplined approach to spending and saving
- Build Financial Literacy: Enhancing knowledge about personal finance, and the economy

<b>Biography</b>	<b>Judy Pollard</b> has worked in the finance industry for over 4 decades, 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. She has presented on the topic of Financial Resiliency at several Law Enforcement conferences across the United States such as FBILEEDA, FBINAA, IACP Officer Wellness, The GBI Symposium, Concerns of Police Survivors, National Conference, and MAAWLEE.  As Business Development Manager 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.*

---

*Series: Ethical Consideration for Intervention*

## **How can I help? Are you okay? Introducing the Make the RIGHT Choice and Intervene Training**

**David Snively**, Assistant Director, International Association of Chiefs of Police (IACP)

Use of force has long been a topic of national discussion, especially when a high-profile case heightens community tension. This complex subject encompasses a wide range of elements, including policies, procedures, training, education, community awareness, accountability, leadership, investigations, and data analysis. In collaboration with the IACP CRI-TAC partners, the COPS Office has developed a comprehensive training program designed to empower officers to intervene and prevent procedural errors and criminal conduct among their peers. These peer intervention techniques are essential for enhancing officer safety and wellness, as well as building community trust. This session will feature a module from our extensive 8-hour Duty to Intervene/Active Bystandership training, providing attendees with practical tools and strategies to foster a safer and more accountable policing environment; and we will share how agencies can request the training for their agency at no cost through CRI-TAC.

### **Learning Objectives**

- Attendees will learn about the CRI-TAC program and the no-cost assistance offered to law enforcement agencies of all sizes and types
- How to request training and technical assistance through CRI-TAC, and what to expect during the process
- The benefits of DTI training, and how to implement practical tools for intervening within the policing profession

---

### **Biographies**

***Dr. David T. Snively** has worked in public safety since 2007, starting as a 911 dispatcher and rising through the ranks to serve as Interim Chief of Police. His extensive certifications include Internal Affairs Investigator, Master Public Information Officer, Use of Force Analyst, and Master Instructor. Dr. Snively now serves as the Assistant Director of Research, Policy, and Governance at the International Association of Chiefs of Police (IACP). In addition to his leadership roles, Dr. Snively is an Affiliate Instructor of Criminology and Criminal Justice at Georgia State University in Atlanta, Georgia, where he earned his Ph.D. He is a National Institute of Justice LEADS Scholar and a Doctoral Fellow of the Academy of Justice Sciences, and a graduate of Northwestern University School of Police Staff and Command, PERF's Senior Management Institute for Police, and Georgia's Chief Executives Training Course. He continues to serve as a sworn reserve officer in metro-Atlanta.*

---

## **Data-Driven and Harm-Centered: Strategic Advancements in Violent Crime Prevention—The NYS Division of Criminal Justice Services (DCJS) GIVE Initiative**

**Deputy Commissioner Michael Bonse**, Office of Public Safety, New York State Division of Criminal Justice Services; FBINA Graduate, Session 284

**Chief Eric Clifford**, Schenectady Police Department (NY); FBINA Graduate, Session 274

**Ryan Perlongo**, Program Manager/Evidence-Based Training and Innovation, New York State Division of Criminal Justice Services

**Charles Tyree**, Supervisor of Public Safety Programs, New York State Division of Criminal Justice Services

The NYS (DCJS) Gun Involved Violence Elimination Initiative (GIVE) sets the standard for statewide approaches to reducing violent crime. As of 2024, NYS's homicide rate is 57% lower than the national average and 25% lower than the next closest large state (CA). This presentation will discuss the initiative's structure and the iterative evolution that has led to its success.

Central to the GIVE Initiative are its core pillars of People, Places, Alignment, and Engagement. These pillars, reinforced through implementation science, are pivotal in guiding agencies in their strategic planning; this presentation will focus on how the guidance, infrastructure, and training provided by DCJS have been tailored to address the challenges and opportunities within the current policing environment. Our panel will explore GIVE's dynamic nature and demonstrate how departments of all sizes can leverage this approach to enhance outcomes and build effective cross-collaborative violence reduction teams.

### **Learning Objectives**

- Attendees will be able to identify the GIVE Initiative's four core pillars and understand the holistic approach required to develop a violence reduction strategic plan
- Attendees will gain insight into identifying the right stakeholders for violence reduction efforts and recognize the roles of crime analysis, research partnerships, and an internal iterative review in strategic planning
- Attendees will be equipped with a framework for selecting appropriate evidence-based strategies and leveraging data-driven, harm-centered, and implementation science-informed approaches to support violent crime reduction

### **Biographies**

**Ryan Perlongo** leads the Evidence-Based Training and Innovation unit at the NYS DCJS. He oversees the development of training, technical assistance, research, and analytical products, along with the state's Annual Public Safety Symposium. His team supports key initiatives, including the Gun Involved Violence Elimination (GIVE) and Statewide Targeted Reductions in Intimate Partner Violence (STRIVE), offering guidance to law enforcement on implementing and sustaining evidence-based strategies. A retired Assistant Chief, Ryan holds National Certified Instructor and Curriculum Evaluator credentials from IADLEST, earned a Master of Science in Law Enforcement and Public Safety Leadership from the University of San Diego and is a doctoral candidate at Capella University. Ryan was recognized as a 2022 National Institute of Justice LEADS Scholar, a 2023 Executive Policing Fellow with the National Policing Institute, and is the 2024 recipient of the ASC's Innovation in Policing Award.

**Chief Eric Clifford** joined the Schenectady Police Department in 2002 and worked his way through the ranks as a patrolman, Sergeant, PIO, Platoon

---

Commander, and Detective Lieutenant. While in the Detective Division, he coordinated the NYS DCJS-funded Operation Impact and Gun-Involved Violence Elimination (GIVE) Initiative. In 2016, he was chosen as the 20th Chief of Police for the Schenectady Police Department. Chief Clifford is a graduate of FBI National Academy Session #274 and the Law Enforcement Executive Development Seminar #79. Throughout his tenure, he has spearheaded initiatives aimed at reducing crime, enhancing training methodologies, fostering community trust, and integrating cutting-edge technology to bolster public safety efforts. Over the past eight years, Chief Clifford has steered the Schenectady Police Department with a steadfast dedication to excellence, leveraging his expertise to effectuate positive change and ensure the safety and well-being of the community.

**Deputy Commissioner Bonse** oversees the Office of Public Safety for the NYS DCJS. Before joining DCJS, Michael served 25 years in the Kingston City PD, where he retired as Deputy Chief. He held numerous leadership positions, including director for a regional police academy, master instructor, SWAT team commander, and project manager for his agency's gun-involved violence elimination efforts. Michael dedicates himself to improving law enforcement professionalism, enhancing executive-level police leadership, and promoting evidenced-based policing to improve public safety and community trust. Michael is a graduate of FBI NA Session 284, IACP's Leadership in Police Organizations, and holds a BS and MPA from Marist College in Organizational Leadership and currently serves on the IACP Leadership Policy Council on the PPSEI Committee. As a Hudson Valley Patterns for Progress Fellow, he collaborated with community leaders to address institutional racism and improve police-community relations.

**Charles Tyree** has been with NYS DCJS since 2012. As Supervisor of Public Safety Programs, he oversees the Gun Involved Violence Elimination (GIVE) Initiative, managing all aspects of the grant, including statewide technical assistance, research on evidence-based policing, and acting as liaison with law enforcement agencies across New York. Prior to DCJS, Charles worked at the Division of Homeland Security and Emergency Services, overseeing a broad array of training for first responders. Charles began his law enforcement career with the NYPD in 2000, was a first responder during the terrorist attacks of September 11, 2001, and assisted in recovery efforts at Ground Zero. He also supported the NYPD Task Force during Hurricane Katrina. He received numerous awards for his service including the NYPD Certificate of Excellence. Mr. Tyree holds a B.A. in Organizational Leadership and Communications from Marist College, and is pursuing an M.A. in Criminal Justice from Michigan State University.

---

*Series: Leadership Development - Motivation*

## **Engaging Leadership: Building Relationships and Resiliency to Overcome Adversity**

**Deputy Chief Paul Bailey**, Middletown Township Police Department; FBINA Graduate, Session 281

An insightful, and inspiring presentation highlighting the importance of effective, engaging leadership, supporting resiliency, and building relationships both within the agency and the community at large. People, places, the things they do, and the times they do them. These four simple benchmarks can help senior and executive level leaders guide their agencies in a manner that promotes professionalism,

attentiveness to the community, and officer morale and resiliency. This approach is vital to overcoming the adversities that face our profession today and tomorrow! Paul Bailey is an actively serving Deputy Chief of Police in Middletown, NJ and a member of NA Session 281. Early in his career, he saw how effective it can be by having focus on the 4 keys. As his career progressed, experience showed that the focus may change, but the keys stay the same. This presentation will make a lasting impact on the attendees and allow them to bring fresh perspective to their organizations.

### Learning Objectives

- Attendees will understand the importance of using an engaging leadership style
- Attendees will be able to apply principles learned to improve connections to members of the agency and the community they serve
- Attendees will be able to identify ways to address personal or professional adversity

<b>Biography</b>	<i>Paul Bailey is a Deputy Chief with the Middletown Twp. Police Department in Middletown, New Jersey. He currently oversees the Office of Professional Standards and Training and serves as the Public Information Officer for the Department. Deputy Chief Bailey is a graduate of the FBI National Academy, Session 281. He has a Bachelor of Arts Degree from Glassboro State College (now Rowan University) and a Graduate Certificate from University of Virginia. He is an accomplished instructor, public speaker, and author, having had articles published by Police 1 Magazine and the FBI Law Enforcement Bulletin. Deputy Chief Bailey has also had the honor of presenting to the FBI National Academy, the United States Army, and other municipal Police Departments on the topics of leadership, resiliency, and overcoming adversity. Additionally, he is the owner of Bailey Training &amp; Consulting, specializing in training on the topics of leadership, supervision, crisis communications, and resiliency.</i>
------------------	--

Series: Officer Safety and Wellness/Resilience - Mental Health

### The Right Stuff

**Cynthia Reynolds**, LCAC, Licensed Clinical Social Worker, ProTeam Wellness

Eye Movement Desensitization Reprocessing (EMDR) is a consistently recognized therapy for officer wellness. There is an early intervention EMDR that demonstrates significant reduction in symptoms after work-related critical incidents. The International Association of Chiefs of Police specifically outlines the need for departments to have access to immediate psychological services for critical incidents--and department leadership needs to know what to ask when vetting mental health providers. There are critical differences between the standard EMDR provided for law enforcement with cumulative traumatic memories and the officer who just experienced an officer involved shooting. Knowing the difference can help departments vet providers with The Right Stuff. Early Intervention EMDR can help officers return to work after a critical incident feeling more confident, and it can reduce the likelihood of that officer developing post-traumatic stress disorder later in their career.

### Learning Objectives

- Describe the different types of EMDR
- Explain the benefits of Early Intervention EMDR
- Defend the financial benefits of having access to a wellness team that offers Early Intervention EMDR

Biography	<p><b>Cynthia Reynolds</b> is dually licensed in Clinical Social Work and Clinical Addictions Counseling and has been working with first responders for almost 20 years. While living in Chicago, she was the Manager of a Police Social Work Program for over seven years. Cynthia specializes in working with survivors of trauma and providing crisis intervention/critical incident debriefing. She is a national speaker on topics such as stress management, depression, and post-traumatic stress after ICU admission. Locally, she has spoken to local police and fire departments on wellness. She earned her Bachelor's degree in psychology from Valparaiso University and her Master's degree in social work from Loyola University Chicago. She continues to participate in a state-wide crisis response team to provide crisis mental health services after critical incidents such as armed robberies, public shootings, and more. Currently, she is employed at ProTeam Wellness providing therapy to first responders.</p>
-----------	---

Series: Community Trends - Extreme/Radical Groups

## **Violent Extremism and Radical Group Tactics during a Public Order Event**

**Sergeant Jose Vega** (Ret), New York City Police Department; FBINA Graduate, Session 253

This presentation will go over the myriad of extremist protest radical groups in the U.S. and the tactics they employ against the police and the communities they protest in. The presentation will also give insight on how to best plan for these extremist and radicalized protest groups while preserving the integrity of your agency and the dignity of the communities your serve. Within an eight-day period in late 2014 two court decisions changed public order policing in the United States. With the decisions not to try police officers in high profile deaths in Ferguson, Missouri and New York City policing the protests became exponentially harder. The police had to maintain order at protests where they were the main focus of the anger of the protestors. Since then, the protestors have become more sophisticated and European style of protests and tactics have come to these shores. Since the Floyd riots in the summer of 2020 this type of extremist protestor has gained a foothold in the U.S.

### **Learning Objectives**

- Attendees will be able to identify different tactics that extremist groups employ
- Attendees will gain an insight on what best practices can be deployed against violent extremist groups
- Attendees will be able to update their policies on public order so that they can best combat these extremist groups

Biography	<p><b>Sergeant Jose Vega</b> is a retired 25-year veteran of the NYPD and a graduate of the 253rd session of the FBI National Academy. For 20 years he was assigned to the Disorder Control Unit which is the NYPD's main public order unit. Among his many responsibilities was the training of NYPD personnel on all facets of public order, as well as his real time response to major protests and civil disturbance to provide tactical and logistical support to on scene incident commanders. Jose is a DHS certified instructor, a New York State certified instructor and was the unit's lead designer for multi-agency training exercises that are consistent with the guidelines and standards set forth by the Homeland Security Exercise and Evaluation Program (HSEEP). He is recognized as one of the leading experts on public order in the country and has provided frequent presentations regarding public order to numerous U.S. and International agencies.</p>
-----------	---

## **Radio Silence: Overcoming the Void in Public Messaging**

**Captain Scott Macallair**, Anne Arundel County Police Department (MD); Higher Wire Leadership Development; FBINA Graduate, Session 273

**Captain Jenny Macallair**, Anne Arundel County Police Department (MD); Higher Wire Leadership Development; FBINA Graduate, Session 281

As public safety agencies move towards full radio encryption to protect sensitive information, there have been unintended consequence in maintaining public trust and the role the media plays in conveying our messaging. This presentation will explore two interconnected topics. 1: The processes taken and lessons learned from a collection of agencies within the Mid-Atlantic region as they independently transitioned to full encryption of their land mobile radio systems. 2: Leveraging your Social Media platforms and public information specialists to overcome the radio silence, re-establish public trust and ensure your messaging remains the focal point of public information.

### **Learning Objectives**

- Examine the planning and process for transitioning to full radio encryption
- Explore the impact on public trust and media collaboration
- Learn how to leverage agency managed social media platforms and public messaging

<b>Biographies</b>	<p><b>Scott Macallair</b> is a Captain with the Anne Arundel County Police Department. He is currently the commander of the Southern District, encompassing a large geographic area with a dynamic residential and commercial makeup. Previously he was the commander of the Technical Services Division and was responsible for the operation of the County's E911 communications. 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, Director of Recruit training at the Police Academy, and Patrol Platoon commander. He is also an instructor with the Maryland Police and Corrections Training Commission, Leadership Development Institute.</p> <p><b>Jenny Macallair</b> 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 Bachelors of Science degree in Communications from Purdue Global University. Jenny 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, Leadership Development Institute.</p>
--------------------	--



## Overview of the OIS May 5, 2022 and the Importance of Training, Equipment and Leadership

Chief Roger Schei, Pocatello Police Department (ID); FBINA Graduate, Session 257

Officers responded to a domestic disturbance and encountered a subject armed with a rifle. The two initial responding officers had trainees with them; it was their 3rd day of FTO. During the incident, the suspect fired several rounds at the officers, striking one officer six times and another one time. The officers returned fire, injuring the suspect. I will discuss programs in place to assist us. How we handled the media, the officers involved, and the families in the aftermath, lessons learned, what training we implemented, and training completed before incidents unfolded. Also, what equipment did we purchase because of the incident, why is having good equipment critical, and what policies were changed? I will also discuss the importance of leadership and leadership training and why it is important to train every department member to understand the agency's mission, vision, values, expectations, and leadership principles.

### Learning Objectives

- Discuss and show the importance of training and how it impacted the incident and what training did we implemented post-incident
- Discuss and show the importance of equipment, researching and purchasing good equipment, including what equipment we purchased post-incident
- Discuss and show the importance of leadership and leadership training and how it impacted the officers response as well as dealing issues post shooting

<b>Biography</b>	<i>Roger Schei has dedicated 34 years to law enforcement, with nearly 30 years spent at the Pocatello Police Department, where he currently holds the position of Chief of Police. Chief Schei's extensive experience includes working in various capacities across all divisions, contributing to his well-rounded expertise as an officer. Chief Schei has undergone comprehensive training, including the FBI National Academy (class #257), FBI Command College, and numerous leadership courses. He holds a bachelor's degree in criminal justice from Herzing University and an Executive Certificate through Idaho Police Officers Standards and Training (POST). Driven by a strong sense of mission, Chief Schei believes that every problem can be traced back to leadership. He emphasizes the importance of collaboration with the community to foster positive relationships and propel law enforcement in a constructive direction, even in challenging times.</i>
------------------	--

## Dark Nights of the Soul: When Terror Hits Home

Deputy Chief AJ DeAndrea (Ret), Centurio Training and Consulting LLC; FBINA Graduate, Session 283

Deputy Chief AJ DeAndrea (Retired) was in a leadership role in three school shootings that changed the fabric of American society and police response to active shootings around the world. He takes a deep dive into these tragic events and more importantly analyzes the positive things that came from them in decision making, improved tactics, and mental health practices. Joining him is his daughter, Madalena DeAndrea, who survived the Borderline Bar and Grill active shooting in Thousand Oaks, CA in 2018. Now a Senior Manager of Strategic Projects, Recovery, and Resiliency for Jeffco Public Schools, she shares how the protective factors she learned growing up helped save her life and her journey of post-traumatic growth. AJ

and Madalena share their Eight Pillars which can assist in preventing an active shooting from occurring or help stop and manage them more effectively if one is to occur.

### Learning Objectives

- Understand the tactical decision making matrix, “P.I.E.” (Priorities, Intel, & Environment) and be able to apply it to real world situations
- Understand the Eight Pillars of awareness and preparation that can help prevent active shootings from occurring or help stop and manage them more effectively if one occurs
- Create a resilient and positive mental health culture in their agency and apply protective factors to their day to day life and the lives of their colleagues and loved ones to make them more resilient in the aftermath of trauma

<b>Biography</b>	<i><b>Deputy Chief A.J. DeAndrea</b> (retired) dedicated 30 years to the Arvada, Colorado Police Department, serving from 1993 until 2023. He was a Team Leader on the Jefferson County Regional SWAT Team and held various leadership roles. As Deputy Chief, he oversaw the Field and Operations divisions. DeAndrea is a lead instructor for the National Tactical Officers Association (NTOA) and teaches various law enforcement disciplines, including active shooter response. He graduated from the University of Colorado with a Bachelor of Arts and is an FBI National Academy Session 283 graduate. Throughout his career, he earned six Medals of Valor and numerous commendations, including the Colorado Attorney General’s Excellence in Law Enforcement Award. DeAndrea has instructed internationally and is recognized as a Subject Matter Expert on active shooters. He was involved in high-profile incidents, including the Columbine High School response, and is the CEO of Centurio Training.</i>
------------------	--

*Series: FBINA Member Information*

## FBI National Academy Update

**Jeff McCormick**, Executive Director, FBINAA

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

This session 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.

<b>Biography</b>	<i><b>Jeff McCormick</b> 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</i>
------------------	--

*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.*

*Series: Emerging Technologies - Advanced Intelligence*

## **Modern Leadership in Investigative Command: Leveraging Technology for Enhanced Precision and Efficiency**

**Randal Gilliland**, Customer Success Specialist, PenLink; FBINA Graduate, Session 259

**Jeff McMullan**, Territory Sales Manager, PenLink; FBINA Graduate, Session 238

In today's rapidly evolving landscape of law enforcement, command leaders play a pivotal role in guiding investigative teams toward greater efficiency and accuracy. This session explores how modern investigative units can benefit from advanced technologies like artificial intelligence, data outsourcing, and historical data analysis. Discover the transformative potential of AI algorithms to uncover hidden patterns, how outsourced data can broaden investigative scope, and the power of historical data to provide layered insights. Tailored for command leadership, this presentation delivers actionable strategies for integrating these advancements into your team's workflow, ensuring your unit stays ahead in a complex digital environment.

### **Learning Objectives**

- Identify how AI can enhance investigative strategies and inform command decision-making by uncovering covert patterns
- Outline practical approaches for incorporating outsourced data sources to expand investigative capabilities and team effectiveness
- Develop a framework for leveraging historical data to enrich analysis and provide comprehensive perspectives in complex cases

### **Biographies**

***Randal Gilliland**, a Customer Success Specialist with Penlink, brings a blend of technical expertise, digital forensics background, and proactive customer-centric approach sets him apart with a rich educational background; Randal holds a Criminal Justice Certificate of Achievement from the University of Virginia and is an FBI National Academy Session 259 graduate. He further enhanced his skills through the FBI-CAST Historical Cell Site Analysis Course as part of the Cellular Analysis Survey Team (CAST). Additionally, Randal completed the FBI-Quantico CART Digital Forensics Examiner Certification Training in April 2018, where he was assigned to the TVRCFL at Red Stone Arsenal Huntsville, Alabama. His past roles include, ODNI Directorate of Intelligence HUMINT Section Development Unit*

(HIC) and working with SIGINT units throughout the gov space. Randal also has over fourteen years of experience in ICAC and human trafficking cases.

**Jeff McMullan** is a retired deputy chief of a police department in metro Atlanta, Georgia. He has over 24 years of law enforcement experience, including patrol, work with K-9 units and drug task forces, investigations, management, and commander-level activities. He is an FBINA graduate (session #238). In his current role, Jeff works with law enforcement agencies in the Southeast to help identify their communication-analysis needs and enable effective investigations.

*Series: Leadership Development - Motivation*

## **The Mirror: Using Introspection, Self-Awareness and Ego Suppression to Improve Your Leadership Abilities**

**Chief Rolando Camacho**, Chambersburg Police Department; FBINA Graduate, Session 239

Most executive leadership courses cover the same subjects: accountability, delegation, discipline, ethics, decision-making, etc. Few of these courses examine the “soft arts” of leadership: EI, self-awareness, introspection, and ego suppression. My presentation establishes that when a leader self-examine themselves through the use of a truthful lens, AKA the “mirror,” they will exponentially strengthen their leadership qualities and build meaningful connections with their subordinates. The class teaches the participants how to gain self-awareness, introspection, and ego suppression using practical exercises designed to gain inner truth and candidly assess their strengths and weaknesses. From this new point of honesty and ultimate self-accountability, the student will be able to inspire and effectively lead their teams.

### **Learning Objectives**

- Learn the Value of Self-Awareness, Introspection, and Ego Suppression in Leadership
- Understand How to Use Written and Verbal Exercises to Gain Self-Awareness, Introspection, and Ego Suppression
- Demonstrate How These Invaluable Skills Will Exponentially Improve The Students Leadership Abilities

### **Biography**

**Dr. Ron Camacho** is an accomplished law enforcement executive with 29 years of experience, 16 of which were in managerial positions. For the last eight years, he has served as the Chief of Police for the Chambersburg (Pennsylvania) Police Department, a PLEAC-accredited agency. He is a highly requested speaker and nationally published author on the topics of leadership, management, mentorship, and emotional intelligence. He graduated from the prestigious FBI National Academy, 239th session, and was honored as one of Police Magazine's Innovated Law Enforcement Leaders in 2023. He holds a Doctorate in Criminal Justice from Penn West University and a Master's in Criminal Justice from Liberty University.

## Yoga for First Responders: An Innovative Approach to PTSD Prevention and Resilience Building

**Olivia Mead**, Founder and CEO, Yoga for First Responders

This session addresses a critical topic in law enforcement: the prevention of PTSD and enhancement of resilience through evidence-based training. We will present the outcomes of a clinical study on Yoga for First Responders' (YFFR) 16-week training protocol, which has been scientifically shown to reduce PTSD symptoms, improve stress mindset, and build resilience. This approach is a proactive, preventive solution that equips officers with skills to manage stress and trauma before symptoms escalate into diagnosable PTSD. In addition to clinical data, this class connects to broader themes in officer wellness, ethical intervention, and leadership development, offering leaders an accessible, holistic tool for personnel health and operational resilience. YFFR's protocol empowers officers to sustain high performance and develop resilience through evidence-backed methods aligned with modern wellness standards.

### Learning Objectives

- Reframe Resilience Training and Address Misconceptions Understand YFFR's research-backed approach to resilience, positioning it as an essential skill for mental and physical endurance within law enforcement
- Integrate Officer Wellness for Improved Performance and Safety Explore how YFFR's program aligns with officer wellness initiatives, offering proactive tools for stress management and PTS(d) prevention to support long-term health
- Implement Practical, Evidence-Based Tools Gain actionable steps for adopting YFFR's resilience training in your agency, utilizing data-supported methods and resources for both in-person and digital application

### Biography

**Olivia Mead**, Founder and CEO of Yoga For First Responders® (YFFR), leads a groundbreaking non-profit dedicated to helping public safety professionals build resilience, process stress, and enhance performance through specialized, research-backed yoga training. With over 20 years of experience, Olivia developed YFFR's protocol by integrating traditional yoga practices with neuroscience, human performance, and cognitive reappraisal, tailored specifically for first responders.

YFFR's protocol, validated by two clinical studies, stands as the first workplace-delivered resilience program proven to reduce PTS(d) risk for active-duty personnel. Olivia has expanded YFFR's reach through an on-demand app, YFFR University, and the weekly "On Air" podcast, certifying hundreds of instructors worldwide. Her leadership and expertise in resilience training continue to advance the mental health and performance of those serving our communities.

## **Creating a Multi Discipline Threat Assessment Team**

**Captain Kevin Griger**, Sarpy County Sheriff's Office; FBINA Graduate, Session 238

This session would help attendees understand the basics of Threat Assessment and the need for having a multi discipline threat assessment team in place to work together prior to mass casualty events taking place in their jurisdiction. The attendees will leave with an understanding of who should be part of the team, how to conduct meetings, how to handle cases, and the importance of collaboration. Additionally, a model policy for the team will be discussed as will the pertinent laws regarding Threat Assessment teams and the dissemination of information. The attendee will also understand the need for confidentiality and review a model policy regarding that standard. The use of information platforms will be discussed along with team pitfalls. Participants would look at past cases to determine what they believe is the best course of action and help them develop a safety plan for the case. A question and answer period would be included at the end of the presentation.

### **Learning Objectives**

- A basic understanding of Threat Assessment
- Realize the need for a multi discipline threat assessment team within their community
- Understand who should be part of a multi discipline threat assessment team

<b>Biography</b>	<p><i><b>Captain Kevin Griger</b> began his career with the Sheriff's Office on January 2, 1987. He is assigned as Commander of the Support Services Division. Captain Griger graduated from the University of Nebraska-Omaha with a Bachelor of Science degree in Criminal Justice and was a member of the United States Marine Corps Reserve from 1983-1988. Captain Griger graduated with the 238th session of the National FBI Academy in 2009.</i></p> <p><i>He previously worked as Commander of the Investigations Division. Additionally, He was also assigned to the Road Patrol as a deputy, then supervisor, Commander and as Lieutenant in the Admin Division, working in Professional Standards. Earlier assignments were in Investigations as a Deputy in the Narcotics Unit and a Sergeant in Criminal Investigations. Captain Griger is the High-Risk Incident Commander and was formerly SWAT team commander and was a 20 year member and academy instructor. Griger is a member of the Association of Threat Assessment Professionals.</i></p>
------------------	--

## **LE Retirement 101: The Problems, Psychology and Possibilities of Law Enforcement Transition**

**Colonel Randy Richert** (Ret), Air Force; Former Deputy County Sheriff, City Marshall and Firefighter; FBINA Graduate, Session 186

**Kate Tumelty Felice**, PhD, Coordinator of Education Programs, Rowan College of South Jersey

As FBINA graduates already know, a career in Law Enforcement presents additional and unique consequences that impact our families, our finances, our health and our future opportunities in life. This presentation focuses on those "life after law enforcement" outcomes in order to prepare both members of LE, and their significant others, so they can better understand the retirement transition, avoid pitfalls, and maximize positive possibilities. Combining their Law enforcement careers (and retirement from), plus living in LE families, with their academic and experiential backgrounds in Psychology, Education, Leadership and Resiliency, gives the instructors a great platform to facilitate others in their preparation for



and transition through retirement. Several takeaway tools and ideas for consideration will be presented to the attendees.

### Learning Objectives

- Understand and have a plan to tackle expected retirement challenges
- Open the aperture to the possibilities for LE retirees
- Focus on the Psychology of Network and "Community" engagement

Biographies	<p><b>Randy Richert</b> is a retired Air Force Colonel, former Deputy County Sheriff, City Marshall and Firefighter. Led a global law enforcement and security program at 125 locations worldwide directing over 8,000 personnel. Director of Curriculum and Instructor development for the Air Forces Expeditionary center, training over 1,000 students per year awarding up to Masters degrees. Lead Instructor for the FBINAA Officer Resiliency program and longest serving member of the National Training Committee...formerly on the Officer Safety and Wellness Committee. In addition to the FBINA have taught the US Secret Service, NYPD, Chicago PD, Houston PD, Ontario Provincial Police, Thunder Bay PD (Canada) , En Garda National Police (Ireland), Vatican Police, Tokyo Police, Korean National Police. Attended four Executive Transition Assistance Programs (E-TAP) for senior executive transition and retirement and have trained multiple LE and other professionals on retirement/transition possibilities and consequences.</p> <p><b>Dr. Kate Tumelty Felice</b> is an education and psychology professor, and Coordinator of Education Programs at Rowan College of South Jersey, and faculty of Education for Fairleigh Dickinson University, and in Integrative Health for Northeastern University. Raised in an Irish Cop family and formerly married to a Detective, she lived with the consequences of her father’s on-duty shooting, subsequent depression/alcoholism, and the toll of an LE marriage. Believing in her father’s service to his community, Kate followed him into policing, beginning her career as a major crimes and narcotics detective. She then transitioned into education with a proactive focus on Community Engagement, Psychology and Resiliency for schools, first responders, veterans, and prosecutors. She has implemented holistic wellness programs in schools and organizations, and provided subject matter expertise, in Adverse Childhood Experiences (ACEs), Trauma-informed protocol, Neuroplasticity and Learning, and Positive Psychology.</p>
-------------	---

## **The Future of the Connected Patrol Car: How Connected Vehicle Technology Will Drive Officer Productivity and Boost Community Safety**

**Marcus Claycomb**, Business Development Manager, Panasonic; FBINA Graduate, Session 273

**Kjeld Lindsted**, Head of Products and Sales, Panasonic Smart Mobility

**Shawn Romanski**, Director of Telecommunication, Boston Police Department

With over 470 million connected vehicles anticipated on the road by 2025, generating about 25 gigabytes of data per hour, connected vehicle technology powered by artificial intelligence (AI) will transform our roadways. For police, this means enhanced situational awareness and fleet efficiency. AI platforms can monitor vehicle health, predicting repair needs and reducing unexpected downtime. Likewise, connected vehicles send alerts to nearby cars, like when sudden braking is required, decreasing collision risks. The technology also strengthens response efforts. In severe weather, AI can analyze road conditions and vehicle performance, so municipalities can deploy plows and salt trucks to areas where cars are skidding. This enhances safety for officers and the public. As AI evolves, it will further streamline connected vehicle operations. This session will explore the importance of developing a strategic roadmap to maximize AI and connected vehicle technology today and in the future.

### **Learning Objectives**

- Understand how AI-powered software platforms in connected vehicles can streamline vehicle maintenance by providing real-time performance insights, reducing admin time for officers, and enhancing vehicle reliability
- Gain a better understanding of the current capabilities of connected vehicle technology and how it will advance to support more intuitive traffic light pre-emption and reduce the likelihood of collisions
- Learn how municipalities can leverage connected vehicle data to monitor road conditions and proactively manage road safety, ultimately reducing accident response times and empowering officers to focus more on community engagement

### **Biographies**

***Marcus Claycomb** is the business development manager for the public sector for Panasonic Connect North America. He is responsible for creating connections, networking, and creating opportunity in the fields of law enforcement, fire/rescue, and medical. He works with internal and external partners to increase and enhance existing technologies – as well as working with those same partners to create new technologies & products to fill the “need void” in those fields. Marcus started in medical & fire/rescue and just retired after a 30-year career in law enforcement. He earned a bachelor’s degree in public administration from Bellevue University in Nebraska, an associate degree in computer network administration, and is a proud graduate of the FBI National Academy Session #273.*

## **Living through the Lens of Trauma**

**Captain Darrell Aulston**, Wellness Director, Colorado State Patrol

"Living Through the Lens of Trauma" is an exploration of the various forms of trauma that law enforcement officers encounter, from critical incidents and personal loss to the cumulative stress of daily duties. This course delves into how trauma shapes our perceptions, behaviors, and emotional responses, often influencing decision-making in high-pressure situations. Participants will learn to recognize these patterns and develop strategies to regain control, fostering resilience and healthier responses in both their professional and personal lives. The session emphasizes practical tools for managing trauma's impact, promoting mental well-being, and enhancing overall effectiveness in the field.

### **Learning Objectives**

- Attendees will be able to identify the different traumas faced by law enforcement on a daily basis
- Attendees will be able to identify how trauma shapes our perceptions, behaviors, and emotional responses
- Attendees will be given multiple mindfulness and mental health techniques to work through each trauma and take a proactive step for their mental health.

<b>Biography</b>	<i><b>Darrell Aulston</b> is an Executive Law Enforcement Professional with over 20 years of experience. He earned his Bachelor of Science Degree in Criminal Justice from the University of Nebraska at Kearney while working for the Buffalo County Sheriff's Office as a detention officer. Darrell Aulston is currently a Captain with the Colorado State Patrol and has 11 years of leadership experience, now serving as the Wellness Director. Darrell's previous roles include training, investigations, and first and second-level leadership. Darrell is married to his wife Kali and lives in Denver with their son Riggs.</i>
------------------	---

## **Real Time Crime Centers: Building the Future of Policing Through Precision and Partnership**

**Captain Darin Hull**, Cobb County Police Department

**Lieutenant David Thorp**, Cobb County Police Department

With law enforcement facing staffing shortages and growing public expectations, Real Time Crime Centers (RTCCs) are transforming how agencies operate. RTCCs serve as the information hubs of public safety technology, enhancing the effectiveness of law enforcement by providing precise, actionable intelligence in real time. This session will offer a deep dive into how to build an RTCC tailored to your agency's unique needs, using an incremental approach we call "crawl, walk, run." Attendees will learn about lessons from Cobb County's award-winning RTCC and best practices gathered from national and international experience. Additionally, the session will explore the future of RTCCs, emphasizing interagency cooperation to complete the bigger puzzle of public safety. Whether you are starting from scratch or looking to optimize your existing operations, this session is essential for those wanting to shape the future of policing.

## Learning Objectives

- Understand the key components and technology of Real Time Crime Centers and how they can serve as a force multiplier to overcome staffing shortages and meet increasing public expectations
- Learn how to build an RTCC from the ground up, using a scalable approach that evolves with your agency's needs through the "crawl, walk, run" methodology
- Explore the future of RTCCs, including regionalization and interagency cooperation, to promote data sharing and more effective law enforcement across jurisdictions

<b>Biographies</b>	<p><b>Captain Darin Hull</b> has dedicated over 22 years to the Cobb County Police Department, where he currently oversees the Real Time Crime Center, Violent Crime Bureau/SWAT, Homeland Security, and Crime Analysis Unit. His diverse experience spans specialized units, including Violent Crime Bureau, Crimes Against Persons, the DUI Task Force, Organized Crime/Gang, SWAT, and the Underwater Search and Recovery Team. In addition to his operational roles, Captain Hull serves on the advisory board of the National Real Time Crime Center Association, influencing national law enforcement strategies. A recognized national and international speaker on Real Time Crime Centers, he has also published an article on the subject in the Georgia Association of Chiefs of Police magazine. Captain Hull holds a Master of Public Administration from Jacksonville State University, blending academic insight with practical experience to advance law enforcement and public safety.</p> <p><b>Lieutenant David Thorp</b> has over 22 years of law enforcement experience and is a leader known for building high-performance teams through innovation, collaboration, and accountability. He currently serves as the commander of the Field Operations Response, Crime Analysis, and Strategic Technologies unit, which includes the Real Time Crime Center (RTCC). In this role, he led the project management and integration of public safety technologies within the RTCC. His extensive experience includes assignments in criminal investigations, crime analysis, and the use of facial recognition. Lieutenant Thorp is committed to enhancing public-private partnerships through a real-time policing model. The Cobb County Police Department's RTCC has received recognition from both the National Real Time Crime Center Association (NRTCCA) and the Georgia Association of Chiefs of Police (GACP).</p>
--------------------	---

Series: Emerging Technologies - Forensics

### **Transformative Leadership for Solving Crime in the Digital Age**

**Bureau Chief/Major Ed O'Carroll** (Ret), Fairfax County Police Department; FBINA Graduate, Session 269

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

**Alicia Kozakiewicz**, Victim/Survivor

In this session, we will explore the vital role of innovative leadership in adapting to rapidly evolving technological landscapes. A key highlight will be the poignant story of Alicia Kozakiewicz, a motivational speaker and missing persons advocate whose experiences as an abduction survivor illustrate the profound impact of crime on individuals and communities. Participants will learn how law enforcement executives can leverage digital tools to enhance crime prevention and resolution while fostering collaboration and continuous learning. The session will also cover insights into data analytics, community engagement, and strategies for emerging challenges. We will delve into case studies that highlight best practices for leading diverse teams and embracing a victim-centered approach in investigations. By the end, participants will

gain actionable strategies to drive meaningful change, contributing to safer communities in the digital age.

## Learning Objectives

- Leverage Technology for Increasing Solve Rates: Attendees will demonstrate how to effectively utilize digital tools, partnerships and data analytics to enhance crime-solving efforts and foster community support and engagement
- Understand Innovative Leadership: Participants will articulate the key characteristics of innovative leadership and its importance in navigating the challenges of solving minor and major criminal investigations in the digital age
- Implement a Victim-Centered Approach: Participants will identify best practices for integrating a victim-centered mindset in criminal investigations and team leadership, promoting empathy and support for victims while improving outcomes for victims and law enforcement

## Biographies

**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, he relocated to the National Capital Region and began his law enforcement career on September 11, 1989, with the Fairfax County Police Department, retiring in 2023. Over his nearly 34 years, Ed served in every position from cadet to major, with recent executive roles including Director of Media Relations and Internal Affairs. He was also the Bureau Chief of the Major Crimes, Cyber, and Forensics Bureau, from 2018 until retirement. A proud graduate of the 269th Session, Ed is active in the Rocky Mountain and Virginia Chapters and serves on the NAA Membership Committee and the NAA Foundation, Section I as an Ambassador. In retirement, he remains engaged in training and lecturing on effective leadership and the power of technology while mastering the criminal investigation.

**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 Patrol, Professional Standards, and CID. 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 a Director of Technical Marketing and Forensics at Magnet Forensics, where he assists in the development of Magnet products and provides support to customers.

**Alicia “Kozak” Kozakiewicz** is a motivational speaker, Internet safety expert, and advocate for victims and missing persons. Through her advocacy, she has inspired millions to overcome life’s challenges, pursue their passions, and discover their purpose. Alicia’s extraordinary life story exemplifies the resilience of the human spirit in the face of adversity. As the founder of The Alicia Project, she has dedicated her life to raising awareness about Internet safety and sexual exploitation through impactful presentations. A prominent advocate for child safety legislation, Alicia has testified before Congress to support Alicia’s Law, which funds the Internet Crimes Against Children task force, enabling the rescue of endangered children. Formerly the Director of Outreach and Global Impact for the International Centre for Missing and Exploited Children, Alicia has been featured on numerous media platforms, including the Oprah Winfrey Show and CNN.

## **Leadership Is Not a Secret: Lessons Learned from The U. S. Secret Service**

**Captain Michael Richardson**, U.S. Secret Service, Uniformed Division; FBINA Graduate, Session 251

This session provides an overview of leadership principles codified from direct experience working in the U. S. Secret Service. It will provide insight into a true definition and view of Leadership. The session will review the twelve leadership principles derived from Michael Richardson’s firsthand accounts working in the Secret Service. Each principle will be defined to provide an understanding of how the principles enhance and foster organizational success. The session will outline how the leadership principles should be applied to incidents. Michael will share from his published work. In reviewing the incident(s), Michael will elicit audience feedback to analyze the incidents/video(es) applying the defined leadership principles. Michael will probe the audience to elicit leadership thought. Audience members will be asked to provide example of enhancements that could be implemented or applied to their organizations that could enhance or improve the operation of their organization.

### **Learning Objectives**

- Understand the meaning of leadership and be enlightened to leadership principles that are necessary for successful organizational operations and community engagement
- Ability to analyze actual incident(s) which may include video accounts to gain an understand how the leadership principle(s) should be applied
- Ability to explain how they can apply the reviewed leadership principles to their organizations

---

### **Biography**

***Michael Richardson** is a retired Captain from the U. S. Secret Service Uniformed Division with 25 years of leadership, organizational and command experience. He oversaw operations at all operational Branches within the Division. His direct experience allowed him to hone and codify his leadership principles. These principles confirmed his leadership acumen incorporating a genuine leadership philosophy of accountability and transparency. He received Recognition and Honor awards for his contributions. He dedicated an addition 8 years to the Howard County Police Department advancing and optimizing their Special Permitting Program to realize measurable efficiencies qualifying for the prestigious National Association of Counties Award. Michael holds a Bachelor of Science degree in Criminal Justice from the University of Baltimore, and is a graduate of the FBI National Academy. Michael is a published author embarking on his next endeavor of imparting leadership training to organizations.*

---



## Enhancing the Capabilities of Vulnerable Person Registries: When CAD and Compassion Converge

**Chief James Gerace**, Town of Colonie Police Department; FBINA Graduate, Session 282

**Todd Weiss**, Director, Capital Region Crime Analysis Center; FBINA Graduate, Session 285

Vulnerable Person Registries have been promoted by both the International Association of Chiefs of Police and the FBI Law Enforcement Bulletin. The Town of Colonie made enhancements to these programs that are inexpensive and pair with an agency's existing Computer Aided Dispatch (CAD) systems and Geographic Information System (GIS). Responding officers are able to enter crisis intervention scenes equipped with critical rapport building information. Instead of relying upon individual officer memory retention, the police department integrated the Vulnerable Person Registry information into a system police personnel use every day: Computer Aided Dispatch. Officers are provided with calming methods and triggers along with a photograph of the vulnerable person. A vulnerable person layer was also added to dispatcher maps to aid in cases of vulnerable persons who are prone to wander. Attendees will learn how to implement a similar program in their agency.

### Learning Objectives

- Identify the importance that pre-arrival information has for officers in tense crisis situations
- Identify the steps to building a vulnerable person registry for their agency
- Identify the key community stakeholders for successful implementation

<b>Biographies</b>	<p><b>Chief Gerace</b> is a 25-year veteran of the Colonie Police Department and an FBI National Academy graduate, session 282. A certified police trainer and speaker, he specializes in crisis intervention and using learning science to improve training outcomes. He serves on the NAMI NYS Criminal Justice Committee and is a sought-after presenter on mental health topics.</p> <p><b>Todd Weiss</b> retired from the Town of Colonie Police Department in 2023 as a Lieutenant with over 23 years of service. During his career at Colonie PD, he served various capacities within the Patrol, Investigations and Administrative Services Divisions, including supervisor of the Special Investigation Unit and Computer Crime Unit. Additional assignments included Special Services Team, Community Services and Training. Todd Weiss is currently the Director of the Capital Region Crime Analysis Center, overseeing the operations of crime analysis and real-time service teams that provide crime analysis, intelligence, information and on-demand, real-time services to law enforcement as they respond, investigate and otherwise prevent criminal activity within the Capital Region.</p>
--------------------	--